

## 2022 IMPACT REPORT – IMILANI

### SRL BENEFIT COMPANY

*E.M. Dodd: 'Business activities are permitted and encouraged by law because they are a service to society rather than a source of profit to its owners'. (Harvard Law Review, 1932)*

## Introduction

This report describes the efforts and achievements of the company iMilani S.r.l. ,located in Rosà (Via Capitano Alessio n° 109), in promoting sustainability and addressing the social, economic and environmental challenges that this commitment involves. During 2022 we achieved significant steps in our efforts to become a more sustainable company, in fact we have decided to make this a reality by becoming a Benefit Company. A Benefit Corporation is a traditional company with modified obligations that commit management and shareholders to higher standards of purpose, accountability and transparency. This is why we are committed to continue to improve our performance in these terms and to share our progress with our partners.

iMilani S.r.l became a Benefit Corporation with a deed registered at the Company Registry on 16.12.2022.

## Vision and sustainability strategy

Our vision is to become a company committed to protecting the environment and creating value for stakeholders.

With the transformation into a Benefit Company in Art. 3 of the Articles of Association, specific Purposes of common benefit have been included that iMilani intends to pursue in the exercise of its business activities and in particular

A - continuous improvement towards the environmental and social sustainability of the company's processes and practices in order to minimise negative impacts and amplify positive impacts on people, the biosphere and the territory;

B - assumption of an active role to contribute to the common good in the territories in which it is present, through the development or support of projects with a cultural, social, educational or environmental impact, also through joint initiatives with other public or private entities with which there is an alignment of purpose;

C - creation of a positive and inclusive work environment among employees, protecting their rights and duties, safety, training, enhancement of skills, development of potential, including the adoption of concrete measures for corporate welfare and work-life balance

D - activation of channels of confrontation and interaction with other companies, with similar or related purposes to our own, to contribute to a continuous improvement of environmental impacts.

### 1. Continuous improvement towards environmental and social sustainability

Plastic itself does not constitute a problem, its specific use can become a problem though. Plastic is the way we make business; extremely versatile and 100% recyclable. iMilani is committed to sustainable business development, with environmentally conscious use of resources.

Sustainability affects all company processes: the production chain is controlled and completely in-house to ensure that every action is carried out with total respect for the environment.

The Company has also obtained "Plastic Second Life certification" - The products listed in the "Plastic Second Life" certificate are obtained from the use of polymers derived from separate waste collection or other post-consumer circuits, for at least 70% of the total weight, and comply with the requirements specified in the "Plastic Second Life" certification regulations.

## 2. Active role in caring for the common welfare of the territory we live in

Being a company means being part of a community, a territory. The growth of a company must go hand in hand with the growth of the territory and the community to which it belongs. It is a question of values to be preserved and developed. This is why iMilani supports the realities of the territory to share a path that enriches everyone. It acts like this as a company, but it acts like this as a person.

## 3. Positive and inclusive working atmosphere

People at the centre of the system as a resource capable of excelling and making people excel. Human capital is the vehicle for increasing and developing knowledge, skills and experience that only people can activate. iMilani believes in the importance of listening to its employees: information must be continuously exchanged for personal and team growth, because it is the team that determines the company's success. The well-being of employees not only improves company productivity but also has a positive impact on society as a whole. This is why iMilani is constantly working to offer a welfare package that concretely meets the needs of employees.

In order to incentivise 'team building' and improve the quality of work-life balance, dinners, aperitifs, parties and outings involving employees and their families are organised on a regular basis and become opportunities to create a real team (TEAM BUILDING). Also in terms of TRAINING iMilani supports the professional growth of its employees through the provision of professional training and language courses to its staff. The courses are organised within the company areas or hosted by the CUOA Business School and Niuko training organisations with which it collaborates, and contribute to the training of a diversified and competent team.

On the corporate WELL-BEING side, iMilani has introduced the first project in Italy of physiotherapy with a mobile clinic directly in the company thanks to the collaboration with Fisiolab 8.14. The aim is to act concretely on workers' wellbeing and prevent injuries: employees are followed periodically by physiotherapists in a path of prevention, from initial screening to specific treatments. Believing also in the role of sport in the prevention of injuries to the musculoskeletal system, it has created a gym within the company premises, giving continuity to the physiotherapy project and creating a complete and specific prevention and rehabilitation path for everyone. Fitted out with Technogym machinery and equipment, it also involves a personal trainer who follows employees in their specific training sessions.

#### 4. Activating channels of interaction with other companies

The road that leads to knowledge is a road that passes through good encounters, because alone one may travel well but one does not go far. The encounter that leads to new knowledge is often accidental, in our case it is causal. Companies choose to meet and this will be both 'cause and effect' of a step forward along that road that starts in the Bassano area and arrives everywhere, even where alone one would never have arrived. What do these meetings consist of? In an exchange that becomes growth, where collaboration goes hand in hand with sharing. Usually when we talk about collaboration between companies there is an exchange of goods or services, in this case the companies exchange knowledge of their market. A sharing, precisely, of know-how and experience for a broader vision of the horizon, with a strong focus on the human factor and technological innovation. The market is constantly changing and all companies need to explore new ways to grow.

### Impact Evaluation

As mentioned in the introduction, iMilani became a Benefit Corporation with a resolution registered on 16.12.2022.

Therefore, although it had already taken some actions to become a more sustainable company prior to the transformation, 2022 must be considered a start-up period without significance for the evaluation, in numerical terms, of the impact generated by the pursuit of the common-benefit purposes.

### Common Benefits – 2023 Targets

In the course of 2023, some activities already implemented before the transformation into a Benefit Company will be strengthened and new actions aimed at achieving the Benefit Company objectives will be implemented. In particular and with reference to the four areas of intervention

#### 1. Continuous improvement towards environmental and social sustainability

'iMi Tips' campaign on our social media will be developed and integrated.

MiTIPS is the awareness-raising and information campaign for the correct consumption and recycling of plastic: a path of practical tips, curiosities and indications on the consumption and recycling of plastic in everyday life, narrated and explained by the iMilani team to help reduce environmental pollution.

In addition, with the recovery of illegal nets by Sea Shepherd volunteers, collapsible crates will be built to transport injured turtles. These crates, built with 100% material from these FADs, will be delivered to all Sea Shepherd and Coast Guard vessels in September 2023.

Finally, with the dual objective of continuous improvement in terms of environmental sustainability and the containment of energy costs, a photovoltaic system with a capacity of 2000 Kwp will be built during 2023

## **2. Active role in caring for the collective welfare of the area we live in**

Local realities will be supported in order to share an experience that enriches everyone:

**WINWIN:** iMilani will support and host the largest inter-company tournament in the Bassano area, created with the aim of creating aggregation and collaboration between the various local realities without detracting from the spirit of healthy, sporting competitiveness. iMilani will also host the Win:Win Camp (the same areas as the inter-company tournament), the multi-sport summer camp dedicated to children and young people who want to grow through sport and fun, in the company areas.

**LE SCARPE DELLE FORMICHINE ONLUS:** A non-profit organisation that helps people enter and re-enter the community and the world of work.

**ELIOS ONLUS:** Onlus that supports the realisation of medical-scientific and social projects.

**OPERAESTATE FESTIVAL:** Culture is the only good of mankind that, divided among all, instead of diminishing, becomes greater. This is the value that drives iMilani to support OperaEstate, the Veneto Festival that takes place in the Bassano area with the aim of bringing the public closer to culture, through theatre, dance, music, opera and cinema.

**AMA FESTIVAL:** a summer event created on the values of sharing, of being together, but also of respect for the environment and sustainability.

### **iMilani srl-SB**

TEAM VENETO: support will be given to Team Veneto, with which iMilani shares the importance of sports in the individual and team growth of children and young people.

CALCIO ROSÀ: sponsorship of Calcio Rosà, which shares the sporting values of loyalty, fair play, the pursuit of cooperation and respect for the opponent, which are indispensable for the growth of the individual and the team.

ROSÀ IN BICI: a project that aims to create over 50 km of cycle paths connecting the Bassano area and its services. Rosà will be the pilot village for this project, which aims to encourage the use of bicycles for both leisure and home-work travel, promoting the area and its beauty.

RADICI FUTURE 2030: the Festival of Sustainability, Circular Economy and Business Ethics, certain of the importance of sharing know-how and experiences for the realisation of innovative solutions in the field of sustainability both for the environment and for people.

### 3. Inclusive and positive working atmosphere

The projects already started prior to the transformation into a Benefit Company aimed at promoting professional growth and creating a positive work environment, including the inclusion of performance bonuses, as well as improving the quality of work-life balance (TEAM BUILDING, PHYSIOTHERAPY and GYM) will be continued and strengthened

A specific TEAM BUILDING project will be launched, which, with the aim of keeping the company's vision unique, will place a team of mental coaches alongside the directors, who will work closely with the facilitator of the monthly management team meetings.

In addition, an ONCOLOGIC PREVENTION project will be launched, with the aim of raising awareness of the importance of monitoring and screening one's team. Thanks to the collaboration with the Sanbassiano Oncology Association, iMilani employees will have the opportunity to learn about their own bodies in order to detect any physiological changes early and be able to intervene in time.

### 2. Activation of interaction occasions with other companies

The sharing project between iMilani and Silgan, two realities that are similar and different at the same time, which have decided to share information on their respective markets, in terms of know-how and experience for a broader vision, will be strengthened, focusing heavily on the human factor and technological innovation.

Rosà, 31/05/2023