



UNOAERRE

SUSTAINABILITY REPORT **2022**

**UNOAERRE**  
ITALIAN JEWELLERY

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# SUS- TAIN- ABI- LITY

# 01 Letter to stakeholders

**U**NOAERRE wants to evolve while remaining faithful to itself. The decision to have a strong local character has always been rewarding: being projected out into the world while remaining firmly rooted in the territory means growing together with those who work with and come into contact with the company.

Succeeding in transmitting its founding values is the goal that UNOAERRE has set itself, starting this year to establish closer contacts with the companies that collaborate most closely in the realization of its industrial projects.

UNOAERRE's history is not a burden, but an incentive to pass on the wealth of positive elements it has acquired over the years; it is to look to the future with curiosity and dynamism, supported by the great professionalism it has conquered.

The circular industry is an element almost ingrained in the precious metals industry not only for ethical reasons, but also for reasons of efficiency and profitability; its development in every aspect of production cannot disregard a strategy that aims to create a homogeneous perception and sharing of these values by the entire related sector.

The 2022 financial year saw the company achieve the best economic results in its history and its commitment to involving a significant number of companies in its sustainability path, to verify, through their judgement, the extent and importance of the path undertaken.

The central objectives and the cornerstones of UNOAERRE's commitment to affirm the circular economy and its social responsibility are:

- ◆ A constant search for product quality and the guarantee of reliability towards the customer;
- ◆ An utmost attention to the environmental impact of its business activities and the procurement of the resources necessary for the business, making a responsible use of them;
- ◆ The respect for human rights and refusal of child or forced labour within its own structure and in relation to all external entities with which it comes into contact, protecting the welfare of workers and fair working conditions;
- ◆ To exercise a positive and driving influence in the community in which it operates;

The challenge is to maintain a strong corporate identity, while the company is expanding and at the same time faces the need for generational change and for the development of its human resources.

**The central objectives are the cornerstones of UNOAERRE's commitment to affirm the circular economy and its social responsibility**

The company and the entire gold sector share a thirst for young resources capable of continuing, cultivating and improving the existing industrial heritage, innovating without distorting the company's strong identity and remaining proud to be part of it.

# 02 Identity and governance

## History

1926

Birth of Gori and Zucchi First melting atelier in Via Seteria  
Later transferred in Corso V. Emanuele  
from 1926 to 1928

1928

opening of Via Guadagnoli workshop

1934

Registration of the trademark 1AR

1944

Bombing of the city of Arezzo Irreparable damage to the building  
in Via Guadagnoli

1948

Opening of new industrial plant  
in Via Veneto 176 - Via Schiapparelli

1966

New factory opening in  
Via Fiorentina 550

1974

Birth of MGZ S.p.A. in San Zeno – building of first production site  
machines and jewellery tools in San Zeno

1974 Birth of Chimet SpA Construction of a new industrial plant  
refinery and recovery in Civitella della Chiana (AR)

1981

Birth of UNO-A-ERRE ITALIA Spa

1998

Opening of the Company Museum



Historical company  
trademarks since 1936

1999

Foundry and primary components activities are moved to San Zeno site

CHIMET S.p.A is purchased by Squarcialupi – Morandi families

2007

laying the foundation stone for the extension of the industrial building in San Zeno Strada E n.5

2010

30/04/2010 Birth of UNOAERRE INDUSTRIES S.p.A.

All the activities are transferred from UNO A ERRE ITALIA S.p.A. to UNOAERRE INDUSTRIES S.p.A.

2011

All production activities are relocated in San Zeno Strada E, n.5

2012


Acquisition from ZEOR FINANZIARIA S.p.A. (Squarcialupi family)

2021

Incorporation of Eclat S.r.l.

2022

Acquisition of 68% of Ercolani Romano Galvanotecnica S.r.l.

UNOAERRE's history is written in its name: founded in 1926 as 'Gori and Zucchi', with the law of 1934 regulating the working of precious metals (Law No. 35 of 5 February 1934) it was registered with the hallmark number 1 of the province of Arezzo and marked its entire production with the effigy .

From 1926 to the present day, the Company's fortunes have ridden and shared the vicissitudes of the Italian manufacturing industry, with moments of impetuous growth and setbacks until the industrial crisis of 2008, which marked the most acute moment of difficulty for the company.

From the composition with creditors that marked the end of the old UNO-A-ERRE ITALIA S.p.A., in 2010 UNOAERRE INDUSTRIES was reborn thanks to the moral and economic commitment of its former manager Sergio Squarcialupi, at the time at the head of CHIMET S.p.A., a company originated directly from UNOAERRE, but become autonomous and highly successful.

Sergio Squarcialupi's entrepreneurial capacity, the centrality of the company for Arezzo's goldsmith district in the wake of the company's historical values and objectives of reliability and transparency, have made it possible to return to ambitious development goals. At the end of 2019, a generational change took place and brought the Squarcialupi family heirs, Andrea and Maria Cristina, to the helm of the company.

# Mission, vision and values

UNOAERRE is heir to an almost century-old tradition and has interpreted the transition from a purely artisan goldsmith's craftsmanship, destined for an elite in terms of wealth and culture, to a multi-cultural mass clientele in which every creation originates from craftsmanship, but is destined to be reproduced in small series for a vast international public.

The continuity of the objectives pursued, the attention paid to its role as a social player and the core values that it continues to pursue have determined UNOAERRE's special characteristic: reliability.

## **MISSION:**

*"To design, produce and distribute precious objects and fashion accessories with respect for social and environmental sustainability with a continuous focus on innovation and research to improve the circularity of the economy and minimize environmental impacts".*

## **VISION:**

*"Pursuing excellence in the world of jewellery and fashion accessories, enhancing the skills consolidated over time and its human and historical heritage, with a strong social sensitivity for its own growth and that of the entire surrounding territory"*

## **VALUES:**

*"Strict adherence to the gold fineness and the regulatory framework in which it operates, guaranteeing the conformity of products to the declared characteristics, attention to employees and customers, and the creation of value while respecting the principles of social and environmental sustainability, including the origin of raw materials."*

UNOAERRE has always chosen to pursue profit without sacrificing its ethical values. The highest management body, the Board of Directors, interpreting the will of the shareholders, has condensed the spirit of the company and its role in the social fabric into the 'Principles of Corporate Policy' (or Code of ethics) published since 2014.

The Board of Directors, which includes among its members the owners of the company capital, is the decision-making center of the company and its members operate directly on company management, with a direct chain of command constantly present in the company, thus transmitting to the entire structure the fundamental inputs on business ethics and the conduct to be followed.

The Board of Directors has concretely issued the company's internal regulations (last revision is dated 13.9.21) communicating and asking the entire organization to share the commitments set for internal and external human relations, in terms of respect, confidentiality, workplace safety and asset security, environment, anti-money laundering, corruption, and privacy.

- ◆ Respect for transparency, reliability and legality, and a commitment to selecting business partners that can guarantee respect for human rights and the rights of minors, and that can guarantee the acquisition of precious metals from legitimate sources, not involved in the financing of conflicts, acts of terrorism or the proceeds of money laundering from illegal activities;
- ◆ the creation of working conditions that guarantee employees and collaborators the performance of their activities in a satisfactory and fairly remunerated manner, without ethnic, political or religious discrimination, in healthy and non-hazardous environments, also favouring their professional and ethical growth in compliance with the UN Human



Rights Conventions, International Labour Organization conventions and OECD guidelines;

- ◇ the pursuit of profitability in compliance with the rules governing its production sector, observing the principles of free and fair commercial competition, without recurring to conduct that generates corruption in the economic or institutional system
- ◇ respecting and caring for the environment through production schemes that favour the circular economy, minimizing the environmental impact of production activities and preserving the resources used with their constant and careful monitoring;
- ◇ the enhancement of human resources through training and updating of the organization's internal human resources and collaborators;
- ◇ the realization of a concrete contribution to the development and economic-social improvement of the territory in which it operates, cooperating with educational institutions, paying the utmost attention to the needs of local communities and the institutions that represent them;
- ◇ participating in national and international institutions and working tables capable of updating and informing the company organization to adapt it to the best production and commercial management systems with a view to circular and sustainable industry.

Communication of the 'Principles of Corporate Policy' is made through the Company's website and, together with the Company's Internal Rules and Regulations, is posted on the two company notice boards, which can be viewed not only by employees, but also by guests and collaborators.

Moreover, when new human resources are hired, the two documents are physically delivered and illustrated to the new recruits by the Human Resources Department.

## Organizational structure and governance

The three-member **Board of Directors** (BoD) is vested with all powers of ordinary and extraordinary administration. Within the Board, the President Maria Cristina Squarcialupi has been vested with full powers for the ordinary and extraordinary management of the Company with the possibility of appointing proxies or proxies ad acta, the Director Luca Benvenuti has delegated powers for the fulfilment of acts in the fiscal/financial field, while the Director Andrea Squarcialupi has not been vested with executive tasks within the organization.

UNOAERRE's top management structure directly reflects the ownership of the Company, which is wholly owned by the ZEOR FINANZIARIA S.p.A. Group, itself entirely owned by the Squarcialupi family.

The members of UNOAERRE's Board of Directors hold office for three years, have no political mandate and hold senior management positions also in the other companies of the ZEOR Group, a group that operates at 360° in the precious metals sector and is able to offer a complete sector supply chain, of adequate economic strength and fully adhering to the OECD principles of social responsibility, as well as following all the principles of circular economy.

The remuneration of the members of the Board of Directors is decided during the Shareholders' Meeting, within a maximum limit to be divided among the members of the Board, according to their functional load and the activities of each of them.

Any award to be paid to the members of the Board in the event of particularly positive results are also decided by the Shareholders' Meeting when approving the statutory financial statements.

By means of specific mandates, modulated in terms of content and value and made public at the local Chamber of Commerce, the Company has identified some Procurators operating in different sectors (production, purchasing, trade, logistics, ...).

The company has also identified internally the Prevention and Protection Service Manager (RSPP) in the area of health and safety in the workplace, as well as the Ecology Service Manager, both with spending power, each for their own areas of competence and with additional remuneration, based on the specific responsibilities assumed, decided at the time of appointment.

The company has not adopted the specific Model 231, but its internal procedures are fully in compliance with it.

The company is also subject to the control of a **Board of Statutory Auditors**, composed of three regular members and two alternates, functioning in accordance with the relevant legal provisions. All members are over 50 years old and the female presence is 33% of the total, in both bodies.

Finally, the statutory audit is entrusted to an **auditing company**, registered in the appropriate professional registers, which is responsible for checking and analyzing the exact and truthful accounting of the economic aspects.

## Transparent business management

The pillars of transparency for UNOAERRE have always been:

- - scrupulous compliance with the "Title", i.e. the guarantee of the actual presence in its products of the quantity of precious metals in the declared percentage;
- - the scrupulous observance of the rules and regulations governing its business activities;
- - the maintenance of fair commercial and production relations through uniform conditions offered to customers and suppliers.
- - the verification of the structures and organization by independent auditors.

These founding principles formed the basis of the document summarising the company's ethics: the 'Principles of Company Policy' and are also present in the company's Internal Rules and Regulations (last revised September 2021) to avoid corruption or improper ways of managing internal and external labour relations.

In order to ensure the transparency of its business, UNOAERRE has chosen to channel all its economic transactions through credit institutions. Today, the use of cash is absolutely minimal, deriving sporadically from sales from its internal shop, always in compliance with national anti-money laundering laws.

The chosen organizational model is based on the segregation of functions (administration, production, commerce), providing for the involvement of persons in charge of the various functions in the selection of suppliers, the selection of customers, and the selection of personnel; segregation has always appeared to be an effective measure to counter potential active or passive corruption activities, with the issuance of specific procedures to regulate activities and the verification of the entire mechanism both by internal management control and by external and independent auditors.

In order to further mitigate the risk of misconduct and irregularities, UNOAERRE has also had a box installed that allows employees to make anonymous reports (so-called whistleblow-

ing). All reports of potential unlawful activities are taken up by the office in charge, communicated to the directors and, if the offence is ascertained, the relevant sanctions are imposed. The company offers its products to the final consumer through its e-commerce service and to all the other customers through the distribution chain:

- the e-commerce is currently limited to products in Silver and non-precious metals, except for the “Batticuore” gold collection, and these products are sold at the same price recommended to retailers
- on the other hand, the offer to the professional dealers is based on differentiated price lists according to the type of customer (wholesalers, retailers, etc.) and offers privileged purchase conditions in the in-house outlet, where the prices are uniformly applied to all employees, collaborators and adherents to particular contractual purchase agreements. It must be specified that, with regards to precious metal products, product prices have two distinct components: manufacture and precious raw material price.

Whether the product is sold with the explicit distinction between the manufacturing cost and the metal cost, the two components of the price are formulated by two different departments: the treasury (for the precious raw material part) and the commercial department. This reduces the risk of possible preferential treatment towards particular customers.

As a demonstration of the transparency of its activities, UNOAERRE has also chosen to adhere to models of social and environmental responsibility by becoming a certified member of the Responsible Jewellery Council and SEDEX Global and undergoes regular audits to verify its organization, as well as undergoing further audits (of technical nature or to verify product traceability) frequently asked by its primary customers.

## UNOAERRE and the social sector

### **OXFAM**

From the beginning of November 2022 until the Christmas period, UNOAERRE undertook an initiative in support of women’s rights in collaboration with OXFAM. In addition to donating an amount in favour of this association, it promoted awareness of the initiative with the campaign “#REGALIAMORINASCITA”.

To further promote OXFAM’s activities, postcards and window posters were distributed to all points of sale and included in the Christmas package for UNOAERRE employees, together with a fabric ‘Sari’ handbag made by the women.



### **aTuttoCuore**

In 2022 UNOAERRE has maintained its commitment to the Social Responsibility project together with the Huntington Onlus Association, the Italian network for Huntington's disease, a nervous system pathology of genetic origin determined by the progressive loss of nerve cells, which manifests itself with emotional and movement disorders. UNOAERRE has joined this project together with four other companies by producing six pendants, to be used in a necklace or a key-ring, that interpret the hearts designed by the Designer Alessandro Guerriero: the collection **'A tutto cuore con UNOAERRE'** was born. The charm, in silver 925 with engravings, satin finishes and coloured enamels, is no longer just a piece of jewellery but interprets and reveals the emotional dimension conceived by the artist.

The jewellery is sold mainly through UNOAERRE website or through the many initiatives in the area that the Association periodically organizes, and part of the proceeds is donated to the Association. Along with the financial contribution, a no less important objective is to make as many people as possible aware of the existence of a disease that is still unknown to most.





## Company Museum

Company museum

On 7<sup>th</sup> March 1998, UNOAERRE inaugurated the first goldsmith company museum in Italy, linked to the most precious of metals and the most prestigious of productions: goldsmithing. The institution was set up in order not to lose the historical memory of its laborious activity and today offers an exhibition itinerary that ranges from industrial archaeology to the goldsmith's production of ninety years of activity. The Museum is open to the public by appointment and



can be visited for free by the visitors, it provides a guide that illustrates equipment, documents and jewellery, including creations that have won prizes in national and international competitions and creations by famous artists, such as Giò Pomodoro and Pietro Cascella.

Numerous Service Clubs, Associations and Schools visit the museum each year and it is an important point of contact with the local and non-local communities.



Love medal  
Pietro Cascella 1993



To the left, Giò Pomodoro, Pin, 1958 Model D, yellow and white gold



To the right, Giò Pomodoro, Pendentif "Scacciamalocchio", 1995-1996, yellow gold, white gold, rubies and tourmaline

## Dialogue with stakeholders

Historically UNOAERRE founded Arezzo's goldsmith district and has always fostered the growth, almost by gemination, of small and medium-sized companies grouped in a restricted area. These companies are part of a dense economic and relational network capable of reacting to entrepreneurial challenges with great coordination. UNOAERRE remains central among the district's companies and continues to maintain close ties of collaboration with all the entities in the area.

The company's conviction is that its development is only possible by conducting its business activities and relations by implementing and promoting the principles of environmental, ethical and social sustainability to be shared and promoted with all external entities with which it comes into contact and contribute to the improvement and wellbeing of the community.

The size of UNOAERRE's trade and the need for continued market response have also led to close cooperation with major luxury and fashion brands, both nationally and internationally, taking the company to dialogue not only with local authorities and institutions, but also with national and international bodies and institutions.

From this originates the active participation of President Maria Cristina Squarcialupi in the bodies of Confindustria and Federorafi with the role of developing sustainability goals in the business activities. She assumed the position of Vice president of Federorafi, strong of her experience in the sustainability field.

UNOAERRE also participates in the Italian UNI standardization body for the drafting of sector-specific standards and is the founder and supporter of the Polo Universitario Aretino, the local foundation for the promotion of studies and employment.

Participating in trade fairs and exhibitions around the world also enables direct dialogue with gold and jewellery operators in the world's major economies and knowledge of global market requirements, while on a domestic scale, the creation of a network of agents enables effective knowledge of the Italian market and close contact with the national distribution network.

## 03 Sustainability approach

**T**he processing of precious metals determines the need, also from the point of view of business profitability, for a parsimonious use of raw materials. UNOAERRE researches systems aimed to recover even millesimal parts of gold, from each processing phase. Consequently, sustainability and the circular industry model are intrinsic to UNOAERRE's way of operating, not only by vocation, but also to control the physical flows of metal entering and leaving the production cycle. The production scraps containing parts of precious metal are collected, refined, valorized, and reintroduced into the industrial circuit and constitute a substantial part of the company's profit. Moreover the traditional characteristic of UNOAERRE is to pay particular attention to the economic and social reality surrounding it, combining the pursuit of profitability with the well-being of its employees and the cultural and social promotion of the community.

*"The company's mission - in the production of its products and the provision of its services - is to pursue the excellence by enhancing consolidated skills and at the same time promoting research and development in the technical field while searching for new business opportunities. The company's will is to pursue this goal exclusively in the context of customer satisfaction, professional growth of the employees and collaborators, and the creation of value for the company's shareholders and management".*

Relations with major luxury and fashion brands, which are particularly sensitive to the ethical and environmental demands of civil society, have further driven the organization to submit to stringent codes of conduct<sup>1</sup> and have also induced it to seek a form of measurement and control of its business performance in all aspects of good industrial practice. The drafting of a Sustainability report allows a constant and punctual assessment of the commitment to the well-being of the company and the context in which it operates and contributes to its continuous improvement.

### Sustainability for UNOAERRE

- ◆ Traceability of raw materials
- ◆ Guarantee of "fineness" in precious metals
- ◆ Responsible sourcing for a maximum re-use of the precious raw material
- ◆ Responsible management of natural resources

These are the fundamental principles of sustainability for UNOAERRE which is famous in the jewellery market as the "reliable company", as it has always used highly monitorable and

<sup>1</sup> Responsible Jewellery Council's Code of Practice and Chain of Custody, Sedex Global's SMETA PILLAR 2 and 4, UNI ISO standards on laboratory analysis. For further details, please refer to the section "Management systems and certifications".

certifiable production and distribution systems, in compliance with the main world standards, with constant attention to impacts and their containment.

The company also made choices regarding energy supply that would improve its impact on the environment, deliberating the construction of a photovoltaic plant on the roof of the San Zeno factory capable of supplying it with electricity from self-generated renewable sources, which will be fully installed in 2023.

It is thanks to this approach to sustainability that the company is able to guarantee a safe, certified, durable and recoverable product.

## Traceability of raw materials and in the production process

UNOAERRE entirely manages the process for the creation of a piece of jewellery: the purchase of precious raw materials, the melting with other metal elements to create alloys of various titles (i.e. with different percentages of gold, silver, etc.) and of various colours, the preparation of basic semi-finished products (sheets or wires) or secondary semi-finished products (clasps, final elements, etc.), the manufacture of chains or decorative elements, assembly and finishing, up to the finished jewel.

To have an efficient and controlled process, the company uses a software management system that supervises not only the progress of the production steps, but also the quantities of metal physically present in each step of the process: a true accounting system kept in grams for each precious metal involved called 'Metal Accounting'.

Thanks to this complex system, the quantities of materials are identified, tracked and controlled from the entry till the moment of sale.

Traceability starts in the preventive phase by verifying the source and the person from whom the material comes, with the possibility of rejecting materials that do not comply with the company's code of ethics. Then, according to the customer's needs, more or less sophisticated traceability systems can be chosen.

UNOAERRE's voluntary adherence to the Responsible Jewellery Council (RJC) guidelines has entailed the verification of all incoming precious metal quantities to guarantee their correspondence to the OECD guidelines on responsible gold and silver; moreover, in compliance with European regulations (EU Regulation 2017/821), it is able to report the quantities of gold of non-EU origin.

UNOAERRE at the end of 2021 has also adhered to the RJC's Chain of Custody (COC) program, by equipping itself with tools and procedures that not only guarantee the legitimate origin of precious materials, but also ensure the use of an identified quantity of precious metal, identified and segregated from the entry of the raw material to the realization of the finished product. The specific reporting of COC materials acquired by the company and sold as finished jewellery is published on the company website ([www.UNOAERRE.it](http://www.UNOAERRE.it)) every year.

Consequently, the strict and daily accounting of warehouse stocks (physical, civil and fiscal), the methods of storing materials, and the application of a punctual computerized production system, make it possible to physically and temporally trace the various phases of the production cycle.

The function of physical control and verification of the legitimate origin of raw materials is carried out by the Metal Accounting Office, which, according to a specific procedure, allows the raw materials to enter the company and, after the positive receipt of precious materials



(in terms of tax, purity of the material, marking, external appearance) and their accounting, allows the production phase to begin.

The metal alloy castings, from which the process begins, are individually identified and identifiable by means of reference codes, while the subsequent steps in the production chain are assisted by computerized and paper documents that accompany all products until their delivery to the finished goods warehouse.

The product can be entirely manufactured in-house at UNOAERRE production site or undergo some processing at external companies:

- ◆ In the case of an in-house production process, product traceability is ensured by the computer system and distinctive markers, such as coloured stickers or numbered metal markers, which visually and physically distinguish the different batches of manufactured products that might otherwise be confused by the operator. For products with a serial identification number, traceability is possible for several years from the date of production, for other products it is possible to identify the casting of origin for a more limited time than the production batch, however never less than six months.
- ◆ In the case of a production process that involves external processes, product traceability is ensured not only by the same peculiarities highlighted for totally internal production, but also by a multiplicity of other factors, including:
  - the strict selection of collaborating companies (suppliers and outsourcers) that is carried out on the basis of criteria of professionalism, reliability and compliance with laws and regulations
  - the external characterization of the outsourced products
  - the preparation of computerized documents accompanying the external processing order indicating the manufactured articles entrusted (in weight and characteristics), the processes to be performed, and any other details
  - the presence of specialized staff trained to assign to each external company the work to be performed, the subsequent return of the work done and the consequent conformity check;
  - the collaboration with all the outsourcers and the sharing of common rules regarding the return of any scraps, loss and service methods.

All these factors put together make each order traceable and recognizable, so that traceability is also guaranteed in the case of production steps carried out by external partners.

## Responsible sourcing of raw materials

Following the Principles of corporate policy that follow the Responsible Jewellery Council guidelines, UNOAERRE is particularly careful with regards to the risks linked to its sourcing system of precious materials.

In accordance with the correct application of national anti-money laundering regulations, the maximum respect for human rights and the integrity of the environment, the company has chosen not to source directly from mining activities; the primary sources of precious materials used by UNOAERRE are:

- ◆ **Credit institutions** for the supply of precious metals, including through “loan for use” or “sale with price to be determined” contracts;
- ◆ **Refiners or Metal Banks;**

- ◆ **Customers** for returns or metal scraps or for consignments of raw materials to be processed.

In brief, the table below summarizes the metals used by UNOAERRE (purchased or received on consignment from customers), with the clarification that as far as brass and aluminium are concerned, these are raw materials sourced exclusively from alloy suppliers, as the company is not able to handle the primary smelting and recovery of copper and aluminium.

Materials used (in Kg)	2022	2022	2021	2021
	Total Quantity	Of which from certified source (RJC – LBMA) and CoC	Total Quantity	Of which from certified source (RJC – LBMA)
Gold	16,948.06	12,658.91 + COC 2,344.72	15,430.03	13,727.53
Silver	28,118.74	14,701.77 + COC 665,96	33,619.29	19,345.18
Palladium	1,500.00	1,500.00	-	-
Aluminium	21,301.10		24,600.00	
Brass	102,825.50		144,800.00	

To make the company's choices effective and guarantee the origin of materials not only from legitimate sources, according to tax and anti-money laundering regulations, but also respectful of UN human rights and environmental standards, the entire company organization is involved in specific procedures that are subject to constant review: above all, the Metal Accounting Office and the Administrative Office that are in charge of customs procedures (for materials with origin outside the EU), provide:

- ◆ to control the physical flow of incoming precious metals by verifying their legitimate origin and compliance with OECD guidelines also in cases of returns from customers or consignments of metal for production
- ◆ to verify for each transaction the consistency of the origin of the materials delivered with the legal stamps and accompanying tax documents.

In particular the extra-EU origin in 2022 is the following:

Combined Nomenclature	Net weight of imported materials in grams	Pure gold contained in imported materials in grams	Of which quantity in definitive importation	Of which third party metal in consignment for production
Ex 7108 <sup>2</sup>	558,452.15	364,511.73	146,384.32	218,127.41
Ex 2616 90 00 <sup>3</sup>	-	-	-	-

<sup>2</sup> In accordance with the Regulation 2017/821, here below we provide a description of the CN code: Gold, unwrought or in semi-manufactured forms, or in powder with a gold concentration lower than 99.5% that has not passed the refining stage. Gold, unwrought or in semi-manufactured forms, or in powder form with a gold concentration of 99,5 % or higher that has passed the refining stage.

<sup>3</sup> In accordance with the Regulation 2017/821, we provide a description of the CN code: Gold ores and concentrates.

The internal Metal Bank purchases metal both from Credit Institutions and from qualified and certified refiners, verifying compliance with ethical requirements, and since UNOAERRE is a professional operator of gold<sup>4</sup>, a material equal to cash under current national regulations, it can, in turn, supply pure metal to individuals and companies requesting its purchase.

UNOAERRE makes limited use of gemstones, but in full compliance with the guidelines set out by the RJC, natural diamonds directly purchased by UNOAERRE must only be sourced from qualified suppliers who can guarantee compliance with the Kimberley Process and, where necessary, natural and non-synthetic origin. An accounting, storage and segregation system is also implemented for gemstones to ensure traceability.

## Responsible use of natural resources

The Company recognizes the importance of respecting and protecting the environment, and believes in a sustainable development, but above all one that is long-lasting. UNOAERRE is constantly committed to managing and monitoring its environmental performance, implementing as much as possible good practices aimed at reducing the impact on the environment, also focusing on an active collaboration with suppliers and partners, who play a strategic role in creating shared wellbeing and strengthening social cohesion.

With such an approach in mind, the company is actively working to improve its environmental performance leading towards corporate sustainability. It is strongly committed to adopting transparent procedures with the aim of guaranteeing the highest environmental standards, through the measurement, monitoring and mitigation of its impacts. With this in mind, UNOAERRE has decided to embark on the path of certifying its environmental management system according to ISO 14001 and starting to assess its carbon footprint, in order to meet competitive challenges through sustainable growth programs over time.

As part of the certification process, it has invested resources, both human and non-human, to increase employees' awareness in environmental terms and thus strengthen their participation in every process, particularly in purchasing, and during production activities.

## Management systems and Certifications

### ◆ Chemical Laboratory Management System – ACCREDIA

Faithful to its scrupulous tradition of guaranteeing "finess", UNOAERRE has equipped itself with a highly professional in-house chemical laboratory that has seen its management system's ACCREDIA accreditation renewed in 2022, for a further four years, according to the UNI CEI EN ISO/IEC 17025:2018 Standard for the performance of gold and silver alloy title analysis (for tests on gold alloy products UNI EN ISO 11426 and for silver products UNI EN ISO 11427) with certificate no. 1526L.



The laboratory's accreditation provides for a four-year renewal and annual surveillance of the laboratory's activities in order to verify that it maintains the requirements of competence, independence, impartiality and compliance with applicable standards.

<sup>4</sup> Bank of Italy Authorisation dated 2 March 2011 – operator code 5003553.

### ◆ Code of Practice (COP) 2019 and Chain of Custody (COC) 2017 certification issued by the Responsible Jewellery Council

Since 2014, UNOAERRE has been a member of the Responsible Jewellery Council, an International Association that aims to promote good manufacturing practices, respect for human rights and the environment, acquisition of raw materials from legitimate and sustainable sources, rejection of all forms of corruption and discrimination at an international level, and compliance with regulatory prescriptions for the precious metals sector: from mining to the production and sale of gold jewellery, silverware and precious stones, especially diamonds.



### ◆ SMETA PILLAR 2 and 4 protocols issued by Sedex Global

Since 2017 UNOAERRE has also been a member of the Sedex Global International Association, one of the world's largest collaborative platforms for sharing responsible sourcing data, set up to provide a standardization of examination criteria for any company anywhere in the world so as to indicate unambiguous guidelines for audits in the field of corporate social responsibility and to provide a framework of best practices to be used during the audits themselves, regardless of the local legislation in force; the important feature is that the certification system allows member companies to know and monitor each other's requirements without the need for further audits.



UNOAERRE is in possession of both SMETA PILLAR 4 certification, which is valid for three years (based on the four fundamental aspects: working conditions, health and safety, working environment, business practices), and SMETA PILLAR 2 certification: in particular, for SMETA PILLAR 4, the last audit took place on 15 January 2021. The last Smeta Pillar 2 audit dates back to 28 November 2022.

Using the SMETA audit allows a transparent dialogue between customer and supplier companies, reduces ethical risk, and improves social performance along the supply chain.

### ◆ Second-party audits

Well-known luxury brands and important retail distribution chains, with their own codes of conduct and guidelines, carry out cyclical targeted audits at UNOAERRE. The audits, both technical and regarding social responsibility, have the goal to make sure that the company organization meets their particular needs.

## Materiality analysis

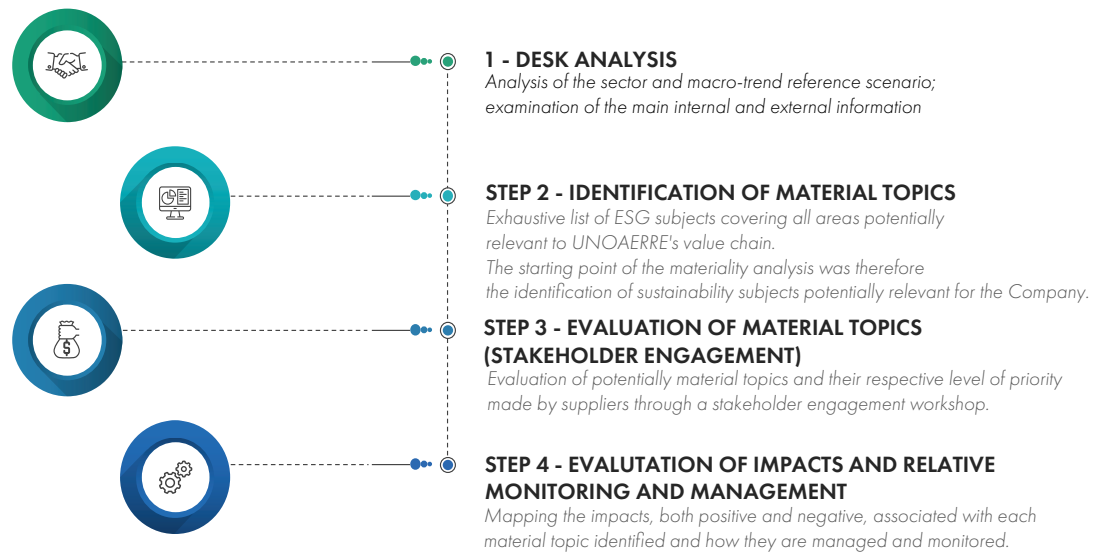
**Materiality analysis** is the process through which **sustainability aspects** relevant to an organization are defined. It allows the organization to clearly bring out the **relationships between the company's interests and those of its stakeholders**, highlighting areas of sustainability of mutual interest, on which reporting and strategic actions should focus.

UNOAERRE's activities are based on dialogue, consultation and engagement initiatives that allow a dynamic understanding of stakeholders' legitimate expectations and a functional interaction on various aspects. In this way, UNOAERRE is able to create 360° **shared value** from a looking-forward perspective.

The Sustainability Report reflects the novelties of the **Global Reporting Initiative (GRI)** Universal Standard 2021: with the materiality analysis, in fact, UNOAERRE intends to provide its stakeholders with an adequate description of the issues that represent the impacts and therefore the most significant effects of the company on the economy, the environment, the people (ESG), including those on human rights; they reflect the contribution of the Organization to **sustainable development**.

The materiality analysis carried out by UNOAERRE has the primary objective of **confirming the validity of the material topics** detected during the previous year. A further objective was to verify the possible presence of **new emerging topics**, based on a process conducted in accordance with the main reference standards: the GRI guidelines and the ISO 26000<sup>5</sup> guideline.

The **process of determining materiality**, therefore, consisted of the following four steps:

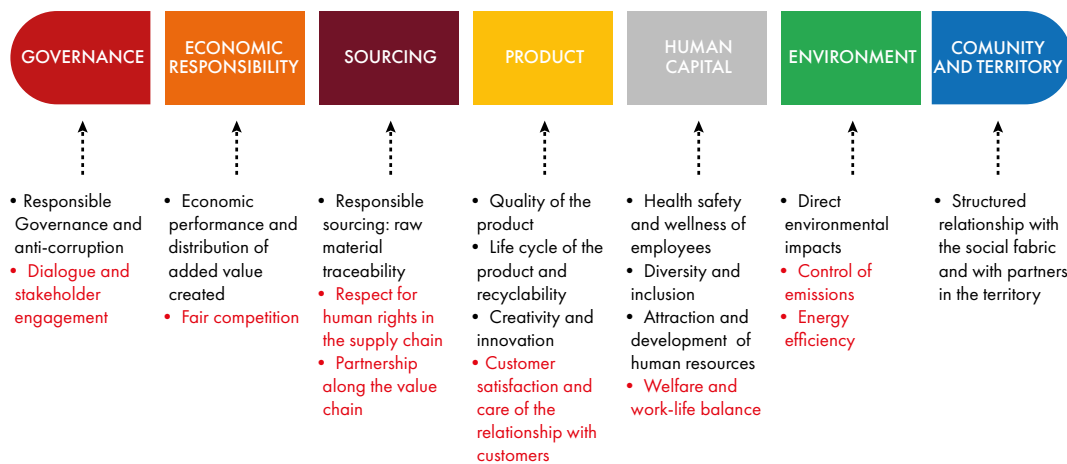


Starting from the topics reported in the Sustainability Report 2021, a desk analysis was carried out to define a list of material topics related to ESG subjects and supervised by the reference market. The list of sustainability issues was then derived by examining UNOAERRE's internal and external communication sources, the latest news from the jewellery sector, the sustainability reporting of competitors, the main international standards adopted in ESG reporting (such as GRI, ISO 26000 Guidelines, etc.) as well as the procedures/practices already in place in UNOAERRE.

Below is the list of the **19 themes identified<sup>6</sup>**, classified by macro-area:

<sup>5</sup> ISO 26000 is an international standard that provides guidelines on Corporate Social Responsibility (CSR) and organizations. Among the central points of the standard are: accountability, transparency, ethical behaviour, stakeholder interests, the principle of legality, human rights, etc

<sup>6</sup> Potentially relevant topics that are new for UNOAERRE, compared to 2021, are highlighted in red.



Following the identification of potentially relevant issues, the next step consisted in involving some key stakeholders in the materiality assessment and, more generally, in the process of identifying corporate priorities. In particular, a *stakeholder engagement* initiative was carried out, which involved, during an in-person workshop, the Working Group, consisting of UNOAERRE's Top Management and about 15 representatives of the **suppliers** adequately selected.

The opportunity to involve the above-mentioned stakeholders allowed us to gather useful indications to understand and direct UNOAERRE's efforts more effectively towards **shared sustainability objectives**.

In order to assess the themes, the **suppliers**, divided into two groups, were asked to assign each potentially relevant theme an increasing score in terms of ESG impact on the company. The themes that exceeded the two materiality thresholds<sup>7</sup> (one for each group) were those that were material for UNOAERRE in 2022. In particular, compared to the themes identified in the 2021 Report, the following themes were identified:

- Respect for human rights in the supply chain<sup>8</sup>
- Partnership along the value chain
- Customer satisfaction and customer relationship management
- Control of GHG emissions
- Energy efficiency
- Waste and water resource management<sup>9</sup>

Lastly, new potential areas of sustainability emerged. In particular UNOAERRE could focus more, in a longer-term vision, on:

- Increase awareness of ESG issues (in the sector of the gold industry)
- Improvement of packaging solutions
- Partnership with virtuous realities

Applying the guidelines from the GRI Universal Standard 2021, the results of the evaluations given by the Suppliers during the workshop can be summarized in the table below, where impacts, priorities, management and monitoring methods are highlighted.

<sup>7</sup> The materiality threshold (of each group) was calculated as the average of the individual scores assigned to the 19 potentially material topics.

<sup>8</sup> The topic "respect for human rights along the supply chain" can be included in the material topic "responsible sourcing: traceability of raw materials", already reported in the Sustainability Report 2021.

<sup>9</sup> The material topics "emissions management", "energy efficiency" and "waste and water resource management", belonging to the macro-area "environment", are considered new with respect to 2021, even though they have been separated from the macro-topic "direct environmental impacts" already outlined in the Sustainability Report 2021.

The order of priority is defined as follows:

- 1 - **priority objective**
- 2 - **objective to be improved**
- 3 - **objective to be monitored**

MACRO AREA	MATERIAL TOPIC	PRIORITY	IMPACTS	MANAGEMENT AND MONITORING BY UNOAERRE
GOVERNANCE	Responsible Governance and anti-corruption	3	<ul style="list-style-type: none"> <li>- Possibility of affecting the protection of legality and the prevention of unlawful behaviour.</li> <li>- Possibility of affecting economic and social development by respecting the law.</li> </ul>	<ul style="list-style-type: none"> <li>- Principles of Corporate policy</li> <li>- Sustainability Report</li> </ul>
	Stakeholder engagement and dialogue (raising awareness of ESG issues)	1	<ul style="list-style-type: none"> <li>- Ability to raise awareness among UNOAERRE's (internal and external) stakeholders, focusing on ESG issues, through transparent and efficient information.</li> </ul>	<ul style="list-style-type: none"> <li>- Stakeholder learning.</li> <li>- Participation in trade associations.</li> <li>- Discussion moments with public institutions</li> </ul>
ECONOMIC RESPONSIBILITY	Economic performance and distribution of added value generated	3	<ul style="list-style-type: none"> <li>- Possibility of affecting the management of financial resources to the benefit of the organization and the economic ecosystem in which it operates.</li> <li>- Possibility of affecting the employment stability of human resources.</li> </ul>	<ul style="list-style-type: none"> <li>- Financial analysis</li> <li>- Remuneration and corporate welfare policies (employee benefits, etc.)</li> <li>- Direct meetings at least 3-4 times a year with the company union representatives by top management to define objectives and rewards</li> </ul>
RESPONSIBLE SOURCING	Responsible sourcing: traceability of raw materials (include 'respect for human rights, etc.')	2	<ul style="list-style-type: none"> <li>- Ability to influence the management of environmental and social impacts throughout the supply chain (e.g. greenhouse gas emissions, energy and water consumption, responsible selection of materials, health and safety of workers, respect for human rights along the supply chain, etc.).</li> </ul>	<ul style="list-style-type: none"> <li>- Code of Practice - COP' and 'Chain of Custody - CoC' certifications, issued by the Responsible Jewellery Council (RJC)</li> <li>- SMETA PILLAR 2 and 4 protocols, issued by "Sedex Global"</li> <li>- Internal functions dedicated to the verification of procurement methods, inspections and audits at least annually to collaborating companies.</li> </ul>
	Partnership along the value chain	3	<ul style="list-style-type: none"> <li>- Ability to influence decision-making (quality of work, respect for human rights, environmental certification, etc.) along the supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>- Code of Practice - COP' and 'Chain of Custody - CoC' certifications, issued by the Responsible Jewellery Council (RJC)</li> <li>- SMETA PILLAR 2 and 4 protocols, issued by "Sedex Global"</li> <li>- Cooperation with companies that decide for the certification process.</li> </ul>

MACRO AREA	MATERIAL TOPIC	PRIORITY	IMPACTS	MANAGEMENT AND MONITORING BY UNOAERRE
PRODUCT	Quality of the product	3	- Possibility to influence the availability of products with high sustainability and/or environmental/social performance characteristics (e.g. starting with semi-finished products certified along UNOAERRE's supply chain).	- Code of Practice - COP' and 'Chain of Custody - CoC' certifications, issued by the Responsible Jewellery Council (RJC)  - REACH parameters and OECD guidelines (during production and product processing phases)  - Service quality and safety control policies (ISO on quality, safety, regulatory compliance, etc.).
	Life cycle of the product and recyclability	2	- Ability to positively or negatively affect the safety and fundamental rights of customers and all those with whom UNOAERRE interfaces, also with a view to the circular economy.	- Code of Practice - COP' and 'Chain of Custody - CoC' certifications, issued by the Responsible Jewellery Council (RJC)
	Creativity and innovation	1	- Possibility to influence the sensitivity and expertise of staff in the innovative and digital field, operating according to new sustainable and customer-oriented business models (ecodesign).	- Continuous training
	Customer satisfaction and customer relationship management	2	- Ability to contribute positively or negatively to the realization and satisfaction of customers' needs in terms of product offer and quality of services.  - Possibility of positively or negatively affecting the degree of customer confidence in UNOAERRE and its reputation.	- Customer feedback analysis tools (customer care surveys, etc.)  - Prior verification of customers' objectives, acceptance of their audits and information visits
HUMAN CAPITAL	Employee health, safety and wellness	3	- Possibility of positively or negatively impacting staff health and safety by reducing accident rates and/or occupational diseases within the organization and the levels of work-related stress experienced by company staff.	- Employee feedback analysis tools  - Risk assessment (DVR)  - HandS training  - Operating procedures (including emergency protocols, facility maintenance plans, etc.)  - Box for anonymous collection of reports (whistleblowing)
	Diversity and inclusion	2	- Possibility of positively or negatively affecting the protection of the fundamental rights of the personnel and other people with whom UNOAERRE interfaces.	- Remuneration and corporate welfare policies (employee benefits, etc.)  - Recruitment and promotion policies based on respect for human rights, equal opportunities, etc.
	Attraction and development of human resources	3	- Ability to positively or negatively affect the stability of employment for company personnel and the opportunity for each individual to realize his or her full potential.	- Envisioning work-life balance and performance management policies, in which each employee can express his or her full potential, professional and otherwise



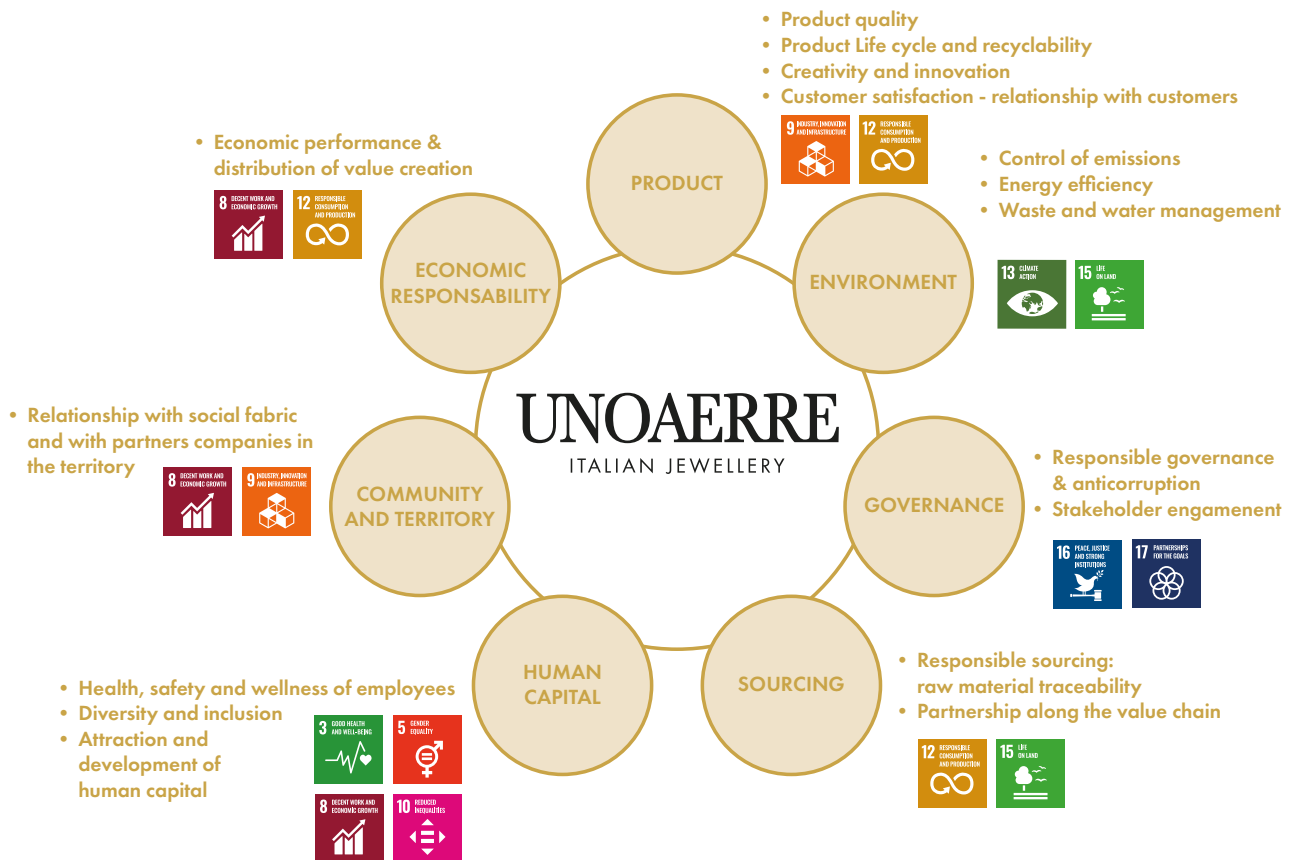
MACRO AREA	MATERIAL TOPIC	PRIORITY	IMPACTS	MANAGEMENT AND MONITORING BY UNOAERRE
ENVIRONMENT	Control of emissions	2	- Ability to positively or negatively affect the protection of local communities and territory with respect to exposure to extreme weather events (e.g. floods, flooding, hurricanes, desertification, etc.).	<ul style="list-style-type: none"> <li>- Education and awareness-raising on this subject</li> <li>- Company consumption monitoring systems that impact the environment (energy consumption, calculation of emissions from company consumption, etc.).</li> </ul>
	Energy efficiency	2	- Possibility of having a positive or negative impact on energy costs through energy efficiency actions and projects.	<ul style="list-style-type: none"> <li>- Education and awareness-raising on the subject</li> <li>- Systems for monitoring company consumption that impacts the environment (energy consumption, etc.)</li> <li>- Internal verification procedures for minimizing consumption and implementation of automatic systems for these purposes.</li> </ul>
	Waste and water resource stewardship	3	- Possibility of positively or negatively influencing staff's sensitivity and awareness on water resource management and staff's or users' choice of packaging to purchase and the practices of its reuse, recycling and, ultimately, disposal.	<ul style="list-style-type: none"> <li>- Education and awareness-raising of staff on the subject of packaging</li> <li>- Provision of indicators to monitor waste management (MUD form for reporting waste produced, invoices, etc.)</li> <li>- Responsible waste management procedures (separate waste collection, suitable waste treatment and disposal, etc.) and water resources</li> </ul>
	Improvement of packaging solutions	3	- Possibility of positively or negatively affecting the sensitivity and awareness of staff and users on the choice of packaging to purchase and the possibility of their reuse, recycling and, ultimately, disposal.	<ul style="list-style-type: none"> <li>- Education and awareness-raising of staff on the subject of packaging</li> <li>- Provision of indicators to monitor both the selection and management of packaging and its subsequent management as waste (MUD form for reporting waste produced, invoices, etc.)</li> <li>- Responsible waste management procedures (separate collection, appropriate waste treatment and disposal, etc.).</li> </ul>
COMMUNITY AND TERRITORY	Structured relationship with the social fabric and partners companies in the territory	3	- Ability to impact the social, environmental and economic development of the area in which UNOAERRE operates.	<ul style="list-style-type: none"> <li>- Relations with the surrounding social community with a view to the sustainable development of the context in which UNOAERRE operates (including at local level through donations, awareness campaigns, etc.).</li> </ul>

# Contribution to the Sustainable Development Goals - Agenda 2030

The **Sustainable Development Goals (SDGs)**<sup>10</sup> are interconnected goals set by the United Nations (Agenda 2030) as a strategy to ensure “the well-being of all people, economic development, and protection of the environment” for both present and future generations.

UNOAERRE’s material themes fall by right into the sphere of the SDGs pertaining to the 2030 Agenda as they incorporate the macro-areas “Environmental, Social, Governance” and the same material themes of 2022, identified with the Materiality Process, contribute directly and indirectly to the achievement of some of the Sustainable Development Goals through the effects that its business activities generate on the context in which UNOAERRE operates.

Below is a table that associates UNOAERRE’s material themes (and related macro-area) to the SDGs of reference:



<sup>10</sup> The SDGs are essentially based on the “5 Ps”, i.e. five key concepts that serve as a guidance for the 2030 Agenda:

1. People: “eradicating hunger and poverty in all forms, ensuring dignity and equality”.

2. Prosperity: “ensuring prosperous and full lives in harmony with nature”.

3. Peace: “promoting peaceful, just and inclusive societies”

4. Partnership: “implementing the agenda through strong partnerships”

5. Planet: “protect the planet’s natural resources and climate for future generations”.

From the overall objective that the United Nations has set itself, it can be seen that the “ESG” aspect is present in all the SDGs defined in the Agenda, precisely because they are interconnected.

The 2030 Agenda, therefore, is the action program containing the SDGs to be pursued by 2030 by all Organizations (public or private, large or small, listed or unlisted, etc.). The Sustainable Development Goals are 17 in all and include 169 Targets and 240 indicators.

## 04 Economic performance

**U**NOAERRE operates with the aim of creating sustainable value over time, in terms of profitability and employment, seeking to generate and maintain maximum added value by effectively combining all the resources it uses, so as to satisfy the socio-economic fabric in which it works.

The 2022 financial year delivered excellent results, continuing to far exceed the forecasts contained in the 2020-2024 "Covid Business Plan", drawn up following the economic uncertainties caused by the pandemic.

The turnover for the financial year reached around EUR 275 million (+13% compared to 2021), an added value of sales of EUR 66.7 million, and an EBITDA of around EUR 21 million (+58%), succeeding, despite the many critical issues of the period, including the war between Russia and Ukraine, in achieving flattering results that crowned the effort made in every business sector.

Key economic data (€/000)	2022	2021
<b>Sales revenues</b>	<b>275,886</b>	<b>244,796</b>
<b>EBITDA</b>	<b>21,201</b>	<b>13,385</b>
<b>EBITD</b>	<b>17,612</b>	<b>9,978</b>
<b>Result before tax</b>	<b>14,280</b>	<b>8,243</b>

During 2022, the company faced many difficulties (war, inflation, the strengthening of the dollar against the euro, constantly rising energy and raw material prices), managing to improve its results in terms of both volumes and margins, showing cohesion and commitment of all its departments, production, sales and administration. Each company function has contributed to the result, adopting work organization to the benefit of people, prioritising their safety and valuing the centrality of the customer.

The industrial policy, based on the strength of the Group's reliability, the guarantee of the quality of its production processes, and the progress made in business ethics, has further expanded its offer of integrated cycles by acquiring the control of Ercolani Romano Galvanotecnica S.r.l., a company highly specialized in galvanic technology, and has further consolidated its production partnerships with major luxury brands.

### Distribution of value creation

The distribution of added value constitutes the point of contact between the economic and social profiles of UNOAERRE's management and makes it possible to analyze how the wealth created is distributed by the organization to the benefit of the entire system with which it interacts.

Added Value (€/000)	2022	2021
<b>Revenue</b>	276,558	244,796
<b>Other income</b>	2,919	2,042
<b>Financial income</b>	266	247
<b>Total economic value generated</b>	<b>279,743</b>	<b>247,085</b>
<b>Operating costs</b>	243,580	220,202
<b>Remuneration of staff</b>	14,829	13,644
<b>Remuneration of financial backers</b>	4,286	3,850
<b>Remuneration of P. A.</b>	4,117	2,482
<b>External donations</b>	49	14
<b>Total economic value distributed</b>	<b>266,861</b>	<b>240,192</b>
<b>Exchange rate differences</b>	-19	-1,024
<b>Value adjustments to financial assets</b>	-617	-251
<b>Amortisation and depreciation</b>	2,231	2,075
<b>Allocations</b>	299	183
<b>Reserves</b>	10,412	5,905
<b>Economic value retained</b>	<b>12,306</b>	<b>6,888</b>

In 2022, the Economic Value Generated amounted to more than € 279 million, a value that is for the most part distributed to the various stakeholders with whom UNOAERRE comes into contact in the course of its business, in accordance with the economic viability of management and their expectations.

The Economic Value Distributed, amounting to about € 266.9 million, represents about 95.1% of the Economic Value Generated, which, in addition to covering operating costs incurred during the year, is used to remunerate the socio-economic system with which the Group interacts, including employees, lenders and the community, understood as liberal contributions made.

Finally, the Economic Value Retained, about 4% of the Economic Value Generated, represents all the financial resources dedicated to the economic growth and asset stability of the business system.

## The supply chain

UNOAERRE's voluntary membership of the Responsible Jewellery Council, has prompted UNOAERRE to review and implement all its partner selection and procurement mechanisms, particularly for its precious raw material supply chain, including material traceability.

Three main categories of suppliers were identified, depending on the source of the materials used in the industrial process and the type of provision of goods or services:

- ◆ **Suppliers of raw materials:** these suppliers essentially consist of refiners of precious metals and/or metal banks, banking institutions operating in the precious metals sector, customers that send quantities of their own metal for processing, either in the form of ingots or bars or in the form of scrap or damaged or obsolete products;
- ◆ **Product suppliers:** companies that supply finished or semi-finished products for market needs or for production needs that the company is unable to meet due to construction methods, cost-effectiveness or speed of production;

- ◆ **Labour force suppliers:** simply identified as “the artisans”: small local businesses or even individual enterprises that collaborate in the production of the finished product, supplying individual manual or specialised processing stages (for example cutting to size, galvanising, stone setting, painting, etc.).

Procurement, which takes place exclusively through such entities, is governed by a set of internal company procedures that define extremely strict criteria. In particular:

- I. **Procedure for checking incoming precious metals** aims to control the origin of raw material to prevent it from coming from conflict affected areas or non-respectful of human rights zones (revised several times to comply with the Eu regulations and the CoC – RJC guidelines).
- II. **New supplier procedure** governing the criteria for selecting and managing suppliers and artisans;
- III. **Product non-conformity, returns and complaints** governing the methods and requirements for the return of obsolete or damaged product by customers;
- IV. **Instructions to purchasing department for the acquisition of precious stones** (Kimberley process).
- V. **Anti-money laundering Procedure** regulating the identification of the customers and the method of economic transactions.

All the procedures issued by the Company are based on specific assessments of the risks associated with each operation, which, also on the basis of experience and sector legislation, are aimed at avoiding risks in production and business activities, technical or capital security inadequacies and possible active and passive forms of corruption.

Suppliers are selected primarily on the basis of technical, legal and asset security appropriateness criteria. With the voluntary adherence to certifications such as RJC and the implementation of the environmental management system according to ISO 14001, UNOAERRE has also increased the awareness of its suppliers to adhere to and respect the same ethical principles on social, environmental, health and safety in the workplace and asset security issues, including through individual or group meetings. Should the organization become aware of a supplier's and/or business partner's non-compliance with mandatory environmental, social, health and safety standards, and in general with the company's ethical principles, the relationship will be evaluated and, in the event of a negative outcome, the relationship will be interrupted.

UNOAERRE carries out the majority of its purchasing, as well as the refining of its industrial scraps, exclusively at its subsidiary Chimet S.p.A. which, as a certified member of the Responsible Jewellery Council and the London Bullion Metal Ass., is able to certify its gold and silver production as “Good Delivery”, as well as its full compliance with conflict free standards and legitimate origin. With regards to the regulation of purchases of consumables or any other goods, not strictly related to the production of jewellery or costume jewellery, the office in charge proceed to process internal requests by observing the mechanisms of segregation of duties and requesting the approval of the managers according to the economic entity of the purchase. Specific provisions have been issued for purchasing on the web.

In 2022, also as a result of the economic performance achieved, the number of business relations maintained by the Company with suppliers increased to 1,057, for a total expenditure of € 255 million. Of these, € 203 million was spent on local suppliers located in the Arezzo area (confirming the Company's vocation for the development of the local economic fabric), about € 39 million on domestic suppliers, and the remaining € 13 million was spent on foreign suppliers (European and non-EU).

Suppliers by Geographical Area	2022	2021
Number of LOCAL suppliers (Arezzo)	446	435
Number of NATIONAL suppliers	535	495
Number of EUROPEAN suppliers	29	33
Number of NON-EU suppliers	47	35
<b>Total suppliers</b>	<b>1,057</b>	<b>998</b>

Purchases from suppliers by geographical Area €	2022	2021
Purchases from LOCAL suppliers (Arezzo)	202,663,838	181,510,399
Purchases from NATIONAL suppliers	38,554,369	35,708,032
Purchases from EUROPEAN suppliers	834,103	895,019
Purchases from NON-EU suppliers	12,452,239	6,935,962
<b>Total expenditure for purchases €</b>	<b>254,504,549</b>	<b>225,049,412</b>

Type of purchases	2022	%	2021	%
Precious metals - Gold	218,397,041	85.80%	188,660,411	83.80%
Precious metals - Silver	4,336,258	1.70%	6,736,144	3.00%
Precious metals - Palladium	99,450	0.03%	-	
Other precious metals	349,070	0.13%	324,757	0.20%
Processing by third parties	8,841,850	3.47%	8,424,376	3.70%
Product purchases	8,383,158	3.30%	8,112,551	3.60%
Machinery	1,363,291	0.55%	2,081,926	0.90%
Various materials	1,437,849	0.56%	1,179,654	0.50%
Transport – security – cleaning	958,892	0.38%	992,600	0.50%
Utilities – rentals – insurance – software	2,424,956	0.96%	2,023,836	0.90%
Commercial expenses	3,695,089	1.45%	2,949,246	1.30%
Other	4,217,645	1.67%	3,563,911	1.60%
<b>Total</b>	<b>254,504,549</b>		<b>225,049,412</b>	

UNOAERRE aims to increase the qualification and training of the various actors in the supply chain, particularly suppliers, by also making a selection among them. Despite the fact that most of these suppliers are small or micro-realities, the Company has for some years now been in the process of qualifying, sensitizing and training its business partners with regard to the increasingly stringent quality, reliability and, in general, compliance requirements that customers, particularly those in the fashion industry, demand.

After the experience of the meeting with suppliers described in the materiality analysis chapter, UNOAERRE is even more determined to establish ever closer business relations, not only to spread the RJC culture and its own ethical principles, but also to promote the circular industry and sustainability in the region.

## Relationship with local businesses

Continuing in its tradition, UNOAERRE has established strong, stable relationships with a large number of local micro and small companies operating in the same sector. In doing so, it has perpetuated the virtuous mechanism on which Arezzo's goldsmith district – one of the leading

districts in Italy and the world – is based, while continuing to support local businesses, including those set up by its own former employees.

UNOAERRE has always believed in the industrialisation of a typically artisan production process and therefore it has always used machinery and systems, including those borrowed from other industries, which have ensured its success. This is not to deny that for certain activities – typically those related to assembly and, to some extent, finishing processes – the human hand is irreplaceable. It was precisely from this perspective that labour-intensive activities were gradually outsourced, thanks to partnerships with small companies and their personnel, often professionally trained inside UNOAERRE, guaranteeing flexibility, speed, quality and, last but not least, cost-effectiveness.

In general, the relationship between UNOAERRE and the small external entities, typically artisan companies, lasts since decades and is based on mutual trust: this collaborative, non-conflictual relationship has actually enabled increasing development of the territory and the district in question, creating employment and an entrepreneurial class that has proved to be highly innovative in a number of cases. This historical background also resulted in the key distinction between pure suppliers and “artisans”. The latter are closely linked to specific internal production phases, which they are required to carry out in strict collaboration: these companies have a direct relationship with the different production departments and are supervised by specific internal staff that regulate and control their flows as well as their compliance with corporate technical and ethical criteria.



Narciso Padrini, medal  
“Aretium”, patinated  
bronze, 1965 ca.



# 05 Product

UNOAERRE has been producing jewels and ornaments for almost one hundred years, with a product range that is unique in the world. The production and distribution include all types of jewels in gold, silver and precious alloys. From wedding bands to fashion jewellery, made precious with natural stones and special finishing, to gold medals and ingots, also as an investment in pure gold.

UNOAERRE's activity, however, is also aimed at feeding the production chain of jewellery and silverware and supplies basic or complex semi-finished products to many national and international companies; moreover, thanks to the professionalism matured in the goldsmith sector, it is able, with its own specialised division, to supply accessories in non-precious metals to the high-end leather goods industry.

The multiplicity of UNOAERRE's offer and the strong identity of each product line are made possible by its highly organised production structure and its marked commercial and distribution dynamism.

In 2022, UNOAERRE sold products containing precious metals of its own or of customers' property for Kg 9,079.24 of pure gold and Kg 22,964.71 of silver. These quantities include sales of CoC Gold products for Kg 938.07.

	2020		2021	
SALES in Kg	Alloyed	Pure	Alloyed	Pure
Gold	13,138	9,079	11,501	7,605
Silver	24,070	22,964	28,285	26,890

For the fashion product, in brass and bronze, more than 222,700 pieces were sold.

Wedding bands are the product that most identifies UNOAERRE in Italy, however UNOAERRE is internationally known as a skilled producer of chains and earrings. In 2022 303,180 pieces of wedding bands were sold in gold and 41,695 in silver.

In addition, 650 km of gold chains and 1300 km of brass chains were produced during the year.

## The Italian goldsmith's art according to UNOAERRE

The working of precious metals has been central to the city of Arezzo since the time of the ancient Etruscans, forging generations of skilled craftsmen who have handed down the art of the goldsmith from father to son. The brilliant intuition of the two company founders, Gori and Zucchi, was to transform a typical workshop activity into a full-blown industry, while maintaining the high quality typical of artisan products.





Fashion Jewellery



Fashion Jewellery





Batticuore Collection



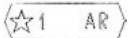
Silver Jewellery

The study and creativity of design is closely linked to product development. Staff specialized in manual and computerised prototyping continually create new products in line with market trends, to satisfy the demands of a vast clientele. However, new product development cannot be limited to the creation of an aesthetically pleasing prototype, but it must think to its industrialization, in order to make a volume production effective and efficient. The definition of a bill of materials and a precise work cycle are, therefore, fundamental aspects: it is necessary to standardize the components that make up the product without distorting its aesthetics, to determine all the machining operations - mechanical, thermal and galvanic - that are necessary, and to identify the machinery, equipment and processes to be used for the realization of the final product.

In a business such as UNOAERRE's, where the product has mainly an intrinsic aesthetic value, research and development, i.e. the search for a pleasant, wearable and fashionable product, plays a key role in the company's success. During the year, UNOAERRE maintained its goal of improving its offer, seeking production solutions that would continue to satisfy the aesthetic and qualitative needs of the customers and improve the efficiency of the production cycle and its environmental compatibility.

## Product quality

The quality of an item of ornamental wear, whether in precious material or other alloys, is not only the aesthetic perfection of the artefact, in terms of colour and surface homogeneity, but also its correspondence to weight standards and, above all, the percentage of precious metal contained in the case of gold or silver alloys, or the absence of metals hazardous to health and the environment in the case of non-precious alloys. The company can boast a historic commitment to its customers and the end consumer linked to quality and perpetual title guarantee on all its precious metal products. From the very beginning, UNOAERRE's founders have been committed to ensuring that the percentage of precious metal present in the articles (fineness) is always guaranteed to the consumer, both at a regulatory and practical level.

Thus, every UNOAERRE precious metal artefact bears the identification mark  – compulsory for the domestic market, optional for foreign markets - which accurately indicates the producer who made it and who is responsible towards the consumer, a rule that largely anticipates today's Consumer Code.

Finally, in order to check that the gold title corresponds to the fineness declared by all the operators in the sector, the national Metric Services – present within every Italian Chamber of Commerce – carry out constant impartial monitoring by taking samples from companies and shops: over the years, UNOAERRE has never been sanctioned for not respecting the fineness declared, despite being subject to continuous checks.

Even today, in the evaluation of industrial process risks, 'product sub-titling' is the first of the hazards taken into consideration for the proper conduct of the production process and the main concern of operators. For this reason, over the past few years, the need has emerged to set up an in-house Chemical-Metallurgical Laboratory<sup>11</sup> equipped with the expertise, application methods and technologies capable of ensuring maximum adherence of manufactured products to the title declared on the products and the absence of substances considered dangerous or allergenic.

The Chemical-Metallurgical Laboratory is central to the company's product quality management system:

<sup>11</sup> The Chemical Laboratory is an Accredia-certified laboratory for testing gold and silver alloys and presides over the multiple stages of the production process to verify, from the smelting phase to storage at the finished product warehouse, the total correspondence between the declared and the actual title of the products.



- verifies each casting and each production step that could potentially alter the title
- it also verifies the constituent elements of non-precious alloys in compliance with REACH parameters or the even more restrictive standards required by particular countries where UNOAERRE exports are directed.
- verifies the resistance to tearing of the chains produced

With regards to the efficiency of the mechanical parts (e.g. functionality of locks and spring rings) and correspondence to the pre-set aesthetic standards, the various production departments make intermediate controls, while the final control is carried out by the personnel of the finished products warehouse.

In some cases, when working in production partnership with customers who have high quality requirements, the checks are performed by in-house personnel specifically trained to assess product conformity to the required quality standards. The customer himself can verify, through his own inspectors, the correspondence to the requested standards of the final product.

The recording of non-conformities or defects found in the production process is now part of the organization's commitment to focus on critical points and establish the improvements to be implemented: many products are already monitored with the contribution of retail customers, but this is an aspect to be improved for all the production.

For the verification of technical production adequacy and compliance with production sustainability, UNOAERRE is also cyclically and frequently subject to second and third-party audits to verify both technical aspects and organizational requirements.

## Life Cycle of the Jewel

The fundamental creative side of UNOAERRE could not exist without its remarkable production structure.

After the entry of pure metals, controlled according to OECD guidelines, in the form of ingots or lumps of material, alloys (alloying) are produced by melting with other chemical elements.



The pure precious metal, mixed with other chemical elements in determined proportions, makes it possible to create alloys with different caratings and with specific characteristics: the addition of percentages of copper, silver, palladium or other metals causes the precious alloys to take on various colours and hardnesses, in shades from pink to red, from green to yellow and white, so as to meet market needs and the ductility or hardness requirements of subsequent processing.

The alloy bars that come out of the casting go through the various processing stages to become basic semi-finished products for jewellery making, following different paths. Some semi-finished product types (strips, wires, tubes) arise from the transformation of the metal coming out of the melting process with the typical processes of drawing or rolling. In most cases, however, the irreplaceable tool

ph. Andreoli

in these operations remains the expert hand of man that makes the jewel the object of desire displayed in shop windows all over the world.

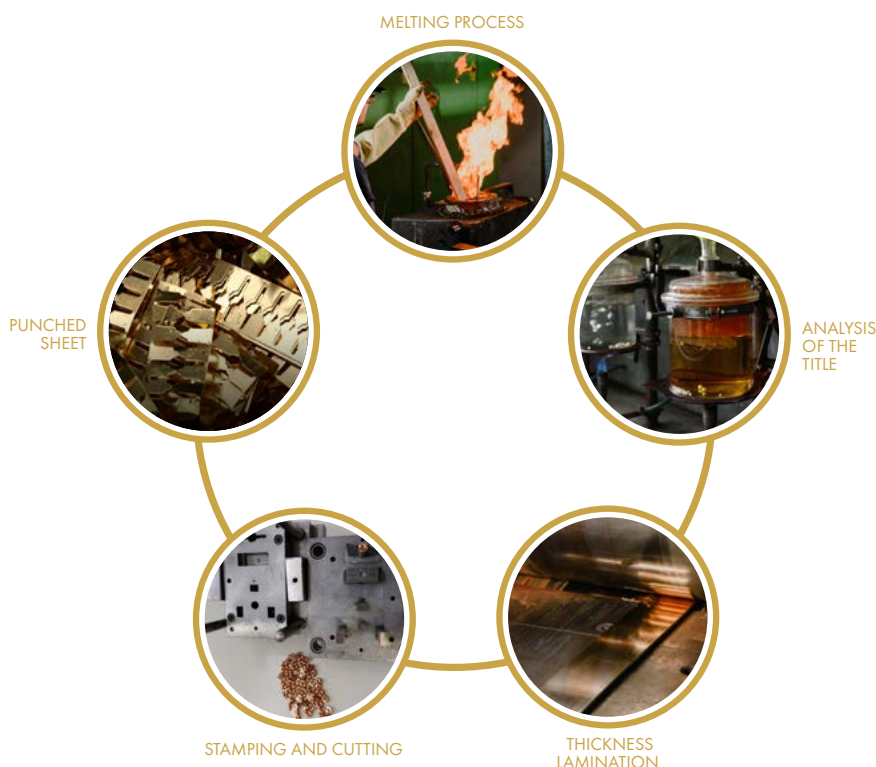
In order to be able to produce objects with the minimum use of precious metal, instead of using a solid semi-finished product UNOAERRE can also process a sheet of precious alloy welded to a support of 'vile' material (copper or iron) by means of the process of "placcatura". The result is a single piece made up of two parts, one precious and the other 'vile', which has the necessary robustness to support numerous production operations. At the end of the process, when subjected to corrosion by acids that attack only the 'vile' part, the precious product remains, creating extremely light objects, since they are hollow inside, even if of significant dimensions: the so-called "hollow" products.

Once the aesthetic configuration of the various jewellery pieces has been achieved, stones, inserts of other materials or enamels can be applied to make the finished product.

The entire production process inevitably generates offcuts, scraps and dust in which precious materials are present to a considerable extent.

And it is precisely the 'recovery' process of precious metals that is a peculiar characteristic of the goldsmith sector, anticipating by economic opportunity, even before ethics, the principles of the circular economy due to the obvious need to minimize losses from processing. Chips, processing scraps and stamping waste, even of minimal dust grain, are recovered and sent for re-melting, to obtain again, at the end of the process, the precious metal in its pure state. Any residue from cleaning operations in the plant and everything that comes into contact with the precious materials is also set aside and subsequently treated in order to recover the precious metal. In most cases, all waste or cleaning residues that may contain even a small amount of precious metal undergo what is known as refining, i.e. the melting of the waste and the decomposition of the melt into its chemical elements.

A different fate awaits those machining offcuts consisting of homogenous scraps that are duly separated from other materials and, belonging to an identified and unpolluted alloy, can be reused as such without refining processes after further melting.



The re-use of precious materials from manufacturing processes is particularly important in economic and production terms.

The table below shows the amount of precious raw material that UNOAERRE obtains from the refining process (carried out by another specialized company) of all production scraps during the year and the percentage that they represent compared to the amount of metal it acquires on the market:



Raw material from refining (in Kg)	2022		2021	
	Quantity	Percentage <sup>12</sup>	Quantity	Percentage
<b>Gold</b>	7,608.06	<b>45%</b>	7,323.78	<b>47%</b>
<b>Silver</b>	5,649.20	<b>21%</b>	5,821.90	<b>17%</b>

Among other things, the table does not include segregated and homogeneous “scraps” from processing, which, as described above, are not subject to further refining, but can be melted down as such and fed back into the processing process. In 2022, the quantity of processing “scraps”, which are not subject to refining but can be reused as such, amounted to 11,950.76 kg of gold (of which 181.96 kg of CoC gold).

Consequently, the metals purchased by UNOAERRE, added to the metals recovered from the refining cycle and from the “scraps”, allowed UNOAERRE to produce gold castings for the following quantities:

Cast material (in Kg)	2022	2021
<b>Pure gold</b>	28,714.48	25,240.53

Of course, the quantities for “Cast material” do not coincide with the quantities indicated in the tables illustrating the raw material procurement quantities set out in the chapter on “Responsible Sourcing”. In fact, cast material refers to all material processed by the foundry, which therefore includes all remelted scraps and all the material received from customers for processing their orders.

As far as the future is concerned, UNOAERRE will be committed to precisely tracking the quantities of product that will derive from raw material from the re-use of existing gold (so-called recycled gold) which the market and customers seem to prefer.

## Metal bank

UNOAERRE’s in-house metal bank, which is responsible for the purchase and trading of industrial gold, is undoubtedly an exclusive service for customers<sup>13</sup>. By purchasing the precious metal from UNOAERRE (in addition to the manufacturing) instead of from other suppliers, they can significantly reduce logistical and organizational complexity, with economic and organizational savings in terms of lower transport, insurance and security costs, while still enjoying professional, transparent and competitive treatment in the purchasing of precious metals.

Customers can be sure of being charged a fair price on precious raw materials, in line with international market quotations, thanks to the constant monitoring by the in-house operator of the trend of gold, silver and palladium quotations in the major currencies on the “Thomson Reuters” computerised platform (one of the most important in the world and an “info provider” available to the company).

The Metal Bank is also responsible for supplying precious metals to the plant’s production cycle. It is able to guarantee not only the cost-effectiveness of purchases, but also the selection of procurement sources, providing detailed evidence of the legitimate and responsible origin of the materials in question and contributing to the traceability of incoming materials. Precious

<sup>12</sup> Percentage calculated as the ratio between the raw material from refining (of rejects and offcuts from internal production) and the total raw material acquired from third parties to supply the production process.

<sup>13</sup> Only very few jewellery companies have an in-house metal bank.

raw materials are purchased, also on behalf of customers, from sources that can guarantee their legitimacy and their origin in territories that are not involved in conflicts; the presence of the in-house Metal Bank, together with the verification, including physical testing, of the Metal Accounting Office, with its specific procedure for incoming substances, allows UNOAERRE to provide its customers with guarantees that meet the requirements of traceability and good industrial practice demanded by its primary customers with regard to the ethical nature of the production chain.

# 06 People

*"In relation to the particular activity carried out by UNOAERRE Industries, the company considers human resources to be its primary competitive factor. For this reason, it seeks to protect and value them in every way, while safeguarding the moral and personal convictions of each individual"<sup>14</sup>.*

UNOAERRE is more than aware of the fact that a company is made up, first and foremost, of the people who work in it: human capital is, in fact, the main resource available to management and shareholders, and the company's success or otherwise depends on it. Consistent with this approach, and compatible with the objective financial and market reality, the Company has always sought to introduce into its workforce a mix of young people, strong in their enthusiasm and desire to do, and people already professionally trained, not necessarily in the same sector, preferring to invest in them with permanent contracts.

UNOAERRE shares, as do most Italian manufacturing companies, the critical issues related to generational turnover due to the difficulties in finding young resources willing to learn a manual job that requires a predisposition and a long training period.

The company has always been particularly attentive to the promotion of diversity, equity and inclusion in the welfare and well-being of its employees. Starting in the 1960s, coinciding with both the national and company 'boom', UNOAERRE gave birth to, and financially supported, an employees' club that for decades guaranteed scholarships to the most deserving children of workers, banking and insurance conventions, the presence of a small in-house bank counter, the resale of basic necessities and Company products at favourable prices, and the canteen service for all employees at an advantageous price. This has been partly reduced as the workforce has shrunk, but the affiliated canteen service, banking through an automated teller machine, and the resale of company products at a discounted price remain in place; a company welfare service that takes the form of health care services extended to all workers and their families, the free distribution – in addition to contractual provisions – of shopping vouchers, the presence of a doctor and a nurse at pre-established times, and other small benefits for employees such as access to discounts from Confindustria member companies.

## Staff composition and turnover

The company's human resources at the end of 2022 consisted of 331 units, divided as shown in the table, of which only 3 were hired on fixed-term contracts.

<sup>14</sup> UNOAERRE Industries S.p.A. Internal Company Regulations

Employees by type of employment and contract	2022			2021		
	Women	Men	TOTAL	Women	Men	TOTAL
<b>Fixed term</b>	1	2	<b>3</b>	4	2	<b>6</b>
<b>Permanent</b>	138	190	<b>328</b>	120	186	<b>306</b>
<b>TOTAL</b>	<b>139</b>	<b>192</b>	<b>331</b>	<b>124</b>	<b>188</b>	<b>312</b>
<b>Full time</b>	119	190	<b>309</b>	104	187	<b>291</b>
<b>Part time</b>	20	2	<b>22</b>	20	1	<b>21</b>
<b>TOTAL</b>	<b>139</b>	<b>192</b>	<b>331</b>	<b>124</b>	<b>188</b>	<b>312</b>

The year 2022 saw a 6 % increase in the number of employees, with a 12 % increase in the total number of women, both among blue-collar and white-collar workers.

The composition of the workforce by type of classification has remained stable: it is confirmed that 70 % of the Company's workforce is made up of the blue collar category and 25 % of the white collar category; as far as top management positions are concerned, the company organization has not undergone any significant changes: there are 4 women classified as middle managers and 9 men, respectively 2 managers and 7 middle managers.

The company also has 19 employees (7 women and 12 men) belonging to legally protected categories.

Employees by job category	2022			2021		
	Women	Men	TOTAL	Women	Men	TOTAL
<b>Managers</b>	-	2	<b>2</b>	-	2	<b>2</b>
<b>Middle managers</b>	4	7	<b>11</b>	4	7	<b>11</b>
<b>White collars *</b>	51	33	<b>84</b>	46	33	<b>79</b>
<b>Blue collars *</b>	84	150	<b>234</b>	74	146	<b>220</b>
<b>TOTAL</b>	<b>139</b>	<b>192</b>	<b>331</b>	<b>124</b>	<b>188</b>	<b>312</b>

\* data include the apprentices

In compliance with its ethical principles, UNOAERRE fully applies the national agreements, in particular the National Collective Labour Agreement (CCNL) for the gold, silver and jewellery sector and the CCNL for industrial company managers. In parallel to the national contract, signed by the company and the workers' representatives, a supplementary company contract is also agreed each year, which provides for both fixed and variable economic integrations depending on economic performance.

Lastly, the company also makes use of numerous non-employee collaborators in various professional fields, such as freelance consultants, specialized maintenance workers, especially in plant engineering, sales agents and, in some cases, temporary staff. At the same time, UNOAERRE has been collaborating with schools and universities in the area for many years, willing to host students for alternating school-work and extra-curricular internships and to select and hire future collaborators, not only in production processes, but also in the internal laboratory and product development office.

External contractors	2022			2021		
	Women	Men	TOTAL	Women	Men	TOTAL
<b>Sales agents</b>	0	18	<b>18</b>	1	16	<b>17</b>
<b>Temporary/Agency workers</b>	5	2	<b>7</b>	5	4	<b>9</b>
<b>Internship school-work</b>	1	3	<b>4</b>	2		<b>2</b>
<b>Internship after graduation</b>	1		<b>1</b>	1	1	<b>2</b>
<b>TOTAL</b>	<b>7</b>	<b>23</b>	<b>30</b>	<b>9</b>	<b>21</b>	<b>30</b>

Regarding the hiring of employees, UNOAERRE makes use of external manpower agencies, which are particularly useful both in the search and pre-selection of particular professionals, but also for personnel to be fully trained.

In 2022, a total of no less than 33 resources were added to the workforce, 36 % of which were young people under the age of 30, compared to 14 employees who left the company, 6 of whom were over the age of 50.

UNOAERRE's policy is focused on the younger generation, strongly aware that the transfer of know-how to the new generation is a key factor in the success of the company and in particular knowing how to work by hand is an invaluable company asset.

Employees by age group	As of 31/12/2022				As of 31/12/2021			
	<30 y.o.	30-50 years	>50 y.o.	TOTAL	<30 y.o.	30-50 years	>50 y.o.	TOTAL
<b>Managers</b>	-		2	<b>2</b>	-	-	2	<b>2</b>
<b>Middle managers</b>	-	1	10	<b>11</b>	-	1	10	<b>11</b>
<b>White collars *</b>	4	36	44	<b>84</b>	3	35	41	<b>79</b>
<b>Blue collars *</b>	45	93	96	<b>234</b>	39	90	91	<b>220</b>
<b>TOTAL</b>	<b>49</b>	<b>130</b>	<b>152</b>	<b>331</b>	<b>42</b>	<b>126</b>	<b>144</b>	<b>312</b>

Turnover 2022	Women	Men	TOTAL	<30 y.o.	30-50 years	>50 y.o.
<b>Employees as of 31.12.22</b>	139	192	<b>331</b>	49	130	152
<b>New recruits</b>	20	13	<b>33</b>	12	17	4
<b>Resigned</b>	5	9	<b>14</b>	2	2	6
<b>NEW HIRE RATE *</b>	<b>14%</b>	<b>7%</b>	<b>10%</b>	<b>24%</b>	<b>13%</b>	<b>3%</b>
<b>RESIGNATION RATE</b>	<b>4%</b>	<b>5%</b>	<b>4%</b>	<b>4%</b>	<b>2%</b>	<b>4%</b>

**TOTAL TURNOVER RATE \*\***

**14%**

\*percentage of new recruits /total of category

\*\*percentage of the sum of new recruits + resigned staff/ the number of staff equal to 331 for the year

Many temporary contracts of 2021 were transformed into permanent contracts in 2022.

In the medium and long term, UNOAERRE, as mentioned above, is pursuing a policy of rejuvenating and educating its employees, through the hiring of young graduates and diploma holders, as well as through training activities for existing employees. The search for personnel to be trained and educated for specific jobs in anticipation of upcoming retirements is a current and strongly felt issue.

The passion, competence and intellectual curiosity of the employees are in fact indispensable elements on which the innovation, creativity and quality of the Group's products are based.

## Training

UNOAERRE has always focused on continuous improvement, following a policy centered on human capital, favouring the increase of internal skills and the professional growth of individual employees. The decision to acquire new certifications went in the same direction, to make the teams more sensitive and competent in different areas from the reliability of analytical data to the analysis of environmental aspects.

The table below shows the total number of hours of personnel training, information and instruction in 2022: the HR department keeps all the evidence of the topics, from updating on the use of machines and new production techniques to the transfer of skills in the event of a change of job to product quality control.

Hours of training	Additional training (including compulsory training hours for the apprenticeship contract)		TOTAL
	Men	Women	
<b>Managers</b>	6	-	<b>6</b>
<b>Blue collars</b>	1463	850	<b>2313</b>
<b>White collars</b>	204	333	<b>537</b>
<b>TOTAL</b>	<b>1673</b>	<b>1183</b>	<b>2856</b>

Employees can also attend online WEBINARs on the various topics, in order to evaluate whether it is necessary to go deeper with more specific courses.

In parallel with the training described above, the company has also continued with compulsory updates on health and safety in the workplace (Art. 37), which have returned in total hours to pre-pandemic values. The company has also always favoured courses involving face-to-face lectures, considered more effective by all those involved.

Hours of training	2022			2021		
	Women	Men	TOTAL	Women	Men	TOTAL
<b>Managers</b>	-	30	<b>30</b>	-	32	<b>32</b>
<b>White collars</b>	-	-	-	-	-	-
<b>White collars</b>	104	72	<b>176</b>	18	41	<b>59</b>
<b>Blue collars</b>	286	678	<b>964</b>	232	577	<b>809</b>
<b>TOTAL</b>	<b>390</b>	<b>780</b>	<b>1170</b>	<b>250</b>	<b>650</b>	<b>900</b>

The professionalism and preparation of UNOAERRE personnel is also demonstrated by their participation, since 2016, as UNI technical experts in the "gems and precious metals" working group, as well as by the company's appointment as a member of the Italian representation in the international ISO/TC174 "Jewellery and precious metals" working group.

## Health and safety

The company was a pioneer in protecting and safeguarding the health and safety of its workers, starting in the mid-1960s to assess, quantify and mitigate risks in the workplace and setting up an in-house risk management service, including a health service with the physical presence in the company of a nurse and doctor. Over the years that followed, UNOAERRE

became a real territorial reference point for control bodies as well, continuing its pioneering tradition and becoming one of the first companies in Arezzo to voluntarily equip itself with a semi-automatic defibrillator at the San Zeno plant and an internal team of operators qualified to use it.

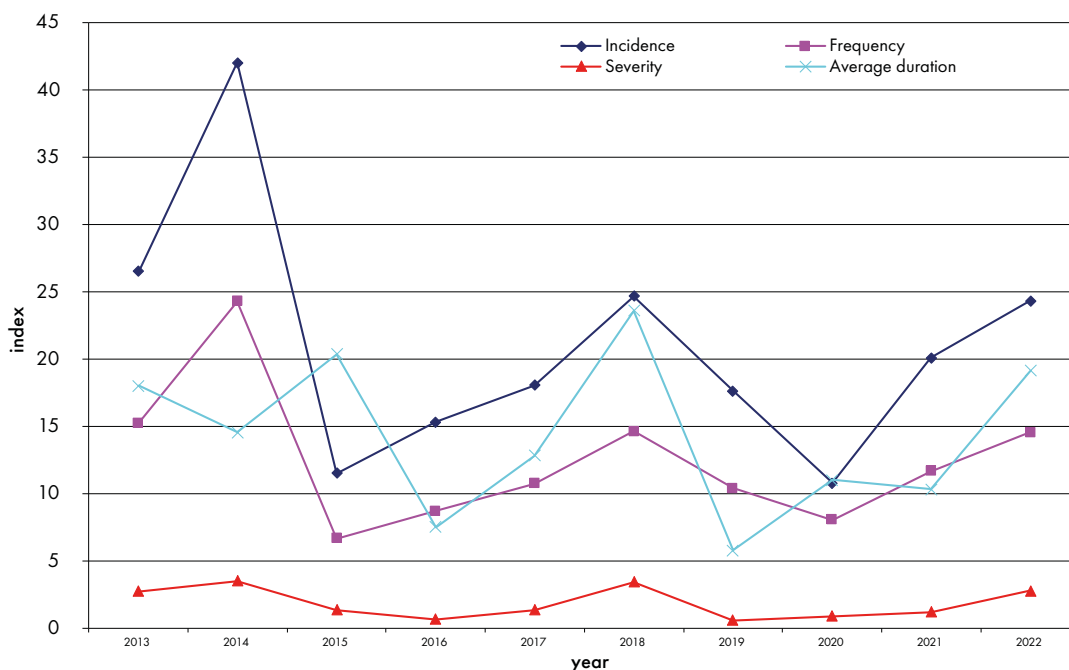
The organization's attention to health and safety issues is now part of the company's cultural baggage and continues nowadays with scrupulous observance of all applicable regulations, both in the management of internal and external employees working in its production sites.

As described in the previous section, in addition to the compulsory training hours, in 2022, courses were provided in specific areas described by Legislative Decree 81/08, such as preparation courses for the exam to obtain the toxic GAS license (16 hours each) and training courses for Confined Environments (8 hours under 1126).

The company also equipped itself with the ALTAIR 4XR portable multimeter to assess the possible presence of ATEX (explosive atmospheres) by simultaneously checking concentrations of oxygen, carbon monoxide and hydrogen sulfide to reduce the risk of exposure for maintenance workers in potentially critical situations.

UNOAERRE has been monitoring accidents and occupational disease trends for about 50 years, collecting all indices (of incidence, frequency and severity) annually. All this encourages the company to continue its prevention and protection actions, keeping updating and implementing the continuous improvement plan with the aim of decreasing - or at least maintaining - the rate of these indices.

Eight accidents with a total temporary disability period of 153 days were recorded in 2022. There were no serious or fatal accidents. The number of accidents occurred is in line with the years prior to the lockdown, with duration and severity indices almost unchanged (for 2021 equal to 11.7 and in 2020 equal to 10.38) and slight increases in the incidence and frequency indices. The registered occupational accident rate is 1.7.





<b>PROFESSIONAL ACCIDENTS and DISEASES<sup>15</sup></b>	<b>2022</b>	<b>2021</b>
<b>Fatal accidents at work</b>	-	-
<b>Work-related accidents with serious consequences</b>	-	-
<b>Non-serious work-related accidents</b>	8	6
<b>Number of hours worked</b>	<b>550,286</b>	<b>514,850</b>

The awareness of accident prevention also extends to relations with suppliers operating in the company, which are managed through an Interference risk assessment or Safety and Coordination Plan (DVRI or PSC).

<sup>15</sup> The figure was calculated on the basis of 1,000,000 hours worked

# 07 Environment

**U**NOAERRE has always been aware that respect for environmental resources and the relevant national and regional regulations is central to its activities. The company recognizes the importance of respecting and protecting the environment, and believes in sustainable development, durable over time. UNOAERRE is constantly committed to managing and monitoring its environmental performance, implementing as much as possible good practices aimed at reducing the impact on the environment generated, also focusing on an active collaboration with its suppliers and sector partners, which play a strategic role in creating shared wellbeing and strengthening social cohesion.

With this in mind, the company is actively working to improve its environmental performance within a path of corporate sustainability. It is strongly committed to adopting transparent procedures with the aim of guaranteeing the highest environmental standards, through the measurement, monitoring and mitigation of its impacts. With this in mind, UNOAERRE has decided to embark on the path of certifying its environmental management system according to ISO 14001 and assessing its carbon footprint, in order to meet competitive challenges through sustainable growth programs over time.

In the materiality analysis, UNOAERRE identified 'energy efficiency' and 'emissions management' as relevant, as well as 'improving packaging management', demonstrating its sensitivity and commitment to these issues.

The company and those in the jewellery sector, which also prefer not to source from mines, unlike other sectors that serve Fashion, do not have a direct impact on biodiversity and animal well-being.

By definition, the precious raw material used is 99 % recoverable at specialized companies that optimize the refining processes and thus reduce their environmental impact, both in terms of resource consumption and waste production.

With the implementation of the ISO 14001-compliant Environmental Management System, the company is planning a series of improvement targets for both 2023 and 2024. In particular:

- ◆ Efficient energy consumption also with a view to reducing company emissions and improving its responsible procurement policy, with respect to choosing suppliers that guarantee to source at least 70 % from renewable sources;
- ◆ Carry out an assessment of the management of packaging destined for B2B, in order to search for solutions that enable the recyclability of packaging at the end of its life and its reduction in general;
- ◆ Carry out a study to measure its carbon footprint in order to set a measurable target for its reduction;

- ◈ Deepen the topic of sustainable worker mobility;
- ◈ Turn into a project the study for the realization of a building with LEED GOLD certification to be built next to the main factory, to house part of the production and offices.

## Consumption

The company has two company sites: a larger, historical site in the area of San Zeno and another, smaller, in the area of Case Nuove di Ceciliano with fewer than 30 employees. Given the insignificant consumption values of the latter, compared to those measured for the former, and the type of processing carried out, they will not be analyzed in this edition.

All the indices described in the previous paragraphs have shown an upward trend with respect to 2021: this is also true for the consumption of methane and electricity, but not for water consumption and waste management.

### ◈ ENERGY CONSUMPTION

In the financial year 2022, total energy consumption at the San Zeno site amounted to 43,661 GJ and decreased by approximately 3% compared to 2021, when total consumption amounted to 45,223 GJ; 57 % of total consumption in 2022 was related to the purchase of electricity for offices and production departments, while natural gas consumption for heating, production activities and fuel for the company fleet contributed for 43%.

After removing the fibre-cement roofing from the entire old factory (formerly MGZ), a photovoltaic system of more than 1 MW is being installed for the San Zeno production site, which will help shift the company's energy consumption increasingly in favour of renewable energies.

In every department, the replacement of all lamps with LED ones is also in progress, and an energy consumption monitoring system is being activated to more specifically assess where they can be reduced.

The installation of supports for photovoltaic panels on the roof of the San Zeno factory



Fossil fuel consumption <sup>16</sup>	2022		2021	
	Consumption	TOTAL GJ	Consumption	TOTAL GJ
<b>Natural gas (Smc)</b>	448,058	<b>17,833</b>	503,328	<b>19,982</b>
<b>Automotive fuel for the company fleet</b>				
<b>Diesel (lt)</b>	25,306	<b>908</b>	25,136	<b>902</b>
<b>Petrol (lt)</b>	2,117	<b>69</b>	1,184	<b>39</b>
<b>TOTAL CONSUMPTION GJ</b>		<b>18.810</b>		<b>20,923</b>

Taking into account only the share of electricity purchased from the supplier (ENEL) and derived from renewable sources, it amounts to 14,413 GJ (approx. +2% compared to 2021) and represents 42%<sup>17</sup> of total electricity consumption

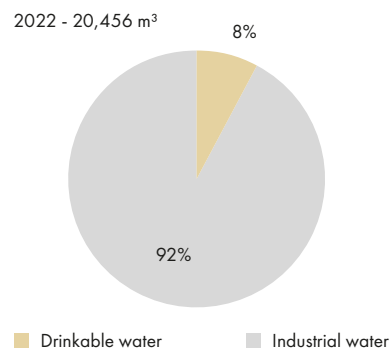
Purchased electricity consumption (KWh)	2022		2021 <sup>18</sup>	
	Consumption kWh	TOTAL GJ	Consumption kWh	TOTAL GJ
<b>NON-RENEWABLE SOURCES</b>	2,899,244	<b>10,437</b>	2,835,045	<b>10,206</b>
<b>RENEWABLE SOURCES</b>	4,003,717	<b>14,413</b>	3,915,062	<b>14,094</b>
<b>TOTAL KWh</b>	<b>6,902,961</b>	<b>24,851</b>	<b>6,750,107</b>	<b>24,300</b>

## ◆ WATER CONSUMPTION

With respect to the protection of the environmental matrix "water", UNOAERRE - for many years now - has opted for the absolute preservation of groundwater and for the protection of surface water resources, resorting to meeting its water needs through the priority use of industrial-grade water, limiting drinking water to the bare minimum.

In 2022, a total of 20,456 m<sup>3</sup> of water was withdrawn and consumed, resulting in consumption comparable with the years prior to 2021, of which 18,845 was from private water supplies and the remainder from municipal water suppliers.

For the future, the installation of an evaporator at the San Zeno plant is being evaluated with the aim of reusing water resources and, at the same time, reducing the use of resources extracted from the earth.



<sup>16</sup> The conversion factors in GJ used for fossil sources are:  
 - "0.0397" for 2021 and "0.0398" for 2022, referring to natural gas;  
 - "0.0359" for both 2021 and 2022, referring to diesel fuel;  
 - "0.0326" for 2021 and "0.0325" for 2022, referring to petrol.

The source for the above conversion factors is DEFRA "Department for Environment Food and Rural Affairs" 2021 and 2022.

<sup>17</sup> The shares of electricity from renewable sources (approx. 42%) and that from non-renewable sources (approx. 58%) are established "with the national energy mix used for the production of the electricity fed into the Italian electricity system" which consists of an estimate of the composition of sources calculated by the Gestore dei Servizi Energetici (GSE) for the year 2021. Since there is no evidence of the composition (% from renewable and non-renewable sources) for 2022, the data was calculated using the 2021 methodology (42% of energy consumption comes from renewable sources while the remaining 58% from non-renewables).

<sup>18</sup> Due to a counter reading defect in the years 2021-2022, which was only resolved in 2023, electricity consumption was recalculated from the data published in the previous report. In this edition, therefore, we have compared the last two years, using the conversion factor "0.0036" from the source "rapp. ISPRA 303/2018".

## Emissions

Due to the nature of its business, UNOAERRE is particularly sensitive to the protection of the 'air' matrix and the release of pollutants into the environment, which is why it has long implemented a program to replace equipment that uses hazardous volatile organic substances with substances of negligible or reduced hazardousness.

Consumption and the consequent production of greenhouse gases are constantly monitored, and the plant's atmospheric emission points are certainly not absent from the monitoring, maintenance and verification schedule.

The total direct emissions (from fossil fuels) from SCOPE 1 amount to 976 tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub> eq.) in 2022, i.e. 10% less than in 2021, which demonstrates UNOAERRE's focus on the environmental issue of reducing atmospheric emissions.

SCOPE 1 (DIRECT EMISSIONS)				
Fossil fuel emissions	2022		2021	
		tCO <sub>2</sub> eq.		tCO <sub>2</sub> eq.
Natural Gas (Smc)	448,058	903	503,328	1,015
Automotive fuel for the company fleet				
Diesel (lt)	25,306	68	25,136	68
Petrol (lt)	2,117	5	1,184	3
<b>TOTAL SCOPE 1</b>		<b>976</b>		<b>1,085</b>

For full adherence to GRI Standards, SCOPE 2 emissions related to electricity purchase and consumption were calculated through both the location-based (LB) and market-based (MB) approaches. While the LB methodology considers the average intensity of greenhouse gas emissions from the national grid on which energy consumption occurs, the MB methodology considers emissions from electricity that the company has intentionally chosen by contract or alternatively by considering the average intensity of emissions from the grid in the reference markets outside the country of operation (in this case Italy).

The total indirect SCOPE 2 emissions (emissions of the electricity purchased by UNOAERRE) from non-renewable sources amount to 1,173 tCO<sub>2</sub> eq. (+17 % compared to 2021) according to the Location Based approach (adopting the MB approach, on the other hand, SCOPE 2 emissions from non-renewable sources are 1,828 tCO<sub>2</sub> eq., 2 % more than the previous year).

The share of emissions from renewable sources, quantified at 850 tCO<sub>2</sub> eq. according to the LB approach (or 1,324 tCO<sub>2</sub> eq. calculated according to the MB approach), also increased by 17 % and represents the emissions "avoided in the atmosphere" by UNOAERRE since they derive from sources that have zero environmental impact in terms of emissions.

SCOPE 2 (INDIRECT EMISSIONS) LB				
Emissions from purchased electricity	2022		2021	
	kWh	tCO <sub>2</sub> eq.	kWh	tCO <sub>2</sub> eq.
Renewable sources	2,899,244	850	2,835,045	726
Non renewable sources	4,003,717	1,173	3,915,062	1,002
<b>TOTAL</b>	<b>6,902,961</b>	<b>2,023</b>	<b>6,750,107</b>	<b>1,728</b>

Unoaerre's total emissions<sup>19</sup> (SCOPE 1 + SCOPE 2 deriving from non-renewable sources) amount to 2,150 tCO<sub>2</sub> eq. (calculated according to the LB method), registering a slight increase of 3% compared to the previous year, thanks to a greater impact of SCOPE 2 emissions compared to SCOPE 1 emissions, which instead decreased. Total emissions (SCOPE 1 + SCOPE 2 from non-renewables sources), calculated according to the Market Based method, amounted to 2,804 tCO<sub>2</sub> equivalent.

## Waste management

As far as waste management is concerned, UNOAERRE has long employed resources and capital for the organization of differentiated waste collection within the plant and the creation of special equipped areas identified for the storage of special waste, pending its transfer to an authorized plant.

In general, within the organization, careful waste segregation is carried out and preference is given to those facilities that carry out material recovery operations, limiting to a minimum the waste destined for disposal. The management of special hazardous waste is conferred to a hazardous goods transport safety consultant, who carries out, on behalf of the company, the activity of verifying and controlling regulatory compliance, as well as the operating methods applied to this activity.

During the year, the company produced a total of 1,090 tonnes of waste, of which 55% was hazardous waste consisting mainly of exhausted acids from the production cycle (about 43%).

Tonnes of waste produced	Activity Code	2022			2021		
		Hazardous waste	Non hazardous waste	TOTAL	Hazardous waste	Non hazardous waste	TOTAL
<b>HCl recycling *</b>		259	-	<b>259</b>	248	-	<b>248</b>
<b>Composting</b>	D8	-	21	<b>21</b>	-	26	<b>26</b>
<b>Recovery, including energy recovery</b>	R3						
	R4	71	-	<b>71</b>	144	180	<b>324</b>
	R5						
	R6						
<b>Incineration</b>	D10	0	-	<b>0</b>	2	-	<b>2</b>
<b>Storage on site</b>	R13	83	58	<b>141</b>	87	56	<b>143</b>
	D15						
<b>Disposal</b>	D9	183	415	<b>598</b>	93	240	<b>333</b>
<b>TOTAL</b>		<b>596</b>	<b>494</b>	<b>1,090</b>	<b>574</b>	<b>502</b>	<b>1,076</b>

\* the recycling portion refers to the production of aqueous acid solution for hydrochloric acid containing iron chloride, which is sold as a by-product and not enclosed in the waste management system.

With regards to the discharge of effluents, UNOAERRE has its own chemical-physical treatment plant for the San Zeno site, which is compulsorily checked annually. These checks are supplemented by voluntary periodic monitoring of the quality of the discharged water, in order to maintain compliance with the discharge limits set forth in the single environmental authorization. In 2022, the Company discharged 12,208 m<sup>3</sup> of total effluent into public sew-

<sup>19</sup> Compared to the Sustainability Report 2021, the emission calculation data in the tables "SCOPE 1 (DIRECT EMISSIONS)" and "SCOPE 2 (INDIRECT EMISSIONS)" have been revised, following an update of the emission factors also used in previous years. Specifically, the new emission factors are "2.01574" for natural gas, "2.6988" for diesel, and "2.3397" for petrol. For emissions from electricity the factors "0.256" for 2021 and "0.293" for 2022, Location Based method, were taken; for the Market Based method "0.45657" for 2021 and "0.45715" for 2022.

ers, broken down as follows: 10,597 m<sup>3</sup> of industrial effluent (about 87%) and 1,611 m<sup>3</sup> of domestic effluent (about 13%).



# 08 Annexes

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## Note on Methodology

### ◆ Aim and purpose

The scenario, within which today's corporate vision and strategy is placed, cannot disregard the consideration of sustainability as an element of competitive advantage, which allows to consciously direct the choices of the market and of the stakeholders. Hence UNOAERRE's decision to draw up its third Sustainability Report, demonstrating the organization's commitment to innovation and creativity, but also to personnel management and respect for the environment, with a view to increase a transparent communication with all its stakeholders. Through this document, we therefore wish to convey the ways in which UNOAERRE's human, economic and intellectual resources are managed and deployed to achieve the objective of sustainable development in the long-term. The drafting of this Report is an exercise of a voluntary nature for the company, which does not fall into the category of large Public Interest Entities required to report their non-financial performance under Legislative Decree 254/2016. This document is addressed to all types of stakeholders - employees, suppliers, users, citizens, public bodies, public administration, etc. - and for this reason, in its editorial choice, it has been drafted by adopting a clear and simple language and presenting the data using graphs and tables to make it more understandable and interactive. The indicators representing the results reflect the measurement of performance, regardless of whether it is positive or negative. Sustainability is the fundamental element on which UNOAERRE's activities are based, which is why it was decided to draw up the Sustainability Report with the UN 2030 Agenda in mind. The 17 Sustainable Development Goals (SDGs) represent 'common goals' to be achieved in areas relevant to sustainable development.

### ◆ Field of application and reporting period

The field of application of this Sustainability Report includes the aforementioned company UNOAERRE, which includes the locations of San Zeno, Strada E No. 5 Arezzo and Case Nuove di Ceciliano No. 164, in line with the financial statements. As reported in the body of the Financial Statements, UNOAERRE is wholly owned by the ZEOR FINANZIARIA S.p.A. Group. Any perimeter limitations are indicated within the document, as well as the use of estimates and approximations in the calculation of indicators.

If the financial report is subject to closure within 120 days, as required by the Italian Civil Code, also the Sustainability Report covers the same period, but it is published in July 2023.

UNOAERRE's Sustainability Report traces the initiatives and results of the 2022 financial year (1 January - 31 December 2022) in the economic, social and environmental fields (a period

that coincides with the period covered by the financial statement). In keeping with the principles of comparison, the data and information have also been shown for the previous year.

### ◆ **Process of reporting and reporting standards**

The reporting was carried out in accordance with the GRI Sustainability Reporting Standards (hereinafter GRI Standards) guidelines, issued in 2016 by the Global Reporting Initiative and updated in 2021. The level of application of the GRI Standards corresponds to the “in accordance with” option (see GRI Content Index).

The process of collecting and processing data and information was managed by creating a working group that had evidence of the information from all corporate areas involved in the reporting of the Sustainability Report 2022.

As required by the Standards, the data collection phase was preceded by the carrying out of the so-called “Materiality Analysis”, aimed at identifying the relevant issues that represent the most significant impacts of the organization on the economy, the environment and people, including those on their human rights. Top Management was also involved in the “Materiality Analysis” process to identify UNOAERRE’s material issues. Any feedback from Stakeholders, specifically UNOAERRE’s suppliers, was valued in order to improve the Company’s sustainability commitment and its reporting.

UNOAERRE’s Sustainability Report was approved by the members of the highest governing body in July 2023.

The Sustainability Report is also published via the internet at <https://www.unoaerre.it>

### **For further details on this report please contact:**

UNOAERRE INDUSTRIES S.P.A.

Località San Zeno Strada E, 5

52100 Arezzo (Italy)

+39 0575 9251

# GRI Content Index

<b>Statement of use</b>	UNOAERRE prepared this Sustainability Report in accordance with the GRI Standards for the period 01/01/2022 - 31/12/2022
<b>GRI 1</b>	GRI 1 – Foundation 2021
<b>GRI Sector Standard applicable</b>	No GRI Sector Standard applicable

<b>GRI Standard Title</b>		<b>GRI Disclosure</b>	<b>Chapter / paragraph</b>	<b>Comments/omissions</b>
<b>GRI 2: General Disclosure 2021</b>	2-1	Organizational details	Identity and Governance / History; Organizational structure and governance	
	2-2	Entities included in the organization's sustainability reporting	Entities included in the organization's sustainability reporting	
	2-3	Reporting period, frequency and contact point	Identity and Governance – Note on methodology	
	2-4	Restatements of information		As described in the chapter "Environment" section on "Energy consumption", due to a counter reading defect in the years 2021 - 2022, which was only resolved in 2023, the information on electricity in the table "Purchased electricity consumption (KWh)" was revised from the Sustainability Report 2021.
	2-5	External assurance		The Sustainability Report 2022 is not subject to External Assurance
	2-6	Activities, value chain and other business relationships	Sustainability approach / UNOAERRE and the Social sector – Product / Life cycle of the jewel	
	2-7	Employees	People / Staff Composition and turnover	
	2-8	Workers who are not employees	People / Staff Composition and turnover	
	2-9	Governance structure and composition	Identity and governance / Organizational structure and governance	
	2-10	Nomination and selection of the highest governance body	Identity and governance / Organizational structure and governance	
	2-11	Chair of the highest governance body	Identity and governance / Organizational structure and governance	
	2-12	Role of the highest governance body in overseeing the management of impacts	Identity and Governance – Note on methodology	

<b>GRI 3: Material topics 2021</b>	2-13	Delegation of responsibility for managing impacts	Identity and governance / Organizational structure and governance	
	2-14	Role of the highest governance body in sustainability reporting	Note on methodology	
	2-15	Conflicts of interest	Identity and governance - Sustainability approach	
	2-16	Communication of critical concerns	Identity and governance - Sustainability approach	
	2-17	Collective knowledge of the highest governance body	Identity and governance / Dialogue with stakeholders	
	2-18	Evaluation of the performance of the highest governance body		No data available
	2-19	Remuneration policies		No data available
	2-20	Process to determine remuneration		No data available
	2-21	Annual total remuneration ratio		No data available
	2-22	Statement of sustainable development strategy	Letter to stakeholders	
	2-23	Policy commitments	Identity and Governance / Mission, Vision and Values	
	2-24	Embedding policy commitments		No data available
	2-25	Processes to remediate negative impacts	Sustainability approach / Materiality Analysis	
	2-26	Mechanism for seeking advice and raising concerns		No data available
	2-27	Compliance with laws and regulations		There were no significant instances of non-compliance with laws and regulations during the Sustainability Report 2022 reporting period
	2-28	Membership associations	Sustainability approach - People / Staff Composition and turnover	
	2-29	Stakeholder engagement approach	Identity and governance / Dialogue with stakeholders - Sustainability approach / Materiality Analysis	
	2-30	Collective bargaining agreements	People / Staff Composition and turnover	
	3-1	Process to determine material topics	Sustainability approach / Materiality Analysis	
	3-2	List of material topics	Sustainability approach / Materiality Analysis	
<b>Material topic</b>	<b>Economic performance and distribution of value creation</b>			
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis	
<b>GRI 201: Economic Performance 2016</b>	201-1	Direct economic value generated and distributed	Economic performance / Distribution of value creation	
<b>Material topic</b>	<b>Responsible Governance and anti-corruption</b>			
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis	

<b>GRI 205: Anti-corruption 2016</b>	205-3	Confirmed incidents of corruption and actions taken	Identity and governance / transparent business management
<b>Material topic</b>	<b>Dialogue and stakeholder engagement</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>GRI 205: Anti-corruption 2016</b>	205-2	Communication and training about anti-corruption policies and procedures	Identity and governance / transparent business management
<b>Material topic</b>	<b>Partnership along the value chain</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>GRI 204: Procurement practices 2016</b>	204-1	Proportion of spending on local suppliers	Economic performance / The supply chain
<b>Material topic</b>	<b>Energy efficiency</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organization	Environment / Consumptions
<b>Material topic</b>	<b>Control of emissions</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>GRI 305: Emissions 2016</b>	305-1	Direct GHG emissions (Scope 1)	Environment / Emissions
	305-2	Energy indirect GHG emissions (Scope 2)	Environment / Emissions
<b>Material topic</b>	<b>Waste and water management</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>GRI 301: Materials 2016</b>	301-1	Materials used by weight or volume	Sustainability approach / Sustainability for UNOAERRE
	301-2	Recycled input materials used	Sustainability approach / Sustainability for UNOAERRE
<b>GRI 303: Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource	Environment / Water consumptions
	303-3	Water withdrawal	Environment / Water consumptions
	303-4	Water discharge	Environment / Water consumptions
	303-5	Water consumption	Environment / Water consumptions
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	Environment / Waste management

	306-2	Management of significant waste-related impacts	Environment / Waste management
<b>Material topic</b>	<b>Responsible sourcing: raw material traceability</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>GRI 308: Valutazione ambientale dei fornitori 2016</b>	308-1	New suppliers that were screened using environmental criteria	Economic Performance / The Supply chain
<b>Material topic</b>	<b>Health, safety and wellness of employees</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>GRI 403: Occupational health and safety 2018</b>	403-1	Occupational health and safety management system	People / Health and safety
	403-5	Workers training on occupational health and safety	People / Health and safety
	403-9	Work-related injuries	People / Health and safety
	403-10	Work-related ill health	People / Health and safety
<b>Material topic</b>	<b>Diversity and inclusion</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>GRI 405: Diversity and equal opportunity 2016</b>	405-1	Diversity of governance bodies and employees	Identity and governance – People / Staff Composition and turnover
<b>GRI 406: Non-discrimination 2016</b>	406-1	Incidents of discrimination and corrective actions taken	Identity and governance / Mission, Vision and Values
<b>Material topic</b>	<b>Attraction and development of human capital</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and turnover	People / Staff Composition and turnover
<b>Material topic</b>	<b>Relationship with social fabric and partners in the territory</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>GRI 414: Supplier social assessment 2016</b>	414-1	New suppliers that were screened using social criteria	Economic Performance / The Supply chain

OTHER MATERIAL TOPICS			
<b>Material topic</b>	<b>Quality of the product</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>Material topic</b>	<b>Product Life cycle and recyclability</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>Material topic</b>	<b>Creativity and innovation</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis
<b>Material topic</b>	<b>Customer satisfaction and relationship with customers</b>		
<b>GRI 3: Material topics 2021</b>	3-3	Management of material topics	Sustainability approach / Materiality Analysis







**UNOAERRE INDUSTRIES S.p.A.**

Sede: Loc. San Zeno, Strada E n. 5  
52100 Arezzo - Italia

[www.unoaerre.it](http://www.unoaerre.it)