



impact
report
2021



BECIRCULAR
The Sustainability in Labomar



TAKE CARE
OF YOURSELF,
RESPECT
THE PLANET.

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OUR
COMMITMENT
TO THE PLANET
AND FUTURE
GENERATIONS

Letter from the Chairman

There's an old adage that things are always harder the second time round: the novelty has worn off and the time has come to prove yourself. And yet here we are with our second Impact Report and the same pride and enthusiasm as before; the only difficulty we had this time was fitting everything we achieved in 2021 - our new projects and our ongoing ones - into the space we had. The extraordinary thing about being a benefit corporation is that there is the utmost transparency in everything you do and your results are very much black and white, just like our commitment to sustainability.

No one would argue that last year, the first one dominated from start to end by the pandemic, was tough for businesses around the world. Sourcing raw materials, logistics, energy sources, workers' health: the world has changed irreversibly and each of these aspects reached critical levels in 2021, something that would once have been unimaginable. The pandemic meant health and well-being were once again the highest priority and this meant renewed commitment and even greater challenges for people like us, whose vision it is to ensure people's health and well-being. Our aim for 2021 was to widen our range of products and services while maintaining the highest possible quality standards and we did this by establishing strategic partnerships and sourcing increasingly safer and more sustainable raw materials, staying true to our values of customer orientation, passion for excellence, consistency, well-being and sustainability.

*Throughout the year, we were guided in our work by the four purposes of common benefit: **ethics, quality and effectiveness** to meet our clients' needs, while constantly and sustainably innovating our processes. **Commitment, transparency and the environment** with concrete actions and projects to protect the environment, continuously monitoring our impact, introducing good practices in all aspects of our work, selecting safe and sustainable raw materials and forming beneficial partnerships, adding environmental and social criteria to the already high quality standards we demand when selecting and appraising our suppliers. **Well-being, the community and respect**, because nothing would be possible without **people**. We are committed to the well-being of our workers, their families and the community, supporting projects that encourage professional growth, the awareness and promotion of healthy lifestyles and the principles of respect, inclusion and diversity. Lastly, **beauty, culture and society, the local area**: beauty is an essential part of all of our lives, so we support cultural and social projects and promote our area, which we have close ties with, with redevelopment programmes and sponsoring community and sports events.*

*Lastly, this year we have included our **Materiality Matrix** in this Impact Report. The materiality matrix is intended to involve the company's **stakeholders** in its pursuit of sustainability, identifying the main sustainability issues that should be prioritised by management. In this year's Report, we have tried to align our indicators to those of the **Global Reporting Initiative (GRI)**, an international organisation which defines sustainable performance reporting standards. Our aim is to enhance the comparability of the information we give our stakeholders and provide an inclusive overview of Labomar's material issues. Lastly, the **Sustainable Development Goals (SDGs)** set up by the United Nations as part of its Agenda 2030, have been included in the relevant parts of this Report.*

Everything we achieved in 2021, as well as the future goals we have set ourselves, is given in detail in this second Impact Report so, without further ado, I will leave you to it.

I hope you enjoy the Report

Walter Bertin
CEO Labomar S.p.A.



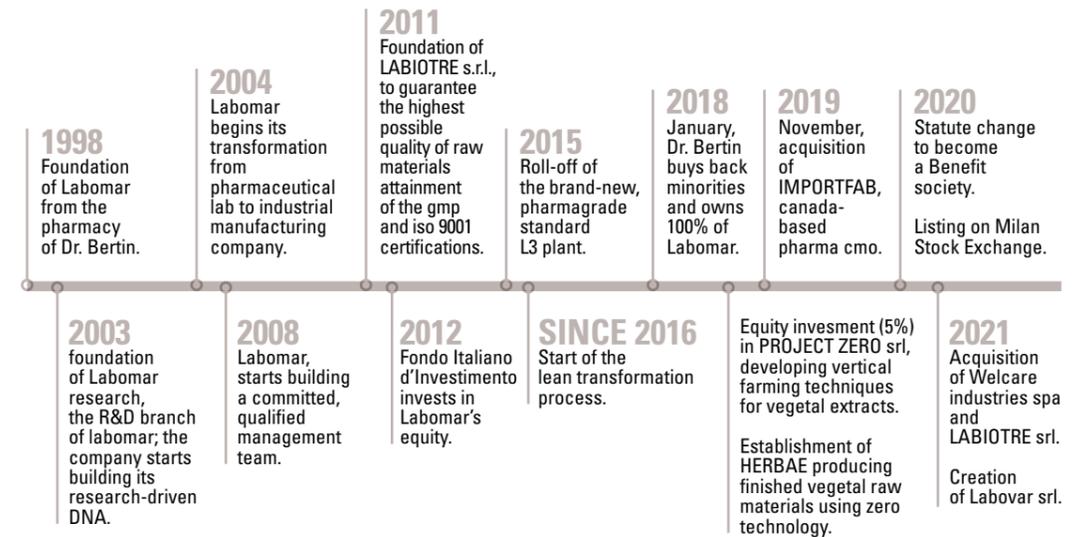
About Us



Labomar's story begins in 1933, when the Bertin family bought a pharmacy in Istrana, a small town on the outskirts of Treviso. Walter Bertin, a third-generation pharmacist who had always had a passion for natural raw materials and understanding the secrets of Galenic formulations, began working in the family pharmacy as soon as he graduated from university. His natural curiosity and resourcefulness led him to explore herbal medicine. He began studying and experimenting and eventually started producing dietary supplements, which were immediately a resounding success with the pharmacy's customers. He expanded the family business and in 1998 founded Labomar, a highly innovative company specialising in the development and production of private label dietary supplements, medical devices, food for special medical purposes and cosmetics, falling within the broader scope of nutraceuticals.

Today, Labomar offers an all-round service for its clients, starting from the selection of the raw materials to delivery of the finished product. The company adopts an ethical and responsible approach and guarantees innovative products and services of great scientific value. Labomar's strategy involves investing internally to consolidate its production structure and externally through strategic transactions to ensure two key aspects that are crucial to the sector: innovation and product quality. In October 2019 Labomar acquired the Canadian company Enterprises Importfab Inc., based in Montreal. The acquisition gave Labomar direct access to North America, the world's leading nutraceuticals market. In early October 2020, Labomar listed on the Milan Stock Exchange. The listing was the culmination of a long and challenging journey which, over the course of more than twenty years, saw the company's internal structure and production capacity grow rapidly and steadily, thanks in part to the development of new technologies and internationalisation. That same year, Labomar achieved an important milestone, electing to become a benefit corporation. This was another stage in its journey to express and realise its commitment to sustainability, which is part of its DNA. This change in its legal status formalised the company's determination to generate value and a positive impact on people and the environment.

The company was involved in a number of highly strategic transactions in 2021: the acquisition of Welcare Industries S.p.a., manufacturer of medical devices for skin treatments headquartered in Umbria, and Labiotre Srl, specialised in the production of plant extracts and based in Tuscany. Lastly, Newco LaboVar was set up, thanks to a partnership with the Sesa Group, for the online sale of nutraceutical products on the Chinese market.



Plans for the near future include building a new production plant which will be sustainably designed and constructed and will allow the company to continue to grow and pursue even more ambitious goals and opportunities in new markets.



Vision & Mission



Labomar’s journey towards sustainability is based on a desire to become a forward-thinking company whose values, ideals and aspirations form an integral part of the community and area in which the company operates. To achieve this, Labomar supports health-related initiatives and has a special interest in personal well-being: from those who will choose its products once marketed for their efficacy and quality, to its employees who are an active part of the company. Its change in status to a benefit corporation is a clear and legal declaration of its environmental and social commitment. Convinced of the strong interdependence between the company and its local community, productivity and the environment, success and personal well-being, Labomar has embarked on a forward-looking programme to adopt a new ethical conduct throughout its business.

It launched an important strategic project in 2021 to review and share its values and also redefine its vision and mission in terms of sustainability.

VISION We improve well-being and the quality of people life.

MISSION We work together with passion, to conceive and manufacture products and services for well-being, in respect of the environment. We innovate with courage, proud to belong to a great family.

The 5 Values that Labomar is committed to have as a guide and inspiration, with the aim of translating them into behaviours lived internally, are:

				
CUSTOMER ORIENTATION	TEAM SPIRIT	PASSION FOR EXCELLENCE	CONSISTENCY	WELL-BEING AND SUSTAINABILITY



Labomar is a Benefit Corporation



Benefit Corporations engage in a new way of doing business with the goal of generating a positive impact on the environment and on the societies in which they operate. Specifically, Benefit Corporations are a new legal form of business introduced in Italy through Articles 376 and 384 of Stability Law of December 28, 2015. They centre around a dual purpose: the pursuit of traditional business purposes alongside new purposes aimed at creating shared benefits or one or more positive impacts on people, society, and the environment. Labomar sincerely believes in operating as a business focusing on sustainability and the well-being of the individual, the environment and the community. It has therefore amended its By-Laws to become a Benefit company. This new legal status formalises the decision to develop a responsible development model, which marries operating-earnings objectives with social and environmental aspects. With this in mind, Labomar has launched the BeCircular improvement programme, which establishes concrete improvement actions for all of its corporate stakeholders.

Labomar's shared benefit goals

Labomar's main goal is to foster personal well-being by embarking on a journey towards continuous, ethical and sustainable improvement, accompanied by the desire to help make the world a better place.

As a Benefit Corporation, Labomar seeks to pursue one or more shared benefit goals and to operate in a responsible, sustainable and transparent way towards people, communities, regions and the environment, and with regard to cultural and social heritage and activities, bodies and associations, and other stakeholders:

The company's shared benefit goals are as follows:

1. to dedicate careful attention to the sustainable innovation of production processes in order to create products that are ethical, high in quality, safe, and effective in response to the needs of our customers and final consumers;
2. to establish a concrete and transparent commitment to protecting the environment by monitoring our impact, introducing beneficial company practices, selecting safe and sustainable raw materials, and looking to form valuable partnerships with customers and suppliers;
3. to guarantee the well-being of employees, their families and the local community by developing initiatives that promote the growth of skills, awareness and the concept of a healthy lifestyle and the principles of respect and diversity;
4. to promote a culture of beauty, support for cultural and social initiatives, and the promotion of value in the local area.

Materiality Matrix

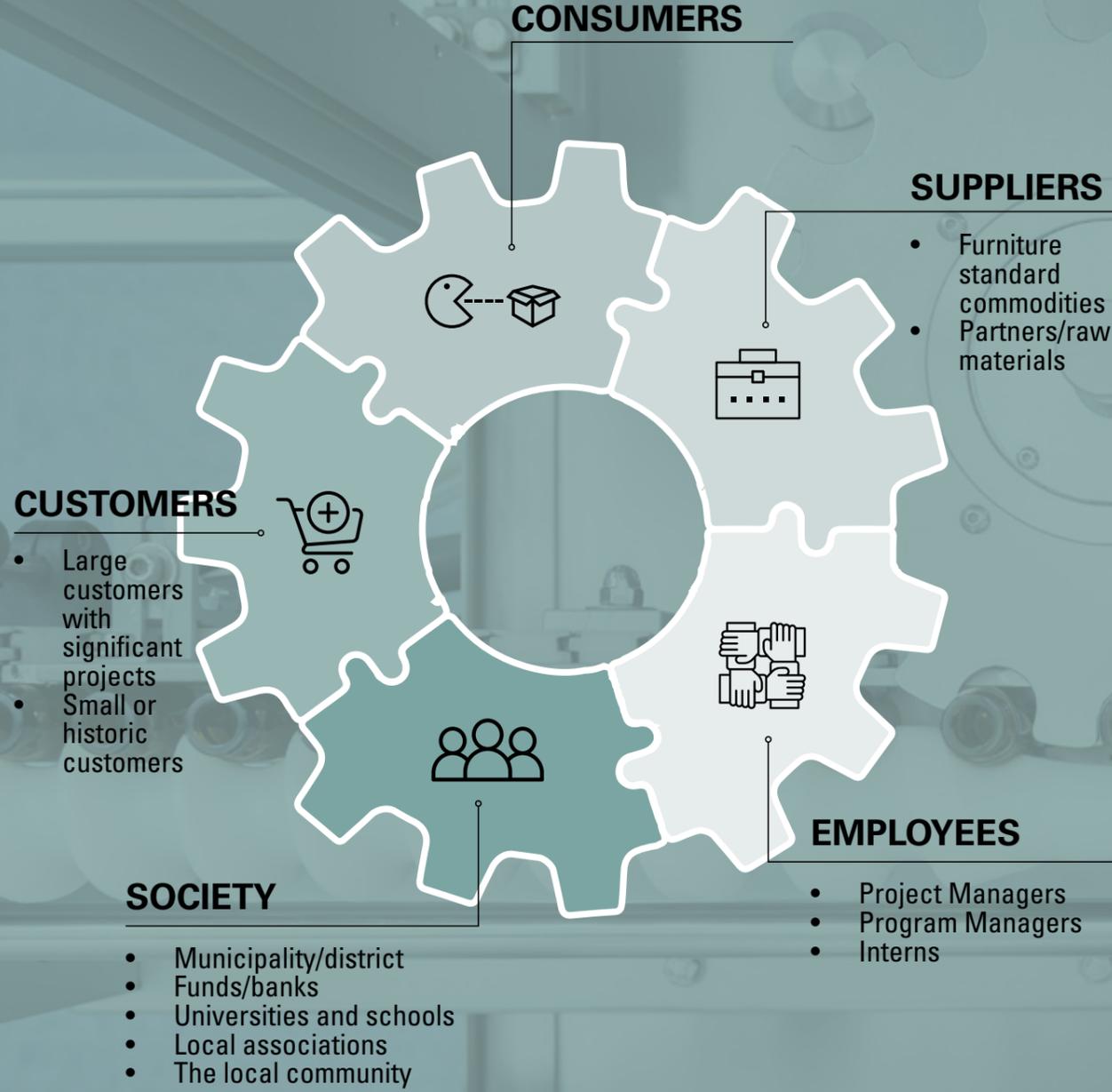
Materiality analysis is an essential tool for involving the company's stakeholders in its progress towards sustainability. It serves to better define the sustainability topics that should receive the most attention from the senior management team, and precisely defines the concrete meanings of sustainability for Labomar.

In 2020, Labomar completed a detailed internal mapping process to identify its material sustainability topics. An external survey was subsequently conducted to identify the importance of each topic for the company's stakeholders. An internal BeCircular team was established in 2020 to analyse and report on the company's impact and to oversee the process. The materiality analysis was then submitted for the approval of the CEO and the Board of Directors. The team identified fourteen material topics, shown in the matrix below, as a result of its internal analysis and stakeholder engagement activities.

The materiality matrix in this Report is the same as last year. We will monitor the reporting framework closely and decide whether to make any changes in 2022.



Labomar's Stakeholders

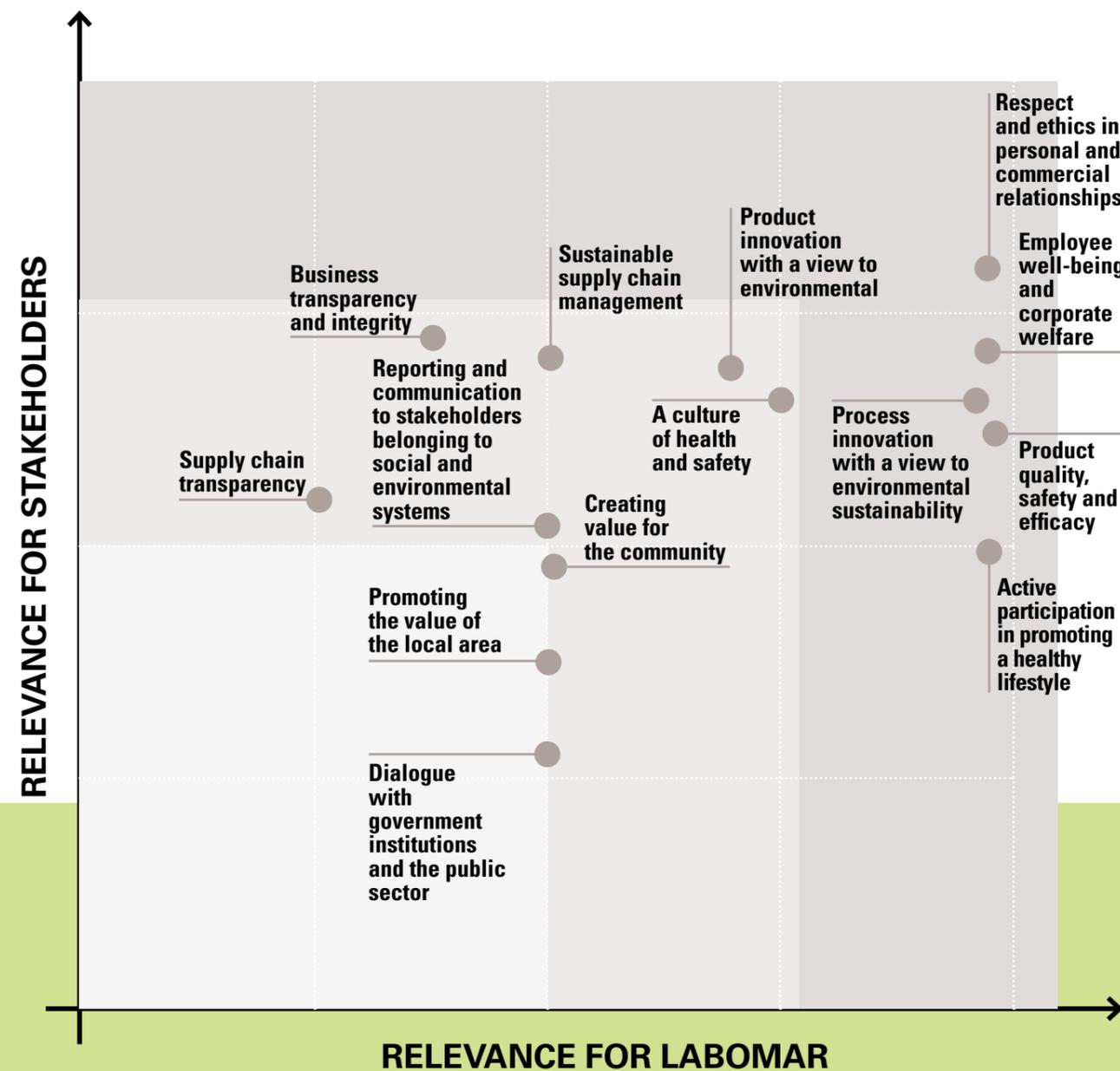


Labomar's Material Topics





The Materiality Matrix





BECIRCULAR

La sostenibilità in Labomar

BeCircular is Labomar’s sustainability programme and it provides for the creation and implementation of an activity plan to achieve measurable and tangible objectives. The objective of BeCircular is to implement an ongoing business change process with annual targets that turn Labomar’s shared benefit goals into tangible actions. Creating value as a company means having a clear vision of one’s contribution towards a better environment and society. It entails a daily commitment to achieving this vision and implementing an agenda for change that consists of small but clear steps. These small steps will allow the company to achieve its goal of promoting and ensuring the well-being of people, the environment, and the local area in the long term. BeCircular demands ongoing responsibility and effort. It is not possible to become a sustainable business by simply declaring good intentions, and without seeking feedback on everyday operations. Sustainability means committing fully to corporate transformation, which requires an ability to overcome consolidated thinking styles and internal resistance to make room for new ways of improving. BeCircular is in its second year and we have learnt so much from this experience; the beacon that guided our projects was our greater awareness of the value we are generating. Thanks to the four Purposes of Common Benefit, Labomar was able to rationalise the areas of intervention of each of its projects, verifying the outcomes in relation to the targets. By setting ourselves new and ever more ambitious targets, Labomar renews its concrete and transparent commitment to help improve personal well-being and protect the environment and its organisations.

Team BeCircular





SHARED
BENEFIT
GOALS



ETHICS,
QUALITY,
EFFECTIVENESS

Quality means
doing it right
when no one
is looking

Henry Ford



“Focus on the sustainable innovation of processes to create products that are ethical, top-quality, safe and effective and that meet the needs of our clients and, consequently, our end consumers.”



Scientific research and the development of innovative patented technologies are at the very heart of Labomar’s business. Its Research and Development team works with high-quality raw materials and innovative formulations on a daily basis and produces thorough regulatory documentation. Labomar works closely with our clients on all new projects, guiding them from conception to manufacture and delivering innovative ideas and patented technologies. Labomar’s manufacturing plants are equipped with cutting-edge technologies and offer a wide range of packaging options. We closely monitor the quality of our products and processes throughout the project, from the preparation of the raw materials to delivery of the finished product, in accordance with Good Manufacturing Practices (GMPs). Every end product is the result of a highly rigorous process and the commitment of a team of qualified professionals who are passionate about what they do.

Every product that leaves the Labomar premises complies with the highest quality, safety and efficacy standards.

The new products and technologies developed by Labomar in 2021 were the result of extensive analysis of the market and the potential needs of end consumers.

Labomar’s keywords for 2021 were:

- Focus on the research and development of raw materials and ingredients for our supply chain;
- Attention on the impact our products have on the environment;
- Increased optimisation to reduce waste and use of resources;
- Enhancement of the company’s intellectual property.

The R&D team worked closely with all the company’s departments and assisted the clients in the design of their new products.

DESCRIPTION	AS OF 31/12/2021	2022 TARGETS
Intellectual property (patents, clinical trials)	50	Develop at least one new intellectual property
Publications	18	At least one new scientific publication



COMMITMENT, TRANSPARENCY, THE ENVIRONMENT

*“If we heal
the Earth,
we heal
ourselves*

David Orr

“A concrete and transparent commitment to protecting the environment by monitoring our impact, introducing beneficial company practices, selecting safe and sustainable raw materials and looking to form valuable partnerships with customers and suppliers.”



ENVIRONMENT PROGRAMME

Protecting the environment means respecting the delicate balance of its ecosystems, making a concrete and ongoing commitment to improving the well-being of the people who inhabit that ecosystem. Climate change and the over-exploitation of our planet’s resources pose a threat for Europe and the world as a whole. In 2019 the European Commission launched its European Green Deal, a new growth strategy aimed at tackling the challenges of climate change to ensure ecological transition and achieve net zero emissions of greenhouse gases by 2050. Labomar has decided to do its part and has drawn up an Environment programme, a long-term project whose first step is to monitor and measure its environmental impact. This will help the company identify potential critical issues in its use of resources and plan the necessary actions using the Life Cycle Thinking approach. In 2021 Labomar put a series of initiatives into practice to measure and transparently communicate the environmental impact of its activities in order to identify any critical areas and decide on the actions to take to improve performance. Activities fall into three areas of analysis: organisation, production and the supply chain.

1. Environmental Management Project

2. Sustainable Packaging Project

3. Sustainable Supply Project

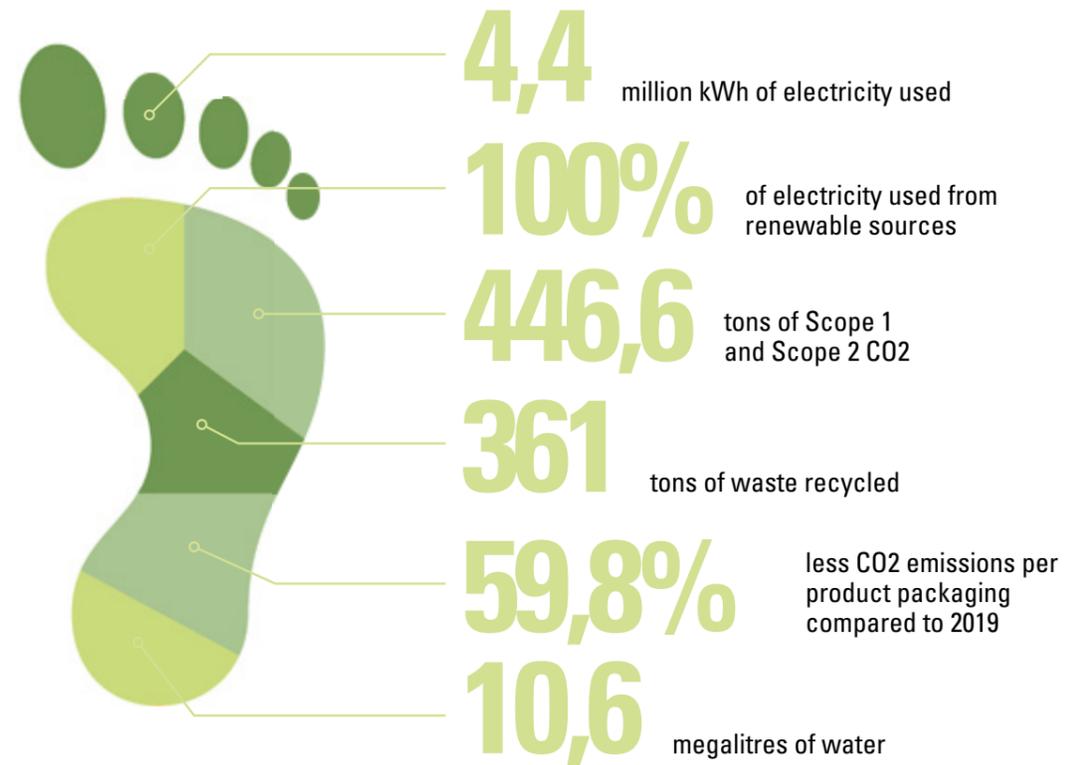
4. Zero Waste Project



1. Environmental Management Programme

This project focuses on the company’s environmental impact, including its production processes, and adopts a Life Cycle Thinking approach. The aim of this process is to implement an environmental management system with third-party certification. In 2021, thanks in part to the B Corp project, the company introduced activities to create indicators to monitor its environmental impact. This process enabled it first and foremost to measure its impact and verify critical issues regarding its environmental impact, defining action areas and reduction targets. It also sent out a strong message of the change that is underway, by transitioning to 100% electricity from renewable sources. This lays the foundations for the company’s sustainable development. The aim now is to set up a system that monitors impact, measures the results and communicates them. The final step will be to define a process by which it can continuously improve the efficiency of its business processes and, thus, reduce its environmental impact.

Labomar’s 2021 environment impact is...



LABOMAR’S 2020 ENVIRONMENT IMPACT IS (comparison)

3.8 million kWh of electricity used	372 tons of waste recycled
22% of electricity used from renewable sources	+0.7% of CO ₂ emissions per product packaging compared to 2019
1,170 tons of Scope 1 and Scope 2 CO ₂	11 megalitres of water

The results of the data mapping are given in the table below. The data were calculated from the consumption figures and the information gathered at the company’s production facilities in Istrana (TV), using conversion coefficients available in literature. There was an increase in the consumption and waste of some of the entries compared to the previous year; this is mainly due to the increase in the company’s production and turnover. In 2021 the company tried to map its processes and consumption as clearly as possible to obtain a clear indicator of its environmental performance net of the effects of variations in production. As regards CO₂, indirect emissions (Scope 2) fell dramatically in 2021 due to the use of electricity from renewable sources.

	Total energy used by company, electricity + gas (MJ)	2020: 19.467.320 2021: 23.062.027
ENERGY	Energy from renewable sources used (MJ)	2020: 4.331.347 2021: 15.864.156
	Total energy used (MJ) in relation to the number of pieces produced	2020: 0,5951 2021: 0,7023
WATER	Total water consumption in megalitres *	2020: 11 2021: 10,6
	generated	2020: 1426 2021: 1322
TOTAL WASTE (t)	recycled	2020: 372 2021: 361
	generated	2020: 4,9 2021: 8,4
HAZARDOUS WASTE (t)	recycled	2020: 0,012 2021: 0,011
	generated	2020: 1421 2021: 1314
NON-HAZARDOUS WASTE (t)	recycled	2020: 372 2021: 361
	direct emissions of GHG (Scope 1) in tons of CO ₂ eq. **	2020: 386,4 2021: 433,4
CO ₂	indirect emissions of GHG (Scope 2) in tons of CO ₂ eq. **	2020: 721 2021: 13,2
	rate of intensity of GHG emissions ***	2020: 18 2021: 6,7

* Estimates made using the information available when drawing up this Report; data may change upon receipt of supplier’s final data.
 ** Data are not certified and may be subject to review due to conversion factors.
 *** Calculated using the formula: scope1 + scope2 / turnover.
 The CO₂ emission figure for the year 2020 has been recalculated with updated metrics and coefficients and aligned with the figure for the year 2021.



2022 TARGETS

- Continue monitoring sustainability parameters and metrics relating to the environment
- Assess critical areas relating to environmental impact
- Assess trend of indicators used in order to identify measures to take to improve performance
- Continue using 100% electricity from renewable sources



2. Sustainable Packaging Project

The Sustainable Packaging Project reflects Labomar’s commitment to reducing the environmental impact of its product packaging. The project has a dual purpose: on the one hand, it is an opportunity for Labomar to develop expertise and knowledge about the emerging green economy and, on the other, it heightens awareness of environmental issues throughout the supply and production chain.

As part of this project, Labomar organised an in-house training course in 2020 to grow its knowledge about sustainable packaging and introduce the Life Cycle Thinking approach. It decided to innovate its primary, secondary and tertiary packaging with more eco-friendly solutions, following three sustainability-based guidelines: Life Cycle Thinking, sustainable design and the bio-based economy. In 2021 the company began developing a model to assess the sustainability of packaging during the design stage. Aspects such as how recyclable and sustainable a material is must be taken into account as early as the product design stage. As a tangible step in this direction, in 2021, Labomar replaced the plastic film it used to wrap its pallets with a film which has the same features but weighs less, thus reducing the volume of plastic. Furthermore, thanks to a carbon footprint project the supplier was part of, the company was able to calculate the amount of CO2 offset for the amount of plastic film purchased by Labomar.

The objective for 2022 will be to decide in which product ranges the current packaging can be replaced by more sustainable materials. One of the options for primary packaging is R-PET or bio-based plastic, which both have a smaller environmental impact. This project will involve primarily the R&D and packaging teams who will assess the best solutions as regards both product quality and safety and sustainability.

As far as secondary packaging is concerned, the aim will be to purchase more FSC-certified boxes. Some of the secondary packaging targets Labomar had set itself for 2021 were not reached and had to be revised due to the global situation which has had a dramatic impact on the supply chain and paper procurement. Changes in the market brought about by the pandemic and its general tendency to replace plastic with paper where possible, have meant the company has had to revise some of its previous decisions to ensure business continuity for its clients.

Labomar’s objective for 2022 is to launch projects and establish strategic partnerships with suppliers to bring it closer to its sustainable packaging goals.

DESCRIPTION	2021	2022 TARGETS
Use of plastic: stretch film for wrapping pallets	4,5 tons of CO2 offset from using 2.15 tons of film	Continue monitoring this metric
Secondary packaging: percentage of FSC-certified boxes purchased	1% FSC-certified boxes	3% FSC-certified boxes
Tertiary packaging: average percentage of corrugated cardboard containing recycled paper	70% - 90%	Continue



3. Sustainable Supply Project

The supply chain is central to developing sustainable products. The first step is to choose suppliers who share the same values as Labomar and are sensitive to the issue of sustainability. To generate actual value, Labomar intends to involve its partners and, primarily, its suppliers; to achieve this, Labomar has added sustainable parameters and objectives to its purchasing policy. In particular, in 2021 it set up a sustainable supplier appraisal system whereby each supplier is ranked by a risk coefficient based on a score of ethical, social and environmental criteria. The output of this analysis was a questionnaire, which was sent to a number of suppliers to collect a range of additional information relating to their sustainable practices. The questionnaire allowed Labomar to directly involve its suppliers in its sustainability project. More data will be collected and processed throughout 2022, thus identifying the most critical areas of the supply chain from a sustainability point of view, so Labomar can plan future actions to improve its impact.

DESCRIPTION	2020	2021	2022 TARGETS
Percentage of new suppliers assessed using sustainable criteria (ethical, social and environmental parameters)	100%	100%	100%
Total percentage of suppliers assessed using sustainable criteria (ethical, social and environmental parameters)	50%	94%	100%
Percentage of suppliers assessed who adhered to the Code of Conduct	20%	21%	30%
Percentage of suppliers assessed who answered the Labomar sustainability questionnaire	Sustainability questionnaire distributed	22%	27%
Percentage of purchases from local suppliers, within 80 km of Labomar head office	Metric not monitored	Monitoring of metric began	5%

4. Zero Waste Project

The Zero Waste project came into effect in 2021 and its main aim was to monitor and measure waste within the company, while defining specific actions and strategies for improvement. Many measures were taken to reduce environmental impact, produce less waste and lead a more sustainable existence. One such measure saw us team up with one of Italy's leading waste collection and management companies to place numerous customised containers in the Labomar offices, refreshment areas and production departments to separate waste.

The Zero Waste Project is testimony of a concrete and transparent commitment to making socially and environmentally responsible choices to help make the world a better place. Labomar goal for 2022 will be to monitor the commitments and objectives of our Zero Waste Policy closely, adopting key indicators and putting the necessary actions into practice to support and improve our performance. The measures taken to optimise waste and our sustainable purchases are listed below:

SCOPE OF REDUCTION	2021 ACTIONS	2022 TARGETS
Separate waste collection	Containers for separate waste collection installed	Continue
	150 hours of employee training	
Plastic used to provide free water to employees	Approx. 347 kg more plastic saved than 2020, thanks to reduced use of cups, bottles and bottled water in coolers which corresponds to a plastic reduction of around 64%	Further reduction of 20% on 2021 result
Paper in offices	FSC-certified paper	Continue
	Approx. 4600 kg of recycled fibre paper purchased	
Travel	4 electric company cars 3 charging stations installed on company property	Monitor CO2 emitted by electric cars when on company business



**WELL-BEING,
THE COMMUNITY,
RESPECT**

*“If ants work together,
they can move
an elephant*

Proverb



“Guarantee the well-being of our workers, their families and the community, supporting projects that encourage professional growth, the awareness and promotion of healthy lifestyles and the principles of respect and diversity.”

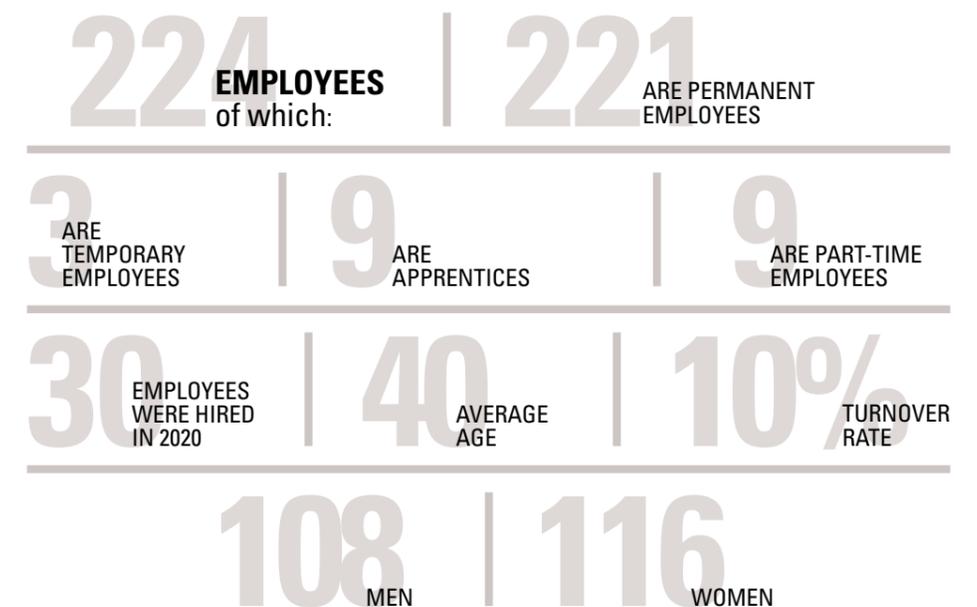


LABOMAR PEOPLE

Labomar sees well-being as a mission involving all its stakeholders. People and their well-being have always been central to its products, its relations with its clients, its production and organisational processes and the relationships that go beyond company walls and into the homes of the families of the Labomar workforce and the local community, which Labomar has always had close ties with. The People programme is Labomar’s response to its third purpose of common benefit as a benefit corporation. It is a series of activities rooted in the Company’s history and culture which, in the pursuit of continuous improvement, have been developed to include personal development. Its aim is to foster the professional growth of the people who work at Labomar and consists of the following projects:

- | | |
|-----------------------------------|---|
| 1. Grow at Labomar Project | 4. Diversity and Inclusion Project |
| 2. Well-Being Project | 5. Health and Safety Project |
| 3. BeLabomar Project | |

Labomar employees:





The tables below give information about Labomar employees according to the indicators monitored. An employee is defined as an individual who has a working relationship with an organisation. The data in the tables show the total number of employees at the end of the reporting period (2021).

PROFESSIONAL CATEGORIES 2021:

CATEGORY	MEN	WOMAN	TOTAL
manual workers	63	68	131
office staff	30	38	68
middle managers	10	3	13
executive managers	2	1	3
apprentices	3	6	9
TOTAL	108	116	224

TYPE OF EMPLOYMENT 2021:

TYPE OF EMPLOYMENT	MEN	WOMAN	TOTAL
full time	108	107	215
part time	0	9	9
TOTAL	108	116	224

EMPLOYMENT CONTRACTS 2021:

EMPLOYMENT CONTRACT	MEN	WOMAN	TOTAL
permanent	105	116	221
temporary	3	0	3
TOTAL	108	116	224

Labomar new hires and terminations in 2021:

AGE RANGE	NEW HIRES		
	MEN	WOMAN	TOTAL
< 24	0	2	2
25 - 29	2	5	7
30 - 50	13	7	20
> 50	1	0	1
TOTAL	16	14	30

AGE RANGE	TERMINATIONS		
	MEN	WOMAN	TOTAL
< 24	0	0	0
25 - 29	0	4	4
30 - 50	9	5	14
> 50	4	1	5
TOTAL	13	10	23





1. 'Grow at Labomar' Project

Labomar supports the growth, development and continuous enhancement of its employees' skills. It recognises the great strategic value of its people and seeks to foster a sense of belonging and motivation in all those who work in the company. Providing professional development plans and organising training opportunities to improve a person's skills is key to increasing well-being, a sense of belonging to the Labomar team and productivity.

Training and skills development are the cornerstones of a person's professional growth, a process that helps them achieve their potential, identifying their strengths and motivations. The aim is to transform the workplace into a place where everyone can realise their full potential and be seen as a person with their own unique qualities.

The aim of the 'Grow at Labomar' Project is to improve the quality of the company's training programmes and provide highly personalised career plans to help employees grow professionally within the Company. The objective for 2022 will be to set up a performance management system for all members of staff and improve feedback management. Some of the 2021 targets set in 2020 were not reached, as many courses focusing on transferable skills were held online and registers were not kept. Greater attention will be paid to this aspect in 2022 to ensure proper monitoring of these metrics. In 2021 only the training courses held for employees under the company's direct control were included in this Report and not those of our temporary workers. This led to the scaling down of the target compared to that set out in the previous Report. The objective for 2022 will be to divide training into three macro areas: skills-based professional and technical training, cross-disciplinary training (cyber and IT security, corporate values, sustainability and environmental education, etc...) and personal skills training (language courses, public speaking and coaching). There was a 3% increase in the workforce compared to 2020.

Type of training:

DESCRIPTION	2020	2021	2022 TARGETS
Total hours of training	9511	6243*	5% increase on 2021
Percentage of employees who took part in skills-based training courses	77,2%	74,5%*	78%

**The 2021 data refer to Labomar employees, namely those with a working relationship with the company.*

Average hours of training at Labomar in 2021:

CATEGORY	TOTAL	MEN	WOMAN
manual workers	16,8	19,2	14,5
office staff	16	19,9	13,2
middle managers	10,3	10,2	11
executive managers	8,3	7,4	13
apprentices	62,1	19,5	83,5
TOTAL	18,2	18,1	18,3

**The 2021 data refer to Labomar employees, namely those with a working relationship with the company.*





2. 'Labomar Well-Being' Project

Well-being within the company is created through the cooperation and active participation of all those involved in the business, working together to achieve continuous personal and collective improvement. The Well-Being Project focuses on issues regarding health and safety, corporate welfare and wellness.

Labomar has always supported the promotion and awareness of a healthy lifestyle, a natural extension of its corporate philosophy. Nutrition, exercise and healthy habits fall within the remit of the LABOFIT project, which provides Labomar employees and the community as a whole with sports facilities, training programmes and dietary advice, combining exercise with healthy eating. In 2021 every employee was given a wellness information sheet to help them improve their posture and well-being. The Labomar Channel also publishes content about health, well-being and nutritional advice on a regular basis. Due to social distancing, it was difficult for the company to expand or sometimes even run its community and sporting activities in 2021. In 2021 corporate welfare focused mainly on offering a bonus extended to all employees. To ensure a greater work balance, both full-time and part-time workers are entitled to the same company benefits.

DESCRIPTION	2020	2021	2022 TARGETS
Corporate welfare: % of employees entitled to benefits who received them	100%	100%	Continue
Professional development and growth plan	Development plan and relative metrics created	Approx. 17% of employees received a development plan	18% of employees with a specific development plan
LABOFIT (% of employees enrolled)	10%	6,8%	11%

3. 'BeLabomar' Project

Sharing values, objectives and best practices is a growth driver for everyone on the Labomar team. Our journey towards sustainability and the continued success of the business would never reach its destination if we relied on the strength of the community but didn't share this journey with those who are directly involved. The aim of the BeLabomar Project is to involve employees by sharing the Company's values and activities with them. Employees are encouraged to submit suggestions on how to improve their work and the working environment and feedback is given through in-house communication tools. BeLabomar is also the name of the house organ which is published twice yearly and the in-house Newsletter which comes out every two months; both have been published for more than three years and played a particularly important part during the challenging times of the pandemic. The project seeks to extend and improve the sharing of information, including the activities and achievements of our sustainability programme, in the new Newsletter "BeCircular" published every two months. In the first half of 2022, the BeLabomar Book, an employee handbook containing key information of interest to our employees, like the company rules and regulations, Code of Ethics etc. The program also includes an in-house system of collection and response to employees' suggestions to improve the way of working and the workplace that allows us to listen and give voice to anyone who wants to propose ideas for improvement.

2021 saw the introduction of a new digital in-house communication tool (Labomar Channel); screens were placed in different parts of the company, so information can be shared with employees on a regular basis, the aim being to improve employee engagement. Different departments helped develop this new communication channel, suggesting content to share with colleagues every month.

DESCRIPTION	2020	2021	2022 TARGETS
Suggestion system	71 ideas and suggestions submitted	87 ideas and suggestions submitted	Continue
	50% of suggestions implemented	86% of suggestions implemented	Continue
Percentage of departments which contributed content to the Labomar Channel	Launch of the Labomar Channel	40%	50%
Content published monthly on the Labomar Channel	Launch of the Labomar Channel	9 contents a month	Continue
BeLabomar Newsletter	6 Newsletters	6 Newsletters	Continue
	Calculate average % of employees who opened the Newsletters	70% of employees on average opened the Newsletter	
BeCircular Newsletter	2 publications with the BeCircular feature	6 Newsletters	Continue
	Calculate average % of employees who opened the Newsletters	61.2% of employees on average opened the Newsletter	



4. 'Diversity and Inclusion' Project

Labomar believes that diversity and inclusion are not problems that need to be dealt with but opportunities to embrace. A diverse, truly inclusive team is a lot stronger and delivers better results than a less varied one. Furthermore, when adopting a proactive approach to a person's qualities and well-being, it is important to remember that well-being is not the same for everyone. The aim of the "Diversity and Inclusion" Project is to monitor metrics regarding these issues. As a result, Labomar has decided to compile and publish information regarding diversity and inclusion in this Report.

2021 Summary



Division of employees by gender in the different age ranges:

AGE RANGE	% MEN	% WOMEN
< 24	50%	50%
25 - 29	42%	58%
30 - 50	49%	51%
> 50	49%	51%
TOTAL	48%	52%

Division of employees by category in the different age ranges:

AGE RANGE	% manual workers	% office staff	% apprentices	% executive managers	% middle managers
< 24	66%	17%	17%	0%	0%
25 - 29	50%	21%	29%	0%	0%
30 - 50	56%	35%	1%	1%	7%
> 50	71%	22%	0%	2%	5%
TOTAL	59%	30%	4%	1%	6%





5. Health and Safety

Labomar believes that safety and its assurance are key to the success of the company and to protecting its workers. The issue of health and safety is therefore not limited to delivering reliable products but extends to promoting health and safety in all its factories. Compliance with legislation and agreements on the health and safety of workers is a top priority for Labomar, as it considers the health of its workers an integral part of the overall management of the organisation. Labomar strives to encourage the involvement, cooperation and collaboration of all company staff in matters regarding health and safety in the workplace. This commitment results in the organised management of health and safety matters, whose goal is twofold: to respond positively and concretely to the needs of everyone involved in its business and make its premises safe for all its employees and partners. The company has drawn up a Health and Safety Policy containing guidelines to achieve this.

Labomar has also carried out an analysis of the possible risks for its workers and has taken the necessary steps to prevent, reduce and, wherever possible, remove these risks: from the proper handling of chemicals and management of its processes to the correct operation, maintenance and control of its systems. When required, the company is assisted by external experts who perform instrumental tests to assess, for example, noise level or chemical risk.

Once the risks have been identified, they are given a rating and this enables the company to determine the level of risk and prioritise the actions to take. The aim of every measure taken to prevent and protect the health and safety of its workers is to reduce and, where possible, eliminate any existing risk. The company organises general training courses on health and safety in the workplace in accordance with regulations currently in force for all its staff, especially its new employees.

Work-related accidents of employees and temporary staff

DESCRIPTION	2021	2022 TARGET
Incident rate of non-travel-related accidents *	2,9	<ul style="list-style-type: none"> Extend the calculation by separating it by gender Monitor the trend
Incident rate including travel-related accidents *	3,8	

*(No. of work-related accidents / No. of hours worked) x 200,000





BEAUTY, CULTURE AND SOCIETY THE LOCAL AREA

*“What brings
no benefit
to the hive,
brings none
to the bee*

Marcus Aurelius

“Promote a culture of beauty, support cultural and social projects and create value in the local area.”



LOCAL COMMUNITY: THE LOCAL LOVE PROGRAMME

Labomar has always actively contributed to the growth of its local community by making donations and supporting cultural, social and sporting associations in the area. Its numerous sponsorships and attendance of events, round tables and business-related initiatives have enabled the company to create an extensive network of invaluable corporate relations. Labomar’s Local Love project is testimony of the bond it has with the area it was born and ‘raised’ in. Labomar considers itself a member of the community of Istrana and, as such, has always taken part in events and entered into partnerships with some of the most important players in the area. It actively seeks to build relationships with associations, non-profit organisations, schools and institutions and is passionate about what it does. As a benefit corporation, Labomar wanted to give the Local Love project a long-term, well-defined and measurable purpose and objective to generate value. In 2021 Labomar set up GAS, a Corporate Solidarity Buying Conglomerate, partnering with a local cooperative which grows and sells organic fruit and vegetables. Unfortunately this project did not have the success the company had hoped for in 2021, possibly because the products on offer are easy to source locally and sometimes grown by the employees themselves in their vegetable gardens.

2021 PROJECTS TO GENERATE VALUE

1. Treviso Creativity Week	8. Nevegal
2. Istrana Landscape Redevelopment Project	9. Amore Charity
3. ASD Trevisatletica	10. Team for Children Onlus
4. Comisso Award	11. Universo Treviso Basket
5. Walking for Life	12. Master’s Degree in Applied Phytotherapy
6. Sustainable Istrana	13. Treedom Project
7. Christmas Hampers	14. Local events



1. TREVISO CREATIVITY WEEK

Innovation Future School is an association which seeks to involve young people, companies and institutions in a series of local events and activities to foster a close bond between the area and the people who live there. Through Treviso Creativity Week (TCW), it involves a very diverse public (young people, families, organisations, institutions and businesses), encouraging discussion of issues such as sustainability and awarding prizes for the most interesting entrepreneurial ideas in the local area, attracting students the length and breadth of Italy who take part in educational activities about diversity and creativity with the support of entrepreneurs and professionals. Labomar is one of the sponsors of the project.

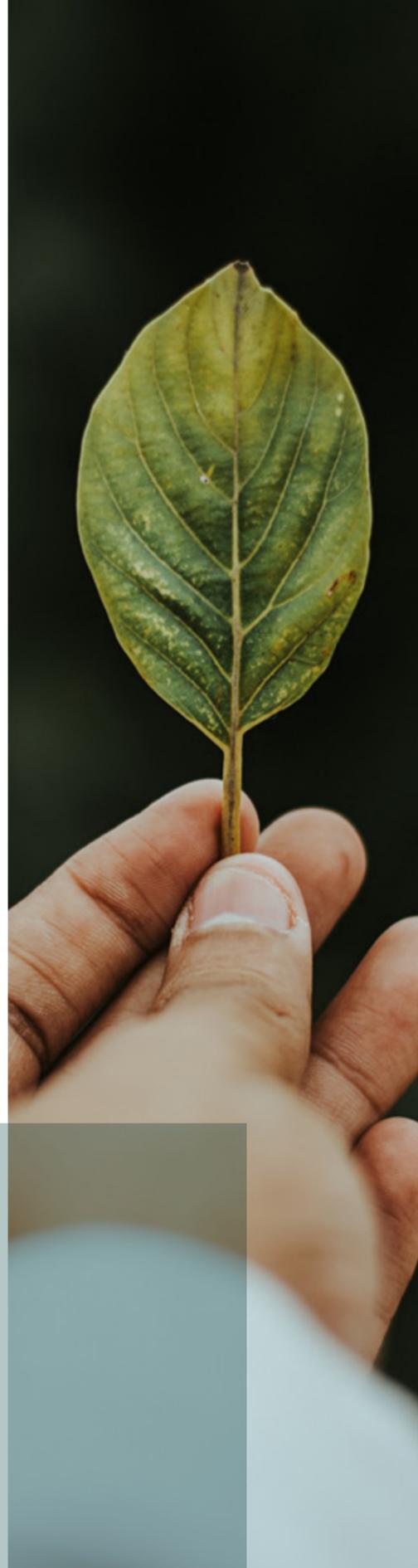
1.1. Creativity Startup

The aim of the Creativity Startup project, one of the activities of Treviso Creativity Week, is to source new ideas and solutions that can have a positive impact on sustainability and the circular economy, in line with the Sustainable Development Goals defined by the United Nations. In 2021, Labomar was instrumental in accelerating the development of new start-ups and awarding them for their innovative ideas. It decided to set up a Special Prize for the start-up with the most interesting and innovative solution or idea to enhance personal well-being, heightening its visibility on social media and in the press and improving its networking.

1.2. PensoFUTURO

At the end of 2021, Labomar was involved in a Hackathon competition, setting a challenge for high school students in the Veneto region to work together to come up with innovative ideas and solutions in response to the following question: "How can businesses contribute to the sustainable and responsible development of our region?". The objective was to raise awareness of the natural resources a sustainable business must learn to rely on for the well-being of the local community.

2021	2022 Target
Projects were given visibility and promoted on social media and in the press	Continue working with PensoFUTURO with 8 hours of meetings with Labomar's CEO and company visits
Networking support	
Treviso Creativity Week sponsorship worth €5,000	



2. ISTRANA LANDSCAPE REDEVELOPMENT PROJECT

Throughout 2021, Labomar helped redevelop 5,000 m2 of land in the Municipality of Istrana to enhance the landscape and its social purpose. The land will be donated to the Municipality of Istrana, which will be responsible for managing it in the future. The first part of the project was completed:

- Mature plants pruned, wood chipped and bushes removed;
- Existing fence removed and area tidied;
- Native and medicinal plants planted.

2021	2022 Target
14 new native trees planted	Maintain the area so the local community can use it
Donation of €6.800	

3. ASD TREVISATLETICA

Trevisatletica is an amateur sports club with around 250 members, including 18 athletes with disabilities aged between 15 and 35. Labomar decided to support the club, making a donation to build a small gym so members can complement their track training with other exercises. The work is scheduled to be completed by April 2022. Labomar's donation will be € 7,300.

2021	2022 Target
Inizio collaborazione con l'associazione	Donation of 7.300 €

4. COMISSO AWARD

The Giovanni Comisso literary award was established in Treviso in 1979 and is one of the most prominent literary prizes in Italy. It is awarded every year to a work of Italian fiction and a biography (including international works). One of the aims of this award, organised by the association 'The Friends of Giovanni Comisso', is to give visibility to up-and-coming Veneto authors. Numerous cultural events are held both in person and online to celebrate the Award. The first edition of the photographic and video competition "The landscapes of Comisso" is scheduled for 2022. Labomar will continue lending its support in 2022, as it shares the hope of 'The Friends of Giovanni Comisso' for it to become an integral part of the local social fabric, promoting opportunities for social, productive and cultural growth both locally and further afield.

2021	2022 Target
Donation of 1.500 €	Continue support



5. WALKING FOR LIFE

Walking for Life (Camminare per la Vita) is an event organised by ‘Sciare per la Vita OdV’, an association founded by Deborah Compagnoni, and has more than 150 volunteers. It takes place every year in Treviso and its goal is to promote exercise, well-being and enhancement of the local area, as well as raising awareness of others and the environment.

In 2021 3,240 people took part in the walk, raising €48,100 which was donated to a number of associations. The main beneficiary was ‘Fondazione Città della Speranza Onlus’, with the proceeds going towards a research project into the treatment of congenital diaphragmatic hernia, currently in the experimental preclinical phase. A donation of €7,500 was also made to “Il filo di Simo”, a charity based in Treviso which assists people suffering from depression and their families.

2021	2022 Target
Donation of € 3.000	Continue support



6. SUSTAINABLE ISTRANA

In 2021 Labomar organised the “Sustainable Istrana” project, coordinating the local town administration and sports clubs (football, basketball, volleyball, skating, karate, tennis).

The aim was to teach youngsters more about sustainability, with the support of Contarina, ATS (Alto Trevigiano Servizi) and Plastic Free, involving them a series of activities during summer camps run by the local municipality: separate waste collection and sustainable good practices, meetings to heighten awareness and sense of responsibility, testimonies from experts.

For this project to be a success, children, young people and their families must be continuously involved in issues that will determine their future and that of the community.

Care and respect for the environment, the importance of healthy lifestyles and behaviour, the need for every one of us to actively make changes in our lives are the main themes that were and will continue to form the basis of the annual activities of each association taking part in the project, during the winter of 2021 and throughout 2022.

Labomar offered to do the following:

- Organise regular meetings between the associations and the local administration at its headquarters;
- Create a logo that can be used by all those involved in the project;
- Organise the opening day of the project at the local sports facilities and sponsor the design and production of promotional material for the event;
- Purchase and donate water bottles with the project logo to all the children taking part to encourage less use of plastic bottles.

In 2022 Labomar will continue to encourage cooperation between the associations and involve children, young people and their families by coordinating meetings where they can learn more about sustainability, organising different programmes according to the age of the children:

- Children under 12: meetings on training days with sustainability-themed games,so they can learn as they play;
- Children over 12: meetings in the evenings to involve their families too;
- Include more associations in the project.

2021	2022 Target
770 bottles donated, worth € 4.489	Continue to support and promote the project, on the Labomar Channel and in the BeCircular Newsletter
Approx. 287 youngsters involved in learning activities	Purchase panels/roll-up banners in different materials (for indoor/outdoor use) with messages to raise awareness about sustainability



7. CHRISTMAS HAMPERS

It has always been Labomar’s mission to look after people and their well-being. By becoming a benefit corporation, Labomar’s intent to act in a responsible and transparent manner towards people, the community, the local area, organisations and associations has been heightened. In 2021 Labomar decided to give Christmas hampers to its clients and partners containing products made of Radicchio Rosso di Treviso IGP (a typical local winter product) which it purchased from a local producer who promotes biodiversity, farming his land organically and respecting the seasons and crop rotation. The hampers were prepared by ‘Fondazione Oltre il Labirinto Onlus’, an association that supports people with autism. Our objective for 2022 is to continue working with this local farmer.

8. NEVEGAL

Nevegal 2021 Srl was set up to relaunch the ski district of Nevegal, which had suffered greatly in 2021 from high maintenance costs of its slopes and ski lifts. As one of the sponsors, Labomar received 42 coupons for daily ski passes which it distributed as a benefit to its employees, so they could use them in the winter season.

2021	2022 Target
42 coupons for daily ski passes, worth € 3.660	Continue this initiative or transform it into another initiative regarding health and well-being.



9. AMORE CHARITY

Amore Charity in Nigeria helps the poor escape poverty by providing them with food, money, education and medical assistance. Labomar decided to support this charity in 2021 because one of its employees is the CEO and Founder of Amore Charity. The company collects unwanted clothes, donating them to the needy.

2021	2022 Target
Partnership with Amore Charity began	Set up a collection point where used clothes can be left for the charity.
	Monitor the amount of clothes donated
	Monitor the number of employees who take part

10. TEAM FOR CHILDREN ONLUS

Labomar encourages its employees to make donations, without any obligation, in favour of associations, non-profit charities and organisations which the employees themselves suggest and choose. These fund-raising activities are communicated through the company’s channels, namely the BeLabomar newsletter and the Labomar Channel. In 2021, all proceeds went to Team for Children Onlus, a private charity which works with Paediatric Oncohematology doctors at Padova Hospital and provides educational material, purchases electromedical equipment, pays for oncologists’ contracts and supports the families of ill children both psychologically and financially.

Labomar’s objective for 2022 is to continue encouraging its employees to suggest charities. In this way everyone in the company can learn more about what they do, so not only can they donate to them but they can also receive support should they find themselves in need.

2021	2022 Target
Donation of €1,061 to Team for Children Onlus	Continue encouraging employees to suggest and promote charities and monitor the amount donated
	Start communication about the work of the individual charities in the area



11. UNIVERSO TREVISO BASKET SRL

Labomar supplied the basketball team with products to enhance the performance of its players during their training and matches and support them when not on top form. In 2021, Labomar increased its contribution – of both products and donations – to help them overcome difficulties which had arisen due to the pandemic. The objective for 2022 is to continue supplying food supplements and financial aid and to resume meetings to teach people about supplements and the particular features of each product, so they can be used responsibly.

2021	2022 Target
50 different types of products donated (food supplements and surgical masks)	Continue sponsoring
1,215 products overall	

12. MASTER’S DEGREE IN APPLIED PHYTOTHERAPY – UNI. OF SIENA

Labomar has teamed up with Schwabe Pharma Italia to sponsor a three-year post master’s degree course. Schwabe Pharma Italia is the Italian branch of the German group Schwabe, world leader in the production of herbal medicines. In 2022 Labomar will host approximately 35 students for two days of educational activities in its Research & Development laboratory.



13. THE TREEDOM PROJECT

The Treedom project helps protect the environment and offset CO2. It is a web platform which allows people to plant trees all over the world, involving farmers in local communities and supporting them through this social and environmental protection project. The trees are tended to by local farmers. Labomar has pledged to plant 200 trees/year for three years.

13.1. ‘A tree for every baby’ Project

‘A tree for every baby’ is an extension of the Treedom project. Labomar has pledged to plant a tree for every child born to its employees and details of the project are shared on the Labomar Channel and in the corporate Newsletter. The company has decided to plant cocoa trees for the ‘A tree for every baby’ project. In 2021 seven trees were planted.

2021	2022 Target
200 trees in Cameroon	Maintain the 200 trees planted
	Continue the A TREE FOR EVERY BABY project

14. LOCAL EVENTS

In 2021 Labomar took part in several local initiatives and events to raise awareness of sustainability in schools, trade associations, universities and institutions in the local community. The CEO of Labomar was directly involved in these activities as a speaker.

2021	2022 Target
11 meetings where Labomar took part as a speaker	Continue and create an indicator in reference to the number of hours



Glossary and definition of Labomar's material sustainability topics

GOVERNANCE	Business transparency and integrity	Labomar's ability to grow its business with integrity, ethics, loyalty and transparency.
	Reporting and communication to stakeholders belonging to social and environmental systems	Labomar's ability to communicate and keep track of results and objectives that contribute to creation of value for society.
	Sustainable management of the supply chain	A portion of the value of each manufactured product depends on materials, components and services provided by third parties. Labomar's ability to actively manage its procurement strategies with regard to its stakeholder relationships by monitoring and qualifying its supply chain according to certain social and environmental sustainability criteria (employee health and safety, respect for human rights, respect for the environment).
	Supply chain transparency	Labomar's ability to increase the availability and communication of information regarding direct and indirect supplier compliance with environmental and social topics.
THE ENVIRONMENT	Process innovation with a view to environmental sustainability	Labomar's ability to take a proactive approach to minimising its environmental impact. Examples include energy efficiency and renewable energy, the reduction of polluting emissions and waste, and the management of water resources, waste, and wastewater.
	Product innovation with a view to environmental sustainability	Labomar's ability to adopt a "life cycle" design approach in order to reduce the environmental and social impact of its products from the design stage through to their eventual disposal.



PEOPLE	The quality, safety and efficacy of products and services	Quality has always been one of the company's inalienable values, and excellence is not a topic up for discussion or compromise. The sector itself also demands high production standards. As such, Labomar applies a strict system of measures to its value chain to eliminate the risks associated with products and/or services used by customers or end users and will continue to make improvements in this regard.
	Respect and ethics in personal and commercial relationships	Labomar's ability to dedicate time and attention to human relationships and personal dignity, regardless of considerations linked to the nature of relationships (be they contractual or otherwise) or corporate proximity (both in geographical and other terms).
	Employee well-being and corporate welfare	The promotion of interest in the personal needs of employees by implementing policies and initiatives to improve work-life balance and to improve the well-being of employees both at and away from the office.
	A culture of health and safety	Labomar's ability to promote healthy living at the company by raising internal and external awareness of the need to look after one's mental and physical health.
	Creating value for the community	Labomar's ability to promote partnerships in active social projects with local people in order to distribute value to the community.
	Promoting the value of the local area	The company's desire to promote projects that help support and develop local entities.
	Active participation in promoting a healthy lifestyle	The external promotion of healthy, balanced behaviours and habits is relevant for Labomar with regard to its stakeholder relationships.
	Relationships and dialogue with government institutions and the public sector	The company's commitment to cultivating and building constructive relationships with public bodies and institutions with a view to creating added value and sharing it with the community and stakeholders.
OTHER	SDGs	<i>Sustainable Development Goals</i> 17 interconnected goals defined by the United Nations as a blueprint for a better and more sustainable future for everyone.
	GRI	<i>Global Reporting Initiative Standard</i> sustainability reporting parameters which enable businesses to measure their impact on planet Earth in a univocal and uniform way and make it public in a format that can be understood by everyone.



GRI and SDG content index

This report was not drawn up in accordance with GRI Standards, as they were not used exhaustively throughout. However, some GRI Standards were used as a reference to report certain information. All the GRI Standards used refer to the 2016 version, except for GRI 306 which refers to the 2020 version and GRI 303 and 403 which refer to the 2018 version. The table below indicates the GRI Standards referred to in the report.

Pag	Description	GRI ID	SDGs
3	Statement from senior decision-maker	102-14	/
3	Name of the organisation	102-1	/
4-5	Description of the company's activities	102-2	/
4-5	Location of headquarters	102-3	/
5	Location of operations	102-4	/
4-5	Ownership and legal form	102-5	/
7	Vision and mission	102-16	/
9	Key impacts, risks and opportunities	102-15	/
10-11	List of stakeholder groups	102-40	/
10	Identifying and selecting stakeholders	102-42	/

Pag	Description	GRI ID	SDGs
10-11	List of material topics	102-47	/
13	Materiality matrix	103-1	/
19	First purpose of common benefit	/	 
23	Energy consumption within the organisation	302-1	   
23	Energy intensity	302-3	   
23	Water withdrawal	303-3	 
23	Direct (Scope 1) GHG emissions	305-1	    
23	Energy indirect (Scope 2) GHG emissions	305-2	    
23	GHG emissions intensity	305-4	    
23	Reduction of GHG emissions	305-5	  



Pag	Description	GRI ID	SDGs
23	Waste generated	306-3	3 GOOD HEALTH AND WELL-BEING, 6 CLEAN WATER AND SANITATION, 11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
23	Waste diverted from and directed to disposal	306-4, 306-5	3 GOOD HEALTH AND WELL-BEING, 6 CLEAN WATER AND SANITATION, 11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
25	Sustainable Packaging Project	/	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 15 LIFE ON LAND
26	Sustainable Supply Project and supplier assessment	102-9, 102-43, 308-1, 414-1	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
27	Zero Waste Project	306-2	11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 15 LIFE ON LAND
29-30	Information on employees and other workers	102-8	8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
29-31	New employee hires and employee turnover	401-1	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
32	Grow at Labomar Project	404-2	4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
33	Average hours of training per year per employee	404-1	4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
34	Labomar Well-being Project	/	3 GOOD HEALTH AND WELL-BEING
35	BE Labomar Project	/	8 DECENT WORK AND ECONOMIC GROWTH
36	Diversity and inclusion	405-1	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES

Pag	Description	GRI ID	SDGs
38	Health and Safety Project	403-1, 403-2, 403-4, 403-7, 403-8	3 GOOD HEALTH AND WELL-BEING, 8 DECENT WORK AND ECONOMIC GROWTH
39	Work-related injuries	403-9	3 GOOD HEALTH AND WELL-BEING, 8 DECENT WORK AND ECONOMIC GROWTH, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
41-49	Fourth purpose of common benefit	/	1 NO POVERTY, 2 ZERO HUNGER, 3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES, 15 LIFE ON LAND



Conclusion

This second Impact Report was made possible thanks to Labomar's teamwork and the ethical principles, quality, transparency and respect it approached this project with, despite the difficulties we all faced last year.

Our focus on health and well-being in 2021 was higher than ever and drove every decision we made. Labomar is proud of the sheer number of projects it achieved, involving its employees, stakeholders, the community and the local area and it will continue into future, as it realises that the road to sustainability is long and there is still a lot to do. Our commitment will grow and we will share it with all the companies in the Group, because only by working together can we ensure the well-being of the planet and future generations.





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