**Sustainability Report 2021** 

grafiche antiga



Sustainability Report 2021



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The Sustainability Report 2021 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 2021. 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 2021, is the outcome 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 an environmental management system in accordance with UNI EN ISO 14001:2015; it chose to source FSC® certified paper and to use only vegetable-based inks that are oil-free in the production cycle, using only vegetable-based inks free of mineral oils and focusing on the Premium Color Print technique — the result of the work of the in-house Research and Development departments; in the three-year period 2019-2021, it has reduced its electricity consumption and natural gas consumption thanks to energy efficiency — just think of the energy produced by the photovoltaic system located on the roof of the production plant over an area of 15,000



sgm, the adoption of LED lighting started in 2019 and completed in 2021, the purchase of new offset printing machines with an AC motor that reduces energy consumption by 10% energy consumption. It has also reduced direct emissions (SCOPE 1) and indirect emissions associated with the purchase of energy (SCOPE 2) of CO<sub>2</sub>; aimed at sustainable logistics through the internalisation of activities with the consequent reduction in outsourcing and transport by third parties; monitored water consumption, which was already low and destined 94% of waste, mainly paper and cardboard, to recovery operations. 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



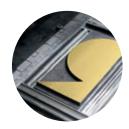
**2012**ISO 14001
CERTIFICATION



**2014**TIPOTECA OPENS NEW EXHIBITION SPACES
AND THE AUDITORIUM



1995
THE FOUNDATION
TIPOTECA ITALIANA
IS ESTABLISHED



2002
OPENING OF THE TYPE
AND PRINTING MUSEUM



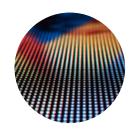
2005
THE COMPANY TURNS
INTO A JOINT STOCK
COMPANY



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



**2021**PURCHASE NEW
PRINTING PRESS

3.2

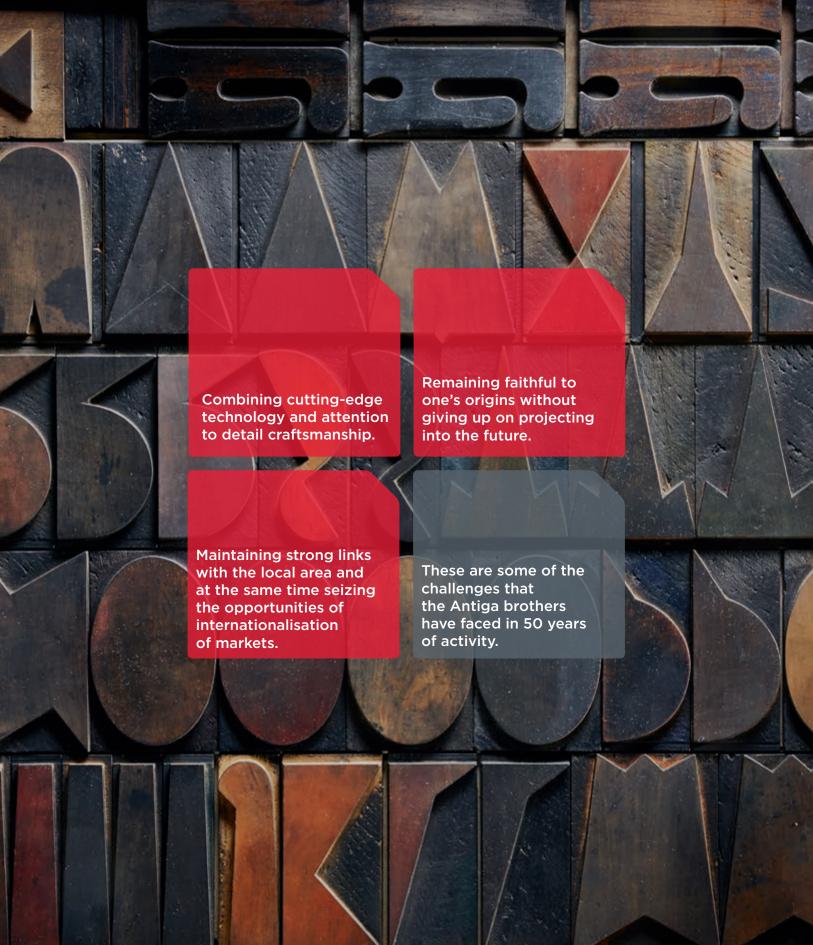
### **Our values**

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.



### **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

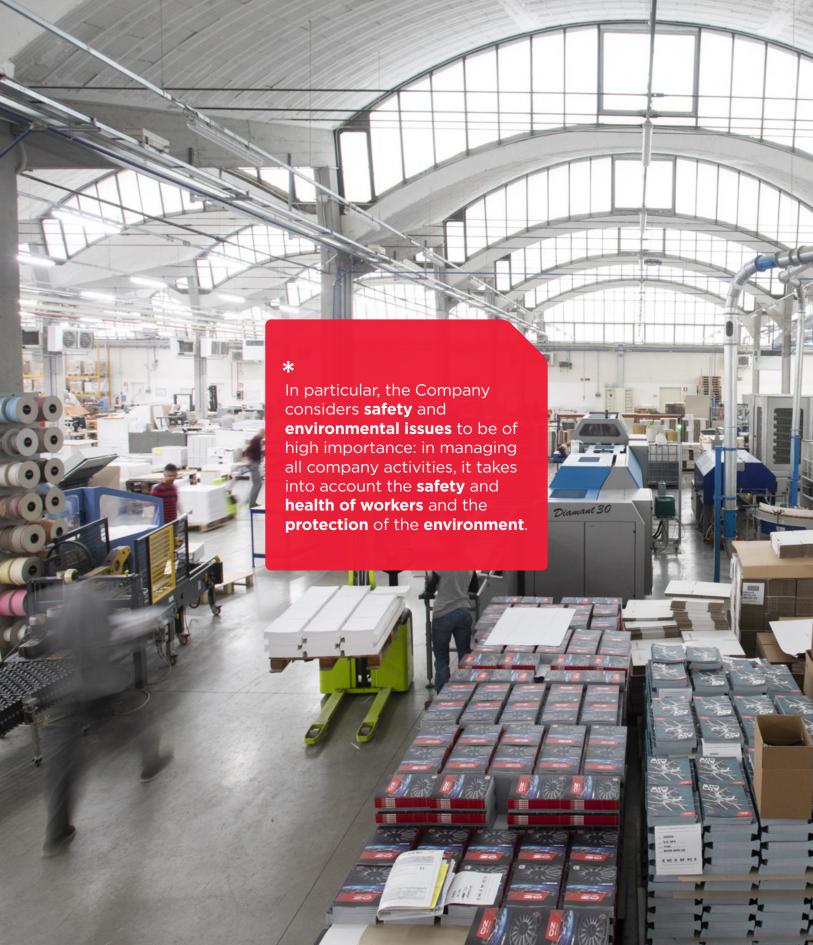
The company repudiates all forms of terrorism, activities aimed at subverting the democratic order or criminal conduct. It therefore adopts all appropriate measures to prevent the danger of involvement in acts of terrorism, subversive activities or organised crime.

### 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.



## 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.



PREPRESS AND COLOUR SEPARATION



PRINTING



**PUBLISHING** 



**PAPER CONVERTING** 



**BINDING** 



LARGE FORMAT DIGITAL PRINTING



**LOGISTICS** 



## **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 vegetable-based 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 vegetable-based 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.



### **FSC®** Certification

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

Chain of Custody certification guarantees the traceability of materials from FSC\*-certified forests and is indispensable for applying FSC\* labels to products.

Grafiche Antiga has obtained and maintains active "Chain of Custody" (CoC) certification for companies processing and/or trading in forest products" and confirms its active contribution to responsible forest management.

FSC® Certification requires a commitment to respect FSC® values, as defined in document FSC-POL-01-004 "Policy for the Association of Organisations with FSC®", signed by Grafiche Antiga.

In addition, FSC® Certification requires a commitment to respect FSC® fundamental labour rights, as set out in the "Safety Policy" signed by Grafiche Antiga.

## Grafiche Antiga products are certifiable with product labels FSC® MIX · FSC® RECYCLED · FSC® 100%.



### The FSC® MIX label

indicates that the wood or paper inside of the product comes from FSC\* certified material, recycled material and/or controlled wood (no 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 of come from recycled and recovered material.



### The FSC® 100% label

indicates that the inputs of which the product comes exclusively from FSC\*-certified forests.





## **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.



### **BOARD OF AUDITORS**

Composed of three auditors appointed for three financial years 2020–2022, it monitors compliance with the law, the Articles of Incorporation, as well as respect for the principles of proper administration.



### SHAREHOLDERS' MEETING

It 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 line with the values that guide the company's operations.

5.2

### **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.



# 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 to sustainability issues

## Measures taken to minimise risk

### **ENVIRONMENT**

Respect for and protection of the environment is central to Grafiche Antiga. The company is committed to mitigating its risks, particularly in terms 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.

### **ETHICAL CONDUCT**

The company's Code of Conduct provides for respect for human rights, the rejection of all forms of discrimination, the development of individuals 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.

### COMPLIANCE WITH ENVIRONMENTAL AND OCCUPATIONAL SAFETY REGULATIONS

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 the commission of crimes also related to social and governance issues, it has also adopted an organisational system of management and control pursuant to the former Legislative Decree 231/01.

### **CUSTOMER SATISFACTION**

The company's objective is to guarantee an adequate and quality product 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.

### SUPPLY CHAIN MANAGEMENT

The supply chain and the management of outsourced activities represent a relevant aspect of the Company's activities. The company is committed to monitoring its strategic suppliers both on quality 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.

### STAFF

Human resources management is carried out without preclusion or discrimination on the basis of gender, race, nationality or religion, and in 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**. Thanks to a special focus on our customers, 2021 marked a **clear improvement** with volumes and revenues exceeding the pre-pandemic period. Basically, all product sectors and product types performed very positively.

In 2021, an improvement plan began instrumentation, already of a high standard, in particular in the printing department. The plan includes a gradual introduction of new printing presses with high technology and performance. In June 2021, a new generation 6-colour + varnish printing press was installed (the first in Italy). In addition to quality and printing speed, a low environmental impact has been favoured. Suffice it to say, for example, that energy consumption and the need for liquids for washing the printing units have drastically decreased compared to the previous machines. A further investment is planned for 2022 for a new 10-colour press with the same features as the

6-colour press. Here, too, Grafiche Antiga will be the first company in Italy to have this technology, which will, among other things, enable a maximum speed of 20,000 copies per hour. A real record!

To meet the growing demand for packaging for food use, Grafiche Antiga has embarked on a process to issue the MOCA (Materials and Objects in Contact with Food) Declaration of Conformity; this is a certification required to guarantee compliance with certain mandatory food hygiene requirements.

During 2021, the level of IT security was increased with the implementation of the Policy Manual according to the ISO27001 specification. All IT-related business processes and the use of resources were mapped and the relevant users were trained.

# 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 2019-2021

2019-2021				
	2019	2020	2021	
TOTAL INCOME	32.123.070	24.286.594	34.312.626	
OPERATING COSTS	21.996.740	16.277.602	25.333.489	
EMPLOYEE WAGES AND BENEFITS	8.770.386	7.395.759	8.367.401	
PAYMENTS TO CAPITAL PROVIDERS	41.475	35.299	45.834	
PAYMENTS TO PUBLIC AUTHORITHIES	53.097	12.327	159.846	
INVESTMENTS IN THE COMMUNITY	25.000	0	11.000	

The figures for 2021 show a marked improvement over the pre-pandemic period, contributing to a marked increase in redistributed value.





















### **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.	<ul> <li>Training plans.</li> <li>Dialogue with Human Resoureces Departement.</li> <li>Internal climate surveys.</li> <li>Induction programmes for new recruitsi.</li> </ul>	
CLIENTS	Quality of service.  Provision of environmentally friendly products and services.	<ul><li>Customer care.</li><li>Website feedback.</li><li>Newsletters.</li><li>Social platforms.</li></ul>	
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.	<ul> <li>Organisation of events and meetings with local communities (Tipoteca activity).</li> </ul>	
SUPPLIERS	Continuity of supply.  Compliance with contractual obligations.	<ul><li>Daily interaction.</li><li>Audits and visits to strategic suppliers.</li><li>Code of conduct.</li></ul>	
TRADE ASSOCIATIONS	Involvement and timely information activities on issues relevant to the corporate population.	<ul><li>Newsletter.</li><li>Conventions.</li><li>Committees.</li></ul>	
	Update on the progress of 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

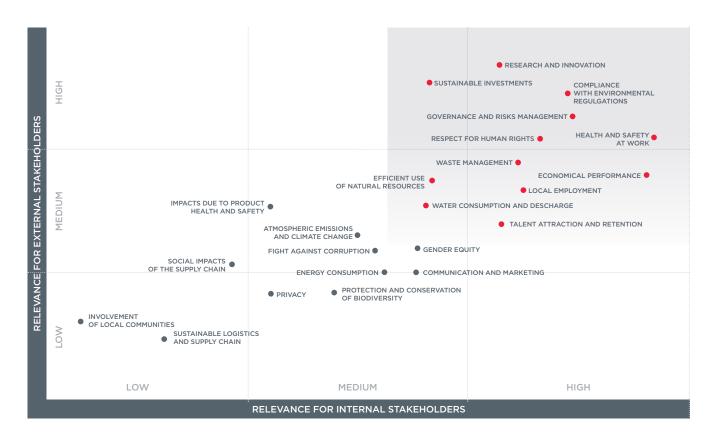
Materiality analysis refers to the **identification** of economic, social, environmental and governance **sustainability issues** deemed most **relevant**.

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.





7.3

# **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**

COMPLIANCE WITH ENVIRONMENTAL REGULATIONS

WASTE MANAGEMENT

WATER CONSUMPTION AND DISCHARGE

EFFICIENT USE OF NATURAL RESOURCES

#### SOCIAL

HEALTH AND SAFETY IN THE WORKPLACE

RESPECT FOR HUMAN RIGHTS

LOCAL EMPLOYMENT

TALENT ATTRACTION AND RETENTION

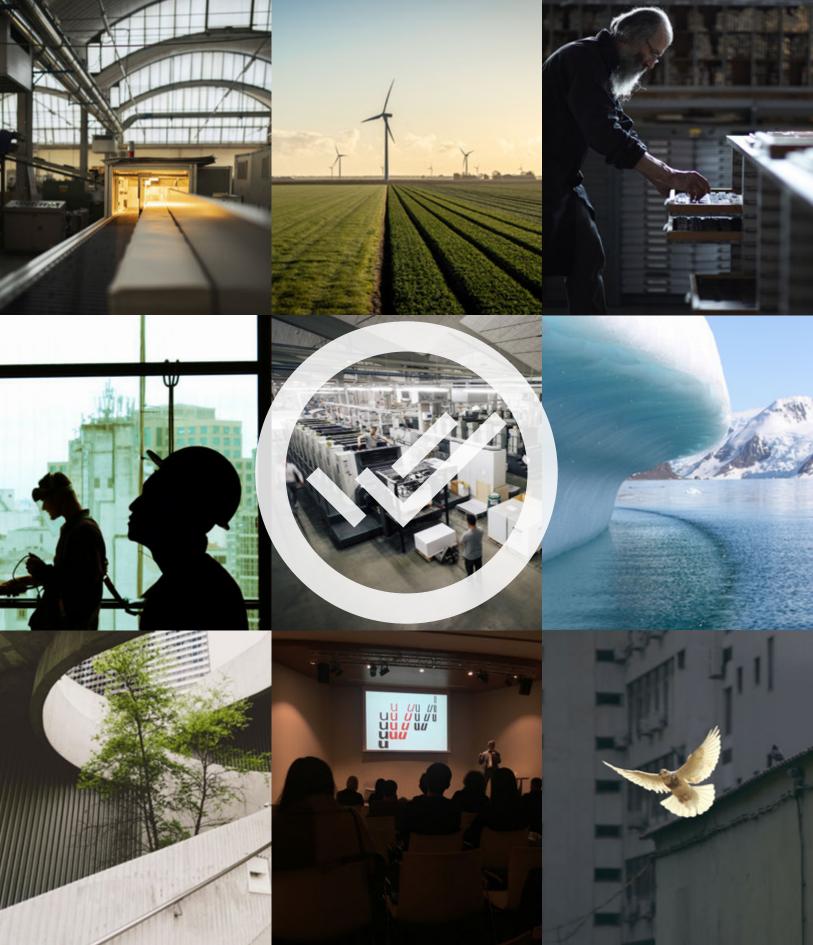
#### **GOVERNANCE**

RESEARCH AND INNOVATION

SUSTAINABLE INVESTMENTS

GOVERNANCE AND RISK MANAGEMENT

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.





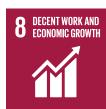


































8.1 **Our goals** 

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

#### **ENVIRONMENT**









New machinery was acquired with a view to reducing the amount 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 coater with a printing speed of 18,000 sheets per hour.

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

Energy efficiency measures in the various stages of the production process globally.

Use of vegetable-based inks.

Progressive replacement of plastic packaging with cardboard packaging.

FSC® certification for paper used.

Production of electricity from photovoltaic plant.

Procurement management mainly from local suppliers.

Optimisation of transport through 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)

NEW OFFSET PRINTING PRESS



1922 GJ ENERGY PRODUCED FROM PHOTOVOLTAICS

1728 GJ SELF-CONSUMED ENERGY PRODUCED BY PHOTOVOLTAICS

194 GJ PHOTOVOLTAIC ENERGY FED BACK INTO THE GRID



+20% ELECTRICITY CONSUMPTION 2021/2020

+12% NATURAL GAS CONSUMPTION 2021/2020

94% WASTE PRODUCTS DESTINED FOR RECOVERY OPERATIONS

94% NON-HAZARDOUS WASTE PRODUCTS



-155 TONNES CO<sub>2</sub> EQ SAVED THROUGH PHOTOVOLTAIC ENERGY PRODUCTION IN 2021

## 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.

#### Main raw materials supplied Years 2019 2020 2021

TYPE OF MATERIAL	U.o.m.	2019	2020	2021
TOTAL PAPER	kg	5.274.641	4.256.043	5.977.644
LAMINATING FILM	sqm	1.381.490	1.213.047	1.514.282
WOODEN PALLETS	No.	9.256	11.173	11.808
PLASTIC PALLETS	No.	5.210	2.664	2.520
CARDBOARD BOXES	No.	247.056	232.136	280.208
HEAT SHRINK FILM	kg	14.103	9.758	12.430
ALUMINUM PLATES	kg	72.061	52.000	91.200
INKS	kg	22.400	20.700	34.000
SOLVENTS	1	34.000	23.000	34.000
OILY VARNISHES	kg	10.000	2.300	5.000
WATER BASED VARNISHES	1	10.000	7.000	19.000
GLUES	kg	15.200	13.050	13.900

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

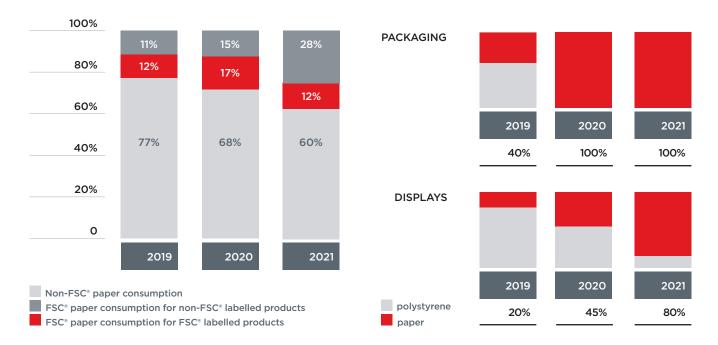
In 2019, the company invested in a new cutting plotter with the aim of reducing the number of dies and start-up sheets used for processing. In addition, the policy of progressively reducing polystyrene protection, used for the extensive paper production,

in favour of cardboard elements made in ad-hoc sizes was implemented in 2021.

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 depicted in the following chart.

# FSC® and non-FSC® paper consumption (%) Years 2019 2020 2021



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 maintains constant temperature and humidity in all production areas 24 hours a day, 7 days a week.

With a view to improving its environmental profile, every year Grafiche Antiga promotes investments to modernise its machinery and implement new technologies capable of guaranteeing even better performance in terms of energy efficiency.

LED mapping started in 2019 and was completed in 2021.

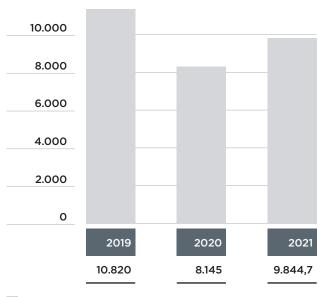
In 2021 Grafiche Antiga acquired a new six-colour offset press equipped with a water-based coater. The new machine has three factors that make

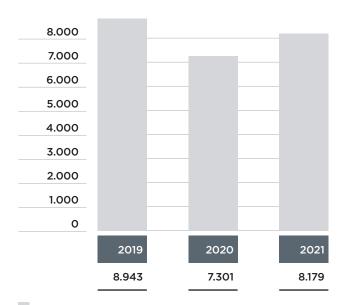
it much more 'environmentally friendly' than its predecessor:

- 1 AC motor that reduces energy consumption by around 10% compared to a DC motor.
- 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 fluid consumption of around 70% compared to a conventional brush system.

Part of the energy consumption is also provided by the photovoltaic system.

The 700 kWp photovoltaic system is located on the roof of the company and covers an area of 15,000 sqm.





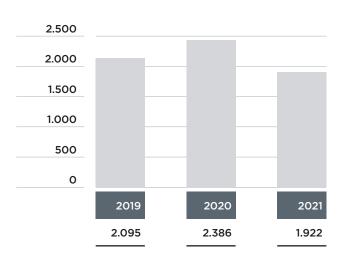
ELECTRICITY CONSUMPTION

NATURAL GAS CONSUMPTION

# Electricity produced by photovoltaic plant (GJ) - Years 2019 2020 2021

#### 2019 2020 2021 **TOTAL ENERGY** 2.095 2.386 1.922 **PRODUCED SELF-CONSUMED** 1.543 1.699 1.728 **FED BACK** 551 688 194 IN THE POWER GRID

# Electricity produced by photovoltaic system (GJ) - Years 2019 2020 2021



ENERGY FROM PHOTOVOLTAIC SYSTEM

Emissions 8.5

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<sub>2</sub>eq** emissions.

The company's direct emissions and indirect  ${\rm CO}_2$  emissions for the year 2021 are presented below.

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

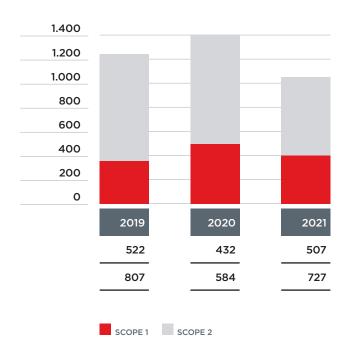
Indirect emissions (SCOPE 2) include indirect emissions from the generation of purchased or acquired electricity, steam, heat or cooling that the organisation consumes.

Thus, in SCOPE 1, emissions related to the natural gas consumption of the site and the consumption of the company fleet1 have been associated.

In SCOPE 2, on the other hand, emissions from electricity supply calculated according to the location-based methodology were reported.

In the location-based approach, Scope 2 emissions are calculated using the average emission factor associated with the national energy mix (ISPRA 2021 emission factors).

SCOPE 1 + SCOPE 2 Emissions (ton CO<sub>2</sub>eq) Years 2019 2020 2021



 $<sup>^{\</sup>rm I}$   $\,$  GHG conversion factors were used for corporate reporting – UK Government 2021



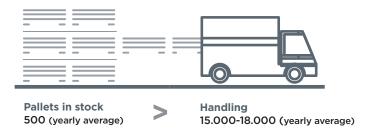
## **Sustainable logistics**

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.



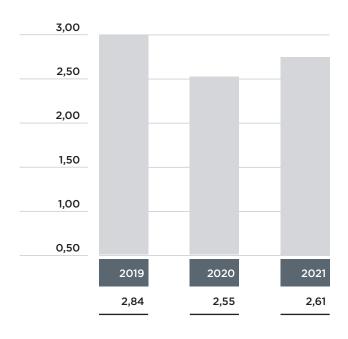


## Water withdrawal management

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 2019 2020 2021





WATER WITHDRAWALS

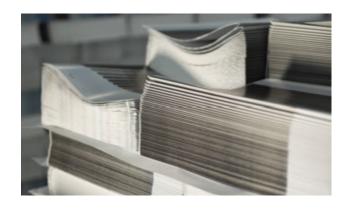
### Waste management

The waste produced by Grafiche Antiga is mainly paper and cardboard, aqueous liquid waste containing ink and metal packaging. Hazardous waste accounts for 6% of the total by weight in 2021; 94% of the total waste produced is destined to 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 2019 2020 2021





- 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

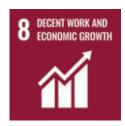


# Our commitment for the community

**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.



190 EMPLOUYEES

9.500 ORDERS HANDLED PER YEAR

1500 CUSTOMERS SERVED PER YEAR



NO. OF ACCIDENTS DECREASED BY 75% COMPARED TO THE PREVIOUS YEAR 2020

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 2019 AND 2021 AVERAGE ATTENDANCE 100 PEOPLE



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 centuries-old 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.

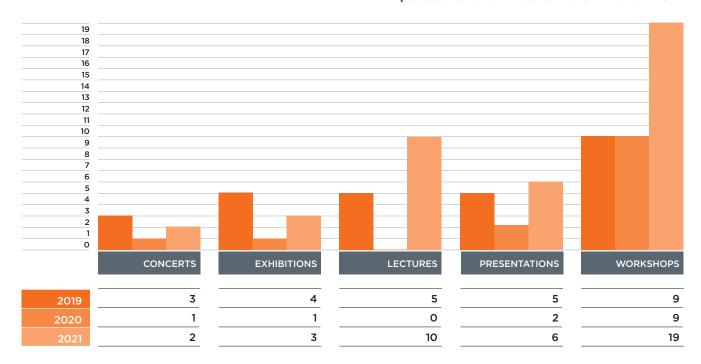
The Saturday **workshops** are also a well-established activity and generate economic returns that make this **area of operation sustainable**.

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

Tipoteca Italiana · Events 2019 - 2020 - 2021



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.



above all in terms of relationships and image: 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.

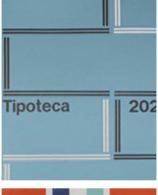
After many years of scouting, Tipoteca is now completing the inventory of the individual fonds, which it uses for special exhibitions or to display the most interesting documents in rotation, or to display the most interesting documents in rotation. The work that has gone into getting to this point has 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.







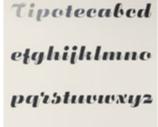
Tipoteca Italiana 1995→2020

25 anni di amore per la tipografia









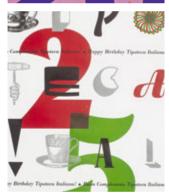
































# In the sign of a typographer. The graphic work of Aldo Novarese.

#### 07.2021

Aldo Novarese (1920-1995) is known all over the world as one of the protagonists of type design of the 20th century: during his career, he designed more than a hundred. His typefaces gave legible form to headlines, posters, brochures and much more, and belong to the typographic 'landscape' of many urban places.

In the Sign of a Typographer is an exhibition that focuses on the creative work of Aldo Novarese. As a 'graphic designer' (as he used to say), he lent his art and knowledge to the communication not only of typefaces, but also for the visual identity of Italian companies and for the dissemination of typographic knowledge.

The exhibition itinerary, starting with the materials preserved in the Tipoteca and acquired over many years of research in Italy, identifies a number of thematic nuclei of particular importance in Novarese's graphic work: the presentation specimens and advertising of Nebiolo typefaces; the design for the visual identity of national companies; the many years of collaboration with the magazine 'Graphicus'; the editorial production aimed at popularising the history of lettering and typography.

GRAPICUS H

The centenary of the birth (1920-2020) of this outstanding personality in the history of typographic design presents itself as an opportunity to give due prominence to Novarese's role as an eclectic professional. Certainly, Novarese was able to embody the aesthetic spirit of a country in search of a precise place in the world of design at a time of profound transition, especially after World War II. His contribution has almost only been considered in the narrow field of type design, completely neglecting his ability to manifest, also through his masterly use of type, an expressive grammar and aesthetics of unparalleled interest.

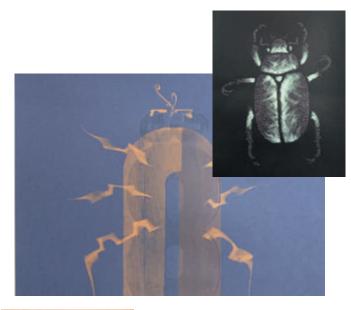


Left. In 2020 Tipoteca celebrated its first 25 years. 25 designers created 25 posters to celebrate the beauty of typography and typefaces.

# Tipoteca, a cultural space that promotes book knowledge and reading

Tipoteca lends itself as a privileged space for cultural events related to the world of publishing.

The offer ranges from topics of local interest (nonfiction, history and fiction) to topics more relevant to the knowledge of typography, design and visual communication.





#### 09.2021

#### "LetterBugs".

#### **Typographical creatures by Bill Moran**

LetterBugs is an art project by typographer and desigern Bill Moran. The Tipoteca Gallery hosted an exhibition of such 'typographical creatures' in an imaginary dialogue with the children's art books displayed in the showcases. The cue for this unique animal world are typefaces, tools of the typographer's trade.

As historian and critic Steve Heller has written, "for centuries typographers, designers and artists have skilfully created anthropomorphic characters and animals with letters, using metal, wood, photos and digital typefaces in playful ways".

#### 09.2021

#### Lib(e)ri tutti!

of everyday life.

# "Lib(e)ri Tutti"! is the exhibition of artists' books for children promoted by Tipoteca Italiana, with the invaluable collaboration of the Merano Civic Library, precisely in the spirit of this: to free the imagination and view the world thanks to books 'imagined' by artists, who have chosen to play with letters, numbers, shapes and colours. This visual language

allows one to 'see beyond' the simple graphic signs

Alphabets and visions in artists' books for children



#### 06.2021

## Renato Casaro. The last poster designer Treviso - Rome - Hollywood

"That of the poster artist is first and foremost an art profession, with a very precise purpose: to entice people to go to the cinema." From the instinctive brushstrokes of his early days, to the partly photographic compositions of the 1970s, to the refined airbrush maquettes, Renato Casaro is recounted in a special exhibition in Treviso and in the pages of this important catalogue. Published by Antiga Edizioni.



#### 12.2021

#### Terra ultima chiamata (Earth, last call)

The up-to-date diagnosis to understand the fever of the planet, from the great popularizers of science to the young people of Greta Generation: the first who can find the cure.

Published by Antiga Edizioni..

#### 9.4.1

# "Vieni in Tipoteca" Some of the proposed courses

## 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.

#### **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.



### 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**

### **Printing Oscar 2021**

On 2 December, an awards ceremony was held in Milan the award ceremony of the 'Oscar della Stampa 2021', the unique and most sought-after award to the excellence of the printing industry in Italy. The Oscar for the "Printing Industry of the Year" category awarded to Grafiche Antiga confirms the company's vision and creative spirit, and rewards its constant commitment to innovation and its desire to aim for ever higher levels of quality.



### **Campiello Prize**

In June 2021 at Tipoteca Italiana was held the annual public meeting with the finalist authors of the **59**<sup>th</sup> **Campiello Prize**, of which Grafiche Antiga is the technical sponsor and Tipoteca Italiana the venue of a leg of the national 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..







## 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

2021 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;
- cleaning and hygiene of the workplace on a daily basis;
- 3. 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 2021

CORRORATE			<30			30-50			>50			TOTAL
CORPORATE CATEGORIES	İ	•	тот.	İ	· P	тот.	İ	· P	тот.	İ	· P	тот.
MANAGERS	0	0	0	0	0	0	1	1	2	1	1	2
EXECUTIVES	0	0	0	0	0	0	2	0	2	2	0	2
CLERKS	2	2	4	26	21	47	18	7	25	46	30	76
WORKERS	9	6	15	50	14	64	20	11	31	79	31	110
TOTAL	11	8	19	76	35	111	41	19	60	128	62	190

## Employees by type of contract and gender Year 2021

			2021
	Ť	· P	тот.
OPEN ENDED	127	60	187
FIXED-TERM	1	2	3
TOTALE	128	62	190

## Employees by contract type Year 2021

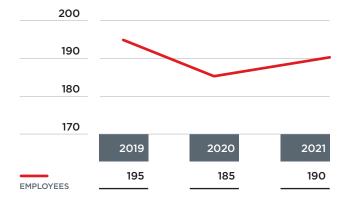
			2021
	Ť	· •	тот.
FULL TIME	125	50	175
PART TIME	3	12	15
TOTAL	128	62	190

#### Inbound turnover/outbound turnover

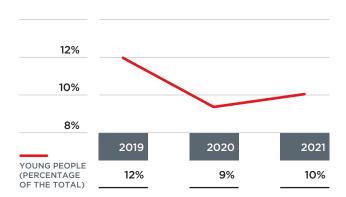
	2019	2020	2021
NEW RECRUITS	11	2	6
INBOUND TURNOVER RATE	6%	1%	3%
TERMINATIONS	10	14	12
OUTBOUND TURNOVER RATE	5%	8%	6%

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**.

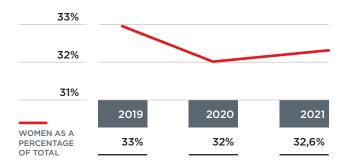
#### Number of employess Years 2019 2020 2021



#### Proportion of staff aged <30 of total Years 2019 2020 2021



#### Women as a percentage of total Years 2019 2020 2021



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 2021, 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 2021.

With regard to voluntary training, the company invested 900 training hours in 2021. 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

PROFESSIONAL	202				
CATEGORY	İ	•	тот.		
MANAGERS	0	0	0		
EXECUTIVES	0	0	0		
CLERKS	300	60	360		
WORKERS	540	0	540		
TOTAL	840	60	900		

## Number of employees involved in training 2020

PROFESSIONAL	202		
CATEGORY			тот.
MANAGERS	0	0	0
EXECUTIVES	0	0	0
CLERKS	5	1	6
WORKERS	9	0	9
TOTAL	14	1	15

# Health and safety in the workplace

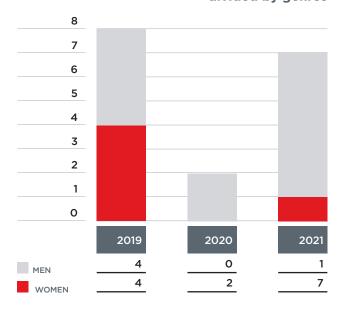
Grafiche Antiga is actively **committed** to **monitoring health** and **safety** conditions in the workplace, investing **energy**, **resources** and **time** in the ongoing **training** of its employees and systematically **monitoring accidents**.

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.

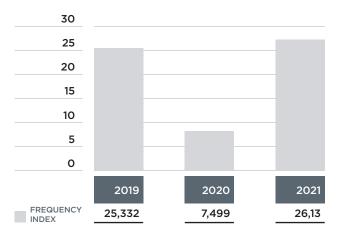
The number of accidents to date remains very low, in particular the frequency index has decreased by 60% compared to 2019, the severity index by 95%.

Hours of occupational health and safety training were 64 in 2021.

## Number of injuries years 2018 2019 2020 divided by genres

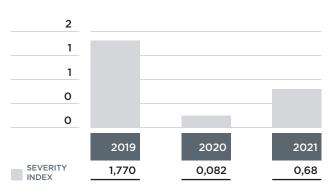


#### Frequency index years 2019 2020 2021



Ratio of number of accidents/hours worked x 1.000.000

#### Severity index years 2019 2020 2021



Number of days lost due to injury/hours worked  $\times$  1.000



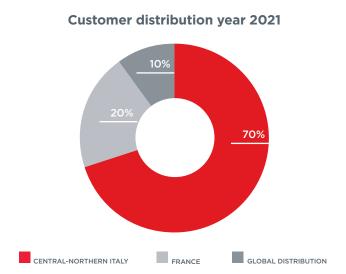
## Our commitment to customers

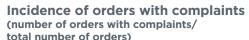
**Customers** are the **life** and **future** of the company, and their **loyalty** is a decisive element in defining an efficient cost structure and at the same time is a litmus test of the effectiveness of promotion and communication.

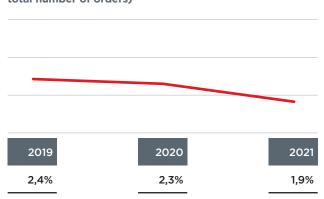
The identification and assessment of customer expectations, explicit and implicit, is a commitment made by all levels and functions of the company, and the transformation of these expectations into defined and measurable requirements (including those that may be mandatory) must be carried out in such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







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 (88%) of established customers confirms a considerable level of satisfaction.

10.4.1

## **Customer privacy management**

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 **legal provisions**.

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.

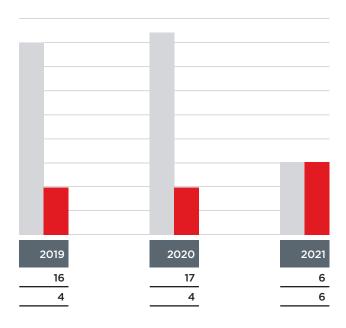
The company evaluates suppliers on the basis of an evaluation grid divided by service category:

- 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.

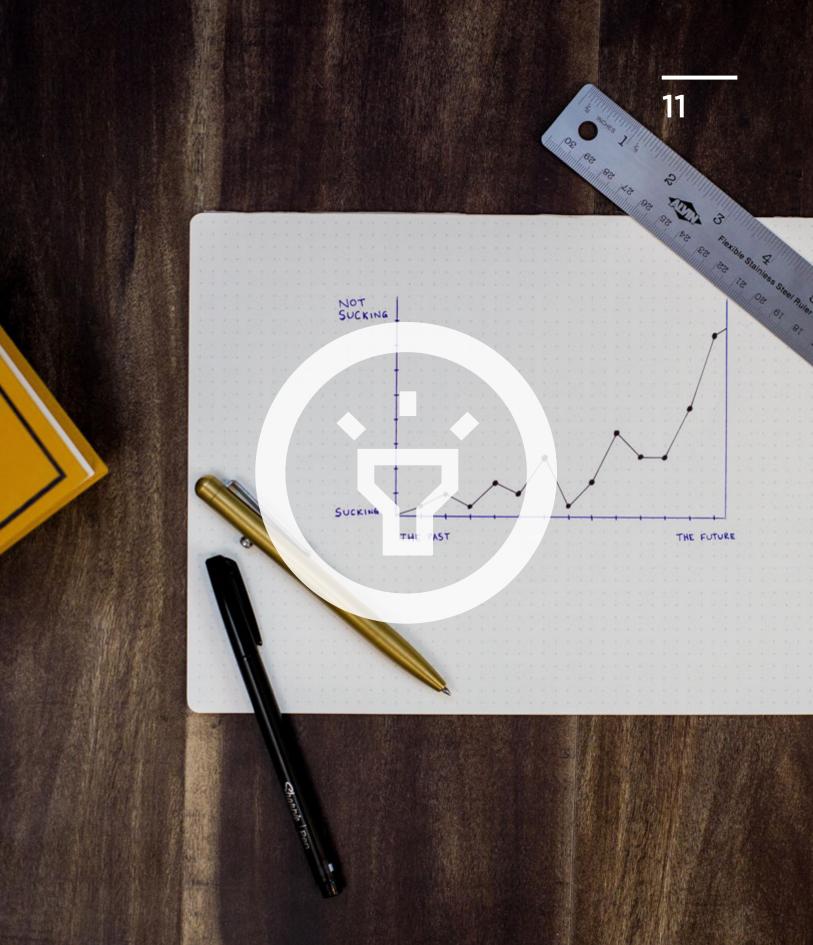
## Environmental assessments of suppliers Years 2019 2020 2021



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 CO<sub>2</sub> 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 CO<sub>2</sub> avoided)
- Acquisition of certified 'green' energy by 2023 for 70% of consumption (459 tonnes CO<sub>2</sub> 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 can be downloaded from the Company's website by scanning the QR code



## **GRI Index**

GENERAL DISCLO	OSURES					
ORGANISATION PROFILE						
GRI STANDARDS	PAGE	INFORMATION				
102-1	11	Name of the Organisation				
102-2	18	Main brands, products or services				
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				
102-10	18, 26, 90	Significant changes in the organisation and its supply chain				
102-11	32	Applying the prudential approach to risk management				
102-12	63-64, 66, 68-69, 71-76	External initiatives				
102-13	79	Membership of associations				
STRATEGY AND A	ANALISIS					
102-14	7	Declaration of the highest authority in the decision-making process				
102-15	16-17, 30-31	Main impacts, risks and opportunities				
ETHICS AND INTE	EGRITY					
102-16	14,16,34	Values, principles, standards and norms of behaviour				
GOVERNANCE						
102-18	27	Governance structure				
STAKEHOLDER IN	IVOLVEMENT					
102-40	41	Stakeholder list				
102-41	85	Collective bargaining agreements				
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102-43	42	Stakeholder engagement approach				
102-44	42, 43	Key aspects that emerged from stakeholder engagement				

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102-45	11	Entities included in the Consolidated Financial Statements
102-46	43, 45	Defining the contents of the report and the scope of material topics
102-47	43, 45	List of material topics
102-48	There are no revisions to the information as this is the first Annual Report of Grafiche Antiga	Changes to information contained in previous reports
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
102-50	5	Reporting period
102-51	95	Date of most recent report publication
102-52	95	Reporting intervals
102-53	102	Contact for information on the report
102-54	95	Indication of the 'In accordance' option chosen
102-55	96-100	GRI content index
102-56	The budget is not subject to external assurance	External certification
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203-1	38	Economic value directly generated and distributed
ANTI-CORRUPTIO	N	
103-1 / 102-2 102-3	32-33	Management mode
205-3	32-33	Confirmed incidents of corruption and related actions taken

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301-1	52-53	Materials used by weight or volume
ENERGY		
103-1 / 102-2 102-3	54-55	Management mode
302-1*	54-55	Energy consumed within the organisation
302-4	54-55	Reducing energy consumption
WATER		
103-1 / 102-2 102-3	60	Management mode
303-1	60	Water withdrawn by source
EMISSIONS		
103-1 / 102-2 102-3	56	Management mode
305-1	56	Direct GHG emissions (Scope 1)
305-2	56	Indirect GHG emissions from energy consumption (Scope 2)
RIFIUTI		
103-1 / 102-2 102-3	61	Management mode
306-4	61	Waste not destined for disposal
306-5	61	Waste for disposal
ENVIRONMENTAL	COMPLIANCE	
103-1 / 102-2 102-3	32	Management mode
307-1	No non-compliance with environmental laws and regulations in 2020	Non-compliance with environmental laws and regulations
ENVIRONMENTAL	ASSESSMENT OF SUPP	PLIERS
103-1 - 102-2 102-3	90	Management mode
308-2	90	Current and potential significant negative environmental impacts in the supply chain and actions taken

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GRI STANDARDS	PAGE	INFORMATION
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401-2	85	Benefits provided for full-time employees, but not for part-time or fixed-term employees
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103-1 - 102-2 102-3	82	Management mode
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<b>EVALUATION OF</b>	SUPPLIERS ON SOCIAL	PRACTICES
103-1 - 102-2 102-3	90	Management mode
414-1	90	Percentage of new suppliers evaluated according to their implementation of social practices
CUSTOMER HEAL	TH AND SAFETY	
103-1 - 102-2 102-3	88	Management mode
416-2	88	Incidents of non-compliance concerning impacts on the health and safety of products and services











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