

The background of the entire page is an aerial photograph of ocean waves, showing white foam and deep blue water. At the top, there is a dark blue rectangular overlay containing the title text.

SUSTAINABILITY REPORT 2023

iMilani



RELEVANT ACTIVITIES

IN THIS SUSTAINABILITY REPORT

1

COMMITMENT

Becoming a **Benefit Corporation** in December 2022. Our pillars of sustainability.

2

ACTIVATION

Integrated Sustainability and Project Planning

3

DATA COLLECTION

Tracing Our Starting Point

4

STRATEGY

Double Materiality
Matrix

5

EXPANSION

Collaborations,
training, welfare
plan, initiatives for
responsible plastic
use.

6

SYNERGY

Connecting iMilani
S.r.l. - SB with the local
community.

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LETTER FROM THE CEO



Dear Reader,

With this letter, I would like to introduce you to the commitment and achievements that iMilani S.r.l. - SB, as a company, and more importantly as a group of people, has pursued over the past year.

I would like to talk about the present, recalling what we were and dreaming of what we will become.

Gianni Agnelli once said, "Everything I have, I inherited. My grandfather did everything. I owe everything to property rights and the right of succession, I added the duty of responsibility."

Heritage and responsibility. Two words that describe the generational history of iMilani S.r.l. - SB very well. Two words that resonate strongly when, as individuals, we face the current situation of our planet. At iMilani S.r.l. - SB, we accept and are grateful for the inheritance we have received, and we do so by adding the duty of responsibility.

Every day we aspire to be and become a company that sees and moves beyond mere economic prosperity: we actively commit to protecting the environment and the social well-being of the territory that hosts us, striving to create value for all those involved in our operations.

Our vision is common and defined. It is the foundation of our Social Statute, where the Common Benefit Purposes that guide our actions are enshrined.

We continue to invest in projects and promote ideas that highlight and give value to waste and secondary raw materials, to demonstrate that it is possible to create a production model that respects the planet and generates a positive contribution.

We believe that our history and experience, to which we have added a vision of a better and more sustainable future, are the two poles that move us in the right direction today.

Heritage and responsibility. This is our present. Remembering what we were and dreaming of what we will become.

With gratitude,

OUR COMMITMENT

It is expressed through four fundamental pillars:

We recognize the complex life cycle of a material like plastic, but through our experience, we see its true potential and continue to implement sustainable business practices that add value to the material that makes up our crates. Our Replast line is certified as "Second Life Plastic," and we have increased the percentage of polymers derived from plastic waste used, raising it to at least 85% of the composition.

We actively participate in the communities where we operate, continuing to support local initiatives and events and backing the valuable work of non-profit organizations. We see ourselves as a community in which we want to continue investing, making the environments of our group inclusive and enriching every day.

We believe in sharing and mutual learning, working together to complete and support each other. We do this individually, but we also convey it as a company, collaborating with other businesses to provide comprehensive and supportive responses to the challenges we face daily.

During the reporting period, we have taken concrete steps towards sustainability, tracking crucial data to understand our impacts, such as calculating scope 1 and 2 emissions. We have also used the B Impact Assessment to identify our areas for improvement, with the future goal of becoming a B-Corp, and we have built a double materiality matrix to truly understand what is important for us, for you, and for the planet.

2024 Goals: Future challenges include further improving our impacts, working to achieve circularity certification, tracking our supply chain, and joining the EcoVadis platform, getting as close as possible to the B-corp goal.

These objectives are fundamental to our continued commitment to sustainable development and creating long-term value.

SUSTAINABLE DEVELOPMENT STRATEGY

Internal and External Awareness:

Promoting awareness both within and outside the organization through the iMitips campaign and sustainability courses.

Research and Development in Recycled Materials:

Investing in innovation in the research and development of recycled materials.



OUR 2030 AGENDA

On September 25, 2015, a day full of hope, 193 nations made a solemn pact with the future by signing the 2030 Agenda for Sustainable Development, a plan consisting of 17 global goals.

In this context, iMilani S.r.l. - SB, a historic manufacturing company in the plastics sector, decided to embrace this collective vision. With heart and determination, the company has chosen to be a spokesperson for the guidelines for sustainable development.

iMilani S.r.l. - SB is committed, with passion and vision, to achieving the Sustainable Development Goals (SDGs), integrating them into its identified material topics.

In the materiality analysis process, described in the following pages, the company carefully considers the contribution of each sustainable development goal, committing to weaving every decision into the fabric of a more sustainable tomorrow.



B IMPACT ASSESSMENT

The B Corporation assessment is based on the principles of the 2030 Agenda and focuses on a wide range of ESG (Environmental, Social, and Governance) issues.

These issues are primarily divided into five macro-areas: Governance, Workers, Community, Environment, and Customers. Each of these areas represents a fundamental pillar of our commitment to responsible and sustainable business management.

Our starting score in the B Corporation assessment was **61.9**, demonstrating our ongoing commitment to sustainability and stakeholder well-being. The Italian average is 50 points per company.

We don't stop here; our goal is to reach 80 points, the minimum score required to obtain B Corporation certification.

We faced significant challenges that required the planning of concrete and strategic actions, not only to achieve certification but to measure our impact and identify the actions needed for continuous improvement.

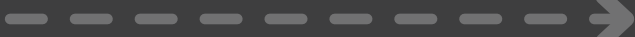
Many of these actions have become reality, bringing us ever closer to our goal, leading us to submit our application by June 2024.

61.9

POINTS

80

POINTS



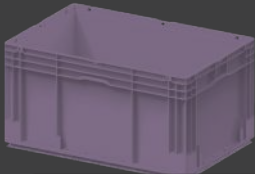
SUSTAINABILITY TRAINING | FINANCIAL TRANSPARENCY WITH EMPLOYEES | ANTI-CORRUPTION PRACTICES | CODE OF ETHICS | STAKEHOLDER ENGAGEMENT PLAN | IMPACT REPORT

GOVERNANCE



WORKPLACE CHARACTERISTICS | INTERNAL PROMOTIONS | CROSS-SKILLS TRAINING OFFER | PARENTAL LEAVE FOR SECONDARY CAREGIVER

WORKERS



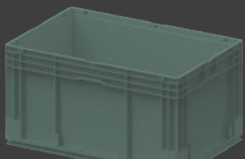
WOMEN MANAGERS | % REVENUE DONATED | % SUPPLIERS SUBJECT TO CODE OF CONDUCT | VOLUNTEER SERVICES | POLICIES AND PRACTICES SERVING THE COMMUNITY | CHARITABLE DONATIONS

COMMUNITY



GREEN PURCHASING POLICY | LCA (LIFE CYCLE ASSESSMENT) | ENERGY CONSUMPTION MONITORING | SCOPE 1 AND 2 EMISSIONS OFFSETTING | WATER USAGE PRACTICES | MANAGEMENT OF TRANSPORT IMPACT | EMISSIONS MONITORING

ENVIRONMENT



DATA USAGE AND PRIVACY | DATA SECURITY MANAGEMENT | QUALITY ASSURANCE | SUPPLIER AUDITS FOR QUALITY CONTROL

CUSTOMERS



METHODOLOGICAL NOTE

The 2023 Sustainability Report of iMilani S.r.l. - SB summarizes the results achieved over the year (January 1 - December 31). This document, prepared annually, outlines the sustainability policies of iMilani S.r.l. - SB, its organizational structure, and the economic, social, and environmental impacts of its business initiatives.

The report was prepared with the participation of IMI Real Estate for technical and graphic support. It was drafted according to the "Global Reporting Initiative Sustainability Reporting Standards" (2021), following the "with reference to" model.

In 2023, the relevance analysis was updated in accordance with GRI 3: Material Topics 2021 and the CSRD directive. A double materiality analysis was conducted to assess impacts along the value chain and engage stakeholders. The report was prepared with input from the CFO, Sales, Marketing, R&D, Quality, and HR departments. The document was reviewed by the President and Managing Directors.

The information contained in the report was collected from various business units, analyzed, and estimated where necessary. A restatement was performed compared to the 2022 report to update the measurement methodologies. No relevant aspects were omitted, and there were no substantial changes in business

activities. The data is presented in a comparative manner, with estimates clearly indicated.

In the appendix, there is a table of GRI indicators and a table linking material topics to the corresponding GRI aspects. The document has not been reviewed by an independent third party.

For more information: info@imilani.it



IMILANI'S ACTIVITIES

iMilani S.r.l. - SB, with 50 years of experience in molding plastic crates and containers, stands out as a modern player in producing a wide range of solutions designed for logistics and handling goods in various environments, including warehouses, workshops, and workplaces.

The strength of our containers lies in their ability to transform a simple plastic crate into a reliable containment tool for customers products. With 18 injection presses operating in 3 shifts, we can produce a wide range of sizes, from small parts to crates measuring 800 x 600 mm. Our advanced technology enables the application of labels with the In-Mould Labelling (IML) system for customization, barcode application, on-machine weighing, and tolerance control.

The quality of raw materials is crucial for us. Every material entering the company undergoes rigorous checks and is certified according to our high-quality standards. This process includes composition analysis, mechanical, thermal, and functional tests. Only materials that pass these stringent tests are used in our production processes.

Within iMilani S.r.l. - SB, we operate through two main divisions:

iMiCUBE: Handles the mass production of plastic crates and containers for a wide range of uses.

iMiLOG: Specializes in producing crates designed exclusively for use with automated systems, such as stacker cranes or mini-shuttles.

We proudly boast a solid network of 65 official dealers across Italy, a testament to our established presence and the trust that iMilani S.r.l. - SB has built in the market.

People, innovation, and sustainability are the fundamental values that guide the activities of iMilani S.r.l. - SB. These principles are not just abstract concepts but represent the daily direction of our operations. We believe that adopting these values best prepares us to face an increasingly demanding future, where interaction, speed, and mutual satisfaction between customer and supplier are essential.

iMilani S.r.l. - SB is committed to supporting the environment. We have adopted policies of absolute environmental respect, positioning ourselves as an eco-sustainable company that prioritizes the use of recycled and recyclable materials in a controlled and entirely internal production chain.

iMilani S.r.l. - SB is a modern and reliable player, always ready to embrace present challenges and meet the needs of both the industrial world and the community, while consistently maintaining a strong focus on sustainability and innovation.



OUR HISTORY

1929

Officina Mario Milani is founded in Rosà (VI) by Mario Milani, marking the beginning of the entrepreneurial journey.



2009

The third generation joins the company: Andrea and Roberto Milani.

The plastic crate business expands both in Italy and abroad.

1972

Gianni Milani, the son of Mario, introduces plastic containers as products for efficient space management.

2022

iMilani celebrates 50 years of experience in plastic crate molding.

iMilani develops the NEXIT crate, designed to reduce the amount of raw material used while ensuring high mechanical performance.



2022

iMilani becomes a Benefit Corporation, reaffirming its concrete commitment to operate responsibly, sustainably, and transparently towards communities, people, and the environment.

2021

Due to a corporate reorganization, certain functions are being centralized under the holding company iMi Real Estate S.r.l.



2020

As a result of a corporate spin-off, the plastics division is being transferred to iMilani S.r.l., a company specialized in the molding of plastic containers and crates for the industry.

2023

The ECOGREEN crate line has obtained the PSV (Plastica Seconda Vita) certification, which guarantees the use of at least 75% plastic derived from recycled materials.

The SEA TURTLE CRATES project is launched in collaboration with Sea Shepherd Italia, aimed at recovering FADs and illegal fishing nets abandoned in the Mediterranean Sea, processing them, and transforming them into new containers made of 100% recycled plastic.

2024

iMilani joins the ELITE Lounge program, organized by Elite and Intesa San Paolo, which supports the growth and access to capital for SMEs.

The ECOGREEN crate line, renamed REPLAST, updates its PSV (Plastica Seconda Vita) certification thanks to the use of at least 85% plastic from recycled materials.



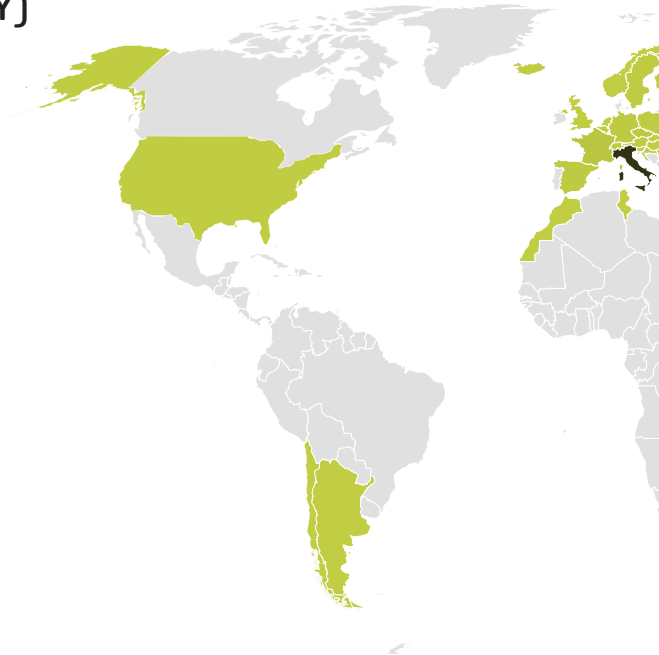
2023 HIGHLIGHTS IMILANI



REVENUE DISTRIBUTION BY COUNTRY (EXCLUDING ITALY)



- France
- Czech Republic
- Spain
- Germany
- Austria
- Sweden
- Poland
- The Netherlands
- United Kingdom
- Belgium
- Hungary
- Switzerland
- Romania
- Rest of the World





2.845 t

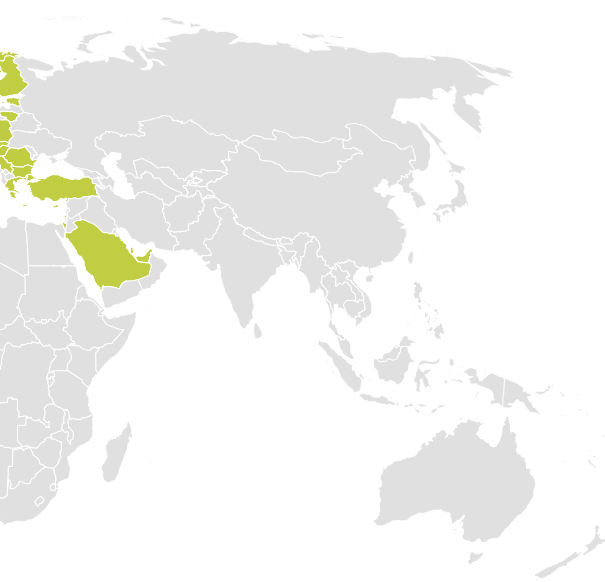
**RAW MATERIAL
PROCESSED**

42,33%

**FROM
RENEWABLE ENERGY**

42
COUNTRIES

Distribution
E-commerce
Direct selling



**INTEGRATED MANAGEMENT
SYSTEM**

UNI EN ISO 9001 - 14001

Raw material used

15%

**From recycled
materials**



15% of products made from recycled materials

The use of polymers derived from sorted waste for at least 85% of the total weight meets the requirements specified in the "Second Life Plastic" certification regulation.

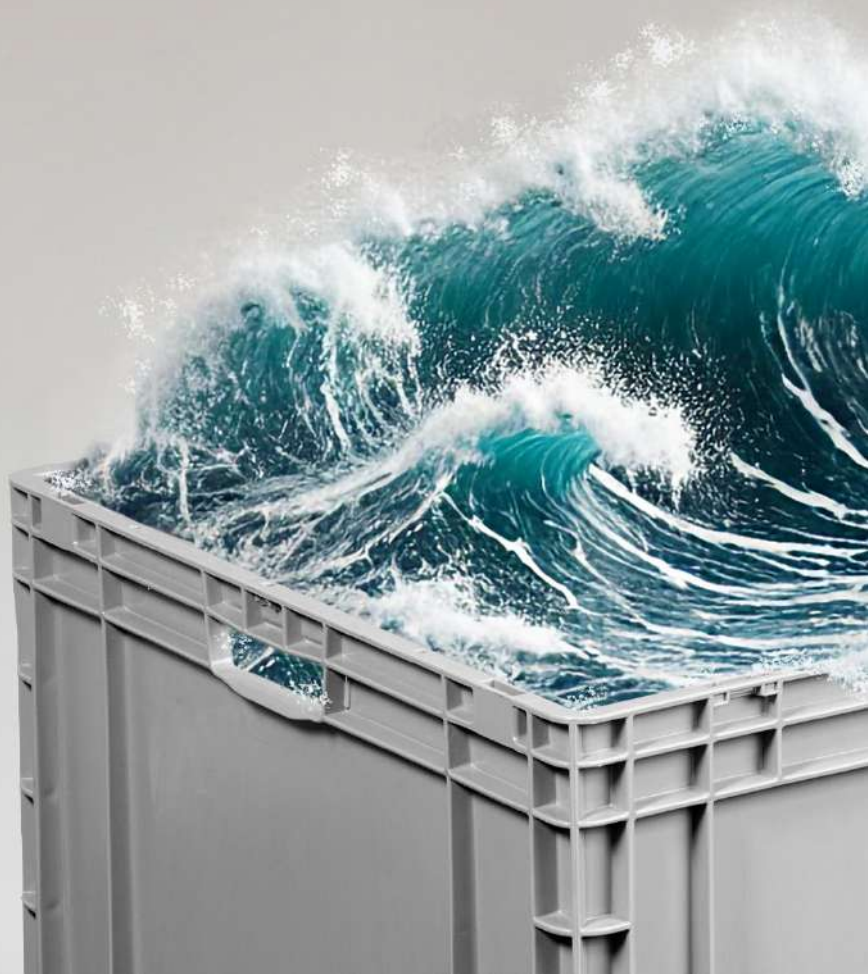
1%

OF REVENUE

to support sports, cultural, social, and local initiatives.

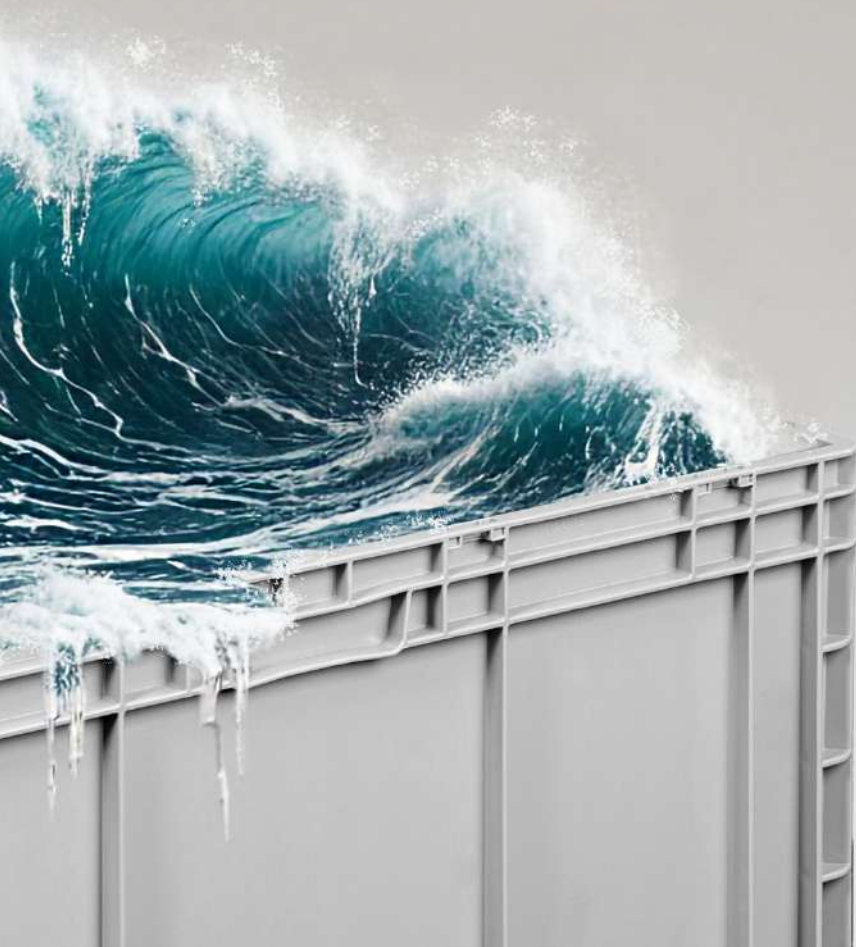
VISION

To become the sustainable reference point for innovators seeking space to store and move their valuable products.



MISSION

To create sustainable solutions for the storage and handling of goods.



TESTIMONIALS

The planet is the largest home we have. It's the same place where someone, tomorrow, will live without even expecting it. It's a home open to everyone, perfect. It presents itself as such, and that's how it should be left when we depart. Or even better. The aim is to make the same commitment when our plastic products reach the end of their life cycle, which could mean even after 450 years.

Environmental protection is a priority, not an option. And we are not just talking about what surrounds us in our immediate environment, but especially that vast expanse of water that covers over 70% of the Earth's surface: the sea.

However plastic should not be seen as a demon; rather, it is like the clay of the ancients, to be molded by human creativity into useful shapes and applications in everyday life, unleashing design creativity, 'Free Plastic Sea.



Our commitment to environmental protection is concretely realized in the Ghostnet Campaign project, supported together with Sea Shepherd Italia, aimed at combating 'ghost nets'—fishing gear made of plastic that is abandoned in the sea and settles on the seabed, polluting the environment and threatening the marine ecosystem.

Together with Sea Shepherd Italia, we are committed to recovering hundreds of thousands of ghost nets, processing them and transforming them into new recycled and recyclable products, useful for new Sea Shepherd operations.



ALESSIA ZECCHINI
APNEA WORLD CHAMPION
WORLD RECORD HOLDER



iMILANI JOINS RICCARDO TOSETTO ON BOARD FOR THE GLOBAL SOLO CHALLENGE

We have formalized our commitment alongside Cittadella's navigator Riccardo Tosetto, who embarked on a special regatta around the world in September 2023.



MATERIALITY ANALYSIS

The journey to identify the material topics for iMilani S.r.l. - SB was an exciting adventure full of discoveries and collaborations. Through a participatory and thorough approach, the organization involved various stakeholders to ensure every voice was heard.

Here is how the process took place:

1

Workshops and Stakeholder Engagement

Two intense workshop sessions, accompanied by one-on-one consultations, allowed the development of a materiality matrix. The working group explored the value chain and engaged key stakeholders, examining the performance of competitors, customers, and suppliers, supported by feedback gathered through surveys.

2

Assessment of Topic Relevance

Tools like SASB were used, and the CFO of iMilani was involved to understand fiscal pressures. Regulations such as the Corporate Due Diligence Directive and the European Plastic Strategy were considered, and a targeted survey identified recurring themes.

3

Analysis of Pressure Sources

External pressures were meticulously analyzed, from customer surveys to competitor financial statement analysis. The company's observatory and one-on-one interviews with key stakeholders helped identify relevant topics.

4

Synthesis and Alignment

After collecting and analyzing the data, the main impacts were synthesized and shared with the working group. This allowed alignment of the results with ESRS Topics, assessing relevance based on probability, importance for stakeholders, timing, and performance concerning the SDGs in Italy.

TOPICAL ESRS	TOPIC	IMPACT MATERIALITY	FINANCIAL MATERIALITY SASB	C / P
E5 CIRCULAR ECONOMY	Resource Use	HIGH	HIGH	CURRENT
E5 CIRCULAR ECONOMY	Circular recycling and production chain	HIGH	HIGH	POTENTIAL
E5 CIRCULAR ECONOMY	Packaging	MEDIUM	MEDIUM	POTENTIAL
E3 WATER AND MARINE RESOURCES	Water consumption	LOW	MEDIUM	CURRENT
E1 CLIMATE CHANGE	Energy	HIGH	HIGH	CURRENT
E1 CLIMATE CHANGE	Emission from raw materials	HIGH	HIGH	CURRENT
E1 CLIMATE CHANGE	Climate change mitigation	MEDIUM	MEDIUM	CURRENT
E2 POLLUTION	Hazardous Pollution	MEDIUM	HIGH	POTENTIAL
E2 POLLUTION	Water pollution	MEDIUM	HIGH	CURRENT
E2 POLLUTION	Air Pollution	MEDIUM	HIGH	CURRENT
G1 BUSINESS CONDUCT	Supply chain	MEDIUM	HIGH	CURRENT
G1 BUSINESS CONDUCT	Business conduct	MEDIUM	MEDIUM	CURRENT
S1 OWN WORKFORCE	Health&Safety	HIGH	HIGH	CURRENT
S1 OWN WORKFORCE	Working conditions	MEDIUM	LOW	CURRENT
S1 OWN WORKFORCE	Training and skills development	MEDIUM	LOW	POTENTIAL
S3 AFFECTED COMMUNITIES	Community Collaboration	MEDIUM	LOW	CURRENT

DOUBLE MATERIALITY MATRIX

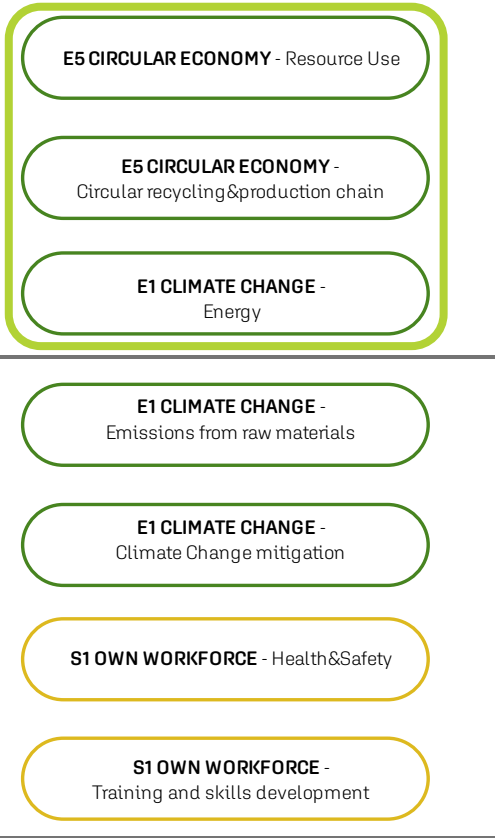
FINANCIAL MATERIALITY

Crucial	<p>G1 BUSINESS CONDUCT - Supply Chain</p> <p>E2 POLLUTION</p>
Significant	<p>E5 CIRCULAR ECONOMY - Packaging</p> <p>E3 WATER AND MARINE RESOURCES Water Consumption</p> <p>G1 BUSINESS CONDUCT</p>
Informative	<p>S3 AFFECTED COMMUNITIES Community collaboration</p> <p>S1 OWN WORKFORCE - Working conditions</p>

Informative

Significant

IMPACT MATERIALITY



Crucial

Integrated Vision for the Future:

The final phase of our journey involved positioning topics in the materiality matrix. This matrix represents the result of careful consideration of the voices of both external and internal stakeholders, including the material topics on which iMilani S.r.l. - SB should focus in the coming years.

This matrix is not just a graph but a vivid and accurate representation of the significant impacts of iMilani S.r.l. - SB on the economy, environment, and society. Each position in the matrix reflects not only financial relevance but also importance for internal and external stakeholders, ensuring a comprehensive and integrated vision.

Methodologies and Assumptions:

Multi-Stakeholder Approach: Active involvement of key stakeholders through workshops and surveys, ensuring every voice was heard.

Comparative Analysis: Precise comparisons with the practices of competitors, customers, and suppliers to keep iMilani S.r.l. - SB competitive and relevant.

Evaluation Tools: Use of SASB and analysis of fiscal and regulatory pressures for an accurate assessment of topic relevance.

Alignment with SDGs: Consideration of SDG performance in Italy, evaluating the impact of topics in both a global and local context.

INTERVIEW

SUPPLIER SIRMAX

The collaboration with Sirmax originates from the goal and desire to work with a plastic supplier that shares our commitment to sustainability in terms of raw materials. Sirmax places significant importance on circular solutions, investing in the processing of post-consumer polypropylene. For several years, they have been part of the EcoVadis platform, ensuring full transparency in reporting their supply chain's sustainability performance.

Sirmax has also established a dedicated sustainability team that brings together various company departments to discuss monthly initiatives and improvement strategies, ensuring that decisions cascade throughout the entire organization.

It is the shared values and intentions that have allowed us to choose a partner operating in parallel and in the same direction as iMilani S.r.l. - SB, in a continuous exchange that acts as both a drive and an accelerator towards a more sustainable future.

CLIENT CISALFA

We had the opportunity and pleasure to work with Cisalfa Sport, one of our key clients, on a project where mutual sharing and learning were at the heart of the collaboration. We listened to the customer's needs and requirements to find innovative solutions together. Specifically, replacing cardboard boxes with plastic containers significantly reduced material consumption and disposal operations, promoting a logistics system that lowers the overall environmental impact.

This is a wonderful example of aligning objectives, yielding excellent results not only in terms of quality and functionality but also in sustainability and circularity.

LOCAL URSUS

Ursus is deeply rooted in the same territory where we operate daily. Specializing in the production of cycling components, it inherits a strong manufacturing know-how and an innate passion for the sector from the region.

Social sustainability is crucial for Ursus, which has made a deliberate choice to build a local network of suppliers for ongoing support and collaboration. They are also committed to achieving a production facility with a low environmental impact.

It is significant for us to work every day with partners who incorporate a high sensitivity to sustainability into their operations, directly helping us pursue our mission and bringing us ever closer to our vision.

ENVIRONMENT

A photograph of a lush green forest. In the foreground, a paved road curves to the right, bordered by a gravel path. The background is filled with dense green foliage and tall trees, creating a sense of a deep, natural environment. The word "ENVIRONMENT" is overlaid in white text on a dark grey banner across the top of the image.



ENERGY

iMilani S.r.l. - SB closely monitors total energy consumption to enhance energy efficiency and reduce environmental impact.

In 2022, iMilani S.r.l. - SB's total energy consumption was 3,031,118 kWh, while in 2023 it was 2,828,033 kWh.

2022: **3.031.118 kWh**

2023: **2.828.033 kWh.**

In 2023, a significant investment was made in renewable energy, which will result in the complete coverage of the production area with photovoltaic panels.

This investment will lead to an autonomous energy production amounting to 68.2%.

Energy Mix of Supply for the Free Market.

The following table details the most recently used energy mix by iMilani S.r.l. - SB, as provided by the energy supplier:

Renewable Source

2020: 28,97%

2021: 42,33%

Natural Gas

2020: 48,60%

2021: 40,86%

Coal

2020: 9,08%

2021: 8,22%

Petroleum Product

2020: 0,75%

2021: 0,87%

Nuclear

2020: 7,43%

2021: 4,44%

Other Sources

2020: 5,17%

2021: 3,28%

EMISSIONI

iMilani S.r.l. - SB monitors and reports greenhouse gas emissions in two main categories according to the Greenhouse Gas (GHG) Protocol: Scope 1 and Scope 2.

Direct Emissions (Scope 1)

Direct emissions arise from fuel consumption and leaks of climate-altering gases.

In 2022, direct emissions amounted to 176.5 tons of CO₂ equivalent (tCO₂e), while in 2023 they were 146.8 tCO₂e.

2022: **176,5 tCO₂e**

2023: **146,8 tCO₂e**

Indirect Emissions from Electricity (Scope 2)

Indirect emissions result from the purchase of electricity. Using the Market-Based approach, iMilani S.r.l. - SB's indirect emissions in 2022 were 1,385.2 tCO₂e, while in 2023 they were 1,304.1 tCO₂e

2022: **1.385,2 tCO₂e**

2023: **1.304,1 tCO₂e**

Other Indirect Emissions (Scope 3)

We have not yet measured and reported Scope 3 emissions, which include all other indirect emissions from activities in the upstream or downstream value chain.

Emissions (gCO₂) / revenue

2022: **87,74**

2023: **92,41**

Emissions (tCO₂) / Employees

2022: **16,61**

2023: **15,77**

emissioni (gCO₂) / product unit

2022: **226,80**

2023: **213,37**

RAW MATERIAL USAGE

iMilani S.r.l. - SB places great emphasis on the use of raw materials, from the initial selection, through the production process, to the final management of production residues.

For our internal production, we primarily use virgin polypropylene to manufacture our products.

In 2023, we utilized a total of 2,410,178.91 kg of virgin polypropylene.

2023: **2410,18 t**

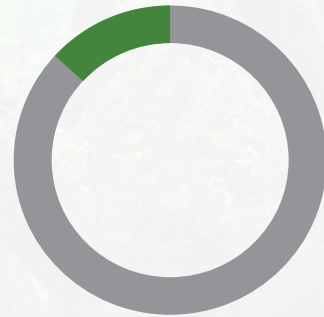
Our Replast line, made from recycled plastic, represents our commitment to circular production. Certified as second-life plastic, it transforms post-consumer plastic into high-quality circular products. Additionally, we internally manage and recover production waste, re-granulating it and giving it a second life through transformation processes.

In 2023, 15% of our production **used recycled material, totaling 434,874.73 kg.**

2023: **434,87 t**

RECYCLED RAW MATERIAL

15,29%



3,2%

SCRAP RECOVERY



The "Second-Life Plastic" certification confirms a company's commitment to using recycled plastic materials, contributing to environmental sustainability and promoting the circular economy.

WASTE MANAGEMENT

Waste management is one of the most pressing environmental challenges of our time. An effective strategy for waste treatment and recycling is essential. Promoting awareness about the importance of recycling and waste reduction is crucial for building a sustainable future.

In 2023, the total amount of waste sent for recycling exceeded 80%.

There was a slight decrease in total waste in 2023 compared to 2022.

Hazardous waste also saw a reduction.

Total Waste (t)

2023: **145**

2022: **146**

Recycling

2023: **118**

2022: **120**

Disposal

2023: **27**

2022: **26**

Hazardous

2023: **20**

2022: **21**

Non

2023: **125**

2022: **125**

WATER AND AIR

Water Management and Environmental Commitment

Water is a precious resource, and our company is dedicated to managing it responsibly. Through a series of initiatives, we aim to reduce water consumption and prevent pollution.

Responsible Water Use

We are committed to implementing actions that reduce water consumption in our operations.

Reduction of Atmospheric Pollution

We are aware of the impact that atmospheric emissions can have on the environment and local community health. We work to minimize air pollutants resulting from our production activities.

Reduction of Volatile Organic Compounds (VOCs)

We are committed to reducing VOC emissions from our production processes, thereby contributing to improved air quality through air filtration actions in the production process, which are monitored annually.

Optimizing Shipments

We strive to optimize our shipments by favoring full loads and decreasing the number of vehicles in transit. This helps to reduce potential particulate emissions, odors, noise, road congestion, and traffic resulting from the company's direct operations.

CONSUMO DI ACQUA

2023: **1720 MC**





PEOPLE





IMILANI PEOPLE

92

EMPLOYEES



17%
UNDER <30

CORPORATE COMMITMENT TO AN ETHICAL AND INCLUSIVE WORK ENVIRONMENT

The company is committed to not using or promoting child labor, adhering to the legal minimum age requirements, and to avoiding any form of forced or compulsory labor, refraining from any coercive or intimidating behavior.

The company avoids all forms of discrimination based on age, ethnicity, race, nationality, political opinions, religion, gender, union membership, or health status. It respects current legislation regarding working hours, overtime, allowances, and compensation, as established by sector contracts and law, and also upholds the principle of free trade union organization.

The company ensures that employees have access to parental leave and the opportunity to resume work upon its conclusion, providing adequate notice for any significant operational changes and respecting collective bargaining agreements.

Employee selection, hiring, compensation, training, and evaluation are based solely on merit, competence, and professionalism.

All employees are covered by the National Collective Bargaining Agreement (CCNL) for the plastics industry.

45%

30 - 50

38%

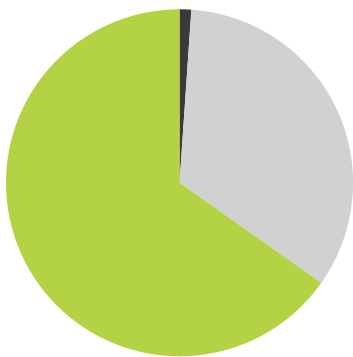
OVER > 50

GENDER

19% FEMALE

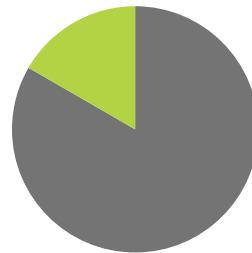
81% MALE

DI



- 1% EXECUTIVES
- 22% OFFICE STAFF
- 65% PRODUCTION STAFF

MANAGER IMILANI



- 20% FEMALE
- 80% MALE

IMILANI PEOPLE

YEAR AND GENDER

STRUCTURE	2022			2023		
	F	M	TOT	F	M	TOT
category	15	73	88	17	75	92
Director	/	1	1	/	1	1
Executive	/	1	1	/	2	2
Office staff	13	13	26	14	15	29
Production staff	2	58	60	3	57	60
types of contract	15	73	88	17	75	92
fixed-term	/	/	/	1	/	1
permanent	15	73	88	16	75	91
Working hours	15	73	88	17	75	92
full-time	13	71	84	15	73	88
part-time	2	2	4	2	2	4
Age distribution	15	73	88	17	75	92
<30	5	9	14	5	10	15
30-50	7	32	39	8	31	39
50>	3	32	35	4	34	38
Tenure Distribution	14	73	87	17	75	92
0-5	11	28	39	14	33	47
5-10	1	19	20	1	17	18
10-15	/	6	6	/	3	3
more than 15	2	20	22	2	22	24

STRUCTURE	2022			2023		
	F	M	TOT	F	M	TOT
OVERALL TURNOVER						
Hires	2	13	15	4	8	12
Departure	/	10	10	3	4	7

OVERALL TURNOVER RATE **9,68%**

PARENTAL LEAVE	2022		2023	
	F	M	F	M
Employees entitled to parental leave who have utilized it	1	4	/	2
Employees who returned to work during the reporting period after parental leave	1	4	/	2
Total number of employees who returned to work after parental leave and were still employed by the organization 12 months after their return.	1	3	/	2
Return-to-work rates of employees who took parental leave.	100%	100%	na	100%
Retention rates of employees who took parental leave.	100%	75%	na	100%

HEALTH AND SAFETY

The health and safety of individuals at iMilani S.r.l. - SB are priority elements that guide our decisions and organizational culture. Our primary goal is to achieve a reduction in injuries as close to zero as possible by establishing guidelines and operational interventions to coordinate initiatives and actions across all iMilani S.r.l. - SB facilities, promoting a proactive attitude towards safety.

Key activities, which are continuously updated, include risk assessment and mitigation through both short-term and long-term actions. This encompasses ongoing training and information, supervision and control to ensure compliance with company directives, provision and use of Personal Protective Equipment (PPE), as well as maintenance and interventions on machinery and equipment.

iMilani S.r.l. - SB collaborates with the QEHS (Quality, Environment, Health, Safety) department to develop health and safety guidelines, managing risks within the company's buildings and production sites. To this end, iMilani S.r.l. - SB has adopted Integrated Management Systems compliant with UNI EN ISO 45001, UNI EN ISO 9001, and UNI EN ISO 14001 standards.

Medical Oversight

iMilani S.r.l. - SB continuously monitors the company's health situation through the oversight of the Occupational Health Physician. All employees at iMilani S.r.l. - SB, upon hiring, undergo periodic medical examinations, repeated at intervals determined by the designated physician and the QEHS department, based on the risk assessment related to each employee's role.

Training

iMilani S.r.l. - SB considers training and information essential for employees to perform their duties with care and diligence concerning their own health and safety as well as that of others. In 2023, 4 hours of training were provided to all new employees. The QEHS department offers specific training to all new hires, focusing on the main risks associated with their roles, to foster a safety culture from day one.

Injuries / Illnesses

In 2023, there were no recorded fatalities, serious workplace injuries, or occupational diseases. This outcome reflects iMilani S.r.l. - SB's commitment to health and safety, maintaining a continuous improvement approach and attentiveness to employees.



Recordable Workplace Injury Rates

22,99

2021

53,19

2022

32,61

2023

Calculated as:

$(\text{Total number of recordable Injuries} / \text{Total Number of Hours Worked}) * 200.000$

TRAINING

iMilani S.r.l. - SB supports the professional growth of its employees through the provision of both professional and language training courses. These courses are organized both internally within the company and through training institutions such as CUOA Business School and Niuko, with whom we collaborate. This contributes to the development of a diverse and skilled team.

986 h

TOTAL TRAINING HOURS 2023

7h

H TRAINING / EMPLOYEE



EMPLOYEE TRAINING

category	M+F	F
Directive	1 *	/
Executive	4*	/
Office staff	60*	25*
Production staff	75 *	2*
TOTAL	140*	27 *
pf which, disabled employees / protected categories	7*	/
TOTAL H	986	240

*Total number of participants across all training events



TEAM BUILDING

At iMilani S.r.l. - SB, there are ample opportunities to share social moments outside of the work environment. Periodic events such as dinners, aperitifs, parties, and outings are organized, involving employees and their families. These activities serve as opportunities to build a cohesive team.



WELL BEING AND WELFARE

Human well-being is at the core of the system, regarded as a resource capable of excelling and driving the entire company forward. Human capital is essential for enhancing and developing knowledge, skills, and experiences that only people can activate.

iMilani S.r.l. - SB recognizes the importance of listening to its employees: continuous information exchange fosters personal and team growth, as the team is what determines the company's success.

Employee well-being not only boosts company productivity but also has a positive impact on society as a whole.

As a result, iMilani S.r.l. - SB is constantly committed to providing a welfare package that effectively meets the needs of its employees.



TEAM BUILDING



PHYSIOTHERAPY



GYM



PREVENTION



CANTEEN



HEALTH
INSURANCE



PHYSIOTHERAPY

iMilani S.r.l. - SB has introduced Italy's first on-site physiotherapy project with a mobile clinic, in collaboration with Fisiolab 8.14. The goal is to significantly improve employee well-being and prevent injuries. Employees receive regular follow-ups from physiotherapists as part of a prevention program, which includes initial screening and specific treatments.

GYM

iMilani S.r.l. - SB believes in the importance of physical exercise for the prevention of musculoskeletal injuries. To support this, a gym has been established within the company premises, continuing the physiotherapy initiative and providing a comprehensive prevention and rehabilitation program. Equipped with Technogym machines and equipment, the gym also features a personal trainer to guide employees through their specific workouts.

CANTEEN

In 2023, the company canteen was renovated to provide a welcoming environment where employees can enjoy their meals. The company covers part of the meal cost, while the remainder is borne by the employees. This service is available to everyone, ensuring a comfortable and pleasant place to take a break and refresh.

SCHOLARSHIPS

Scholarships are offered to the deserving children of employees.

FLEXIBLE WORKING HOURS

For salaried employees, a 15-minute flexibility is offered at the beginning or end of the workday, while maintaining the required 8-hour workday.



COMMUNITY

For iMilani S.r.l. - SB, being a company today involves a deep connection with the community in which we operate. We are committed to developing strong ties with our local area, recognizing the importance of making a meaningful contribution to collective well-being. We believe that our success is intrinsically linked to that of the people around us: we aim to be a positive force, promoting inclusion, support, and collaboration. Our mission is to build a future where everyone can thrive, in an environment where human relationships are at the center. For us, true sustainability means being responsible not only towards the environment but also towards society, creating opportunities and resources for present and future generations.

1%

OF REVENUE

Allocated to support sports, cultural, social initiatives, and community development



WIN WIN

We host and support the largest inter-company tournament in the Bassano area, promoting unity, collaboration, and healthy competitiveness among local organizations.

WIN WIN SUMMER CAMP

We host a multi-sport summer camp for children and teenagers, providing opportunities for growth through sports and recreation.

LE SCARPETTE DELLE FORMICHINE ONLUS

We support this non-profit organization, which facilitates the integration and reintegration of individuals into the community and the workforce.

ELIOS ONLUS

We support Elios, an association dedicated to medical-scientific and social projects.

OPERAESTATE FESTIVAL

We support this Venetian festival, which aims to promote culture through theater, dance, music, opera, and cinema performances.

AMA FESTIVAL

We participate in and support this summer music festival, which is based on values of sharing, environmental respect, and sustainability.

TEAM VENETO

We support Team Veneto, highlighting the importance of sports in the personal and team development of children and teenagers.

CALCIO ROSÀ

We sponsor a local football club sharing sports values such as loyalty, fair play, cooperation, and respect for opponents.

ROSÀ IN BICI

We support this project to create over 50 km of cycling paths in the Bassano area, encouraging bicycle use and promoting the local community.

RADICI FUTURE 2030

We support this festival dedicated to sustainability, circular economy, and corporate ethics, promoting innovative solutions for the environment and people.



GOVERNANCE

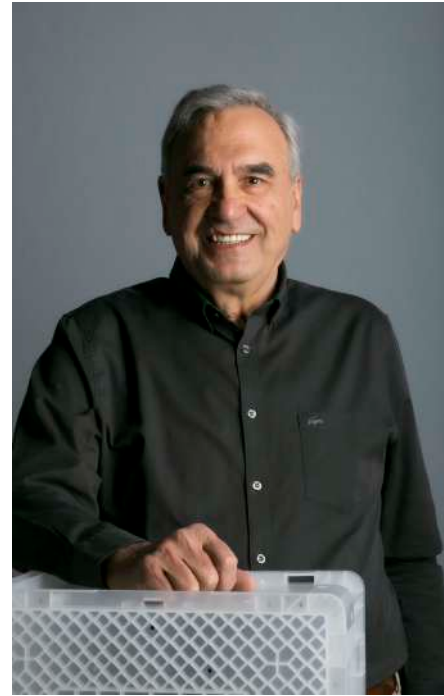




CORPORATE GOVERNANCE

iMilani Srl - SB is a family-owned business. Gianni Milani, the President, along with his sons Roberto Milani, CEO, and Andrea Milani, Board Member, represent the third generation. Gianluca Marzano, CEO, has recently joined the executive team.

Each day, with passion, foresight, and respect, they make decisions guided by a well-defined business strategy, with a particular focus on economic sustainability and social and environmental impact, both for the present and the future.



GIANNI MILANI
PRESIDENT

BOARD MEMBERS

4

EXECUTIVES

WOMEN

1
UNDER 50

MEN

4
OVER 50
3

Giorgio Gasparotto serves as a non-executive member, auditor, and statutory auditor.



**ROBERTO
MILANI**
CEO

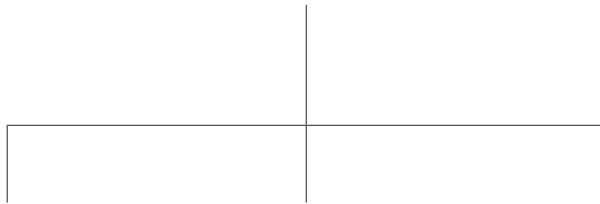


**ANDREA
MILANI**
BOARD
ADVISOR



**GIANLUCA
MARZANO**
CEO

iMiREAL ESTATE S.r.l.



iMilani



The governance of iMilani Srl - SB is structured to ensure effective business management and the achievement of the company's specific objectives. iMilani Srl - SB is a wholly owned subsidiary of IMI Real Estate Srl.

Code of Ethics

iMilani S.r.l. - SB places great emphasis on the ethical aspects of its business, considering legality and fairness as fundamental to its operations. The Company not only adheres to current laws and regulations but is committed to following the ethical principles outlined in the Code of Ethics adopted in 2024.

Fundamental Principles

Business ethics are crucial for ensuring the smooth functioning and credibility of our company towards customers, suppliers, shareholders, and the broader economic context. iMilani S.r.l. - SB aims to transform its ethical values into a competitive advantage, not only by formally stating them but also by translating them into concrete behaviors by all Code recipients.

Code of Ethics and Conduct

The Company has adopted a Code of Ethics and Conduct that formalizes the principles of fairness, loyalty, integrity, and transparency. This document serves as a guide for all procedures, policies, guidelines, and contractual relationships of the company. The recipients of the Code of Ethics include:

Employees
Directors
Control bodies
Internal and external collaborators

All recipients are required to be familiar with the Code and to contribute to its implementation and dissemination.

Obligations and Behavior

The rules of the Code of Ethics integrate the behaviors required by civil and criminal laws, current regulations, and collective bargaining obligations. Under no circumstances can the belief of acting in favor of iMilani S.r.l. - SB justify behaviors contrary to these principles. Violations of the Code of Ethics undermine the trust relationship with the company and may result in sanctions.

Implementation and Oversight

The implementation of the Code of Ethics is the responsibility of the Administrative Body, which relies on company structures and the Supervisory Board. Complaints or reports can be made through a suggestion box, which also allows for the handling of anonymous complaints. Additionally, the company has adopted a whistleblowing procedure for requesting clarifications and raising concerns.



GRI CONTENT INDEX

Statement of use		Siemens AG has reported in accordance with the GRI Standards for the period (October 1st, 2022 - September 30th, 2023).				
GRI 1 used		GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)		n/a				
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Financial Report 2023: Nota metodologica, p.16				<i>A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.</i>
	2-2 Entities included in the organization's sustainability reporting	Annual Financial Report 2023: Nota metodologica, p.16				
	2-3 Reporting period, frequency and contact point	Annual Financial Report 2023: Nota metodologica, p.16				
	2-4 Restatements of information	Sustainability Report 2023: Nota metodologica, p.16				
	2-5 External assurance	Annual Financial Report 2023: Nota metodologica, p.16				
	2-6 Activities, value chain and other business relationships	Annual Financial Report 2023: L'Attività di Milano, p.18				
	2-7 Employees	Sustainability Report 2023: Persone, p.44-45-46-47	2-7.b.iii non guaranteed hours employees	Information unavailable/incomplete		
	2-8 Workers who are not employees		2-7.b.iii non guaranteed hours employees	Information unavailable/incomplete		
	2-9 Governance structure and composition	Sustainability Report 2023: Governance, p 60-61				
	2-10 Nomination and selection of the highest governance body	Sustainability Report 2023: Governance, p 60-61				
	2-11 Chair of the highest governance body	Sustainability Report 2023: Governance, p 60-61				
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2023: Governance, p 60-61				
	2-13 Delegation of responsibility for managing impacts	Sustainability Report 2023: Governance, p 60-61				
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report 2023: Governance, p 60-61				
	2-15 Conflicts of interest	Sustainability Report 2023: Codice etico, p 62-63				
	2-16 Communication of critical concerns	La materia più critiche e/o le violazioni più significative vengono sempre comunicate al CdA oper semplice informativa o per richiedere approvazione, quando richiesto dalla legge o dallo statuto della Società.	Report the nature and total number of critical concern	Confidentiality constraints	However data is recorded in our Risks and Internal Control Management Tool.	
	2-17 Collective knowledge of the highest governance body	Sustainability Report 2023: Governance, p 60-61				
	2-18 Evaluation of the performance of the highest governance body					
	2-19 Remuneration policies		2-19.a.ii: Sign-on bonuses or recruitment incentive payments	Information unavailable/incomplete	Only general reference in employee chapter of Sustainability Report 2023	
	2-20 Process to determine remuneration					
	2-21 Annual total compensation ratio		Report the process for determining remuneration:	Confidentiality constraints	Only general reference in employee chapter of Sustainability Report 2023	
	2-22 Statement on sustainable development strategy	Sustainability Report 2023: Il nostro impegno / La strategia di sviluppo sostenibile, p. 10-11				
	2-23 Policy commitments	Sustainability Report 2023: Codice etico, p 62-63				
	2-24 Embedding policy commitments	Sustainability Report 2023: Codice etico, p 62-63				
	2-25 Processes to remediate negative impacts		a-> e	Information unavailable/incomplete		
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2023: Codice etico, p 62-63				
	2-27 Compliance with laws and regulations	Non ci sono state non conformità a leggi e regolamenti durante il periodo di rendicontazione				
	2-28 Membership associations	Sustainability Report 2023: Codice etico, p 62-63				
	2-29 Approach to stakeholder engagement	Sustainability Report 2023: Metodologie ed assunzioni/Stakeholders, p.31-32				
	2-30 Collective bargaining agreements	A tutti i dipendenti viene applicato il Contratto Collettivo Nazionale				

Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2023: Analisi materialita', p.28					A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	3-2 List of material topics	Sustainability Report 2023: Analisi materialita', p.28-29					
Economic performance							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Analisi materialita', p.28-29-30-31					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Financial Report 2023: Highlights 2023					
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report 2023: Analisi materialita', p.28-29-30-31					
Market presence							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Analisi materialita', p.28-29-30-31					
Procurement practices							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Sustainable supply chain practices, p.44 ff.					
Anti-corruption							
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report 2023: Codice etico, p.62-63					
Materials							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Analisi materialita', p.28-29-30-31					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainability Report 2023: Utilizzo delle risorse, p.38		Information unavailable/incomplete		The costs for collecting the data are disproportionate to the results. In view of the very	
	301-2 Recycled input materials used	Sustainability Report 2023: Utilizzo delle risorse, p.38		Information unavailable/incomplete		Functioning recycling exists for essential materials used such as steel, iron, copper, etc.	
Energy							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Analisi materialita', p.28-29-30-31					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report 2023: Energia, p.36	302-1-c ii > d iv	Information unavailable/incomplete		The sources are missing, due to complex data collection process	
Water and effluents							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Strategy, p.17 ff. Holistic environmental protection, p.65 ff. Conserving resources, p.65 ff. GRI-Standards - key topics and boundaries, p.144 ff.					
GRI 303: Water and Effluents 2018	303-5 Water consumption	Sustainability Report 2023: Conserving resources- water, p.68 ff.	303-5 b c d	Information unavailable/incomplete			
Emissions							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Analisi materialita', p.28-29-30-31					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2023: Emissioni, p.37					
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2023: Emissioni, p.37					
Waste							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Analisi materialita', p.28-29-30-31					
	306-3 Waste generated	Sustainability Report 2023: rifiuti, p.39					
	306-4 Waste diverted from disposal	Sustainability Report 2023: rifiuti, p.40	306-4 b c d	Information unavailable/incomplete			
Employment							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Analisi materialita', p.28-29-30-31					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report 2023: Persone, p.44-45-46-47					
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2023: Persone, p.44-45-46-47-52-53	-401-2-a-i life insurance -401-2-a-iii disability and invalidity	Information unavailable/incomplete		Only general statements are possible due to complex employee structure in different regions	
	401-3 Parental leave	Sustainability Report 2023: Persone, p.44-45-46-48		Information unavailable/incomplete		This information is not disclosed, because this is not a global topic and not defined globally.	
Occupational health and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Analisi materialita', p.28-29-30-31					
	403-1 Occupational health and safety management system	Sustainability Report 2023 Salute e sicurezza, pg.43					
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report 2023 Salute e sicurezza, pg.43					

Occupational health and safety						
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Sustainability Report 2023 Salute e sicurezza, pg.44				
	403-5 Worker training on occupational health and safety	Sustainability Report 2023 Salute e sicurezza, pg.45				
	403-6 Promotion of worker health	Sustainability Report 2023 Salute e sicurezza, pg.46				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2023 Salute e sicurezza, pg.47				
	403-8 Workers covered by an occupational health and safety management system	Sustainability Report 2023 Salute e sicurezza, pg.48		Information unavailable/n	Limited availability of temporary worker's headcount, only working hours available	
	403-9 Work-related injuries	Sustainability Report 2023 Salute e sicurezza, pg.49		Legal prohibitions	Siemens is not always eligible or able to obtain sensitive	
	403-10 Work-related ill health	Sustainability Report 2023 Salute e sicurezza, pg.50		Legal prohibitions	Siemens is not always eligible or able to obtain sensitive	
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Analisi materialita', p.28 -29 -30-31				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report 2023: Formazione, p.50-51				
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2023: Working at Siemens, p.82 ff Our sustainability indicators, p.106 ff				
Freedom of association and collective bargaining						
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report 2023: Codice etico, p.62-63		Not applicable	not material	
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2023: Analisi materialita', p.28 -29 -30-31				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report 2023: Comunita', p.54-55				
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report 2023: Comunita', p.54-55		Not applicable	Community Engagement is managed locally by our Corporate Citizen Representatives in the regions. Additionally we have started	

iMilani

Innovative
Italian
ideas

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