

SUSTAINABILITY REPORT

PIANCA

INDEX

LETTER TO STAKEHOLDERS ^{P. 5}

COMPANY

Highlights ^{P. 8} – About us ^{P. 10} – History ^{P. 12} – Locations ^{P. 15}

Market presence ^{P. 16} – Awards and acknowledgements ^{P. 18}

THE PATH TO SUSTAINABILITY

Stakeholder ^{P. 24} – Materiality analysis ^{P. 30} – SDGs ^{P. 36}

PEOPLE

Taking care of human capital ^{P. 42} – Training ^{P. 52} – Health and safety ^{P. 54}

ENVIRONMENT

Sourcing raw materials ^{P. 62} – FSC® Certifications ^{P. 66}

Energy consumption ^{P. 68} – Emissions ^{P. 74} – Waste management ^{P. 78}

PRODUCT

Product craftsmanship ^{P. 82} – Customer satisfaction ^{P. 86}

Contract ^{P. 88} – Supply chain ^{P. 90}

COMMUNITY

Support for the local community ^{P. 94}

GOVERNANCE

Ethics and integrity ^{P. 100} – Economic performance ^{P. 106}

APPENDIX

Methodological note ^{P. 112} – GRI Content index ^{P. 120} – GRI Indicator tables



Dear Stakeholder,

Pianca is pleased to present its first Sustainability Report. This document was created to actively involve all of you and encourage an inclusive process relying on increasingly widespread, common solutions to promote sustainability. The report aims to describe the initiatives and key economic, social and environmental results achieved by Pianca in 2022. The analysis described below helped identify 13 types of topics to represent the most significant company impacts, divided into 5 macro-areas: environmental responsibility, product responsibility, social responsibility, responsibility towards people and economic responsibility, compliance and anti-corruption. In accordance with the Sustainable Development Goals (SDGs) set for 2030 by the United Nations Member States, Pianca is working to minimize environmental impact, promote gender equality and inclusivity within the company, and support the community, directly and indirectly, in order to boost economic, environmental and social sustainability in the long term.

Careful use of energy and water, using environmentally-friendly materials, limiting greenhouse gas emissions, reducing waste via recycling processes, correct waste management practices, investing in advanced technology to have latest generation super-efficient low energy consumption plants, guaranteeing equal opportunities for all workers and prioritizing worker and product safety are just some of the initiatives taken by the company. We're proud of the results we have achieved and, with a great sense of responsibility, we are committing to constantly striving to do more, facing the future with confidence.

Aldo Pianca
CEO

COMPANY

SOCIAL

239

Number of employees

493

Hours of training
Delivered in 2022

15%

Recruitment rate

ENVIRONMENTAL

30.504 GJ

Energy consumption

3.097 tCO₂

Emissions
Scope 1 + Scope 2 Market Based

1.975 ton

Waste produced

ECONOMIC

59.690.959 €

Turnover

2.049.088 €

EBITDA

Pianca is an Italian designer and producer of **furniture systems and occasional furniture** for residential and contract. The wide range of products and solutions offer plentiful custom options.

Furniture makers for generations, the Pianas have passed down their wood-crafting secrets and their passion for **innovation**. The business was founded in 1948 and transitioned from craftsmanship to industrial production during the 50s. Within a few decades it was generating a turnover that by 2022 came close to 60 million Euros.

The ambitious strategy of growth and internationalization in the retail and **contract** sectors has led to a constant increase in turnover, the opening of

new showrooms around the world and the acquisition of a company specializing in custom design and turnkey solutions.

Pianca's roots are sunk deep in the territory.

The company chooses mainly Italian and local suppliers and relies on its full range of skills to carry out all production phases internally.

Maximum product **quality and durability** are thus guaranteed, key factors in a sustainable vision of the company. The design process plays an important role in pursuing this direction, and often takes place in collaboration with important **international designers** like Emilio Nanni, Cristina Celestino, Federica Biasi and Calvi Brambilla.

History



1948

Enrico and Giovanbattista Pianca emigrate to Venezuela where they open a company producing wooden footwear moulds



1956

An artisan workshop becomes an industrial company specializing in making bedroom and living room furniture



1961

Aware of the importance of design, Pianca takes part in Salone del Mobile



1970

New company headquarters and a new manufacturing area are built in Gaïarine. The introduction of particle board, a brand new material in the industry, makes furniture a truly accessible product



1988

Aldo Pianca becomes Sole Administrator. Just-in-time production starts. Modularity and custom design become key product strengths



1998

Pianca acquires a new production site. Upholstered furniture is added to the collection



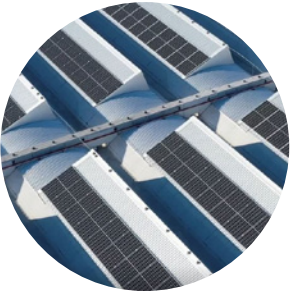
2003

Introduction of People system, the first system with mitre-folding



2005

The first water-based paints are introduced for employee health and to reduce pollution in the home



2011

A photovoltaic system is installed, allowing the company to run on renewable energy



2017

Pianca receives FSC® certification for using wood from responsibly managed forests



2018

The first Pianca Flagship store opens in Malta



2021

Pianca opens a new factory in Roverbasso, Codognè (Treviso)



Locations

The company has four locations, all in **Treviso province**, Italy. The headquarters are in Gaiarine and there are two manufacturing sites in Roverbasso and one in Ormelle. The Gaiarine factory produces semi-finished pieces for the two Roverbasso factories. Roverbasso 01 is the main factory, consisting of warehousing for raw materials and semi-finished products from Gaiarine and Roverbasso 02, and the custom production, cutting and edge finishing, and sanding and painting departments. There are also sections for assembly of semi-finished parts, finished product warehousing, loading bay, a workshop and various offices. The Roverbasso 02 factory processes raw materials with cutting, edge banding and hole drilling processes. The semi-finished pieces produced are then stored in the warehouse and sent on to the other two factories. The Ormelle factory essentially perform operations to produce upholstered products.

Pianca exports its products to **50 countries** via an extensive network of **showrooms and stores** around the world. Besides the European market, the company is present in North America, Asia and the Middle East. Important partnerships with local retailers have consolidated brand presence on a wide scale, increasing revenues and growing its reputation.

The company’s internationalization strategy of recent years has expanded its dealer network and opened up new distribution channels, in addition to the store network across Italy.

Pianca's passion for design has been a constant since the company was established, when its furniture was still hand-made in the workshop. A natural progression, the **Research and Development** department is a buzzing hive where ideas are cultivated and concepts and prototypes come to life. Research and experimentation are the pillars of the design process, which also draws on valuable collaboration with talented internationally-renowned designers. Over the last twenty years, the value of Pianca design has been recognized in a string of awards. **Prestigious prizes** and special mentions have been awarded by juries and important organizations, made up of multidisciplinary experts from all over the world. Pianca has been recognized for its ability to create innovative,

contemporary, pioneering, high quality products that capture the essence of beauty, creativity and functionality. In 2022 specifically, Pianca won 4 awards for Palù, the bedside table designed by Raffaella Mangiarotti and Embrace, the bed designed by the Scandinavian Note Design Studio. A prize also came from the **Salone Internazionale del Mobile** in Milan for uninterrupted attendance since 1961: "A brand which, in the name of quality, research and innovation has accepted the invitation of Salone del Mobile, year upon year, and has grown along with it. A company that has never stopped believing in the value and energy created through working together for the shared purpose of showing the world the visual beauty and quality that Made in Italy produces."



2022

ADI Design Index
Palù design Raffaella Mangiarotti
IF Design Award
Palù design Raffaella Mangiarotti
IF Design Award
Embrace design Note Design Studio
A' Design Award
Embrace design Note Design Studio

2021

German Design Award
Platea design Emilio Nanni

2020

Good Design Award
Cornice design Pianca Studio
Archiproducts Design Award
Contralto design CMP Design Studio

2019

German Design Award
Calatea design Cristina Celestino
Good Design Award
Baio design Calvi Brambilla

2018

ADI Design Index
Maestro design Emilio Nanni

2017

Good Design Award
Fushimi design Philippe Tabet
Good Design Award
Ettore design Calvi Brambilla

2016

i-Novo Award
Duetto design Tim Kerp
Good Design Award
Confluence design Xavier Lust
NYC x Design Award
Confluence design Xavier Lust

2014

Muuuz International Award
Confluence design Xavier Lust

2002

Menzione speciale Young & design



Embrace design Note design Studio

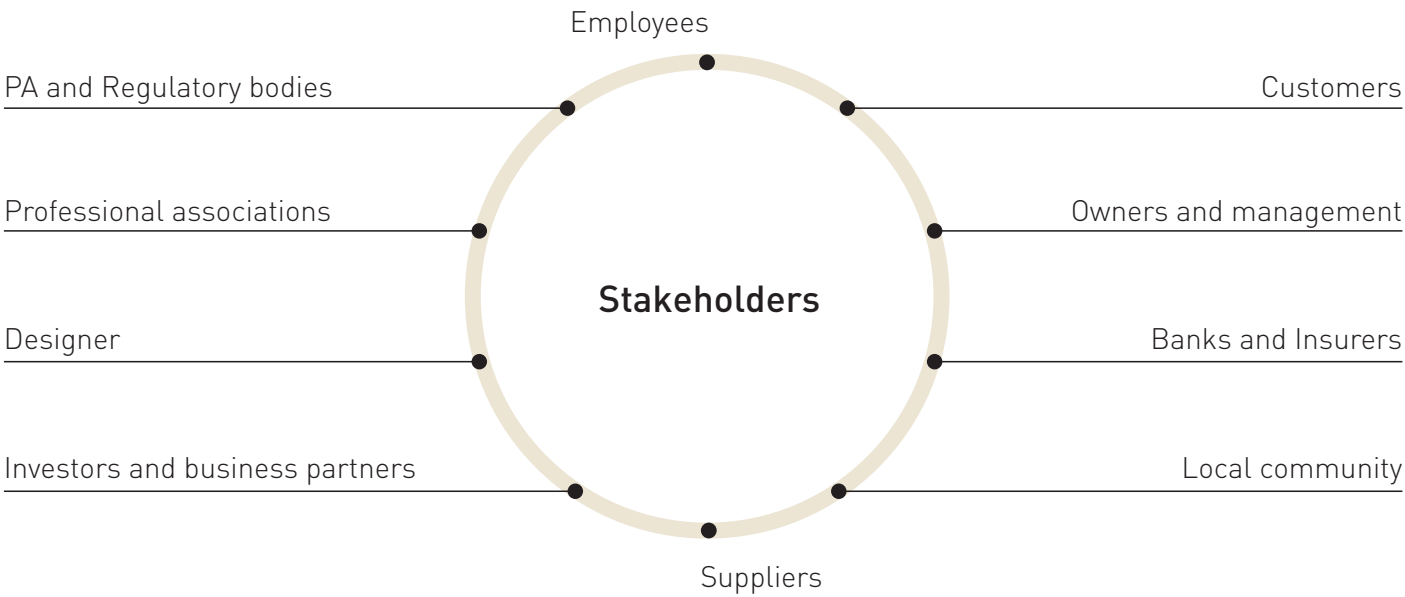


Palù design Raffaella Mangiarotti

THE PATH TO SUSTAINABILITY

The **stakeholders** are all the people or groups who have an interest in or relationship with an organization or enterprise and who may be influenced by its activities and results. Stakeholder management is an important aspect of corporate management and involves

identification and satisfaction of their needs and expectations, beside the minimizing of the negative impacts of company activity on them. The Pianca stakeholder map below was defined by **benchmark analysis** and methods of engagement for each category.



Stakeholder engagement / interaction

Employees

Induction programmes for new employee hires
Meetings and corporate events
Training programmes and refresher courses
Notice boards in factories and offices and online
Periodic meetings with line managers
Feedback interviews
Welfare programmes
Engagement and internal communications projects

Public Administration and Regulatory bodies

Formal communications in various areas of reference (e.g. Governance, Tax)

Professional associations

Periodic discussions
Participation in regulatory committees, seminars, conferences
Technical committees
Working with educational institutions
Corporate and market communications
Scientific research projects

Customers

Periodic meetings with sales managers and area agents
Continuous dialogue via communication channels (e-mail, telephone, social)
Website
Event attendance
Trade fairs
Technical support
Specific customer-oriented training
Dedicated conferences
Meetings with customers

Suppliers

Periodic meetings
Relationship with purchasing office
Biennial supplier conference
Technical site visits
Surveys and other communications

Local community

- Support projects and/or support for social and environmental initiatives
- Participation in local events
- Mass media
- Meetings with representatives of organizations
- Participation in events promoted by local associations
- Collaboration and cooperation with sports, cultural and artistic activities

Banks and insurers

- Periodic financial reporting
- Periodic meetings

Designers

- Trade fairs
- Website

Owners and management

- Meetings throughout the year
- Periodic financial reporting

Investors and business partners

- Board of Directors
- Internal audits
- Periodic financial reporting
- Alignment and constant engagement in all business activities

In 2022, with the support of a consulting firm, Pianca conducted a materiality analysis to identify the material topics presented in this report, in compliance with the **GRI Universal Standards 2021** guidelines. On 6th October 2021, GRI published the new Universal Standards with the aim of increasing transparency and clarity in reporting material topics, or the topics most relevant to company stakeholders. The standards were

aligned with other international reference principles like the United Nations guiding principles on business and human rights, OCSE guidelines and International Labour Organization (ILO) standards. One of the key changes concerns the new materiality analysis process. Material topics are subjects that represent the most important impacts of the company on the economy, environment, people and human rights.

In detail, the phases following the materiality analysis process are:

Identification and prioritization of stakeholders

In reference to the Pianca materiality analysis process, benchmark analysis was conducted with a reference panel of peers from the sector in which the company operates. Stakeholders included in the assessment were: suppliers, employees, designers, customers, banks and insurers, investors and trade partners, local community, owners and management, professional associations, public administration and regulatory bodies.

Identification of potentially important sustainability topics

The benchmark analysis was followed by an ESG trends analysis of the reference sector. The benchmark analysis identified 13 types of topics to represent the company impacts shown above, divided into 5 macro-areas: environmental responsibility, product responsibility, social responsibility, responsibility towards people and economic responsibility, compliance and anti-corruption.

Evaluation of relevant topics with reference figures in different company areas

The proposed stakeholders were to be ranked from 1 to 10 based on the influence they have on Pianca and then ranked according to the influence Pianca has on them. The organization then assessed the significance of the sustainability topics represented by the identified impacts, to establish the order of priority on a scale of 1 to 5 by means of a grading system. 1 indicates that the topic has no significant negative or positive impact on the economy, environment or people, including impacts on human rights. 5 indicates that the topic has maximum significance in terms of positive or negative impact.

Processing of the materiality analysis

After the panel members carried out the grading, a cut-off threshold of an average grade of 3 was set. The 11 most important topics were thus defined for Pianca.

Material topics and relative impactsImpact typologies

1. Energy consumption and emissions

Direct/indirect GHG emissions and air quality	Negative
Operational efficiency linked to production processes	Positive
Intensive use of energy resources	Negative
Promotion of solutions linked to energy efficiency	Positive

2. Customer satisfaction

Promotion of Made in Italy and Italian excellence	Positive
Increased customer numbers	Positive
Brand experience and dialogue with customers	Positive
Company reputation	Positive
Problems caused by poor complaints handling	Negative

3. Diversity, equal opportunities and human rights

Respect and awareness of human rights	Positive
Ethical, impartial and inclusive work environment	Positive
Diversity and inclusion at all levels in the company	Positive

4. Product quality and safety

Safe and high quality product	Positive
Company transparency in communications of product features	Positive
Possible risks to end customers caused by lack of product quality and safety checks	Negative

5. Occupational health and safety

Work-related injuries	Negative
Absence of monitoring processes and health and safety management systems	Negative

6. Development and care of human capital

Increased local work opportunities with indirect impact on the territory	Positive
Contribution to employee well-being and careers	Positive
Improvement of worker skills through training	Positive
Attracting and developing young people	Positive

7. Creation of economic value

Indirect economic benefits on local communities	Positive
Distribution of value to stakeholders	Positive
Loss of value of the company	Negative

8. Responsible procurement of raw materials

Safety and origin of raw materials	Positive
Indirect impact on deforestation and loss of biodiversity	Negative
Use of virgin raw materials	Negative
Responsible use of recycled materials and packaging	Positive

9. Responsible waste management

Pollution of the environment from hazardous waste disposal	Negative
Hazardous and non-recyclable production waste	Negative
Compliance with law and regulations	Positive
Waste recovery operations like waste collection, preparation for reuse, recycling and other recovery operations	Positive

10. Support for local community and territory

Innovation through collaboration with universities and research institutes	Positive
Improving products and processes to benefit products and the environment	Positive
Contributions and donations to social and cultural projects supporting the local community	Positive
Developing fair, transparent and constructive relationships with the community	Positive

11. Sustainable supply chain

Benefit for the local community from purchasing raw materials and other materials through local suppliers	Positive
Creating a more sustainable supply chain with direct effects on continuous improvements of ESG performance	Positive
Violation of human rights and environmental compliance by company suppliers with economic consequences, on human dignity and development of communities	Negative

The **SDGs** are the **goals** set for 2030 by the United Nations Member States for the Global **Sustainable Development** Agenda ratified in September 2015. These 17 goals, subdivided into 169 targets, are structured to be interconnected, so that progress towards one goal also encourages progress towards the others. The SDGs define a joint action plan including different objectives, including facing the challenges of climate change, reducing poverty and inequality, ensuring long term economic, environmental and social sustainability of communities. Sustainable Development Goals (SDGs) are very important for Pianca

because they provide a complete framework on which to base **corporate strategies for the future**, allowing goals to be transformed into tangible, quantifiable actions. In this context, the company is working to minimize environmental impact, adopting sustainable practices like improving use of energy and water resources, use of environmentally-friendly materials and limiting greenhouse gas emissions. Also, it actively commits to promoting gender equality and inclusivity within the organization, guaranteeing equal opportunities for all employees.

SDGs



Material area and topics

Responsibility towards the environment

Energy consumption and emissions

Responsible waste management

Responsible procurement of raw materials



Responsibility towards people

Diversity, equal opportunities and human rights

Occupational health and safety

Development and care of human capital

Fostering social inclusion



Responsibility towards customers/product

Customer satisfaction

Product quality and safety



Social responsibility

Sustainable supply chain

Support for local community and territory



Economic performance

Creation of economic value



PEOPLE

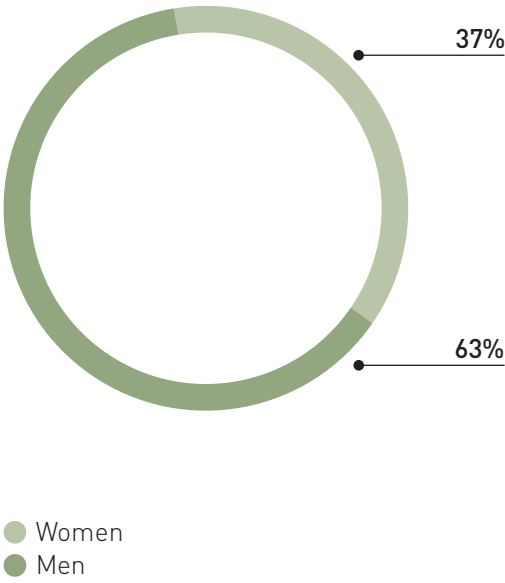
Pianca has always recognized the importance of **human capital** for its success. The dedication and professionalism of employees are values and conditions which determine the achievement of **company goals**. Care of human capital is not the sole responsibility of the company. It's a shared commitment that translates into

sustainable growth and achievement of ambitious goals. Pianca offers all employees the same professional **growth opportunities** making it possible for everyone to enjoy fair treatment based on merit criteria, without discrimination and thus also prevents any behaviour or demeanour that discriminates against or harms others.

GENDER EQUALITY

Gender equality is a fundamental high-priority value in Pianca. Currently, out of a total of 239 direct employees, 88 are women and 151 are men. The company is committed to keeping a balance within the organism, guaranteeing a balanced composition. This commitment reflects the importance that Pianca places on inclusivity and diversity, recognizing the value of the perspectives and skills of both genders in contributing to the success of the company.

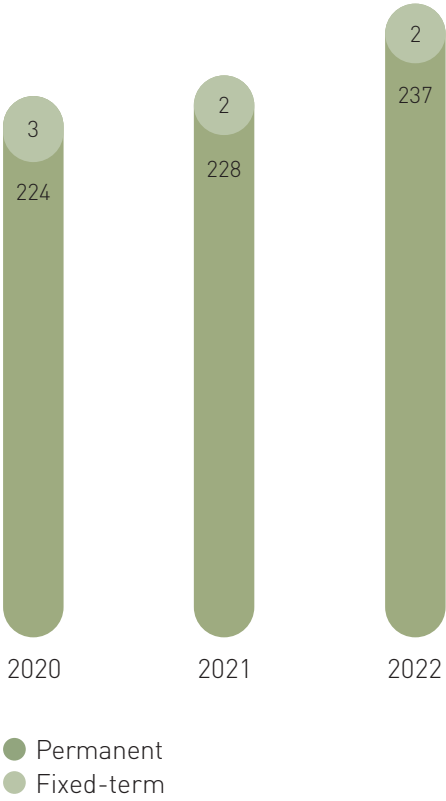
Employees at 31st December 2022



CONTRACTS

99 % of direct Pianca employees have a permanent contract, proof that the company focuses on stable employment for its employees. This stability allows employees to work in a serene environment, free from external pressures that may compromise the quality of their output.

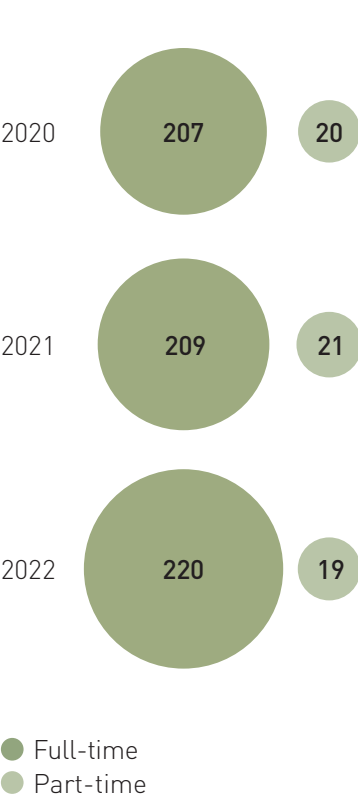
Employees by contract type



TYPES OF EMPLOYMENT

The percentage of part-time employees in 2022 was around 8%, of whom 79% were women. Pianca allows its employees to work part-time, allowing them to reconcile work life with family responsibilities and/or childcare. Pianca cares about employee well-being and tries to meet their personal needs and offer an inclusive, flexible work environment.

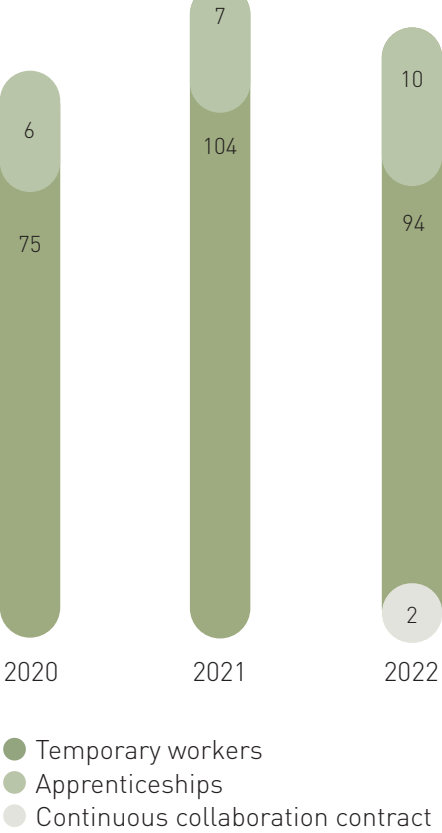
Employees by employment type



EXTERNAL COLLABORATORS

Around a third of the Pianca workforce are external workers, mainly supplied by employment agencies.

External collaborators



JOB CATEGORIES

In composition by job category, the majority of employees are production workers, the main nucleus of the company, since Pianca’s success essentially depends on their commitment and dedication.

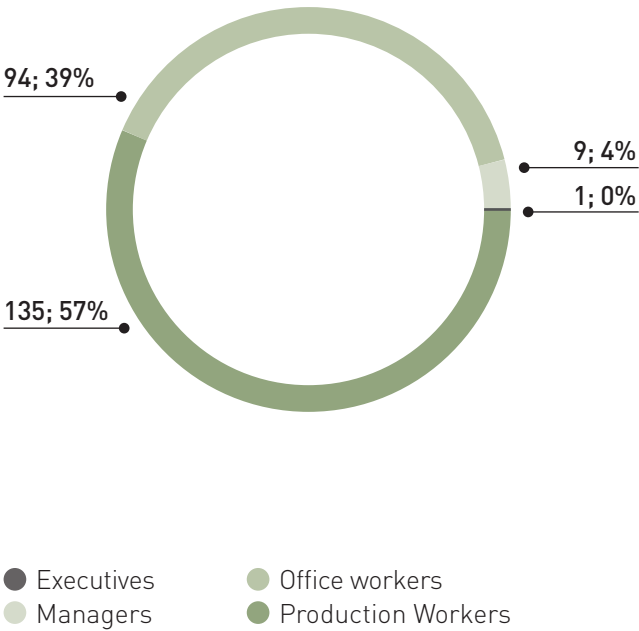
NEW EMPLOYEES HIRED

Currently, Pianca has a solid position in the market and this has made it necessary to recruit new staff also in the offices. Therefore in 2022 36 new employees were hired to meet this requirement.

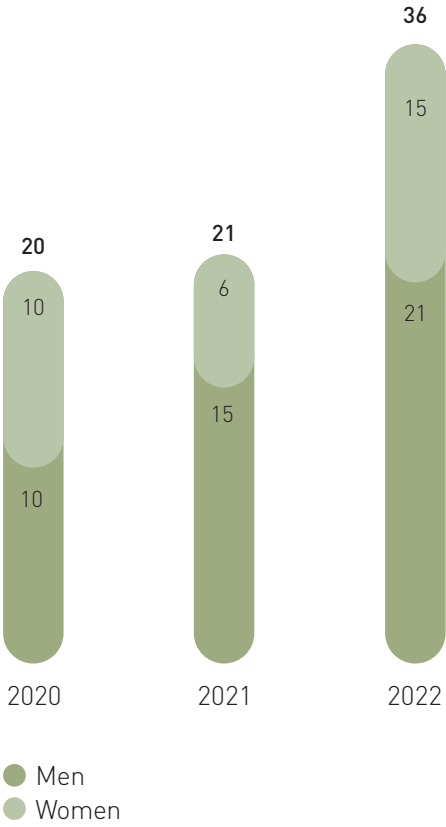
EMPLOYEE TURNOVER

Regarding employee turnover, a total of 29 departures were recorded in 2022, including resignations and retirements. However, the positive difference between new hires and departures remains positive, demonstrating the company’s ability to attract new talent.

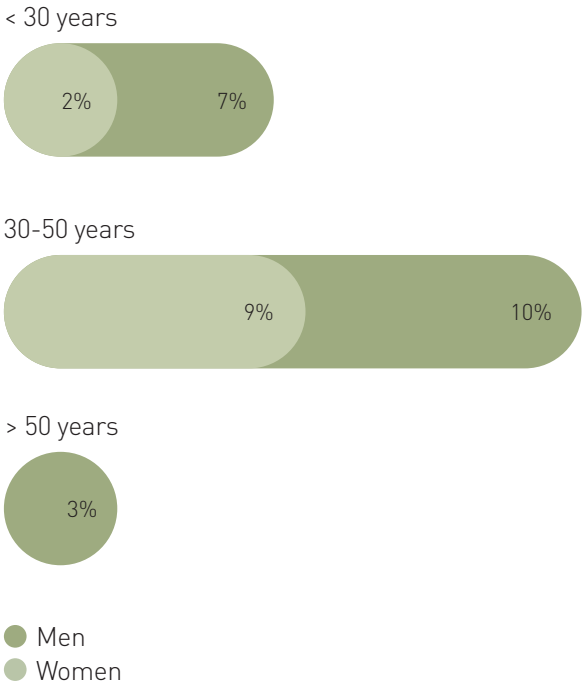
Employees by job category at 31st December 2022



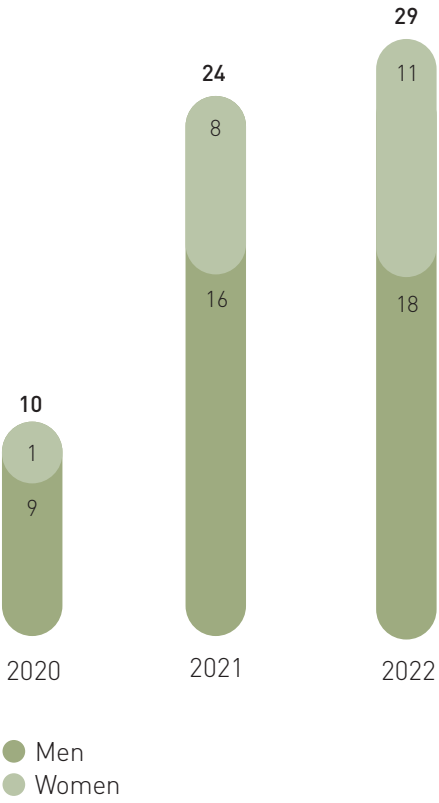
New employees hired



Staff turnover rate joining in 2022



Employee turnover



Recruitment process

Pianca's recruitment process is carried out partly by its Human Resources Department, mostly for office roles, and partly by employment agencies for production roles. The selection takes place via ideal profiling, which considers short and long term workforce forecasting. Some offices practice job rotation so that people can develop a range of skills. The company has direct relations with local schools and has maintained relations for many years with technical institutes, concentrating its efforts on recruiting candidates from Generation Z in recent years. Pianca operates in compliance with the National Collective Labour Agreement for the Wood and Furniture Industry.





Employee benefits

At the end of the year, Pianca gives its employees fuel vouchers.

The company also offers a staff canteen with insignificant nominal contribution from workers. Besides this, individual bonuses may be awarded in recognition of exceptional performance, at the discretion of Senior Management (Sole Administrator). Further production bonuses may also be awarded for exceptional additional productivity with achievement of excellent results.

Development of **human resources** is a top priority in Pianca’s business. Knowing that company success lies in using the skills and commitment of its employees and co-workers, Pianca works hard to develop the skills and abilities of every employee, so that the energy and creativity is expressed in the work and achievement of company goals by individual staff members. Concerning training, Pianca annually monitors workplace health and safety

training via its Prevention and Protection Service. The management of workplace health and safety training hours will be explored in detail in the following paragraph. English language training at Pianca is conducted by a native speaker English teacher. Pianca engages external training organizations to conduct technical training. A systematic training needs analysis is currently being mapped out.



Pianca makes workforce health and safety a central focus in company priorities. Training fully complies with current regulations on prevention and protection. Operational management must refer to advanced environmental protection and energy efficiency criteria, pursuing the improvement of

occupational health and safety conditions. Pianca also undertakes to guarantee safeguarding of working conditions to protect the mental and physical well-being of the employee, in respect of their moral personality, preventing this from being subjected to unlawful conditioning or undue distress.

SAFETY

Personal safety is a priority for Pianca and guides all daily operations. Considerable effort has gone into constant training and awareness-raising to ensure that every worker is adequately prepared to deal with any situation that may pose a risk to health and well-being. In 2022 Pianca recorded zero incidents, tangible demonstration of the company’s constant commitment to creating a safe, protected workplace for all team members. The HSE Office has played a fundamental

role in safety monitoring and management in all company sites and offices. Regular inspection of work environments, access to emergency routes, availability of fire safety equipment, identification and elimination of potential dangers, and checking suitability of equipment and procedures, have been actively pursued. Residual risk is managed by adopting personal protective equipment (PPE) and identifying the resources needed to guarantee a safe work environment.

Dangers were identified using an assessment considering the plausibility of events and their potential seriousness, based on a matrix combining these two factors. To mitigate the risks, the Health & Safety Officer implemented a series of specific interventions for each identified danger.

Employee accidents to 31 st December 2022	
Number of reportable workplace accidents	7
With serious consequences (not fatal)	0
Of which fatal workplace accidents	0
Number of hours worked	403.628,25
Incidence rate of reportable workplace accidents	17,34
Incidence rate of reportable workplace accidents with serious consequences	0
Incidence rate of fatal workplace accidents	0

The incidence rate of workplace accidents is the relationship between the total number of injuries and the total of hours worked in the same period, multiplied by 200,000. This includes any accidents going to/from work only where transport was organized by the company.

Accidents involving external workers on 31 st December 2022	
Number of reportable workplace accidents	0
With serious consequences (not fatal)	0
Of which fatal workplace accidents	0
Number of hours worked	158.048,00
Incidence rate of reportable workplace accidents	0
Incidence rate of reportable workplace accidents with serious consequences	0
Incidence rate of fatal workplace accidents	0

Health and safety training

Pianca has an internal Health and **Safety Manager (RSPP)** who also liaises with an external specialist agency. The company also has an **internal** Health and Safety Adviser (ASPP). In addition, there are **supervisors and department managers** within the company who are assigned specific letters of recognition of their Occupational Health and Safety protection duties. In compliance with current regulations, the Health and Safety Manager and company doctor plan blood testing for production workers in sections like the paint shop. Periodically, the Health and Safety Manager organizes environmental surveys by accredited agencies to monitor chemical agents in the workplace with suitable testing equipment, to check that no occupational illnesses are arising.

Hours of health and safety training 2022



ENVIRONMENT

Pianca is committed to **sustainable and responsible production** starting from procurement of raw materials. The company knows that selecting and using **sustainable raw materials** is fundamental for protecting the environment and the communities involved in the supply chain. This is why Pianca selects suppliers

who respect sustainable standards, considering the origin of raw materials, worker well-being and environmentally sustainable practices. The company also promotes **transparency and traceability** of raw materials to ensure that they come from reliable, responsible sources.

MATERIALS ANALYSIS

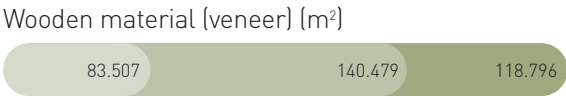
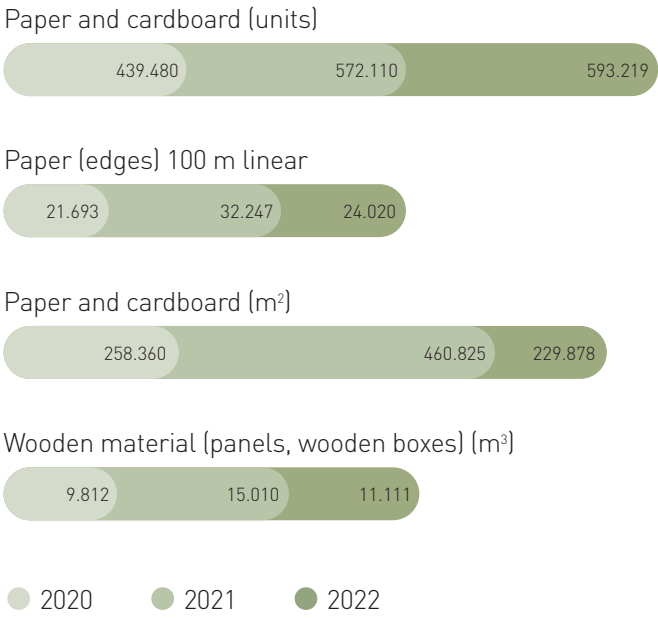
The graphics show a solid commitment to the sustainability of materials used.

Recyclable materials include 11.111 cubic metres of wooden materials, including panels and boxes, and 118.796 square metres of veneer. The quantity of paper and cardboard used is 229.878 square metres and 593.219 units.

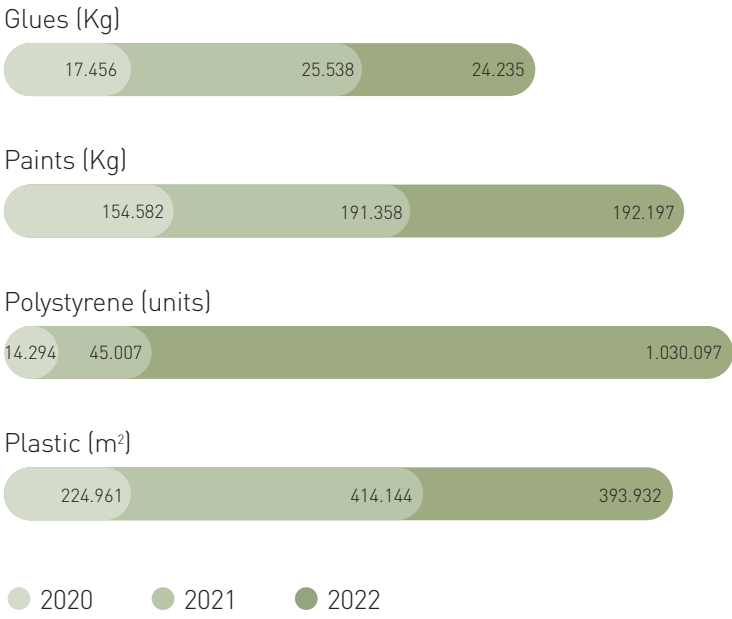
Worth noting are also 24.020 linear metres of paper used for edges.
Pianca is committed to limiting use of non-recyclable materials: 393.932 square metres of plastic, 1.030.097 units of polystyrene, 192,20 tons of paint and 24,24 tons of adhesives.
This data shows a clear path steered towards conscious management of materials, with

particular focus on optimizing their weight and volume, thus promoting sustainable, responsible practice.

Materials used by weight and volume (recyclable)



Materials used by weight and volume (non-recyclable)



For Pianca, focussing on materials means reconciling production and **responsible use of resources** to protect the environment and reduce the impact of their activities to a minimum.

Proof of this commitment arrived in 2017 when the company received Forest Stewardship Council® certification, an international recognition that certifies sustainability of company operations linked to the wood supply chain.

FSC® is the strictest and most reliable forest certification system in the world and enjoys the trust of

governments, NGOs, companies and consumers.

The **FSC® brand** identifies products made with wood sourced from responsibly managed forests, according to strict environmental, social and economic standards.

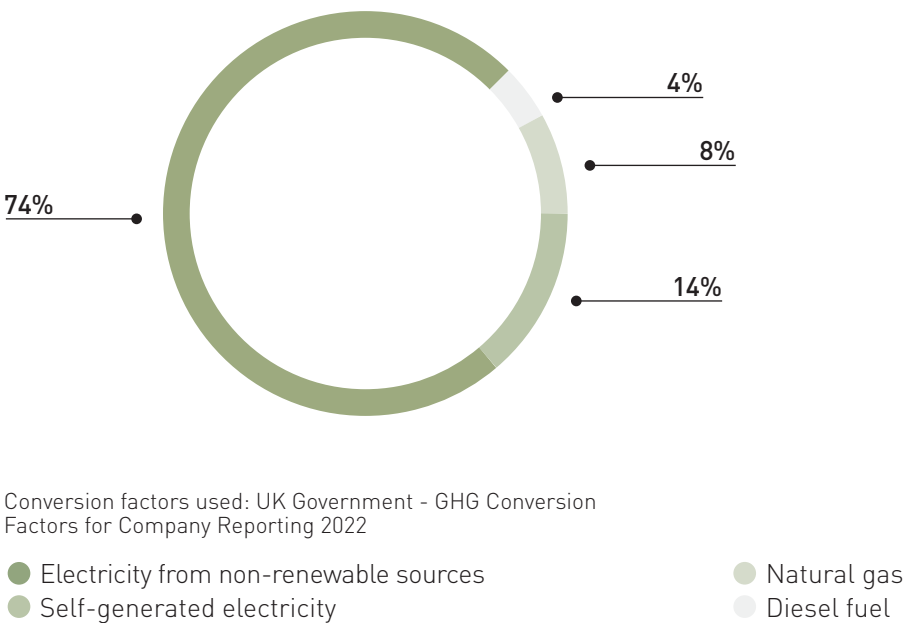
Being a certified company, purchasing most of its wood from FSC® certified suppliers and guaranteeing that the supply chain is respected in all phases is a firm commitment for Pianca. The remaining part of wood supply consists of MDF particle board, purchased from suppliers with certified low emissions.



Pianca understands the importance of adopting **sustainable practices** for managing energy consumption in its business. Conscious of how precious energy is, the company is committed to achieving **energy efficiency** and using renewable sources. Implementing environmentally-friendly technology and processes,

Pianca is working to reduce energy consumption and greenhouse gas emissions, contributing to the struggle against climate change. The company aims to reduce its own **environmental impact** without compromising the quality of its products, by constantly monitoring consumption and adopting best practices.

Energy consumption (GJ)

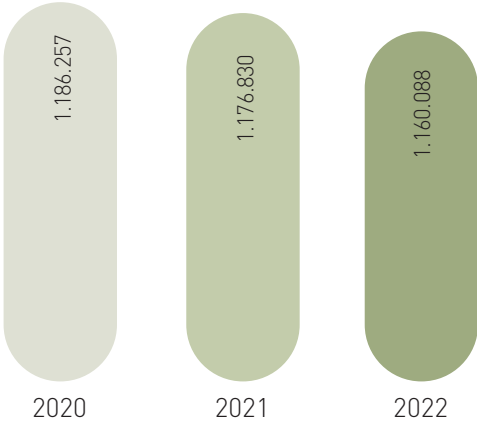


ENERGY ANALYSIS

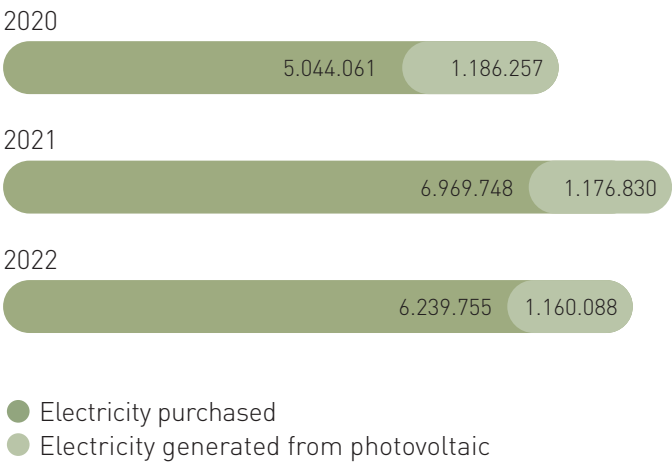
In 2022 30,504 GJ of energy were used in total. Around 74% of this consumption comes from electricity purchased from the national grid, energy used for most company functions. Natural gas is used to heat offices while diesel and petrol are used to fuel company vehicles. One of those vehicles runs on petrol. The other five run on diesel. In terms of renewable sources, the company is committed to generating its own electricity using its own photovoltaic

systems, located at the Roverbasso 1 and Roverbasso 2 factories. Both are functioning. The first system generated 4.176 GJ of electricity. Data for the second system at Roverbasso 2 are not available. There was also a 12% reduction in electricity bought from non-renewable sources compared to 2021. The imminent goal is to further reduce overall purchase of electricity, instead promoting an increase in internal generation of energy via photovoltaic systems.

Electricity from photovoltaic (kWh)



Performance of electricity (kWh)





Energy efficiency initiatives

In 2020, supported by Espiu Studio, Pianca had energy efficiency work carried out in its factories, completed in 2022.

In the overall framework of these initiatives, the following sustainable solutions have been promoted:

- Installation of three **electric vehicle charging stations** at the Gaiarine factory and one charging station at the Roverbasso 1 site .
- Exclusive use of **LED lighting** in the Roverbasso 1 and Roverbasso 2 factories.

The Roverbasso 2 factory is a completely innovative, high tech system.

- Important work was done on the aspiration systems to optimize performance of the **central heating system** and in the compressor room automatic doors were also fitted to minimize heat dispersion. These improvements were all carried out in the Roverbasso 1 factory.

The impact of greenhouse gases on the planet is a very important theme for Pianca.

The company strives to continuously assess its production operations to identify and study solutions to reduce emissions of CO₂ and other pollutants. The company aims to **limit** its

environmental impact and contribute to the struggle against climate change.

Society commits to prefigure and achieve goals to reduce emissions, promoting a cleaner and healthier environment in the community it operates in.

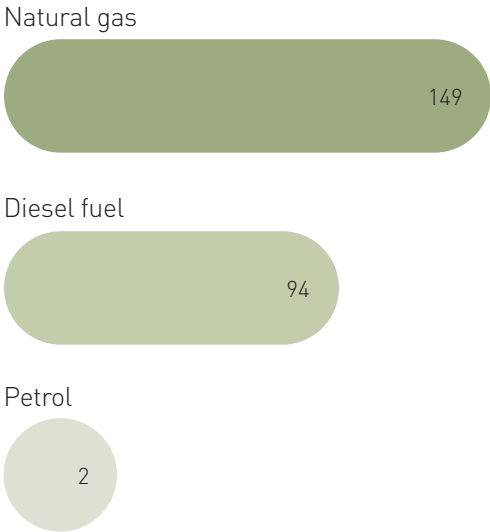
EMISSIONS ANALYSIS

For Scope 1 emissions, expressed in equivalent tons of CO₂ (tCO₂e), some important data emerged. Natural gas registered an important contribution with 149 tCO₂ e, followed by diesel fuel with 94 tCO₂ e, whereas petrol had a negligible effect generating only 2 tCO₂ e. In light of this data, direct GHG emissions for 2022 accounted for a total of 245 tCO₂ e.

The data measured shows a detailed picture of emissions relating to electricity in the context of Scope 2 expressed in tons of CO₂. The table shows that emissions linked to electricity purchased, calculated on the basis of geolocalization amount to 1,625 tCO₂. At the same time, the market-based approach to purchasing electricity generated 2,852 tCO₂.

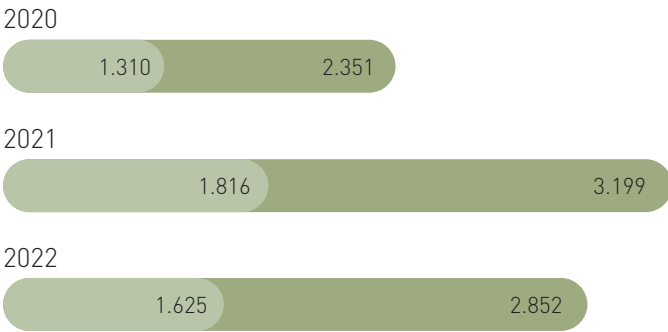
This data shows the company’s commitment to monitoring and reducing environmental impact, above all via purchasing more sustainable electricity and promoting of low carbon emission energy sources.

Direct GHG emissions (tCO₂e)



Emission factors used to calculate tCO₂ emissions of natural gas and petrol are from Italian Ministry of Environment 2022. Emission factors used to calculate tCO₂ emissions of diesel fuel are from ISPRA 2022

Indirect GHG emissions (tCO₂)



Emission factors used to calculate tCO₂ emissions of diesel fuel are from ISPRA 2022 for Location Based emissions and the residual mixes for Market Based emissions (AIB, European Residual Mixes 2022, 2021, 2020)

● Market Based tCO₂ ● Location Based tCO₂

Total direct and indirect emissions 2022

Total emissions (Scope 1 + Scope 2 Location Based)	1.870 tCO ₂
Total emissions (Scope 1 + Scope 2 Market Based)	3.097 tCO ₂

Pianca is actively committed to **responsible waste management** in all of its operations. Conscious of the importance of caring for the environment and reducing the impact of waste, the company implements practices to reduce, recycle and manage waste materials appropriately. By focusing on reducing waste and promoting recycling through targeted processes, Pianca is committed to exploiting materials better, thus minimizing waste. It also engages with and raises awareness in employees about a corporate culture based on sustainability and correct waste management.

In 2022 86 tons of hazardous waste were produced. This waste includes substances that require specific handling and special care to avoid negative environmental impact.

Hazardous waste only makes up 4% of total waste produced by the company. Non-hazardous waste amounts to 2.074 tons and is considered not dangerous because sustainable practices are sufficient to manage waste disposal. This waste makes up 96% of the total, confirming that Pianca takes care not to produce waste that harms the environment. This data encourages Pianca to reflect on the importance of continuing to improve waste management practices. The company is focussing its efforts on actively minimizing the quantity of hazardous waste, promoting recycling and optimizing operational processes. The company is also working to constantly monitor progress towards these objectives and to guarantee transparent reporting in terms of sustainability performance.



PRODUCT

Pianca has a long history of **excellent craftsmanship and innovative design**.

The company uses only the finest materials and best production techniques to create luxury furniture that meets the demands of the most exacting customers.

Its furniture production is strongly based on craftsmanship. There is a range of products hand-made by highly skilled craftsmen, who ensure perfection of detail and carefully selected materials. Pianca craftsmen have extensive experience in working with wood and raw materials, and they know how to create high quality

furniture that endures over time.

The Pianca production process starts with careful selection of raw materials. The company uses only high quality wood from controlled managed forests, and other **superior quality materials**, like marble, glass and metal. Once the materials have been selected, the Pianca craftsmen work carefully to create each piece of the product. One of Pianca's core values is focus on **environmental sustainability**. The company uses only environmentally sustainable materials and low environmental impact production processes where possible.

Green Collection

In 2022 Pianca presented a collection of **environmentally sustainable fabrics**, available for all upholstered furniture in the catalogue. They are produced from wool or cotton, blended with recycled materials such as plastic bottles, and are created using production processes particularly respectful of the environment and people, processes not using chemical substances harmful to living organisms and human beings. There are 7 models and a total of 66 choices from a range of colours and textures. the palette ranges from neutral to bright shades, soft to the touch and smooth or fuzzy. Unique in their diversity, the fabrics combine beauty with sustainability, adding value to the collections and Pianca spaces.



Customer Satisfaction is a key indicator for measuring the degree of customer satisfaction for products and services offered by the company. In this sense, the Customer Satisfaction analysis becomes an important lever of corporate management capable of allowing the company to improve its production and sales processes.

Customer satisfaction is very important for Pianca. The company has a dedicated **customer care** department run by qualified staff who assist customers in resolving any complaints. The commercial structure is divided by geographical areas to provide commercial, technical, design and assistance consulting.

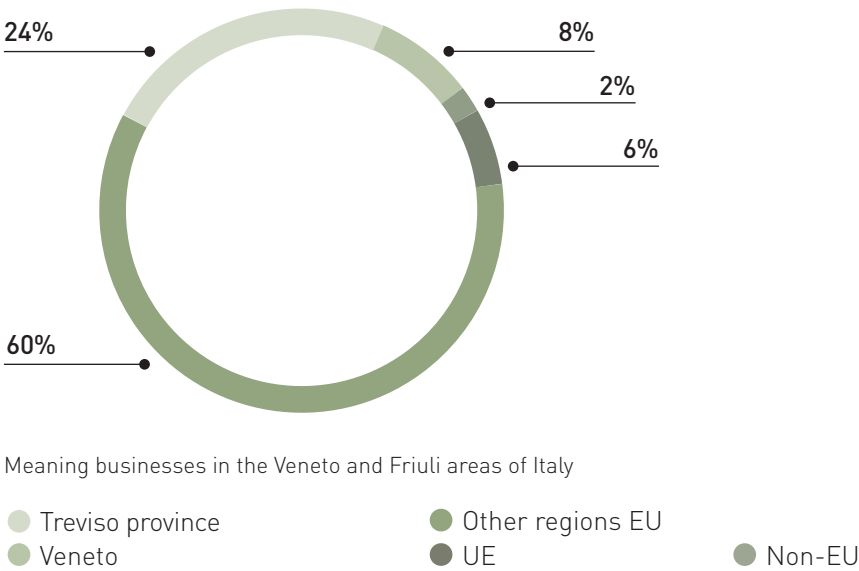
In 2020 **Pianca & Partners** was launched. It's a 100% **Made in Italy** platform, specializing in end to end solutions for the contract sector. Promoter of the initiative was Aldo Pianca, who brought together 25 Italian companies, specialists in the interior decor and construction industrial supply chain. It is a strong, cohesive **network** that operates with an innovative business model, geared towards a process of integration between real estate and interior design. The platform is broad-reaching in

terms of geography and sector type, ranging from residential to corporate, **hospitality, retail and nautical**. The range of services offered is equally broad-reaching, extending across the entire planning and design process via a complete, dynamic operating system, guided by one single, solid and reliable contact. In the past three years Pianca & Partners has completed numerous projects around the world, added to the numerous other projects Pianca has been a part of, on its own, in previous years.

Pianca adopts a strict selection process for suppliers, also complying with 231/2001, based on its experience and knowledge of **local suppliers**. In the selection process, it pays close attention to the **foreign market**, which in recent years has gained an increasingly more important role. If in the past suppliers were mostly found in the local area, today the company is pushing beyond the national boundaries. The quality-price ratio is a key

requirement, but quality is never sacrificed for mere economic savings. The company currently manages a network of about 500 suppliers. The portion of the spending with local suppliers is 32% of the total spending, where local suppliers refers to businesses in the Veneto and Friuli areas of Italy. Pianca enjoys a special bond with these suppliers, which is why it often tends to purchase finished and raw materials from them.

Proportion of spending towards local suppliers



COMMUNITY

Support for local community and territory

Pianca is actively committed to giving major support to the local community and territory. Besides conducting its own business operations, the company recognises the importance of contributing to the development and well-being of the community in which it operates. Via a series of social, environmental and cultural initiatives, Pianca solidly supports local projects and organizations. The goal is to create **positive impact on the territory**, promoting sustainable economic growth, protection of the environment and social inclusion.

In 2022, 12 initiatives supporting the local community were carried out for a total of €20,291.90. Among the activities designed to promote health and prevention, Pianca made donations to associations for treatment and prevention of cancer, supported the San Patrignano community and contributed to the “A Night with Hope” initiative in aid of pediatric medical research. It also financed art exhibitions organized by some employees and supported Le Sagome theatre.

Support for local community and territory		
Main areas of intervention	Total donated	Number of initiatives
Health and prevention	2.289,10 €	4
Community and assistance	4.502,80 €	4
Sport	13.500,00 €	4
Total	20.291,90 €	12



Cycle path

Supporting the **local community** can also signify carrying out concrete action to respond to collective needs.

Sustainable transport is a theme dear to the heart of Pianca and the community. This was the driver for Pianca's enthusiastic collaboration with the Comune di Codognè to get a cycle path built in the new district created around the Roverbasso industrial park.

The cycle path built by Pianca now connects Gaiarine with Codognè to make transit in the area easy. It also relieves road traffic congestion, improves road safety, improves air quality and reduces the environmental impact of mobility.

GOVERNANCE

Pianca has an ethical vision founded on general principles that commit it to improving **customer and co-worker well-being**, while pursuing optimal economic and trade results. The company is committed to conducting its business within the law and within the framework of fair commercial competition, based on honesty, integrity, fairness and good faith, respecting the legitimate

interests of customers, employees, business and financial partners and the communities in which Pianca operates. All those who work there, without distinction or exceptions, are committed to observing and ensuring these principles are observed. From 2023 all employees must adhere to a **Code of Ethics** that sets out the guidelines for ethical and professional behaviour.

Compliance with laws and regulations and the fight against corruption

In 2022, Pianca prepared its Organizational and Management Model (OMM) which aims to encourage communication between the various corporate functions and constantly improve the effectiveness and efficiency of production processes.

The Pianca 231 Organizational Model was designed to ensure respect of laws and regulations and also to guarantee transparency of established operations and conduct. By adopting the **Organizational Management Model** (OMM), in compliance with Italian Legislative Decree 231/2001, a Supervisory Body will be established from 2023 tasked with ensuring correct enacting and application of the Model, and also monitoring and reporting any critical issues and proposing improvements. The company is implementing a system of whistleblowing to guarantee a safe, private and confidential

channel that allows employees and stakeholders to notify Pianca of any violations of the **Code of Ethics**, suspected criminal offences, or violations of applicable laws and regulations, guaranteeing the confidentiality and protection of the whistleblower. Alternatively, it is possible to send an e-mail or letter to the Head of the Supervising Committee.

In compliance with current applicable law, Pianca is actively committed to preventing use of its economic and financial system for money-laundering, financing terrorism or other illegal activities carried out by its customers, suppliers, employees and trade partners. Pianca is also committed to avoiding any operation which may even solely potentially encourage use or circulation of money or assets deriving from criminal activity.

Code Of Ethics

The Pianca Code of Ethics, prepared for the first time in 2022, is the primary basis for conducting its business in an ethical way, based on solid moral principles. The document is designed to promote the values of **fairness, equity, integrity, loyalty and professional scrupulousness**, in both Pianca's internal relations, and relations with external entities, making respect for the laws and regulations of the countries in which the company operates, and respect of company procedures its central focus. Pianca tackles the challenges of the modern world, trying to simplify its own processes and respecting the requirements of safety, environmental sustainability and quality set by ISO 9001:2015, ISO 14001:2015 and ISO 45001:2015 standards. For this reason, a plan is in progress to implement an **Integrated Quality-Environment-Safety Management System** in compliance with the model given by the aforementioned regulations. However, the focus on sustainability in terms of the well-being of employees

and stakeholders, the prosperity of the territory and environmental protection is essential for Pianca and the company undertakes to formalize this commitment via the **Sustainability Report**, prepared according to the GRI Standards (2021) that must be implemented, maintained and improved over time.

The economic value generated and distributed by Pianca to its stakeholders is represented in the graphic showing economic value directly generated and distributed. This value was derived from the sum of value generated in the reference period from sale of services and products, from the value derived from

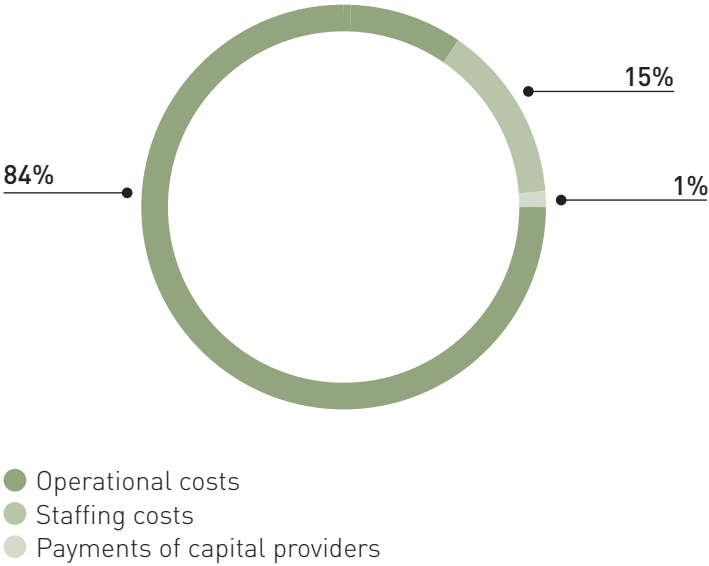
other sources of revenue (financial and other income), net of depreciation, write-downs and the value redistributed to the company’s stakeholders in various forms. This value was calculated based on the profit and loss accounts used in the Pianca financial statement reported on 31st December 2022.

ECONOMIC VALUE

Pianca’s commitment to sustainability is also clearly evident in its financial performance. In the course of the year economic value of 63.842.763 Euros was generated, which in itself demonstrates a positive contribution to the economy. Distribution highlights the company’s commitment to sharing the benefits of its operations with its stakeholders. An amount of economic value was also retained to reinvest in the path to sustainable growth and creation of long term value. By analyzing the detail of the distributed

economic value, Pianca recognizes the crucial role of its employees in achieving success. By committing 15% of the total distributed economic value in remuneration, the company guarantees a gratifying and sustainable work environment. At the same time Pianca actively collaborates with its capital providers, reinforcing trust in its operations. Almost 84% of the distributed value is used for payment of suppliers (costs for raw materials, goods, services).

Distributed economic value analysis



APPENDIX

This document is the first Pianca S.p.A. Sustainability Report. It aims to describe the initiatives and principal economic, social and environmental results achieved in 2022 (from 1st January to 31st December). In particular, definition of the material topics was based on a materiality analysis process described in the early chapters of this document.

Data in this report refers to the period 1st January 2022 to 31st December and is compared with previous year results wherever possible. This report was prepared in accordance with the **GRI Sustainability Reporting Standards** (GRI-referenced claim) published by the Global Reporting Initiative (GRI), as listed in the GRI Content Index table.

The data and information in this report are based on principles of balance, comparability, accuracy, timeliness, reliability and clarity which

guarantee the quality of information defined by the GRI Standards. The scope of reporting of data and economic financial, social and environmental information corresponds with the Pianca S.p.A. Financial Statement of 31st December 2022. In 2022 there were no important changes to the size, organizational structure, ownership and supply chain of the company. Any variations to the scope mentioned above are indicated in the report and, where present, do not affect correct representation of Pianca business activity. To ensure reliability of the data, estimated figures are avoided wherever possible. If estimated data is present, it is duly indicated and based on the best available methods.

The report is not subject to external assurance. This report was approved by the Sole Administrator of Pianca S.p.A. on 23.01.24.

GRI indicator tables

Employees by professional categories and gender [GRI 405-1 b]

	2022			2021			2020		
Category	men	women	tot	men	women	tot	men	women	tot
Executives	-	1	1	1	1	2	1	2	3
Managers	9	-	9	10	-	10	9	1	10
Office workers	45	49	94	48	47	95	44	46	90
Production Workers	97	38	135	90	33	123	91	33	124
Total	151	88	239	149	81	230	145	82	227

Employees by professional categories and age group [GRI 405-1 b]

	2022			2021			2020		
Category	<30 y	30-50 y	>50 y	<30 y	30-50 y	>50 y	<30 y	30-50 y	>50 y
Executives	-	-	1	-	-	2	-	-	3
Managers	-	4	5	-	5	5	-	6	4
Office workers	29	46	19	30	43	22	25	45	20
Production Workers	2	76	57	1	62	60	-	65	59
Total	31	126	82	31	110	89	25	116	86

Employees by contract type [GRI 2-7]

	2022			2021			2020		
Category	men	women	tot	men	women	tot	men	women	tot
Permanent	151	86	237	149	79	228	143	81	224
Fixed-term contract	-	2	2	-	2	2	2	1	3
Total	151	88	239	149	81	230	145	82	227

Employees by employment type [GRI 2-7]

	2022			2021			2020		
Category	men	women	tot	men	women	tot	men	women	tot
Full-time	147	73	220	144	65	209	141	66	207
Part-time	4	15	19	5	16	21	4	16	20
Total	151	88	239	149	81	230	145	82	227

Workers who are not employees [GRI 2-8]

	2022			2021			2020		
Category	men	women	tot	men	women	tot	men	women	tot
Apprenticeships	3	7	10	2	5	7	4	2	6
Temporary workers	63	31	94	80	24	104	58	17	75
Cococo	2	-	2	-	-	-	-	-	-
Total	68	38	106	82	29	111	62	19	81

New employee hires by gender and age group [GRI 401-1 b]

2022			2021			2020			
Category	<30 y	30-50 y	>50 y	<30 y	30-50 y	>50 y	<30 y	30-50 y	>50 y
Men	3	13	5	8	5	2	3	4	3
Women	6	9	-	4	-	2	6	1	3
Total	9	22	5	12	5	4	9	5	6

Employee turnover by gender and age group [GRI 401-1 b]

2022			2021			2020			
Category	<30 y	30-50 y	>50 y	<30 y	30-50 y	>50 y	<30 y	30-50 y	>50 y
Men	6	6	6	2	1	13	-	3	6
Women	4	7	-	2	2	4	1	-	-
Total	10	13	6	4	3	17	1	3	6

Materials used by weight or volume [GRI 301-1]

Recyclable	2022	2021	2020
Wooden material (panels, wooden boxes)	11.111	15.011	9.812 m³
Wooden material (veneer)	118.796	140.479	83.507 m²
Paper and cardboard	229.878	460.825	258.360 m²
Paper and cardboard	593.210	572.110	439.479 units
Paper (edges)	24.020	32.247	21.693 100 m lineari

Non-recyclable	2022	2021	2020
Plastic	393.932	414.144	224.961 m²
Polystyrene	1.030.097	45.007	14.294 units
Paints	192	191	155 ton
Glues	24	26	17 ton

Proportion of spending on local suppliers [GRI 204-1] - 2022

	Cost	Number of suppliers
Treviso province	12.311.027 €	433
Veneto	4.111.132 €	180
Other regions	30.730.587 €	934
UE	3.080.853 €	114
Non-EU	833.552 €	18
Total	51.067.151 €	1.679

Energy consumption [GRI 302-1] - 2022GJ 30.504

of which from renewable sources GJ 4.176

Natural gas	2.560
Diesel fuel	1.280
Petrol	25
Electricity purchased	22.463
Electricity generated (Photovoltaic system)	4.176

Conversion factors used to calculate energy consumption in GJ are from NIR - National Inventory Report, Ministry of the Environment and FIRE -Energy Manager Guide Lines.

Direct (Scope 1) GHG emissions [GRI 305-1] 2022tCO₂ 245

Natural gas	149
Diesel fuel	94
Petrol	2

Emission factors used to calculate tCO2 emissions of natural gas and petrol are from Italian Ministry of Environment 2022. Emission factors used to calculate tCO2 emissions of diesel fuel are from ISPRA 2022

Energy indirect (Scope 2) GHG emissions [GRI 305-2] 2022tCO₂

Electricity - Market Based	2.852
Electricity - Location Based	1.625

Emission factors used to calculate tCO2 emissions of diesel fuel are from ISPRA 2022 for Location Based emissions and the residual mixes for Market Based emissions (AIB, European Residual Mixes 2022, 2021, 2020).

Waste generated [GRI 306-3] - 2022total ton 1.975,22

Hazardous waste89,14

Mud or solid waste containing solvents	1,88
Packaging contaminated with hazardous substances	17,23
Materials contaminated with hazardous substances	61,53
Batteries	0,42
Fluorescent tubes	0,01
Paints, varnishes and solvents	8,46

Non-hazardous waste1.886,08

Wood processing waste	1.072,07
Shavings and paint waste	273,56
Mixed materials and support with adhesive	94,26
Filters and protections	277,91
Batteries	0,23
Metal waste	157,32
Building materials	3,46
Other waste	7,27

GRI 1 used: GRI 1 - Foundation 2021

GRI indicator	Notice	Reference to page / Notes
GRI 2: General disclosures (2021)	2-1 Organizational details	Pag 11; 15; 17
	2-2 Entities included in the organization's sustainability reporting	Pag 15; 113
	2-3 Reporting period, frequency and contact point	Pag 113; 126
	2-4 Restatements of information	This is the first Pianca S.p.A. Sustainability Report
	2-5 External assurance	The report is not subject to external assurance
	2-7 Employees	Pag 44-45; 115
	2-8 Workers who are not employees	Pag 45; 115
	2-27 Compliance with laws and regulations	In 2022 no violations owing to non-compliance with laws and regulations were identified
	2-29 Approach to stakeholder engagement	Pag 24-29
GRI 3: Temi materiali (2021)	3-1 Process to determine material topics	Pag 30-32
	3-2 List of material topics	Pag 33-35

Creation of economic value

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 106-108
-------------------------------	-----------------------------------	-------------

Sustainable supply chain

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 90-91
GRI 204: GRI 204: Procurement practices (2016)	204-1 Proportion of spending on local suppliers	Pag 91; 117

Responsible procurement of raw materials

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 62-65
GRI 301: Materials (2016)	301-1 Materials used by weight or volume	Pag 64-65; 117

Energy consumption and emissions

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 68-77
GRI 302: Energy (2016)	302-1 Energy consumption within the organization	Pag 69; 118
GRI 305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	Pag 76; 118
	305-2 Energy indirect (Scope 2) GHG emissions	Pag 76; 118

Responsible waste management

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 78-79
GRI 306: Waste (2016)	306-1 Waste generation and significant waste-related impacts	Pag 79
	306-2 Management of significant waste-related impacts	Pag 79
	306-3 Waste produced	Pag 79; 119

Occupational health and safety

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 54-59
GRI 403: Occupational health and safety (2018)	403-1 Occupational health and safety management system	Pag 56-57
	403-2 Hazard identification, risk assessment and incident investigation	Pag 56-57
	403-3 Occupational health services	Pag 56-57
	403-4 Worker participation, consultation and communication on occupational health and safety	Pag 56-57
	403-5 Worker training on occupational health and safety	Pag 58-59
	403-6 Promotion of worker health	Pag 56-57
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pag 56-57
	403-9 Work-related injuries	Pag 56-57

Development and care of human capital

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 42-51
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	Pag 44-45; 116

Diversity, equal opportunities and human rights

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 42-51
GRI 405: Diversity and equal opportunity (2016)	405-1 Diversity of governance bodies and employees	Pag 46; 114
GRI 406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	In 2022 no incidents of discrimination were recorded

Support for local community and territory

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 94-97
GRI 413: Local communities (2016)	413-1 Operations with local community engagement, impact assessments, and development programs	Pag 95

Customer satisfaction

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 86-87
GRI 416: Customer health and safety (2016)	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2022 no incidents of non-compliance concerning the health and safety impacts of products and services were recorded

Product quality and safety

GRI 3: Material topics (2021)	3-3 Management of material topics	Pag 82-83
GRI 417: Marketing and labeling (2016)	417-2 Incidents of non-compliance concerning product and service information and labeling	In 2022 no incidents of non-compliance concerning product and service information and labeling were recorded

PIANCA

Via dei Cappellari, 20
31018 – Gaiarine, Treviso
ITALY

T +39 0434 756911
F +39 0434 75330

info@pianca.com
pianca.com

p.iva IT 01682580269

