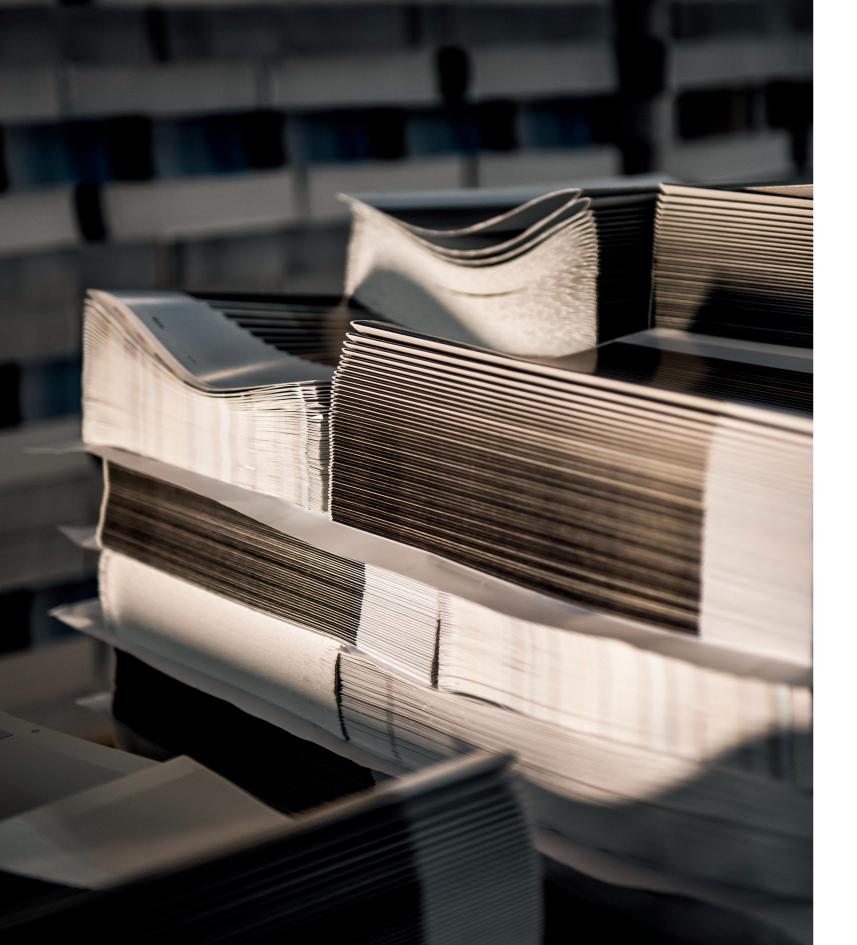
**Sustainability Report 2023** 

grafiche antiga

grafiche antiga

Sustainability Report 2023



## Summary

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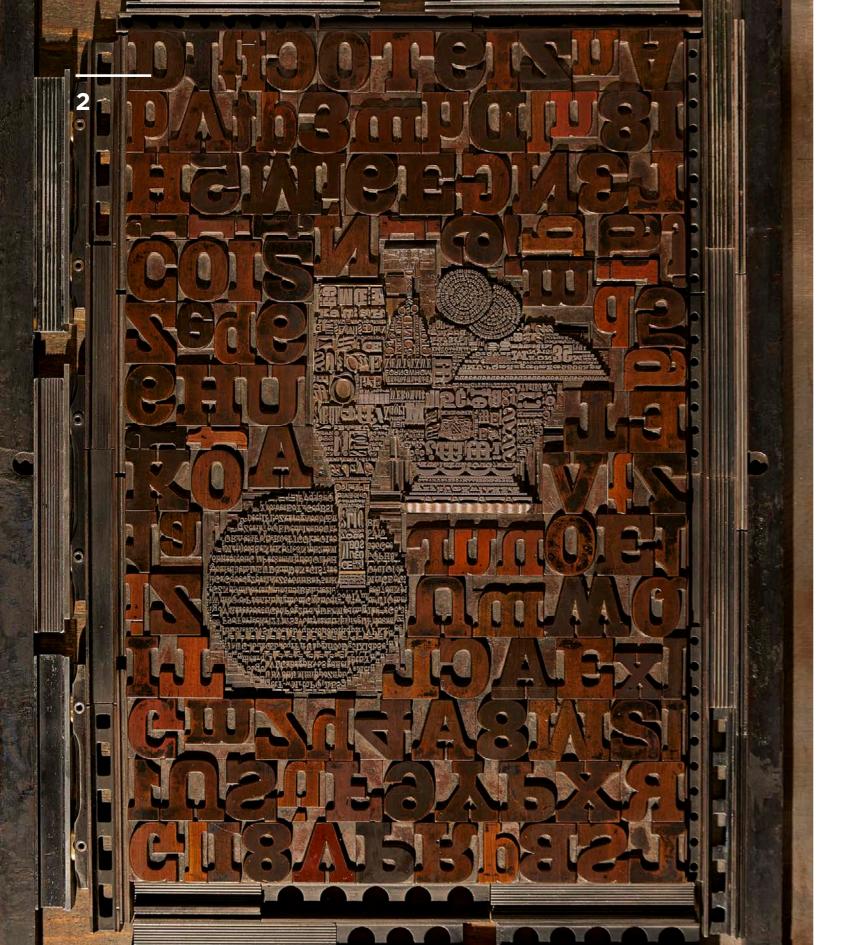






The Sustainability Report is the tool that Grafiche Antiga has chosen to communicate its environmental, social and governance performance. The Report is now in its fourth edition, showing how the Company has committed itself to a path of continuous evolution and improvement of its ESG performance.

Over the years, the Sustainability Report has become a tool for monitoring the Company's sustainability path and narrating the analysis of its main impacts. The aim of the report is to describe and analyse starting from objective data and in a comparable form through the use of contextual quantitative and qualitative indicators — the performance related to the most relevant sustainability issues implemented by Grafiche Antiga. The technical-methodological reference used is the 'Global Reporting Initiative Sustainability Reporting Standards' (hereinafter GRI Standards) issued by the 'Global Reporting Initiative'. The reporting boundary of this report includes the Company's headquarters and operations located at Via delle Industrie 1 in Crocetta del Montello (Treviso).



#### Letter to stakeholders



I'm proud to present the Sustainability
Report of Grafiche Antiga, of which
I have the honour of being the
Chairman. The results reported in this
document are a tangible sign of our
commitment to our employees and
the entire community, not only as a
Company serving global clients, but
as an industry that is the author and
promoter of sustainable conduct.

For years, Grafiche Antiga has been integrating sustainability into its governance, actively involving the Executive Board in defining objectives and implementing strategies, in collaboration with the Sustainability Committee. The Report represents an account of the sustainable activities carried out with the strategic objective of making the benefits transparent for the Company's internal and external stakeholders. Over the years, we have adopted an environmental management system that complies with UNI EN ISO 14001:2015 certification, and we continue to use FSC®-certified paper, obtained through responsible forest management. In our production cycle, we mainly use vegetable-based inks that are free of mineral oils. Furthermore, part of our electricity consumption is met thanks to the photovoltaic system installed on the roof of our production facility, which covers an area of 15,000 sgm, allowing us to save a considerable amount of CO2 each year.

We purchased offset printing presses with AC motors to further reduce energy consumption. We have also focused on sustainable logistics, internalising activities and reducing the use of outsourcing and third-party transport. We carefully monitor water consumption, which is already low, and we send 96% of our waste, mainly paper and cardboard, for recovery operations. Grafiche Antiga continues its partnership with Climate Partner to calculate its CO<sub>2</sub> emissions (Corporate Carbon Footprint - CCF)

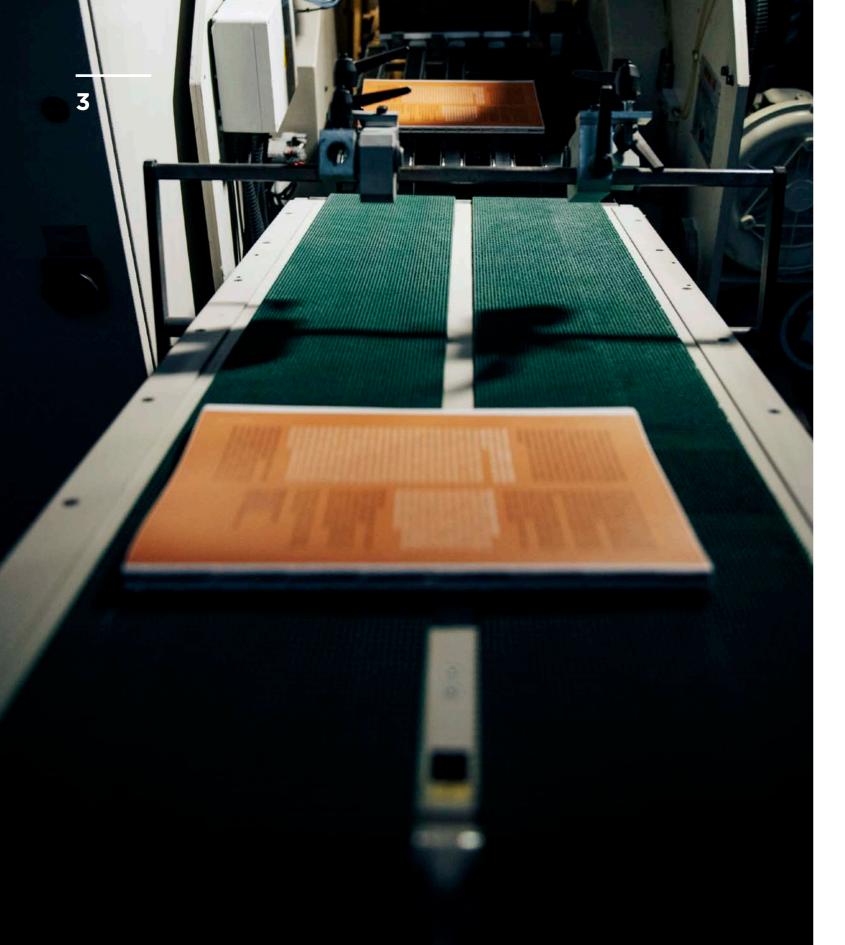


in order to understand their origin and define new reduction targets. Through dedicated software for calculating the Carbon Footprint generated by the production of printed matter and displays, it also offers its clients the possibility of contributing to certified climate improvement projects. In terms of its commitment to the community, Grafiche Antiga protects equal opportunities for all employees, without any form of discrimination, and creates a positive and fair working environment. A Welfare plan designed to provide concrete support for all our employees and their families took shape in 2023. Our actions are based on a development model centred on confrontation, training and cultural growth. Tipoteca Italiana, Grafiche Antiga's private foundation, is the symbol of our commitment to protecting and preserving the artistic heritage of 20th and 21st century Italian typography. The Museum, the Gallery with its temporary exhibitions, and the Auditorium, which hosts events and conferences, manifest our focus on a more distinctly humanistic dimension. Our corporate culture, our quantitative and qualitative achievements and our open vision encourage us to face future challenges with positivity.

I wish you an enjoyable read.

The Chairman Silvio Antiga





### **About us**



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

Over the years, Grafiche Antiga has proven to be an entrepreneurial reality capable of prioritizing quality of work, environmental sustainability and investing in innovation and experimentation, while always maintaining a focus on enhancing human capital. In fact, it is thanks to people, a team that today has more than 190 employees, that it has been possible to reach the top of high quality printing.

Grafiche Antiga also supports the Tipoteca Italiana Foundation, a museum center dedicated to the history of typeface and its applications in visual communication, which today is a destination for designers from all over the world and a promoter of events, conventions and shows.



56

YEARS OF ACTIVITY

6,793

ORDERS MANAGED

25,000 sqm

TOTAL COVERED SURFACE

198

**EMPLOYEES** 

5,7%

TURNOVER RATE

0,74

INJURY SEVERITY INDEX

69%

ELECTRICITY
CONSUMPTION WITH
GUARANTEE OF ORIGIN
FROM RENEWABLE
SOURCES

-70%

ELECTRICITY EMISSION REDUCTION (SCOPE 2) COMPARED TO 2022

## **Our history**

## #a\_story\_in\_motion



1968

START-UP OF THE PRINTING WORKS IN CROCETTA DEL MONTELLO IN THE FATHER'S HOUSE



1975

RELOCATION IN THE DISUSED PREMISES OF THE HISTORIC CANAPIFICIO VENETO



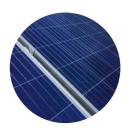
1990

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



1995

TIPOTECA ITALIANA IS ESTABLISHED



2010

START-UP OF THE PHOTOVOLTAIC SYSTEM



2012

ISO 14001 CERTIFICATION T



2014

TIPOTECA OPENS NEW EXHIBITION SPACES AND THE AUDITORIUM



2019

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



2002

OPENING OF THE TYPE AND PRINTING MUSEUM



2005

THE COMPANY TURNS INTO A JOINT STOCK COMPANY



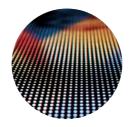
2007

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



2008

START USING PAPER FROM FSC-CERTIFIED SUPPLY CHAIN\*



2020

COMPLETION OF FULL-LED SYSTEM FOR EXTERNAL INTERIOR LIGHTING



2021

PURCHASE NEW PRINTING PRESS: 6 COLOR-RAPIDA 106X SPC PLUS VARNISHER



2022

PURCHASE NEW PRINTING PRESSES: 10 COLOR-RAPIDA 106X SPC

5 COLOR-RAPIDA 105X SPC PLUS FULL LED UV VARNISHER



2023

PURCHASE NEW PRINTING PRESS: 10 COLOR-RAPIDA 106X SPC

Our values 3.2

Grafiche Antiga's **main objective** is to maintain the standards of **excellence** in the sector in which it operates, always ensuring a focus on continuous **improvement** with regard to issues of social **responsibility** and **environmental protection**.

The investment over the years in Tipoteca highlights the Company's commitment to fostering the dissemination of the culture of printing.

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 the safety of the person, freedom and individual personality. It is therefore committed to adopting the most appropriate control and surveillance measures to prevent any possible behaviour aimed at committing offences against the person, the community and the environment. These concepts and values are all referred to in the Company's code of ethics.



Our principles 3.3

#### **Sustainability**

Grafiche Antiga is **committed** to operating by seeking a continuous **balance** between economic **development**, social **welfare**, respect for the **environment** and **risk prevention**.

#### **PRODUCT SAFETY**

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

#### **LEGALITY**

In order to comply with applicable national and international laws and regulations, collective bargaining agreements, the Articles of Association, internal regulations and the Code of Ethics, the Company ensures an adequate training and awareness.

#### FAIRNESS AND RESPONSIBILITY

The pursuit of the Company's interests can never justify conduct 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 formal and substantive terms, by legitimacy, the protection of the Company and fairness and responsibility.

## INTEGRITY AND TRANSPARENCY

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 counterparts is prohibited.

#### CONFIDENTIALITY

The confidentiality of client information in Grafiche Antiga's possession is managed in accordance with legal provisions even after the relationship has been terminated, in compliance with current privacy and data security regulations.

#### **CONFLICT OF INTEREST**

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

#### REPUDIATION OF ALL FORMS OF TERRORISM, SUBVERSION AND CRIMINAL ACTIVITY

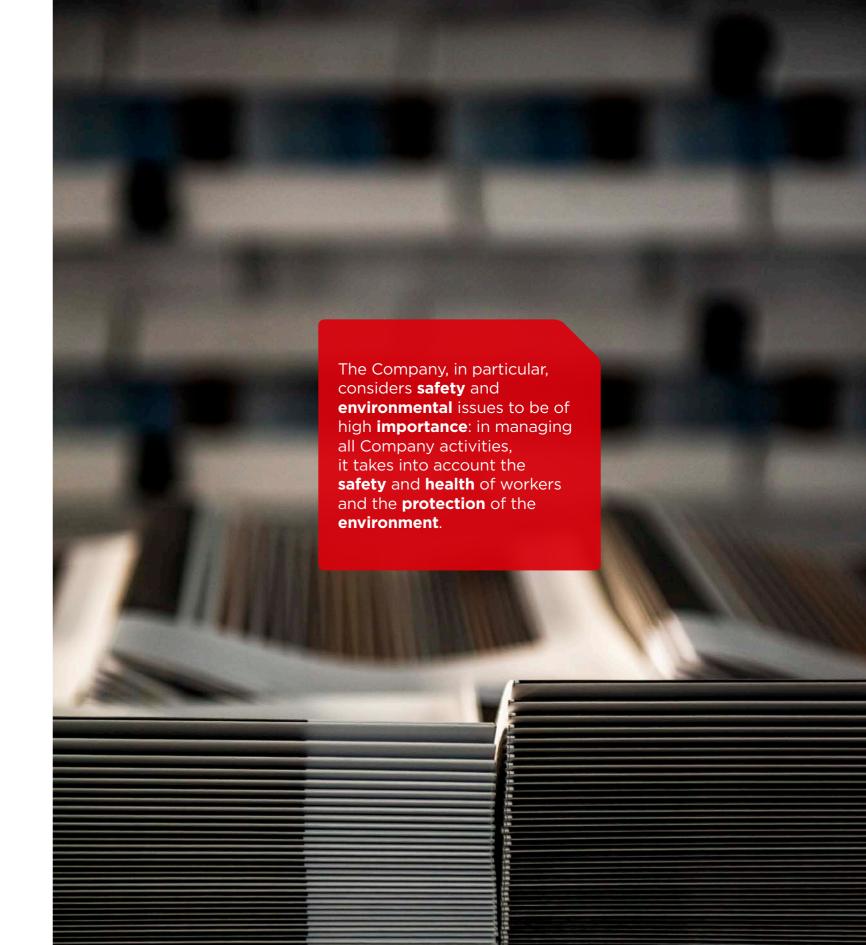
The Company repudiates all forms of terrorism, activities aimed at subverting the democratic order or criminal conduct. It therefore adopts all appropriate measures to prevent the danger of involvement in acts of terrorism, subversive activities or organised crime.

### SEPARATION OF ROLES AND POWERS

The Company has developed an organisational system geared towards the principle of separation of roles and powers, whereby no one can independently manage an entire process.

#### COMPETITION

Grafiche Antiga regards competition as a value and operates in the marketplace respecting the principles of fairness.



#### PREPRESS AND PHOTO PREPARATION

The quality of a printed product is closely linked to high technology applied to color, 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 color, image quality and image depth, which are particularly important when printing valuable products. This process is environmentally friendly thanks to continuous technological investments.

#### **COLOR LAB**

At Grafiche Antiga, we have always worked with color and employed state-of-the-art technology to provide timely answers to professionals who, through the visual language of color, create fashions and influence trends. In the 'Color Laboratory', the fascinating process to which companies and graphic studios have access, the stages of heat acquisition and formulation, sample production, comparison of prints, evaluation of any differences through to ink production take place.

#### **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**

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
PHOTO PREPARATION
FOR PRINTING



PRINTING



**PUBLISHING** 



PAPER CONVERTING



BINDING



LARGE FORMAT DIGITAL PRINTING



**LOGISTICS** 



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 adopted to date by Grafiche Antiga towards its stakeholders.

Stakeholders	Stakeholders' 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 the Human Resources Department.</li> <li>Supervision of the internal climate.</li> <li>Induction programmes for new recruit</li> </ul>	
CUSTOMERS	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 responsible management. Creation of value. Timeliness and willingness to engage in dialogue. Adequate risk management including socio-environmental risks. Consideration of ESG issues.	<ul> <li>Shareholders' Meeting.</li> <li>Conference-calls or regular meetings following relevant communications.</li> </ul>	
COMMUNITIES AND LOCAL AUTHORITIES	Territorial support and development.	Organisation of events and meetings with local communities (Tipoteca activities).	
SUPPLIERS	Continuity of supply.  Compliance with contractual obligations.	<ul><li>Daily report.</li><li>Audits and visits to strategic suppliers.</li><li>Code of ethics.</li></ul>	
COMMUNITIES AND LOCAL AUTHORITIES	Involvement and timely information on issues relevant to the corporate population. Update on the progress of business development plans.	Newsletter.     Meetings.     Committees.	
REGULATORY AUTHORITIES	Compliance with general and sector regulations.	Conventional tools.     Specific meetings.	
UNIVERSITIES	Collaboration and job opportunities for young graduates.	In-Company internship and apprenticeship opportunities.	

### **Materiality of impacts**

Material issues are those that represent the organisation's **impacts** on the economy, the environment and people. **Materiality** is a strategic tool according to which companies must prepare their financial statements by including information on aspects that significantly affect their ability to create value over time for both the Company and its key stakeholders.

With this in mind, in 2020 Grafiche Antiga began a process of listening and dialogue on sustainability issues relevant to its strategy and stakeholders, and carried out its first materiality analysis. Dialoguing with and involving the main stakeholders enables the Company to be constantly aligned with their expectations and needs, and to capitalise on their requests with a view to creating shared value.

However, it should be noted that in 2021, the Global Reporting Initiative (GRI) released an update of the reporting standards. An important aspect of this revision concerned the identification of material topics. Through the new process, called **Impact Materiality**, the standard intends to emphasise impact metrics as a characterising factor to objectively and, as far as possible, quantitatively determine the true extent of the material topics identified.

With a view to keeping up to date. Grafiche Antiga wanted to look at its material topics from an impact perspective, i.e. identifying the main impacts for each material topic. The intention is to create as objective a picture as possible of how the Company is creating value for people, the environment and itself.

The update of the material topics, on the one hand, was based on the past materiality analysis (materiality matrix) in order to emphasise the expectations and perceptions of internal and external stakeholders, on the other hand. wanting to go a step further, it analysed its own reference context through various sources for the identification of its own relevant topics: sector benchmarks, the Sustainability Accounting Standards Board (SASB) guidelines regarding the Media & Entertainment sector, the EFRAG<sup>6</sup> guidelines regarding the Media & Communication sector and the **Sector-Impact Map** created by UNEP FI. This analysis led to the updating of its material topics to improve the accuracy of the reporting information.

The updated list of **material topics** is as follows:

- **GOVERNANCE** Innovation and sustainable investment
  - Governance and risk management
  - Economic performance

PEOPLE

- Health and safety at work
- · Human capital management
- Promotion of art and culture

- **ENVIRONMENT** Waste management
  - Efficient use of natural resources

Compared to previous years, it was decided to merge a number of themes into a single category. In fact, 'Research & Innovation' was merged with 'Sustainable Investment', given the natural interconnection between the two themes, forming the new material theme 'Innovation and Sustainable Investment'. The new theme 'Human Capital Management' also includes two old themes, 'Local Employment' and 'Talent Attraction and Retention'. In this case, the decision was taken to broaden the spectrum by bringing human resources management as a whole under this theme, as a strategic and fundamental element for the Company.

In addition, it was decided to bring the old themes 'Respect for human rights' and 'Compliance with environmental regulations' under 'Governance and risk management', as these are elements that cannot be disregarded in the way the Company conducts its business and are therefore part of

Grafiche Antiga's decision-making model. In contrast, the theme 'Water Consumption and Discharge' was removed as it was not representative of significant areas of impact. Finally, the last element to be mentioned is the introduction of a new material theme: 'Promotion of art and culture'. In this case, thanks to the sector analysis conducted, it was clear that the Company's activities have a positive impact in contributing to the enrichment and preservation of society's cultural heritage. This first analysis conducted by Grafiche Antiga on the subject of impacts is not intended to be a point of arrival. On the contrary, it is intended to be the starting point for a process of monitoring risks and opportunities on all ESG issues, which is updated annually, involving an ever-increasing number of stakeholders and with the intention of creating greater awareness of these issues.

A summary of this impact analysis is given below.



<sup>&</sup>lt;sup>6</sup> [Draft] European Sustainability Reporting Standard SEC1 Sector classification standard, this document is still a Draft in the works and has therefore been used as a source of comparison with other standards.

Summary of impact analysis 1

#### **INNOVATION & SUSTAINABLE INVESTMENTS**

#### **CORRELATION WITH SDGs**





#### ACTUAL AND POTENTIAL POSITIVE IMPACT

The constant search for the new and innovation are important elements that allow the Company to aim for ever higher levels of quality, this allows it to position itself in a high market segment further consolidating its image as a leading Company in the sector. Technological investments contribute to the optimisation of production processes and, consequently, to the reduction of the consumption of raw materials such as energy, paper and ink.

#### **ACTIONS TAKEN**

Acquisition of new machinery with a view to reducing the amount of raw materials used and optimising energy consumption per process. Examples of this are two new printing machines: a 6-color machine using water-based varnish and a 10-color machine. These new machines reduce energy consumption, washing fluid and paper sheets needed for start-up compared to the previous ones.

#### **GOVERNANCE AND RISK MANAGEMENT**

#### **CORRELATION WITH SDGs**



#### ACTUAL AND POTENTIAL POSITIVE IMPACT

Ethical business conduct is of vital importance to remain competitive in a socio-economic context of strong regulatory change, especially considering sustainability issues. In particular, compliance with laws and regulations on health and safety, the environment, information security and human rights are essential to reduce the risks of sanctions, fines, loss of brand reputation and market share. In addition, careful risk management and ethical business conduct that goes beyond mere legal compliance can have a positive impact on society and the environment.

This can increase customer trust and the positive perception of the Company itself, resulting in greater brand attractiveness and employee retention, business success and long-term competitiveness.

Finally, good corporate governance and transparent communication enable the Company to fulfil its responsibilities towards external investors, lenders, shareholders, employees, suppliers and contractors, customers, regulators, society and the environment.

#### POTENTIAL NEGATIVE IMPACT

A non-ethical business conduct that does not comply with minimum legal requirements can result in fines, penalties and a loss of brand reputation, leading to distrust on the part of customers, investors and lenders. Furthermore, poor business management can affect the Company's ability to attract and retain talent.

#### **ACTIONS TAKEN**

Implementation of organisational models and certifications:

- Management model pursuant to Legislative Decree 231/2001
- ISO 9001:2015, ISO 14001:2015 management systems and development of procedures aligned to ISO 27001 requirements.
- Chain of Custody Certification (CoC) (Standard FSCR STD-40-004).

#### ECONOMICAL PERFORMANCE

#### **CORRELATION WITH SDGs**



#### **ACTUAL AND POTENTIAL POSITIVE IMPACT**

By consolidating its economic growth, the Company also generates economic value for its stakeholders and the community in which it operates. Economic growth is often associated with greater availability for investment in optimising production processes and the use of resources. Moreover, such growth can contribute to brand reinforcement and its commitment to cultural and artistic promotion.

#### ACTIONS TAKEN

41% increase in revenue over 2022.

#### HEALTH AND SAFETY IN THE WORKPLACE

#### **CORRELATION WITH SDGs**



#### POTENTIAL NEGATIVE

Due to the nature of the activities performed, the risk profile for occupational accidents is low. However, the risks related to the health and safety of employees mainly concern the danger of injury to the hands and other parts of the worker's body from careless use of machinery.

#### **ACTIONS TAKEN**

Investments in occupational health and safety:

- state-of-the-art machinery equipped with safety devices.
- specific operator training for use and maintenance.

Summary of impact analysis

#### **HUMAN CAPITAL MANAGEMENT**

#### **CORRELATION WITH SDGs**







#### **ACTUAL AND POTENTIAL POSITIVE**

Enhancing employees' potential through training and professional development is one of the most important strategies for building a healthy work environment where employees feel valued and appreciated. Investing in the learning and growth of one's employees can greatly improve productivity in the organisation and, consequently, the quality of the products and services it provides. When a Company dedicates itself to promoting the physical and psychological well-being of its employees and supports them in realising their professional aspirations, the positive results are numerous in both the short and long term.

#### **ACTIONS TAKEN**

- Hiring policies that respect employees' rights.
- Introduction of corporate welfare programmes.
- Work-life balance programmes.
- Employee training.

#### PROMOTION OF ART AND CULTURE

#### **CORRELATION WITH SDGs**



#### ACTUAL AND POTENTIAL POSITIVE

Grafiche Antiga contributes to promoting and safeguarding the cultural heritage of Italian typography prior to the digital revolution, through its support for the Fondazione Tipoteca Italiana, a museum centre dedicated to the history of typeface and its applications in visual communication, which is now a destination for designers from all over the world and promoter of events, conferences and shows.

#### **ACTIONS TAKEN**

Support for the Tipoteca by creating meeting and exchange venues, as well as workshops open to all to keep interest in the history and culture of typography high and alive.

#### WASTE MANAGEMENT

#### **CORRELATION WITH SDGs**



#### **ACTUAL NEGATIVE**

Waste generated by the use of paper products and materials has a negative impact on the environment. Non-hazardous waste, however, accounts for 95% of the total waste produced by Grafiche Antiga.

#### **ACTIONS TAKEN**

Optimising and reducing the amount of raw materials. The Company also has a centralised plant that recovers all paper and cardboard waste generated during production.

#### EFFICIENT USE OF NATURAL RESOURCES

#### CORRELATION WITH SDGs





#### **ACTUAL POSITIVE**

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 the environmental impact associated with them. This is why the Company has chosen to source FSC\*-certified paper and to use only vegetable-based inks that are free of mineral oils in its production cycle.

In terms of the production process, the purchase of new, more efficient machinery makes it possible to consume fewer resources such as paper, ink and energy.

#### **ACTUAL NEGATIVE**

The paper production sector is extremely energy-intensive and dependent on the use of water resources.

Grafiche Antiga, by positioning itself downstream in the paper chain, has an indirect negative impact on climate change and biodiversity.

#### **ACTIONS TAKEN**

- Energy efficiency measures at various stages of the production process globally.
- Primary use of vegetable-based inks.
- FSC® certification for the paper used.
- Increased electricity production from photovoltaic plant.



## **Quality culture and sustainable approach**



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





Over the years, the Company has invested significantly in its R&D department with the aim of integrating vegetable-based inks, energy-efficient printing systems and responsibly sourced raw materials (FSC® paper) into its production cycle. The combination of quality and sustainability has helped to make the Company, which has been in business for over 55 years, a leader in the production of quality sheetfed printing and has made it a benchmark in its sector on the national and international scene.

For some years now, developments in the graphics field have outlined a growing trend towards the use of uncoated and textured papers for prestigious editorial and book products, institutional printed matter such as catalogues, Company profiles and monographs.

Natural papers have a less smooth surface but are decidedly more 'generous' in restoring unparalleled tactile sensations, but 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
color 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:

- it does not require any special processing at the photolithography stage; the Company is also working on color proofs made with the FOGRA 51 profile for coated papers;
- it guarantees colorfastness, which preserves brilliance and tone: it allows printing with high dithering;
- it is carried out using vegetable inks, which require de-inking processes classified as GOOD by the European Recovered Paper Council.

**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 5.2

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

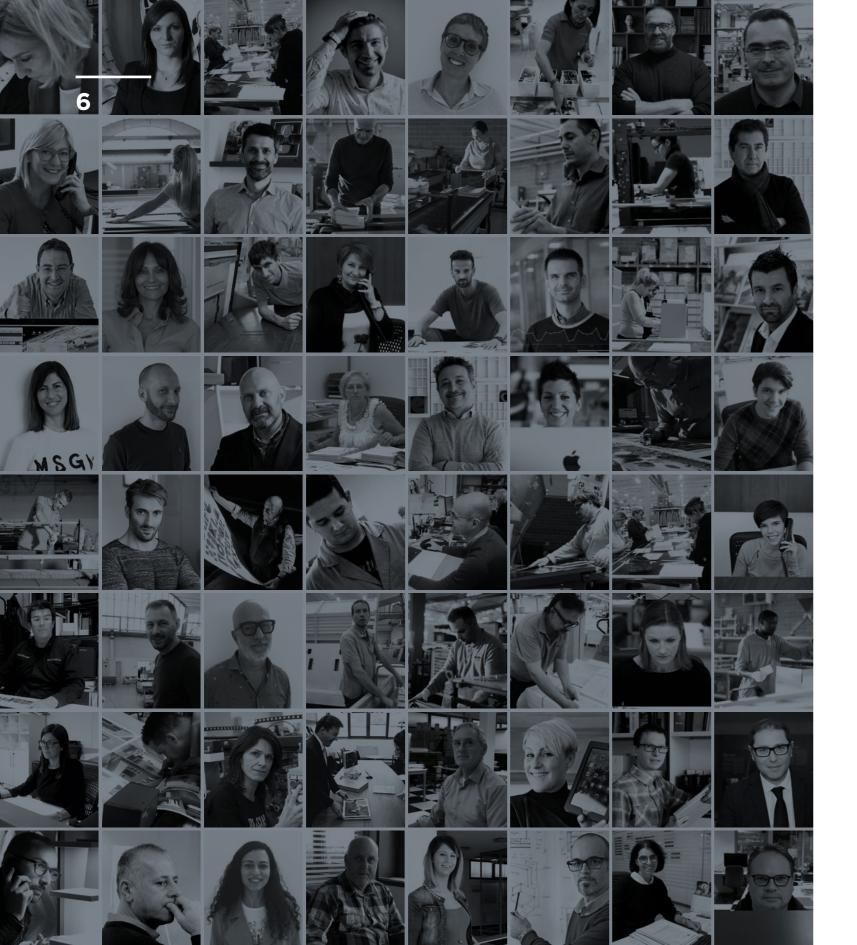
indicates that the wood or paper of which the product is made of come from recycled and recovered material.



#### The FSC® 100% label

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





## **Governance - Corporate governance structure**



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

#### **BOARD OF DIRECTORS**

Consisting of three 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 2023–2025, 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.

ESG Governance 6.1

Since 2021, Grafiche Antiga has established the **Sustainability Committee**, which performs **proactive** and **consultative functions** towards the **Board of Directors**, in assessments and decisions relating to **ethics** and **sustainability**.

The **committee**, consisting of the following functions, general manager, environment and safety manager, purchasing manager, supervisor of major customer projects and internal sustainability contact person, **performs the following tasks:** 

Ц

It promotes the integration of sustainability in the Company's strategies and culture and encourages its dissemination to employees, shareholders, users, customers, the territory and, in general, all stakeholders.

2

Supervises sustainabilityrelated projects to be submitted to the Board of Directors for approval and monitors their implementation. 3

Evaluates climate transition issues, i.e. decarbonisation, at an operational level, with regard to both technological innovation and the circular economy, aimed at ensuring the creation of value over time for all other stakeholders.

4

Examine the Company's non-profit strategies.

5

It monitors, for matters within its competence, the adequacy of Company policies and the Code of Ethics and their effective implementation.

6

At the request of the Board of Directors, it expresses opinions on other sustainability issues.



## Main risks related to sustainability issues and their management

6.1.1

MAIN RISKS RELATED TO SUSTAINABILITY ISSUES

MEASURES TAKEN TO MINIMISE RISK

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.









**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

6.2

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. Since 2021, the Company has also chosen to adhere to the principles of Legislative Decree 231/2001 and subsequent amendments and additions by adopting the Organisation, Management and Control Model. The Model introduced in 2021 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.

In 2023, Grafiche Antiga obtained the legality rating.

As regards the certification issue, to satisfy the growing demand of some customers, Grafiche Antiga has introduced a system of analysis and periodic checks of the environments and traceability of materials to be able to supply MOCA products (indirect contact with food).



### **Privacy and cyber security**

6.3

The protection of personal data and the safeguarding of privacy are fundamental elements of the Company's activities. In particular, Grafiche Antiga's commitment is focused on two fronts: data confidentiality and the implementation of IT system security measures. Grafiche Antiga is committed to ensuring that personal data are collected and processed in compliance with the principles and applicable laws.

The Company has implemented an adaptation process, consequently updating 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 101/2019.

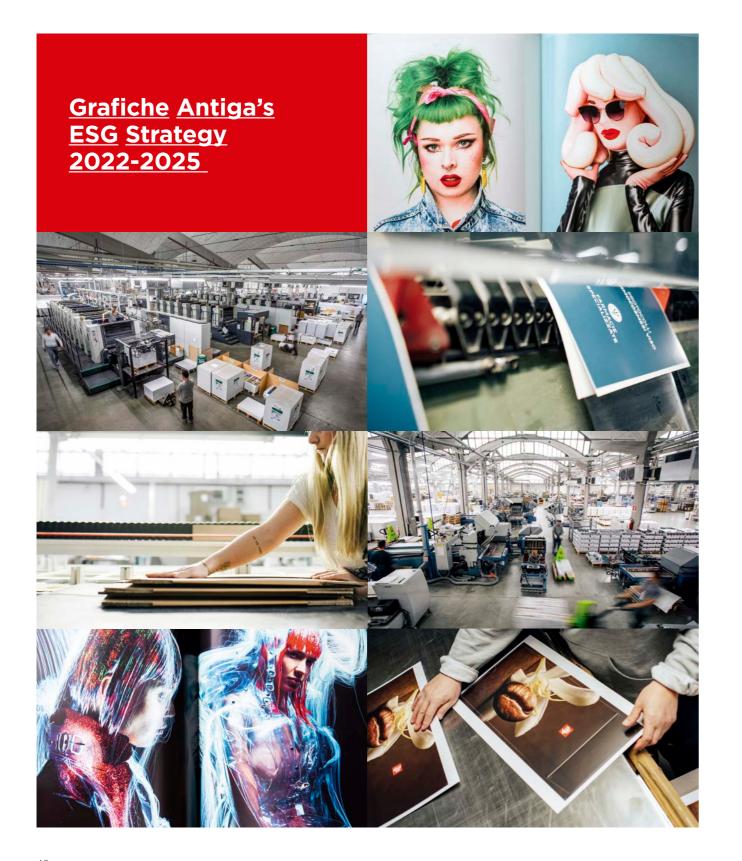
Specifically, the Company has equipped itself with new notices rendered to the interested parties and new contractual models and specific procedures updated according to the new legislation. Together with the new confidentiality contracts signed with some clients, additional measures such as access through badges and new video surveillance systems have been implemented in order to take care of the confidentiality of materials and digital content in Grafiche Antiga's possession.

In order to implement security measures and the degree of protection of IT systems and managed information, the Company developed a series of measures in the course of 2023, with the following objectives:

- Increased system reliability by moving all preexisting storage areas to a single device, which resulted in increased performance and reliability.
- Improved service continuity, which was achieved through the Disaster Recovery Datacenter, which was upgraded to allow it to cope with any major failures of the Primary Datacenter, thus increasing the level of service guaranteed.
- Increased information protection by adding a new IBM Backup infrastructure with 1.2 PB capacity for data and file protection.
- Refinement of control systems by adopting an access and permission monitoring system through the Netwrix Auditor platform.

During 2023, the level of IT security was increased with the implementation of the Policy Manual according to the ISO 27001 specification. All IT-related business processes and the use of resources were mapped out and the relevant users were trained.





#### **GOALS** Replacement of lighting in outdoor areas **ENVIRONMENT** with LED lamps **ENERGY EFFICIENCY** Energy efficiency with a new device on a AND REDUCTION OF CO. printing press for heat energy recovery. **EMISSIONS** Acquisition of certified 'green' energy by 2023 for 70% of consumption (459 tonnes CO<sub>a</sub> avoided). Reducing waste substances by purchasing new printing presses with lower chemical consumption. **REDUCTION IN RAW** Implementation of the Premium Color MATERIAL CONSUMPTION Print offset printing technique (developed by Grafiche Antiga in 2021) with the aim of further reducing the use of varnish. Connection to the sewage system for wa-IMPROVING WASTEWATER stewater disposal, which was previously managed by periodically emptying the ap-QUALITY propriate tanks. Implementation of audits and visits to sup-SUPPLIER MONITORING pliers on environmental aspects. Implementation of an employee welfare system, evaluation of a dedicated platform **HUMAN CAPITAL** to manage the budge. MANAGEMENT Establishment of internal training sessions **SOCIAL** with all staff in the Company. Implementation and consolidation of communication with external stakeholders on RELATIONSHIP WITH the Company's sustainability practices. THE LOCAL COMMUNITY Implementation and consolidation of partnerships with universities and schools. Implementation of the organisation and risk management model pursuant to Legislative Decree 231/2001. Obtaining the Declaration of Conformity ORGANISATIONAL MODELS/ for MOCAs (materials and articles in indirect contact with food). CERTIFICATIONS **GOVERNANCE** Membership of the SEDEX platform for sharing ethical and sustainable practices. **ESTABLISHMENT** Establishment of a sustainability commit-

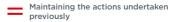




**RATING SYSTEMS** 

OF THE SUSTAINABILITY

COMMITTEE



tee to oversee and review sustainability-re-

lated projects.

Achieve the legality rating.

**PROGRESS** 

 $\frac{46}{4}$ 







## **Economical performance**



In addition to the environmental and social sphere, **economic sustainability** is of primary importance to ensure the Company's **durability** and **growth**.

The good results achieved, also as a result of the significant investments made, are confirmed for 2023.

In 2021, a plan began to renew the equipment, with the gradual insertion of new high-tech, high-performance printing presses. In 2021, a new generation 6-color + varnish machine was installed (the first in Italy). In addition to quality and speed, 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.

In 2022, two new printing presses were purchased: a 10-color machine, with the same characteristics as the 6-color machine purchased in 2021, and a 5-color machine with a Full Led UV varnisher.

In 2023, a new 10-color press with similar characteristics to the previous one was also ordered, thus achieving a complete renewal of the printing department, with a high level of quality and technology.

The gradual conversion of the machinery at Grafiche Antiga required significant investments of around EUR 8,500,000 over the three-year period 2021 - 2022 - 2023.

#### **Generated and redistributed value**

7.1

Generated and redistributed value is the sum total of the economic and financial benefits generated by Grafiche Antiga for its stakeholders. In other words, it can be considered the "wealth" produced and distributed by the Company in the area: to suppliers, employees, public authorities, etc. Its breakdown highlights in objective and quantitative terms the Company's consistency with the ethical and social responsibility principles it has adopted.

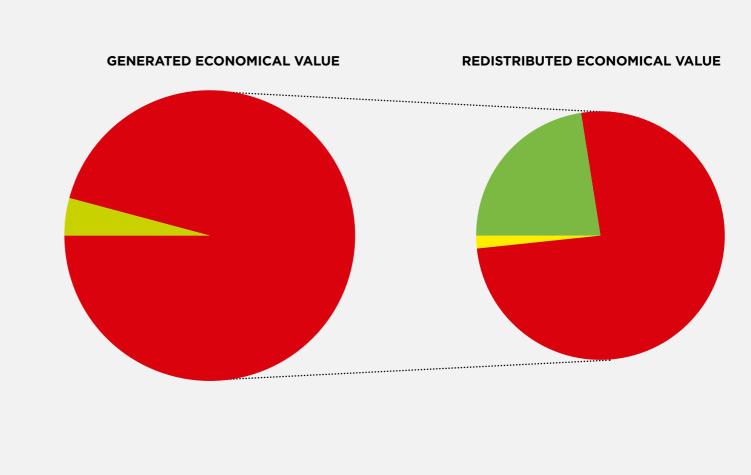
# Economic value generated and redistributed Triennium 2021-2022-2023

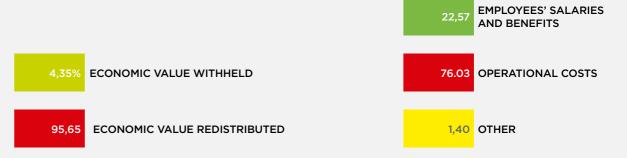
ECONOMIC VALUE GENERATED
ECONOMIC VALUE REDISTRIBUTED
OPERATING COSTS
WAGES AND BENEFITS
PAYMENTS
TO CAPITAL PROVIDERS
PAYMENTS TO PUBLIC
ADMINISTRATION.
INVESTIMENTS
IN THE COMMUNITY

	-	<del>-</del>
2021	2022	2023
34.312.626	42.077.032	41.576.317
33.895.471	39.686.953	39.767.202
25.333.489	30.856.937	30.235.824
8.367.401	8.535.469	8.976.435
45.834	131.928	381.156
.0.00 .	10.1020	3333
159.846 - 147.747	124.119	170.787
11.000 - 1.000	38.500	3.000

Figures for 2023 show that economic values will remain substantially stable compared to 2022.

## **Generated and redistributed value Euro** · 2023







## Our committment 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**.

Grafiche Antiga's growing **commitment** to **environmental issues** is reflected in its collaboration with **Climate Partner**, which supports Grafiche Antiga in **calculating** an organisation's **Carbon Footprint** and determining an **emissions reduction** strategy.



INVESTMENTS: NEW SERVERS (COMPANY DATA STORAGE)

NEW PRINTING MACHINE

DIGITISATION OF DATA COLLECTION THROUGHOUT THE SUPPLY CHAIN



1.119 GJ ENERGY PRODUCED BY PHOTOVOLTAICS, OF WHICH:

- 983 GJ CONSUMED IN SITE
- 126 GJ RE-INTEGRATED INTO THE NETWORK



12% REDUCTION IN NATURAL GAS CONSUMPTION 2022/2023

99% OF WASTE GENERATED DESTINED FOR RECOVERY OPERATIONS

99% OF THE WASTE PRODUCED ARE NON-HAZARDOUS



146 T CO<sub>2</sub>-EQ AVOIDED THROUGH PHOTOVOLTAIC ENERGY PRODUCTION IN 2023

69% OF ENERGY PURCHASED FROM THE GRID WITH 100% GUARANTEE OF ORIGIN FROM CERTIFIED RENEWABLE SOURCES

### **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 2021 2022 2023

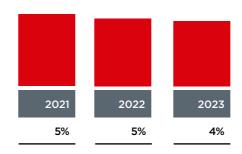
TYPE OF MATERIAL	U.o.m.	2021	2022	2023
PAPER	kg	5.977.644	5.609.448	5.716.045
LAMINATING FILM (PP)	sqm	1.514.282	1.500.364	1.327.525
WOODEN PALLETS	no.	11.808	14.863	15.697
PLASTIC PALLETS	no.	2.520	3.000	4.500
CARBOARD BOXES	no.	280.208	221.288	256.871
HEAT SHRINK FILM (PET - PP)	kg	12.430	14.076	11.112
ALUMINUM PLATES	kg	91.200	83.880	88.130
INKS	kg	34.000	36.000	24.400
SOLVENTS	1	34.000	23.000	23.000
OILY VARNISHES	kg	5.000	6.000	4.400
WATER BASED VARNISHES	1	19.000	15.000	9.600
(VINYL AND POLYURETHANE) GLUES	kg	13.900	15.100	15.769

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

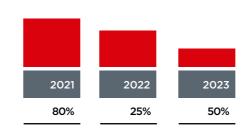
To date, the Company has replaced 95% of its packaging containing polystyrene with cardboard packaging. The efforts in the area of packaging continue with the aim of minimising the amount of cellulose materials required, designing them with as little material as possible. A further 4% material reduction for carton packaging was achieved in 2023 compared to 2022.

The FSC® label identifies products containing wood from forests that are managed correctly and responsibly according to strict environmental, social and economic standards. The use of FSC®-certified paper is steadily increasing from 40% in 2021 to 57% in 2023. 27% of this is used in FSC® -labelled products.

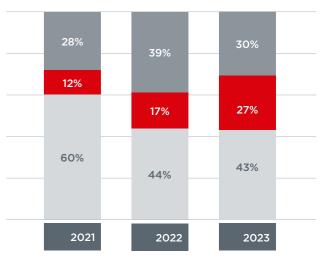
## Reduction of raw material used for packaging on previous year



## Reduction of polystyrene used in displays on previous year



## FSC® and non-FSC® paper consumption (Kg) years 2021 2022 2023



FSC\* paper consumption for non FSC\*-certified products

FSC\* paper consumption for FSC\*-certified products

Non FSC\* paper consumption

### **Energy efficiency**

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

As far as production is concerned, consumption is attributable not only to the machinery, but also to a very sophisticated air-conditioning system, which allows constant temperature and humidity to be maintained in all production areas 24/7.

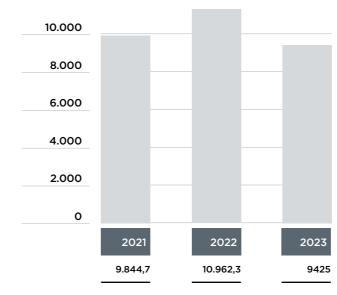
In order to improve its environmental profile, every year Grafiche Antiga promotes investments to modernise its machinery and introduce new technologies that guarantee constantly improving performance, also in terms of energy efficiency. In 2021, Grafiche Antiga acquired a new six-color offset press equipped with a water-based coater. Three factors make it much 'greener' than its predecessor:

- Cloth washing system, with a reduction in washing fluid consumption of around 70% compared to a conventional system.
- VariDry Blue technology for the drying oven with potential energy savings of up to 50% compared to conventional IR dryers.
- An AC motor, which reduces energy consumption by around 10% compared to a DC motor.

In 2022 a new 10-color press was installed with the same technology as the 6-color press, and therefore with the same motor and washing system benefits. This new machine does not have a drying oven.

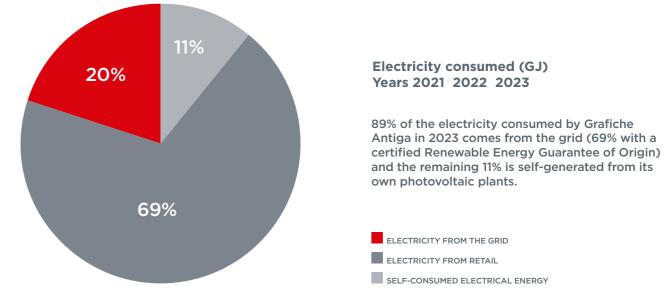
Part of the energy consumption is also provided by photovoltaic systems and is therefore considered 100% clean energy. The photovoltaic plant located on the roof of the Crocetta site has a capacity of 700 kWp and covers an area of 15,000 sqm. Another 105 Kwp plant is on the roof of the Cornuda warehouse.

#### Electricity consumption (GJ) Years 2021 2022 2023



Energy consumption decreased in absolute terms by 14%, from 10,962.3 GJ in 2022 to 9,557 GJ in 2023; of the latter, 8,438 GJ was taken from the grid, while the remaining 1,119 GJ came from the Company's own plants.



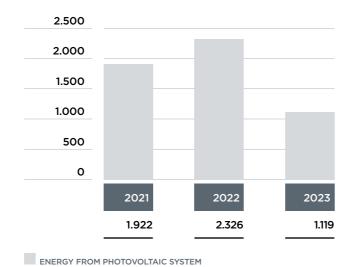


In 2023, the photovoltaic panels produced 1,119 GJ of energy, of which 89% was self-consumed. The plant's production was halved compared to the previous year due to the damage caused by the violent hailstorm in July 2023, which compromised its operation.

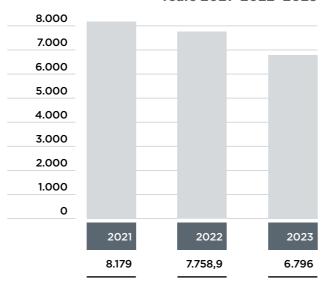
## Electricity produced by photovoltaic system (GJ) - Years 2021 2022 2023

	2021	2022	2023
TOTAL ENERGY PRODUCED	1.922	2.326	1.119
SELF-CONSUMED	1.728	1.788,7	993
REDISTRIBUTED TO THE GRID	194	537,4	126

Energy produced - photovoltaic panels (GJ) Years 2021 2022 2023



Natural gas consumption (GJ) Years 2021 2022 2023



Natural gas consumption decreased by 12% compared to 2022. The use of natural gas is mainly attributable to room heating as it is not used in the production process.





Emissioni 8.3

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 and environmentally friendly behaviour are Grafiche Antiga's main levers for the efficient use of energy and natural resources and the reduction of CO<sub>2</sub>eq emissions.

Direct emissions (Scope 1) are greenhouse gas (GHG) emissions from assets owned by the Company or that the Company operationally controls; indirect emissions (Scope 2) include emissions from the generation of externally purchased or acquired energy: electricity, steam, heat or cooling, which the organisation consumes.

In Scope 1, emissions related to natural gas consumption of the headquarters and the consumption of the Company's fleet<sup>1</sup> have therefore been associated.

In the calculation of Scope 2 emissions, on the other hand, emissions from the supply of electricity calculated according to the 'Location-based' methodology have been reported.

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

Scope 1 emissions also include emissions from the use of Company vehicles, whose fleet consists of 1

<sup>1</sup>The GHG Conversion Factors for Company Reporting – UK Government 2021 were used.

diesel truck and 11 passenger cars, of which 9 are diesel and 2 natural gas.

Scope 2 emissions are further reduced from 420 t  $\rm CO_2$  eq in 2022 to 353 t  $\rm CO_2$  eq in 2023. This is due to Grafiche Antiga's decision to increase the amount of renewable energy with a Guarantee of Origin. The emissions associated with energy purchased with a Guarantee of Origin from renewable sources have been considered zero.

Scope 3 indirect emissions are due to upstream and downstream supply chain activities. This category includes emission sources mainly from power generation and distribution and end-of-life management. They are therefore not under the direct control of Grafiche Antiga. Part of SCOPE 3 emissions is linked to employees' home-work journeys, which in the Company's local area are mostly by car. This is why Grafiche Antiga aims to make all employees aware of sharing car journeys with colleagues.

## **Corporate Carbon Footprint 2023**

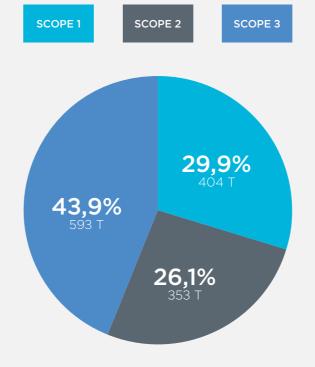
Grafiche Antiga continua anche nel 2023 il **percorso** per il **calcolo** della propria **Corporate Carbon Footprint** (CCF) di organizzazione.



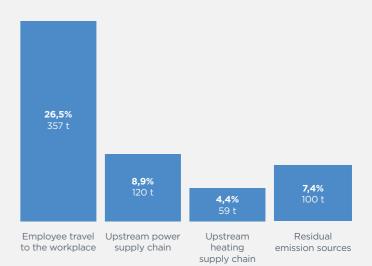
The CCF represents the total amount of  $CO_2$  emissions produced by a Company in a given time interval and defined system boundaries. This calculation is an essential prerequisite for the subsequent definition of a climate change intervention strategy, as it allows the Company to assess its impact and plan possible emission reduction actions in accordance with the Paris Agreement

Annual carbon footprint reports also allow companies to check their progress against reduction targets and identify areas where emissions can be further reduced. Grafiche Antiga's carbon footprint calculated according to the Greenhouse Gas Protocol guidelines gave the following results: total emissions 1,351 T  $CO_2$ ; of these emissions, the breakdown according to Scope 1, 2 and 3 is as follows:

## Breakdown of emissions of CO<sub>2</sub> based on SCOPE 1, 2, 3



## Main sources of emissions of CO<sub>2</sub> based on SCOPE 3



**Sustainable logistics** 

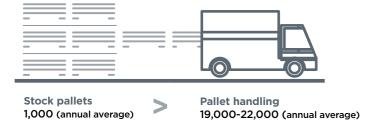
8.4

The Company, in contrast to the custom in the printing industry, has long since chosen to **internalise** as much **post-printing processing** as possible in order to arrive at the finished product, thus limiting outsourcing and the associated transport.

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

The Company offers its clients a logistics service, storing the product in climate-controlled warehouses and distributing it on demand through an advanced system capable of assembling several orders in a single shipment to final clients, optimising loads and reducing specific transport-related emissions.

Annually, Grafiche Antiga has between 19,000 and 22,000 pallets handled on average and around 1,000 pallets in stock: the low stock levels are typical of made-to-order production and the Company's *just-in-time* policy in the graphics industry.





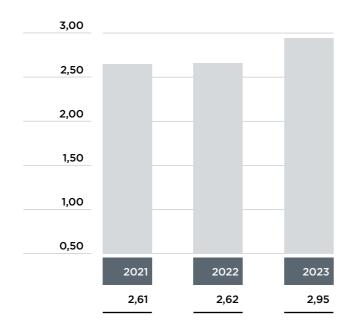
Water withdrawals are of little relevance to Grafiche Antiga's activities and are mainly related to washing printing presses, watering green areas and civil uses (toilets).

Consumption is monitored mainly with a view to reducing waste of water for irrigation.

The Company has no production discharges as the water used for washing the machines is then treated as special waste; domestic waste water is discharged into the sewerage system. The amount of water withdrawn in 2023 is increasing slightly, a consequence of the increase in production, but basically in line with that of '21 and '22.



Water withdrawal (Megaliters) Years 2021 2022 2023



WATER WITHDRAWAL

The **waste** produced by Grafiche Antiga is mainly **paper** and **cardboard**, **aluminium**, **wood packaging**.

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.

Hazardous waste in 2023 represents around 1% by weight of the total waste produced (in 2022 this amount was 5% of the total: there has therefore been a significant improvement in this respect).

During 2021-2023, Grafiche Antiga implemented a number of actions to reduce the quantities of certain categories of waste; an example of this is the drastic reduction in aqueous liquid waste containing ink (EWC 080308), following the modernisation of its offset printing facilities.

During 2023, the amount of waste destined for recovery operations also increased: 99%: in 2022 the percentage was 96%.

#### Waste produced (ton) by destination Years 2021 2022 2023

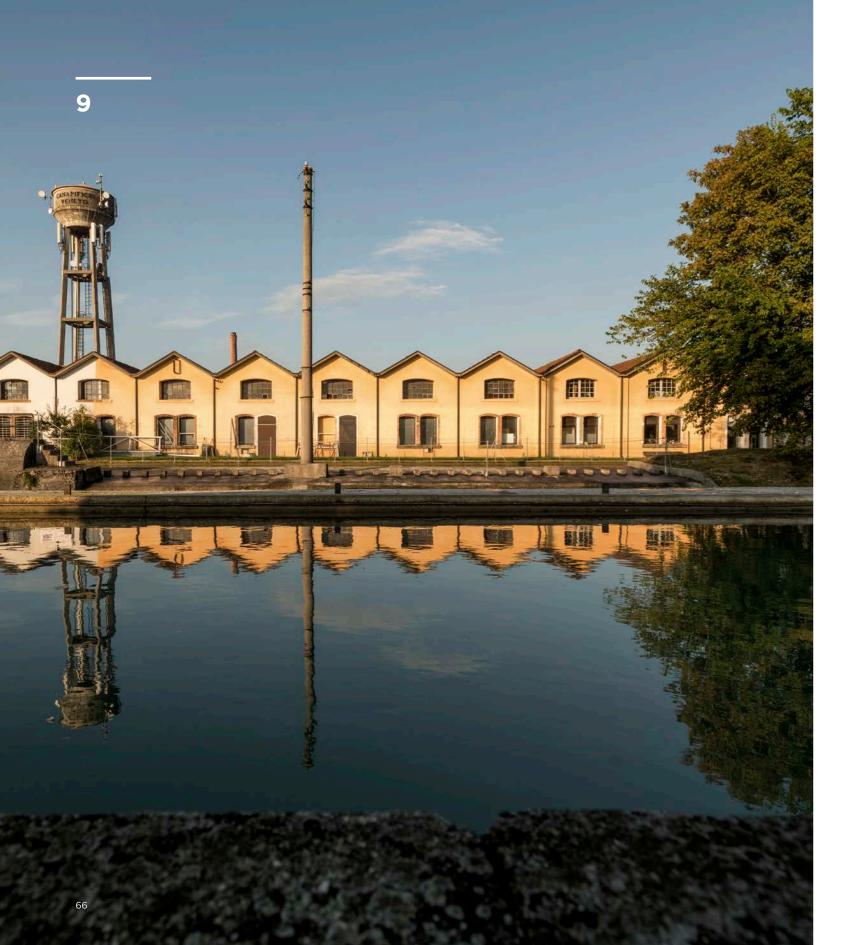


NON-HAZARDOUS WASTE FOR DISPOSAL

NON-HAZARDOUS WASTE FOR RECOVERY

HAZARDOUS WASTE FOR DISPOSAL

HAZARDOUS WASTE FOR DISPOSAL FOR RECOVERY



## Our committment 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.



TIPOTECA AS A SPACE FOR SHARING CULTURE AND ORGANISING EVENTS

56 EVENTS ORGANISED IN 2023 AVERAGE ATTENDANCE 95 PEOPLE





Tipoteca Italiana is an international point of reference for professionals, students and enthusiasts in the world of visual communication. The Jury of the American Printing History Association (APHA), based in New York, has awarded Tipoteca Italiana the APHA Award Institutional 2023 as the best museum in the world for the promotion and dissemination of Italian typographic knowledge. This is the first time ever that the prize has been awarded to an Italian institution and, in the thirtyeight years of the award's existence, Tipoteca Italiana is the fifth European institution to receive it, after the past awarding to St Bride's in London (1989), the Gutenberg Museum in Mainz (2000), the Plantin-Moretus in Antwerp (2002) and the English printing office The Whittington Press (2009).

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.



**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.



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 Foundation's and the Museum's commitment is strongly oriented towards education and training in the most inclusive sense possible, not only aimed at school groups, but at every type of audience (adults, companies, associations). It is possible to identify two distinct roles in Tipoteca: an institutional role, expressed by the Foundation's activities aimed at other institutions, and a more operational one, which experiments with every possible strategy for the dissemination of culture: in the following we give some statistics related to activities in the three-year period 2021-2022-2023.

The flow of initiatives is uninterrupted: thanks to the network with professionals and scholars, Tipoteca's cultural offer is enriched with constant, new insights. Events have rapidly increased and in recent years an average of 50 per year have been organised. School students visiting the museum number around 12,000 per year.

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

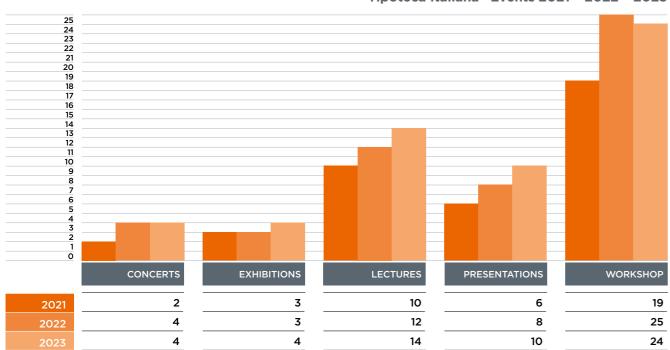
The intensity of initiatives has been gradually modulated over time, and in the last five years Tipoteca has adopted a more strategic approach, so much so that the Foundation now aims to pursue relations and involve significant figures, including in the business activities of Grafiche Antiga. The fact 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

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 2021 - 2022 - 2023



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 one 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 into the future.



# The Officina Bodoni. Mardersteig and the art of the book

05.2023

The exhibition L'Officina Bodoni.

Mardersteig and the Art of the Book offers the public the chance to admire a selection of masterpieces from the Officina Bodoni, published between 1922 and 2006, and kindly loaned for the exhibition by his son Martino. The exhibition includes more than forty fine editions, as well as the printing house's typefaces, starting with the first titles printed in Montagnola and ending with those of the Officina's long Verona season. The beauty of the books originates from the substantial intonation between all the parts that compose them: this is the Officina's golden rule.

Giovanni (Hans) Mardersteig was born in Weimar (Germany) in 1892. His passion for books and refined artistic training made him one of the most revered typographers of the 20th century and, what is more, in a new homeland, Italy. Having moved to Montagnola di Lugano in Switzerland for health reasons, in 1922 he founded the Officina Bodoni there and, already that year, published a first draft for Goethe's *Urworte* and, the following year, Angelo Poliziano's *Orphei*, set by hand and printed in the Dingler press with Bodoni typefaces cast from the original matrices preserved in Parma. In 1927, the printing house was transferred to Verona, as Mardersteig was entrusted with the supervision of the Italian edition of Gabriele d'Annunzio's *Opera omnia* at Mondadori.







### 9.3.1

### 'In un tempo lungo'. Livio Ceschin, engravings

09.2023

In the exhibition "In un tempo lungo". the visitor has the opportunity to become intimate with the world view of a refined and sensitive engraver like Livio **Ceschin** thanks to a selection of materials - graphic works in primis, but also copperplates, art editions, carnets with study sketches, working tools — that give an account of the artist's production from the early 1990s to the present day.



Livio Ceschin possesses a sharp, attentive and precise gaze on nature and landscape. This gaze is the result of an intense inner gestation, expertise and experience with admirably difficult techniques such as etching and drypoint, for which he nurtures an elective affinity from the very beginning



It is no coincidence that Ceschin's selective and rarefied visual language led him to frequent (in all senses) the equally dense and refined idiom of authors such as Andrea Zanzotto, Mario Luzi, Franco Loi, Luciano Cecchinel and Pierluigi Cappello, to create an illuminating dialogue between graphic sign and poetic text. But Ceschin is also an explorer of nature, of landscapes, of marginal places that retain their essence intact. 'Long time' (Tempo lungo) is the keynote of the message that Livio Ceschin addresses to us, inviting us to turn our perspective upside down. Nowadays, we speed through life, we programme it, we even conceive of machines that give us the illusion of ease, not realising that they steal our time and speed up our race, taking away our taste for time. A life full of events but, at times, devoid of meaning. Livio Ceschin's long time takes on many other forms: it is the long time of nature and its sacredness, of its great spaces and its great silences.

### 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 design and visual communication, publishing, art and photography.



Rimo proœmium. Secudo quéa tradéda fint. Tertio utrum utili diatur. Quarto qua ratione in pa & quæ tradéda sint. Quito de gr gramatici. Septimo an oratori fu um scietia. Octavo de musica. Nono de

pronunciationis & gestus institutione. V pore doceri prima atas possit.



#### 01.2023

Uno sguardo dal ponte. Franco Battiato & Giusto Pio "Uno sguardo dal ponte" recounts the fruitful partnership between Franco Battiato, one of the most representative icons of Italian music, and Giusto Pio, the musician linked to him and thanks to whom record albums such as "L'era del Cinghiale Bianco" and "La voce del padrone", which have entered the collective imagination of Italians, were born. Giusto Pio's direct testimony takes us back to the years 1970-1980, to the genesis of the music we all loved, shown from the inside through the 'gaze' of the person who was the creator and co-author with Battiato.

#### 09.2023

### Venice, 1470. The birth of the Roman with Riccardo Olocco

The lecture tells the story of the origin of what is considered the most important text font in the history of western typography. The Roman created in Venice by Nicolas Jenson in 1470 can be considered the progenitor of all regular text fonts, which we are still accustomed to reading in our books and on our screens today. Enlightening us on this extraordinary formal and aesthetic evolution in the history of text fonts is the story of Riccardo Olocco, typography historian and type designer.

#### 11.2023

### The art of signs with Carlo De Stefani and James Clough

Carlo De Stefani (known to the public as 'Sign Painter') and the calligrapher and scholar James Clough talked about, each from his own experience, an art that has existed for centuries and was inevitably born to be noticed: the former, as a passionate practitioner of hand-painting signs that he makes for shops and buildings: the latter, because of his lifelong interest in fine letters and their history. Both will address the past and present of signs from a historical and aesthetic perspective, and their tale will attempt to draw a sort of map of Italy's commercial communication, with its incredible facets of materials, techniques, and durability.

Education 9.4.1

In the age of digital fonts, **typography** is no longer the exclusive domain of professionals and experts, but concerns all people who use fonts to communicate with contemporary tools. For this reason, **education** and **training** are cornerstones of Tipoteca's activities.



#### **Tipoltalia**

The summer period at Tipoteca becomes the period of choice for hosting advanced training events for designers and professionals. Tipoltalia is an extended course to get to know and experiment with Tipoteca's collections. The focus is on the knowledge and study of calligraphic and typographic forms expressed throughout the centuries of writing and printing history in Italy. In addition to the design and artistic creation of specimens and printed matter, the Tipoltalia formula combines days of introduction to digital type design with field visits to places and institutions connected to typography, to enrich the participants' training offer.

### **Legacy of Letters**

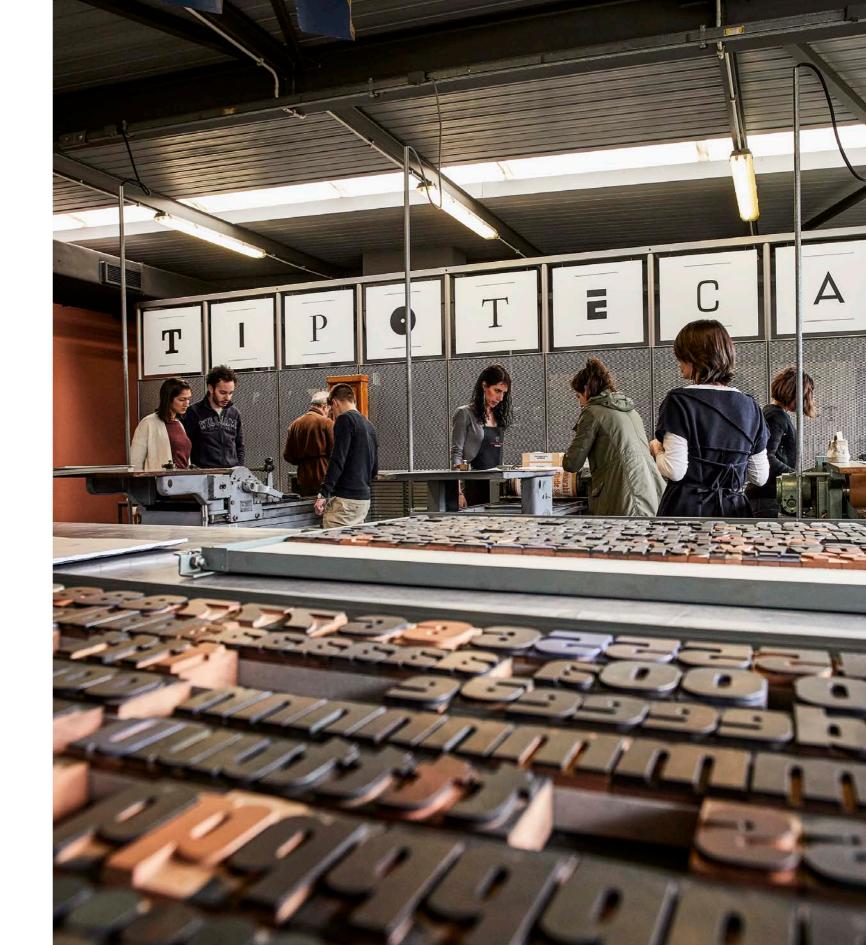
It is an annual event for designers and enthusiasts, offering the opportunity to explore aspects of the history of lettering, type design and Italian typography. Conceived by New York-based scholar and calligrapher **Paul Shaw**, a must for **Legacy of Letters** is the multi-day **letterpress workshop** at Tipoteca. Here, participants, under the guidance of guest artists/designers, experiment with the hand typesetting and letterpress printing of a limited edition linked to the theme chosen for the current edition.

### Gesti, segni, colori

In collaboration with **Smed - Scrivere a Mano nell'Era Digitale** (Handwriting in the Digital
Age), an association that has been promoting
handwriting for years through tailor-made courses
for teachers and children, Tipoteca organises **Gesti, segni, colori**. It is a day in which the protagonist is
handwriting: the workshops active throughout the
day are an invitation to explore the pleasure and
beauty of the written sign, under the guidance of
experts and passionate teachers.

### Do not go gentle in that good night

The event, in collaboration with Illustri Festival and Treviso Comic Book festival, was created in memory of **Elena Xausa**, a very talented illustrator who passed away just over a year ago. Six illustrators will enrich the dialogue on stage and perform in a unique **collective drawing performance**: Sarah Mazzetti, Lucio Schiavon, Michele Dissegna, Silvia Reginato, Michele Bruttomesso, and Mauro Gatti.



Other initiatives 9.5

## **Campiello Prize**

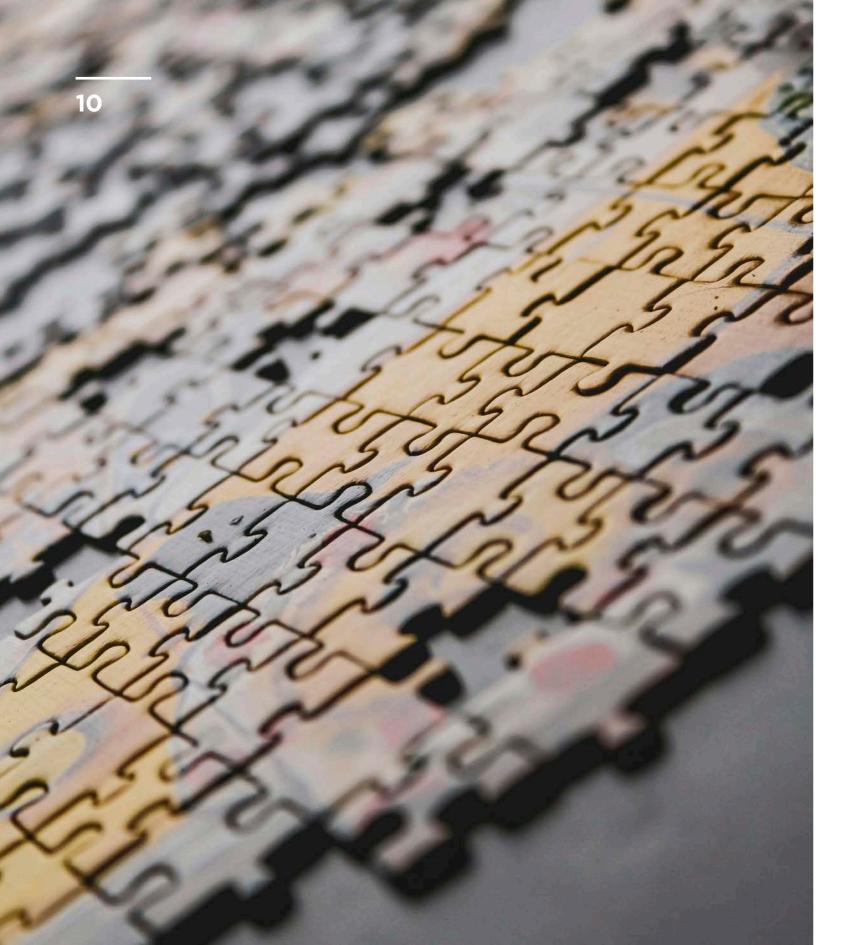
In June 2023, the annual public meeting with the finalist authors of the **61st edition of the Campiello Prize** was held in the Tipoteca Auditorium. Grafiche Antiga is the technical sponsor and Tipoteca Italiana the cultural sponsor and venue for a stage of the Prize's national tour dedicated to contemporary fiction.











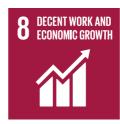
### **Human resources management**



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.

All employees enjoy equal opportunities and are free from discrimination based on age, religion, ethnic or geographical origin, sexual orientation, political or trade union membership; Grafiche Antiga assesses the professional and personal skills and abilities of each employee, avoiding favouritism or patronage. The creation and promotion of a positive, stimulating and welcoming working environment is an absolute priority for the Company, so that people's freedom, dignity and integrity are always protected and supported by correct interpersonal relations, for the best personal and collective work performance. Our commitment to support the SDG's: some numbers.



+2% ON THE RATE OF EMPLOYEE RECRUITMENT COMPARED TO 2022

99% OF STAFF EMPLOYED ON OPEN-ENDED CONTRACTS

72% OF TOTAL YOUNG PEOPLE EMPLOYED AS WORKERS



2 ACCIDENTS IN 2022

-62% ON THE SEVERITY OF WORKPLACE ACCIDENTS COMPARED TO 2022



1,962 HOURS OF TRAINING PROVIDED TO STAFF



85% OF CUSTOMERS IS OF ITALIAN NATIONALITY

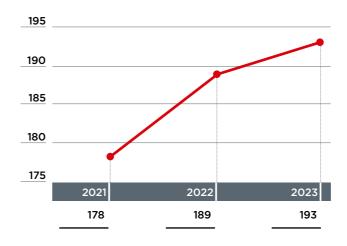
265 SUPPLIERS EVALUATED ON ENVIRONMENTAL ASPECTS

## The employees of Grafiche Antiga

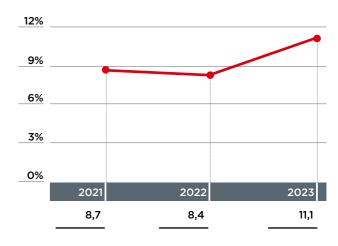
As at **2023** Grafiche Antiga had **193** employees, 8 of whom belonged to vulnerable categories. The classification of the male and female workers in the Company outlines a relatively balanced representation of both genders in almost all job categories and age groups.

# 2021 - 2022 - 2023

Number of employees in the three-year period



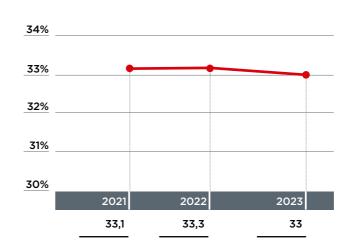
# Proportion of staff aged <30 in the total 2021 - 2022 - 2023



# Employees by professional category, gender and age group in 2023

CORPORATE		<30		30-50		50			TOTAL
CATEGORIES	Ť	•	Ť	•	Ť	•	Ť	•	тот.
MANAGERS	-	-	-	-	1	1	1	1	2
EXECUTIVES	-	-	-	-	2	-	2	-	2
CLERKS	3	3	21	19	21	7	45	29	74
WORKERS	7	8	48	16	23	13	78	37	115
TOTAL	10	11	69	34	41	19	126	67	193

# Women as a percentage of the total over the three-year period 2021 - 2022 - 2023





The **personnel** figures show that the number of employees is substantially **stable** compared to previous years.

In 2023, thanks to a strong recruitment policy, there was an increase with 15 new hires. Among the new hires were 7 people under the age of 30 and 8 between the ages of 30 and 50.

On the other hand, 11 people left during the year, including 3 retirements. In 2023, 99% of staff were hired on permanent contracts and 100% of staff are covered by collective bargaining agreements, ensuring a framework of regulation and protection of labour rights for all employees.

21% of employees are represented by a trade union organisation, with which periodic meetings are held to discuss certain Company issues and employees' requests on critical issues and ideas for improvement that they have identified. To ensure 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. By 2023, 20% of female staff in the Company are employed on part-time contracts.

A major Company welfare plan was launched in 2023, whose beneficiaries are all employees and their family members. In addition, the Company pays each worker a monthly amount for supplementary health care, as provided for in the contract. Over the last three years, the presence of **female staff** in the Company has followed a relative stability, reaching **33**% of the total number of employees. In addition to the clerical field, women's work is mainly concentrated in certain production sectors, such as paper converting and bookbinding.

The age group between **30-50 years** is the most represented and constitutes **54%** of the entire staff.

The labour category with the largest number of young employees is blue collar workers. In the three-year period 2021-2023, the proportion of employees under the age of 30 also remained stable on average, observing a slight but gradual increase over time.

Confidence in the new generations was also renewed in 2023 by collaborations with the IUAV and Ca' Foscari Universities of Venice and others in the country. The project to welcome and involve high schools continues, which, through school visits, internships, and partnerships with students, contributes to improving the Company's reputation and integration within the community.

Employees by contract type in 2023

	2023		
	Ť	· •	тот.
OPEN-ENDED	126	65	191
FIXED TERM	0	2	2
TOTAL	126	67	193

This commitment to fostering young talent translates concretely at the employment level into the employment of 12 full-time apprentices; in 2023, apprentices will represent 6% of the total workforce.

Training within the Company contributes to growth and creative innovation. Keeping staff up-to-date with new technologies, methodologies and trends in the industry enables employees to progress in their careers and the Company to remain competitive and successfully meet the challenges of the everchanging market. Overall, Grafiche Antiga has invested 1,962 hours in voluntary training.

Training provided to employees during 2023 covered the following topics:

- Industry 4.0 training use of digital printing machine
- training 'Improving the production scheduling process'
- Industry Industry 4.0 big data and quotations
- Leadership training
- Marketing training
- Safety training

In 2023, the automated data collection system of the production lines made it possible to evaluate the employees involved in the professional development process.

### Recruitments and Terminations in the Three-Year Period 2021 - 2022 - 2023

	0001	2222	0007
	2021	2022	2023
NEW RECRUITS	7	26	15
RECRUITMENT RATE	3,9%	13,8%	7,8
TERMINATIONS	12	15	11
TERMINATION RATE	6,7%	7,9%	5,7

### **Staff training hours in 2023**

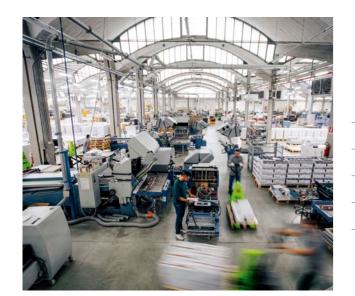
STAFF	TOTAL HOURS
INDIRECT (CLERKS AND MANAGERS)	398,48
DIRECT (WORKERS AND DESIGNERS)	1551,58
TEMPORARY	12,00
TOTAL	1.962,06

### **Health care and safety**

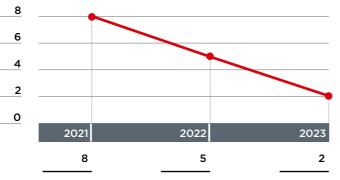
Grafiche Antiga is actively **committed** to **monitoring health** and **safety** conditions in the workplace, investing **energy**, **resources** and **time** in the ongoing **training** of its employees and systematically **monitoring accidents**.

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.

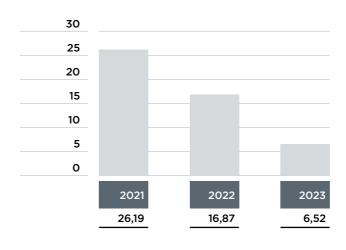
Through appropriate prevention against personal risks at work, Grafiche Antiga monitors the number and extent of employee work injuries recorded at the workplace.



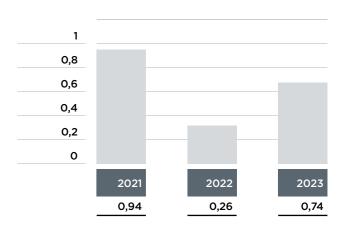
Total number of injuries at work of employees 2021 - 2022 - 2023



# Workplace accident frequency index for employees 2021 - 2022 - 2023



# Workplace accident severity index per employee 2021 - 2022 - 2023



Specifically, in 2023 there were 2 accidents involving male employees. From this data, the accident rate – frequency index – is derived, which for 2023 corresponds to 6,52%, and the severity index, which is 0.74%: these are calculated using the following formulas:

#### FREQUENCY INDEX

No. of accidents x 1.000.000/No. of hours worked

### SEVERITY INDEX

No. of days lost due to injuries x 1.000/No. of hours worked

The nature of the accidents recorded by Grafiche Antiga is linked to accidents on the way to or during work outside the Company environment. In this regard, it should be emphasised that there have never been any workplace accidents with serious

consequences (recovery times of more than 6 months); and no occupational illnesses in the last three years, which are the subject of this report.

Overall, the trend for the three-year period 2021-2023 shows that the accident frequency index decreased by almost 64% and the severity index increased compared to 2022.



### Our commitment to customers

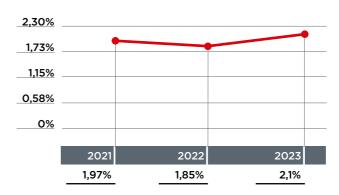


**Customers** represent the **essence** and future **perspective** of the Company; their loyalty plays a key role in defining a **cost** and **quality efficient model** and, at the same time, is a crucial **indicator** of the **effectiveness** of **promotion** and **communication** strategies.

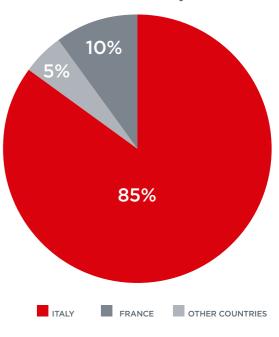
Identifying and giving value to explicit and implicit customer expectations is a priority for Grafiche Antiga. This special attention extends to all levels and all Company functions, with the aim of transforming the trust placed in the Company by its customers into clear and measurable requirements, indicators with which it aims to exceed expectations and guarantee greater customer satisfaction.

The quality and safety of the products are constantly monitored, optimised and the subject of continuous innovation, thanks to an ongoing commitment to Research and Development.

# 2023 incidence of orders with complaints (number of orders with complaints/total number of orders)



### **Customer distribution year 2023**



Quality for the Company therefore remains a strategic tool for customer well-being and satisfaction, as well as for achieving business success and excellence. These, objectives to be pursued in all the organisation's activities, are closely linked to the Company principles of prevention, employee involvement and continuous improvement.

As far as customer satisfaction is concerned, the Company receives frequent praise, also in written form, confirming the high level of performance.



# Suppliers and sustainable supply chain management



Financial and consultancy relations between the Company and its suppliers are constantly monitored with particular care; Grafiche Antiga also subjects all suppliers to the principles and rules set out in its Code of Ethics and Supplier Code of Conduct.

The analysis of the elements that contribute to qualifying a supplier is carried out in greater or lesser depth depending on the influence of the supply on the quality of the product and service to be provided to the customer; for this purpose, materials/services are classified into categories:

- Critical product/service category: materials/ processes or services that are qualitatively critical and/or strategic for the realisation of the product;
- Important product/service category:
   qualitatively important materials/processes or
   services for the realisation of the product;
- Normal product/service category: all other materials/services qualitatively non-critical or important for the realisation of the product.

# Checks and audits on suppliers take place in two distinct stages:

- continuous monitoring at each delivery of compliance with quality and service requirements:
- periodic (annual) assessment of the overall supply capacity in compliance with the expected requirements.

In the overall assessment, a number of characteristics are analysed such as production capacity (structure and fleet), production speed, punctuality of deliveries, economic competitiveness, but also environmental aspects such as the type of transport used.

In 2023, there will be a 5% increase in the procurement of products and services of Italian origin.

95% of the Company uses local suppliers (82% of total purchases), which it also monitors annually on environmental aspects, such as, for example, the possession of FSC® and ISO 14001 certifications.In 2023, there were 76 FSC®-certified suppliers.

The Company's procurement policy pursues the objectives of:

- obtaining a high, and in any case adequate, level of quality of the materials/processes/services purchased, in accordance with the requirements agreed upon or expressed in precise "purchase specifications;
- achieving a high degree of security for continuity of supply;
- reducing procurement costs, inventory and the shortlist of suppliers, limiting it to the most capable and reliable and establishing a longterm partnership with them;
- meeting environmental compliance obligations related to purchased materials/processes/ services.

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.

## **Metodological note**

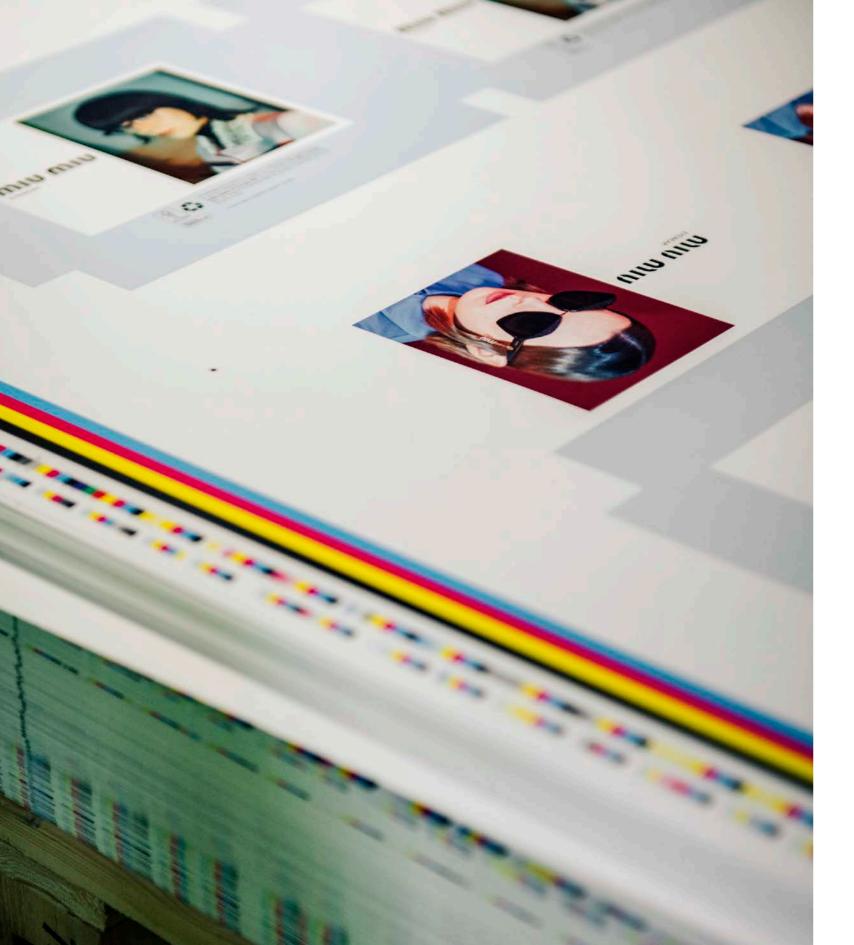
Grafiche Antiga's Sustainability Report
has been prepared in accordance with the
GRI Sustainability Reporting Standards,
published by the Global Reporting Initiative
(GRI) under the GRI 'with reference to'
option. An appendix to the document
contains the GRI index with details of the
contents reported in accordance with the
GRI standards. This is the fourth edition of
the Sustainability Report, which is updated
annually.

In **preparing** the report, the **traceability** and **accuracy** of the **data** used is declared and guaranteed.



The document can be downloaded by the website www.graficheantiga.it by framing the QR code





# **GRI Index**

## **Statement of use**

The information cited in this GRI table of contents for the period 01/01/23 - 31/12/23 refers to the GRI Standards with reference to.

GRI STANDARDS	INFORMATIVE REPORT	SECTION - NOTES
GRI 2: GENERAL DISCL	OSURES 2021	
2-1	Organisational details	3. About us
2-2	Entities included in the organisation's sustainability reporting	3. About us
2.3	Reporting period, frequency and point of contact	Methodological note
2-4	Review of information	10. Human capital management Recalculated 2021 and 2020 personnel figures: in 2021 the figures had been calculated using a different methodology i.e. FTE (full time equivalent), this year they were aligned according to the head count methodology.
2-5	External assurance	Not foreseen
2-6	Activities, value chain and other business relationships	3.1 Our history, 3.2 Our values 3.3 Our principles 3.4 Our products and services, 4. The sustainability context, 4.1 Our stakeholders
2-7	Employees	3. About us, 10.1 Grafiche Antiga's employees
2-9	Corporate governance structure	6. Governance - Corporate governance structure
2-13	Delegation of responsibility for impact management	6.1 ESG Governance
2-16	Communication of critical issues	6.2 Organisational model pursuant to Legislative Decree 231/2001 and ISO management systems
2-22	Statement on Sustainable Development Strategy	2. Letter to stakeholders
2-23	Policy commitment	2. Letter to stakeholders
2-24	Integration of policy commitments	4.2 Materiality of impacts
2-25	Processes to remedy negative impacts	6.2 Organisational model pursuant to ex Legislative Decree 231/2001 and ISO management systems
2-28	Membership of associations	4 The sustainability context
2-29	Approach to stakeholder engagement	4.1 Our stakeholders
2-30	Collective agreements	10 Human capital management

GRI STANDARDS	INFORMATIVE REPORT	SECTION - NOTES				
ECONOMIC TOPICS	IN OKNATIVE KEI OKT	SECTION NOTES				
GRI 201: ECONOMIC PERFORMANCE 201???						
201-1	Direct economic value generated	7.1 Value generated and redistributed				
201-1	and distributed	7.1 Value generated and redistributed				
GRI 204: SUPPLY PRACT	TICES 2016					
204-1	Proportion of expenditure made to local suppliers	12. Suppliers and sustainable supply chain management				
GRI 205: ANTICORRUPT	ION 2016					
205-3	Confirmed incidents of corruption and measures taken	No confirmed case				
<b>ENVIRONMENT TOPICS</b>						
GRI 301: MATERIALS						
301-1	Materials used by weight or volume	8.1 Raw material management				
301-2	Recycled input materials used	8.1 Raw material management				
<b>GRI 302: ENERGY 2016</b>						
302-1	Internal energy consumption within the organisation	8.2 Energy efficiency				
302-3	Energy intensity	8.2 Energy efficiency				
302-4	Reducing energy consumption	8.2 Energy efficiency				
GRI 303: WATER AND W	ASTE WATER 2018					
303-2	Management of water discharge impacts	8.5 Water withdrawal management				
303-3	Water withdrawal	8.5 Water withdrawal management				
GRI 305: EMISSIONS 201	16					
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	8.3 Emissions				
305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	8.3 Emissions				
<b>GRI 306: WASTE 2020</b>						
306-2	Management of significant waste-related impacts	8.6 Waste management				
306-3	Waste generated	8.6 Waste management				
306-4	Waste not intended for disposal	8.6 Waste management				
306-5	Waste for disposal	8.6 Waste management				
GRI 308: ENVIRONMENT	GRI 308: ENVIRONMENTAL ASSESSMENT SUPPLIERS					
308-1	New suppliers selected using environmental criteria	12. Suppliers and sustainable supply chain management				

GRI STANDARDS	INFORMATIVE REPORT	SECTION - NOTES			
ENVIRONMENT TOPICS					
GRI 401: EMPLOYMENT 2016					
401-1	Recruitment of new employees and employee turnover	10.1 Grafiche Antiga's employees			
401-2	Benefits for full-time employees that are not available to fixed- term or part-time employees	10.1 Grafiche Antiga's employees			
GRI 403: HEALTH AND	SAFETY AT WORK 2018				
403-5	Worker training on occupational health and safety	No confirmed case			
403-9	Accidents at work	10.2 Health and safety at work			
403-10	Work-related illnesses	10.2 Health and safety at work			
GRI 404: TRAINING AN	D EDUCATION 2016				
404-1	Average number of training hours per year per employee	10.1 Grafiche Antiga's employees			
404-3	Percentage of employees receiving regular appraisals of their performance and professional development	10.1 Grafiche Antiga's employees			
GRI 405: DIVERSITY AI	ND EQUAL OPPORTUNITIES 2016				
405-1	Diversity in governance bodies and among employees	10.1 Grafiche Antiga's employees			
GRI 413: OPERATIONS WITH LOCAL COMMUNITY INVOLVEMENT, IMPACT ASSESSMENTS AND DEVELOPMENT PROGRAMMES					
413-1	Operations with local community involvement, impact assessments and development programmes	9. Our community engagement			
413-2	Operations with significant actual and potential impacts on local communities	9. Our community engagement			
GRI 416: CUSTOMER HEALTH AND SAFETY					
416-2	Incidents of non-compliance concerning health and safety impacts of products and services	11. Our commitment to customers			
GRI 418: CUSTOMER PRIVACY 2016					
418-1	Founded complaints regarding breaches of customer privacy and loss of customer data	No complaint			

# grafiche antiga

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