



Sustainability
Report
2021

Today we produce our future

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“ Being sustainable is in our DNA, for this we want to measure in an objective and transparent way the effects generated from our production processes. ”

Letter to stakeholders

Every long journey begins with a first step

Lao Tze

Our journey on the path of sustainability began almost thirty years ago, in 1994, when we made the complete conversion of the production process, passing from virgin wood to recycled wood.

In **2021**, we took another important step to contain the impact on the environment of our production process: we inaugurated the **new plant of drying and filtering fumes, which allowed to increase production contextually reducing the emission framework**.

Being sustainable is in our DNA, which is why we want to measure objectively and in a transparent manner the effects generated by our production processes.

With this in mind, the **second Sustainability Report** was drawn up in compliance to the **GRI Standards published by the GSSB (Global Sustainability Standards Board)** and certified by a third party.

Despite the uncertain and volatile international economic scenario, we have kept all the commitments made in the first Sustainability Report and set new ambitious environmental and social goals.

The **sustainability strategy** in **2021** focused on the **engagement of internal and external stakeholders** in order to identify the most relevant material issues and align the priorities of the company management with the requests coming from the operational context.

We have tried to include in the report all the **projects** that have contributed to **improve our carbon footprint** and list some **initiatives** that have created **greater attention and awareness on environmental issues**, first of all the **SOS project, School of Sustainability**, wanted by the architect **Mario Cucinella**, of which we are founding members. SOS is a post-graduate academy aimed at architects and designers **to train the next generations of sustainable project professionals, capable to face the great global challenges in the economic, environmental and social fields**. SOS - School of Sustainability was inaugurated in Milan on 22 September 2021.

Finally, we confirmed our concrete support to **numerous cultural, social and sporting activities in the territory**.

We take this opportunity to thank the management and Saib staff who share our mission and transform the guidelines of governance into daily concrete actions.

We invite you to read this second Sustainability Report aware to have written it with the usual honesty and transparency.

Clara Conti
Giuseppe Conti
Sergio Doriguzzi

Methodological note

The **Sustainability Report** represents the tool through which **Saib communicates the results of its path to stakeholders on an annual basis**.

The document is drawn up **in compliance with the GRI Standards according to the "Core" option** with the aim of facilitating the understanding of the business activity, its performance, its results and the impact produced by it in environmental, social, salaried and economic work.

References to the GRI Standards are shown in the final GRI Content Index table. In addition, for more details on the reporting, please refer to paragraph 6.3 (Performance indicators according to the GRI Standards), containing the specific tables for the reporting of the GRI Standards.

If you need more information on the Report and its contents, you can write to the e-mail address info@saib.it. The staff who dealt with the drafting of the document undertakes to provide the requested clarifications.

The Sustainability Report also represents the tool to report on Saib's commitment to the **United Nations Sustainable Development Goals**, also known as SDGs.

The reporting period runs from January 1st to December 31st 2021. For the years 2019 and 2020, the data are reported for comparative purposes. The perimeter of the economic-financial data and information corresponds to that of the consolidated statutory financial statements.

LIST OF COMPANIES INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENTS

SOCIETÀ CAPOGRUPPO

S.A.I.B. S.p.A.

- Registered office: Via Caorsana, 5/a - 29012 Fossadello di Caorso (PC) - Italy
- Shareholders' equity: € 12.500.000

The parent company carries out the production of raw and ennobled chipboard panels and is the headquarters of all the production and administrative activities of the group, as well as the reporting perimeter of the financial statements.

TIMPASA BCN SL


- Registered office: Barcelona - Spain
- Shareholders' equity: € 100.000
- Capital share: 95%

The company's corporate purpose is the production and marketing of wood panels in general, the production and marketing of raw and impregnated decorative papers and similar or derivative products, the activity of market research and technical-commercial consultancy and the activity of intermediation, in any form, of the products indicated above.

S.I.S.T.E.M.I. S.p.A.

- Registered office: Via Colletta, 10 - 26100 Cremona (CR) - Italy
- Shareholders' equity: € 200.000
- Capital share: 100%

The company has as its corporate purpose the intermodal transport activity in the broad sense; the management of warehouses and the management and storage of goods for third parties; the management of shipping and transport services; the accumulation, handling and wood treatment for the production of biomass; the purchase, sale, exchange, construction including through tenders, the management, rent and leasing of real estate complexes and individual real estate units and related, including rustic and agricultural funds.



In **the new edition of the Sustainability Report, the materiality analysis was updated**, the topics of which were identified through interviews with stakeholders and focus groups, applying the reporting principles contained in GRI 101.

The data relating to the indicators reported according to the **GRI200, GRI300 and GRI400 standards** are obtained from the accounting and inventory records, from the MUD records, from the AIA annual monitoring reports. With regard to emissions into the atmosphere, the quantification of the mass flows of pollutants is obtained using the data of authorized flow rates and concentrations, in order to contemplate the maximum polluting potential of the production site.

The annual drafting of the Sustainability Report involves the entire organizational structure of Saib. **This edition was submitted for approval by the Board of Directors on 19.09.2022.**

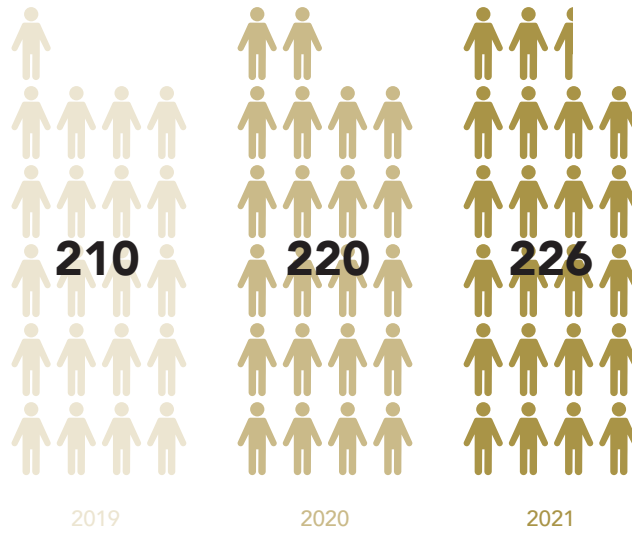
The Board of Directors of Saib is directly involved in the identification and management of economic, environmental and social issues and the related impacts, risks and opportunities; it promotes periodic verification activities through direct consultation of employees, customers, suppliers and local administrations as well as annual audits for the maintenance of product and process certifications.

1

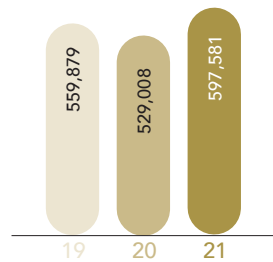
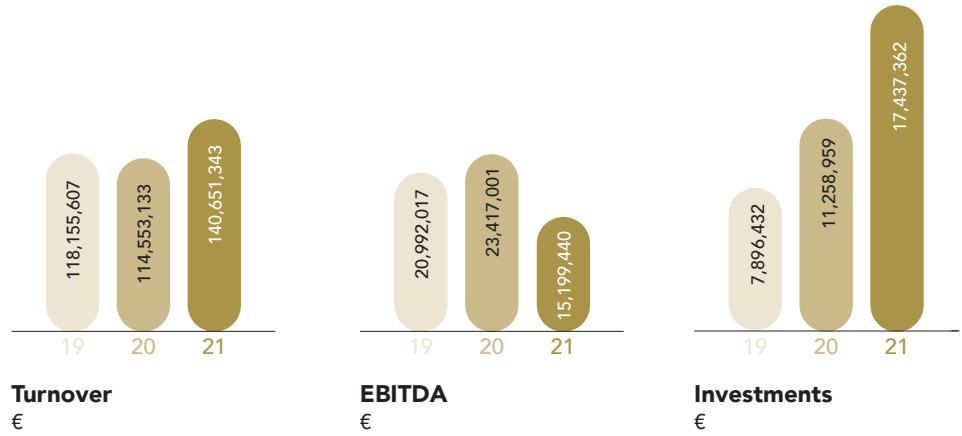
SAIB

Who we are

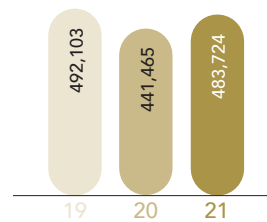
OUR NUMBERS



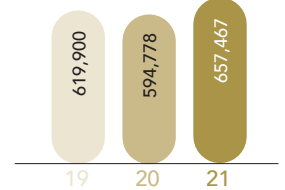
Total number of employees



Products
Cubic meters



Wood waste recovered
ton



CO₂ removed
ton

2021

226 employees

140 millions of euros in turnover

597,581 cubic meters produced

483,724 ton of waste recovered

657,467 ton of CO₂ removed

1

SAIB

Saib is one of the leading Italian companies in the sector of the production of **raw and melamine faced chipboard panels** and is a reference for the **furniture and interior design** supply chain. Sustainability is in its DNA. For decades it has followed a **circular business model**, using only **pre- and post-consumer reclaimed wood** for its products. Creativity and technological innovation are the tools worked with: from the development of new products to the relationship with people, from the protection of the territory to the commitment to training the professionals of the future.

SAIB BRANDS

REWOOD

REWOOD is the name that Saib coined to represent the virtuous circle of wood regeneration. REWOOD represents the philosophy that inspires Saib's strategy and which is expressed in a circular manner through the **'Reuse, Reduce, Recycle'** formula. That is: **reuse waste, reduce the environmental impact, also send other materials that 'pollute' the recovered wood to recycling**. All Saib products at the end of their life will in turn return to being raw materials ready to feed the supply chain.



RPB, Regenerated Particle Board is the trademark that identifies **the raw panels produced by Saib**. RPB immediately defines their value, denouncing their origin and asserting their quality. Saib produces 2,300 cubic meters per day of RPB, which will become furniture and furnishing accessories for responsible companies and consumers.

MATHERA

MATHERA is a **new generation surface** that comes from the process of innovation and research in the name of design and sustainability. The project, designed by Diego Grandi, starts from a natural inspiration linked to the world of stone materials and their millenary existence, imagining a new genesis. **A thin layer of wood, stone and quartz dust, coming from processing waste, amalgamated with resinous binders**, offers a sort of sampling of surfaces derived from the interpretation of the stone materials that **cover the RPB panel, Regenerated Particle Board**. Mathera is available in **three different textures** - Gipso, Selce and Areia - and in ten colors. **Gipso**, soft and silky to the touch, interprets the soft and malleable texture of plaster and provides a palette of four soft and mellow colors. **Selce**, inspired by the world of split stones, reworks the typical slate ripples in three different shades of gray, due to quarrying. With a more uniform and compact texture, **Areia** reinterprets the bush hammering techniques used on sandstone in three shades and is characterized by the inclusion of contrasting mineral grains. Thanks to the stone and quartz powders used with very thin thicknesses (less than 400 microns, less than half a millimeter) Mathera combines **innovative visual and material effects with innovative applications** and high **resistance to impact, scratches and rubbing**: representing a revolutionary tool for design for furniture and interior design with multiple applications such as worktops, tables, kitchen furniture, boiserie and doors. Solid and compact, it is ecological and sustainable: stone and wood are brought back to life through a process of recovery and regeneration on which all of Saib's production is based, in line with the values of the circular economy. In fact, **Mathera can in turn be 100% recycled**.



1

SAIB

PRODUCTS

Raw or melamine faced, Saib panels add meaning to Made in Italy: there can be no beauty without sustainability and sustainability is the result of innovative and challenging industrial production processes. Look, touch and get excited. With this spirit, new surfaces are born, so Saib develops new products. An assiduous research effort to offer innovative solutions to the world of design and interior design.

The low-emissivity raw panels, P2 – CARB, P2 – F4 STARS e REP stand out not only for eco-sustainability but also for the reduced content of free formaldehyde, with the aim of helping to create increasingly healthy home and work environments.

The fireproof panels, NO FIRE CE have high resistance to fire, while the panels **LPB – LIGHT**, made in collaboration with BASF, they are characterized by a low specific weight thanks to the integration in the inner layer of polyurethane material.

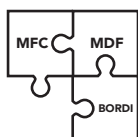
P3 panels are suitable for making furniture intended for humid environments such as kitchen shelves and bathroom furniture and the **P5 – SPB** they are born as a structural component for humid environments, the construction of mobile homes, the setting up of containers and partitions.

The melamine faced panels (MFC - Melamine Faced Chipboard) use decorative papers and finishes with suggestive visual and tactile effects, which reproduce the materiality of wood, fabric, stone, leather as well as offering contemporary textures.

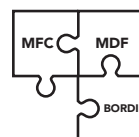
The Saib collections are born from precise inspirations and combine high technological performance with multiple colors and finishes in line with the latest interior design trends. The products in the collections have a strong tactile and emotional impact and combine aesthetics, excellent performance characteristics and sustainability.

As a service to customers, Saib offers the possibility of combining the melamine panels in the collection with other materials in coordinated finishes such as **ABS edges and HPL sheets - High pressure laminate**, as well as the **MDF - Medium Density Fiber Board support**.

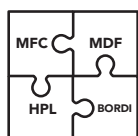
The SAIB Collection System



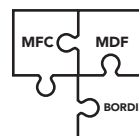
back to 60's



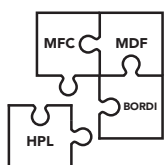
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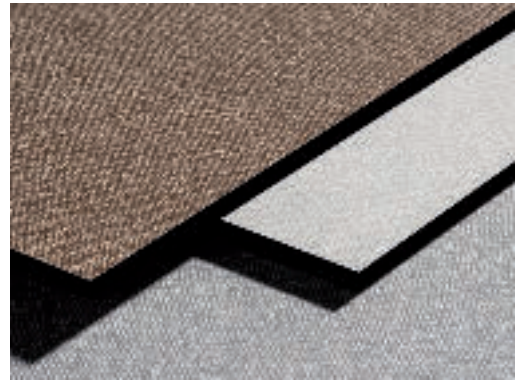
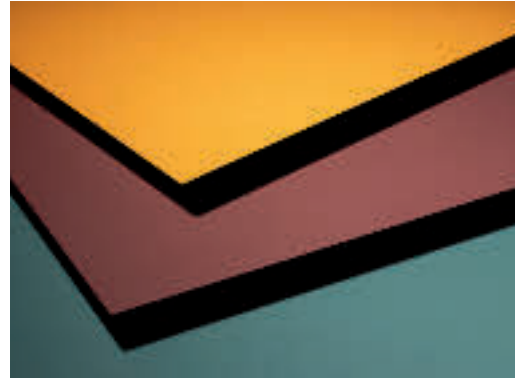
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express prime



diplos



1

SAIB

COMPANY HISTORY

1962

In Caorso, just outside Piacenza, Eva Bosi and her husband Giorgio Rinaldi founded Saib, realizing a revolutionary idea for the time: producing chipboard panels using woodworking waste, from the roots of the poplars to the waste materials of the sawmills. The reduction of costs contributes to making furniture a consumer good within everyone's reach.

1989

With the fall of the Berlin Wall, the old buildings in East Germany are demolished. Saib starts a process of developing the know-how necessary for the regeneration of the enormous quantities of end-of-life wood that become available. An opportunity to solve the difficulties of finding virgin raw materials.

1994

Thanks to the consolidation of new technologies, the process of replacing virgin wood with post-consumer raw material is completed, which becomes the only resource used in Saib. A definitive step forward on the road to sustainability, as to the company tradition and in line with the challenges of the third millennium.

1998-2014

Saib proceeds with the technological transformation of the production process: the waste wood treatment plant is upgraded, a new dryer and the first Siempelkamp ContiRoll continuous pressing line make it possible to achieve a daily production of 1300 cubic meters. In just over a decade, three finishing lines were installed that allow SAIB to become a reference player in the Italian furniture industry.

2016

The second continuous Siempelkamp ContiRoll system is built. Saib thus increases its production capacity from 1300 to 1800 cubic meters per day and expands the range of products offered by size and type, ensuring the highest quality and performance of the product.

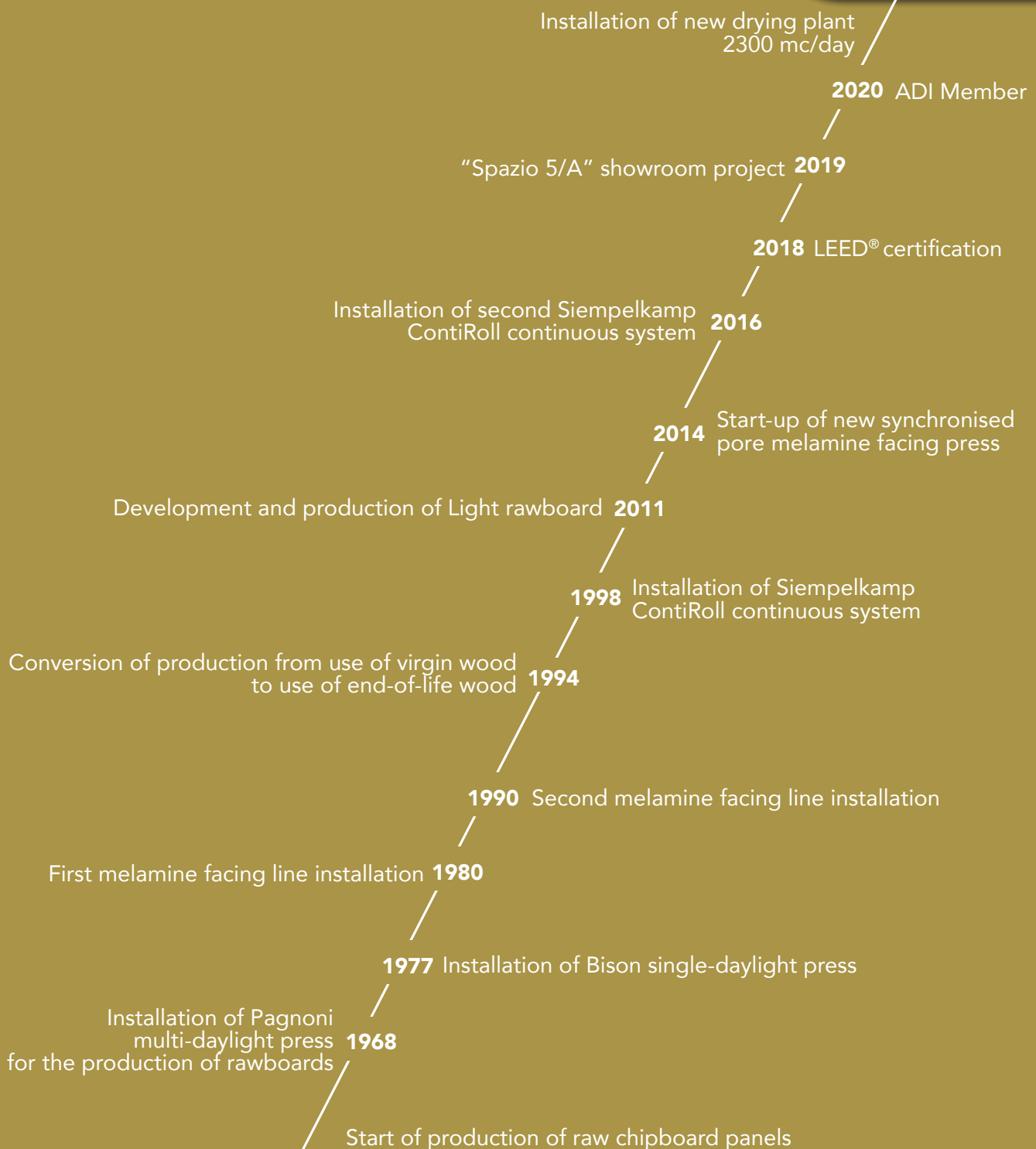
2019

Adjacent to the production site, the Spazio 5/A showroom is inaugurated. An open, hospitable place where you can come into contact with Saib's products and corporate culture. Here, meetings, training workshops and art exhibitions are organized.

2021

Upon completion of an important five-year investment process of over 60 million, Saib inaugurates the new drying and fume filtering plant that allows an increase in productivity up to 2300 cubic meters per day, and at the same time a further reduction of the environmental impact.

2021



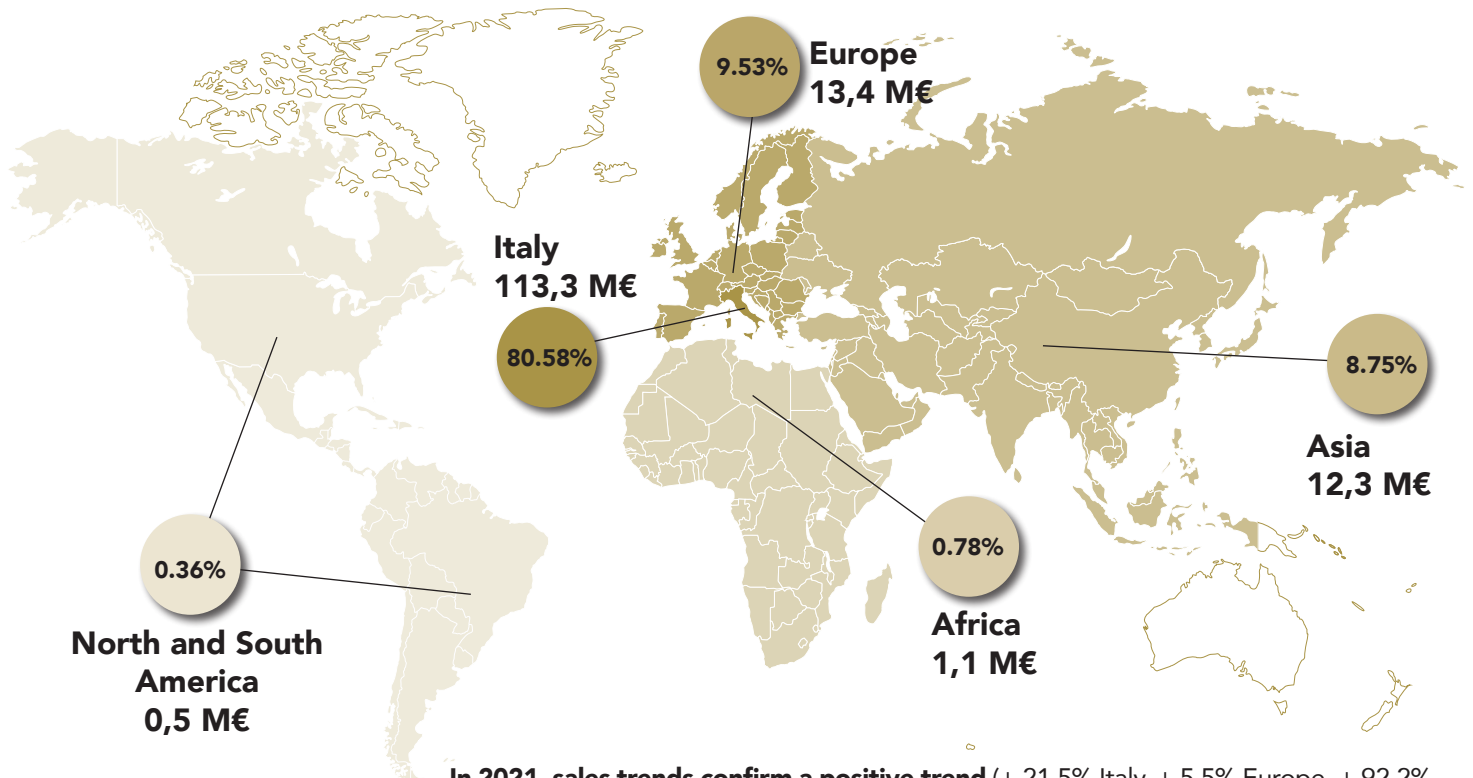
1962

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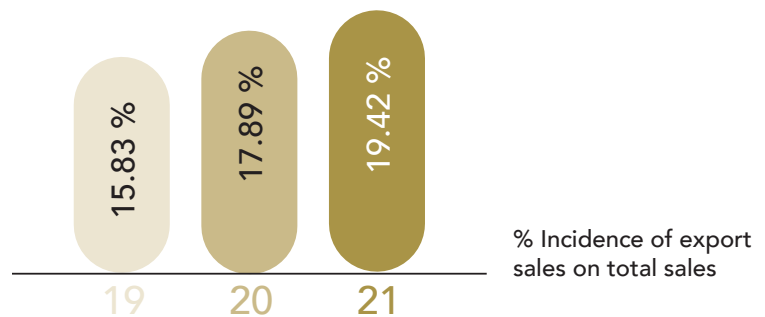
SAIB

OUR MARKETS

Saib pursues its **growth strategy** by expanding and diversifying its presence on **national and international markets**.



In 2021, sales trends confirm a positive trend (+ 21.5% Italy, + 5.5% Europe, + 92.2% Asia, + 150% North and South America), not only as a reflection of the effective recovery after the global economic crisis triggered by the pandemic, but also compared to 2019. There is also a reinvigorated dynamics of exports, which grew by 32%.



Saib's presence in retailers has also increased, both on the domestic and export markets, where closer and cooperative collaborations with distributors have been established. The percentages indicated on the opposite page show how Saib's presence has changed in the various market segments.

SECTOR SERVED



55%
*Furniture and furnishings
manufacturers*



19%
*Manufacturers of semi-finished
wood products*



17%
Kitchen manufacturers



9%
Dealers

The remodeling of the outlet market was possible thanks to the strengthening of the collection system.

SUPPLY AND PRODUCTION CHAIN

Saib's business is located in the uppermost steps of the Italian wood-furniture chain, world excellence in design, innovation and sustainability.

For the reporting year there were no substantial changes in the company supply chain. Saib's main suppliers are:

- **reclaimed wood suppliers:** these are public or private organizations that manage the separate collection of wood waste on the national territory and in neighboring countries. These organizations can deliver waste to Saib directly or through transport companies registered in the National Register of Environmental Managers;
- **chemical suppliers:** they are producers of resins and additives necessary for the production of the raw panel. Among the main chemical components used are urea and formaldehyde-based resins, ammonium sulfate-based catalysts, paraffin emulsions;
- **suppliers of decorative papers:** the sheets used for the coating of the faced panels are made of printed papers and suitably impregnated with melamine-urea resins to allow them to adhere to the surface of the panel;
- **suppliers of packaging materials:** these are mainly manufacturers or retailers of cardboard sheets and ABS straps used for the packaging of finished product packs;
- **reusers:** these are companies that collect materials from the selection and cleaning of wood (sand & stones, metals, etc.) and deliver them to recovery centers. In most cases it is the same companies that deliver the wood waste to Saib;
- **transport firms:** these are mostly local companies that transfer finished products from the Saib plant to the customers' destination sites. More and more frequently the same transport firms bring the customer's processing waste to Saib, so as to optimize the routes and provide an additional service to the customer;
- **electricity and gas suppliers:** national operators active in the distribution and sale of energy.

The supply chain:

- *reclaimed wood suppliers*
- *chemical suppliers*
- *suppliers of decorative papers*
- *suppliers of packaging materials*
- *reusers*
- *transport firms*
- *electricity and gas suppliers*

% Incidence of the activity on the total value of supplies

%

1%

Waste started to recovery

Out



Furniture, furnishing, kitchen and semi-finished wood products manufacturers



Transport

12%



End users



Differentiated waste collection centers

In



Collection wood waste

6%



Cleaning and refining of wood chips

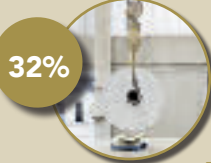


Electricity and gas suppliers

15%



Electricity and natural gas



Paper manufacturer

32%

Raw papers



Printers and impregnators

Printed and impregnated papers



Chemicals suppliers

33%

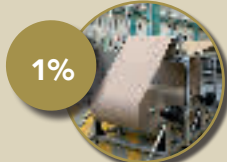
Chemicals



Raw panel production



Drying and screening



Packaging manufacturer

1%



Melamine panel

Melamine panel production

1

SAIB

The five cornerstones of the sustainability strategy of Saib have precise meanings which translate into concrete actions.

VISION & MISSION

"We produce the future today" is the synthesis of Saib's **sustainability strategy** built around **five cornerstones - Product, Process, Planet, People, Partnership**.

In an increasingly uncertain global context, Saib considers it essential to include economic, environmental and social impacts in the definition of choices. **Measuring and managing the impact generated is an essential element of the company mission**. Often the road that at first seems the most tortuous and expensive turns out to be the most correct to take, especially from a long-term perspective. Evaluating a project globally leads to rationalize it, make it more efficient and more coherent.

However, changing internal processes is not enough, it is in fact necessary to **spread the principles of regeneration and sustainability even outside the company perimeter**, to contribute to the growth of the next generations of sustainable design professionals.

This is why **Saib is a founding partner**, together with **MCA Mario Cucinella Architects** and **IRIS Ceramica**, of **SOS - School of Sustainability**. SOS is a post-graduate school aimed at providing training dedicated to an urgent issue: sustainable architecture and the development of new models of living. The goal is to prepare the future generation of architects, designers and engineers to face new crucial challenges such as reducing the environmental impact of interventions and zeroing the carbon footprint in the construction of new buildings.



BUSINESS ETHICS

Saib has chosen to orient its governance towards **ethical and transparent management of its activities**.

Saib's **Code of Ethics establishes the fundamental values to which all stakeholders must comply** in carrying out the tasks and functions entrusted to them.

The signing of the Code of Ethics is required:

- **to the members of the Board of Directors and the corporate bodies;**
- **to Saib employees;**
- **to agents, consultants, collaborators, suppliers and any partners** involved in the activities of Saib considered at risk for the purposes of the aforementioned legislation and which are not equipped with their own Code of Ethics for the part of specific reference;
- **to those who act under the direction or supervision of top management** in the area of tasks and functions assigned;
- **to all those who work with Saib on the basis of a contractual relationship** also temporary, **in activities considered at risk** for the purposes of the aforementioned legislation, which do not have their own Code of Ethics for the part of specific reference. In 2021 the **Code of Ethics has been updated in the light of recent regulatory changes** in this regard identifying the relevant risks pursuant to Legislative Decree 231/2001 and with the audit of the documents called "Mapping of activities", Model "General Part" and "Special Parts" with respect to:
 - new cases such as abuse of office, fraud in public supplies and embezzlement, unfaithful declaration, omitted declaration, undue compensation and offenses smuggling;
 - new guidelines issued in June 2021 by Confindustria and relating to construction of the Organization Models, management and control pursuant to Legislative Decree 231/2001.

The spread of the culture of legality and the correctness of conduct such as essential elements for the proper functioning of the company and compliance with the Business Ethics principles was also promoted through specific training sessions.

Product

Saib's panels, RPB Regenerated Particle Board, are produced exclusively by regenerating recycled wood. At the end of their life they will in turn return to being ready raw material to feed the supply chain.

Process

Thanks to its industrial system, Saib reused 484 thousand tons of post wood in 2021 consumption, saving about 220 thousand trees from being cut down. The materials discarded from the cleaning process are in turn initiated into recovery processes.

Planet

From the development of new products to investments for industrial plants, from choice of suppliers to the type of means of transport adopted, each choice of Saib has as its objective reducing its impact on the planet. The new drying and fume filtering system has allowed an increase in productivity and at the same time a reduction in the environmental impact.

People

Teamwork and the enhancement of skills are strategic components for Saib. The protection of health, the needs of life and the rights of everyone are the basis of Governance decisions. Participation in projects aimed at helping the weakest is a constant that supports the work activity.

Partnership

Initiatives aimed at inspiring thought on the relationship between mankind, production activities and the environment, as well as to train new professionals in the field of sustainable design are promoted from Saib every year.

THE GOVERNANCE STRUCTURE

Saib is a family company, whose **governance structure is composed of:**

- a **Board of Directors** of six units, within which two managing directors representing the shareholding structures are appointed. The BoD is entrusted with all the powers for the management of the company, except in cases where the law requires specific authorization. The two managing directors have specific detailed powers to be able to operate separately or jointly on the basis of certain expense thresholds, beyond which a resolution of the Board of Directors is required;
- a **board of statutory auditors**, which is responsible for supervising compliance with the law and the statute, compliance with the principles of proper administration and, in particular, the adequacy of the internal control system;
- the **supervisory body**, endowed with autonomous powers of initiative and control, appointed to supervise the functioning and observance of the **organization, management and control model** pursuant to Legislative Decree 231/2001, as well as to ensure that it is updated.

*Board
of statutory
auditors*

*Supervisory
body*

Board of Directors

<i>President</i>	<i>Chief Executive Officers</i>	<i>Advisors</i>
Valeria Rinaldi	Clara Conti Sergio Doriguzzi	Giuseppe Conti Mario Doriguzzi Adriana Rinaldi



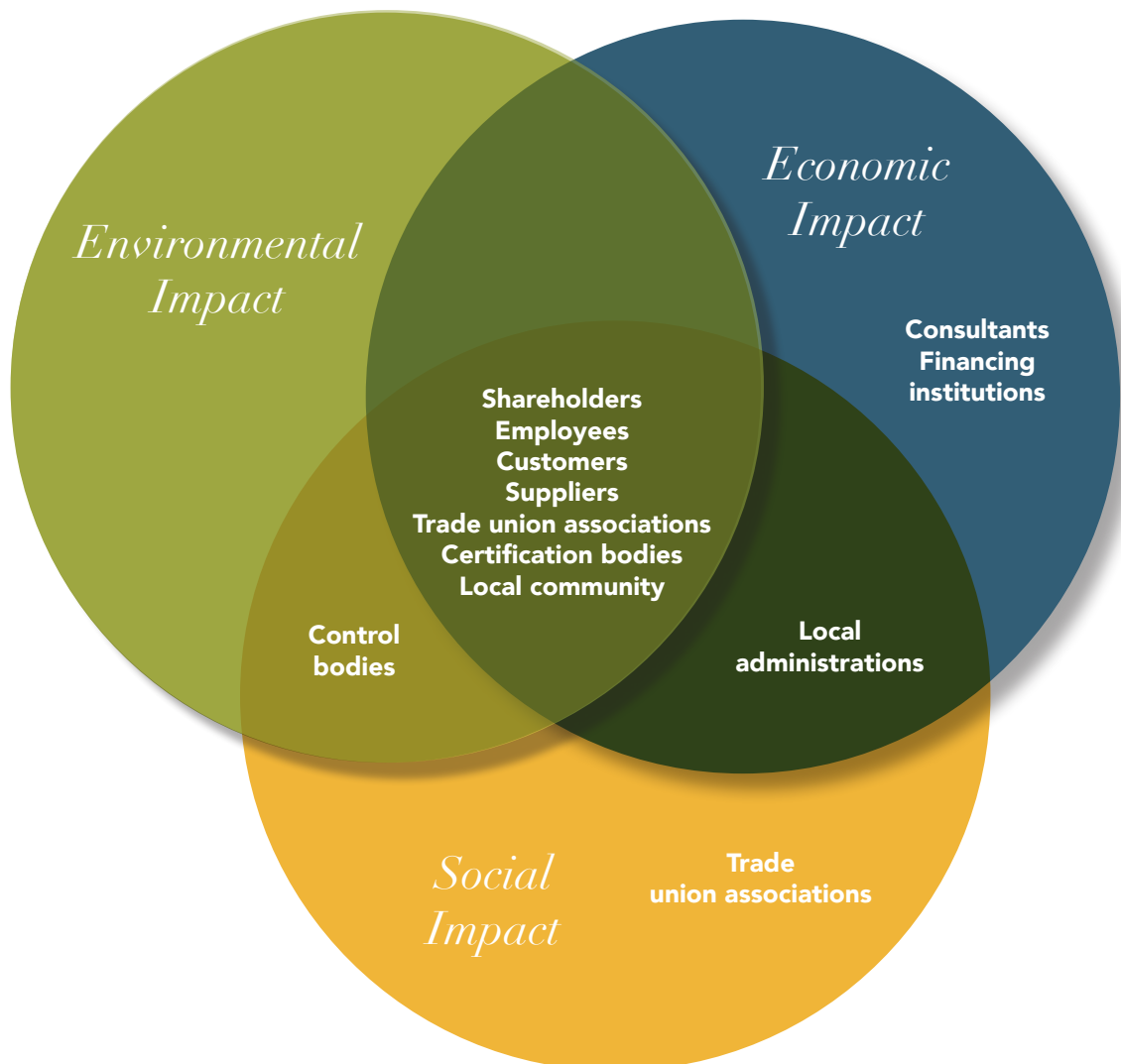
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Building sustainability

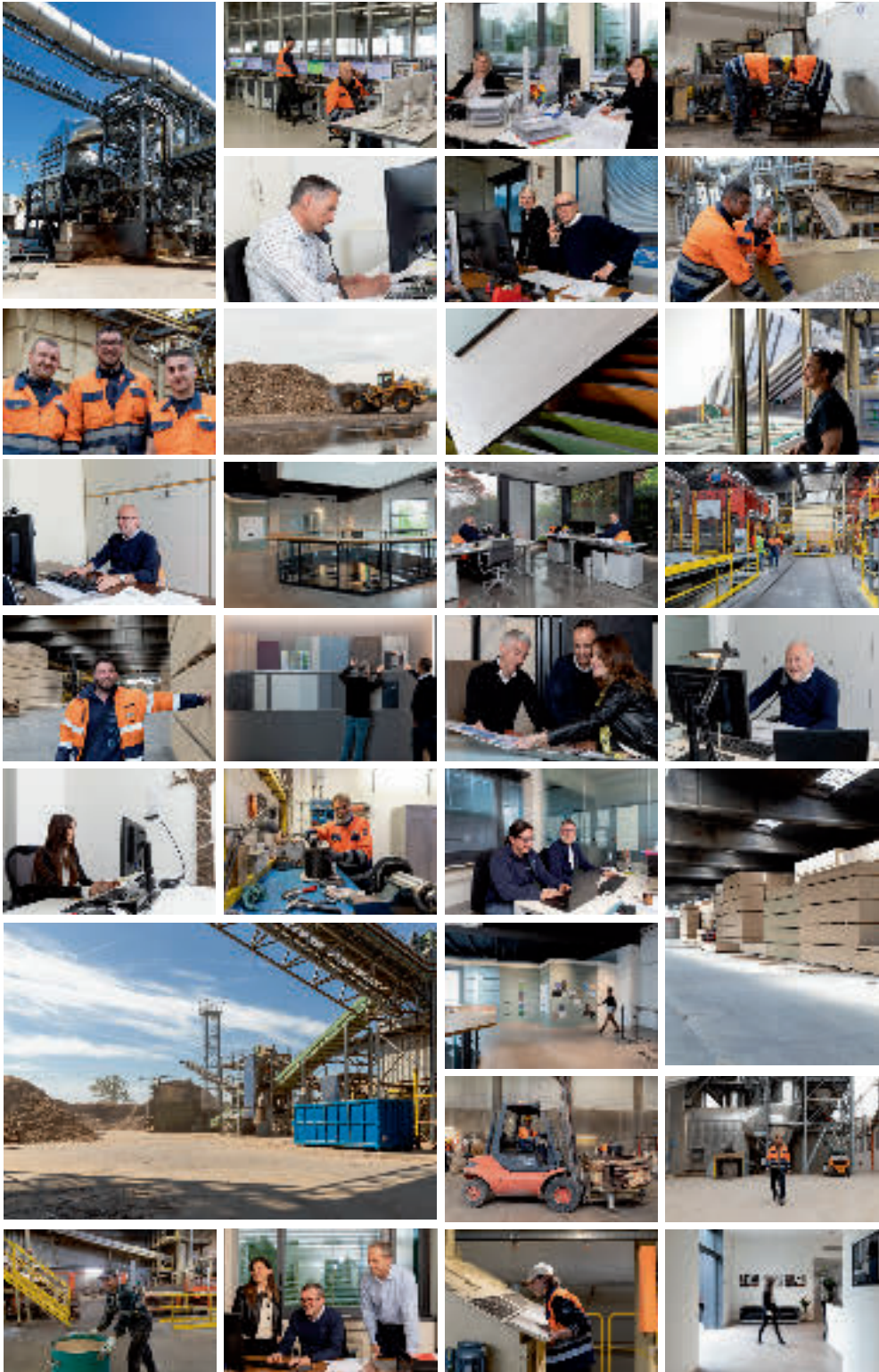
SAIB

STAKEHOLDERS

Sustainability cannot be expressed only in a slogan. It is an articulated and evolutionary path, not always linear, which **in Saib's strategy develops along two very specific guidelines**. The first is **the definition of ambitious goals**, which in the short term may even seem unrealistic, but which in the medium term have the power to radically transform the impact of the activities in the reference context. The second, fundamental and preliminary to the previous one, is the **involvement** of the majority of people and organizations that are somehow involved in the activities, the so-called **stakeholders**, so that they participate in the definition and achievement of these objectives.



*... through the definition of ambitious goals
and stakeholders involvement.*



2

SAIB

In 2021, Saib extended the assessment perimeter of its sustainability strategy through a series of initiatives:

- preparation of a **questionnaire for stakeholders** with the aim of evaluating the priorities towards which to direct efforts. Suppliers, customers, employees, institutions and local communities took part in this survey;
- **involvement of the main stakeholders in the presentation of the 2020 Sustainability Report** with the aim of sharing the results obtained and future objectives;
- **strengthening of communication tools** aimed at raising awareness on the issues of sustainability and the regeneration of resources;
- support, as a **founding partner, for the launch of SOS - School of Sustainability**, aimed at disseminating and promoting a sustainable approach to design and architecture;
- **update of the Integrated Environmental Authorization** through an Environmental Impact Assessment procedure aimed at ensuring the involvement of all those affected by the company activity.

Saib plans to carry out stakeholder engagement every three years, reserving the right to update the materiality analysis following external changes capable of influencing the opinion of its stakeholders.



In 2021 Saib has extended the evaluation perimeter of its sustainability strategy.

Stakeholder engagement



Customers

Survey, press release, social network interaction, dedicated events and initiatives



Shareholders

Dedicated meetings, financial and non-financial reports



Employees

Survey, periodic meetings with representatives, financial and non-financial reports



Suppliers

Survey, press releases, events and dedicated initiatives



Trade union associations

Dedicated meetings



Local community

Press release, involvement of authorization procedures, social initiatives



Local administrations

Survey, Service conferences, targeted interlocutions



Control bodies

Services conferences, targeted interlocutions, periodic reports



Certification bodies

Auditing activities, dedicated meetings



Consultants

Survey, dedicated meetings



Financing institutions

Survey, periodic interviews, financial and non-financial reports



Competitors and business partners

Trade associations

ANALYSIS AND MATERIALITY MATRIX

Together with the stakeholders, the **most relevant sustainability issues** were identified through an investigation and elaboration process condensed into a graphical matrix representation. This graphic representation provides an immediate snapshot of the analysis and comparison between the company and its stakeholders. The relevant values for the company are positioned on the Y axis and the relevant values for the stakeholders are positioned on the X axis. **The positioning of each issue gives a clear and intuitive view of which are on the radar of the company and its stakeholders, and what their order of importance is with respect to a relevant or extremely relevant assessment.**

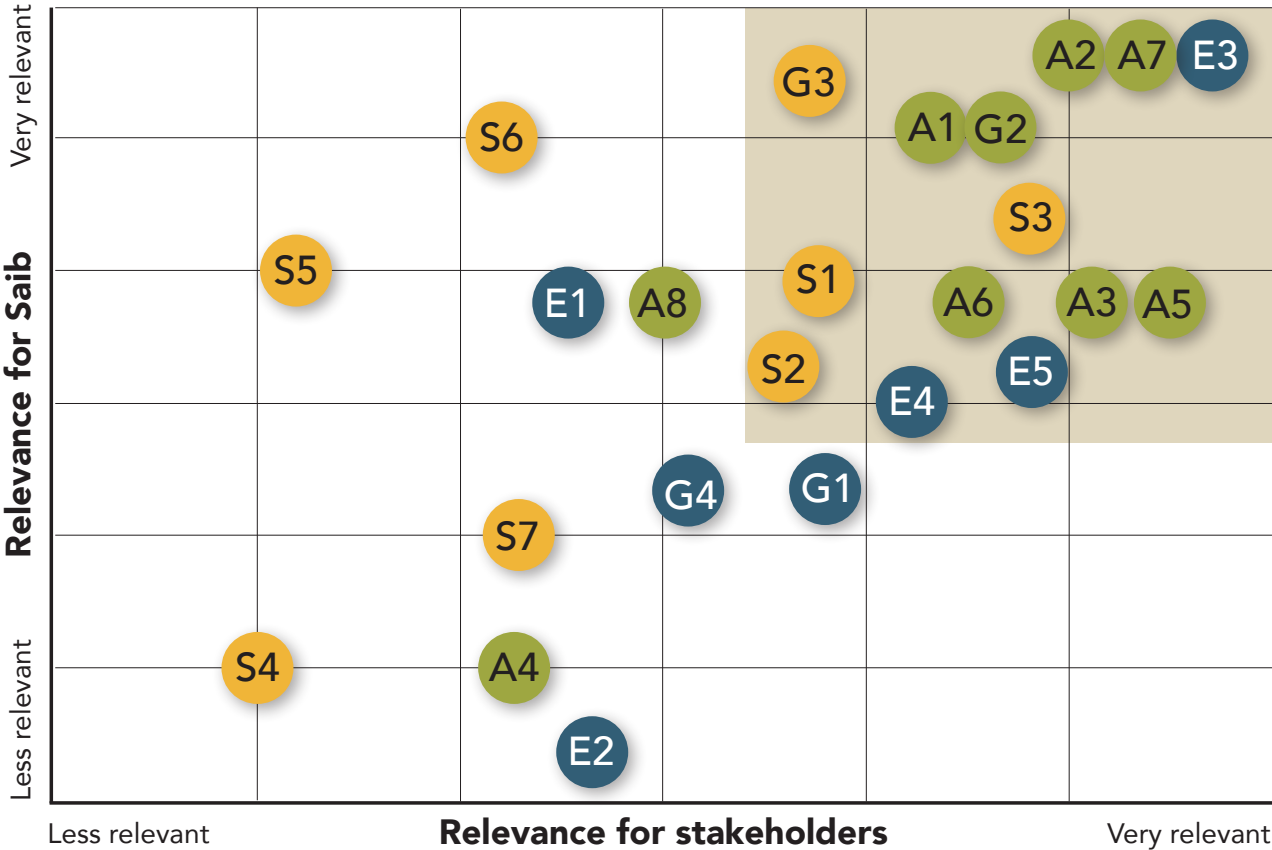
The involvement of stakeholders in identifying Saib's sustainability strategy has made it possible to update the materiality matrix drawn up in 2020, in order to make it more aligned with the priorities that emerged from discussions with stakeholders. In this process, the Survey, conducted through a questionnaire, has taken on particular importance, from which it emerged that for the external stakeholders the issues of greatest interest were environmental, economic and related to the health and safety of workers and for internal ones, environmental issues relating to training and health and safety in the workplace, and the process of reviewing and updating the Integrated Environmental Authorization through Environmental Impact Assessment in relation to the plant modifications introduced during the year. The results are summarized in the Materiality Matrix.

- | | |
|---|--|
| A1 Sustainable use of raw materials | G3 Impact on the community |
| A2 Conscious use of energy | S1 Occupation |
| A3 Conscious use of water | S2 Training and professional development of workers |
| A4 Biodiversity | S3 Health, well-being and safety of workers |
| A5 Emissions in the atmosphere | S4 Sensitive data and privacy |
| A6 Conscious management of waste | S5 Community involvement |
| A7 Compliance with environmental standards | S6 Sustainable management of the supply chain |
| A8 Environmental performance of the supply chain | S7 Human rights |
| G2 Impact on the environment | |

The most relevant issues are highlighted

The Materiality Matrix is the final output of the materiality analysis and derives from a path of collaboration between the company and its stakeholders.

MATERIALITY MATRIX



- G1** Economic impact
- G4** Business integrity
- E1** Economic results
- E2** Economic impact on the territory
- E3** Investments in innovation
- E4** Quality of products and services
- E5** Compliance with social and economic norms

- Environmental impact
- Social impact
- Economic impact

SUSTAINABILITY STRATEGY

The identification of the material issues and their relevance to the stakeholders has made it possible to define and implement the corporate sustainability strategy.

Through the hierarchical and strategic mapping of the matrix, Saib confirms its willingness to support and contribute to the achievement of the 2030 Sustainable Development Goals (SDGs) promoted by the United Nations.

This contribution is explained in the summary table on the opposite page:

Goal 5
Achieving equality gender and self-determination of all women and girls.

Goal 7
Ensure access to energy at an affordable, reliable, sustainable price and modern for everyone.

Goal 8
Promote sustained, inclusive and sustainable economic growth, full employment and decent work for all.

Goal 9
Building a resilient infrastructure, promoting inclusive and sustainable industrialization and supporting innovation.

Goal 10
Reduce inequalities within and between countries.

Goal 11
Making cities and human settlements inclusive, safe, resilient and sustainable.

Goal 12
Ensure sustainable consumption and production patterns.

Goal 13
Take urgent measures to combat climate change and its consequences.

5 GENDER EQUALITY 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 
5.5	7.2 7.3	8.2 8.4	9.2 9.4
10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 
10.2	11.a 11.3	12.2 12.4	13.2

The 2030 Agenda for Sustainable Development is an action program for people, the planet and prosperity signed by the governments of the 193 countries UN members. The Agenda includes 17 Sustainable Development Goals (SDGs) in an action program for a total of 169 targets to be achieved by 2030.

Contribution to the achievement of the SDG objective.

	RELEVANT TOPIC		STRATEGIC GOALS	5	7	8	9	10	11	12	13
Reduce the impact on the planet	Sustainable use of raw materials and conservation of natural resources.	A1 A3	Promote the use of sustainable raw materials and the conservation of natural and water resources.			•				•	
	Conscious and efficient use	A2	Improve the energy efficiency of the process.		•						
	Reduction of emissions in the atmosphere and impact on climate change in terms of gas emissions greenhouse effect (GHG), substances harmful to ozone and other emissions.	A5	Reduce emission sources in the atmosphere. Increase the share of renewable energy.		•		•		•	•	
	Conscious management of the waste generated.	A6	Start recovering the whole of the waste managed and produced.							•	
	Impact management of its activities on the environment and compliance with environmental standards.	A7 G2	Provide clear reporting of their environmental impacts.							•	•
Shorten distances	Impact assessment of its activity on people and on local communities in terms support, inclusion and promotion of a sustainable culture.	G3	Support initiatives in favor of inclusion and aid to those who need it most. Promote the development of a culture of regeneration.				•	•		•	
	Promotion of well-being of workers in terms of health and workplace safety. Promotion of diversity and equal opportunities.	S3	Promote safe working practices through adequate training and working environments that comply with the best standards. Promote the use of female staff in the production phases.	•		•					
	Creation of new posts of work, with particular attention to youth employment.	S1	Promote employment and the development of professionalism and new skills.			•	•				
Innovating to create value	Innovation and new technologies of process and product.	E3	Develop and promote products characterized by circularity principles and identify the most innovative technological solutions to respond to the main challenges of sustainable development.			•	•				
	Quality of products and services offered to customers and suppliers.	E4	Provide a clear representation of the environmental impacts of the product. Promote cooperation along the supply chain to improve sustainability indicators.							•	
	Impact of your business on people and communities.	G3	Contribute to the economic development of the community by consolidating relationships with local organizations.						•		
	Compliance and respect of laws in social and economic matters.	E5	Promote the development of ethical awareness within the organization.							•	

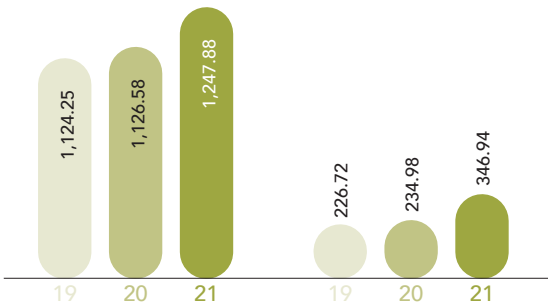
3

Reduce the impact on the planet

SAIB

	RELEVANT TOPIC	STRATEGIC GOALS
	Sustainable use of raw materials and contribution to conservation of natural resources.	Promote the use of sustainable raw materials and the conservation of natural and water resources.
	Conscious and efficient use of energy resources.	Improve the energy efficiency of the process.
	Reduction of emissions in the atmosphere and impact on climate change in terms of gas emissions greenhouse effect (GHG), substances harmful to ozone and other emissions.	Reduce emission sources in the atmosphere. Increase the share of renewable energy.
	Conscious management of the waste generated.	Start the recovery of the whole of the waste managed and produced.
	Impact management of its activities on the environment and compliance with environmental standards.	Provide clear reporting of their environmental impacts.
	Quality of products and services offered to customers and suppliers.	Provide a clear representation of the environmental impacts of products. Promote cooperation along the supply chain for improvement of indicators of sustainability.
		

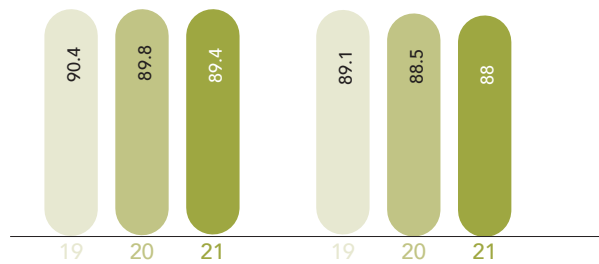
ENERGY



Energy intensity
MJ/cubic meter
of produced panel

**Energy intensity -
renewable sources**
MJ/cubic meter
of produced panel

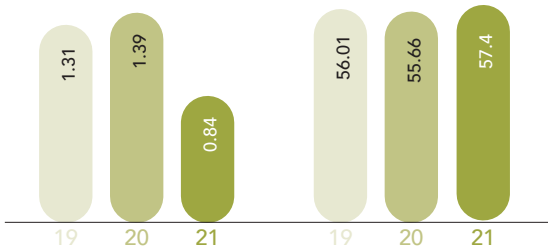
RAW MATERIAL



Renewable materials
% of the total weight
of the materials used

Recycled materials
% of the total weight
of the materials used

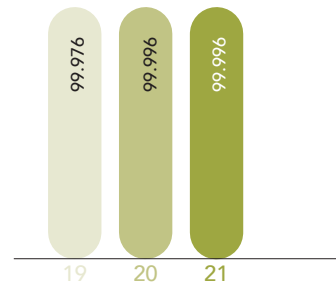
EMISSIONS



**Specific emissions
of product**
max kg of pollutants
atmospheric/cubic meter
of produced panel

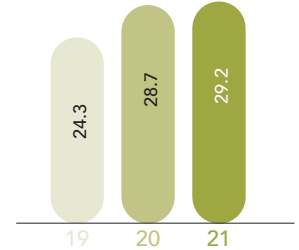
GHG emission intensity
Kg CO₂eq/cubic meter
of produced panel
Scope1+ Scope2

WASTE PRODUCED



Waste for recovery
% on total waste produced

PRODUCT



**Production of panels
with low emission**
% of the total cubic meter
produced

THE PRODUCTION CYCLE

The consumption of resources and the environmental impact of the production cycle are the great challenges facing today's economy. For over twenty years Saib has been committed to promoting a sustainable business model, or rather, a regenerative economy characterized by a conscious use of natural resources, a preference for recovered or regenerable materials and the reduction of impacts throughout the life cycle of the product.

Our approach to ensuring a sustainable life cycle.



480,000 tons of waste recovered by Saib every year.

THE RAW MATERIAL

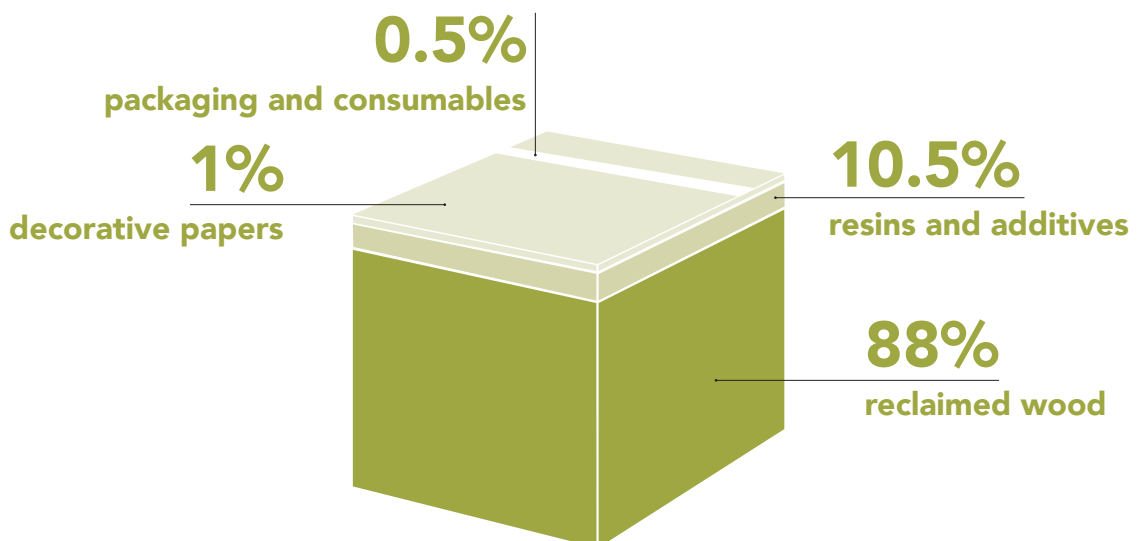
In 2021, Saib recovered over 480,000 tons of pre and post-consumer wood waste from separate collection, demolition activities and furniture manufacturing industries. **Recovering 480,000 tons of waste** means preventing more than 25.000 trucks of waste from ending up in landfills or incinerators. It also means **preserving 220,000 trees** that can continue to carry out their precious action of mitigating environmental impacts (source Qualiviva):

- **44,000 tons/year of CO₂ assimilated**
- **25 tons/year of PM₁₀ removed**
- **22 tons/year of NO₂ reduced**
- **15 tons/year of SO₂ reduced**

A study conducted by eAmbiente¹, a company operating in the field of environmental consultancy, compared the emission performance in relation to the carbon footprint of the post-consumer wood recovery practice for the production of raw chipboard panels (activity R3: recycling / recovery of organic substances not used as solvents) with respect to recovery for energy purposes (activity R1: main use as fuel or as other means to produce energy). The conclusions show that **the carbon footprint of the production of raw chipboard corresponds to 35.12% of that of energy production from biomass, for the entire life cycle, and to 34.32% for the Core process alone.**

In addition to **wood**, the production of chipboard panels requires the use of:

- **resins and additives** for gluing wood particles;
- **decorative papers** impregnated with urea and melamine-based resins for the surface coating of the panel;
- **cardboard in sheets**, made with 80% recycled paper, **holds in ABS** also converted into recycled material and other packaging material;
- **consumables** for the operation of process plants (e.g. lubricants).

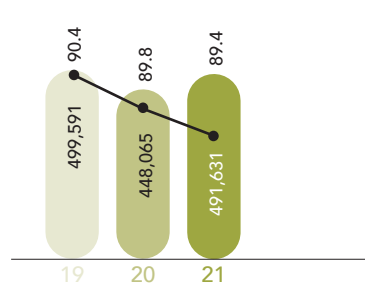


1 - LCA - life cycle assessment) comparing the use of post-consumer wood for the production of a raw chipboard panel and for energy recovery, 2014.

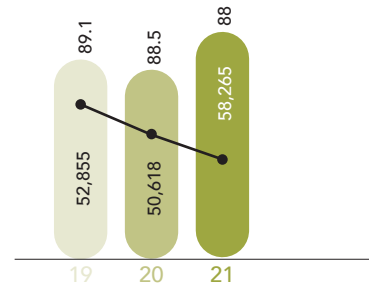
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SAIB

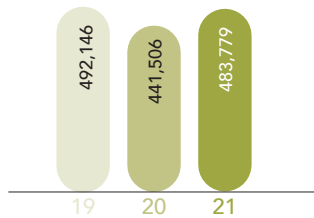
Saib's goal is to ensure that at least 90% of the materials used come from recovery circuits.



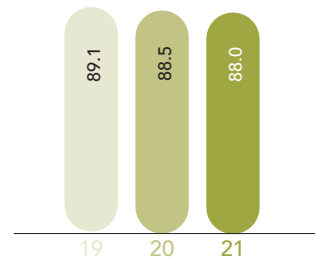
Renewable materials used
ton
% on total used material



Non-renewable materials
ton
% on total used material



Recycled materials
ton



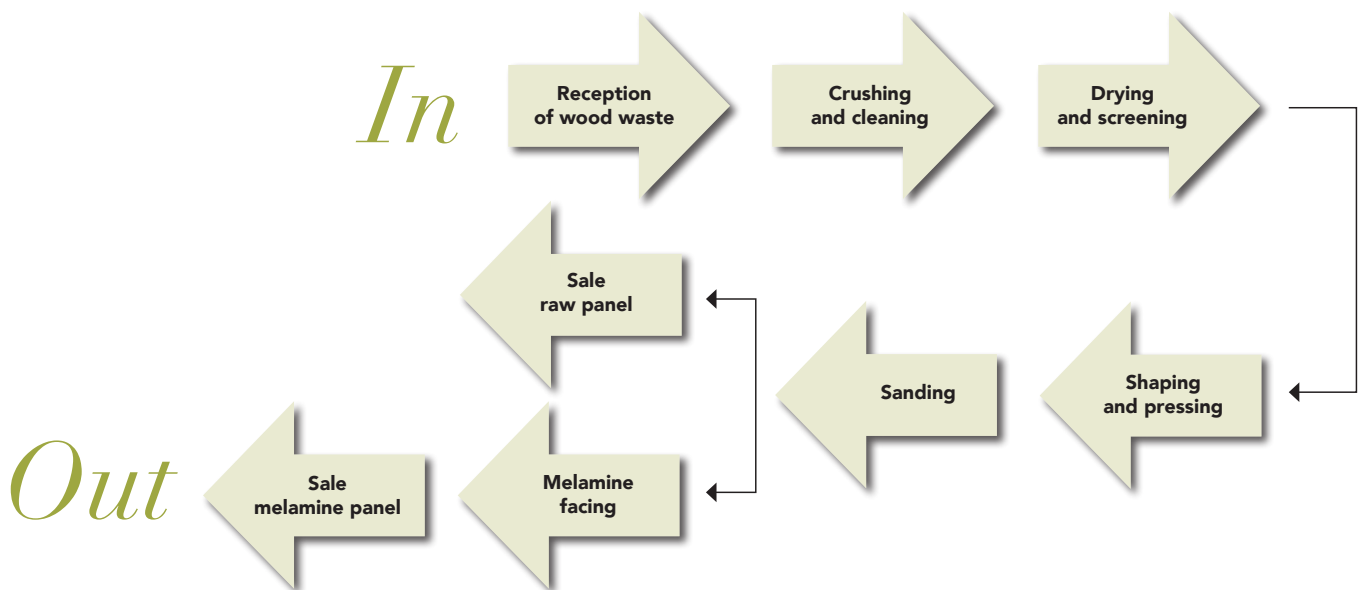
Material intensity
Kg/cubic meter
of panel produced



In recent years Saib has undertaken a series of initiatives aimed at improving the environmental impact of the process.

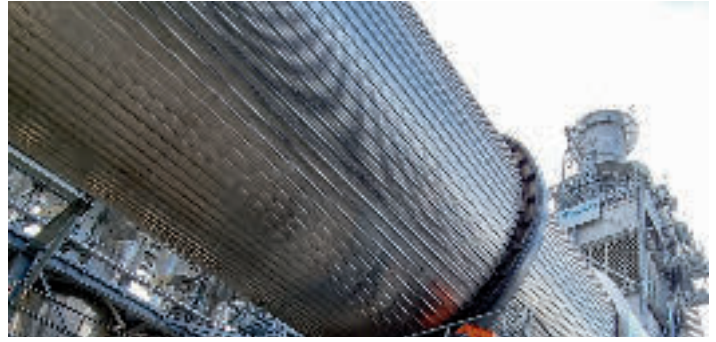
THE PRODUCTION PROCESS

Saib carries out its production activity in the Caorso plant. **Each day it receives 150 trucks of raw materials and ships around 80 trucks of finished products.** The transformation of waste material into a noble product, the chipboard, is a complex activity, with high automation and high energy consumption.



Saib is aware of the importance of continuously improving processes by reducing the impact that activities have on the environment and on the territory. For this reason, in addition to maintaining the ISO 14001 certification, in recent years it has undertaken a series of initiatives aimed at improving the environmental impact of the process.

Year	Intervention	Result
2018	Creation of a storage silo and automatic feeding of the chip cleaning and refining system.	Reduction of diffuse dust emissions from material handling. Reduction of material handling by mechanical shovel.
2019	Revamping of a continuous thermal press. Upgrading of the chip cleaning system.	Reduction of process losses, increase of combustion efficiency. Increased efficiency of removal of unwanted materials.
2020	Reconfiguration of wood dust screening and transport systems.	Reduction of dust emissions.



In 2021 the “heart” of the Saib process was renewed: a new drying plant and a new latest generation electrostatic wet filter replaced those previously installed. The investment of over 20 million euros has enabled the achievement of important results:

- increase in overall production;
- increase in the production of thermal energy from renewable sources (wood dust);
- improvement of the plant emission framework.

In addition to the installation and start-up of the new drying system, a revamping of the green chip grinding area was also completed which allowed for further advantages:

- reduction of diffuse emissions of particulate matter;
- improvement of the grinding efficiency;
- greater ergonomics and accessibility for machine tooling operations.

WATER CONSUMPTION

Saib’s water needs mainly relate to the cooling of machinery, the treatment of emissions and the wood cleaning processes. The water supply takes place through the withdrawal of water from the underground sources. In order to reduce the withdrawals from the wells, over the years Saib has adopted plant solutions that allow the optimization of the needs through the **recovery and reuse of rainwater and the cascade reuse of flows, or the reuse of the same quantity of water for more functions**, typically primary cooling, secondary cooling and end use in the production process. Water withdrawals are accounted for directly at the source on the basis of the flow rate of the extraction pumps.

Water withdrawal	2019	2020	2021
Groundwater (MI)	85,276	85,276	97,043
of which water (<=1,000 mg/l of total dissolved solids) (MI)	85,276	85,276	97,043
of which other types of water (<=1,000 mg/l of total dissolved solids) (MI)	-	-	-
Rainwater (MI)	45,901	35,909	39,216
of which water (<=1,000 mg/l of total dissolved solids) (MI)	unavailable	unavailable	unavailable
of which other types of water (<=1,000 mg/l of total dissolved solids) (MI)	unavailable	unavailable	unavailable
Total water withdrawal (MI)*	131,176	130,186	136,259

* All water withdrawals refer to areas not classified as subject to water stress according to 'Aquaduct Water Risk Atlas del World Resources Institute and Water Risk Filter of WWF.

Water discharges occur in the surface body and are subject to periodic sampling and checks to verify compliance with reference to the regulatory limits indicated in the Integrated Environmental Authorization. The flow rate data of water discharges in the surface body is not available.

ENERGY CONSUMPTION

The start-up of the new drying plant and the new electrofilter allowed for an important improvement in the plant's emission framework in relation to the main pollutants (particulate matter, NO_x, aldehydes), but on the other hand it required a greater consumption of electrical power, necessary to power the system for capturing and electrostatic precipitation of pollutants.

Energy consumption	2019	2020	2021
Total thermal energy (MJ)	401,876,654	381,061,026	496,449,135
Thermal energy from renewable sources (MJ)	126,933,552	124,306,778	207,325,693
Thermal energy from non-renewable sources (MJ)	274,943,102	256,754,248	289,123,443
Energy consumption	2019	2020	2021
Total electrical power (MJ)	227,565,774	214,907,353	249,260,562
Electrical power from renewable sources (MJ)	-	-	-
Electrical power from non-renewable sources (MJ)	227,565,774	214,907,353	249,260,562
Total energy consumption	2019	2020	2021
Total energy consumed (MJ)	227,442,428	595,968,379	745,709,697
Total energy consumed from renewable sources (MJ)	126,933,552	124,306,778	207,325,693
Total energy consumed from non-renewable sources (MJ)	502,508,876	471,661,601	538,384,005

Thermal energy is mainly generated by the combustion of natural gas and self-produced wood dust and is used in the drying and hot pressing process. Diesel fuel, on the other hand, participates to a lesser extent and is mainly used as a generator of motive power with mobile plants for wood treatment and for the internal handling of materials. Details of the conversion factors are provided in the appendix.

Energy	2019	2020	2021
Energy intensity (MJ/m ³)	1,124.25	1,126.58	1,247.88
Energy intensity - renewable sources (MJ/m ³)	226.72	234.98	346.94

The energy intensity of the product, or the total amount of energy consumed in relation to the unit of product (cubic meter) shows a negative trend in 2021 as a result of the new plant installations. On the other hand, the share of energy produced from renewable sources is growing, which for 2021 amounts to 346 MJ per cubic meter of product.



3

SAIB

With the aim of promoting the rational use of energy resources, Saib is also committed to:

- **purchase from 2022 at least 25% of electrical power from renewable sources;**
- **increase the share of thermal energy from renewable sources;**
- **reduce the consumption of diesel fuel used** in internal handling, favoring the transition to electric mobility.

In 2021, 28,973 tons of waste were produced, of which 99.99% was destined for recovery processes.

WASTE

Saib's model of regenerative economy is not limited to the recovery of wood waste. In the hundreds of thousands of tons of wood recovered there is a variety of other materials that can in turn be sent to recovery chains. Saib's commitment is to improve the selection and separation of incoming waste in order to allocate 100% of it to virtuous recovery processes.

Looking at Saib's production cycle, almost all of the waste produced comes from the incoming wood waste treatment operations. **This material**, coming from urban separate waste collection, from demolition activities or from processing scraps of other companies, typically **contains** a certain amount of **impurities** that must be removed in order to guarantee the correct mechanical and functional properties of the finished product:

- **Sand & stones:** typically come from demolition or building renovation activities. This waste is delivered by Saib to subjects authorized for recovery operations (e.g. as road foundations or sand & stones for the production of cement agglomerates). A part of the sand & stones is instead made up of the combustion ashes of the wood dust used for the generation of process thermal energy.
- **Metals:** ferrous and non-ferrous, are mostly made up of hardware and furniture accessories or building products (eg doors and windows). These materials are collected by authorized parties and recovered from companies active in the metallurgical sector.
- **Paper, plastic, packaging:** they are made up partly of the pollutants present in the wood waste and partly of the waste materials coming from the production cycle. They are given to subjects authorized for recovery.
- **Oils and solvents:** they come from the production process. This is hazardous waste which is however sent to recovery processes at authorized parties.

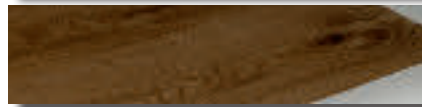
In 2021, 28,973 tons of waste were produced, of which 99.99% was **destined for recovery processes. 99.66% of the waste produced consists of non-hazardous codes**. The waste produced is constantly recorded in the company electronic archive (waste register and MUD). The selection of third parties to whom to transfer these materials is carried out by verifying the regulatory requirements of the parties responsible for the collection and recovery of waste and favoring a criterion of proximity to the destination site.

Waste produced	2019	2020	2021
Waste for recovery (ton)	23,492	25,077	28,972
Waste for recovery (% on total waste produced)	99.976	99.996	99.996
Waste for disposal (ton)	6	1	1
Waste for disposal (% on total waste produced)	0.024	0.004	0.004
Total waste produced (ton)	23,498	25,078	28,973
of which dangerous (ton)	34	77	99

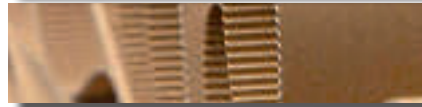
Categories of waste managed (ton)



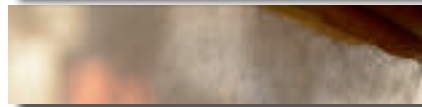
Plastic **44.2**



Paper **73.7**



Packaging **220.1**



Wood dust **1,314.8**



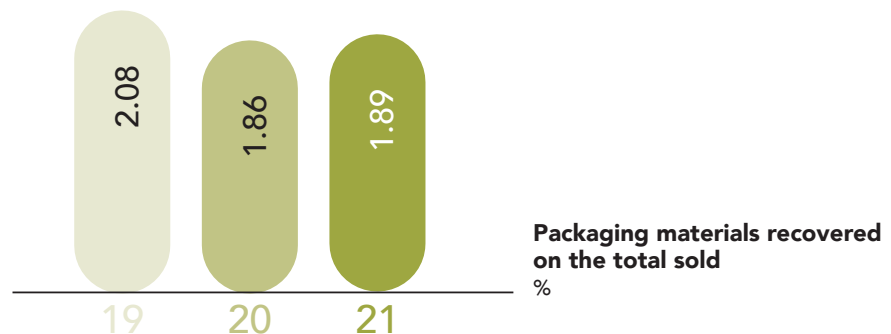
Metal **9,163.8**



Sand & stones **18,127.6**

Saib is constantly committed to reducing the quantities of waste produced by promoting:

- The **continuous improvement of its cleaning process of incoming wood waste**, in order to obtain increasingly homogeneous waste and therefore suitable for being destined for dedicated recovery processes;
- The **recovery and recycling of packaging materials**. In 2021, Saib collected and recovered from its customers over 600,000 square meters (equal to approximately 10,000 cubic meters) of panels used for the packaging of its products. Even defective panels or production waste are totally recovered within its own production cycle;
- The **use of renewable and regenerable materials** for both the product and the packaging.



Scope1

Scope1 emissions are direct GHG emissions from company-owned assets or that the company controls operationally.

Scope2

Scope2 emissions include indirect emissions from the generation of purchased or acquired electricity; steam, heat or cooling that the organization consumes.

Scope3

Scope3 emissions include all emissions related to the company's activities that do not fall under Scope1 and Scope2, such as emissions related to employee mobility; to the supply chain, to the use of the goods produced, etc.

EMISSIONS

The GHG emissions values for 2021 show a negative trend due to the higher energy consumption highlighted in the previous paragraph. In particular, for Scope1 emissions the contributions of wood dust (biomass, for the non-biogenic part), methane gas, diesel oil, petrol and refrigerant gases were included. The conversion factors and the GWP factors used are shown in the appendix.

Greenhouse gas emissions in Scope2 related to the purchase of electricity from the national grid by the organization are quantified according to a "location based" approach. The emission factor used is related to the Italian 2020 energy consumption mix (ISPRA).

The intensity of emissions, i.e. the ratio between total emissions (Scope1 and Scope2) and the quantity of production (cubic meters) in 2021 is equal to 57.35 kg CO₂/m³, slightly increasing (+ 3%) on the last year.

Emissions	2019	2020	2021
Direct GHG emissions Scope1 (ton CO ₂ eq)	15,022.38	14,016.33	16,384.14
Indirect GHG emissions Scope2 (ton CO ₂ eq)	16,330.17	15,421.80	17,887.00
Total GHG emissions Scope1 + Scope2 (ton CO ₂ eq)	31,352.55	29,438.13	34,271.14
Intensity of GHG emissions (KgCO ₂ eq/m ³) Scope1	26.83	26.50	27.42
Intensity of GHG emissions (KgCO ₂ eq/m ³) Scope2	29.17	29.15	29.93
Intensity of GHG emissions (KgCO ₂ eq/m ³) Scope1+2	56.00	55.65	57.35

The direct biogenic emissions of carbon dioxide associated with the combustion of wood production waste are completely balanced by the absorption of CO₂ by the growing plant and are therefore to be considered neutral with respect to the phenomenon of climate change.

Viceversa, the direct emissions of other greenhouse gases (with different GWP) from the combustion of biomass (such as N₂O and CH₄) were accounted for within Scope1, as they are not considered to have a "zero balance".

The biogenic CO₂ emissions attributable to the combustion of the wood dust are shown below:

Tot biogenic CO₂ Scope1	2019	2020	2021
Biogenic CO ₂ emissions (ton CO ₂)	11,285	11,051	18,432

3

SAIB

In 2021 Saib undertook to extend the quantification of greenhouse gas emissions also outside the company perimeter.

In 2021 Saib undertook **to extend the quantification of greenhouse gas emissions also outside the company perimeter**, thus involving the processes upstream and downstream of its production process. In particular, the analysis involved the following categories identified by the GHG Protocol for reporting:

- Goods and services purchased
- Fuel and energy related activities
- Upstream transportation and distribution
- Waste generated in operations
- Employees commuting
- Upstream leased assets
- Downstream transport and distribution
- End-of-life treatment of products sold

Emissions	2021
Indirect GHG emissions Scope3 (ton CO ₂)	102,512.90
Intensity of GHG emissions (KgCO ₂ /m ³) Scope3	171.55

GHG emissions Scope3 (ton CO₂_{eq})

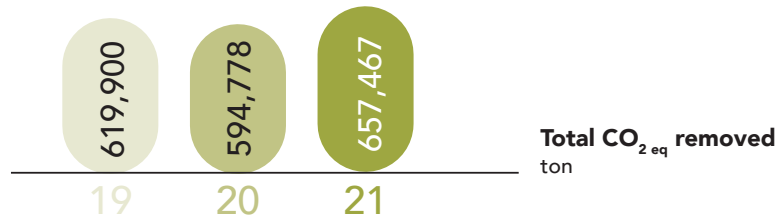


The analysis highlights how the main contributions to GHG emissions in Scope3 are attributable **to the use of urea-formaldehyde-based resins, the pre-treatment of collected wood waste and transport.**

In relation to the first item - UF resins - Saib has been activating for years an internal research project aimed at **identifying alternative resins, based on non-fossil components and free of formaldehyde.** Although the technologies available today are still limited to prototype or small-scale uses, the company continues to invest in this direction in the knowledge that this is a necessary step. With reference to emissions attributable to transport activities, Saib has instead undertaken **to allow the use of only Euro 6 vehicles** for inbound and outbound transport activities.

Alongside the quantification of the negative emission flows of the production process, it is useful to remember the important contribution that the chipboard panel provides in terms of CO₂ storage. In fact, **the particleboard leaving the plant contains carbon assimilated by the plant during its growth phase**. This carbon was fixed by subtracting CO₂ from the atmosphere.

The graph shows the CO₂-eq data removed in the chipboard in relation to the dry weight values measured in the individual years.



For the quantification of the carbon stored inside the product, it is possible to refer to the equation provided in the PCR for Construction Products EPD (to EN 15084: 2012) for the BRE's Type III EPD Program.

$$\text{Mass of CO}_2 \text{ sequestered} = \text{mdry (timber)} \times \text{Cf} \times 44/12$$

Where is it:

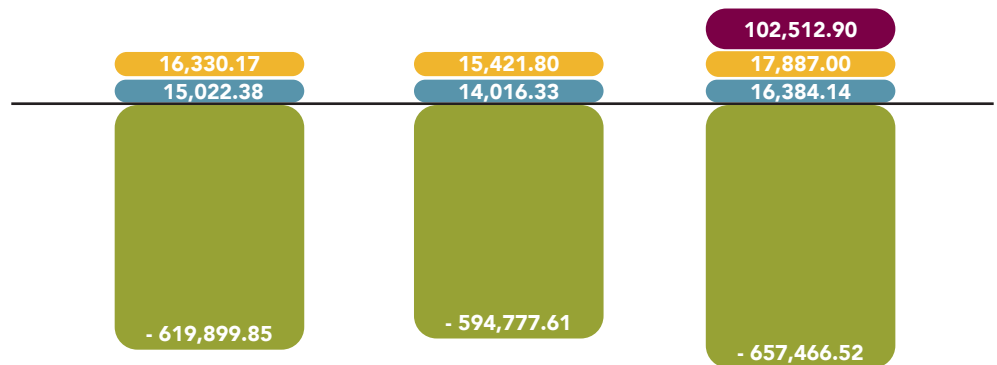
Cf = carbon fraction in wood (dry)

mdry (timber) = dry weight of the wood in the finished product

The carbon fraction in angiosperm plants in temperate / boreal climates is 48% ± 2 (IPCC 2006).

The density of the finished product evaluated as a standard "dry" weight is 620 kg/m³; therefore, the estimate of the quantity of carbon stored per m³ of finished product is equal to 1,091.2 kg CO₂-eq.

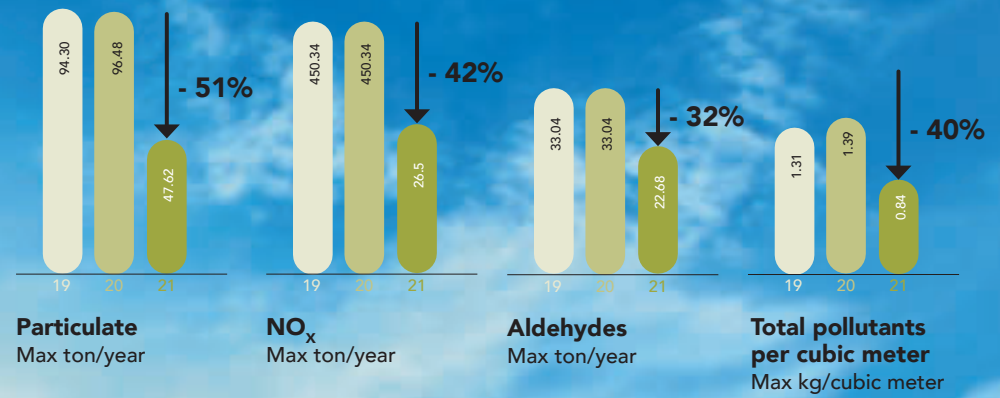
Comparison between emissions GHG and CO₂ reduced (ton CO₂eq)



- Total CO₂eq removed (ton)
- GHG direct emissions - Scope1 (ton CO₂eq)
- GHG indirect emissions - Scope2 (ton CO₂eq)
- GHG indirect emissions - Scope3 (ton CO₂eq)

With reference to the emissions of other pollutants, the investment in **the new dryer and in the new electrofilter has made it possible to drastically reduce the emission impact into the atmosphere.**

SIGNIFICANT EMISSIONS



CERTIFIED QUALITY

The quality of the product is a main element of its sustainability. In addition to maintaining the ISO 9001 certification, the impact of Saib products for customers and end users is monitored according to three main guidelines:

- raw material;
- impact on health;
- impact on the environment.

RAW MATERIAL

The Saib chipboard panel is made up of 92% recovered wood and 8% of chemical additives, mainly urea and formaldehyde-based resins. The recovered wood used as raw material is subjected to constant checks to highlight the presence of contaminants such as heavy metals, PCP, chlorine and fluorine compounds. The finished panel is also subjected to the checks required by the Minimum Environmental Criteria specified in the Ministerial Decree of 10/01/2017 which governs the maximum quantity of contaminants allowed in the product. For Saib, the continuous improvement of the contaminant selection and removal processes remains a priority to ensure full compliance with the environmental requirements of the product.

In order to ensure the **tracking of raw materials and the priority use of recycled material**, we are committed to obtaining and maintaining the following certifications:

- **FSC. The FSC® Mixed label** indicates that the wood or paper with which the panel is produced come from recycled and / or controlled material in a measure of not less than 70%;
- **PEFC ITA 1002: 2013, PEFC ST 2002: 2013.** The PEFC Chain-of-Custody certification provides the independently verified guarantee that the woody and arboreal material contained in a product comes from sustainably managed forests. It integrates the PEFC sustainable forest management certification, which ensures that forests are managed according to strict environmental, social and economic requirements;
- **REMADE IN ITALY >90%.** It is the trademark of the circular economy in Italy, a certification, under the auspices of ACCREDIA, which certifies the content of recycled material in a product. It is based on a traceability scheme to offer the maximum guarantee to the final consumer (public or private) on the portion of the product that derives from the recovery;
- **LEED®.** It certifies that a building is respectful of the environment and is a healthy place to live and work. The rating system does not consider the products or components, but evaluates the contribution that the individual materials can make to the building. The product, therefore, does not receive a score, but collaborates in the overall evaluation.



Il marchio della
gestione forestale
responsabile



IMPACT ON THE CONSUMER

Consumer health is a priority for Saib. The Covid-19 pandemic has revolutionized many of people's habits and the home has increasingly become the reference place not only for family activities but also for work. It is therefore important to ensure that the home environment is as healthy as possible. Saib is therefore committed to **using resins with a low formaldehyde content and a low content of volatile components (VOC)**. The goal is to gradually increase the share of low-emission products, promoting their use among customers and end users.

The commitment in this area can be seen by the product certifications obtained:

- **CARB EPA TSCA TITLE VI P2**. It certifies the compliance of the P2 product with American legislation which requires an emission of free formaldehyde lower than 0.09 ppm (ASTM D 6007 method);
- **CARB EPA TSCA TITLE VI P3**. It certifies the compliance of the P3 product with American legislation which requires an emission of free formaldehyde lower than 0.09 ppm (ASTM D 6007 method);
- **F ******. It certifies product compliance with Japanese legislation which requires free formaldehyde emission of less than 0.3 mg / l (JIS A1460 method);
- **GREENGUARD GOLD**. It is an environmental product certification born in the United States: it guarantees that products designed for indoor use comply with strict chemical emission limits. The Gold standard includes health criteria for additional chemicals; it also requires even lower total VOC emission levels, in order to ensure that products are acceptable for use in sensitive environments such as schools and healthcare facilities.

IMPACT ON THE ENVIRONMENT

From cradle to cradle. This is the philosophy behind the regenerative economy. **Saib chipboard panels are not only made from 100% recycled wood, but are themselves 100% recyclable.** Thanks to the sophisticated cleaning and selection processes of the wood, even the accessory components of furniture such as hinges, handles, glass can be separated and sent for recovery. However, **the impact on the environment** is reduced above all by ensuring durable and quality products. This is why Saib checks the quality of the products on a daily basis and adheres to certification systems that certify the constinuity of performance over time:


- **P5 CE**. The CE certification for P5 panels guarantees their suitability for structural uses;
- **ISEGA Silverboard**. Guarantees the antibacterial properties of the surface thanks to the elimination of 99% of the bacteria present (JIS Z 2801: 2000 method);
- **NOFIRE CE**. It guarantees the constant performance of the fireproof chipboard panel as a construction product according to the EN1396: 2004 + A1: 2015 standard.



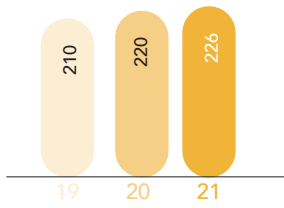
4

Shorten distances

SAIB

	RELEVANT TOPIC	STRATEGIC GOAL
    	<p>Evaluation of the impact of its activity on people and local communities in terms of support, inclusion and promotion of a sustainable culture.</p>	<p>Support initiatives in favor of the inclusion and help of those most in need.</p>
		<p>Promote the development of a culture of regeneration</p>
	<p>Promotion of the well-being of workers in terms of health and safety in the workplace and promotion of diversity and equal opportunities.</p>	<p>Promote safe working practices through adequate training and working environments that comply with the best standards.</p>
		<p>Encourage the use of female personnel in the production phases.</p>
	<p>Creation of new jobs, with a particular focus on youth employment.</p>	<p>Promote employment and the professional development of new skills.</p>

EMPLOYEES



Employees
Number

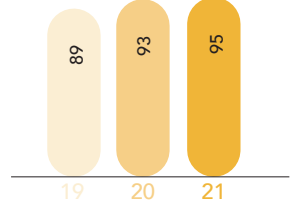
DISTRIBUTION OF EMPLOYEES BY GENDER



Average women
Number

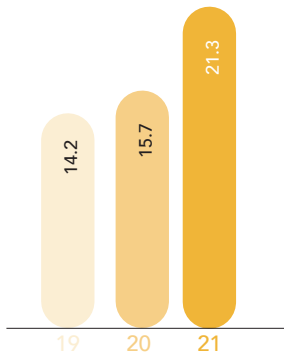
Average men
Number

CONTRACTS



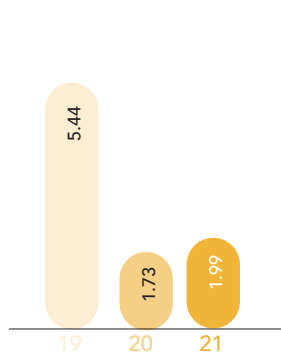
Permanent contract
% on total contracts

TURNOVER



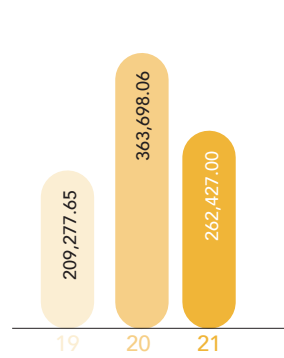
Total turnover rate
%

INJURIES



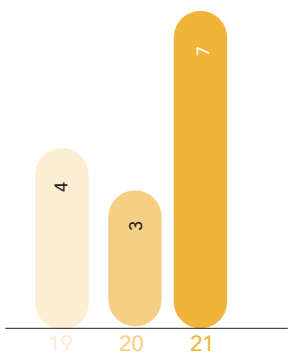
Injuries rate
Base 200.000 hours

INVESTMENTS



Investments in local communities
€

TRAINING



Average hours/year training
Hours/employee

4

SAIB

PEOPLE

People are the engine of Saib's growth, they bring company development by keeping it competitive over time thanks to their skills and expertise. Every day Saib strives to guarantee its employees an inclusive and safe workplace, with a future-oriented perspective in which everyone can recognize themselves.



*People are
the engine
of Saib's growth.*



Inclusion is not a matter of political correctness. It is the key to growth.

Jesse Jackson

THE KEY NUMBERS

As of December 31, 2021, Saib had 226 employees, compared to 220 in 2020, 91% of which men. **The company population shows a slight increase** compared to 2020 (+ 3%), which mainly affected the maintenance area.

With regard to professional categories, the company's workforce is made up of: **21% office workers, 76% workers and 3% managers and executives**, 33% of which women. On the other hand, as regards to the type of contract, **most of the employees (about 95%) are hired on a permanent contract**, for a total of 215 people. Furthermore, almost all of them have a **full-time contract (approximately 98%)**. Four part-time positions, three of which are held by women (75%). In the course of 2021, the company finally made use of the collaboration of a temporary employment contract.

In compliance with the law, Saib hires workers with disabilities: over the three-year period 2019-2021 the average is approximately 5%.

All Saib employees are framed in national collective agreements.

Percentage of employees belonging to each individual professional category in respect to the total number of employees

	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
Executives	0.5%	1.4%	0.5%	1.4%	0.4%	1.3%
Managers	0.5%	0.5%	0.5%	0.5%	0.4%	0.4%
Employees	6.2%	14.3%	7.3%	15%	5.8%	15.9%
Workers	2.9%	73.8%	2.7%	72.3%	3.1%	72.6%

Number of employees by job category

	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
Permanent contract	21	181	21	190	20	195
Fixed term	0	8	3	6	1	10
Full time	16	188	19	195	18	204
Part time	5	1	5	1	3	1

*Priority for the company
is the spread
of a culture based upon safety.*

HEALTH AND SAFETY AT WORK

The issue of health and safety at work, as emerged from the materiality analysis, is a relevant topic for all Saib stakeholders and its management bodies. It is therefore **a priority for the company to promote the continuous improvement of the health and safety conditions of all workers and to spread a culture based upon safety**, in full compliance with the regulations in force on health and safety in the workplace, developing awareness of risks and encouraging responsible behavior.

During 2021, **changes were made to the production facilities aimed at increasing the level of safety at work**. In particular, the upgrade works of the chip preparation systems which have allowed an improvement of the working environment, thanks to the reduction of diffuse emissions of wood powder, and greater safety and ergonomics, thanks to the creation of new interlocking machines and the installation of useful aids for lifting spare parts.

Furthermore, with a view to continuous improvement, Saib has taken steps to:

- make the viability of the wood reception area more efficient. Following the expansion of the wood storage area, a lorry circulation lane was set up separate from the flow of company vehicles and the fire prevention network was strengthened, increasing the number of hydrants and the flow of water;
- renew the detection and extinguishing systems of the electrical rooms and modernize the control rooms used by the operators;

In 2021, **training on personal health and safety** also continued in relation to risks in the workplace and guidelines for the correct identification and management of these issues were provided.

- n. 75 workers, high risk training (16 hours);
- n. 8 workers, training in charge (8 hours);
- n. 3 workers, forklift truck training (12 hours);
- n. 1 worker, RLS update (4 hours).

Among its short-term future objectives, Saib also committed itself to obtaining ISO 45001 certification.



MANAGEMENT SYSTEM FOR SAFETY AT WORK

The health and safety of all employees and non-employees whose work falls under the control of the company are included in the company Integrated Management System. According to a typically "Risk based thinking" orientation, the system applies the precautionary principle, that is, it evaluates the risk factors to achieve the set objectives, plans the actions to be taken to eliminate or reduce them, also considering any opportunities for improvement.

The identification and elimination of potentially generating causes of non-compliance, and therefore of risks, is an activity that is constantly pursued. Actions can be triggered based on:

- **full control and governance of all processes** (both production and support to the organization's activities);
- **monitoring, measurement and improvement of processes relating to safety and health at work;**
- **reduction of the levels of health and safety risks to which workers are exposed;**
- **elimination or reduction of the frequency of occurrence of particular unwanted events** (injuries, accidents, near-misses, etc.).

To protect the safety of workers, as required by Legislative Decree 81/2008, the employer and managers in collaboration with the RSPP, the competent doctor and with the consultation of the RLS, keep the Risk Assessment Document constantly updated (DVR). The dangers are identified by preliminary document review and site inspections with the aid of checklists targeted by specific topic and production department. Risk assessments and related documents can also be carried out with the support of external professionals. For the preparation of risk assessments, reference is made to national and international technical standards. The risk assessments are updated according to the deadlines dictated by Legislative Decree 81/2008 or in any case as a result of changes to the production cycle, changes to the organization of work, significant injuries and results of health surveillance. The security office collects data relating to injuries, near accidents and accidents and with the management examines the causes and introduces corrective actions.

Workers and supervisors have the obligation in Legislative Decree 81/2008 to report to their hierarchical superior any dangerous situation of which they become aware. Reports can also be made directly to the employer, company management and the RSPP, either in person or by email or anonymously through the use of specific paper forms. The offenses relating to law 231/2001, which also include those relating to safety at work, can be reported to the Supervisory Body (SB) of Saib by e-mail address which is posted on the bulletin board.

With the collaboration of the internal and provincial RSUs, Saib ensures that the authors of the reports do not suffer retaliation by officers and managers (intimidation, threats, demotion, disciplinary actions, dismissal or any other unfavorable treatment.) The same guarantee is assured to those workers which as required by Legislative Decree 81/2008 refuse to perform a task that may expose themselves or other workers to a risk of injury or occupational disease.

HEALTHY WORKPLACES AND HEALTH PROTECTION

The **company health surveillance service** is entrusted to a **competent doctor** having the requisites required by art. 38 paragraph 1 and paragraph d-bis of Legislative Decree no. 81 of 9 April 2008.

Based on the results of the Risk Assessments, the competent doctor draws up the health protocol, which he submits and updates annually. Always on an annual basis, the doctor inspects the workplace, expressing any opinions and observations on the matter. All workers' health data are treated with respect for privacy, health records are stored in digital format at the doctor's office and are not accessible by the organization. In the company, certificates of suitability for the job are kept and shared with the foremen, containing any limitations and / or prescriptions. On the occasion of new requirements / limitations for a worker, the safety office immediately informs the relevant foreman. In agreement with the company RSUs, we ensure that no worker suffers damage based on his health.

Saib's commitment to protecting workers from Covid-19 infection continued also in 2021. The company protocol for regulating measures to combat and contain the spread of the Covid-19 virus in the workplace was updated and the Covid Committee remained active, consisting of RSU, RLS, competent doctor, RSPP, HR, employer. The Committee meets every time new specific regulations regarding Covid-19 are issued and periodically to monitor the application of the anti-contagion protocol.

The specific prevention from infection measures concerned:

- **measurement of the temperature at the entrance;**
- **verification of the Green Pass** for internal and external access to the premises and constant monitoring of the health suitability of non-employees;
- **sanitizing and cleaning** of premises, environments, workstations and common areas;
- **adoption of protective devices** (FFP2 masks);
- **distancing and upgrading of environments and equipment aimed at facilitating remote relations** with suppliers, setting up new multimedia stations inside the offices;
- **raising awareness on Covid-19 vaccination;**
- **incentive for remote work where possible;**
- **timely communication of the content of all national regulations to the company population;**
- **increase in health and hygiene treatments;**
- **free flu vaccinations made available to workers.**

As last year, coordination meetings were promoted between the prevention and protection service, the foremen and external companies present at the site. During the meetings, the employer and the head of the prevention and protection service discuss the progress of the work with the aim of informing, raising awareness and collaborating for the protection of health and safety related to the various activities.

The accident rate in 2021 decreased by 45%, compared to the average of previous years thanks to continuous training on behavioral safety.

ACCIDENTS AT WORK

Saib has a reporting system to monitor unsafe conditions, near accidents and injuries at work and with a view to continuous optimization, it introduces corrective actions, in terms of changes to processes, procedures and corporate environments. The table shows the accident rates calculated annually.

Accidents at work*	2019	2020	2021
No. of deaths	0	0	0
Death rate (base 200,000 hr)	0	0	0
No. of accidents	10	3	4
Accidents rate (base 200,000 hr)	5.44	1.73	1.99
No. of accidents with serious consequences	0	0	0
Accident rate with serious consequences (base 200,000 hr)	0	0	0
Hours worked	367,562	347,274	402,073

*During 2021, no occupational diseases were found

In recent years, **the number of accidents has decreased by 60%, thanks to continuous training on behavioral safety** which creates greater awareness of the risks present in the company, of one's role and responsibilities, and the intensification of supervision of the company security by the security specialist.

HEALTH PROMOTION

Saib is actively committed to protecting its employees and their health, ensuring a healthy life for all people of any age and promoting their well-being.

With this purpose, the company offers workers the opportunity to join Altea, the supplementary health care fund of the wood industry sector. To date, 61 workers have signed up.

An agreement was also signed with the body that manages the gym and swimming pool of the Municipality of Caorso which allows Saib employees to access the facility at discounted prices.

Saib favors the correct balance between private life and working life of its employees.

THE WELL-BEING OF PEOPLE

Attention to the well-being, health and quality of life of its employees is an increasingly determining factor for companies, because it reflects the productivity and growth of the business. In Saib, alongside the protection of people's health and safety, **a welfare plan has been implemented**, a valuable tool for improving the company atmosphere by promoting the retention of talents, increasing motivation and a consequent increase in corporate performance.

The satisfaction of our employees is primarily reflected in a low overall staff turnover, when compared to companies of the same size, equal to 21.3% in 2021.

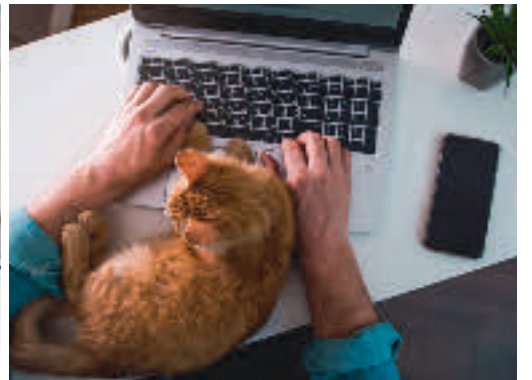
New hires and turnover	2019	2020	2021
Overall turnover rate %	14.2	15.7	21.3
Men turnover rate %	14.7	14.6	22.2
Women turnover rate %	9.8	27.3	13.6

For several years, Saib has been promoting the correct balance between private and working life through some initiatives:

- **welfare plan**, aimed at ensuring greater care and attention to people's well-being. It provides a wide range of benefits and services, also offered in part to the employee's family members: from the reimbursement of school and health expenses to vouchers, from leisure time solutions to wellness packages and sports courses, up to the possibility of paying a part of their welfare credit to complementary pension funds;
- **bonus based on productivity, efficiency and profitability**, the parameters which are discussed and agreed each year with the internal trade union organizations. The bonus can be converted into a welfare plan at the discretion of the employee;
- supplementary agreement with increases compared to the national collective bargaining agreement. It is intended for personnel who carry out their duties on continuous shifts;
- **membership of the supplementary health care fund for workers in the Altea wood industry**, which provides health care services in addition to those of the National Health System;
- **a loyalty bonus;**
- **meal vouchers;**
- **flexibility of entry and exit times in compliance with duties;**
- **smart working according to people's tasks and activities;**
- **conventions to facilitate physical well-being;**
- **parental leave.**

Saib remunerates its employees fairly and appropriately. The ratio of a new employee's standard wage to the local minimum wage shows that Saib's wage is 1.21.

The rate of the total annual remuneration and the percentage increase in the rate of the total annual remuneration show a **constant growth in the remuneration of Saib workers** (except for 2020, characterized by production stops due to the pandemic).



DEVELOPMENT AND ENHANCEMENT OF HUMAN CAPITAL

Saib considers **training and continuous development among the essential elements of a successful growth model**. With this in mind, in 2021 training programs were intensified and investments in learning activities increased 80% of which were funded by interprofessional funds for continuing education (Fondimpresa). In particular, in 2021 **the hours of training provided, including online courses and classroom courses, amounted to 1,529** (up by 84% in the three-year reference period), equal to approximately 7 average hours per year per employee. The types of training courses provided concern multiple thematic areas of skills development, including those relating to health and safety, technical-specialist and linguistic ones. Throughout the year, employees had the opportunity to book mentoring and coaching sessions. The sessions are aimed at supporting personal development, reflecting on one’s aspirations and unlocking one’s untapped potential.

*1,529
hours
training
dispensed
in 2021*

Type of training provided
% on total hours



70% Health & safety



15% Technique



10% Mentoring & coaching



5% Linguistics

Average hours of training per year	2019	2020	2021
Hours/employee	3.95	3.76	6.77

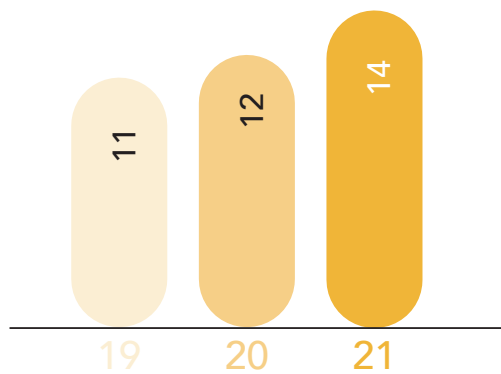
EQUAL OPORTUNITIES AND DIVERSITY

91% of the employees on the workforce as of 31 December 2021 are men. This value is in line with the wood sector, traditionally predominantly male. Aware of the value of diversity, starting **from 2020 Saib has promoted the inclusion of female employees in production departments**, with the aim of rapidly increasing the percentage of women employed in all company duties.

Female share	2019	2020	2021
female employees out of the total %	10.00	10.91	9.29
of which IT, sales and marketing, administration %	71.19	74.75	67.98
of which production and logistics %	28.47	24.92	31.72

Employee age	2019	2020	2021
< 30	12%	12%	10%
31 - 50	53%	49%	51%
51 - 60	32%	36%	36%
> 60	3%	3%	3%

NATIONALITY OF EMPLOYEES



Foreign employees
% on total employees

In its sustainability strategy, Saib considers young people as key stakeholders to which its initiatives can be addressed.

In 2021, **Saib contributed to found the post-graduate specialization school SOS - School of Sustainability**, which offers both a master's program and single courses **for new professionals in the field of sustainable design and architecture**. The master's program combines theoretical training and research with project practice. The acquired experience is applied, in an integrated way, to real projects in collaboration with MCA professionals and SOS industrial partners. Single courses are offered to students unable to attend the full time program but interested in studying specific issues of the master, with a eye to inclusiveness. At the end of the course of study, students can cover four professional figures in the field of consultancy as well as in companies, institutions and the third sector: sustainability consultant, green building manager, environmental analyst and circular economy consultant.

Also in 2021, **together with the furniture manufacturer Battistella Company, Saib participated in the Company Field Project MASEM (Master in Sustainability and Energy Management) of the Bocconi University in Milan**.

The aim of the project is to understand the value attributed to sustainability and its impact on purchasing choices within the different market segments and areas through a survey aimed at three types of customers:

- mass market resellers;
- traditional retailers, selected by DB Battistella;
- more "branded" retailers.

With the contribution of Saib and Battistella Company, the students developed two types of questionnaires on which the research was based:

- questionnaire for point of sale employees;
- customer questionnaire.

From the survey it emerged that a greater general awareness of the younger generations towards sustainability is developing and that this represents a business opportunity capable of generating value in the long term, if effectively communicated through the various channels and the preparation of the sustainability report.



The social dimension represents for Saib one of the cornerstones of its own business strategy.

THE COMMUNITIES AND THE TERRITORY

Since its foundation, the social dimension has represented for Saib one of the cornerstones of its business strategy, aimed at people and communities. Aware of the positive impact that this approach can generate, Saib intends to strengthen the bond with the communities, through initiatives that promote not only social inclusion, but also the enhancement of the territories characteristics. The initiatives are many and are focused on elements such as passion for sport, love for culture and attention for others.

THE INITIATIVES

SPORT

Saib conceives youth sport as a privileged tool for developing a culture of cooperation, inclusion and enhancement of talents. With this in mind, Saib supported the following initiatives

- **ThisAbility USC Store, a temporary shop** that sells Cremonese merchandising, in which young people with disabilities work. The goal is to promote social integration, offering young people an opportunity for work and integration. The initiative was very successful: in 2021 it had a turnover of 120,000 euros;
- **Sponsorship of Piacenza Calcio;**
- **Baskin team (inclusive basketball), Cremona.** Baskin is a sport that is inspired by basketball, but has its own rules and teaches what is a relationship. In the field, teams made with disabled children who learn to interact with each other while respecting the possibilities of each one, building a deep team spirit that teaches to share, in sport as in life.



4

SAIB

Saib supports projects aimed at encouraging thought on the relationship between man, production activities and the environment.

CULTURE

Saib supports projects aimed at encouraging thought on the relationship between man, production activities and the environment and hosts meetings, art exhibitions and training workshops in the Spazio 5/A showroom in Caorso.

In 2021 Saib supported the following initiatives:

"Pianeta città. Arti cinema musica design nella collezione Rota 1900-2021". The exhibition, curated by Aldo Colonetti and open from 9 July to 24 October 2021 in the spaces of the Raghianti Foundation in Lucca, investigated the theme of the city and the knowledge transfer, analyzed through the countless pieces of the collection of the architect Italo Rota. Saib supplied the panels for the installation.

"Divisionismo. 2 Collezioni". Open at the GAM | Galleria d'Arte Moderna Milano from November 19, 2021 to March 6, 2022, the exhibition was divided into five sections: "La Scapigliatura. Nuove sperimentazioni tecniche"; "Paesaggi. La natura, il simbolo"; "Pittura sociale e Realismi"; "Il pastello divisionista"; "La nuova generazione". On display are around thirty masterpieces from two collections, the Fondazione Cassa di Risparmio di Tortona and the Galleria d'Arte Moderna Milano. Saib supplied the panels for the installation.

Since 2020 Saib has been an official member of ADI - Association for Industrial Design, sharing the idea of design as a cultural tool. The recognition of the aesthetic qualities of the products and the constant design research of the company was underlined by the use of Saib panels to create the setting up of the new ADI Design Museum in Milan designed by Migliore + Servetto Architects and Italo Lupi.

In Spazio 5/A, the exhibition of illustrations by Matilde Tacchini created for the book **"Il bosco circolare"**, presented in Saib in May 2021, was set up. From September 2021 to January 2022, Giorgio Milani's exhibition **"Canti ad ombre rare"**.

Finally, also in 2021, Saib **supported the I.T.A.E.R (Istituto Teatro Antico dell'Emilia Romagna)** association, which every year organizes the Festival di Teatro Antico, a series of theatrical performances in the enchantment of the archaeological area of Veleia.



4

SAIB

In 2021

€ 262,000

invested in local community.

SOCIAL SOLIDARITY

With the aim of creating value in the local area and being close to people in difficulty, Saib confirms its support for numerous projects in the social field, participating in charitable initiatives and providing support to numerous associations. Between these:

- **ComeNuovo**, a Piacenza-based social enterprise that makes bags with precious yarns and fabrics recovered from warehouse funds, involving children with autism in the processing. In 2021, Saib chose ComeNuovo as a partner for the production of Christmas gifts for the best customers.
- **Assofa**, a non-profit association that offers children with disabilities educational and socializing alternatives to school integration.
- Onlus with large international projects, including **Emergency** and **Survival International**. Specifically, Saib supported solidarity projects in Afghanistan and the initiative of the photo calendar "We, the People" 2022 published by Survival International, a worldwide movement that fights for the rights of indigenous peoples, born in 1969.



34% Social solidarity



26% Sport



25% Culture



10% Sustainability promotion



5% Recreational activities

Sustainability, circularity and regeneration are the main objectives of Saib's strategy for involving stakeholders.

PROMOTE SUSTAINABILITY

The sharing and promotion of the concepts of sustainability, circularity and regeneration are the main objectives of Saib's strategy for involving stakeholders. In 2021 the main initiatives were:

- **organization of the webinar "Design e sostenibilità: quali sono le certificazioni più rilevanti per affrontare il mercato del contract internazionale?"** ("Design and sustainability: which are the most relevant certifications to face the international contract market?") with speakers Anna Pasotti (Sustainability team Igeam), Matteo Marzola (Lube Cucine), Nicola De Pellegrini, architect, co-founder of Anidride Design Architettura (a company specialized in highly environmentally sustainable design).

- **publication of the volume "Il bosco circolare"** ("The circular forest") signed by Clara Conti/Saib, Paolo Casicci/The Design CUT, journalist and professor of History of design, Stefano Pogutz and Maria Carmela Ostillio, professors at SDA Bocconi. The volume has a double objective: to offer a wide-ranging vision on the theme of sustainability and to take a picture of the situation in the wood-furniture sector, focused thanks to the results of the research conducted by Camille Quartana and Massimo Ardigò, students of the master in Green Management, Energy and Corporate Social Responsibility of the Bocconi University. Thirteen interviews with as many protagonists of the world of Italian design and architecture (including Mario Cucinella, Alfonso Femia, Giulio Iacchetti, Aldo Cibic, Andrea Balzari/Atelier Mendini, Paola Navone and Diego Grandi) highlight how the contribution to sustainability can come from increasingly hybrid and interconnected fields of design. Finally, Maria Carmela Ostillio investigated the experiences of other sectors, from fashion to personal and home care.

- **publication of the first Sustainability Report** with events dedicated to employees, the community and local and national bodies and institutions. They were opportunities to tell the company's commitment on the issues of social, environmental and economic responsibility in a transparent way.

- **organization**, in the prestigious setting of the ADI Design Museum in Milan, of the talk **"La sfida della sostenibilità tra architettura, design e management"** ("The challenge of sustainability between architecture, design and management"). The meeting, inspired by the publication of the volume "Il bosco circolare" ("The circular forest"), addressed the issue of sustainability analyzed from different perspectives. Protagonists of the debate, Mario Cucinella/MCA, Stefano Pogutz / SDA Bocconi and Clara Conti/Saib. The meeting, moderated by Aldo Colonetti, involved other names in the economy, design and architecture fields, including Maria Carmela Ostillio, Alfonso Femia, Lorenzo Damiani, Lorenzo Palmeri and Diego Grandi.

- **co-organization of the event entitled "RE-wood, RE-use, RE-think: la sfida della sostenibilità tra Architettura, Design e Management"** ("RE-wood, RE-use, RE-think: the challenge of sustainability between Architecture, Design and Management"). Among the speakers of the evening, Anupama Kundoo, a famous architect of Indian origin, known for her commitment to social and humanitarian architecture.

THE ASSOCIATIONS

The theme of sharing and comparison is central to the philosophy and strategy of Saib Company. For this reason, the company has forged important ties over the years founded on the basis of common objectives with the main associations in the sector. The partners include trade associations, bodies, consortia, non-profit international organizations that focus their commitment in favor of Italian companies, looking to a more enlightened future in the sign of circularity, ethics, social responsibility and above all synergy of ideas, means and actions for sustainable development.

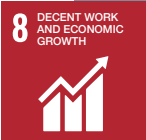







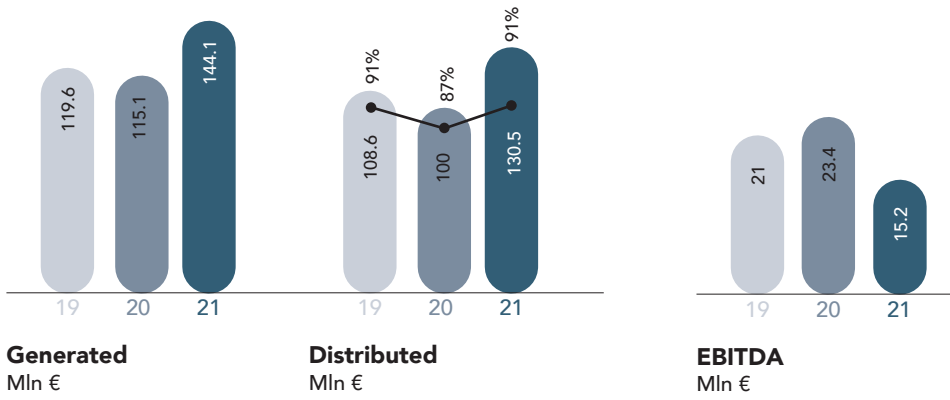
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Innovating to create value

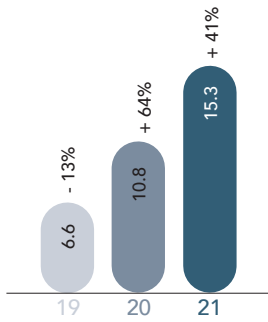
SAIB

	RELEVANT TOPIC	STRATEGIC GOAL
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Innovation in new process and product technologies.	Develop and promote products with principles of circularity and identify the most innovative technological solutions to answer to the main challenges of sustainable development.
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Quality of products and services offered to customers and suppliers.	Provide a clear representation of the environmental impacts of the product. Promote cooperation along the supply chain for improvement of sustainability indicators.
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>		
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Impact of the company's activities on people and communities.	Contribute to the economic development of the community by consolidating relationships with local organizations.
	Compliance with social and economic laws.	Promote development of an ethical awareness within the organization.

ECONOMIC VALUE

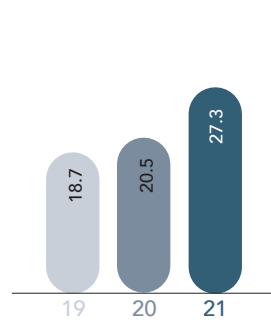


INVESTMENTS



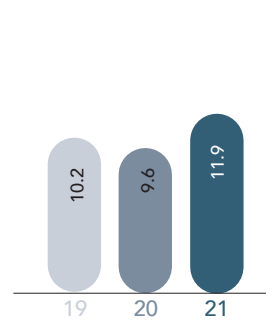
Investments in innovation
Mln €

TURNOVER



Turnover in foreign markets
Mln €

LOCAL ECONOMIC IMPACT



Spending on local suppliers
Mln €

ECONOMIC VALUE GENERATED AND DISTRIBUTED

For Saib, sustainability and value creation are strongly linked concepts. Operating by contributing to the growth of the economic, social and environmental context of reference, in fact, allows you to create wealth both for the company and for the stakeholders, measured in terms of **economic value generated and distributed**.

Economic and financial performance	2019	2020	2021
Sales revenues - €	118,115,607	114,553,133	140,651,343
EBITDA - €	20,992,017	23,417,001	15,199,440
EBIT - €	15,905,450	18,087,184	6,633,355
EBITDA/revenue - %	17.77	20.44	10.81
Investments - €	7,896,432	11,258,959	17,437,62
Net financial position - €	24,895,572	24,369,955	24,423,953
Cash flow - €	9,198,713	2,189,016	7,450,940
Own capital - €	78,075,142	101,784,825	106,933,849
Third party capital - €	94,663,325	105,211,875	130,280,846

The economic situation of the company confirms a positive trend, both in terms of volumes and prices, reaching a **turnover** of almost 141 million euros, **23% higher than in 2020** (penalized by the restrictive measures of the Covid-19 pandemic) **and +19% compared to 2019**.

The double-digit growth is attributable to the great and renewed attention paid to the "home" theme after the months of the lockdown. In fact, many people have had to rethink their living spaces in order to be able to use their home environments for new, multiple and sudden functions (smart working, online school, webinar), even by replacing furniture that is often no longer adequate. The incentives for restructuring linked to building and furniture bonuses have further encouraged the phenomenon. However, the positive effect was hindered and held back in terms of margins by the high levels of raw material costs, especially in the second half of the year. The margin was significantly reduced compared to 2019, used as the year of comparison at full capacity (10.8%; -7%).

Despite the highly unstable scenario, the investment plan was completed in 2021 with the completion and start-up of the new smoke drying and filtering plant, **increasing the production of the raw panel by 20%**.

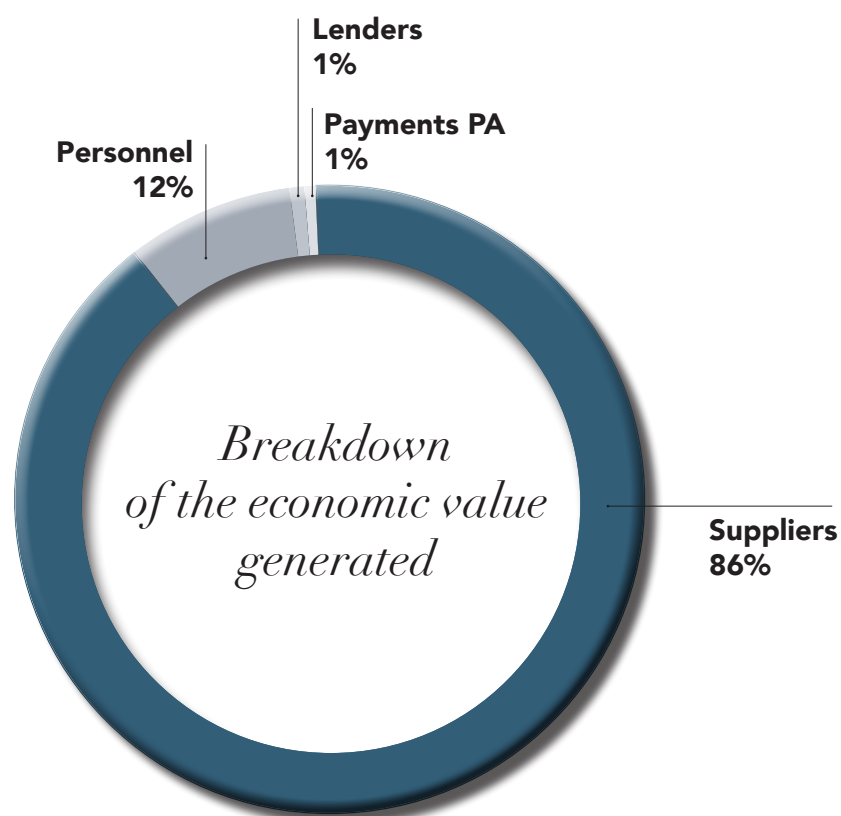
We also judge the value of our results by the way in which we have achieved them, because we are convinced that success is long-term only if it can create shared value.

Remo Ruffini

The following table shows, in thousands of euros, the economic value directly generated by Saib and distributed to internal and external stakeholders, calculated on the basis of GRI standards.

Economic value directly generated and distributed	2019	2020	2021
Economic value generated - €	119,631,245	115,151,166	144,101,943
Economic value distributed - €	108,599,671	100,053,903	130,527,943
Operating costs - €	83,899,901	77,174,903	112,403,039
Salaries and benefits - €	14,530,049	14,195,565	16,237,037
Payments to capital providers - €	5,829,910	3,875,953	821,804
Payments to PA - €	4,130,533	4,443,784	803,636
Investments in the community - €	209,278	363,698	262,427
Economic value retained - €	11,031,574	15,097,263	13,574,000
Distributed economic value - % sul tot.	91	87	91

*91%
economic
value
distributed
over the
total value
generated*



In 2021 Saib generated 144 million euros of economic value, with an increase of 29 million euros, equal to 25%, compared to the previous year (115 million euros). **91% of the economic value generated was distributed to the reference stakeholders (+ 32% compared to 2020).**

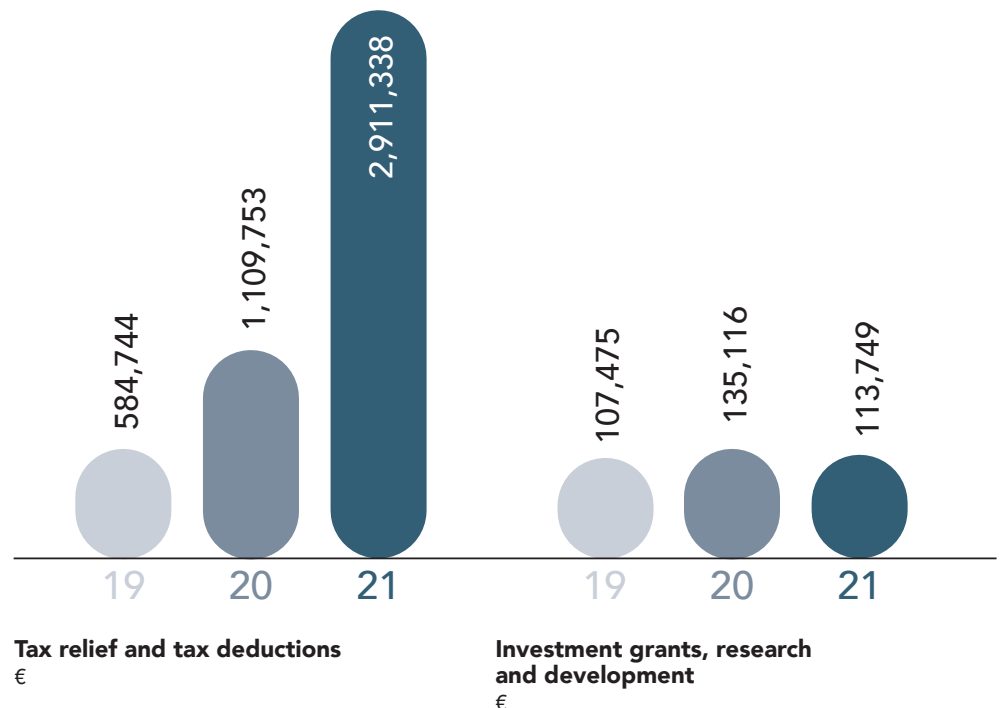
2021 shows an **increase in the value distributed to suppliers (86%; +46%),** a consequence of the significant increase in the cost of raw materials, transport and energy costs recorded in the last three quarters of the year.

With reference to **employees, there is a slightly lower incidence of the distributed economic value (12%; +14%),** in terms of both direct remuneration, consisting of wages, salaries and severance pay, and indirect remuneration, consisting of social expenses social costs for services relating to personnel (canteen services, welfare, etc.). With the persistence of the pandemic situation, **initiatives in support of the company population continued in 2021 through an expansion of the offer of welfare services and work-life balance.**

The value destined for the **Public Administration** through **direct and indirect taxes** for the period recorded a **sharp reduction (0.53%; -82.73% compared to 2020),** a consequence of tax reliefs and tax deductions on new investments for a value equal to 2.9 million euros.

Finally, **an amount of 262 thousand euros was allocated to the communities (0.2% of the value generated)** and is represented by donations and associative contributions in support of the third sector, of the local community.

FINANCIAL ASSISTANCE RECEIVED FROM THE GOVERNMENT



TAXATION

The approach to taxation that we have adopted is consistent with what is defined in the Code of Ethics. This approach is based on the principles of prudence, responsibility, consistency and transparency towards the company's stakeholders, including tax administrations. All the activities carried out comply with the relevant tax legislation.

The corporate culture principles underlying Saib's tax approach are as follows:

- **responsible management of the tax variable** based on trust, transparency and collaboration with institutions and inspired by the principles set out in the Code of Ethics;
- **containment of tax risk**;
- **dissemination of the tax culture** and compliance with all legal provisions and regulations of a tax nature;
- **dissemination in society of the general principles of conduct in tax matters**, based on the values of responsibility;
- **professional, transparent and timely management of relations with the tax authorities.**



5

SAIB

THE IMPACT ON LOCAL SUPPLIERS

The purchase of goods and services made from national suppliers continues to represent 80% of the total purchase turnover, confirming the preference given to local suppliers for the supply chain. This choice, in addition to benefiting from logistical advantages, contributes to the growth of the territorial economic and productive fabric.

The supplies entrusted to companies in the provinces of **Piacenza and Cremona** also show an increase of 25%, generating a growing and continuous economic value in the area and an **induced employment of about 1500 people**.

Purchases	2019		2020		2021	
Purchases from Italian suppliers	71 M€	80%	67 M€	76%	103 M€	80%
Purchases from foreign suppliers	18 M€	20%	21 M€	24%	25 M€	20%

INVESTMENTS IN NEW PROCESSES AND NEW PRODUCTS

Research and Development has always been the engine of Saib's development and growth, which thanks to it has the ability to create innovative and sustainable technical solutions, as well as to meet and sometimes anticipate the multiple needs of the market, which requires standards both increasingly restrictive and with growing expectations regarding sustainability.

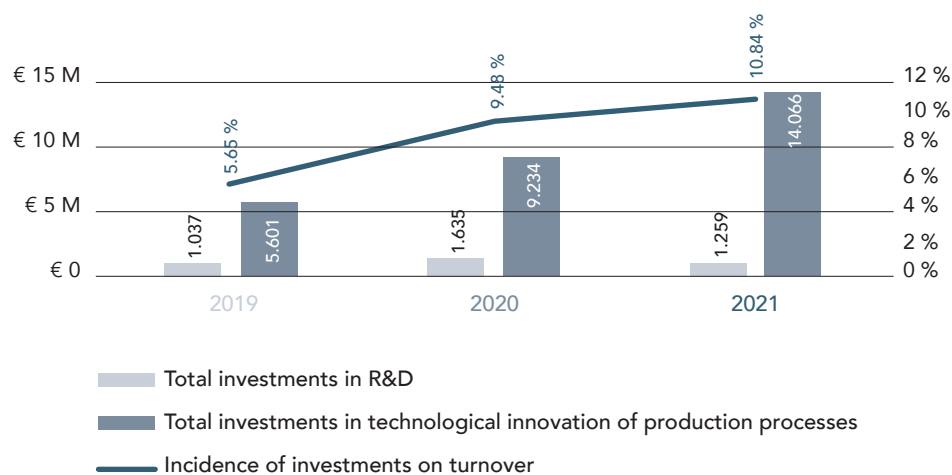
Behind every technological innovation to improve process efficiency, reduce environmental and energy impacts or a new formulation, there is intense research and development, carried out by a dedicated team.

Despite the economic scenario characterized by significant critical issues, especially on the side of energy costs and derivative products, the investment plan continued, spending **over 15 million euros in R&D and technological innovation of production processes in 2021**.

The economic resources invested show a growing trend in the reference three-year period in terms of both value and hours spent, with an **increase of 8% compared to 2020**. For experimental research and technological innovation activities, we took advantage of the benefit due from the tax credit, which increased by 143% compared to 2020.

More than **15** million euros invested in R&D and technological innovation of productive processes.

Investments in R&D and technological innovation



The R&D projects concerned:

- the continuation of study and experimentation activities in favor of sustainable resins and additives for the production of raw panels;
- the continuation of study and testing of a solution for the digitalization of planning and control of the progress of the production of raw panels;
- study and experimentation activities for the improvement of the drying process;
- the study and experimentation activity in favor of new technical solutions aimed at the digitalization of the logistic process.

The purchase of goods and services carried out at national suppliers continues to represent the 80% of the total purchase turnover.

*Protect
the beauty
of the planet
and create
additional
beauty.*

At the same time, the development of new decors and finishes continued. Indeed, Saib's precise commitment is to **"protect the beauty of the planet and create additional beauty"** by focusing attention on sustainability and design. In particular, the following activities were carried out:

- **launch of the pore in Aguja register.** Belonging to the line of register ennobled panels, it faithfully reproduces the grain and texture of solid wood to the eye and to the touch, creating a perfect synchrony between paper printing and sheet metal engraving. Aguja is available in four color variations as well as a range of plain colors and completes the Saib product line;
- **development of two new finishes, Todi and Kerman for the Back to 60's collection,** inspired by the Sixties and launched on the market in 2022 on the occasion of Saib's 60th anniversary. The **Todi** finish represents the milled effect typical of high-end carpentry and is offered in two very different decorative woods. The first is a staved oak, Anita, a restyling of the butcher block which, despite its rustic soul, is very elegant and easily combinable thanks to the chromatic research. The second is a reinterpretation of Sapelli Mahogany, Makoré, a vintage wood typical of the sixties which, with its characteristic linked to the decomposition of the staves during processing, enhances the milled effect and makes it unique in its kind. The **Kerman** finish is a perfect mix between a fabric/padded effect and wallpaper that in recent years has been making an important comeback in the world of furniture. This finish is perfectly combined with the Squared Wall decorative, a simple but extremely elegant pattern that, according to the color and its composition, recalls both a typically indoor fabric effect and the wallpaper effect that can be used for the world of doors;
- **restyling of the Express Prime collection,** with the inclusion of new solid colors in line with the latest market trends and the updating of the range of woods and "stone effects";
- **upgrade of the Diplos collection and the Istanti collection.**

During 2021, Saib finally invested in the **development and construction of a new generation surface, Mathera**, which, as the name suggests, is inspired by the world of stone materials. A name chosen to pay homage to the famous city of the Sassi, but also a way to remember how everything can be recovered and transformed into beauty. Just as Matera, which had been defined "the shame of Italy" after World War II, is now a jewel known and loved all over the world, Saib's project also gives new life to the waste resulting from the cutting of natural stones, interpreting them in a unedited key. The new product is made through an innovative process developed with an international partner and covered by a patent. The result is a product:

- **sustainable, made from recycled materials and in turn recyclable;**
- **performing, in terms of surface characteristics of resistance to impact and wear;**
- **light, compared to stone or phenolic materials on the market;**
- **versatile, in terms of applications in interior design: from kitchen tops to tables, from doors to wood paneling, up to doors;**
- **appealing, with a refined aesthetic but at the same time not artificial;**

The surface is available in three different textures - **Gipso, Areia and Selce** - and in ten colors. The Mathera project was developed in collaboration with the architect Diego Grandi, specialist in surface and ceramic design.









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



Results and objectives












SAIB

RESULTS 2021




REGENERATIVE ECONOMY				
Objectives	Actions	Tasks 2021	Results 2021	SDG Goals 2030
Environmental sustainability of the product	Increase the share of low formaldehyde emission products.	Increase the production of particleboard with low formaldehyde emission by a further 20%.	+ 15% production of low formaldehyde emission panels.	
	Promote the use of recovered wood for the production of chipboard panels.	Dedicated webinars and publication of a sustainability-themed book.	- Event in ADI for the presentation of the book "The circular forest". - Creation of the webinar "Design and sustainability: which are the most relevant certifications to face the international contract market". - Field Project for MASEM Bocconi students. - Presentation of the first sustainability report.	
		Promotion of a school of sustainability for the training of experts.	Registration as a founding member of the SOS - School of Sustainability.	
		Obtaining PEFC certification aimed at ensuring the exclusive use of reclaimed wood.	PEFC certification obtained	
		Reduce emissions of dust and aldehydes into the atmosphere.	Installation of a new drying system and a new electrofilter dedicated to the drying process.	Completed.
	Installation of a scrubber abatement system + electrostatic filter dedicated to the Controll 1 continuous press.		Installation started. Work expected to be completed in 2022.	
	Installation of a covered silo for the storage of the chips to be dried in order to reduce diffuse dust emissions.		Completed.	

REGENERATIVE ECONOMY

Objectives	Actions	Tasks 2021	Results 2021	SDG Goals 2030
Environmental sustainability of the production process	Reduce the specific consumption of natural gas per ton of recovered wood.	Increase in the quantity of thermal energy generated by the combustion of self-produced wood dust.	+ 67% thermal energy generated by wood dust.	 
	Improve the selection of non-wood materials to reduce the quantities of waste destined for disposal.	Improvement of the chip cleaning system in order to favor a more efficient removal of sand & stones from the wood flow.	The installation of a gravimetric separator has started. Completion of works expected in 2022.	  
	Reduce the specific water withdrawal per ton of recovered wood.	Increase in the cascade recovery of water flows.	-9% specific water consumption (lt/m ³).	 
	Reduce emissions from vehicular traffic.	100% Euro 6 vehicles at the factory entrance.	> 95% Euro 6 vehicles entering the factory.	 
		Improvement of internal viability.	Completed.	 

PASSION FOR EXCELLENCE				
Objectives	Actions	Tasks 2021	Results 2021	SDG Goals 2030
Continuous innovation of processes and products	Continue the renewal and technological updating of the production plants.	Revamping of the refining mills and chip to be dried storage department.	Completed.	
		Replacement of dryer and filter.	Completed.	
		Revamping of existing electrostatic filter.	Started. Completion of works expected in 2022.	
	Continue the internal Research and Development activities.	10% increase in hours employed in Research and Development.	+9% hrs R&D.	 
	Improve reporting of product and process impacts in terms di Corporate Responsibility.	Drafting of the 2021 Sustainability Report according to the guidelines of the Global Reporting Initiative.	Completed.	
	Renew the collection of decorative and product finishes.	Expansion of the product range with focus on the chromatic and tactile aspect.	New finishesTodi, Kerman, Aguja. Collection update Díplos and Istanti.	 
Generation and distribution of economic value	Increase turnover and margins.	+10% Revenue.	+23% Revenue.	
		+7% EBITDA.	-40% EBITDA.	
	Increase the share of turnover in foreign markets.	+20% export turnover.	+31% export turnover.	











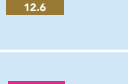
PEOPLE AT THE CENTER







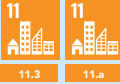

Objectives	Actions	Tasks 2021	Results 2021	SDG Goals 2030
Well-being of workers: health, safety, welfare, education	Reduce the frequency of injury events.	Redesign of the the mills area service platforms; installation of aids for greater ergonomics in mill set-up operations.	Completed.	
	Increase the hours of specific training for employees.	Increase the number of training hours and define a shared training plan.	More than 700 hours of training provided in 2020.	
	Redevelop work environments.	Internal mechanical workshop requalification and production control rooms.	Partially completed.	
Community welfare: quality of life, attention to the weakest	Increase initiatives in favor of the support of the weakest and inclusion initiatives.	Confirm support to different social activities.	Over 260,000 Euros donated in social initiatives.	
	Generate income and create job opportunities in local communities.	10% increase in local supplies.	+ 24% spending on local suppliers.	

6

SAIB

OBJECTIVES 2022

Area	Material theme	Strategic objectives	Tasks 2022	SDG Goals 2030
Reduce the impact on the planet	Sustainable use of raw materials and conservation of natural resources.	Promote the use of sustainable raw materials and the conservation of natural and water resources.	Ensure the use of at least 90% of raw materials from recovery or regeneration processes.	
	Conscious and efficient use of energy resources.	Improve the energy efficiency of the process.	5% reduction in product energy intensity.	
	Reduction of emissions into the atmosphere and the impact on climate change in terms of greenhouse gas (GHG) emissions, ozone depleting substances and other emissions.	Reduce atmospheric emission sources.	Reduce diffuse process emissions.	
			Use only low-GHG transport vehicles.	
		Increase the share of renewable energy.	Purchase at least 25% of electricity from renewable sources.	
	Conscious management of the waste generated.	Recycle all the waste managed and produced.	Guarantee the start of a recovery process for 100% of the waste produced.	
	Management of the impact of its activities on the environment and compliance with environmental standards.	Provide clear reporting of environmental impacts.	Start up the continuous monitoring system of emissions from the drying process.	
	Quality of products and services offered to customers and suppliers.	Provide a clear representation of the environmental impacts of the product.	EPD certification.	
Promote cooperation along the supply chain for the improvement of sustainability indicators.		Involvement of supply chain players for the activation of a common process to improve ESG performance.		
Shorten distances	Evaluation of the impact of its activity on people and local communities in terms of support, inclusion and promotion of a sustainable culture.	Support initiatives in favor of the inclusion and help of those most in need.		
		Promote the development of a culture of regeneration.	Promote initiatives aimed at promoting the culture of regeneration in community organizations.	

Area	Material theme	Strategic objectives	Tasks 2022	SDG Goals 2030
Shorten distances	Promotion of the well-being of workers in terms of health and safety in the workplace and promotion of diversity and equal opportunities.	Promote safe working practices through adequate training and working environments that comply with the best standards.	Redevelopment of the ennobled thermal power plant. Reduction of handling of additives in IBC. Job updating, collection of training and professional needs and definition of the training plan. Digitization of compulsory courses management.	
		Encourage the use of female personnel in the production phases.	Recruitment of female staff in the factory.	
	Creation of new jobs, with a particular focus on youth employment.	Promote employment and the development of professionalism and new skills.	Encourage the activation of internships and apprenticeships in all company areas.	
Innovating to create value	Innovation and in new process or product technologies.	Develop and promote products characterized by circularity principles.	New product launch: Mathera, Riff Wall System.	
	Quality of products and services.	Provide a clear representation of the environmental impacts of the product.	EPD certification.	
		Promote cooperation along the supply chain for improvement of sustainability indicators.	Involvement of supply chain players for the activation of a common improvement process of ESG performance.	
	Impact of your business on people and communities.	Contribute to the economic development of the community.	Guarantee at least 80% of spending on national suppliers and at least 10% on local suppliers.	
Compliance and compliance with social and economic laws.	Promote the development of ethical awareness within the organization.	Update the Code of Ethics according to recent regulatory changes. Continue to promote the dissemination of the culture of legality and the correctness of conduct through the disclosure of an information document on the main aspects dealt with in the MOG 231; 231 training for new hires.		

Appendix

SAIB

PERFORMANCE INDICATORS ACCORDING TO GRI STANDARDS

Markets served (value Mln€)	2019	2020	2021
Italy	99.4	94.1	113.3
Europe	10.7	12.7	13.4
Africa	1.7	1.2	1.1
Asia	6	6.4	12.3
North and South America	0.3	0.2	0.5
Total sales	118.1	114.6	140.6
Total export	18.7	20.5	27.3

Sectors served	2019	2020	2021
Kitchen manufacturers	19%	16%	17%
Furniture and furnishings manufacturers	63%	58%	55%
Dealers	5%	6%	9%
Manufacturers of semi-finished wood products	13%	20%	19%

Size of the organization	2019	2020	2021
Total number of employees	210	220	226
Revenues (€)	118,155,607	114,553,133	140,651,343
Own capital (€)	78,075,142	101,784,825	106,933,849
Third party capital (€)	94,663.325	105,211,875	130,280,846

Panels production	2019	2020	2021
panels production (m ³)	559,879	529,008	597,581
Production of low HCHO emission panels (% on total product)	24.3%	28.7%	29.2%

Number of employees per employment contract as at 31/12	2019	2020	2021
Men - t det	8	6	10
Men - t indet	181	190	195
Women - t det	0	3	1
Women - t indet	21	21	20

Distribution of employees by gender	2019	2020	2021
Women as at 31.12	21	24	21
Average of women	20	22	22
Men as at 31.12	189	196	205
Average of men	191	194	203

Nationalities of employees	2019	2020	2021
% foreigners	11	12	14

Type of employment	2019	2020	2021
Part time men	1	1	1
Full time men	188	195	204
Part time women	5	5	3
Full time women	16	19	18
Total part time	6	6	4
Total full time	204	214	222

Supply chain (% value)	2019	2020	2021
Wood	6.7	5.5	6.0
Chemicals	33.7	33.8	36.1
Papers	31.3	30.1	25.5
Energy	13.3	12.7	19.2
Transport	14.0	16.1	12.0
Waste	1.1	1.8	1.3

Membership of associations	2019	2020	2021
FederlegnoArredo	•	•	•
Confindustria	•	•	•
Rilegno	•	•	•
FSC	•	•	•
Federmanager	•	•	•
Adiper			•
Total	5	5	6

Total annual salary rate	2019	2020	2021
Total annual salary rate	3.55	3.72	3.39

* Total annual salary of the employee with the highest salary / Medium value of the total annual salary of all employees

Increase of the total annual remuneration rate	2019	2020	2021
Percentage increase in total annual salary for the employee with the highest salary	0%	0%	0%
Average value increase of total annual remuneration of all employees	-4%	-5%	10%
Percentage of increase of the total annual salary rate	4%	5%	-9%

Collective contractual agreements	2019	2020	2021
Number of employees covered by collective contracts	210	220	226
% employees covered by collective contracts	100	100	100

Economic value directly generated and distributed	2019	2020	2021
a) Economic value directly generated - €	119,631,245	115,151,166	144,101,943
b) Distributed economic value - €	108,599,671	100,053,903	130,527,943
Operating costs - €	83,899,901	77,174,903	112,403,039
Salaries and benefits - €	14,530,049	14,195,565	16,237,037
Payments suppliers of capital - €	5,829,910	3,875,953	821,804
Payments to the Public Administration - €	4,130,533	4,443,784	803,636
Investments in the community - €	209,278	363,698	262,427
c) Retained economic value - €	11,031,574	15,097,263	13,574,000
Economic value distributed % on tot	91	87	91

Financial assistance received from the government (€)	2019	2020	2021
Tax relief and tax deductions	584,744	1,109,753	2,911,338
Grants for investments, research and development	107,475	135,116	113,749
Total financial assistance received from the government	692,219	1,244,869	3,025,087

Relationship between the standard wage of a new employee and the local minimum wage	2019	2020	2021
Relationship between the standard wage of a new employee and the local minimum wage	nd	nd	1.21

Proportion of expenditure on local suppliers	2019	2020	2021
Total expenditure on local suppliers - Mln €	10,2	9,6	11,9
% spent on local suppliers	11	11	9

Suppliers (Mln €)	2019	2020	2021
Italy	71	67	102,5
Europe	17,8	21	24,9
Rest of the world	0,066	0,054	0,091
Province of Cremona	2	2,6	3,5
Province of Piacenza	8,2	7	8,4
Total expenditure on local suppliers	10,2	9,6	11,9
% spent on local suppliers	11.48	10.90	9.33
% purchases outside Italy	20.1	23.9	19.6

Investments	2019	2020	2021
R&D investments (€)	1,036,578	1,634,996	1,258,902
Investments in technological innovation of production processes (€)	5,600,890	9,233,928	14,065,527
Incidence of investments on turnover %	5.62%	9.48%	10.84%
Hours Research & Development	12,353	11,023.5	11,969.5

Communication and training on anti-corruption policies and procedures	2019	2020	2021
Formed governing bodies	-	-	-
% on total	0	0	0
Trained employees	-	-	23
% on total	0	0	10
Business partners	-	-	-
% on total	0	0	0

Country by country reporting (€)	2019	2020	2021
Italy			
- Revenues	118,343,992	114,743,546	140,839,728
- Profit/loss before taxes	11,297,661	13,457,263	5,174,379
- Income taxes	4,130,533	4,443,784	803,636
Spain			
- Revenues	3,385,281	2,217,255	3,265,331
- Profit/loss before taxes	-298,687	-212,394	-45,161

Materials used by weight or volume	2019	2020	2021
Renewable materials (ton)	499,591.14	448,065.37	491,630.95
Non-renewable materials (ton)	52,855.10	50,618.50	58,264.92

Materials used that come from recycling	2019	2020	2021
Recycled materials (ton)	492,146.49	441,505.52	483,778.77
% Recycled materials	89	89	88

Recovered products and related packaging materials	2019	2020	2021
Packaging materials recovered on the tot sold	2.08%	1.86%	1.89%

** m³ of recovered products and of product sold * 100; Saib delivers the panels to its customers with special packaging, which it collects and reuses during subsequent transport to the specific customer.

Energy consumed within the organization	2019	2020	2021
Total thermal energy (MJ)	401,876,654	381,061,026	496,449,135
Thermal energy from renewable sources (MJ)	126,933,552	124,306,778	207,325,693
Thermal energy from non-renewable sources (MJ)	274,943,102	256,754,248	289,123,443
Total electricity (MJ)	227,565,774	214,907,353	249,260,562
Electricity from renewable sources (MJ)	-	-	-
Electricity from non-renewable sources (MJ)	227,565,774	214,907,353	249,260,562
Total energy consumed (MJ)	629,442,428	595,968,379	745,709,697
Total energy consumed from renewable sources (MJ)	126,933,552	124,306,778	207,325,693
Total energy consumed from non-renewable sources (MJ)	502,508,876	471,661,601	538,384,005

Energy intensity	2019	2020	2021
Energy intensity (MJ/m ³)	1,124.25	1,126.58	1,247.88
Energy intensity - renewable sources (MJ/m ³)	226.72	234.98	346.94
Energy intensity - non-renewable sources (MJ/m ³)	897.53	891.60	900.94

** The production volume was used for this calculation, as reported in GRI 102-7 (production in m³). Furthermore, the calculation of the energy intensity refers to the total energy consumed: the subdivision into renewable sources (relating to the generation of thermal energy through the wood dust) and non-renewable sources helps to highlight how, in the face of an increase in total energy intensity, this is more linked to the use of renewable sources.

Water withdrawal	2019	2020	2021
Groundwater (MI)	85,276	85,276	97,043
of which water (<= 1,000 mg/l of total dissolved solids) (MI)	85,276	85,276	97,043
of which other types of water (> 1,000 mg/l of total dissolved solids) (MI)	-	-	-
Rainwater (MI)	45,901	35,909	39,216
of which water (<= 1,000 mg / l of total dissolved solids) (MI)	unavailable	unavailable	unavailable
of which other types of water (> 1,000 mg/l of total dissolved solids) (MI)	unavailable	unavailable	unavailable
Total water withdrawal (MI)	131,176	130,186	136,259

Water discharge	2019	2020	2021
Surface body discharge (m ³)	40,000	40,000	40,000

** Estimated quantity.

Water consumption	2019	2020	2021
Total water consumption (MI)	91,176	90,186	96,259

** The water consumption is derived from the total water withdrawal minus the total water discharge.

Direct GHG emissions (Scope1)	2019	2020	2021
Direct GHG emissions - Scope1 (ton CO ₂ eq)	15,022	14,016	16,384

** The gases included in the calculation are CO₂, CH₄ and N₂O; the operational control approach was used, as highlighted by the GHG Protocol.

CO₂ biogenic Scope1	2019	2020	2021
CO ₂ biogenic Scope1 emissions (ton CO ₂)	11,285	11,051	18,432

CO₂ removed	2019	2020	2021
Dry weight of wood in the finished product (ton)	352,216	337,942	373,561
Total CO ₂ eq removed (ton CO ₂ eq)	619,900	594,774	657,467

Indirect GHG emissions Scope2	2019	2020	2021
Indirect GHG Emissions - Scope2 (ton CO ₂ eq)	16,330	15,422	17,887

**The gases included in the calculation are CO₂, CH₄ and N₂O; the operational control approach was used, as highlighted by the GHG Protocol. Saib for Scope2 has no contributions of biogenic origin.

Other indirect GHG emissions Scope3	2019	2020	2021
Indirect GHG emissions - Scope3 (ton CO ₂ eq)	unavailable	unavailable	102,513

**The gases included in the calculation are CO₂, CH₄ and N₂O; the operational control approach was used, as highlighted by the GHG Protocol. Saib for Scope3 has no contributions of biogenic origin.

Intensity of GHG emissions (Kg CO₂/m³)	2019	2020	2021
Intensity of GHG emissions - Scope1 (Kg CO ₂ eq/m ³)	26.8	26.5	27.4
Intensity of GHG emissions - Scope2 (Kg CO ₂ eq/m ³)	29.2	29.2	29.9
Intensity of GHG emissions - Scope1+2 (Kg CO ₂ eq/m ³)	56.0	55.6	57.3
Intensity of GHG emissions - Scope3 (Kg CO ₂ eq/m ³)	unavailable	unavailable	171.5

**For this calculation, the production volume as reported in GRI 102-7 (production in m³) was used as the denominator.

Nitrogen oxides, sulfur oxides and other significant emissions (max ton/year)	2019	2020	2021
Particulate	94.30	96.48	47.62
NOx	450.34	450.34	265.67
SOx	87.09	87.09	47.98
Aldehydes	33.04	33.04	22.68
COT	67.86	67.86	120.20

**For atmospheric emissions, the quantification of the mass flows of pollutants is obtained using the data of flow rates and concentrations authorized in the AIA, in order to contemplate the maximum polluting potential of the production site.

Waste produced (ton)	2019	2020	2021
Total waste for recovery	23,492	25,077	28,972
of which dangerous	30	76	98
Stones & sand	12,740	13,935	18,128
Metals	8,374	7,876	9,164
Wood	2,097	2,882	1,315
Packaging	132	207	220
Paper	67	54	74
Plastic	58	50	44
Oils and solvents	19	24	25
Batteries	1	1	2
Electrical and electronic equipment	2	-	1
Glass	1	-	-
Other	-	46	-
Total waste for disposal	6	1	1
of which dangerous	4	1	1
Oils and solvents	2	1	1
Other	3	0	-

Turnover rate	2019	2020	2021
Men			
Men hired	14	18	26
Gone out	14	10	19
Women			
Women hired	2	4	1
Gone out	-	2	2
By age group			
New hires under 30	7	5	14
New hires between the ages of 30 and 50	9	16	13
New hires over 50 years old	-	-	-
Gone out less than 30 years old	4	2	8
Gone out between the ages of 30 and 50 old	9	3	5
Gone out over 50 years old	1	7	8
Overall turnover rate %	14.22	15.74	21.33
Men turnover rate %	14.7	14.6	22.2
Women turnover rate %	9.8	27.3	13.6
Gone out turnover %	6.6	5.6	9.3
Incoming turnover %	7.6	10.2	12

Benefits provided for employees	2019	2020	2021
Welfare plan	•	•	•
Production bonus	•	•	•
Supplementary agreement for shift allowance	•	•	•
Health care	•	•	•
Loyalty bonus	•	•	•
Ticket Restaurant	•	•	•
Smartworking		•	•
Parental leave	•	•	•

Average hours of training per year per employee	2019	2020	2021
Average hours of training per year per employee	3.95	3.76	6.77

Diversity among employees - %	2019	2020	2021
Men			
- Senior executives	1.4	1.4	1.3
- Middle managers	0.5	0.5	0.4
- Employees	14.3	15	15.9
- Workers	73.8	72.3	72.6
Women			
- Senior executives	0.5	0.5	0.4
- Middle managers	0.5	0.5	0.4
- Employees	6.2	7.3	5.8
- Workers	2.9	2.7	3.1

Employee age - %	2019	2020	2021
Employees aged <30	12	12	10
Employees aged 31 - 50 years old	53	49	51
Employees aged 51 - 60 years old	32	36	36
Employees aged > 60 years old	3	3	3

Employees belonging to the governing bodies - %	2019	2020	2021
Members belonging to the governing bodies - men	12	12	10
Members belonging to the governing bodies - women	53	49	51
Members belonging to governing bodies aged < 30 years old	-	-	-
Members belonging to governing bodies aged 30 - 50 years old	50	33	33
Members belonging to governing bodies aged > 50 years old	50	67	67

Parental leave	2019	2020	2021
Total number of women who were entitled to parental leave	21	24	21
Total number of men entitled to parental leave	189	196	205
Total number of women who took parental leave	3	1	-
Total number of men who took parental leave	9	16	22
Total number of women who returned to work after taking parental leave	3	1	-
Total number of men who returned to work after taking parental leave	9	16	22
Total number of women who returned to work after taking parental leave and who are still employees of the organization in the 12 months following their return	3	1	-
Total number of men who returned to work after taking parental leave and who are still employees of the organization in the 12 months following their return	9	16	22
Return to work rate - women	100%	100%	
Return to work rate - men	100%	100%	100%
Redemption rate in the company of women who took parental leave	100%	100%	unavailable
Redemption rate in the company of men who took parental leave	100%	100%	100%

Training of workers in health and safety matters (Hours)	2019	2020	2021
High risk training	unavailable	unavailable	981.6
Training in charge	unavailable	unavailable	64
Forklift truck training	unavailable	unavailable	36
RLS update	unavailable	unavailable	4

Promotion of the health of workers	2019	2020	2021
Altea fund	unavailable	unavailable	61

Workers covered by an occupational health and safety management system	2019	2020	2021
Number of workers covered by an occupational health and safety management system	210	220	226
% of workers covered by an occupational health and safety management system	100	100	100

Accidents at work	2019	2020	2021
No. of deaths	-	-	-
Death rate (base 200,000 hr)	-	-	-
No. of injuries	10	3	4
Injury rate (base 200,000 hr)	5.44	1.73	1.99
No. of injuries with serious consequences	-	-	-
Accident rate with serious consequences (base 200,000 hr)	-	-	-
Hours worked	367,562	347,274	402,073

**The most commonly recorded workplace injury coincides with falls on the flat.

Professional diseases	2019	2020	2021
No. of deaths from occupational diseases	-	-	-
No. of cases of occupational diseases	-	-	-

Ratio of basic salary and remuneration of women to men - %	2019	2020	2021
Executives women versus men	128	131	127
Managers women versus men	86	82	86
Employees women versus men	46	48	58
Women workers versus men	49	48	61

Political contributions (€)	2019	2020	2021
Political contributions	-	-	-

Assessment of the impacts on health and safety by product and service categories.	2019	2020	2021
% of product categories subject to evaluation	100	100	100

CONVERSION FACTORS 2021

	PCI	Unit of measure
Diesel fuel	35,738	MJ/lt
Natural gas	37,210	MJ/smc
Gas	29,648	MJ/lt
Wood dust	12,053	MJ/Kg
Wood dust with additives	16,306	MJ/Kg
Electricity	3,600	MJ/MWh

The GWP100 quantifies the global warming potential (expressed in kg CO₂-e) that has a substance over a time horizon of 100 years with respect to CO₂. These values are periodically updated by the International Panel on Climate Change (IPCC).
Font: IPCC - Fifth Assessment Report (AR5)

Substance	GWP ₁₀₀
Carbon dioxide	1
Methane (biogenic)	28,0
Methane (fossil)	28,0
Nitrous oxide	265
Hydrofluorocarbons	
HFC _s	4 ÷ 12,400
Perfluorinated compounds	
Sulfur hexafluoride	23,500
Nitrogen trifluoride	16,100
PFC	6,630 ÷ 11,100

The data sources used for the calculation of Scope1 and 2 emissions are shown in the following table, while the operLCA software and the ecoinvent 3.6 database were used for the calculation of Scope3.

Item	Reference	um	CO ₂ Kg /um	CO ₂ Kg /um	N2O Kg /um	TOT Kg CO ₂ eq /um
Diesel fuel	EPA GHG Emission Factor 2018	gal	10,21	0,00004488	0,00004224	10,2224
Natural gas	EPA GHG Emission Factor 2018	mmBTU	53,06	0,001	0,0001	53,1145
Gas	EPA GHG Emission Factor 2018	gal	8,78	0,00038925	0,00081	8,812364
R448A refrigerant	IPCC 2013	Kg				1,273
R134A refrigerant	IPCC 2013	Kg				1,300
Electricity (location based)	ISPRA 2021	kWh	0,25653	0,0001957	0,0000047	0,25843
Wood dust	GHG Protocol WOOD 2005	GJ	0	1,4674	1,4674	
Resin	GHG Protocol WOOD 2005	Kg	1,1366	negligible	negligible	
Biomass waste	EPA GHG Emission Factor 2018	mmBTU	93,8	0,0072	0,0036	94,9556

Area	Material theme	SDG	Stakeholder involved	Internal/external impact	GRI	Performance indicators
Reduce the impact on the planet	Sustainable use of raw materials and conservation of natural resources.	8, 12	Saib, suppliers	Internal/external	GRI 301: Materials 2016; GRI 303: Water and water discharges 2018	301-1 Materials used by weight or volume; 301-2 Materials used that come from recycling; 303-1 Interaction with water as a shared resource; 303-3 Water withdrawal; 303-5 Water consumption.
	Conscious and efficient use of energy resources.	7	Saib	Internal	GRI 302: Energy 2016.	302-1 Energy consumed within the organization; 302-3 Energy intensity.
	Reduction of emissions into the atmosphere and the impact on climate change in terms of greenhouse gas (GHG) emissions, ozone depleting substances and other emissions.	11	Saib, local community	Internal/external	GRI 305: Emissions 2016.	305-1 Direct GHG emissions (Scope 1); 305-2 Indirect GHG emissions from energy consumption (Scope 2); 305-3 Other indirect GHG emissions (Scope 3); 305-4 Intensity of GHG emissions; 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant emissions.
	Conscious management of the waste generated.	11, 12	Saib	Internal	GRI 306: Water discharge and waste 2016.	306-2 Management of significant impacts related to waste; 306-4 Waste not destined for disposal.
	Management of the impact of its activity on the environment and compliance with environmental standards.	8, 9, 11	Saib	Internal	GRI 307: Environmental compliance 2016.	307-1 Non-compliance with environmental laws and regulations.
	Quality of products and services offered to customers and suppliers	12	Saib, Saib's customers	Internal	GRI 306: Waste 2020.	416-1 Evaluation of the impacts on health and safety by product categories and services; 416-2 Incidents of non-compliance concerning impacts on the health and safety of products and services.
Shorten the distances	Evaluation of the impact of our activity on people and local communities in terms of support, inclusion and promotion of a sustainable culture.	8, 10	Saib	Internal/external	GRI 413: Local community 2016.	413-1 Activities that foresee the involvement of local communities, impact assessments and development programs.
	Promotion of the well-being of workers in terms of health and safety in the workplace and promotion of diversity and equal opportunities	1, 8	Saib, Saib's employees	Internal	GRI 403: Health and safety at work 2018; GRI 404: Training and education 2016; GRI 405: Diversity and equal opportunities 2016; GRI 406: Non-discrimination 2016; GRI 407: Freedom of association and collective bargaining 2016.	403-2 Hazard identification, risk assessment and accident investigation; 403-3 Occupational medicine services; 403-4 Participation and consultation of workers and communication on health and safety in the workplace; 403-5 Training of workers in matters of health and safety in the workplace; 403-6 Promotion of the health of workers; 403-8 Workers covered by an occupational health and safety management system; 403-9 Accidents at work; 403-10 Occupational diseases; 404-1 Average hours of training per year per employee; 404-2 Programs for updating employee skills and transition assistance programs; 405-1 Diversity in governance bodies and among employees; 405-2 Ratio of the basic salary and remuneration of women compared to men; 406-1 Incidents of discrimination and corrective measures taken; 407-1 Activities and suppliers where the right to freedom of association and collective bargaining may be at risk.

Area	Material theme	SDG	Stakeholder involved	Internal/external impact	GRI	Performance indicators
Shorten the distances	Creation of new jobs, with a particular focus on youth employment.	8, 9	Saib	Internal	GRI 202: Market presence 2016; GRI 401: Employment 2016.	202-1 Relationship between the standard wage of a new employee by gender and the local minimum wage; 401-1 New hires and turnover; 401-2 Benefits provided for full-time employees, but not for part-time employees or employees with a fixed-term contract; 401-3 Parental leave.
Innovating to create value	Innovation and in new process or product technologies.	8, 9,	Saib	Internal	GRI 201: Economic performance 2016.	201-1 Direct economic value generated and distributed; 201-4 Financial assistance received from the government.
	Impact of your business on people and communities.	11	Saib, local community	Internal/external	GRI 201: Economic performance 2016, GRI 204: Procurement practices 2016.	201-1 Direct economic value generated and distributed; 201-4 Financial assistance received from the government; 204-1 Proportion of expenditure on local suppliers.
	Compliance and compliance with social and economic laws.	112	Saib	Internal	GRI 205: Anti-corruption 2016.	205-2 Communication and training on anti-corruption policies and procedures; 205-3 Detected episodes of corruption and actions taken.

The various Standards reported within the sustainability report can be found within the GRI Content Index: the paragraphs in which they are inserted and any notes are specified for each GRI. Furthermore, for greater transparency, it is indicated whether its reporting was complete or partial (respectively indicated with • and o) and the reasons for any omissions.

Universal standard	Paragraph	Note	Reporting	Omissions
GRI 102: General disclosure 2016				
102-1 Name of the organization	Letter to stakeholders; Company history.		•	
102-2 Activities, brands, products and services	The Saib brands; The products.		•	
102-3 Location of head office	Methodological note.	The reporting scope of Saib's sustainability report coincides with the parent company Saib S.p.A., where both production and office activities are carried out.	•	
102-4 Place of business	Methodological note.		•	
102-5 Ownership and legal form	Company history.		•	
102-6 Markets served	Our markets; Sectors served; Performance indicators according to the GRI Standards.		•	
102-7 Size of the organization	Who we are; The products; Shorten distances; The key numbers; Economic value generated and distributed; Performance indicators according to the GRI Standards.		•	
102-8 Information on employees and other workers	Our numbers; Performance indicators according to the GRI Standards.		•	
102-9 Supply chain	Supply and production chain; Performance indicators according to the GRI Standards.		•	
102-10 Significant changes to the organization and its supply chain	Supply and production chain; The production cycle; Health and safety at work.		•	
102-11 Precautionary Principle		The organization manages its own risks, related to the planning of operations, business management and the development of its products by applying the precautionary principle, with particular attention to workplace safety and environmental protection.	•	
102-12 External initiatives	Equal opportunities and diversity; The communities and the territory; The initiatives; Promote sustainability; Performance indicators according to the GRI Standards.		•	
102-13 Membership and associations	The initiatives; The associations; Performance indicators according to the GRI Standards.		•	

Universal standard	Paragraph	Note	Reporting	Omissions
102-14 Statement by a senior executive	Letter to stakeholders.		•	
102-16 Values, principles, standards and rules of conduct	Vision & Mission; Business ethics.		•	
102-18 Structure of governance	The governance structure.		•	
102-19 Delegation of authority	The governance structure.		•	
102-21 Consultation of stakeholders on economic, environmental and social issues	Stakeholders.		•	
102-22 Composition of the highest governance body and related committees	The governance structure.		•	
102-38 Rate of total annual remuneration	Shorten distances; The well-being of people; Performance indicators according to the GRI Standards.		•	
102-39 Percentage increase in the rate of total annual remuneration	Performance indicators according to the GRI Standards.		•	
102-40 List of stakeholder groups	Stakeholders.		•	
102-41 Collective bargaining agreements	The key numbers; Performance indicators according to the GRI Standards.		•	
102-42 Identification and selection of stakeholders	Methodological note.		•	
102-43 Methods for involving stakeholders	Stakeholders; Analysis and Materiality Matrix.		•	
102-44 Key issues and issues raised	Analysis and Materiality Matrix; Reduce the impact on the planet; Shorten distances; Innovating to create value; 2022 Goals; Perimeter of material issues.		•	
102-45 Entities included in the consolidated financial statements	Methodological note.		•	
102-46 Definition of the content of the report and perimeters of the themes	Analysis and Materiality Matrix; Sustainability strategy.		•	
102-47 List of material themes	Reduce the impact on the planet; Shorten distances; Innovating to create value; 2022 Goals; Perimeter of material issues.		•	
102-48 Review of information		It is the first report according to the GRI standards.	•	
102-49 Changes in reporting		It is the first report according to the GRI standards.	•	
102-50 Reporting period	Methodological note.		•	
102-53 Contacts to request information regarding the report	Methodological note.		•	
102-54 Statement on reporting in accordance with the GRI Standards	Methodological note.		•	
102-55 Index of GRI contents	GRI Content Index.		•	
102-56 External assurance		Received on 12.09.2022	•	

Universal standard	Paragraph	Note	Report	Omissions
GRI 103: Management approach 2016				
103-1 Explanation of the material topic and its boundary	Sustainability strategy; Reduce the impact on the planet; Shorten distances; Innovating to create value; 2022 Goals; Perimeter of material issues.	The themes recognized as material have been reworked in their definition by Saib, so as to be described with greater clarity. Saib has direct involvement on every issue identified as relevant.	•	
103-2 The management approach and its components	Sustainability strategy; Reduce the impact on the planet; Shorten distances; Innovating to create value; Results 2021; 2022; Goals; Perimeter of material issues.	For each material topic, the specific KPIs will be constantly monitored and updated, so as to assess Saib's performance and possibly take action in the event of possible negative impacts related to the topic. This management is associated with the control processes relating to the integrated management systems that Saib has adopted (quality-environment-safety).	•	
103-3 Evaluation of the management approach	Perimeter of material issues.	For each material topic, the specific indicators will be constantly monitored and updated, so through internal controls and audits Saib will evaluate its own performance.	•	
<p>The relevant <i>general disclosures</i>, which Saib has included in the sustainability report, are: economic performance, market presence, procurement practices, anti-corruption, taxes, materials, energy, water and wastewater, emissions, waste, environmental compliance, employment, health and occupational safety, training and education, diversity and equal opportunities, non-discrimination, freedom of association and collective bargaining, local communities, public policy, customer health and safety and socio-economic compliance. The details on our materiality assessment and on the management and control of the material topics identified are available respectively in the Materiality analysis and in the Perimeter of material topics.</p>				

Specific standard	Paragraph	Note	Report	Omissions
GRI 201: Economic performance 2016				
201-1 Direct economic value generated and distributed	Innovating to create value; Economic value generated and distributed; Performance indicators according to the GRI Standards.		•	
201-2 Financial implications and other risks and opportunities due to climate change			•	Information not available
201-3 Defined benefit pension plans and other retirement plans			•	Information not available
201-4 Financial assistance received from the government	Innovating to create value; Performance indicators according to the GRI Standards.		•	

Specific standard	Paragraph	Note	Report	Omissions
GRI 202: Market presence 2016				
202-1 Relationship between the standard wage of a new employee by gender and the local minimum wage	Performance indicators according to the GRI Standards.		o	Information not available
202-2 Proportion of senior managers hired by the local community				Confidentiality limits
GRI 204: Procurement practices 2016				
204-1 Proportion of expenditure on local suppliers	The impact on local suppliers.		•	Information not available
GRI 205: Anti-corruption 2016				
205-1 Operations assessed for the risks associated with corruption		Saib has equipped itself with a MOG 231.	o	Confidentiality limits
205-2 Communication and training on anti-corruption policies and procedures	Business ethics; Performance indicators according to the GRI Standards.		•	
205-3 Confirmed incidents of corruption and actions taken		Saib did not record any corruption incidents.	•	
GRI 207: Taxes 2019				
207-1 Approach to taxation				Information not available
207-2 Tax governance, control and risk management	Taxation.		•	
207-3 Stakeholder engagement and management tax concerns			•	Information not available
207-4 Country-by-country reporting	Performance indicators according to the GRI Standards.		•	
GRI 301: Materials 2016				
301-1 Materials used by weight or volume	Reduce the impact on the planet; Performance indicators according to the GRI Standards.		•	
301-2 Materials used that come from recycling	Performance indicators according to the GRI Standards.		•	
301-3 Recycled or regenerated products and related packaging materials	Performance indicators according to the GRI Standards.		•	
GRI 302: Energy 2016				
302-1 Energy consumed within the organization	Energy consumption; Performance indicators according to the GRI Standards; Conversion factors 2021.		•	
302-2 Energy consumed outside the organization			•	Information not available
302-3 Energy intensity	Reduce the impact on the planet; Energy consumption; Performance indicators according to the GRI Standards.		•	
302-4 Reduction of energy consumption				Not applicable
302-5 Reduction of the energy requirements of products and services				Not applicable

Specific standard	Paragraph	Note	Report	Omissions
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GRI 303: Water and water discharges 2018

303-1 Interaction with water as a shared resource	Water consumption.	Saib has adopted an environmental management system.	•	
303-2 Management of impacts related to water discharge		The AIA to which Saib is subject authorizes the discharge into the surface water body and provides for a periodic control of the discharges, including through inspections.	•	
303-3 Water withdrawal	Water consumption; Performance indicators according to the GRI Standards.	Saib has no water withdrawals from surface water, sea water, produced water, or from third-party water resources.	○	Information not available
303-4 Discharge of water	Water consumption.	The AIA to which Saib is subject authorizes the discharge into the surface water body and foresees for a periodic control of the discharges, including through inspections.	○	Information not available
303-5 consumption of water	Performance indicators according to the GRI Standards.	The storage of water by Saib does not appear to have a significant impact in correlation with the use of water resources.	•	

GRI 305: Emissions 2016

305-1 Direct GHG emissions (Scope 1)	Emissions; Performance indicators according to the GRI Standards; Conversion factors 2021.		•	
305-2 2 Indirect GHG emissions from energy consumption (Scope 2)	Emissions; Performance indicators according to the GRI Standards; Conversion factors 2021.		•	
305-3 Other indirect GHG emissions (Scope 3)	Emissions; Performance indicators according to the GRI Standards; Conversion factors 2021.		•	
305-4 Intensity of GHG emissions	Emissions; Performance indicators according to the GRI Standards.		•	
305-5 Reduction of GHG emissions				Not applicable
305-6 Emissions of ozone-depleting substances (ODS - Ozone-Depleting Substances)				Not applicable
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant emissions	Methodological note; Emissions; Performance indicators according to the GRI Standards.		•	

Specific standard	Paragraph	Note	Report	Omissions
GRI 306: Waste 2020				
306-1 Production of waste and significant impacts related to waste	The production cycle; Waste.	Saib has adopted an environmental management system.	•	
306-2 Management of significant impacts related to waste	Waste.	Saib has an environmental management system and monitors waste data through the loading and unloading register.	•	
306-3 Waste produced	Waste; Performance indicators according to the GRI Standards.		•	
306-4 Waste not destined for disposal	Reduce the impact on the planet; Waste; Performance indicators according to the GRI Standards.		○	Information not available
306-5 Waste destined for disposal	Reduce the impact on the planet; Waste; Performance indicators according to the GRI Standards.		○	Information not available
GRI 307: Environmental compliance 2016				
307-1 Non-compliance with environmental laws and regulations		Saib has not identified any non-compliance with environmental laws and / or regulations.	•	
GRI 401: Employment 2016				
401-1 New hires and turnover	Shorten distances; The well-being of people; Performance indicators according to the GRI Standards.		•	
401-2 Benefits provided for full-time employees, but not for part-time employees or employees with fixed-term contracts	The well-being of people; Performance indicators according to the GRI Standards.		•	
401-3 Parental leave	The well-being of people; Performance indicators according to the GRI Standards.		•	
GRI 403: Health and safety at work 2018				
403-1 Occupational health and safety management system	Health and safety at work.		•	
403-2 Hazard identification, risk assessment and accident investigation	Health and safety at work.		•	
403-3 Occupational health services	Health and safety at work.		•	
403-4 Participation and consultation of workers and communication on health and safety at work	Health and safety at work.		•	
403-5 Training of workers in occupational health and safety	Health and safety at work; Performance indicators according to the GRI Standards.		•	
403-6 Promotion of the health of workers	Health and safety at work; Performance indicators according to the GRI Standards.		•	
403-7 Prevention and mitigation of impacts on occupational health and safety within commercial relations		Saib has adopted an occupational health and safety management system and operates in compliance with Legislative Decree 81/08.	•	
403-8 Workers covered by an occupational health and safety management system	Health and safety at work; Performance indicators according to the GRI Standards.		•	

Specific standard	Paragraph	Note	Report	Omissions
GRI 403: Health and safety at work 2018				
403-9 Accidents at work	Shorten distances; Health and safety at work; Performance indicators according to the GRI Standards.		•	
403-10 Occupational diseases	Health and safety at work; Performance indicators according to the GRI Standards.		•	
GRI 404: FTraining and education 2016				
404-1 Average hours of training per year per employee	Development and enhancement of human capital; Performance indicators according to the GRI Standards.		o	Information not available
404-2 Employee skills refresher programs and transition assistance programs	Development and enhancement of human capital.		•	
404-3 Percentage of employees receiving periodic performance and professional development reviews				Information not available
GRI 405: Diversity and equal opportunities 2016				
405-1 Diversity in governance bodies and employees	The key numbers; Equal opportunities and diversity; Performance indicators according to the GRI Standards.		•	
405-2 Ratio of basic salary and remuneration of women to men	Performance indicators according to the GRI Standards.		•	
GRI 406: Non-discrimination 2016				
406-1 Incidents of discrimination and corrective measures taken		Saib did not record any incidents of discrimination during the reporting period.	•	
GRI 407: Freedom of association and collective bargaining 2016				
407-1 Activities and suppliers where the right to freedom of association and collective bargaining may be at risk		Saib has not registered any business or supplier in which workers' rights to exercise freedom of association or collective bargaining have been violated or deemed at risk during the reporting period.	•	

Specific standard	Paragraph	Note	Report	Omissions
GRI 413: Local communities 2016				
413-1 Activities that foresee the involvement of local communities, impact assessments and development programs	The initiatives.		•	
413-2 Activities with significant actual and potential negative impacts on local communities				Not applicable
GRI 415: Public Polity 2016				
415-1 Political contributions	Performance indicators according to the GRI Standards.		•	
GRI 416: Customer health and safety 2016				
416-1 Assessment of health and safety impacts by product and service categories	The Products; Innovating to create value; Performance indicators according to the GRI Standards.	For Saib, the issue of health and safety during the life cycle of the product is fundamental, and it constantly invests in R&D in this area.	•	
416-2 Incidents of non-compliance concerning impacts on the health and safety of products and services		Saib did not detect non-compliance with regulations and / or self-regulation codes.	•	
GRI 419: Socio-economic compliance 2016				
419-1 Non-compliance with laws and regulations on social and economic matters		The organization has not found non-compliance with laws and regulations.	•	

Independent Assurance Statement

SAIB S.p.A. (“SAIB”) commissioned DNV Business Assurance Italy S.r.l. (“DNV”, “we”, or “us”) to undertake independent assurance of a sub-set of the information disclosed in the company’s Sustainability Report (the “Report”) for the FY 2022 (1st January 2021 – 31st December 2021).

Scope and approach

We performed our work using DNV’s assurance methodology VeriSustain™, which is based on our professional experience, international assurance best practice including the International Standard on Assurance Engagements 3000 - Revised (“ISAE 3000”), and the Global Reporting Initiative (“GRI”) Sustainability Reporting Standards. We evaluated the Report for adherence to the GRI 101 Principles for defining report content of stakeholder inclusiveness, materiality, sustainability context and completeness (the “Principles”).

Performance data and information

The scope of our work covers the following areas in accordance with the Core Option:

- Reporting Principles
- Organization’s profile and Market presence
- Stakeholders e materiality analysis
- Governance and Strategy
- Ethics and integrity
- Management approach
- Economic performance
- Impacts on the territory and local communities
- Supply chain and Materials
- Anti-corruption, anti-competitive behavior and Compliance
- Tax
- Energy and ed emissions
- Water and Effluents
- Biodiversity
- Waste
- Employment and Labor Relations management
- Health and Security
- Training and Education
- Diversity and Inclusion
- Respect of human rights
- Public policy
- Marketing and Labeling

Responsibilities of SAIB and of the assurance providers

SAIB have sole responsibility for the preparation of the Report. In performing our assurance work, our responsibility is to the management of SAIB; however, our statement represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Assurance Statement.

DNV’s assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Level of assurance

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our Assurance Opinion. We are providing a ‘limited level’ of assurance. A ‘reasonable level’ of assurance would have required additional work at Group and site level to gain further evidence to support the basis of our Assurance Opinion.

We evaluated the Performance data and information using the GRI 101 Reporting Principles for defining report quality (accuracy, balance, clarity, comparability, reliability and timeliness) together with SAIB’s data protocols for how the data are measured, recorded and reported. The review of any data from prior years is not within the scope of our work (this includes any data in scope in previous years that has been re-stated).

Basis of our opinion

A multi-disciplinary team of sustainability and assurance specialists performed work at Group level. We undertook the following activities:

- Review of the current sustainability issues that could affect SAIB and are of interest to stakeholders;
- Review of SAIB’s approach to stakeholder engagement and recent outputs;
- Review of information provided to us by SAIB on its reporting and management processes relating to the Principles;
- Interviews with selected topic owners and senior managers responsible for management of sustainability issues and review of selected evidence to support issues discussed;
- Review of supporting evidence for key claims in the Report. Our checking processes were prioritised according to materiality and we based our prioritisation on the materiality of issues at Group level; and
- Review of the processes for gathering and consolidating the selected Performance data and, for a sample, checking the data consolidation.

Our Opinion

- Based on the work undertaken, nothing came to our attention to suggest that the Report does not properly describe SAIB adherence to the Principles of stakeholder inclusiveness, materiality, sustainability context and completeness.
- In terms of quality of the Performance data and information, nothing came to our attention to suggest that these data have not been properly collated from information reported at operational level, nor that the assumptions used were inappropriate.

For and on behalf of DNV Business Assurance Italy S.r.l.
Vimercate (MB), Italy
5th September 2022

Independence

DNV’s established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

DNV Business Assurance

DNV Business Assurance Italy S.r.l. is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com



Laura Ierardi
Lead Assessor



Riccardo Arena
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