

SUSTAINABILITY
REPORT
2022



STOSA GREEN PARK

Innovation, Design, Sustainability

*“Building
a new company
based on respect for people
and the environment.”*

CONTENTS

Letter to stakeholders	4
Note on methodology	7
Company	12
Product	24
Economic value	28
Suppliers	32
Human resources	36
Environment	44
Furniture Pact	50
Stosa Green Park	54
Social Impact	60
Objectives	64
GRI content index	66

LETTER TO STAKEHOLDERS

Dear Partner / Collaborator,

We would like to share with you a new and extremely important milestone in the history of Stosa Cucine, an Italian company whose DNA has always included the essential values of authenticity, respect for people, importance of family and deep roots in the local community.

Italy is a land rich in entrepreneurial families whose capacity for innovation helps spread the reputation of Italian quality and design worldwide. Their products contribute to the country's economic and cultural growth and even influence trends and cultural models. The story of Stosa Cucine is the story of one of these families, and of a dream that became reality, guided by passion and know-how transmitted from one generation to the next. Stosa has been producing quality Italian kitchens for 60 years, and our products are recognised and acclaimed for their innovation and design. In this **first ever Sustainability Report**, in addition to providing information about our products, we also want to explain how we care for people and the environment.

This report expresses our commitment to serving as a positive force in support of the people who work in our factories, the local community from which we have sprung and which continues to shape our future, and the planet on which we live, which requires us to do everything we can to protect it, more than ever before. We are determined to play our part and to have a positive impact on people and on the environment in which we live.

Authenticity is the very heart of our company, and is reflected in the values that guide us. We are a signatory of the Furniture Pact, a pact introduced by SDA Bocconi's Sustainability Lab, to unite companies in the Italian furniture supply chain who share the objective of promoting sustainability and taking practical steps to reduce their impact on people and the environment.

The sincerity of our commitment is expressed through practical actions. We have already invested 15 million euros in the construction of Stosa Green Park, an Industry 4.0 Smart Factory conceived and built with sustainable development in mind. Our Green Park will cover a total area of over 150,000 m² and will boast state-of-the-art machinery and a photovoltaic system that will make us almost self-sufficient in energy. It will also include a catering area, parking spaces and electric charging columns to help employees live and work in a healthier, more pleasant environment.

We believe that the family plays an essential role and that its values deserve to be preserved. The wellbeing of everyone who works at Stosa is therefore one of our priorities. Our company was recently certified WHP – Workspace Health Promotion – a World Health Organisation Programme that promotes health through correct workplace lifestyles.

2023 will be a year of further progress towards our goals. We are confident that we can make a difference and grow responsibly, with respect for everything around us – everything that has helped to make us the internationally recognised and respected company that we are today. We have set ourselves ambitious, challenging targets and adopted innovative new ideas in order to improve not just the performance but the sustainability of our business. We hope to have a positive influence on all those who work with us and live near us while still preserving our unique identity.

We end this letter by thanking you for your input, which has been a great help in bringing this project to a successful conclusion. Thank you for your valuable time. Together, we can continue to make a difference, by fostering an approach to business based on quality, sustainability and accountability.

We look forward to continuing this journey together.

Stosa Cucine



NOTE ON METHODOLOGY

To give greater prominence to our commitment to a sustainable business model, and to our accountability to stakeholders, we voluntarily decided to publish a Sustainability Report alongside our financial reports, starting with Stosa Cucine's 2022 business year.

This document applies to the 2022 financial year. It provides information on environmental, social and personnel issues and on our respect for human rights and our fight against corruption. The topics in it have been selected to help readers understand our company's activities, performance, results and impact.

This Sustainability Report is prepared in accordance with the standards defined by the Global Reporting Initiative. We have applied the principles set out in the 2021 GRI standards: accuracy, balance between positive and negative impacts, clarity, comparability, completeness, sustainability context, timeliness and verifiability. Performance indicators have been selected on the basis of relevance and reflect current reporting standards. They are both representative of the specific sustainability areas analysed and consistent with the activities of the Group and its generated impacts.

Quantitative information based on estimates is highlighted in all sections of this document.

The reporting perimeter for data and qualitative and quantitative information covers the entire Stosa organisation. From now on, a Sustainability Report will be produced annually.

MATERIAL TOPICS ANALYSIS

This Sustainability Report focuses on material topics as well as on the concepts of impact and due diligence. GRI standards define material topics as aspects that reflect an organisation's most significant impacts on economic wellbeing, the environment and people, including human rights.

The material topics analysis process consisted of the following steps:

1. Context analysis

This analysis was designed to understand the context of the organisation. It covered aspects such as Stosa's activities, business relations, sustainability context and relevant stakeholders.

2. Identification of sustainability impacts

The main impacts of the organisation on economic wellbeing, the environment and people were identified, based on the outcomes of the context analysis and topics arising from continuous dialogue with stakeholders. The list of identified impacts was then evaluated by the board and internal stakeholders.

3. Assessment of the significance of impacts

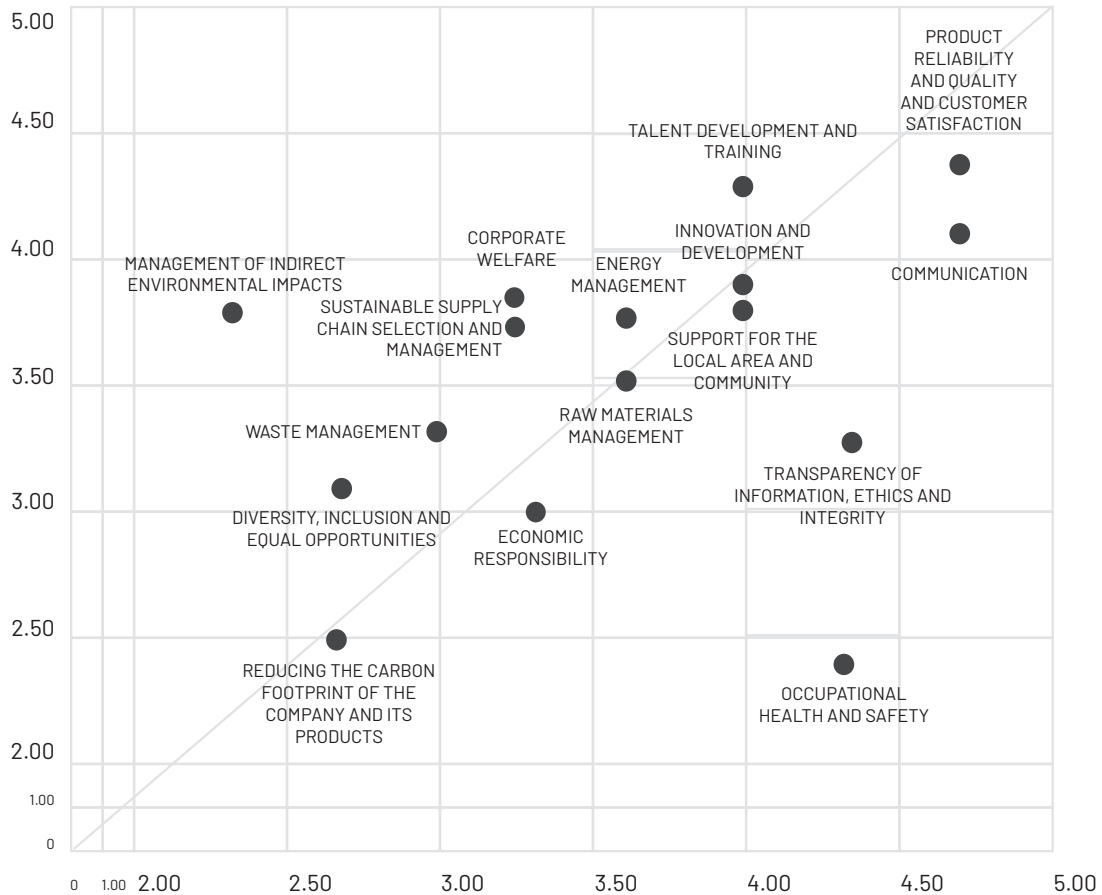
The most significant sustainability impacts and topics were analysed in a 'targeted' process involving internal stakeholders as well as the company ownership. This process required the completion of a questionnaire assigning each topic a priority for action by the organisation on a scale from 1 ("not at all significant") to 5 ("priority").



MATERIAL TOPICS

Governance	Economic responsibility
	Transparency of information, ethics and integrity
	Sustainable supply chain selection and management
	Innovation and development
	Product reliability and quality and customer satisfaction
	Communication
Environment	Energy management
	Raw materials management
	Management of indirect environmental impacts
	Reducing the carbon footprint of the company and its products
	Waste management
Social responsibility	Talent development and training
	Company welfare and wellbeing
	Diversity, inclusion and equal opportunities
	Occupational health and safety
	Support for the local area and community





An analysis of the above chart shows that the points concentrated in the upper right quadrant, i.e. the topics considered strategic by both the board and employees, are: reliability, product quality and customer satisfaction, talent development and training, innovation and development, support for the local area, and communication. These topics are mainly related to our product, the climate within the company and support for the local area and community in which Stosa operates.

Topics such as reducing the carbon footprint of the company and its products received a lower rating because they are already carefully controlled by the company. Stosa has invested in a five-year project to build a new site, designed along criteria of environmental friendliness and energy efficiency.

The board also considered the topic of occupational health and safety to be particularly important: though already carefully controlled, attention must never be allowed to drop. The Sani family likewise views transparency of information, ethics and integrity as strategic for the future.

When the questionnaire was given to Stosa's employees, they were also asked to offer suggestions or ideas for new ways to create value for the community and the environment. Numerous proposals were made and these are grouped and summarised in the following three ESG areas related to the main topics:

Energy efficiency and reducing indirect environmental impacts

- Promote sustainable mobility for employees.
- Construct parking spaces with photovoltaic roof systems to compensate for CO₂.
- Purchase electric cars for company travel and provide electric charging columns for them.

Corporate welfare, talent attraction and community relations

- Join company welfare programmes.
- Continue to invest in training to keep personnel up to date.
- Create dedicated areas for employee sports, relaxation and socialising.
- Organise social events, including ones for employees' families.
- Invest more in attracting and cultivating new talent, including through the creation of a "Stosa Academy".
- Offer scholarships to particularly deserving students from local low-income families to permit continued school and university attendance, perhaps targeting academic subjects of relevance to the company.
- Run community support projects.
- Organise more community activities/events to raise awareness of the company's values and projects (e.g. events with schools).

Innovation, development and product quality

Continue dialogue and collaboration with designers and stakeholders who are actively engaged in sustainability issues, with a view to designing new products and processes based on sustainable technologies and the circular economy.

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Sustainability Report