Sustainability Report 2020

grafiche antiga

Sustainability Report 2020



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The Sustainability Report 2020 is the tool used to communicate the annual results of Grafiche Antiga's sustainability process to its stakeholders.

The document describes the main initiatives and results in terms of sustainability performance achieved in the period from 1 January to 31 December 2020. The technical-methodological reference used is the "Global Reporting Initiative Sustainability Reporting Standards" (hereinafter GRI Standards) issued by the "Global Reporting Initiative", integrated with the Sustainable Development Goals (hereinafter also Sustainable Development Goals or SDGs) contained in the United Nations 2030 Agenda.

The reporting boundary of these financial statements includes the company's headquarters and operations located in Via delle Industrie 1, Crocetta del Montello (Treviso).



Letter to stakeholders

I'm pleased to present here the Sustainability Report of Grafiche Antiga, the company I head. The results of this report make me proud and, at the same time, make my responsibility towards the people who work for Grafiche Antiga and the community as a whole increasingly clear.

Being on the market implies an ongoing commitment not only to the goals to be achieved as a solid, structured company that provides services to global clients, but also to generating awareness: a positive change that everyone can be a part of in their daily actions and that coincides with sustainable initiatives and solutions.

At Grafiche Antiga, sustainability is an integral part of governance, and for years General Management has been involved in defining objectives and implementing strategies, in collaboration with the Sustainability Committee.

This document, which summarises the results pursued and achieved in 2020, is the result of a process of reporting on sustainability activities, with the strategic objective of making the benefits transparent for the company's internal and external stakeholders. Despite the global economic scenario being severely tested by the pandemic, during the year Grafiche Antiga continued to set new and ambitious environmental and social goals for the future: it implemented its environmental management system in accordance with UNI EN ISO 14001: 2015: it has chosen to source FSC-certified paper and to use only vegetable inks free of mineral oils in its production cycle, focusing on the Premium Color Print technique - the result of the work of its in-house Research and Development departments; in the 2019-2020 period, it has reduced electricity consumption by 25% and natural gas consumption by 18%, not so much as a result of pandemic restrictions, but above all thanks to energy efficiency — just think of the energy produced by the photovoltaic system located on the roof of the production facility on a surface



area of 15.000 sqm, the adoption of LED lighting that began in 2018 and will be completed in 2020, the purchase of new offset printing presses with an AC motor that reduces energy consumption by 10%. It has also reduced direct emissions (SCOPE 1) and indirect emissions associated with the purchase of energy (SCOPE 2) by CO_2 ; it has focused on sustainable logistics by internalising its activities, with a consequent reduction in the use of outsourcing and transport by third parties; it has monitored water consumption, which was already low, and 90% of waste, mainly from paper and cardboard, has been recovered.

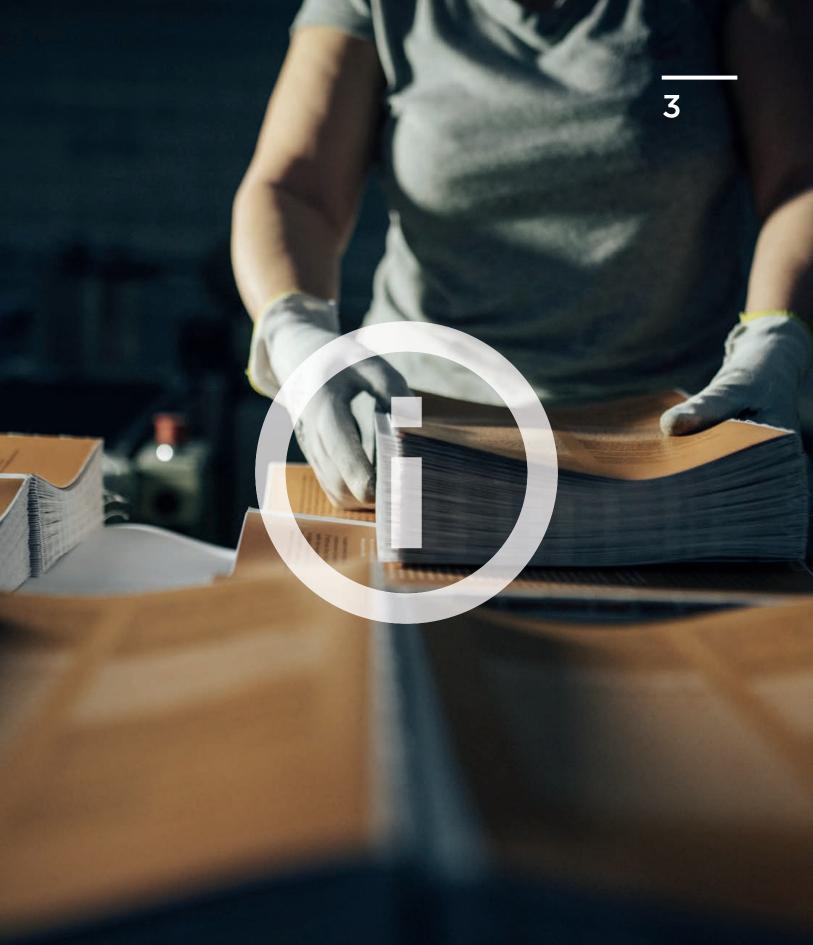
In terms of its commitment to the community, the protection of equal opportunities for all employees, without discrimination, and the enhancement of a positive and fair working environment go hand in hand with the cornerstone of a development model based on dialogue, training and cultural growth. Tipoteca Italiana, Grafiche Antiga's private foundation, is the symbol of the company's desire to protect and safeguard the artistic heritage of Italian printing in past centuries. The Museum, the Gallery with its temporary exhibitions, and the Auditorium, open for events and conferences, demonstrate the more "humanistic" dimension of attention to people. The practices rooted in the corporate culture, the quantitative and qualitative results, the open vision make us look at the next challenges with a positive spirit.

Enjoy the reading,

Silvio Antiga, Chairman







About us

Grafiche Antiga S.p.A., with sales offices in Treviso, Milan, Belluno, Vicenza, Pordenone and Cuneo, offers **printing**, **pre-printing**, **bookbinding**, **paper converting**, **publishing** and **logistics services**, combining the **craftsmanship** of fifty years' experience with industrial **technological excellence**.

Over the years, Grafiche Antiga has proved itself to be a business that prioritises quality of work, environmental sustainability and investment in innovation and experimentation, always with a focus on enhancing human capital. In fact, it is thanks to its people, a team that today numbers more than 180 employees, that it has been possible to reach the top of the high quality printing industry.

Grafiche Antiga S.p.A. also supports the private foundation Tipoteca Italiana, a museum dedicated to the history of typefaces and their applications in visual communication, which today attracts designers from all over the world and promotes events, conferences and exhibitions.

Our history



1968 START-UP OF THE PRINTING HOUSE IN CROCETTA DEL MONTELLO



1975 RELOCATION IN THE DISUSED PREMISES OF THE HISTORIC CANAPIFICIO VENETO



1990 CONSTRUCTION OF THE NEW 5,000 sqm HEADQUARTERS IN VIA CANAPIFICIO



1992 THE COMPANY BECOMES A LIMITED COMPANY



2008 START USING PAPER FROM FSC-CERTIFIED SUPPLY CHAIN*



2010 PHOTOVOLTAIC SYSTEM



2012 ISO 14001 CERTIFICATION



2014 TIPOTECA OPENS NEW EXHIBITION SPACES AND THE AUDITORIUM

#a_story_in_motion



1995 THE FOUNDATION TIPOTECA ITALIANA IS ESTABLISHED



2002 OPENING OF THE TYPE AND PRINTING MUSEUM



2005 THE COMPANY TURNS INTO A JOINT STOCK COMPANY



3.1

2007 GRAFICHE ANTIGA SPA REDEVELOPS A 15,000 sqm HISTORIC PLANT IN CROCETTA DEL MONTELLO



2018 50 YEARS OF GRAFICHE ANTIGA. CELEBRATED WITH THE BOOK 'UNA STORIA DI CARATTERE'



2019 LED INSTALLATION

Our values

Grafiche Antiga's **main objective** is to maintain the **highest standards of excellence** in the sector in which it operates, while at the same time ensuring **continuous improvement** in terms of **social responsibility** and **environmental protection**

The investment in support of Tipoteca over the years highlights the company's commitment to fostering the spread of print culture.

Visibility and presence on the national and international territory are important aspects for the Company, as is competitiveness on the market, always in compliance with regulations, in the constant search for sustainable investments.

Among its values, the Company recognises as primary the protection of personal safety, freedom and individual personality. It therefore undertakes to adopt the most appropriate control and supervisory measures, in order to prevent any possible behaviour aimed at committing crimes against the person, the community and the environment. These concepts and values are all referred to in the company's code of ethics. Combining cutting-edge technology and attention to detail craftsmanship.

Remaining faithful to one's origins without giving up on projecting into the future.

Maintaining strong links with the local area and at the same time seizing the opportunities of internationalisation of markets.

These are some of the challenges that the Antiga brothers have faced in 50 years of activity.



Our tenets

Sustainability

Grafiche Antiga is committed to striking a **balance** between **economic development**, **social well-being**, **respect for the environment** and **risk prevention.***

PRODUCT SAFETY

The Company pursues its objectives by offering quality products in compliance with all mandatory standards, implementing all the necessary controls to guarantee the safety of its products to consumers.

LEGALITY

In order to comply with applicable national and international laws and regulations, the CCNL (National Work Contract), the Articles of Association, internal regulations and the Code of Ethics, the company ensures an adequate training and awareness programme.

FAIRNESS AND RESPONSIBILITY

The pursuit of the Company's interests can never justify conduct that is contrary to the principles of fairness and responsibility. The actions, operations and conduct of those who work within or on behalf of Grafiche Antiga are inspired, in both form and substance, by legitimacy, the protection of the Company and fairness and responsibility.

INTEGRITY AND OPENNESS

The principle of independence of judgement and the absence of any commercial or financial interest that could lead to biased behaviour, favourable treatment or inequality are protected. In relations with all counterparts, any form of discrimination based on age, racial and ethnic origin, nationality, political opinions, religious beliefs, gender and state of health of the interlocutors is prohibited.

CONFIDENTIALITY

The confidentiality of customer information held by Grafiche Antiga will manage the confidentiality of customer information in its possession in accordance with the law, even after the relationship has been terminated, and in compliance with the regulations in force on privacy and data security.

CONFLICTS OF INTEREST

All Grafiche Antiga's stakeholders, both internal and external, undertake to avoid all situations and activities in which a conflict of interest may arise between their personal economic activities and the duties they perform within their structure.

REPUDIATION OF ALL FORMS OF TERRORISM, SUBVERSION AND CRIMINAL ACTIVITY

The company repudiates all forms of terrorism, activities aimed at subverting the democratic order or criminal conduct. It therefore adopts all appropriate measures to prevent the danger of involvement in acts of terrorism, subversive activities or organised crime.

SEPARATION OF ROLES AND POWERS

The company has developed an organisational system based on the principle of separation of roles and powers, whereby no one person can manage an entire process independently.

COMPETITION

Grafiche Antiga considers competition to be a value and operates on the market in accordance principles of fairness.

*

0.00

In particular, the Company considers **safety** and **environmental issues** to be of high importance: in managing all company activities, it takes into account the **safety** and **health of workers** and the **protection** of the **environment**.

Diamant 30

Our products and services

PREPRESS AND COLOUR SEPARATION

The quality of a printed product is closely linked to high technology applied to colour, knowledge of materials and finishes and the ability to manage production flows. Grafiche Antiga combines digital expertise with operational experience in order to manage files of any format in post-production. Thanks to the Web Images service, it optimises images for commercial and editorial use online and offline, and prepares files ready for download. High linearity and stochastic screening guarantee the highest level of colour, image quality and image depth, which are particularly important when printing valuable products. This process is environmentally friendly thanks to continuous technological investments.

PRINTING

Grafiche Antiga is the reference company for a number of brands that demand high quality, high-quality finishes, special formats and unique finishing. The company's pursuit of excellence in the production of catalogues, books, guides, communication tools, photographic products and fine art publications is reflected in the care it takes of its clients at every stage, from file preparation to press start-up, and in its continuous quality monitoring through in-line printing press control equipment.

LARGE FORMAT DIGITAL PRINTING

Thanks to large format digital printing, it is possible to communicate without limits of size or shape. Opportunities arise from the use of new materials, new technologies and innovative solutions. With this particular type of production, it is possible to satisfy requests for customised products, even with very short runs and great visual impact..

PAPER CONVERTING

A paper product is distinguished by the quality of its manufacture and finishing and requires constant control of the design, rendering, prototyping, production and logistics phases. In order to become a valuable object and meet tailor-made requirements, it also requires precise attention to detail, research into valuable and innovative materials and the development of exclusive solutions and designs. Grafiche Antiga's in-house team is an outstanding partner for designers and agencies in the development of luxury stationery and packaging projects.

PUBLISHING

Grafiche Antiga's publishing division handles the entire process of producing editorial products: from the conception of content and graphics, to the drafting of accurate editorial plans, printing and binding, and eventual distribution. The editing, editorial graphics, printing and distribution services are aimed at publishing houses, organisations, associations and companies, as well as those wishing to self-publish.

Under the brand name **Antiga Edizioni**, editorial and cultural projects related to photography, art, food and wine, mountains and landscape take shape, which are distinguished by the care of the materials and solutions for the passionate attention to quality.

BINDING

Bindery, which for many is an outsourced activity, is instead an in-house department at Grafiche Antiga. This saves a lot of time in managing processing and ensures strict quality control from the beginning to the end of the production cycle.

Furthermore, by eliminating the need to move semifinished products to third parties, it helps to protect the environment.

The best standard and customised equipment allows us to carry out any type of project, even those with very special technical characteristics.

LOGISTICS

Another important service provided by Grafiche Antiga is the logistics, distribution and storage of products in climate-controlled warehouses. As well as handling products using innovative technologies, a tried and tested picking and shipping service is provided worldwide.

An advanced system makes it possible to manage shipments from customer databases to end users, assembling several orders into a single shipment.. Other services offered by Grafiche Antiga to its customers include:

CROPPING AND RESIZING

Photo cropping from guidelines provided by customers for point-of-sale, magazine and online promotions.

GRAPHIC SUPPORT

Grafiche Antiga offers companies and graphic design studios its collaboration in the realisation of commercial projects and visual identity, stationery and packaging.

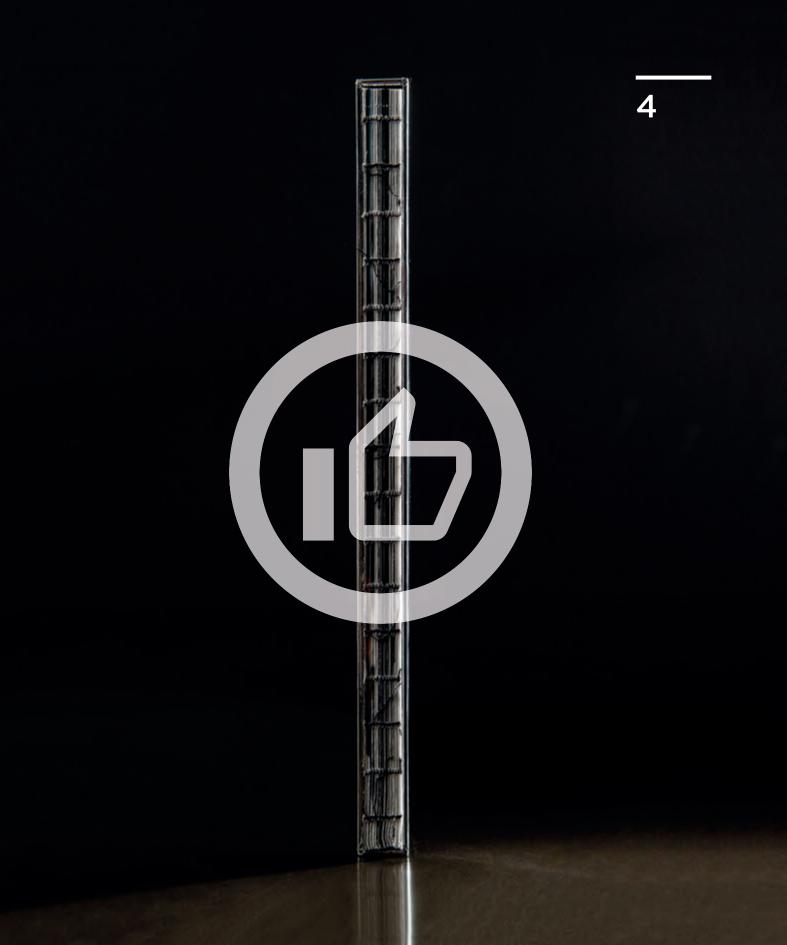
WINDOW DRESSING

The client brief is followed by creative design, production and installation of the display elements throughout Europe.

3D RENDERING

High-definition, detailed and extraordinarily realistic 3D images are powerful tools for communicating, promoting, selling products and projects.





Quality culture and sustainable approach

Grafiche Antiga pays great attention to the **quality** of its products and services. The **attention** and **care** given to the product stem from the choice of raw materials and **printing** techniques.





Over the years, the company has made significant investments in its Research and Development department with the aim of integrating vegetablebased inks into its production cycle, printing systems that optimise energy consumption and raw materials whose supply is managed correctly and responsibly (FSC® paper).

The combination of quality and sustainability has contributed to making the company, which has been operating on the market for over 50 years, a leader in the production of quality sheetfed printing and has made it a reference point in its sector on the national and international scene.

Our printing choices

For some years now, developments in the graphics field have shown a growing trend towards the use of uncoated and textured papers for prestigious publishing and book publishing, institutional printing such as catalogues, company profiles and monographs.

Natural papers have a less smooth surface but are decidedly more 'generous' in providing incomparable tactile sensations, although they represent a limitation in terms of printing, due to their porosity.

Grafiche Antiga's **Research and Development** department has developed an exclusive technique for printing on this paper called **Premium Color Print**, which enables excellent colour results to be achieved using **vegetablebased inks**, at no extra cost and with the significant advantage of being **environmentally sustainable**.

PREMIUM COLORPRINT

The Premium Color Print technique is sustainable because:

- does not require any special processing at the photolithography stage, and the company is also working on colour proofs using the FOGRA 51 profile for coated papers;
- ensures that the colour holds and retains its brilliance and tone: it enables printing with high dithering;
- is made using vegetable-based inks, which require de-inking processes classified as 'GOOD' by the European Recovered Paper Council.*

*

European Recovered Paper Council

The European Recovered Paper Council (EPRC) was established as an autonomous industry initiative in November 2000 to monitor progress towards higher paper recycling targets. These are set out in the European Declaration on Paper Recycling first published in 2000 and renewed every five years since then. in 2000 and renewed every five years since then. The current target for the 2016-2020 declaration is set at 74% (currently 71,5%).



FSC[®] Certification

FSC[®] certification is an **international**, **independent**, third-party certification specifically for the **forest sector** and wood and non-wood forest products.

Grafiche Antiga has obtained the certification 'Chain of Custody certification for companies processing and/or trading in forest products'. Chain of Custody (CoC) certification guarantees the traceability of materials from FSC®-certified forests. Grafiche Antiga products are certified with the FSC® Mix and FSC® Recycled product labels.



The FSC® MIX label indicates that the wood or paper inside the product comes from FSC® certified material, recycled material and/or controlled wood (not less than 70% certified material and/or recycled material).



The FSC® RECYCLED label indicates that the wood or paper of which the product is made comes from recycled and recovered material.

FSC® C008309













Corporate governance structure

Grafiche Antiga adopts an administration and control system structured according to the traditional model and includes:



BOARD OF DIRECTORS

Consisting of four trustees. In carrying out its activities, the Board provides for the ordinary and extraordinary management of the company and defines the strategic guidelines, the assessment of the adequacy of the organisational, administrative and accounting structure and the general evaluation of the management performance.

line with the values that guide the company's



BOARD OF AUDITORSComposed of three auditors appointed for
three financial years from 2020 to 2022, it
monitors compliance with the law, the Articles
of Incorporation, as well as respect for the
principles of proper administration.SHAREHOLDERS' MEETINGIt is responsible for appointing the members
of the Board of Directors and the Board of
Statutory Auditors and for approving the
annual financial statements.
The Chairman and Vice-Chairmen ensure
that the sustainability vision adopted by the
company is understood, developed and in

operations.

ESG Governance

The identification of strategies, guidelines and identification of **projects** for **sustainable development**, but also the **monitoring** of specific sustainability risks, are managed by the **Directorate General** in cooperation with the Environment Office and the **Sustainability Committee**.

The company's goal for 2021, with a view to strengthening sustainability in the company's business model, is to set up a full-fledged Sustainability Committee, which will make proposals and provide advice to the Board of Directors.

In particular, the Sustainability Committee:

A

will supervise sustainability issues related to the conduct of business and its dynamics of interaction with all stakeholders.

Β

review sustainability-related projects for approval by the Board of Directors and monitor their implementation.

Main risks related to sustainability issues and their management

Integrating sustainability into Grafiche Antiga's business model necessarily involves **analysing** the **risks** associated with these issues. The analysis of risks linked to **environmental issues** has been deepened and dealt with in the **ISO 14001:2015** management system from a "risk-opportunity" perspective, as required by the standard.

The company, in compliance with the requirements of the organisation, management and control model pursuant to Legislative Decree 231/01, has also prepared a risk-crime map that includes environmental, social and governance issues.

Below is a summary of the main risks related to sustainability issues and the measures taken by the company to minimise them.

Main risks related Measures taken to minimise risk to sustainability issues Respect for and protection of the environment is central to Grafiche Antiga. The company is committed to mitigating its risks, particularly in terms ENVIRONMENT of managing raw materials, waste management and atmospheric emissions. In order to improve its performance and optimise its processes, the company has also obtained ISO 14001:2015 certification. The company's Code of Conduct provides for respect for human rights, the rejection of all forms of discrimination, the development of individuals ETHICAL CONDUCT and the promotion of the dignity of all workers; this code is signed by all stakeholders who come into contact with the company. The anti-corruption aspect is another important issue for the company, which in recent years has implemented its own whistleblowing system. The company, in order to mitigate its risks related to non-compliance in the environmental field, is certified ISO 14001:2015; in order to prevent COMPLIANCE WITH the commission of crimes also related to social and governance issues, it ENVIRONMENTAL AND has also adopted an organisational system of management and control **OCCUPATIONAL SAFETY** pursuant to the former Legislative Decree 231/01. REGULATIONS The company's objective is to guarantee an adequate and guality prod-CUSTOMER SATISFACTION uct and service while respecting the environment. In order to optimise its internal processes, the company has adopted an ISO 9001:2015 certified management system. Investments in Research and Development are also proof of the company's propensity to find better performing products that respect the environment. The supply chain and the management of outsourced activities represent a relevant aspect of the Company's activities. The company is committed SUPPLY CHAIN MANAGEMENT to monitoring its strategic suppliers both on guality aspects and on risks related to the environment and health and safety at work through audits and inspections. Suppliers interacting with the company are also required to respect the principles contained in the Code of Ethics and to ensure full compliance with the UN Declarations on Human Rights and the ILO Conventions. Human resources management is carried out without preclusion or discrimination on the basis of gender, race, nationality or religion, and in STAFF compliance with the law, employment contracts and the Code of Ethics. The company is also committed to creating a dynamic and productive working environment that respects the needs of each individual.

All Grafiche Antiga employees are also required to comply with the principles contained in the Code of Conduct.

Organisational Model ex Legislative Decree 231/2001 and ISO Management Systems

Grafiche Antiga has developed a **quality management system** that meets the requirements of UNI EN ISO 9001:2015 and an **environmental management system** that meets the requirements of UNI EN ISO 14001:2015, and has also obtained **Chain of Custody (CoC) certification** in accordance with FSC[®] Standard STD-40-004.

Possession of the latter certification guarantees that the FSC® paper used in its products comes from forests that are managed correctly and responsibly. In 2020, the Company also chose to adhere to the principles of Legislative Decree 231/2001 and subsequent amendments and additions by adopting the Organisation, Management and Control Model. and control model.

The Model introduced in 2020 has the following aims:

- dissemination and affirmation of a corporate culture based on legality, with the express rejection by the Company of any conduct contrary to the law or internal provisions and, in particular, the provisions contained in the Model;
- dissemination of a control culture, which must preside over the achievement of the objectives that, over time, the Company sets itself;
- provision for an efficient and balanced organisation of the company, with particular regard to decisions and their transparency, controls – preventive and subsequent – and internal and external information;
- adequate information of employees and of those acting by mandate or on behalf of the Company on the activities entailing the risk of commission of offences and on the sanctions that may be imposed on them or on the Company as a result of the breach of the law or of the Company's internal provisions.

The Model integrates with other tools (ISO 9001:2015 and ISO 14001:2015 management systems) aimed at regulating the governance of the company through which it defines objectives, makes decisions, manages business activities, monitors results and mitigates business risks.

The Model includes policies, codes (in particular, the Code of Conduct which is an integral part of the Model), the organisational structure, the system of delegation and proxies, the procedures, the processes and the management systems of the same and all the internal provisions that implement the principles and essential elements provided for by the Special Parts of the Model, constitute an integral part of the Model management and control. The Supervisory Board has the important and fundamental task of promoting the implementation of the Model through the monitoring of corporate conduct and the acquisition of information on activities and related risks relevant to the Decree. The Supervisory Board's obligations also include monitoring the awareness and dissemination of the principles contained in the Model and in the Code of Conduct and actually verifying their operation.

In order to facilitate the emergence of all cases of non-compliance with laws or regulations, policies, standards or business procedures, such as episodes of fraud, corruption, or other violations of the Code of Conduct or the Model, the Company provides senior management and subordinates with communication channels that ensure the anonymity of the reporter (Whistleblowing System). The Whistleblowing System is the instrument through which protection is guaranteed to those who report in good faith to the Supervisory Board unlawful or fraudulent conduct attributable to employees, members of corporate bodies and third parties (customers, suppliers, consultants, collaborators). The Company ensures the confidentiality of the person making the report, thus excluding the hypothetical risk of retaliation and/ or discrimination against the person making the report. To date, the company has not found any violation of the organisation, management and control model.



Code of Conduct

Corporate Social Responsibility (CSR) concerns the **ethical** implications of a **company's strategic vision**: it is a manifestation of a company's willingness to effectively **manage issues** of social and ethical impact within and across its areas of activity.

It is a voluntary action, i.e. a voluntary integration of the social and ecological concerns of companies in their business operations and in their relations with stakeholders.

It takes the form of the creation of value for all stakeholders, in the knowledge that their satisfaction fosters a relaxed and serene climate, enabling the establishment of a relationship of mutual trust and cooperation, which is essential for the pursuit of the common good.

A socially responsible company is one that shifts its objective from pursuing maximum profit to pursuing maximum value.

It is consequent and logical therefore that the management of a company also wishes to account for how it has operated in relation to the company's mission, so that there is congruence between what the company offers and what it receives in return from the social system, and therefore to ensure that the choices and values adopted internally can have the right visibility externally. The Code of Conduct sets out the principles and lines of conduct to be followed by the company's directors, employees and collaborators in their respective functions and work activities. The purpose of the Code of Conduct is to clearly define the set of principles and values that the Company shares and adopts, the consequent behaviour expected of its directors, employees, collaborators and, more generally, of anyone who works in favour of or on behalf of the Company. Operating with integrity means acting appropriately in compliance with the laws, the regulations in force and the rules imposed by the policies, the company procedures and the Code of Conduct itself.





Economic performance

The 2020 results were affected by the **pandemic**, which affected many sectors, causing long periods of shop closures in different areas of the world, a reduction in people's mobility, the almost complete disappearance of purchases linked to tourism and trade fairs, as well as the temporary suspension of production and commercial activities considered non-essential.

In such an economic context, Grafiche Antiga's priority has been to protect the health of its employees and tackle the physiological decline in sales by carefully controlling costs, while at the same time seeking to maintain high production quality and loyal relations with customers and suppliers. In addition, investments were made to ensure the protection of workers' health in the workplace, and others were planned, in new machinery and technology, in order to support the current recovery and future growth.

The value of production of EUR 24.2 million was down on the previous year, mainly due to the economic slowdown in the early months of the pandemic.

In 2020 – despite the pandemic emergency – the company nevertheless continued its research and development activities.

In addition to the ordinary development of equipment and software systems, research and development activities focused on reducing the environmental impact of product packaging. The aim is to drastically reduce the use of polystyrene for the protection of paper display products.

The Research and Development Team in the Printing Department also worked on a printing technique – Emotion Color Print – which allows very bright printing on coated paper; this technique is particularly suitable for photographic volumes where a wide colour spectrum is required.

During the year, the servers for archiving all projects were replaced, introducing an advanced back-up and disaster recovery system.

A cybersecurity system was also introduced to prevent cyber attacks from outside the company. During the year, an important accessory was purchased for the cutting plotter, which allows the automatic unloading of die-cut sheets, extending production hours, with production increases at competitive costs.

Value generated and redistributed

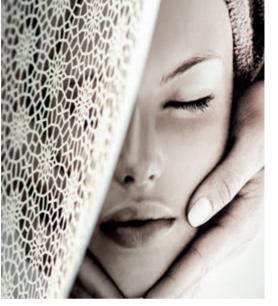
Generated and redistributed value is the sum total of the economic and financial benefits generated by Grafiche Antiga in relation to its stakeholders, in other words the 'wealth' produced and distributed by the company throughout the territory: to suppliers, employees, public authorities, etc. It can be broken down in objective terms to show how the company's economic and financial benefits are distributed.

Its subdivision highlights in objective and quantitative terms the company's consistency with the ethical and social responsibility principles.

Economic value
generated and
redistributed
Triennium
2018-2020

	2018	2019	2020
TOTAL INCOME	34.704.270	32.123.070	24.286.594
OPERATING COSTS	24.730.512	21.996.740	16.277.602
EMPLOYEE WAGES AND BENEFITS	8.559.274	8.770.386	7.395.759
PAYMENTS TO CAPITAL PROVIDERS	52.121	41.475	35.299
PAYMENTS TO PUBLIC AUTHORITHIES	115.355	53.097	12.327
INVESTMENTS IN THE COMMUNITY	17.400	25.000	0

The figures for 2020 are strongly influenced by the pandemic; the use of redundancy funds and the slowdown in activity are the factors that have most affected employees' wages and benefits and operating costs.





















Our stakeholders

A long-term vision requires aligning the interests of the company with those of the community in which it operates and all its **stakeholders**.

Below is a matrix summarising the expectations and interaction tools Grafiche Antiga has adopted to date with its stakeholders.

Stakeholders	Stakeholder expectations	Interaction tools	
EMPLOYEES	Equal opportunities. Training and development. Clarity of objectives and reward system. Stimulating and safe working environment. Involvement in company life. Promotion of well-being, health and safety.	 Training plans. Dialogue with Human Resoureces Departement. Internal climate surveys. Corporate intranet. Induction programmes for new recruitsi. 	
CLIENTS	Quality of service. Provision of environmentally friendly products and services.	 Customer satisfaction questionnaires. Website feedback. Newsletters. Social platforms. 	
SHAREHOLDERS/ BONDHOLDERS	 Transparent and accountable management. Value creation. Timeliness and willingness to engage in dialogue. Adequate management of risks, including socio-environmental risks. Consideration of ESG issues. 	 Shareholders' Meeting. Conference calls or regular meetings following relevant communications. 	
COMMUNITIES AND LOCAL AUTHORITIES	Territorial support and development.	 Organisation of events and meetings with local communities (Tipoteca activity). 	
SUPPLIERS	Continuity of supply. Compliance with contractual obligations.	 Daily interaction. Audits and visits to strategic suppliers. Code of conduct. 	
TRADE ASSOCIATIONS	Involvement and timely information activities on issues relevant to the corporate population. Update on the progress of	 Newsletter. Conventions. Committees. 	
	company development plans.		
REGULATORY AUTHORITIES	Compliance with general and sector regulations.	Conventional instruments.Specific meetings.	
UNIVERSITY	Collaboration and job opportunities for young graduates.	 Opportunities for internships and apprenticeships. 	

Stakeholder engagement

The **willingness** of organisations to **identify**, **assess** and **measure** the impacts of their activities on sustainable development is constantly growing and is evidenced by **global voluntary initiatives**, government regulations and the expectations of investors and stakeholders. In particular with the latter, companies carry out **engagement activities**, which can be translated into forms of 'involvement', but also refer to a "**commitment**, **promise, obligation, duty**' in which the bond of interdependence between Stakeholder and Organisation is based.

Involvement triggers, on the one hand, a commitment for the organisation to listen and, on the other, to provide transparent answers, consistent with reporting standards and comparable with those of other similar organisations. These actions characterise the principle of inclusiveness, which recognises the right of stakeholders to be heard and the commitment of the company to report on its activities and choices.

The materiality matrix

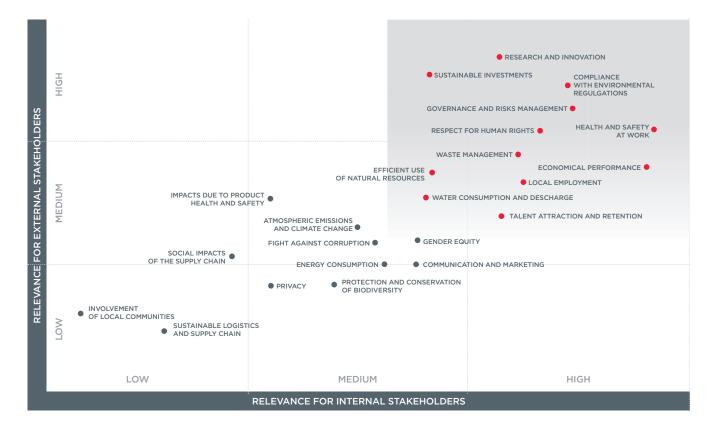
Materiality analysis refers to the **identification** of economic, social, environmental and governance **sustainability issues** deemed most **relevant**.

A material issue is a topic that will substantially influence and impact on the assessments, decisions, actions and performance of an organisation and/ or its stakeholders in the short, medium and/or long term. The definition of the most relevant issues takes place through the distribution of an ad hoc questionnaire to the organisation's internal and external stakeholders, and the subsequent collection and aggregation of the materiality assessments obtained.

The outcome of the materiality analysis is graphically presented in the materiality matrix, where the

positioning of each issue in the space between the horizontal axis of relevance for the organisation and the vertical axis of relevance for external stakeholders describes the overall level of materiality obtained. In order to create its materiality matrix, Grafiche Antiga has chosen to involve 49 stakeholders of which 24 were internal to the company and 25 external.

Among the external stakeholders, the choice fell on strategic ones, and the categories involved were suppliers, customers, trade associations and universities.



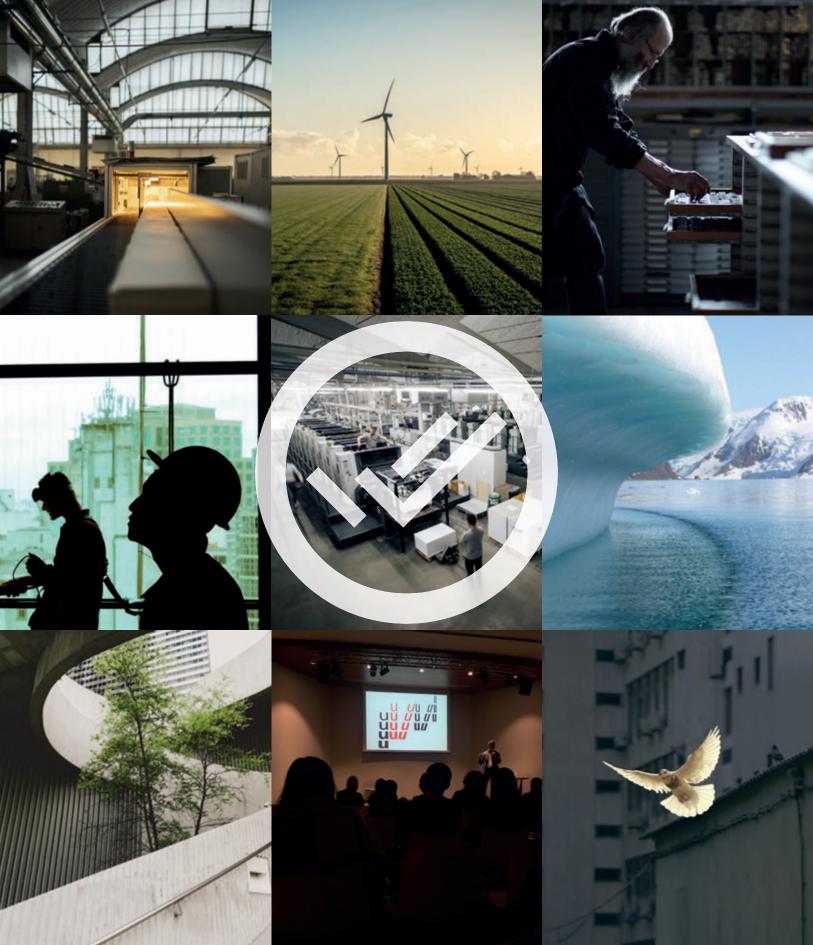


Material topics

The material topics were subdivided according to their field of influence, using the **ESG** (Environmental, Social and Governance) classification.

ESG criteria are used to measure the environmental, social and governance impact of companies, which are increasingly focused on highlighting the sustainability of their businesses and initiatives.

Material topics	ENVIRONMENT	SOCIAL	GOVERNANCE
	COMPLIANCE WITH ENVIRONMENTAL REGULATIONS	HEALTH AND SAFETY IN THE WORKPLACE	RESEARCH AND INNOVATION
		RESPECT FOR HUMAN RIGHTS	SUSTAINABLE INVESTMENTS
	WATER CONSUMPTION AND DISCHARGE	LOCAL EMPLOYMENT	GOVERNANCE AND RISK MANAGEMENT
	EFFICIENT USE OF NATURAL RESOURCES	TALENT ATTRACTION AND RETENTION	ECONOMIC PERFORMANCE



The SDGs and Grafiche Antiga's commitment to achieving them

On 25 September 2015, the governments of the 193 UN member states approved the Global Agenda for Sustainable Development and its **17 Sustainable Development Goals (SDGs)**. The 2030 Agenda stems from the shared awareness that the current global development model is not sustainable, not only environmentally, but also economically and socially.

Implementing the Agenda requires the strong involvement of all components of society. This is why Grafiche Antiga is committed not only to implementing sustainability policies, but also to being a sustainable company by linking the Agenda 2030 goals to the material issues identified by stakeholders.

Below is a summary of the activities already implemented by Grafiche Antiga to achieve these goals.





Our goals

8.1

Summary of activities already in place by Grafiche Antiga to achieve its goals

ENVIRONMENT



Acquisition of new machinery with a view to reducing the quantity of raw materials used and optimising energy consumption per process. An example of this is the new 6-colour offset printing press equipped with a water-based varnishing tower with a printing speed of 18,000 sheets per hour.

Use of 'Green UV Offset' for the printing phase, a system that uses UV lamps to speed up the inkdrying process.

Energy efficiency measures in the various various stages of the production process at global level.

Production of electricity from photovoltaic system.

Use of vegetable inks.

Progressive replacement of plastic packaging with cardboard packaging.

FSC[®] certification for paper used.

Management of supplies mainly from local suppliers.

Optimisation of transport through the logistics service.

SOCIAL



Recruitment policies respectful of the rights of employees.

Introduction of corporate welfare programmes.

Work-life balance programmes.

Investments in terms of health and safety at work: new machinery.

Optimised shift management with a view to COVID-19 emergency.

Support for the Tipoteca with the creation of meeting places for meeting and exchange, as well as workshops open to all to keep interest in the history and culture of typography for the history and culture of typography.

GOVERNANCE



Management model pursuant to ex Legislative Decree 231/2001.

ISO 9001:2015 and ISO 14001:2015 management systems.

Chain of Custody (CoC) certification. (FSC[®] Standard STD-40-004).



Our commitment to the environment

The **environment** is a primary asset of the community which the **company** wishes to help **safeguard**.

To this end, Grafiche Antiga has implemented an **environmental management system** in accordance with the UNI EN ISO 14001:2015 standard. The environmental management system is a tool that enables the company to **plan**, **implement** and **monitor** its **activities**, seeking a balance between economic and environmental needs, in primary compliance with the applicable laws and regulations, and offering maximum cooperation to the public authorities responsible for **checking**, **monitoring** and **protecting the environment**.



INVESTMENTS IN: NEW PRINTING PLOTTERS

NEW CUTTER UNLOADER

NEW SERVERS (CORPORATE DATA STORAGE)



2386 GJ ENERGY PRODUCED BY PHOTOVOLTAICS

1699 GJ SELF-CONSUMPTION OF ENERGY PRODUCED BY PHOTOVOLTAICS

688 GJ PHOTOVOLTAIC ENERGY FED BACK INTO THE GRID



-25% ELECTRICITY CONSUMPTION 2020/2019

-18% NATURAL GAS CONSUMPTION 2020/2019

90% WASTE PRODUCED FOR RECOVERY OPERATIONS

91% NON-HAZARDOUS WASTE PRODUCTS



-192 TONNES CO₂ EQ SAVED THROUGH PHOTOVOLTAIC ENERGY PRODUCTION IN 2020

-23% TON CO₂ EQ COMPARED TO 2019

-30% TON CO₂ EQ COMPARED TO 2019 RELATED TO COMPANY FLEET CONSUMPTION

Raw material management

Paper and **ink** are two raw materials of primary importance in Grafiche Antiga's industrial production, and are also considered two **sensitive** elements in terms of their associated environmental impact.

For these reasons, the company has chosen to source **FSC**^{*} **certified paper** and to use only **vegetable inks** free of mineral oils in its production cycle.

Below is a table summarising the main materials supplied by the Company.

TYPE OF MATERIAL U.o.m. 2018 2019 2020 PAPER kg 4.783.610 5.014.521 3.954.603 FSC[®] PAPER kg 482,720 646.369 686.518 LAMINATING FILM 4.481.623 1.381.490 1.213.047 sqm WOODEN PALLETS No. 14.182 9.256 11.173 PLASTIC PALLETS 10.130 5.210 2.664 No. CARDBOARD BOXES No. 197.413 247.056 232.136 HEAT SHRINK FILM 13.586 14.103 9.758 kq ALUMINUM PLATES 71.209 72.061 52.000 kg 22.000 22.400 20.700 INKS kg SOLVENTS L 31.500 34.000 23.000 **OILY VARNISHES** 8.970 10.000 2.300 kg WATER BASED VARNISHES I 10.000 10.000 7.000 GLUES 16.160 15.200 13.050 kg

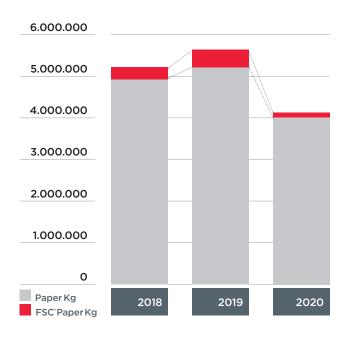
Main raw materials procured Years 2018 2019 2020

Over the years, the company's choices have focused on technological investments to optimise production processes and reduce the consumption of raw materials.

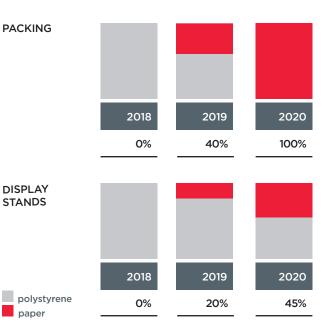
In 2018 the company invested in a new cutting plotter with the aim of reducing the number of dies and starter sheets used for processing, during 2020 the policy of gradually reducing the polystyrene protections, used for the wide production in cardboard, in favour of cardboard elements made with ad-hoc dimensions was also implemented. To date, the company has replaced 100% of its packaging containing polystyrene with cardboard packaging.

The progressive elimination of plastic packaging in favour of cardboard packaging is shown in the following chart.

Paper consumption (kg) Years 2018 2019 2020



Abandonment of plastics. Percentages of paper use years 2018 2019 2020



Energy efficiency

Grafiche Antiga's **energy consumption** is mainly due to the consumption of **electricity** and **natural gas**, which are mainly used for **production processes** and, to a lesser extent, for lighting and air conditioning in its offices.

As far as production is concerned, consumption is associated not only with the machinery, but also with a very sophisticated air conditioning system, which keeps temperature and humidity constant in all production areas 24 hours a day, 7 days a week.

In particular, considering the two-year period 2019-2020, electricity consumption decreased by 25%, while natural gas consumption decreased by 18%.

The reductions in both specific consumptions are both related to the slowdowns caused by the Covid 19 pandemic and to energy efficiency initiatives undertaken by the company.

In order to improve its environmental profile, every year Grafiche Antiga invests in the modernisation of its machinery and the implementation of new technologies capable of guaranteeing even better performance in terms of energy efficiency.

LED mapping, which began in 2018, was completed in 2020.

For 2021, Grafiche Antiga is planning to acquire a new six-colour offset press equipped with a waterbased coater. The new machine has three factors that make it much more 'environmentally friendly' than the previous system:

1 - AC motor which, compared to a DC motor, reduces energy consumption by around 10%.

2 - VariDry Blue technology for the drying oven with potential energy savings of up to 50% compared to conventional IR dryers.

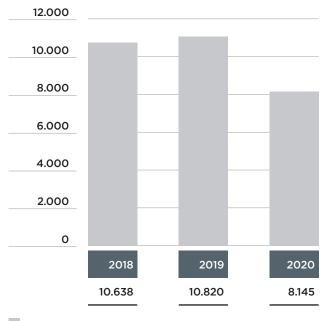
3 - Cloth washing system with a reduction in washing liquid consumption of around 70% compared to a conventional brush system.

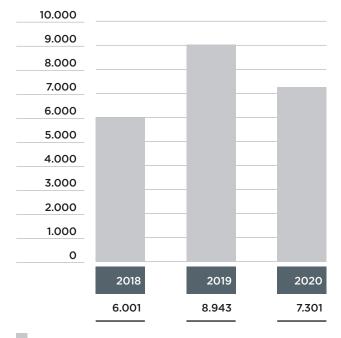
A part of the energy consumption is also guaranteed by the photovoltaic system.

The 700 kWp photovoltaic system is located on the roof of the company and covers an area of 15,000 $m^2\!.$

Electricity consumption (GJ) Years 2018 2019 2020

Natural gas consumption (GJ) Years 2018 2019 2020





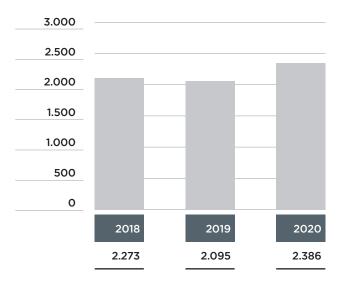
ELECTRICITY CONSUMPTION

Electricity produced by photovoltaic system (GJ) - Years 2018 2019 2020

	2018	2019	2020
TOTAL ENERGY PRODUCED	2.273	2.095	2.386
SELF-CONSUMED	1.653	1.543	1.699
FED BACK IN THE POWER GRID	620	551	688

NATURAL GAS CONSUMPTION

Energy produced - photovoltaic panels (GJ) Year 2018 2019 2020



ENERGY FROM PHOTOVOLTAIC SYSTEM

Emissions

Investments aimed at the **sustainability** and efficiency of production processes, the voluntary adoption of certified management systems. training and raising people's awareness of virtuous, environmentally friendly behaviour are Grafiche Antiga's main levers for the efficient use of energy and natural resources and for reducing CO,eq emissions.

The direct and indirect CO₂ emissions of the company for the year 2020 are presented below.

Direct emissions (SCOPE 1) are direct GHG emissions from assets owned by the company or that the company operationally controls.

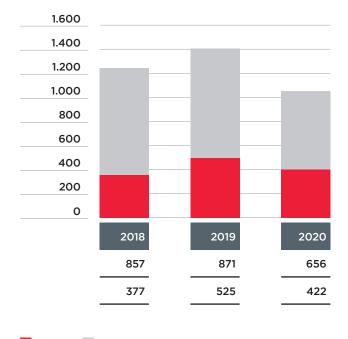
Indirect emissions (SCOPE 2) include indirect emissions from the generation of purchased or acquired electricity, steam, heat or cooling that the organisation consumes.

Thus, in SCOPE 1, emissions related to the natural gas consumption of the headquarters and the consumption of the corporate fleet¹ were associated.

In SCOPE 2, instead, the emissions deriving from the supply of electricity calculated according to the location-based methodology have been reported.

In the location-based approach, SCOPE 2 emissions are calculated using the average emission factor associated with the national energy mix (ISPRA 2020 emission factors).

SCOPE 1 + SCOPE 2 Emissions (ton CO,eq) Years 2018 2019 2020



SCOPE 1 SCOPE 2

¹ GHG conversion factors were used for corporate reporting – UK Government 2020



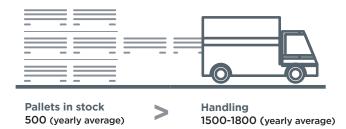
Sustainable logistics

Grafiche Antiga uses **road transport** for both the supply of raw materials and the **movement** of semi-finished and finished products.

The company has long since chosen to internalise as many post-printing processes as possible to arrive at the finished product.

In fact, only 25% of processes are outsourced, especially for special services such as bookbinding, hot stamping and screen printing, for which 70% of these are outsourced to local partners with a maximum distance of 60 km from the company headquarters.

Grafiche Antiga offers its clients a logistics service, storing the product in climate-controlled warehouses and distributing it on demand using an advanced system that can assemble several orders into a single shipment to end users, optimising loads and reducing specific transport emissions.

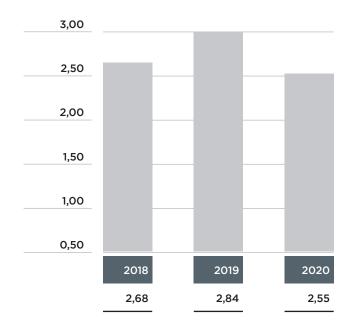




Water withdrawal management

Water withdrawals are of little relevance to Grafiche Antiga's activities and are mainly related to washing printing presses, watering green areas and civil uses (toilets). Consumption is monitored mainly with a view to reducing waste of water for irrigation.

The company does not have any production-type discharges; domestic wastewater is discharged into the sewerage system.





Water withdrawals (ML) Years 2018 2019 2020

8.7

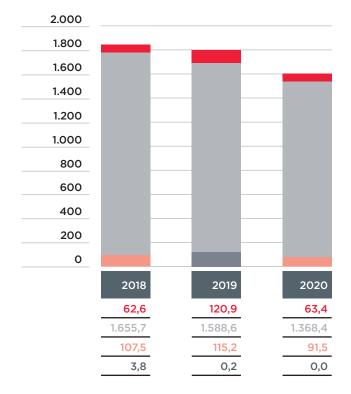
WATER WITHDRAWALS

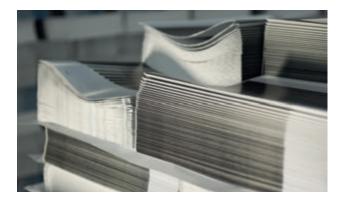
Waste management

The **waste** produced by Grafiche Antiga consists mainly of **paper** and **cardboard**, **aqueous liquid** waste containing ink and metal packaging. Hazardous waste accounts for 10% of the total by weight in 2020; **90%** of the total **waste** produced is destined for **recovery operations**.

The company has a centralised plant that recovers all paper and cardboard waste generated during production. This material is delivered to a paper recovery centre.

Waste generated (ton) sorted by destination Years 2018 2019 2020





TOTAL NON-HAZARDOUS WASTE TO DISPOSAL OPERATIONS
TOTAL NON-HAZARDOUS WASTE TO RECOVERY OPERATIONS
TOTAL HAZARDOUS WASTE TO DISPOSAL OPERATIONS
TOTAL HAZARDOUS WASTE TO RECOVERY OPERATIONS

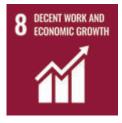


Our commitment for the community

Proximity to and **interaction** with the **local communities** are among Grafiche Antiga's **priorities**.

The Company puts this **objective into practice** by applying a development model based on **dialogue** through numerous opportunities for **discussion** and **training**.

This vision has given tangible form to the cultural reality of **Tipoteca Italiana**, a symbolic place and a cornerstone of the commitment to **safeguarding** and **promoting** the **cultural heritage** of Italian **typography** prior to the digital revolution.



185 EMPLOUYEES

9.500 ORDERS HANDLED PER YEAR

1500 CUSTOMERS SERVED PER YEAR 3 GOOD HEALTH AND WELL-BEING

NO. OF ACCIDENTS DECREASED BY 75% COMPARED TO THE PREVIOUS YEAR 2019

ACCIDENT SEVERITY INDEX 0,0082

USE OF VEGETABLE INKS IN 100% OF ITS PRODUCTS



COLLABORATIONS WITH CA' FOSCARI UNIVERSITY OF VENICE AND CIOFS/FP OF VITTORIO VENETO

TIPOTECA INSTITUTION AS A SPACE FOR SHARING PRINT CULTURE



TIPOTECA AS A SPACE FOR SHARING CULTURE AND ORGANISING EVENTS

48 EVENTS ORGANISED BETWEEN 2018 AND 2019 AVERAGE ATTENDANCE 100 PEOPLE



In June 2018, the international jury of the 'XXV Compasso d'Oro ADI Prize' awarded an Honourable Mention to the Tipoteca Italiana for its brand identity project.

Museum, archive, library, print shop, gallery and auditorium: these are the forms through which Tipoteca offers visitors the opportunity to discover and experience the beauty of the typographer's knowledge and craft.

Tipoteca's collection of historical equipment is based in Cornuda and is the result of the financial commitment of the Antiga brothers since the late 1980s. The Foundation's mission was, and still is, to recover printing machines, typefaces and casting materials, in order to give continuity to the typographer's know-how.

Since 1995, Tipoteca Italiana has been promoting the tools of the printing heritage, such as presses, lead and wood type, documents and testimonies of the protagonists of Italian typography. The museum is a consistant cultural reality, frequented by enthusiasts and scholars who come from all over the world to discover the origins of typography and visual communication.

But the fascination of this reality does not only lie in its collection and preservation: Tipoteca still prints for itself and for others.



The Tipoteca headquarters

Tipoteca Italiana is housed in the restored buildings of the Canapificio Veneto Antonini-Ceresa, a former rope factory on the mainland. The museum spaces are located in the **former church of Santa Teresa** (1886) and the adjacent **premises** (1901).

Built at the end of the 19th century, the Canapificio is today a significant testimony of Veneto's industrial heritage. The factory, founded in 1883, processed hemp to produce ropes.

The factors that determined the choice of this geographical area for the industrial settlement at the time were the size of the land, the proximity of the railway and the presence of the centuriesold Brentella canal, begun in 1435, which was later indispensable for the production of the electricity necessary for industrial activities.



The sustainability of culture: Tipoteca Italiana

In 1995, the **Tipoteca Italiana** foundation was established and, in 2002, the Printing and Type Museum was inaugurated with the **aim of disseminating** the **artistic heritage** of 19th and 20th century Italian typography.

Today, Tipoteca Italiana is a reference point for typographic culture that boasts a museum centre of international interest.

Tipoteca is undoubtedly a working museum, with historical machinery and tools that are still in perfect working order and able to guarantee the quality of valuable printed matter. Tipoteca also has a warehouse of over 1,000 sqm. Today, more than ever, manual skills and craftsmanship are irreplaceable values, which must be fused and reinvented with the help of new technologies.

Tipoteca's areas of activity are:

- Typography
- Design
- Fine and quality printing
- Graphic design training

Tipoteca is a space open to the public, offering multiple opportunities for interaction with visitors, but above all it is a printing workshop, which concretely recounts the continuity between past and present in the knowledge and practice of typography.

The nerve centre of the collections are the type archives, a source of inspiration for new and updated graphic creativity.

The imprint of Tipoteca is particularly original, not only because of the uniqueness of its collections, but also because of the cultural offerings it contains. This was made possible thanks to a very significant investment, made with foresight by the Antiga family at the time of the transition from analogue to digital printing technologies.



In this space, and being able to benefit from this now priceless heritage, exhibitions are proposed in the Gallery on the top floor of 500 sqm dedicated to art and printmaking: a space where the staff of Tipoteca/Grafiche Antiga conceive the contents of the exhibitions (in a continuous exchange with an international network of professionals, enthusiasts and scholars), linked to the world of books and graphic design.

The editorial plan of the exhibitions and the continuity of the offer ensure that the public has the opportunity to return to Tipoteca, not only for the interest in the history of printing, but also for the contents that are offered from time to time. Significant are the loans of materials from important collectors and collaborations with international designers. This demonstrates the strong interest of these authoritative figures in collaborating with Tipoteca: in recent years, the foundation has been able to express a substantial authoritativeness and reputation which, in addition to public visibility, are a guarantee of professionalism and a high level cultural offer. During the pandemic the cultural activities "migrated" to streaming, and there was the great surprise of the Thursday talks with hundreds of people connected from Italy and abroad: personalities from the world of books, graphics and design talked to the public to keep the interest in culture and knowledge alive.

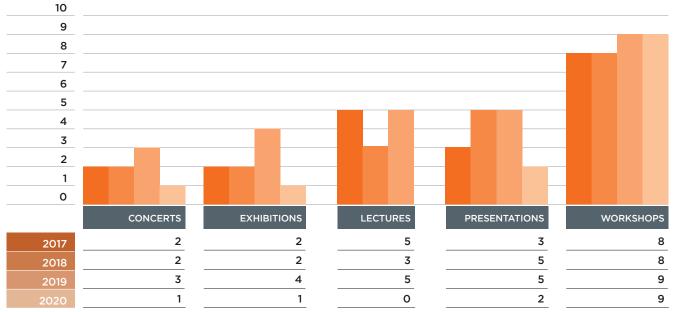
The commitment is therefore also this and goes beyond the ordinary dissemination and training activities of the workshops related to printing, bookbinding and calligraphy techniques. In fact, it is essential to distinguish the role of the Foundation — with its institutional activity — from that more pertinent to the Museum, which experiments with every possible strategy for the dissemination of culture. The following are some statistics related to activities in the four-year period 2017-2020, with the interruption of the growth trend in 2020 due to the pandemic.

The flow of initiatives is uninterrupted: thanks to the network with professionals and scholars, Tipoteca's cultural offering is constantly enriched with new ideas. The number of events has increased rapidly and in recent years there have been around 40 per year. The number of school students visiting the museum has risen from just a few hundred a year at the beginning to around 10,000 today.

The Saturday **workshops** are also a well-established activity and generate economic returns that make this **area of operation sustainable**.

The intensity of initiatives has been gradually modulated over time, and in the last five years Tipoteca has adopted a more strategic approach, so much so that the Foundation now aims to pursue relations and involve significant figures, including in the business activities of Grafiche Antiga. The fact that there is this greater consideration of economic aspects as well is consistent with the times and the concept of a prudent, farsighted use of and far-sighted use of resources, also with a view to sustainability.

The strategic approach has enabled, among other things, Tipoteca's activities to the attention of the national and international national and international media, contributing to Grafiche Antiga's brand reputation and corporate values. Collaborations with universities in Europe and America are also a solid line of research and development that give Tipoteca's role an evergrowing strength: not only economic returns, but above all in terms of relationships and image:



Tipoteca Italiana Eventi 2017 – 2020

In addition to the **Museum** and **Gallery**, the **Auditorium** is a private space used for events of the Tipoteca calendar and made available for temporary rental.



a consolidated, cultural capital with well-founded reflections in business.

The plan for the next two years is also to make the archives, which include materials and documents from donations and purchases, more widely known. The preserved fonds are the tangible and visual "story" of the culture and creativity of Italian protagonists (people and companies) linked to the history of typography and graphic communication.

After many years of scouting, Tipoteca is now completing the inventory of the individual fonds, which it uses for special exhibitions or to display the most interesting documents in rotation, or to display the most interesting documents in rotation. The work that has gone into getting to this point has been immense and will continue to bear ever-increasing fruit, but on the other hand it could only be this way: the investment in the historical heritage of the typography, born out of passion and the profound bond with that priceless store of knowledge and technology that was becoming extinct, today acquires more targeted forms for the growth of the Foundation and the company that supports it.

Tipoteca is therefore much more than just a museum to visit: starting with the cultural heritage, the foundation — and with it Grafiche Antiga — gives value and a concrete contribution to culture.

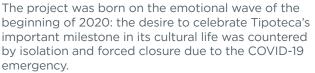
This is perhaps the main lesson, and the most consistent with the intent of a sustainability report: to take the best we have done and known from the past and use it to guide us in the future.



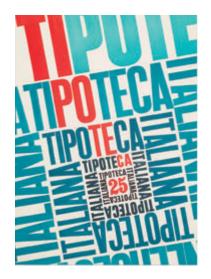
Tipoteca 25

In **2020** Tipoteca celebrated its **first 25 years**, inviting 25 Italian and foreign designers to create 25 posters **celebrating** the **beauty** of **type**.

The exhibition, within the museum centre on the art of printing and typography was inaugurated on 21 June 2020 and was open to the public until 31 December.



This gave rise to the idea of asking printer and graphic designer friends from around the world to at least make a simple gesture of 'presence' through a specially designed poster, in the hope of being able to celebrate properly. The maximum freedom of creation was allowed, except for a few rules: the format (50x70 cm), the colours (maximum 4 colours) and the printing technique (letterpress). More than half of the posters were produced directly in the printing works of the invited professionals. Those who could not print their posters in their own studios were sent a 'Type-Kit', consisting of digital scans of twenty typefaces from the Tipoteca archive, with which they could design their posters. The printing would be carried out by the Tipoteca print shop (Stamperia) on the basis of the indications of colours, fonts and layout established by each graphic designer. And so it was.



Tipoteca, a cultural space that promotes book knowledge and reading

Tipoteca is an ideal venue for cultural events related to the world of publishing.

The offer ranges from topics of local interest (non-fiction, history and fiction) to the most pertinent themes of typography, design and visual communication.

A selection of the Tipoteca's public events:



06.2019

Art becomes a book. Illustrated masterpieces of the 20th century

Curated by Arnaldo Loner, the exhibition offers the public the chance to admire books of unparalleled quality, considered true artistic monuments, in which the craftsmanship of illustrators, typographers and bookbinders still prevails over the unstoppable spread of photomechanical processes.

The advent of chromolithography, on the other hand, had allowed a veritable explosion of colour in the varied world of publishing and printing: in these years, posters and books illustrated by artists 'lent' to the graphic arts dominated the scene.

06.2019 100 gazes on Veneto

A great challenge: to summarise the Veneto in a book and offer the reader a significant cross-section by choosing just one hundred images to represent it. An extraordinary photographic volume that encompasses the history, culture, tradition, nature and typical features of an incredibly rich region. The invitation is to leaf through this book over and over again, losing oneself in the images and finding oneself in the descriptions, perhaps discovering hidden and fascinating corners of the Veneto.

02.2020

The cultural revolution of Campo Grafico: 1933-39

Celebration of 80 years since the last issue of 'Campo Grafico', the most original collective enterprise of modernist graphics in the interwar period.

06.2020 Wine dialogues.

Comparing Langhe and Prosecco Docg

The story of the change that is affecting hillside farming, which is subject to anthropological change in work and the changing design of the landscape. of the landscape.

Dialogue on the vineyards between "heretical" farmers and intellectuals of the land.

12.2020

Terra ultima chiamata (Earth last call)

The latest diagnosis to understand the planet's fever of the planet, from the great popularizers of science to the young people of 'Generation Greta': the first one who can find the cure.

Italic with James Clough

The development of italic derives from the commercial writing of English calligraphers in the eighteenth and nineteenth centuries, with the advantage of being an elegant and relatively fast script.

The peculiarity that differentiates it from other Western scripts is the tool used: the nib, which has a flexible point rather than a truncated tip. nib, which has a flexible point and not a truncated point. This produces a fluid ductus with the characteristic alternation of thick and thin strokes.

Swiss binding

The so-called "Swiss binding" is a variant of binding that is less frequently used than the classic paperback and hardback.

This type of binding is interesting in that it is attached to the cover only on the lower surface of the book body, allowing the back cover and spine to remain free and open fully.



"Vieni in Tipoteca" Some of the proposed workshops

Let's play with pop-up! You are never too old to learn, nor too old to play.

With the pop-up workshop, parents, teachers and teachers and educators learned that paper, scissors and glue are enough to materialise shapes, ideas and characters.

The activity was designed to be repeated with younger children, to let them discover the beauty that simple paper folds can create.



Online education

COVID-19 has not stopped the passion for typography and **learning**. Over the past few months, workshops have been held via Zoom's **virtual platform** with a targeted audience engagement strategy to allow for better interaction.

The workshops, which involved the use of very simple and affordable materials, have made it possible to maintain a relationship with enthusiasts not only of typography, but also of bookbinding.

Monolinear cursive

In this workshop the principles and basic forms of and basic forms of 'Italic' cursive, using everyday tools such as pencils, pens and markers. Il corso era indirizzato a chiunque volesse avvicinarsi all'affascinante mondo della calligrafia attraverso lo studio di una scrittura semplice e intuitiva, molto utile come modello di partenza per migliorare la propria grafia.

'Secret Belgian' binding

This type of binding was created by Anne Goy, a brilliant Belgian bookbinder, who presented the first model made with this technique in 1986. For many years the origin of this binding remained shrouded in mystery and its name was only "secret Belgian". In reality, its origins have recently been revealed and it has been christened the "Criss cross binding", after the type of movement of the thread during binding. The files are first sewn together by hand and then joined to the cover using this technique, which allows the pages to be opened fully and does not require the use of glue.

Coptic binding

The Coptic binding is a handmade binding with an exposed spine. It does not require glue and allows for a complete opening of the pages.

This type of stitching is very durable and can be used to make notebooks, diaries and agendas that you can carry with you at all times, as well as books or albums to display in your library.

Introduction to Japanese binding

The introductory course in bookbinding focused on models from the Japanese tradition.

Compared to Western ones, these are distinguished by elegance, simplicity and directness:

The seams, almost always visible, have a decorative as well as a structural function.





Further initiatives

Grafiche Antiga at Packaging Première

'Packaging is an evocative and **original expression** of the **excellence** of a production, a tangible and recognisable form of the brand's **personality**, particularly in the world of luxury. It is a **narrative** of **values** and an **opportunity** dialogue with the market.'



Packaging Première is the event in Italy that acts as a meeting point for designers, luxury packaging manufacturers and international brands who wish to entrust the custody of their products to 'shapes' that bring the tangible and recognisable sign of the top of the range to the world.

Milan, between 28 and 30 May 2019, hosted the Packaging Première. Grafiche Antiga, which over the years has strengthened its position in packaging and visual merchandising by focusing on processing excellence, creativity and innovation, participated with a stand designed entirely by its in-house team. Caskets, boxes, displays of luxury goods are not designed for the mere transport or protection of the objects they contain. They can be likened to a multisensory experience and unequivocally communicate the uniqueness and quality of the objects they contain.

Grafiche Antiga is attentive to market trends and combines technological developments with a sustainable approach, opting for the use of ecofriendly materials and reducing the environmental impact of the production process.

Campiello Prize

On Thursday 25 July 2019, Tipoteca Italiana hosted a public meeting with the finalist authors of the 57th Campiello Prize, for which Grafiche Antiga is the technical sponsor and Tipoteca Italiana is the venue of a stage in the 2019 literary tour.

Each author was introduced by a young person, including two Campiello Giovani finalists. Readings from the finalist novels were performed.

Event in collaboration with Premio Campiello, Confindustria Veneto and Grafiche Antiga.

In 2021 the meeting with the finalist authors of the 59th edition of the Campiello Prize was also held in the evocative rooms of Tipoteca.





Human resources management

Grafiche Antiga recognises that **human resources** are a factor of **fundamental** importance for its development. Human resources management is based on **respect** for the **personality** and **professionalism** of each individual.

The company offers equal opportunities to all its employees on the basis of their professional qualifications and individual skills, without discrimination on grounds of age, religion, ethnic or geographical origin, sexual orientation, politics or trade unionism, and avoiding any form of favouritism or patronage.

Grafiche Antiga aims to maintain and foster a positive working environment, based on the protection of personal freedom, dignity and inviolability, and on principles of fairness in interpersonal relations, which enables everyone to perform their work to the best of their ability.

In addition, in order to protect the interests of its stakeholders and benefit from services and management tools specific to its sector, Grafiche Antiga is supported by the following associations:

- Assindustria VenetoCentro;
- Assindustria Belluno;
- Assografici.

Grafiche Antiga and Covid-19 emergency management

2020 was a year strongly marked by the **COVID-19** pandemic, a year in many ways suspended between closures and reopenings, which severely tested the companies and especially the people working in them, but who with their strength and resilience continued their activities.

In response to the emergency, Grafiche Antiga immediately took steps to inform employees of the behaviour they should adopt in order to combat and contain the spread of the COVID-19 virus and gave each of them a copy:

- corporate emergency management protocol COVID-19;
- memorandum for employees on how to behave;
- face masks where it is not possible to guarantee a minimum inter-personal distance of one metre;
- gloves where necessary;

The company has also invested in thermo scanners to measure body temperature.

Grafiche Antiga has adopted the following protocol to prevent flows or aggregations of persons:

- staggered entry to work of employees;
- 2. cleaning and hygiene of the workplace on a daily basis;
- adequate natural ventilation and air exchange;
- wide availability and accessibility of hand disinfection systems. In particular, hand disinfection systems were available alongside keyboards, touch screens, beverage dispensers, etc.;
- compulsory use of masks in closed places or environments, and in any case in all work activities in which it is not possible to guarantee interpersonal distancing;
- 6. use of disposable gloves when interacting with people.

The company also appointed workers as members of the Committee for the implementation and verification of the rules of the protocol to contain the spread of COVID-19 in the workplace.

In its relations with clients, Grafiche Antiga has organised its commercial relations by reducing the need for contact to a minimum and favouring computerised methods of transmitting and exchanging documents.



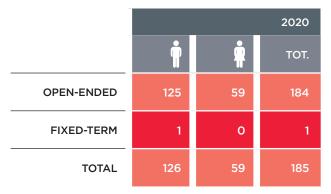
Grafiche Antiga's employees

Below are some diagrams with details of Grafiche Antiga employees.

Employees by professional category, gender and age group. Year 2020

CORPORATE	<30		30-50		>50		TOTAL					
CATEGORIES	Î	P	тот.	Î	Ĥ	тот.	Î	Ĥ	тот.	İ	Ĥ	тот.
MANAGERS	0	0	0	0	0	0	1	1	2	1	1	2
EXECUTIVES	0	0	0	1	0	1	1	0	1	2	0	2
CLERKS	2	2	4	29	22	51	15	6	21	46	30	76
WORKERS	8	4	12	53	15	68	16	9	25	77	28	105
TOTAL	10	6	16	83	37	120	33	16	49	126	59	185

Employees by type of contract and gender Year 2020



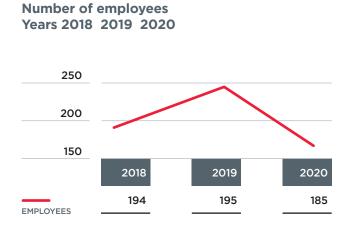
Employees by contract type Year 2020

	2020		
	Î		тот.
FULL TIME	122	48	170
PART TIME	4	11	15
TOTAL	126	59	185

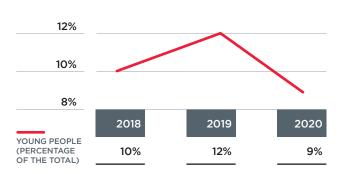
Inbound turnover/ outbound turnover

	2018	2019	2020
NEW RECRUITS	16	11	2
INBOUND TURNOVER RATE	8%	6%	1%
TERMINATIONS	17	10	14
OUTBOUND TURNOVER RATE	9%	5%	8%

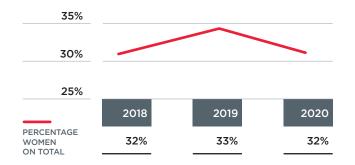
The **personnel** figures show that the number of employees is **decreasing** compared to previous years, due to the **termination** of some **fixed-term contracts** and some **retirements**.



Proportion of staff aged <30 of total Years 2018 2019 2020



Women as a percentage of the total Years 2018 2019 2020



The presence of female staff in the offices has on average remained constant in recent years, while, as far as production is concerned, it is the paper converting and bookbinding areas that are characterised by a strong female presence. In 2020, 99% of the staff are employed on permanent contracts and 100% of staff are covered by collective bargaining agreements.

In order to guarantee equal opportunities for employees of both sexes, Grafiche Antiga promotes work-life balance initiatives to facilitate work-life balance, for example by meeting part-time needs. At present, 19% of female and 3% of male staff in the company have part-time contracts.

The percentage of employees under the age of 30 has remained on average constant over the last three years. In addition, agreements with the IUAV and Ca' Foscari Universities in Venice and the Politecnico of Milan have made it possible to build solid internship and training programmes within the company over the years.

The welfare tools adopted by the company include supplementary health insurance and the result bonus delivered to production departments each year. Despite the Covid 19 emergency, which had a major impact on the company's turnover, the company still managed to provide the latter during 2020.

With regard to voluntary training, the company invested 1681 training hours in 2020. The courses provided covered the following topics:

- Industry 4.0 training use of the new digital printing plotter and the new cutting plotter;
- training 'Improving the production planning process';
- training Industry 4.0 big data and quotes;
- English language training;
- Leadership training;
- Marketing training.

Training hours 2020 by professional category



Number of employees involved in training 2020



Health and safety in the workplace

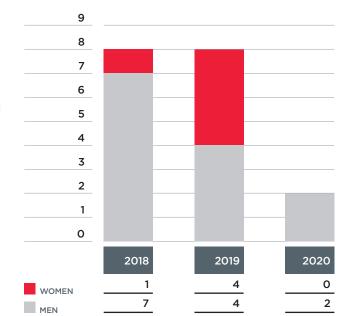
Grafiche Antiga is actively **committed** to **monitoring health** and **safety** conditions in the workplace, investing **energy**, **resources** and **time** in the ongoing **training** of its employees and systematically **monitoring accidents**.

The company is committed to **spreading** and **consolidating** a **safety culture** among all employees, developing risk awareness and promoting **responsible** and **safe behaviour** by all.

The number of accidents to date remains very low, in particular the frequency index has decreased by 60% compared to 2019, the severity index by 95%.

Hours of occupational health and safety training were 48 in 2020.

Frequency index years 2018 2019 2020

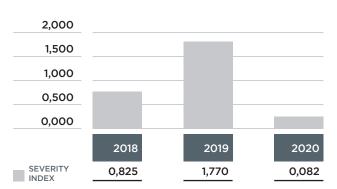


Number of injuries years 2018 2019 2020

30,000 25,000 20,000 15,000 15,000 10,000 5,000 0,000 2018 2019 2020 FREQUENCY 25,770 25,332 7,499

Ratio of number of accidents/hours worked * 1.000.000

Severity index years 2018 2019 2020



Number of days lost due to injury/hours worked * 1.000

divided by genres



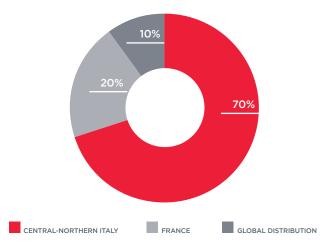
Our commitment to customers

Customers are the **life** and **future** of the company, and their **loyalty** is a decisive element in defining an efficient cost structure and at the same time is a litmus test of the effectiveness of promotion and communication.

The identification and assessment of customer expectations, explicit and implicit, is a commitment made by all levels and functions of the company, and the transformation of these expectations into defined and measurable requirements (including those that may be mandatory) must be carried out in such a way as to fully meet them, and possibly exceed them.

Product quality and safety are constantly monitored, optimised and subject to continuous innovation through constant Research & Development. For Grafiche Antiga, quality is therefore a strategic tool for achieving customer satisfaction, business success and excellence, an objective to be pursued in all the organisation's activities, with constant reference to the concepts of prevention, employee involvement and continuous improvement.

Customer distribution year 2020





Economic impact NC and complaints (Industrial cost NC and Complaints /turnover)

ECONOMIC IMPACT
NC AND COMPLAINTS
(INDUSTRIAL COST NC
AND COMPLAINTS /
TURNOVER)2018201920200,786%0,768%0,67%

The distribution of customers is mainly concentrated in Central-Northern Italy (70%), France accounts for 20% of customers, while the remaining 10% is distributed throughout the rest of the world.

As far as customer satisfaction is concerned, the company receives frequent praise, also in written form; the high percentage (80-85%) of established customers confirms a considerable level of satisfaction.

With regard to non-conformities — expressed as the ratio between the economic incidence of nonconformities and complaints on annual turnover — it can be seen that this figure also improved significantly compared to 2019 (-13%).

Customer privacy management

legal provisions.

The **protection** of personal data and the **safeguarding** of **privacy** are fundamental to the company's activities. Grafiche Antiga undertakes to **ensure** that personal data are collected and processed in **compliance** with the principles and applicable

The company has implemented a process of adaptation, consequently updating its internal tools and procedures, in order to be fully compliant with Regulation (EU) 2016/679 (so-called "GDPR"), Legislative Decree 196/03 (so-called "Privacy Code") as subsequently updated by Legislative Decree 101/2018.

Specifically, the company has new information to stakeholders and new contractual models and specific procedures updated according to the new legislation.

In order to implement security measures and the degree of protection of IT systems and managed information, the company developed a series of actions in 2020, with the following objectives:

- increased system reliability;
- improving continuity of service;
- increased protection of information;
- improvement of control systems.

The increase in system reliability was realised by moving all existing storage areas to a single device, which allowed for increased performance and reliability.

Service continuity has been achieved through the Disaster Recovery Datacenter, which has been upgraded to enable it to cope with any major failures in the Primary Datacenter, thus increasing the level of service guaranteed..

In order to increase information protection, a new IBM Backup infrastructure with 1.2 PB capacity was added to protect data and files.

Finally, a system for monitoring access and permissions through the Netwrix Auditor platform was adopted to improve the control systems.

Suppliers and sustainable supply chain management

Relations with suppliers, including financial relationships of a financial and consultancy nature, are subject to the principles contained in the **Code of Conduct** and are constantly and carefully monitored by the company.

Grafiche Antiga uses only suppliers who operate in accordance with current legislation and the rules laid down in the supplier's Code of Ethics and Code of Conduct, knowledge of which and compliance with which constitute an express contractual obligation on the part of suppliers.

The selection of suppliers and the determination of purchasing conditions are based on formalised procedures and an objective assessment of the quality and price of the products and services offered.

In the context of contracts for the supply of goods and services, the technical and professional suitability of the third party is checked, thereby fulfilling the specific legal obligations in terms of health and safety at work and taxation. 90% of the products and services purchased by Grafiche Antiga come from Italy.

The company evaluates suppliers on the basis of an evaluation grid divided by service category:

- bindery services
- silkscreen and hot foil services
- paper converting services

The parameters monitored on suppliers fall into three macro-categories: overall assessment, quality of supplies and proximity to company headquarters. In the overall assessment a number of features are analysed such as production capacity (structure and machinery), production speed, delivery punctuality, economic competitiveness and also environmental aspects such as the type of transport used. With regard to the quality of supplies, the parameters monitored are the number of nonconformities, the total annual economic value of all non-conformities, the percentage of defects in orders.

Environmental assessments of suppliers Years 2018 2019 2020



NUMBER OF ASSESSMENTS OF NEW SUPPLIERS WITH ENVIRONMENTAL IMPACT

NUMBER OF ENVIRONMENTAL AUDITS AT SUPPLIERS OF EXTERNAL PROCESSING





Grafiche Antiga's ESG Strategy 2022-2025

ENVIRONMENT



ENERGY EFFICIENCY AND CO₂ EMISSION REDUCTIONS

- Replacement of lighting in outdoor areas with LED lamps.
- Energy consumption efficiency with a new device on the press to recover thermal energy
- Acquisition of certified 'green' energy by 2022 to cover 30% of consumption (197 tonnes $\rm CO_2$ avoided)
- Acquisition of certified 'green' energy by 2023 for 70% of consumption (459 tonnes CO₂ avoided).

REDUCING CONSUMPTION RAW MATERIALS

- Reducing waste substances by purchasing a new printing press that consumes less chemicals.
- Implementation of the Premium Color Print offset printing technique (developed by Grafiche Antiga in 2020) with the aim of further reducing the use of varnishesi

IMPROVING WATER QUALITY DISCHARGE

• Connection to the sewage system for wastewater disposal, previously managed with periodic emptying of the appropriate tanks.

SUPPLIER MONITORING

• Implement audits and visits to suppliers on environmental aspects.

SOCIAL



HUMAN RESOURCES MANAGEMENT

- Implementation of a welfare system for employees, evaluation of a dedicated platform to manage the budget.
- Establishment of internal training sessions with all staff in the company.

RELATIONS WITH THE LOCAL COMMUNITY

- Implementation and consolidation of communication with external stakeholders on the company's sustainability practices.
- Implementation and consolidation of partnerships with universities and schools.

GOVERNANCE



ORGANISATIONAL MODELS/ CERTIFICATIONS

- Implementation of the organisation and risk management model pursuant to Legislative Decree 231/2001.
- Obtaining the declaration of conformity for MOCA (materials and articles in indirect contact with food).

ESTABLISHMENT OF A SUSTAINABILITY COMMITTEE

• Establishment of a sustainability committee to oversee and review sustainability-related projects.



Methodological note

Grafiche Antiga's **Sustainability Report** was drawn up in accordance with the **GRI Sustainability Reporting Standards**, published in 2016 by the Global Reporting Initiative (GRI) according to the GRI referenced option.

The appendix to the document contains the **GRI index** detailing the content reported in **accordance** with the **GRI standards**. This is the first edition of the Sustainability Report, which will be updated annually. In drawing up the report, the **traceability** and **accuracy** of the **data** used are declared and guaranteed.

The document will be available on the company's website.



GRI Index

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ORGANISATION PROFILE				
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102-3	5	Headquarters		
102-4	11	Geographical areas of operations		
102-5	27	Ownership structure and legal form		
102-6	88	Served markets		
102-7	82, 37	Size of the Organisation		
102-8	82	Information on employees and other workers		
102-9	90	Organisation supply chain		
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102-11	32	Applying the prudential approach to risk management		
102-12	63-64, 66, 68-69, 71-76	External initiatives		
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102-49	There are no revisions to the information as this is the first Annual Report of Grafiche Antiga	Significant changes in terms of material topics and their perimeter			
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102-55	96-100	GRI content index			
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