



SUSTAINABILITY

GESSI



Gessi
SUSTAINABILITY





Our company has always been based on a clear vision and on a set of values rooted in respect for people, the environment and the community in which we operate. Since day one, sustainability has been at the heart of every decision, not as a goal to be achieved, but as a guiding principle that permeates every process, every choice, every product we make.

We firmly believe that harmony between innovation and respect for the environment is possible, and we constantly work to make this balance tangibly real. Our every action is designed to ensure that business growth is always accompanied by a positive future impact on people and on the ecosystem that surrounds us.

Commitment to continuous improvement is an essential aspect of our mission. We constantly monitor our production processes and our company policies to ensure that they are in line with the highest sustainability standards. Not only are we committed to complying with regulations, but we try to anticipate them, setting ourselves as promoters of a positive and responsible change.

The Sustainability Book that we hereby present represents tangible evidence of the results achieved and of the future challenges that we intend to face with the same dedication that has always distinguished us. There are no definitive goals, but a constant desire for growth and innovation.

Gian Luca Gessi
PRESIDENT & CEO GESSI GROUP





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1

GESSI

chapter 1

The story of a company that could not have been born elsewhere.
From the territory to the territory:
from Valsesia to Parco Gessi.



Gessi

AND VALSESIA

Gessi's story is unique. A commitment fully expressed by its Sustainability Report as this document is not just a duty, but allows us to narrate a journey that is ours alone, made possible by an unrepeatable combination of context, opportunity, timing and experiences.

In Gessi's genetic makeup, Valsesia is much more than simply the company headquarters. In fact, it is to this unique territory that Gessi owes its origins. Thanks to its mountains that offer landscapes of rare beauty, to its waterways that constitute an inestimable wealth, to a culture that is as indebted to the past as it is actively projected into the future, to the true and spontaneous bonds that unite those who love that territory by birthright to those who have fallen in love with it by choice and vocation.



a story of uniqueness

1992

DISTINCTIVENESS

Diverso was born from the desire to stand out from a traditional approach to the product, giving space to the dimension of the design.

2002

ICONICITY AND DESIGN

The Flettangolo collection marks an epochal turning point in design by introducing two innovations: square shapes in environments dominated by round shapes and solutions that for the first time ever allow delivering water from the ceiling, wall and floor.

2008

PRIVATE WELLNESS

The concept of Private Wellness was born in 2008 and for the first time this concept brought the well-being and regenerative experience given by contact with water, typical of a spa, into the most intimate environment of the home.



Haute CULTURE

Gessi elevates the importance of the bathroom towards the world of luxury lifestyle, with a new expression of living: Gessi Haute Culture, a philosophy born with the aim of spreading the culture of beauty and of feeling good with oneself, offering unique creations that ensure the environments are immersive and experiential.

Gessi:

**MADE IN ITALY,
WITH PASSION**

Gessi is a Made in Italy company that embodies the excellence and creativity typical of Italian culture. Each design stems from a deep passion and is crafted with precision and care. Skilled craftsmen infuse their energy into every detail, harmoniously blending innovation and timeless art. More than just products, with their refined aesthetics and excellent functionality, these creations improve the quality of life, offering an experience of authentic well-being.





70,000 sq.m
of covered surface area

50,000 sq.m
dedicated to production

7,000 sq. m
of offices and showrooms

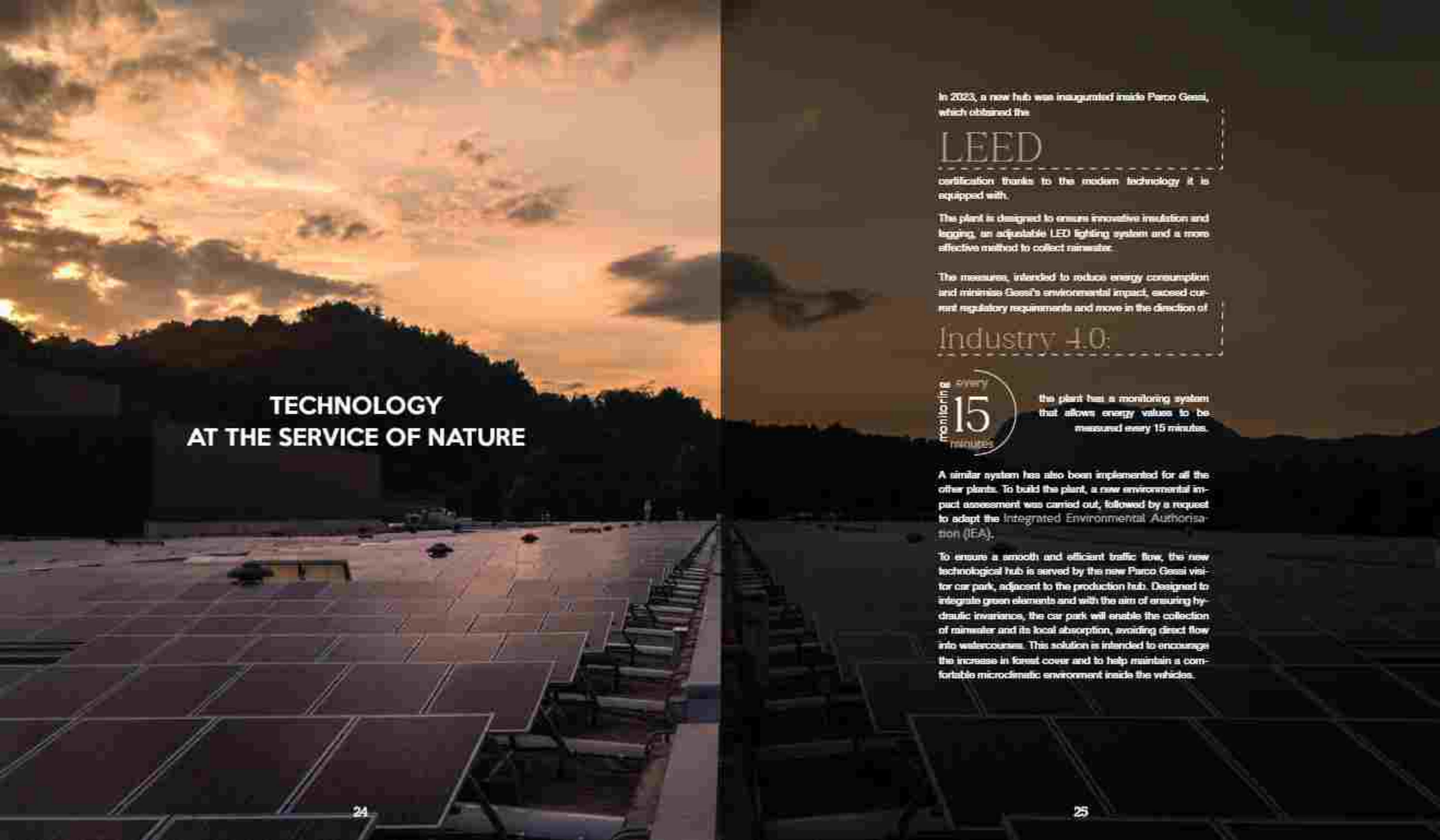
1,000,000 sq.m
OF TOTAL AREA

Parco Gessi

WELCOME TO
YOUR HOME

To work whilst overlooking nature: with Parco Gessi this dream has become reality. The Gessi family has a large home: without walls, full of scents, multisensory, susceptible to the changing seasons: a house in which to live, work, socialise. A home which constantly stimulates and inspires. This is how the healthy and balanced lifestyle on which people's well-being depends takes shape.





TECHNOLOGY AT THE SERVICE OF NATURE

In 2023, a new hub was inaugurated inside Parco Gessi, which obtained the

LEED

certification thanks to the modern technology it is equipped with.

The plant is designed to ensure innovative irrigation and logging, an adjustable LED lighting system and a more effective method to collect rainwater.

The measures, intended to reduce energy consumption and minimise Gessi's environmental impact, exceed current regulatory requirements and move in the direction of

Industry 4.0:

monitoring every
15
minutes

the plant has a monitoring system that allows energy values to be measured every 15 minutes.

A similar system has also been implemented for all the other plants. To build the plant, a new environmental impact assessment was carried out, followed by a request to adapt the Integrated Environmental Authorisation (IEA).

To ensure a smooth and efficient traffic flow, the new technological hub is served by the new Parco Gessi visitor car park, adjacent to the production hub. Designed to integrate green elements and with the aim of ensuring hydraulic invariances, the car park will enable the collection of rainwater and its local absorption, avoiding direct flow into watercourses. This solution is intended to encourage the increase in forest cover and to help maintain a comfortable microclimatic environment inside the vehicles.

In 2013, Gessi adopted the Organisation, Management and Control Model (hereinafter "Model"), in compliance with L. Decree 08/06/2001 no. 231, to prevent crimes being committed within it by administrators, directors, managers, employees and collaborators, and the consequent application of the sanctions it envisages. The adoption of the Model is also aimed at promoting the fight against active and passive corruption. In addition, new crimes have been introduced and a new version of the information flows has been prepared.

In compliance with Model 231, since 2013, Gessi's Board of Directors has appointed a Supervisory Body (SB), composed of external professionals for a three-year term and renewed in 2023 by maintaining the same members as the previous three-year period, which has the task of supervising the application of the document. The Board of Directors has delegated the Director with security powers to manage relations with the SB and to act as internal guarantor for drafting and updating the Model. The managers of the various internal sectors manage periodic information flows to the Supervisory Body, containing the data for which they are responsible.

Gessi: AN ETHICAL BUSINESS

Furthermore, in order to further protect itself from the risks associated with the topic of anti-corruption, and in particular from those that may arise from relations with public bodies for obtaining authorisations and permits, Gessi has adopted the following procedures:

1. Procedure for Relations with the Public Administrations
2. Procedure for Sponsorship Management
3. Procedure for Whistleblowing Management

Thanks to the Company's commitment to constantly monitoring compliance with current laws and regulations, but also with the policies and procedures adopted internally, no cases of corruption were identified in 2023.

Gessi S.p.A. is managed by a Board of Directors ("BoD") currently composed of four managing directors with separate powers in a specific and exclusive form.







CASE GESSI: WHERE SUSTAINABILITY IS AT HOME

chapter 2

An effective method to demonstrate
what Gessi means by sustainability.
Case Gessi in Italy and around the world.
The Gessi way to create culture with style.



Gessi:

THE CULTURE OF SUSTAINABILITY

Sustainability as a value to be disseminated is at the heart of some of the main events hosted inside Parco Gessi and Casa Gessi.

Because a home, like the clothing we wear, says a lot about us: about the way we conceive living, of course, about our interpretation of intimacy, too, but above all it says how we think of ourselves within a broader context, and what our perception is of forming a whole that is connected with the world around us.

By welcoming their guests and providing spaces for discussion and debate, the Casa Gessi aim to disseminate the culture of sustainability. In the spirit of each of the cities that hosts these homes - and of the suggestive green environments that complete them - the Casa Gessi embody the idea of personal and environmental well-being which is the first and most important asset that Gessi wants to share with visitors, guests and customers.

CASE GESSI	BRANCHES	PRESENCE
Parco Gessi	Beijing	Finland and Luxembourg
Milan	Germany	Dubai
Singapore	Hong Kong	France
Dubai	India	Japan
Riyadh	Russia	Mexico
London	Switzerland	Netherlands
New York	Spain	Poland
	Sweden	Hong Kong
	Shanghai	Sweden
	Singapore	Thailand
	UK	Vietnam



CASA GESSI SINGAPORE



CASA GESSI MILANO



CASA GESSI NEW YORK



CASA GESSI LONDON

*The number includes all the types of contracts of the people who work for the Gessi Group.



CASA GESSI MILANO



CASA GESSI NEW YORK

Parco Gessi

Gessi invests heavily in visits to its HQ as it strongly believes that it is the most effective form of communication of the brand, the values and the corporate philosophy. Every year Gessi opens the doors of Parco Gessi, the throbbing heart of the company, to thousands of guests, to proudly show the mastery, care and innovation that characterise its production plant. The four hubs perfectly set in the primory of the territory emphasises the manufacturing places of the Gessi creations, creating a cognitive path of the beautiful and well-made.

WOOOOOW AWARD

Gesi Luca Gessi wins the award
"Wooodow, us and our future"

The award by the Provincial Student Council of Novara for the section "Passion and Commitment to Sustainability" goes to the entrepreneur who has best been able to combine craftsmanship, technology and innovation without forgetting responsibility towards the environment in which we live. Presented on Thursday 27 July 2022, at the company headquarters inside Parco Gessi in Valassina, the award certified Gessi's commitment as an "Emblem of Made in Italy in the world, which combines craftsmanship, technology and innovation without forgetting responsibility towards the environment."

ICGA CONGRESS 2023

International conference with world garden centres

Organised annually in different parts of the world by the International Garden Centre Association, the 2023 edition of the Conference has chosen Parco Gessi as a stage of the program, put forward not only as an example of sustainability, but also to inspire and involve participants with an innovative and creative vision.

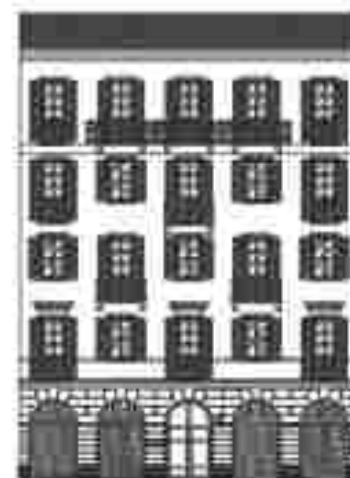
Casa Gessi Milano

THE SUSTAINABILITY DINNER

Casa Gessi Milan is in an old cinema, which retains all its charm intact, a stone's throw from the Fashion District.

This is where, on Thursday 9 March 2023, Gessi hosted an event designed as a recurring appointment to spread culture in terms of sustainability.

The evening opened with a talk between Mario Cucinella, architect and founder of Mario Cucinella Architects and of SOS-School of Sustainability, and Franco Amelio, Deloitte Sustainability Leader - who highlighted the importance of a cultural change and the need for great creative and technological work by companies to safeguard nature's beauty.



CASA GESSI MILAN

Casa Gessi Singapore

WORLD ARCHITECTURE FESTIVAL

with Mario Cucinella's Studio MCA

A Victorian building with a rich history, now set like a pearl within an innovative district of skyscrapers that soar towards the sky. Casa Gessi Singapore never fails to amaze its guests at every visit.

This was the setting that hosted Mario Cucinella of MCA - Mario Cucinella Architects, following his work as curator of the exhibition organized for the World Architecture Festival (WAF) at the Marina Bay Sands in Singapore from 29th November to 1st December 2023.

The exhibition, strongly supported by Gessi, stemmed from a thought by the architect himself: "Where does our ability to survive come from? Plants and animals have the same instinct. Nature has created a system, an ecosystem, with wonderful shapes and colours and an incredible biodiversity. We have, in part, lost all of this, generating an irreversible change in our planet. The question is whether we can continue to live this way, or whether we should simply take what is good and throw away the rest, so that we can enter a new era".



CASA GESSI SINGAPORE



CASA GESSI SINGAPORE



CASA GESSI LONDON



SUSTAINABILITY
MADE IN GESSI

chapter 3

For Gessi, the concept of sustainability consists of
materials, processes and tailored technologies



Sustainable

FROM THE VERY BEGINNING

When craftsmanship meets innovation and technology is placed at the service of human values and knowledge, sustainability comes naturally. We have proof of this.

A woman with dark hair, wearing a grey jacket and black gloves, is working with bamboo. She is holding a long, curved bamboo piece that arches over her head. In front of her is a workbench with various tools and bamboo pieces. The background is dark, and the lighting is focused on the woman and her work.

A precious collection, inspired by haute couture, capable of dressing spaces like high fashion garments.

But also a creation strongly connected to nature: these are the premises leading to the birth of

Jacqueline

Its tangible added value derives from the choice to use a material never before tried out when designing the most intimate room of the home, *bamboo root*, which displays the intense bond with the external environment and the company's attention to the grandeur provided by nature. The natural tones of bamboo and those of the metal with golden finishes adorn the spaces in *Jacqueline* as refined and ecologically linked.

Bamboo stands out among raw materials thanks to a series of distinctive features:

It is an inexhaustible natural resource thanks to its rapid growth, and therefore helps to fight deforestation

Bamboo is a tangible alternative to using other non-renewable resources

It is a material that is easily recycled; it is versatile and resistant

Its structure allows it to absorb up to four times more carbon dioxide



DSG WASHING

The DSG washing system has been revolutionised through a vacuum process which uses water integrated with hydrocarbons or modified alcohol. This new technology allows reducing water consumption to about 1000 litres per year.

An innovative technological

HUB

CENTRALISED EXTRACTION OF SHAVINGS

Implementation of a suction system that enables separating water from shavings, recovering the water itself and automatically collecting the crushed shavings in dedicated silos. This system reduces waste and improves cleaning, increasing the overall efficiency of the production process.





Finishes & TEXTURES

To reduce the environmental impact, a key factor is to pay attention to the finishing and colouring processes of the product. This is why Gezei is committed to researching and developing solutions with lower environmental impact. The company has therefore invested in new technologies that have allowed it to save

-80,000 l
OF WATER PER DAY.



Water PROTECTION

Water saving is an essential component of sustainability; for this reason, several of the listed innovative interventions were aimed at reducing and optimising the water flow rate of the products. The result of this commitment can be measured: Gezi has obtained new credits and improved its rating for the main certifications of public and private buildings, such as

LEED and
BREEAM.



WATER CONSUMPTION PER MINUTE

FAUCETS WITHOUT
FLOW LIMITER

9 l

of water per minute

FAUCETS WITH Made in Gessi
FLOW LIMITER

5 l

of water per minute

1 Made in Gessi FAUCET SAVES

4 l

of water per minute



Target **ZERO WASTE**

Gesl's commitment towards increasingly complete sustainability passes not only through its products, but also through its packaging. The goal is pursued both through constant research into new materials and through the optimization of existing products: the design of versatile and transversal packaging increases its use, reducing costs, and improves its management and control. The "Packaging Guidelines" contain an in-depth analysis of the different types of packaging (primary, secondary, and shipping) to facilitate their implementation according to specific methods.

In the context of packaging innovation, Gesl has outlined a series of targets to search for new solutions aimed at reducing the use of materials with a high environmental impact, also addressing issues of a more complex nature, both from a numerical and a technical point of view. In particular:

1. reduction of the use of polystyrene by approximately 80%
2. replacement of polystyrene foam with paper material
3. replacement of plastic bags with paper material
4. project for recycling the packaging
5. reduction of the use of plastic film for wrapping materials during transport

Making packaging more eco-sustainable reduces the environmental impact linked to the product, thus promoting a more responsible management of the entire corporate value chain, from design to final use of the product, including managing its packaging waste.



ECONOMIC RESPONSIBILITY

chapter 4

To generate value for employees, to grow in a healthy manner and continue to invest for Gessi, economic responsibility means going beyond quantifying results.



Growth as A GUARANTEE FOR THE FUTURE

Reaching for international recognition and, at the same time, rooting its brand on the territory, constitute the basis through which Gessi pursues its continuous improvement. In 2023 the company confirmed positive performances in all the areas it provides over: design, technology, sustainability. A commitment that translates into significant growth in net revenues. We went from 152 million euro in 2021, to 193 million euro in 2023, while for 2024 the estimate is 205 million euro. Of this, approximately 20% was produced in Italy and 80% produced abroad.



*turnover data

A.E.O. Full

Authorised Economic Operator

AEO is a certification – issued by the Customs Agency – that can make a difference on the market. The authorisation, set out by the customs regulations of the European Union, allows you to be certified with respect to other operators, as you are considered reliable and safe in the supply chain.

To obtain AEO status, the economic operator must demonstrate that it complies with specific criteria, some of which are common to both authorisations (AEO-Custom and AEO-Security):

- compliance with customs and tax regulations
- no serious crimes connected with economic activity
- possessing an effective system for managing commercial and transport records
- guaranteeing financial solvency

Gessi Spa has obtained both authorisations, with a cumulative authorisation defined as AEDF (AEO Full), issued with the maximum degree of reliability possible (AA).

Gesit's commitment to monitoring performance and evaluating the goals achieved, which contributes to continuous improvement, characterises its model of creation and distribution of shared value. When carrying out its activities, the company generates positive impacts for the benefit of the stakeholders and of the territory in which it operates: from the creation of jobs to the distribution of economic value along the supply chain of goods and services, up to the payment of taxes and duties.

GRI 201-1: DIRECTLY GENERATED AND DISTRIBUTED ECONOMIC VALUE

	2021	2022	2023
	Value in 000€	Value in 000€	Value in 000€
Economic value GENERATED	164,097	196,221	194,536
Economic value DISTRIBUTED	158,615	169,886	151,963
Economic value RETAINED	5,483	36,335	42,572

Growth as

For this reason, it has decided to measure the economic value generated and distributed, which helps demonstrate the financial strength of the company and the distribution of the value generated to the main stakeholders and/or reinvested in order to promote business growth. The economic value generated by Gesit in 2023 was approximately 194.5 million euro, with almost 151.9 million euro distributed.

DISTRIBUTION OF VALUE



During 2023, the value distributed to stakeholders is approximately 76%, while 22% is retained (i.e. intended to cover depreciation and to increase equity reserves). In 2023, most of the economic value distributed was allocated to suppliers and personnel, with respective shares of 77% and 22%.

Economic value **DISTRIBUTED**

77 %
value distributed to suppliers and other management costs

22 %
personnel remuneration

1 %
financial costs

Gessi suppliers are chosen according to the same criteria that the company itself adopts for all design and production phases, marked by a responsible approach: for this reason, the supply chain management implements specific internal policies and procedures aimed at mitigating potential risks.

The current procurement process involves a supplier qualification and monitoring activity that takes into account various parameters such as quality, environmental aspects, aspects relating to safety at work and the financial solidity of the potential supplier.

Growing TOGETHER

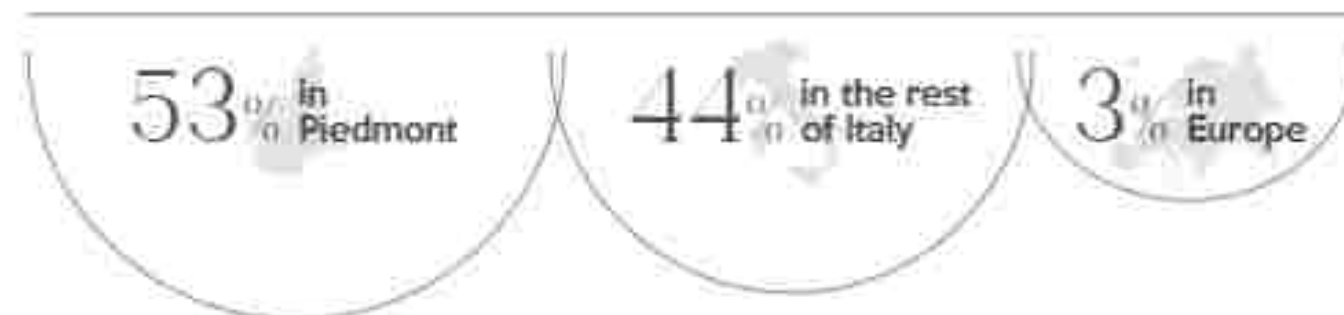
Suppliers are also sent the Corporate Code of Conduct for approval and signature.

In 2023, we completed the implementation of a new supply chain monitoring system, with the aim of improving the supply chain management. We introduced the structured evaluation of ESG elements through the SW system (quality management) called TENX, aimed at ensuring the monitoring and annual updating of the suppliers' personal data.



ACQUIRED BY GEOGRAPHICAL AREA

2023



SUPPLIER INFORMATION





ENVIRONMENTAL RESPONSIBILITY

chapter 5

Reducing water consumption, green energy, clean air: this is the future according to Gessi. And its environmental responsibility stems from precise and timely commitments.

Quantifying the measures adopted and the steps forward made is essential for improvement: for Gessl this translation into defining policies and strategies created ad hoc to monitor the main aspects connected to managing environmental issues, as well as into a dedicated organisational structure with roles, responsibilities and resources. The assessments carried out revealed that the company managed to exceed the thresholds set by the regulations and reference standards in terms of attention to the environment and people on more than one occasion.

The extent OF GESSI'S COMMITMENT

It is no coincidence that back in 2010 Gessl adopted an Environmental Management System certified UNI ISO 14001:2015. The certification demonstrates the company's commitment towards an effective and efficient environmental management, allowing it to identify and plan improvement interventions by means of monitoring the pre-established environmental indicators. The environmental certification is added to the UNI EN ISO 9001:2015 certification for quality, and to the UNI ISO 45001:2018 certification for health and safety at work. The adoption and constant update of the certified and accredited management policies and systems, i.e. that meet the requirements set by the international ISO standards of reference, demonstrate Gessl's commitment towards a continuous performance improvement that stems from the analysis of the impact produced by its activities, with clear advantages in terms of quality, reduction of management costs, competitiveness on the market and communication.

The integrated Environment, Quality, Safety management system has been active since 2020. This includes a Treatment Plan (Goals) in which the company annually defines the measurable and verifiable results to be achieved. Applying this procedure allows us to identify the environmental aspects on which to concentrate the greatest improvement efforts.



A.I.A. INTEGRATED ENVIRONMENTAL AUTHORISATION

Since 2007, Gessl has held the Integrated Environmental Authorisation (IEA), which recognises that the production plant complies with environmental requirements according to the standard for the prevention and integral reduction of pollution.



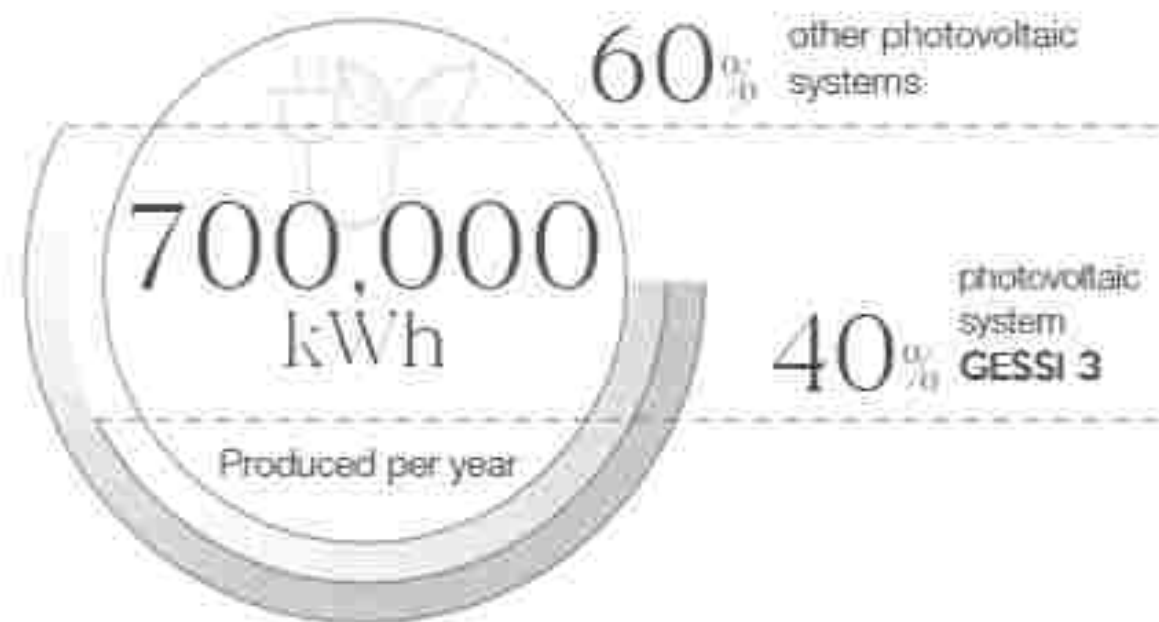
ROAD MAP

Constantly committed to reducing its energy consumption and the emissions generated by its activities, Gessi has set itself a constructive and concrete target: to become an energy-independent company, thanks to the production of energy from a cogeneration plant and a photovoltaic plant.

The installation of the new photovoltaic plant at the new Gessi 3 plant is scheduled for 2024. The system, capable of producing 700,000 kWh per year, will cover 40% of the energy needs, mainly focused on powering the machine inventory.

This first plant will be followed by others at the Bonate and Prato Sesia sites, which will use remote self-consumption to cover the remaining 60% of energy needs.

ENERGY level Autonomy in 2024



Our commitment: TO BECOME INCREASINGLY GREEN



Renewable sources, and those from plants that produce certified green energy - solar, wind, hydroelectric and thermal - provide 100% of the electricity used by Gessi. Every kWh of energy used by the company is certified with a Guarantee of Origin and this makes the company an entirely eco-friendly reality in all respects.

The green strategy provides long-term goals, which must however implement a short-term response, through daily commitment. For this reason too, the company constantly monitors energy consumption and production through daily meter readings.

In particular, the overall electricity consumption recorded in 2023 is equal to approximately 30 thousand GJ. A process of renewal of the automatic warehouse has been carried out by installing new electronic and mechanical components. This initiative led to a significant reduction in electricity consumption, estimated at around 30%. A considerable share (22%) of the energy used is self-produced, thanks to the photovoltaic systems in Parco Gessi.

-12,236
tons

CO₂ avoided in the period
2020/2023

4
hectares

The space occupied by the
photovoltaic system

100%

The percentage of electricity used
produced from renewable sources:

- solar
- wind
- hydroelectric
- thermal

30
thousand GJ

Electricity consumption in 2023

-30% compared to 2020

20%

The self-produced energy thanks
to the photovoltaic systems in
Parco Gessi

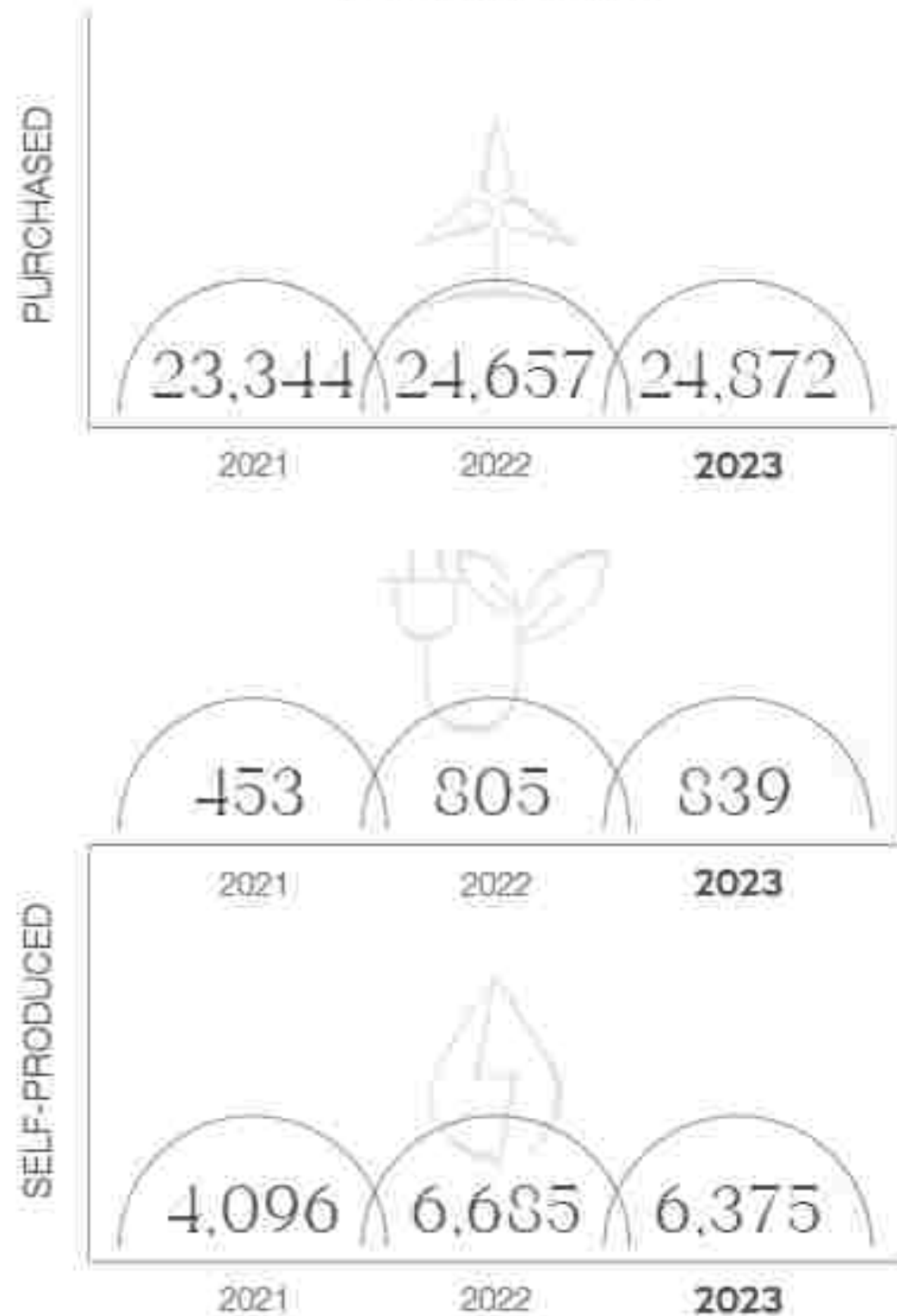
Every kWh of energy used by Gessi
=
certified with **Guarantee of Origin**

Gessi a Total Green reality



ELECTRICITY
(values expressed in GJ)

100%
from renewable sources



RISK MAP

To ensure a correct management of energy consumption, a risk map has been drawn up that outlines the phases of periodic activities to be carried out to achieve increasingly effective results.

Green gas purchase

Gesit intends to increasingly push for purchasing decarbonised gas, called green gas. The type of gas that governments and industry should focus on - according to the Global Gas Report of IGU (International Gas Union) - to bring about a decisive turning point in the global energy transition.

Energy diagnosis

An energy diagnosis procedure was launched in 2023, inclusive of designated persons, which allows setting a baseline for carrying out efficiency activities. An energy monitoring system has also been implemented in the production site, essential for undertaking improvement actions on a constant basis (energinus system). The system will also be implemented in all the other company plants by 2024.

Target

NET ZERO EMISSIONS

Emissions of CO₂
(per CO₂)

SCOPE 1 and SCOPE 2 (market based)		SCOPE 1 and SCOPE 2 (location based)
2,159	2021	3,497
1,961	2022	3,740
2,090	2023	3,941

Gesli is committed to containing greenhouse gas emissions – the main cause of global warming – and to achieving the Net Zero Emissions target.

To achieve this target, Gesli has focused on producing electricity internally. The next step is to reduce Scope 1 and Scope 2 emissions at group level by 2026 by acquiring certificates of origin.

WATER CONSUMPTION

(data in Ml)



For Gessi, efficient management of water resources is essential to mitigate its environmental impact. A goal pursued through technological and process innovations that ensure the correct management of water, from collection to discharge.

The water used by the company is taken from the Consortium aqueduct, and is managed with a view to increasing efficiency:

the galvanic plant uses a resin cleaning system that allows the immediate filtering and recycling of the water.

the testing and tests system is powered by a machine network that recovers water and brings it back to the temperature necessary for reuse.

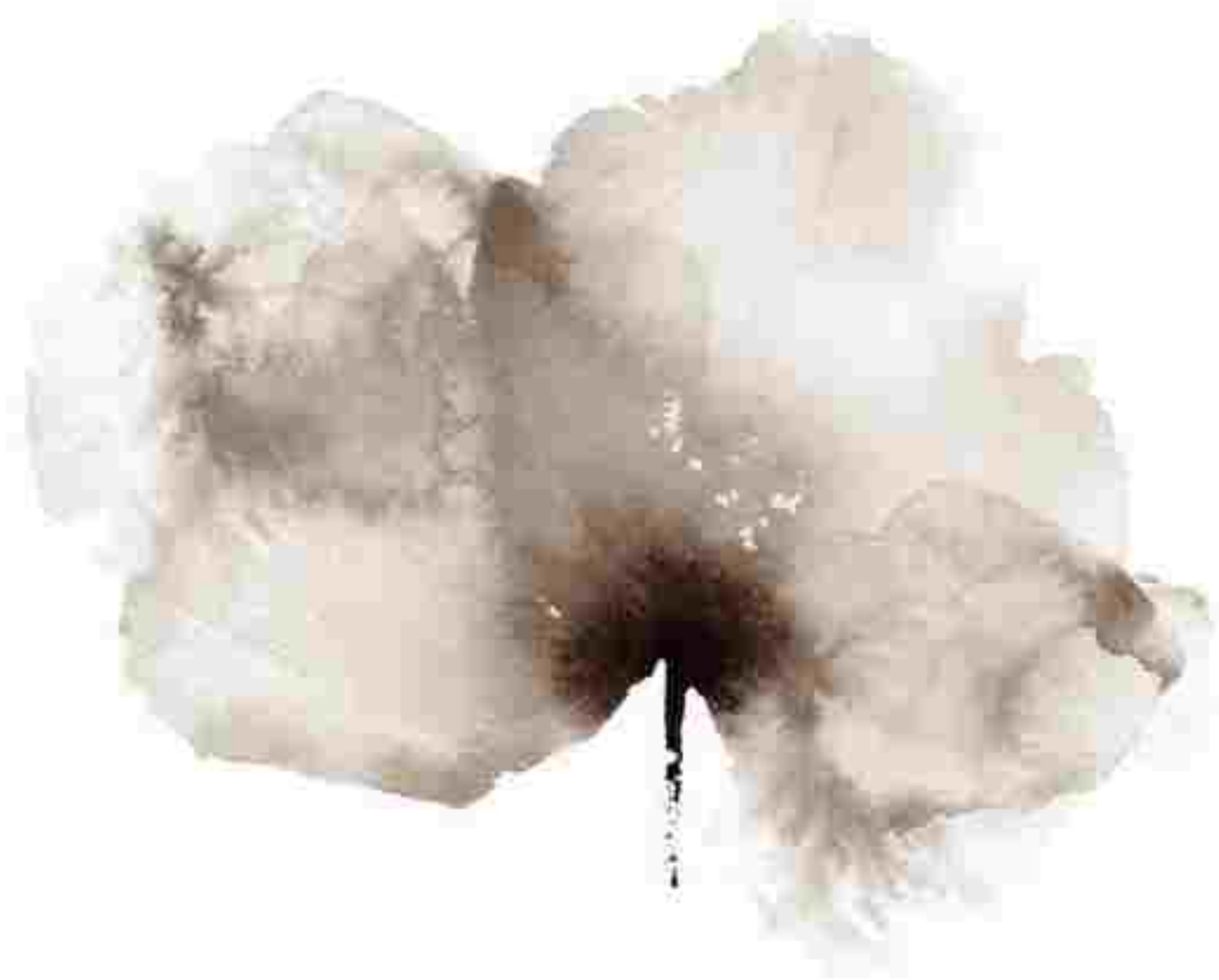
The water taken for ingestion, for toilet flushing and for firefighting is collected by the drainage trenches created during the construction phase of the plants.

As regards industrial waste, the company has a chemical-physical purification system that enables extracting the denser part, disposed of in specialised centres. While to purify the first flush waters, a limination tank with oil separator was introduced in the new technological hub.

The products used in the finishing treatments were also selected after careful studies to reduce the environmental impacts and the dangerousness of the products.

During 2023, Gessi consumed a total of approximately 34,453 ml of water, with a 27% increase in water withdrawn compared to 2022.

A future written WITH WATER



SOCIAL RESPONSIBILITY

chapter 6

Corporate well-being cannot ignore the well-being of people: not just employees, but protagonists of a collectively written story.

A tomorrow

THAT IS PEOPLE-FRIENDLY

Creating value is a team game. Geesi places the well-being and involvement of the people who make them possible at the centre of its business activities. It means ensuring that respect, loyalty and trust between people always come first in the company.

The goal is pursued first of all by constantly listening to the needs of the company resources, promoting an on-going dialogue that also leads on initiatives aimed at enriching professional skills and at creating a positive corporate culture. The dedication and talent of the people who have chosen to become a part of the Geesi family are considered in all respects the key to the company's success, which therefore pays the utmost attention to them, respecting their work and their needs.

The internal control system is aimed at ensuring the ethical conduct of employees at all levels, in order to avoid any

conflict of interest or any situation that may potentially harm Geesi, based on the Corporate Code of Ethics. The Code establishes the company's will to combat any form of discrimination and to promote the valorisation of diversity, inclusion and equal treatment. Equal opportunities in employment matters are also ensured, in accordance with the provisions of the law in force and in compliance with the principles established in the Universal Declaration of Human Rights adopted by the UN. To respect the dignity, honour and reputation of every individual, the company requires that no abusive or defamatory interpersonal behaviour be implemented, in particular harassment of any kind in the workplace. To guarantee a safe workplace, we constantly pursue the identification and assessment of the risks which workers may be subject to, also identifying the most suitable prevention actions and the related monitoring and mitigation tools.



A few numbers

TO DESCRIBE US





To ensure the well-being of our human resources and to ensure the working environment is stimulating, over time Gessi has implemented several initiatives, both within the company offices and outside these. A relaxation area equipped with deckchairs, table football and Ping-Pong has been created in the Sanvalle Sosa headquarters, and air purification machines have been installed. Furthermore, company sports teams have been set up, such as the runners' team, and the Gessi Card has been activated, through which employees can access agreements and discounts with commercial companies in the area, in the food, cosmetics and health sectors, right up to the furniture and "do-it-yourself" sectors.

Corporate

WELL-BEING FOR GESSI

Periodic initiatives are also envisaged, such as organising convivial moments and company parties with related team building activities aimed at strengthening team spirit.

In addition, the company annually carries out welfare payments that go beyond the directives of the National Labour Collective Agreement. Starting this year, we have organised a platform of company agreements (my gessi) that ensures access to advantageous discounts for all group employees. Through specific agreements stipulated ad hoc, the company supports meeting the primary needs of employees and offers support for paying the bills; in addition, the company periodically prepares the documents for the 730 tax return, the ISEE form and the university fees of employees' children.

Over the next few years, the company has identified some goals to further enrich corporate welfare:

to expand the services provided by the Gessi Card by adding partnerships with new suppliers

to promote a green project for providing organic produce in company premises



Training OUR FUTURE

The personal and professional growth of people is an essential element for Gessi, which is committed to ensuring that all employees develop the skills needed to perform their activities in the best possible way. Gessi schedules training courses aimed at consolidating and expanding the skills of employees, providing both the mandatory training courses required by law and the reference regulations, and refresher and broadening courses for skills.

Training at Gessi begins already when joining the company, thanks to the document provided to new employees, containing information about:

1

the company
expectations

2

an agreement
to share goals

3

the company
values

Once the employment relationship has started, training planning is based on two main elements:

Mandatory training

Also provided thanks to the contribution of Fondimpresa, mandatory training covers topics relating to various issues, such as safety, compliance, anti-corruption and the environment.

Voluntary training

According to the requests of the senior manager of reference, which may include attending courses, conferences and seminars on specific topics relating to the work to be carried out by the employee, but also cross-cutting ones such as IT skills or soft skills.

During 2023, training courses were provided at both technical and soft skills levels. Managerial training was provided thanks to the support of the company Cegos, which trained all the employees of the Italian offices and of all the branches.

over
300
hours of
training

Below are the targets of the courses held:

provided to employees in 2023

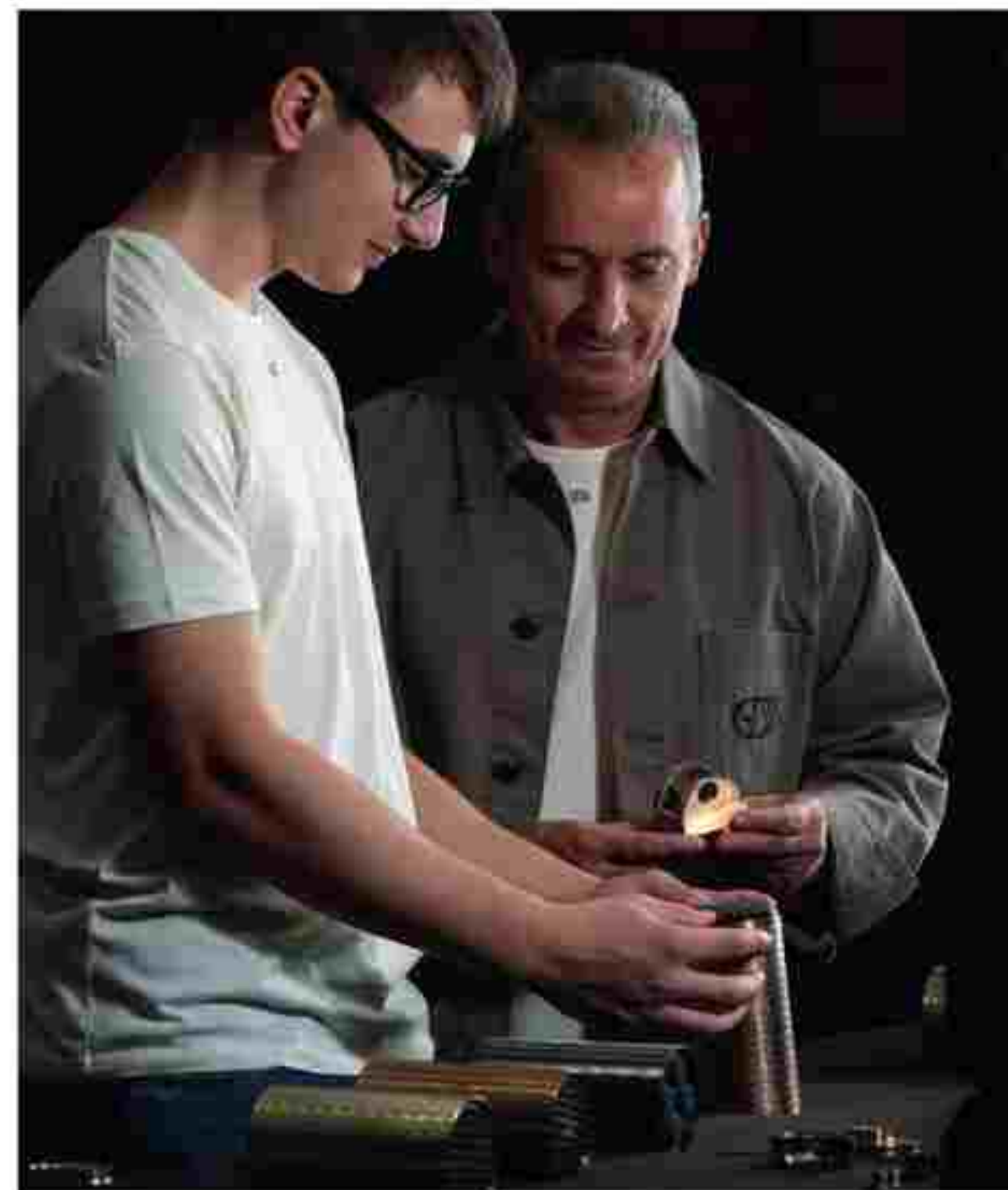
1. To create a sharing and networking experience between the Italian and foreign colleagues in each department
2. To develop both soft skills, such as "change management", "D&I" and "People management", and hard skills, such as "project management techniques" and "Excel courses"
3. The commitment to repeating the training and team building activity on an annual basis

A new HFI project will also be launched soon to improve the processes and methods for developing skills, thanks to a constant communication with employees to collect their various training needs.

Over the coming years, the company will implement digital training courses through a Learning Management System platform, to deliver training content at all levels and to ensure its evolution.

Another short term goal is to further develop the area dedicated to issues of Diversity & Inclusion.

Finally, in addition to periodically welcoming students from local schools to its HQ, Geca actively takes part in the "Adotta Una Scuola (Adopt A School)" project, promoted by Fondazione *Altagamma* in collaboration with the Ministry of Education and Merit with the aim of creating a virtuous relationship between schools and Italian companies in the luxury sector, promoting the talent of know-how, the Made in Italy of excellence and the art of manufacturing, thus contributing to elevating culture in society.



Safety IS FOR EVERYONE

As required by the Decree, Gessi has identified both the health and safety risks generated when carrying out its own activities and those deriving from activities with third parties. Once taken into consideration and assessed, these risks are integrated into the risk assessment document and merged with the "voluntary" sections aimed at improving this plant, inserted following the introduction of a certified management system.

Gessi is certified according to the UNI ISO 45001:2008 standard, which highlights the attention that the company pays to health and safety in the operational facilities.

To verify actual compliance with the external and internal safety standards, Gessi carries out periodic audits, in addition to the inspection visit by the certification body. During 2023, nine audits were carried out by external collaborators in the various departments, from which ideas for improvement emerged.

Aware of the role played by each employee in promoting compliance and dissemination of good practices in health and safety matters, Gessi attaches great importance to training courses relating to these aspects, supplying those provided for by the State-Regions agreement, by means of notification to the provincial joint body.

Furthermore, in 2023 the company invested in training for the role of supervisor for all department heads and shift managers with specific insights for their position.

During 2023, Gessi took part in the breast cancer prevention awareness campaign with "Pink October", dedicating some training sessions with specialised doctors to the women who work in the company. Following this training, Gessi provided the opportunity to benefit from free breast examinations and ultrasounds.

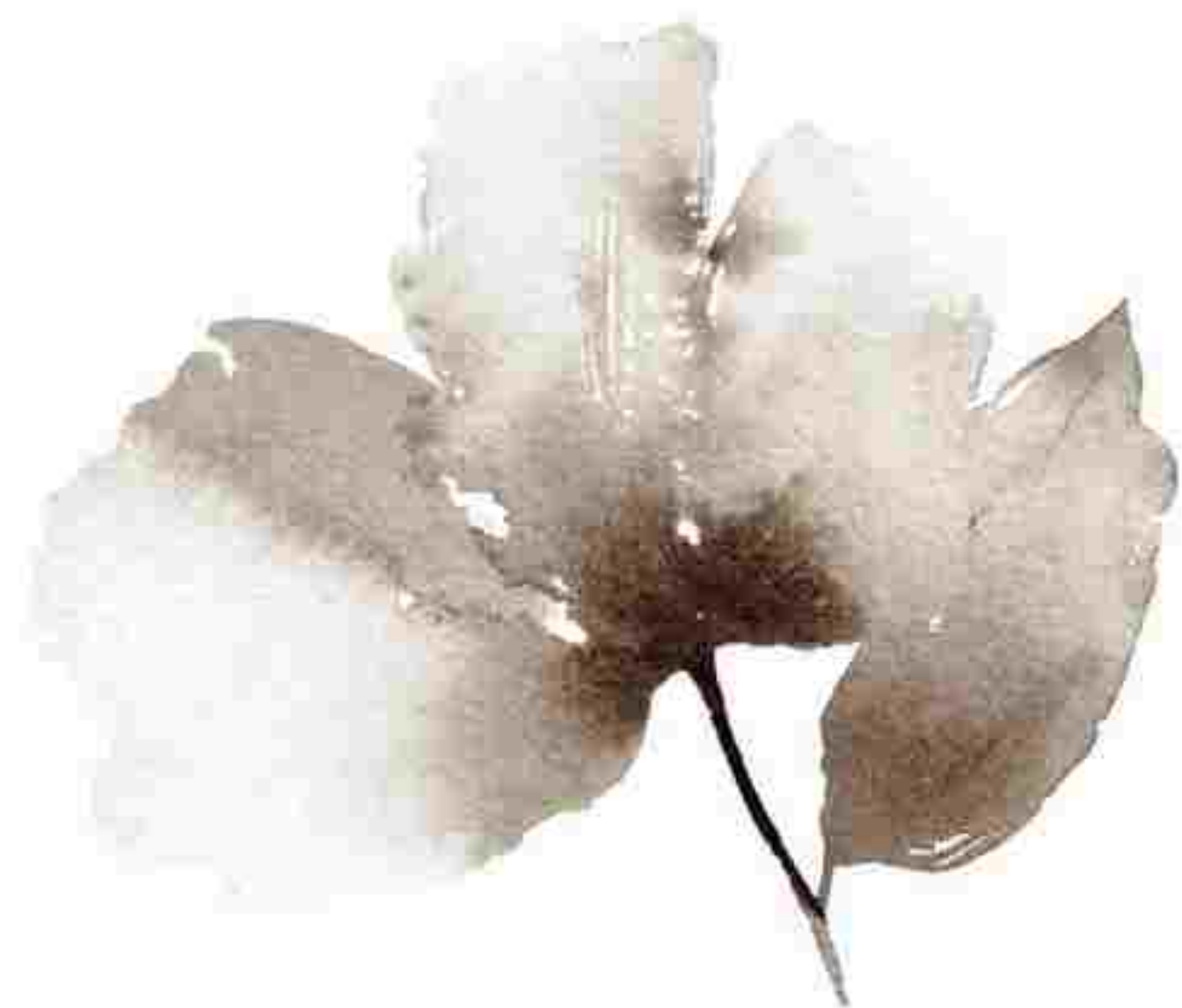
Rate of ACCIDENTS at work



Initiatives: PINK OCTOBER in 2023

76% participants in the initiative

*overall data of all Gessi Group personnel



RESPONSIBILITY TOWARDS THE FUTURE

chapter 7

Clear goals and a strategic view
of the path to achieve them.
This is how Gessè imagines its future.

A look AT TOMORROW

The Sustainable Development Goals (SDGs) are 17 goals approved in September 2015 by the governments of the 193 member countries of the United Nations General Assembly and they acknowledge the close connection between human well-being and the health of natural systems, highlighting the common challenges that all countries are called upon to tackle for a sustainable future.

The goals are part of the ambitious action program for peace and prosperity for people and the planet, known as the 2030 Agenda for Sustainable Development, and are in turn divided

into 169 'targets' or goals.

The SDGs are universal in nature, addressing both developing countries and countries with the most advanced economies, and are based on the integration of the three dimensions of sustainable development: environmental, social and economic. The 17 goals therefore concern different areas of development, from the fight against hunger to the elimination of inequalities, from the protection of natural resources to urban development, from agriculture to consumption models.

Gesli wants to increasingly reduce its impact on the territory and on people, promoting a development based on responsibility and constant commitment to sustainability.

A business growth path has thus been promoted that embraces sustainability in all its aspects. The goal of reaching a +10% CAGR (Compound Growth Rate) by 2031, to be understood in terms of sustainable growth, is divided into four main strategic lines, which demonstrate how

Gesli is honouring its commitment to promoting respect for the environment, the territory and people.

Gesli has begun defining the 2030 Agenda, defining 43 qualitative and quantitative goals to be achieved with the contribution of all company departments. Over the coming financial years, the company is committed to providing information on the progress of each goal.



GOVERNANCE



- Sustainable governance
- Culture of well-being
- Privacy and procedures
- Expansion of the reporting scope of the Sustainability Report
- Training on issues pursuant to model 231
- Training on whistleblowing issues
- Regulatory compliance
- Increase in global presence
- Increase in production capacity
- Sustainable supply chain
- Regualification of the territory



ENVIRONMENTAL RESPONSIBILITY



- Clean energy
- Energy efficiency
- Zero-Emission Company
- Certified management system
- Expansion of photovoltaic system
- Water saving product
- Reduction of waste sent to landfill
- Eco-friendly packaging
- Recycled material
- Raising awareness among GESLI personnel on environmental protection and energy saving while driving, in the company and at home.



PRODUCT RESPONSIBILITY AND TOWARDS CUSTOMERS



- Sustainable products
- Product certification
- Investments in R&D
- Revamping activities
- Customer satisfaction



SOCIAL RESPONSIBILITY AND TOWARDS PEOPLE



- Welfare and Well-being
- Training
- Active involvement of employees
- Promotion of human rights
- Enhancement of gender equality
- Health and safety training
- Monitoring near misses
- Creation of value for the local community
- Involvement of new generations

Agenda ESG 2030 di GESSI

GOALS

Macro area	Target	Proposed KPIs/targets
Governance	Sustainable governance: To define a sustainability governance	Structure responsibilities in the context of sustainability both in terms of governance and in terms of corporate function by establishing a person/committee dedicated to sustainability by 2025
	Culture of well-being: To offer products aimed at improving people's well-being	Continuous investments in products aimed at improving the well-being of people
	Policies and procedures: To introduce specific policies on sustainability	Introduction of a Sustainability Policy by 2025
	Expansion of the reporting scope of the Sustainability Report: To extend the reporting scope of the Sustainability Report	Extension of the reporting scope of the Sustainability Report in order to align it with the scope of the Financial Report by 2025, anticipating the requirements of the CSRD regulation
	Training on issues pursuant to Model 231: To implement a formalised training plan on topics related to Model 231	Implementation of a formalised training plan on topics relating to 231 issues until reaching a minimum threshold of 2 hours in the first year, in addition to 1 hour during the periodic refresher courses of the specific safety training
	Training on whistleblowing topics: To implement a formalised training plan on topics relating to the whistleblowing system	Implementation of a formalised training plan on topics relating to the whistleblowing system until reaching a minimum threshold of 2 hours in the first year, in addition to 1 hour during the periodic refresher courses of the specific safety training
	Regulatory compliance: To continually update Model 231	Constant updating of Model 231 in line with the relevant regulatory updates
	Increase in global presence: To open new offices in new Countries	Opening of new offices in new Countries by 2025
Product responsibility and towards customers	Sustainable products: To issue EFD certificates on products autonomously by 2030	Achievement of autonomy in issuing EFD certificates on GESSI products by 2030
	Product certification: To strengthen the product certification system	Continuous monitoring of the market and of legislative requests for new certificates to ensure the best product quality

Governance	Increase in production capacity: To continuously invest in high-tech machinery in order to increase internal production capacity	To continuously invest in high-tech machinery in order to increase internal production capacity
	Sustainable supply chain: - To evaluate suppliers according to ESG criteria - Supplier code of conduct - Supplier awareness	- Implementation of a formalised supplier evaluation system according to all ESG (Social and Governance) areas by 2026 - Updating of the supplier code of conduct, in line with the supplier evaluation system, by 2026 - Training and induction activities for suppliers on ESG topics
Social responsibility and towards people	Welfare and Well-being: To implement new welfare and well-being activities to provide value to GESSI resources	Welfare and well-being activities to provide value to GESSI resources
	Training: To develop specific training courses	- Development of a formalised plan of meetings dedicated to Management by 2025 - Development of a formalised plan of specific training meetings based on roles in the company by 2025 - Development of a formalised plan of training meetings on the topic of sustainability by 2026
	Active involvement of employees: Communication activities on the Company's initiatives to all GESSI employees	Annual dissemination activity to all GESSI employees on the initiatives implemented by the Company
	Promotion of human rights: Feasibility study for the purpose of obtaining SA8000 certification	Completion of the feasibility study by 2025 and possible attainment of the certification by 2027 - Annual dissemination activity to all GESSI employees on the initiatives implemented by the Company
	Enhancement of gender equality: Feasibility study for the purpose of obtaining the UNI-PdR 125:2022 certification on Gender Equality to establish a Diversity, Equity & Inclusion (DEI) Committee	- Completion of the feasibility study by 2027 - Establishment of a DEI Committee, in order to support the globalisation of the Group, by 2027
	Health and safety training: To develop a formalised plan of training meetings on the topic of health and safety	Two hours of annual training on health and safety in addition to regulatory obligations for all employees by 2026
	Monitoring near misses: To formalise a near miss reporting procedure	Implementation of a formalised near miss reporting system available to employees by 2025 through a computerised management system

Macro area	Target	Proposed KPIs/targets
	Creation of value for the local community: To promote a volunteer program in order to create value for the local community	Protection of social initiatives in order to create value for the local community
	Involvement of new generations: - To activate curricular and extracurricular internships - To develop projects to support the local school system	- Annual activation of at least 15 internship positions - Annual participation in a project aimed at supporting the local school system (the "Adotta una classe - Adopt a class" project)
Environmental Responsibility	Clean energy: - To maintain 100% use of renewable electricity and green methane gas for GESSI S.p.A. - To ramp the GESSI S.p.A. plants with LED lighting, already LED-powered for about 60% of the total (offices, departments and external areas)	- Purchase of renewable electricity and green methane gas, maintaining a minimum threshold of 100 for GESSI S.p.A. - Increase the LED lighting of Gessi S.p.A. plants to 80% by 2027
	Energy efficiency: Energy diagnosis to identify improvement actions for case GESSI Milan	Implementation of energy diagnosis by 2025
	Zero Emission Company: Reduction of Scope 1 + 2 emissions of GESSI S.p.A.	Reduction of Scope 1 and 2 emissions GESSI S.p.A. by 2027
	Certified management system: UNI ISO 50001 certification	Achievement of UNI ISO 50001 certification for GESSI S.p.A. plants and Casa Gessi Milan by 2030
	Expansion of photovoltaic system: - To install a new photovoltaic system for direct self-consumption for the G3 plant - To install new photovoltaic systems for remote self-consumption for the Gessi S.p.A. plants in Sarnesele Sesta	- Completion of system installation by the end of 2024 - Construction of the Bormio and Prato Sesia plants by 2030
	Water saving product: To offer products capable of promoting water saving	Continuous commitment to develop products with limited environmental/water impact while maintaining the high standard of user experience
	Reduction of waste sent to landfill: To reduce waste from ordinary activities sent to landfill in view of an increase in waste sent for recovery	Undertaking management of waste similar to urban waste, currently entrusted to the municipal administration, allocating 100% of it to recovery, by 2026

	Eco-friendly packaging: To reduce plastic from packaging	Plastic in packaging/total material in packaging until achieving the 2 by 2028
	Recycled material: To increase recycled material inside packaging	Continuous commitment to recovering packaging for internal handling Continuous commitment to increasing the number of uses of internal packaging
	Raising awareness among GESSI personnel on environmental protection and energy saving while driving, in the workplace and at home: Initiatives to raise awareness among GESSI personnel on environmental protection	Promotion of corporate initiatives in favour of environmental protection
Governance	Requalification of the territory: Requalification activities of the territory in order to enhance the areas adjacent to the GESSI plants	15 (re)qualification activities of the territory in order to achieve 600,000 m ² of redeveloped land by 2030 (Campus, Greenhouse, new car park, etc.)
Product Responsibility and Circular Economy	Investments in R&D: Investments in R&D	Continuous investment in R&D in order to innovate the offer both in terms of design and of functionality, with a constant search for new sustainable materials to use
	Revamping activities: To revamp and modernise spaces	- Feasibility study for a minimum 20% reduction in electricity consumption in the warehouse by 2028 - Definition of revamping activities of spaces by 2030 (e.g. colours and innovative flooring)
	Customer satisfaction: - To monitor customer satisfaction - To open new technical assistance centres (TAC) in new Countries - To implement an active service on the market, capable of satisfying all pre- and post-sales requirements	- Introduction of a customer satisfaction monitoring process through software by 2026 - Opening of new technical assistance centres through the VITA project and training of TACs in all markets introduced by 2028 - Implementation of an active service on the market, capable of satisfying all pre- and post-sales requirements by 2030



GESSI AND ITS
SUSTAINABILITY REPORT

chapter 8

A tool to illustrate our path
towards sustainable growth.



METHODOLOGICAL

Note

This document represents Gessi's fourth Sustainability Report and aims to describe the initiatives implemented and the main results achieved during the reporting year and in previous financial years in the ESG - Environmental, Social and Governance area.

The data and information reported refer to the period between 1 January 2023 and 31 December 2023. The reporting scope includes the performances relating to Gessi S.p.A., with headquarters in Sarnano (MC). In order to ensure a more complete understanding of the ESG impacts generated, the document also includes information relating to other companies that fall within the scope of the Gessi Group, where appropriately indicated.

In order to compare the data over time, we have provided a comparison with the data relating to 2021 and 2022. Furthermore, to ensure the reliability of the data, the use of estimates, indicated within the document where employed, has been limited as far as possible.

This Report was drawn up by detailing a selection of the "Global Reporting Initiative Sustainability Reporting Standards" (GRI-Referenced claims) defined in 2021 by the Global Reporting Initiative (GRI). The materiality analysis conducted at the beginning of 2024 allowed us to identify the relevant impacts, for Gessi and for the stakeholders, which are reported in this document, as well as the elements on which to focus our actions and strategies in the ESG field, as better explored in chapter 7.

Workers, local communities, partners or suppliers are the cornerstones of the success that Gessi has built over its years of history. When managing its activities, Gessi pays the utmost attention to relationships with its stakeholders, implementing tools aimed at ensuring a continuous and transparent dialogue both inside and outside the company, to understand the needs and expectations of each party.

When defining the development strategies and planning the activities within the context of sustainability, the involvement of the various stakeholders is therefore also fundamental. At the beginning of 2024, Gessi updated the map of its reference stakeholders – through

Gessi AND ITS STAKEHOLDERS

a materiality workshop (i.e. the process that allows determining which aspects have the greatest relevance both for the company and for the various bodies with which it maintains relationships) which involved top management – to better represent the world of players with whom the company interfaces on a daily basis and to best respond to needs and expectations.

The analysis carried out and the consequent discussion allowed defining the map reported below, which aims to represent all the categories of players that influence the company's activity or on which the company's activities have an influence.

For Gessi, identifying the so-called "material issues" is fundamental for the materiality analysis. In fact, these represent the areas in which the company is committed to developing sustainability strategies consistent with the expectations of all stakeholders and which are the subject of this Sustainability Report.

Materiality is one of the principles that guide the report of non-financial information, as defined by the GRI13 reporting standards. Pursuing this principle, the Sustainability Report is able to illustrate the main dynamics



that occurred during the year with respect to economic, environmental, social, personnel-related issues, respect for human rights and the fight against corruption, promoting understanding of the company's activity, its performance, its results and the impact it produced.

The following paragraph therefore illustrates the results of Gessi's sustainability workshop for defining the material issues, a process that will undergo continuous improvement over the coming years.





Gessi's

MATERIALITY MATRIX

In order to align with the methodological update of the GRI Standards (2021), the sustainability reporting standards adopted by Gessi for drafting this document, Gessi carried out a context analysis aimed at identifying - within the activities and business relationships of Gessi and its stakeholders - the potentially most significant impacts on the economy, the environment and people, including those on human rights. The impacts have been classified as actual or potential, negative or positive, and summarise the Gessi's role in the collective path towards sustainable development.

The most significant impacts of the group and its stakeholders have been identified by following various phases:



These impacts were rated during a specific materiality workshop held at the beginning of 2024, which involved Gessi's top management. The assessments expressed by top management on a scale from 1 (not relevant) to 5 (very relevant) for each topic and impact enabled prioritising the impacts and defining a materiality threshold. Thus, it was possible to identify the key points on which Gessi will focus for future action.

The mapping of the material topics, together with the identification of stakeholders, favours defining the sustainability targets and a tangible strategic plan aimed at evching the group's performance.

During 2023, Gessi began the process for defining the 2030 Agenda by committing to defining qualitative and quantitative goals and targets. The topics relevant to the company and its stakeholders were explored and enriched, with the contribution of all company departments, so as to reach the strategic challenges identified for the various business areas.

This first step aimed at strengthening the corporate strategy and governance in terms of sustainability led to defining the goals shown in chapter 7 "Responsibility towards the future".



GRI CONTENT INDEX

Declaration of use	GESSI S.p.A. has reported the information cited in this GRI content index for the period from 1 January 2023 to 31 December 2023 with reference to the GRI Standards
GRI 1 used	GRI 1 - Fundamental Principles - version 2021

Indicator	Paragraph	Notes
GRI 2: GENERAL DISCLOSURE (2021)		
GRI 2-1	Organisation details	Chapter 1 - GESSI
GRI 2-2	Bodies included in the organisation's sustainability report	The Sustainability Report refers to GeSSI S.p.A.
GRI 2-3	Reporting period, frequency and contact persons	Methodological note
GRI 2-4	Information review	This document is the fourth sustainability report by GESSI S.p.A.
GRI 2-5	External Assurance	This document is not subject to external Assurance
GRI 2-6	Activities, Value Chain and Other Business Relationships	Chapter 1 - GESSI Chapter 4 - Economic responsibility
GRI 2-9	Governance structure and composition	Chapter 1 - GESSI
GRI 2-22	Sustainable Development Strategy Statement	Letter to Stakeholders
GRI 2-23	Engagement Policy	Chapter 1 - GESSI
GRI 2-27	Compliance with laws and regulations	No cases of non-compliance with laws and regulations occurred in 2023
GRI 2-29	List of stakeholder groups	Methodological note
GRI 2-30	Collective bargaining agreements	All employees (100%) are covered by collective bargaining agreements
GRI 3: MATERIAL TOPICS (2021)		
GRI 3-1	Material topic determination process	Chapter 8 - GESSI and its Sustainability Report

GRI 3-2	List of material topics	Chapter 8 - GESSI and its Sustainability Report	
GRI SPECIFIC STANDARDS			
ECONOMIC			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management methods	Chapter 4 - Economic responsibility	
GRI 201: ECONOMIC PERFORMANCE (2016)			
GRI 201-1	Direct economic value generated and distributed to the territory	Chapter 4 - Economic responsibility	
GRI 204: PROCUREMENT PROCEDURES (2016)			
GRI 204-1	Proportion of expenditure towards local suppliers	Chapter 4 - Economic responsibility	
GRI 205: ANTI-CORRUPTION (2016)			
GRI 205-3	Confirmed cases of corruption and actions taken		No cases of corruption were ascertained during 2023
ENVIRONMENTAL			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management methods	Chapter 5 - Environmental responsibility	
GRI 303: WATER AND WATER DISCHARGES (2018)			
GRI 303-3	Water withdrawal	Chapter 6 - Environmental responsibility	
GRI 305: EMISSIONS (2016)			
GRI 305-1	Direct GHG emissions (Scope 1)	Chapter 6 - Environmental responsibility	

GRI 305-2	Indirect GHG emissions and energy consumption (Scope 2)	Chapter 5 - Environmental responsibility	
SOCIAL			
GRI 3: MATERIAL TOPICS (2021)			
GRI 3-3	Management methods	Chapter 6 - Social responsibility	
GRI 403: HEALTH AND SAFETY AT WORK (2018)			
GRI 403-1	Occupational health and safety management system	Chapter 6 - Social responsibility	
GRI 403-2	Hazard identification, risk assessment, and accident investigation	Chapter 6 - Social responsibility	
GRI 403-5	Worker training on occupational health and safety	Chapter 6 - Social responsibility	
GRI 403-9	Work-related accidents	Chapter 6 - Social responsibility	
GRI 401: EMPLOYMENT (2016)			
GRI 401-1	New employee hires and employee turnover	Chapter 6 - Social responsibility	
GRI 416: CUSTOMER HEALTH AND SAFETY (2016)			
GRI 416-2	Episodes of non-compliance regarding impacts on health and safety of products and services		No non-compliance episodes concerning impacts on health and on the safety of products and services were recorded during 2023.
GRI 417: MARKETING AND LABELLING (2016)			
GRI 417-3	Non-compliance cases regarding marketing communications		Thanks to the commitment promoted by CESSI in the quality management area, no non-compliance cases regarding marketing communications, or non-compliance episodes regarding impacts on health and on the safety of products and services occurred in 2023.
GRI 418: CONSUMER PRIVACY (2016)			
GRI 418-1	Substantiated complaints regarding breaches of customer privacy and loss of customer data		No substantiated complaints regarding breaches of customer privacy and loss of customer data were recorded during 2023.



"A better planet is a dream that begins
to come true when each of us decides
to improve ourselves."

MAHATMA GANDHI

