



THE PLACEMAKERS

MAKING SPACES LIVING PLACES

SUSTAINABILITY REPORT

2021



THE PLACEMAKERS

MAKING SPACES LIVING PLACES

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INNOVATION IS OUR METHOD, SUSTAINABILITY IS OUR CHOICE

LETTER TO STAKEHOLDERS

It would be easy to settle for what we already are: a company that only uses energy from 100% sustainable sources and has always believed in renewable energy sources.

More than 7000 solar panels installed on the roofs of our factories produce clean energy amounting to the entire needs of the production plants, avoiding the release into the environment of over 850 tonnes of Co2 per year.

We use recyclable raw materials and, where possible, also favour the use of materials with a recycled component. For this, we invest in research and development through the R&D department, the Design Department and our ATOMS laboratory, to find new materials that are more and more environmentally sustainable and high-performance, to improve our processes more and more.

Not only that: if innovation is our method, sustainability is our choice, right from the very beginning.

This is also stated in the philosophy on which we founded our company, '**Social design for real life**', which leads us not only on an entrepreneurial level, but also on a human level.

People have always been the focus of our attention: we create products that promote sociability and collective well-being, so that every piece of urban furniture can become a meeting place.

For this reason, we also encourage the employees of our company to make use of the outdoor spaces that we set up with training facilities for physical activity of our brand

Metalco Active.

One cannot truly speak of sociality if one does not also mention equality and respect for diversity: this is something our Board of Directors knows well and

the share of female directors has been at 50% for more than 10 years.

Observing real life we realised how much people need public places that are accessible to all, towards which they can feel a sense of belonging.

Therefore, we design our products so that people can always feel 'at home' and comfortable in their public dimension.

We strive every day to change the rules of the game, helping to make a urban furniture at the service of urbanisation that is sustainable for the environment and for people, listening to the needs of today without sacrificing the needs of tomorrow.

The Chairman of the Board of Directors

Francesco Bertino



METHODOLOGY NOTE



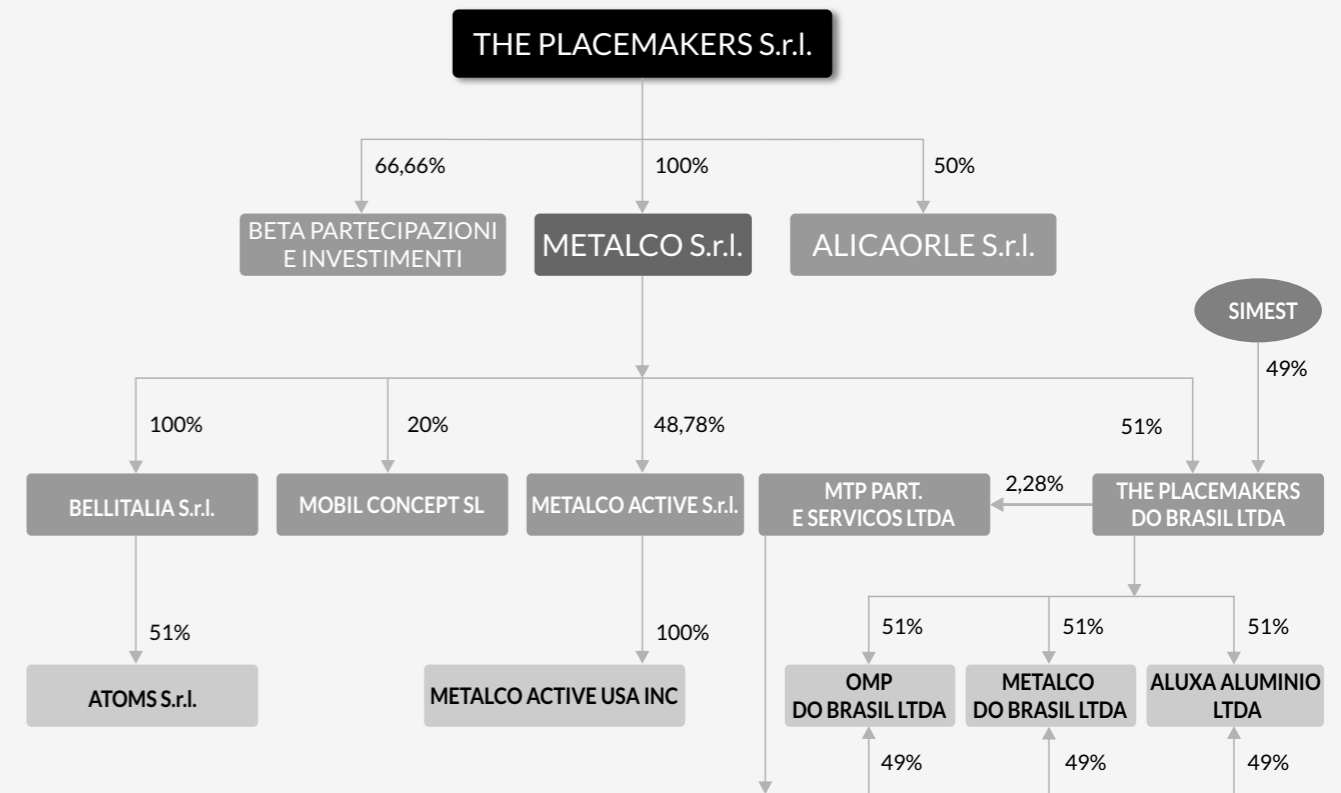
The Placemakers S.r.l. brings together different companies and brands, committed to studying emerging needs in order to anticipate future trends, producing indoor and outdoor furniture to create spaces dedicated to people, which stimulate sociality, interpersonal connection and well-being, in both urban and private contexts.



The Placemakers group includes, in addition to The Placemakers S.r.l. (a holding company), **Metalco S.r.l.**, a European leader in the production of furnishing items and public spaces such as benches, litter bins, bike racks, public transport shelters and flower boxes, combining different types of materials in its products; **Bellitalia S.r.l.**, operating in the same sector as Metalco and specialised in the manufacture of cement products; **Atoms S.r.l.**, an innovative start-up engaged in the study of new solutions to improve the performance of materials used by Bellitalia itself; **The Placemakers Do Brasil Ltda**, the holding of a group of companies under Brazilian law operating in the same sector as Metalco, as well as the company **Beta Partecipazioni e Investimenti S.r.l.** (66.66 %), a company operating in the real estate sector.



SITUATION OF THE PLACEMAKERS GROUP



This document, which is The Placemakers and its subsidiaries' first Sustainability Report with reference to the financial year ending 31 December 2021, reports on issues considered relevant to enable readers to understand the company's business, its results and its social and environmental impact.

The reporting scope of this first sustainability report includes, in addition to the parent company The Placemakers, the two largest companies engaged in the street furniture business, namely Metalco and Bellitalia.

In order to report on the Group's sustainability performance, these financial statements are drawn up in accordance with the **Global Reporting Initiative Sustainability Reporting Standards** ("GRI Standards") issued in 2016 by the **Global Reporting Initiative (GRI)**, under the "Core" option. With regard to the specific

standards **GRI 303 (Water and tributaries), GRI 306 (Waste) and GRI 403 (Occupational Health and Safety)**, the most recent version of the **GRI Standards (2018 for GRI 303 and GRI 403, 2020 for GRI 306)** is adopted.

The previous year's figures are shown for comparison purposes to facilitate the assessment of the Group's business performance.

The frequency of reporting is every two years.

Questions concerning the report or its contents can be sent to the following e-mail address:

sustainability@metalco.it
sustainability@bellitalia.net

OFFICES

The Group has two production plants in Italy covering an area of over 100,000m², of which one in Castelminio di Resana (TV) in Via della Fornace n. 44, which is the headquarter and where Metalco carries out its business, and the other in Ponte nelle Alpi (BL) Viale Cadore no. 67 where the company Bellitalia operates.

Although not the subject of reporting, the production plant is also worth mentioning located in Brazil for the Latin American market.



Metalco was founded in 1984 in Castelminio di Resana (TV) by two brilliant young entrepreneurs, **Alfredo Tasca and Claudio Bertino**.

Over the years it has taken a leading role in the street furniture sector, dealing with the design, production and marketing of design solutions, both outdoor and indoor, for public and private spaces.

The 1990s saw the birth of a number of products that would become iconic, such as the **Libre bench**, whose design is considered an Italian excellence.

In the years 2000 - 2010, the production site was equipped with precision machinery, an in-house painting plant, its own technical department and R&D division, as well as collaborations with prestigious and internationally renowned designers such as **Citterio and Pininfarina, Staubach & Kuckertz and Marc Aurel**.

The high quality standards of its products and the focus on material innovation has led to the expansion of its offer and commercial development also abroad, where about 40% of its turnover is currently produced.

The entry of the second generation into the company has contributed to the development of a new business model implemented on the concept of public space furnishing, which has established the Group's leadership at national and European level.

Growth accelerated with the establishment of **Metalco do Brasil in 2014**, with the aim of presiding over the Brazilian market, and the conclusion of two strategic acquisitions: in **2017**, the purchase of the 'urban furnishing' business unit of competitor **City Design S.p.A.**,

and in **January 2018**, the acquisition of the company **Bellitalia S.r.l.**, based in Ponte nelle Alpi (BL), a leader in the production of concrete and marble stone products.

Thanks to these operations, the Group, whose holding company has since been renamed **The Placemakers** - literally 'those who make places', is now offering the market the world's widest range of materials and products for urban and public space furnishing.

OUR HISTORY

1980s

The meeting of two young entrepreneurs in 1984 gave rise to Metalco: a small production of street furniture with an innovative design and bold colours.

The 1990s

The 1990s iconic products such as Libre were born, whose design is considered an Italian excellence.

2000s

The new sales and production facility is equipped with precision machinery, an in-house painting plant, its own technical department and R&D division.

Years 2005-2010

Collaborations with prestigious and internationally renowned designers such as Citterio and Pininfarina, Staubach & Kuckertz, Marc Aurel.

Years 2010-2015

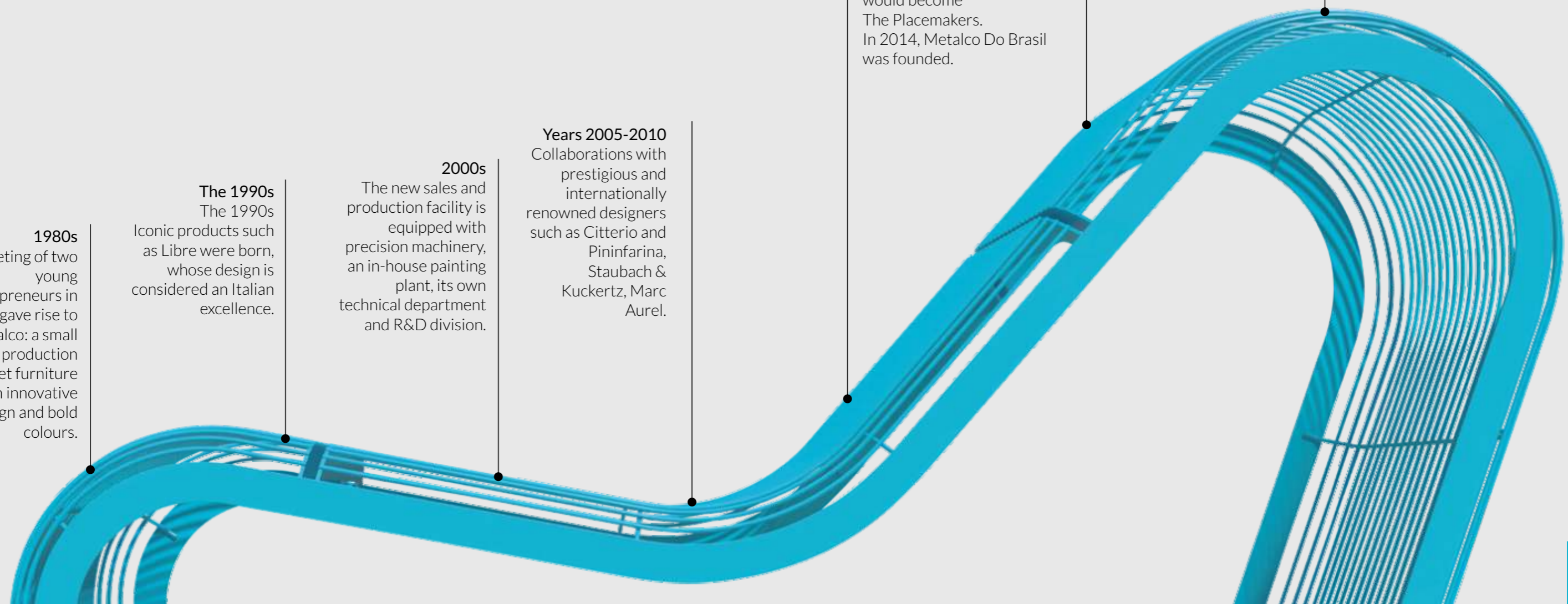
With the second generation of entrepreneurs joining the company, Metalco Group was born, the first nucleus of what would become The Placemakers. In 2014, Metalco Do Brasil was founded.

Years 2015 - 2020

In 2017, the acquisition of the 'street furniture' business unit of competitor City Design S.p.A. and in January 2018, the acquisition of Bellitalia S.r.l.

The Placemakers today 2021

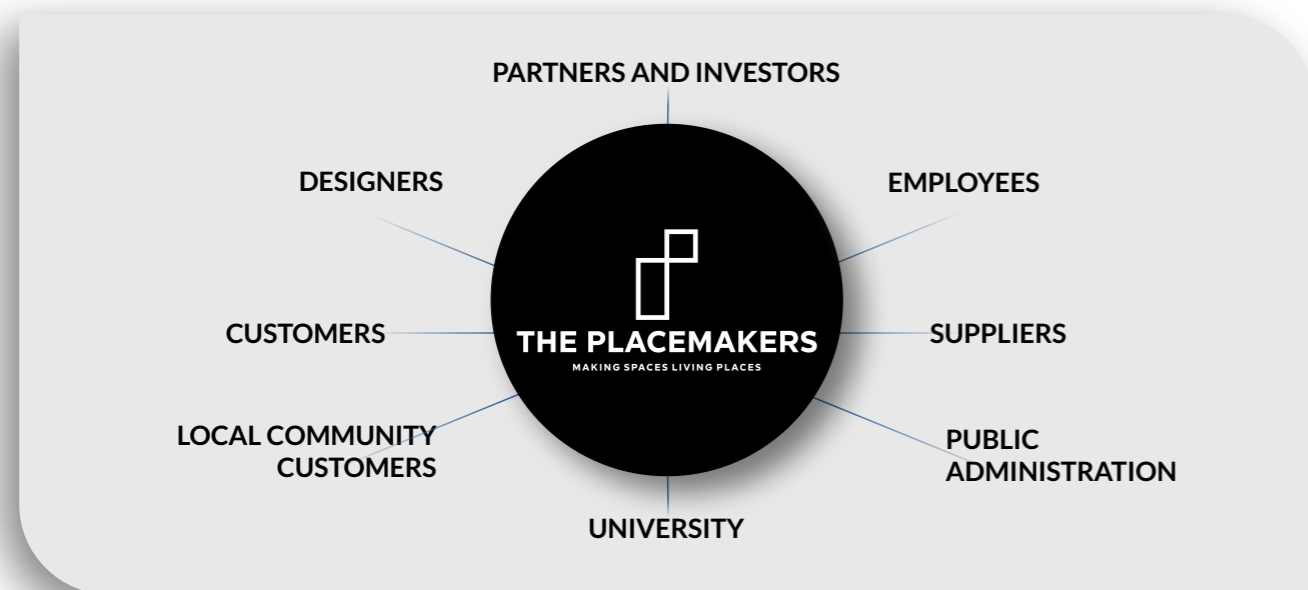
The Placemakers is a solid, structured, future-oriented and growth-oriented company, with a management perspective based on the constant search for process improvement in the style of **social design for real life**.



SUSTAINABILITY OBJECTIVE: IDENTIFICATION STAKEHOLDERS AND MATERIALITY MATRIX

Leaving future generations the same amount of resources that previous generations had, to guarantee them an adequate standard of living and opportunity, is an objective as ambitious as it is inalienable, but above all a duty of all. Sustainable is considered everything that does not impact the environment and the amount of resources available; for the Group, taking care of the sustainability of its business is an essential driver for sustainable development. The Group pursues the objective of mitigating the consequences for the environment of placing its products on the market, paying

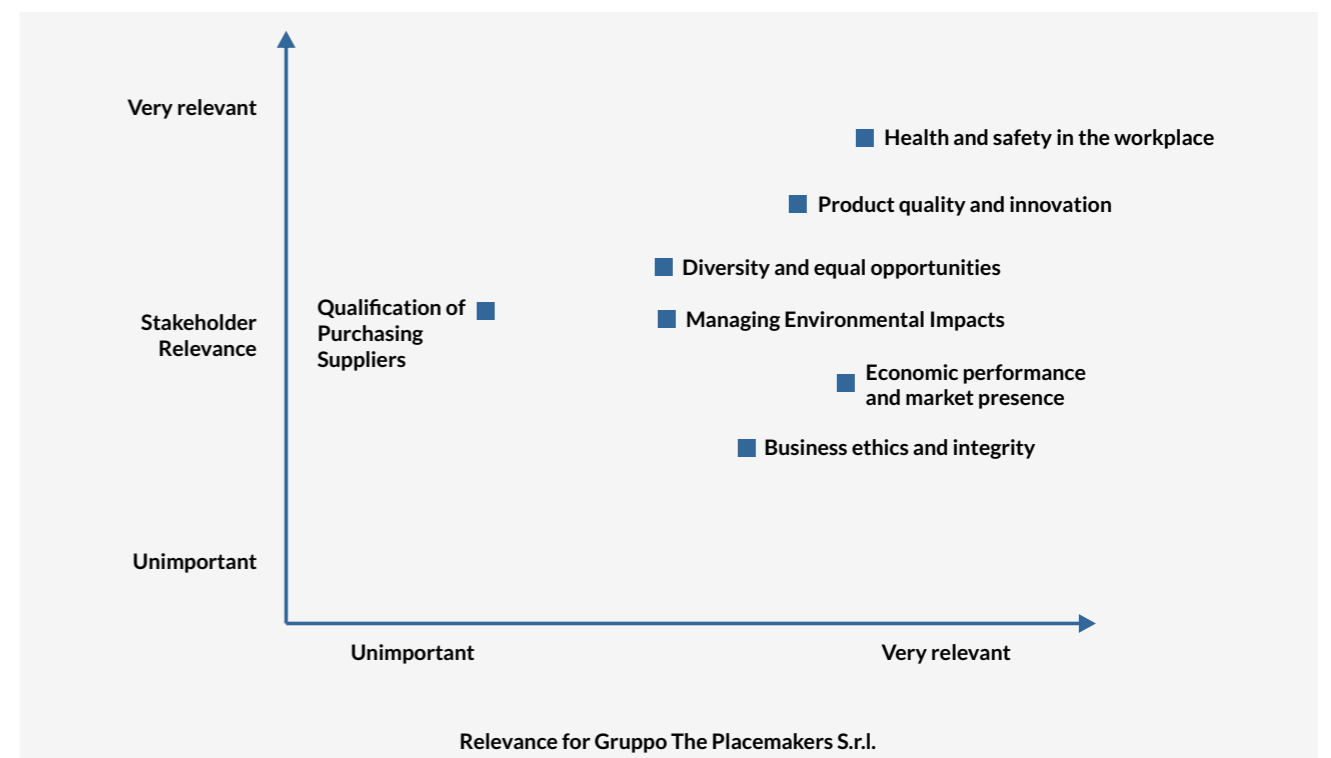
attention to the way raw materials are sourced and processed and with a preference to renewable energy sources. The sustainability journey undertaken by The Placemakers Group can only begin by identifying the categories of stakeholders that most influence or are influenced by the Group's activities. The stakeholders, identified on the basis of business activities, the value chain and the network of relations existing around the Group, are listed below together with the ways in which they are involved:



STAKEHOLDER CATEGORIES	MAIN CHANNELS OF INVOLVEMENT
PARTNERS AND INVESTORS	SHAREHOLDER'S MEETING - ANNUAL BALANCE SHEET
EMPLOYEES	COMPANY MEETINGS - DIRECT COMMUNICATIONS
SUPPLIERS	DIRECT CONTACTS - WEBSITE
PUBLIC ADMINISTRATION	DOCUMENT EXCHANGES
UNIVERSITY	CONVENTIONS - COLLABORATIONS FOR PROJECTS
LOCAL COMMUNITY	DONATIONS AND GIFTS - SPONSORSHIPS
CUSTOMERS	WEBSITE - MEETINGS - EVENTS AND TRADE FAIRS
DESIGNERS	COLLABORATION ON NEW PRODUCT DESIGN

Once the Group's stakeholders have been defined, the next step is the materiality analysis, aimed at identifying the material issues on which to focus reporting. The materiality analysis, carried out in accordance with the requirements of the GRI Sustainability Reporting Standards, allows the identification of the most relevant issues for The Placemakers Group, considering both the environmental, social and governance impacts on the Group (internal relevance) and the

extent to which these influence stakeholder decisions (external relevance). The materiality analysis is carried out both on the basis of a survey of the Group's competitors and on the basis of internal comparison and sharing. The overall result of the materiality analysis is given by The Placemakers' materiality matrix, which prioritises material topics on the basis of their internal relevance (x-axis) and their external relevance (y-axis).



LIABILITY ECONOMIC AND GOVERNANCE

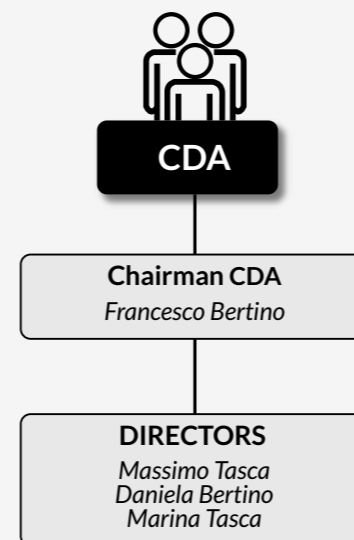
The ordinary and extraordinary management of the company lies exclusively with the Board of Directors appointed by the Shareholders' Meeting.

In addition, for the areas of safety and environment, there are formal delegations to designated functions.

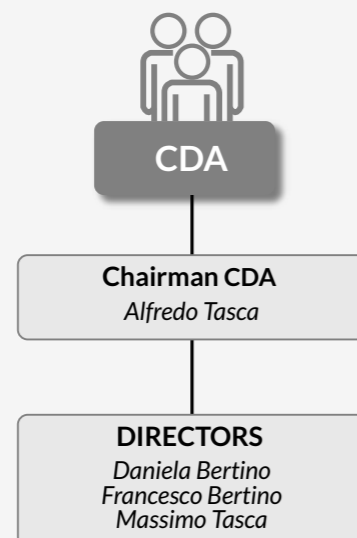
The Parent Company's Board of Directors consists of four members, including the Chairman of the Board of Directors and a Managing Director, aged between thirty and fifty and equally divided with regard to gender (two male and two female members).

The Group is subject to statutory audit; in particular, as of the 2019 financial year, The Placemakers and Metalco have been audited by the auditing firm Pricewaterhousecoopers S.p.A. The Bellitalia Company has appointed a sole auditor (to be replaced by Pricewaterhousecoopers S.p.A. as of the financial year 2022).

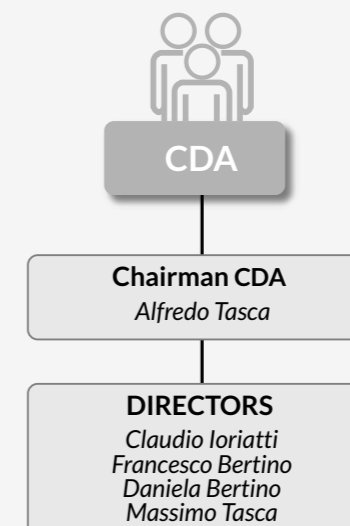
ORGANIGRAM GOVERNANCE THE PLACEMAKERS 2021



ORGANIGRAM GOVERNANCE METALCO 2021



ORGANIGRAM GOVERNANCE BELLITALIA 2021



231 MANAGEMENT MODEL AND CODE OF ETHICS



Although the adoption of Model 231 and a Code of Ethics is not mandatory, the Group, sensitive to the need to ensure conditions of fairness, transparency and respect for legality in the conduct of its business and activities, has decided to proceed with their adoption and implementation.

In particular, the adoption by The Placemakers and Metalco is long-standing (an update of both the Model 231 and the Code of Ethics is scheduled for 2022), while for Bellitalia the adoption of both the Model and the Code of Ethics is scheduled for 2022.

Model 231 is designed to assess the risks of offences to which the company is exposed, including those against the Public Administration, corporate, IT and workplace safety, and to adopt the relevant protections aimed at mitigating any likelihood of occurrence.

Furthermore, the Group believes that Model 231, in addition to protecting against the negative effects of the application of sanctions, also

represents an important opportunity to verify, review and integrate the Group's decision-making and application processes, as well as their control systems, reinforcing the image of fairness and transparency to which the company's activities have always been oriented.

The Code of Ethics, which is considered an integral part of the 231 Model, contains the set of rights, duties and ethical principles towards all 'stakeholders' (e.g. employees, suppliers, customers, public administration, third parties). The Code of Ethics, which is considered an integral part of the 231 Model, contains the set of rights, duties and ethical principles with respect to all "stakeholders" (e.g. employees, suppliers, customers, Public Administration, third parties); it aims to recommend, promote or prohibit certain behaviours, regardless of what is already provided for by law, defining the principles of "corporate ethics" that the Group recognises as its own and which it calls upon all recipients (employees, including managers, directors, partners and external collaborators who work to achieve the Group's objectives under the direction and supervision of top management) to observe.

SUPERVISORY BOARD

The Supervisory Board (SB), already present in the companies The Placemakers and Metalco and soon to be appointed in the company Bellitalia (as of 2022), is entrusted with the task of supervising the operation of and compliance with Model 231, as well as that of ensuring that it is updated, the task of receiving any reports of unlawful conduct pursuant to the Decree or of violations of the provisions of the 231 Model, and finally, of reporting to the competent corporate functions any violations of the 231 Model that may give rise to liability for the Group so that appropriate measures may be taken.

Reports received by the SB are subject to examination and, where appropriate, specific in-depth investigations, and are processed by the SB in accordance with the provisions of law and the specific 'Whistleblowing Procedure', guaranteeing confidentiality without prejudice to legal obligations.

The communications of the SB to the Administrative Body, normally through the Legal Representative, are made by means of a periodical report, usually annual, on the progress of the programme of periodic and sample checks, as well as on the state of implementation of the Model; in the case of communications of violations that may suggest the risk of the commission (or mere attempt) of offences from which there may be the application of Decree 231, the checks are made with the utmost timeliness.

The SB is granted autonomous powers of initiative and control, guaranteeing it free access to all corporate functions in order to obtain any information strictly necessary for the performance of its duties.

ECONOMIC PERFORMANCE



The reporting of economic performance is as important for the Group as it is for its Stakeholders, as it makes it possible to analyse the Group's financial performance and reliability; good financial reliability and good economic performance cannot be other than important for employees in terms of job stability, for suppliers in terms of remuneration for products and services rendered, and finally for its capital suppliers (both investors and financial institutions).

The idea of street furniture as an enhancement of public space has enabled The Placemakers Group to gradually win over a diverse and international clientèle and to be chosen as a partner by public and private institutions, municipalities, planners, architects, construction companies and landscape designers.

The Group has adopted a customer-oriented approach, working alongside customers from the purchase phase through to the after-sales phase in order to understand and fulfil their needs and to offer not just the end product, but a complete service that creates added value.

The sales network and technical area offer constant support for the immediate resolution of any problems encountered and constantly monitor customer satisfaction.

The group reaches the domestic and foreign markets through different distribution channels depending on the type of customer.

For public customers, the Group participates in tenders, sells indirectly through general contractors or directly to municipal companies,

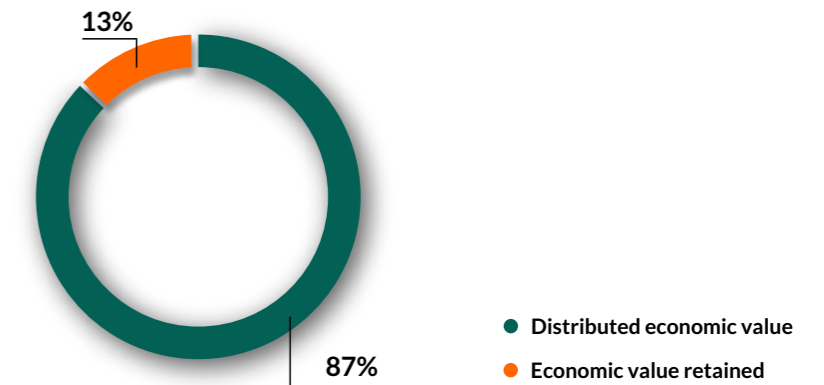
while for sales to domestic private entities, sales are more streamlined by using the in-house sales force or availing to agents. For sales abroad, the Group relies on a network of local distributors, coordinated by the company's area managers.

The Placemakers Group closes the financial year 2021 with sales revenue of approximately Euro 28 million, up 12% compared to 2020 (approximately Euro 25 million) and a production value of approximately Euro 31 million, also up 12% compared to 2020 (approximately Euro 28 million). Of the Group's revenues, 60% are generated in the domestic market and the remaining 40% mostly in the European market (about 60% led by Romania, Switzerland, France and Germany) and in the Middle East market (about 25% led by Qatar).

ECONOMIC VALUE GENERATED AND DISTRIBUTED

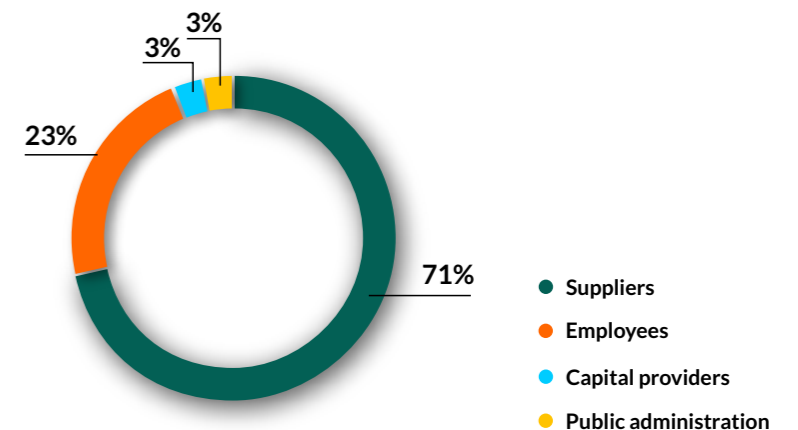
The Economic Value Generated (understood as the amount of revenue generated) by the Group in 2021 amounts to approximately EUR 31 million.

Economic value generated and distributed



Against a generated value of about Euro 31 million, it is possible to associate about Euro 19 million in operating costs (in particular costs incurred for the purchase of raw materials and costs for the provision of services), about Euro 6 million for personnel remuneration, about Euro 1 million for capital providers (dividends distributed to shareholders and payment of interest to financiers), and about Euro 1 million for the public administration.

Distributed economic value



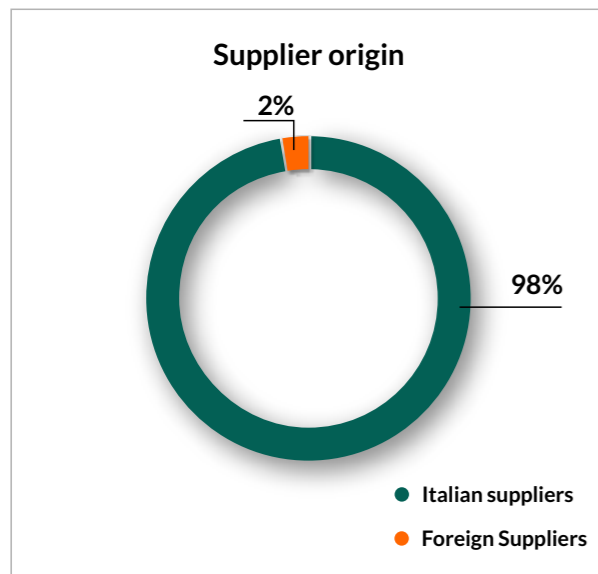
SUPPLY CHAIN



The Group's focus on environmental issues also leads it to select its suppliers on the basis of their ability to provide the necessary certificates for compliance with the Minimal Environmental Criteria (I Criteri ambientali minimi - CAM) furniture regulates several aspects of the product: the choice of renewable or recycled raw materials, the characteristics of treatments and coatings, and the disassembly capacity of the product, which at the end of its useful life no longer becomes waste, but can be broken down allowing its components to be reused or recycled. Selected suppliers, for example, must guarantee by issuing 'safety data sheets' that the plastic and cardboard used for packaging have a certain percentage from recycling and that paints do not contain toxic hazardous substances. This is an international certification issued to guarantee compliance with high environmental, social and economic standards, established and approved by the FSC® (Forest

Stewardship Council), an organisation that promotes the responsible management of forests and plantations. The procurement of raw materials follows a just-in-time logic, purchases are planned on an order-by-order basis, and thanks to investments in research and development, increasingly high-performance materials are found that are also environmentally friendly and recyclable. The very origin of the materials also plays an important role for the Group, which tries to prefer to purchase them from local suppliers in order to support their development and to reduce the costs and environmental impact of transport. In particular, in 2021, about 98% of material purchases were made from Italian suppliers, of which about 80% operated in the Veneto region, where the Group has its roots.

Suppliers are then asked to read the code of ethics and the 231 Organisational Model shared on the institutional website.



CERTIFICATIONS, ASSOCIATIONS, PRIZES AND AWARDS

Over the years, the Group has always certified the quality of its business processes.

Metalco and Bellitalia both hold **UNI EN ISO 9001** certification, which defines the minimum requirements that a Quality Management System must prove to meet in order to guarantee the level of product quality it claims to possess.

Both also hold **FSC®** (Forest Stewardship Council) certification, a certification already commented on when describing the Group's supply chain.

Metalco also holds the following certifications:

- **UNI EN ISO 14001 certification**, which demonstrates within Metalco the presence of an Environmental Management System aimed at achieving virtuous objectives in terms of environmental performance;

- **SOA certification**, a compulsory certification for participation in tenders for the execution of public works, proving the company's compliance with all the requirements provided for by current legislation in the field of public contracts;

- **Hen 1090 - 1:2009+A1:2011 certification**, concerning the performance characteristics of steel and aluminium structural components, and possession of which enables the company to affix the C.E. mark to its products.

Bellitalia, on the other hand, has held PEFC certification since 2015, issued by PEFC Italy.

The label guarantees that the wood-based raw material in the product is sourced from a PEFC-certified, sustainably managed forest, in line with the strictest environmental, social and economic requirements and protecting workers' rights throughout the production process.



hEN 1090-1:2009+A1:2011





AWARDS AND ACKNOWLEDGMENTS



2021
Product: TILE MODULAR SHADING STRUCTURE
Designed by: MAKIO HASUIKE & CO
Product included in the ADI DESIGN INDEX



2013
Product: OSMOSE INTERACTIVE METRO STATIONS
Designed by: MARC AUREL
Product included in the ADI DESIGN INDEX



2021
Product: BAIA PARKLET
Designed by: NICHETTO STUDIO
BIGSEE PRODUCTDESIGN AWARD 2021



2013
Product: LIBRE EVOLUTION BENCHES
Designed by: ALFREDO TASCA
Nominated for the "Prix du Palmarès de l'ArchiDesignClub"



2020
Product: SMART SHELTER (BHLS TRANSOCEANICA STATIONS)
Designed by: GUTO INDIRIO DA COSTA A.U.D.T.
IF DESIGN AWARD 2020



2012
Product: LOLA
Designed by: LAGRANJA
DELTA DE PLATA ADI-FAD 2012



2019
Product: LA CABINEDDA BUS SHELTER
Designed by: DAVIDE FANCELLO - STUDIO DI ARCHITETTURA
GERMAN DESIGN AWARDS 2019



2011
Product: PALUS BOLLARD
Designed by: ANTONIO CITTERIO
XXI Edition of Premio Compasso D'Oro



2019
Product: EDGE BENCH
Designed by: GUTO INDIRIO DA COSTA A.U.D.T.
IF DESIGN AWARD 2019



2010
Product: METALCO
Award: "PREMI FESTIVAL CITTÀ IMPRESA 2010"



2019
Product: FORESTA BENCH
Designed by: MASSIMO TASCA
First Prize Good Design Awards



2010
Product: LIBRE BENCH
Designed by: ALFREDO TASCA
included in the book "Disegno e Design Brevetti e creatività italiani"



2019
Product: ISOLAURBANA
Designed by: MASSIMO TASCA
Third place in the section "Young Designer" MDO PRIZE 2019



2009
Product: PALUS BOLLARD
Designed by: ANTONIO CITTERIO with TOAN NGUYEN
Product included in the ADI DESIGN INDEX



2019
Product: RIO SMART SHELTER
Designed by: GUTO INDIRIO DA COSTA A.U.D.T.
First Prize in the section "Urban Design" MDO PRIZE 2019



2008
Product: SEDIS, SEDIS TORSION BENCHES
Designed by: ANTONIO CITTERIO with TOAN NGUYEN XXI Edition of Premio Compasso D'Oro



2016
Product: ULURU MODULAR BENCHES COLLECTION
Designed by: ANDREA MORGANTE SHIRO STUDIO
Muuz International Awards Winner 2016



Product: GHOST LITTER BIN
Designed: RAFFAELE LAZZARI
XXI Edition of Premio Compasso D'Oro



2014
Product: LIBRE BENCHES COLLECTION
Designed by: ALFREDO TASCA
Received a "SPECIAL MENTION" at the "GERMAN DESIGN AWARDS 2014"



2007
Product: SEDIS, SEDIS TORSION BENCHES
Designed by: ANTONIO CITTERIO with TOAN NGUYEN
Product included in the ADI DESIGN INDEX



2014
Product: OSMOSE INTERACTIVE METRO STATIONS
Designed by: MARC AUREL
Received a "SPECIAL MENTION" at the "GERMAN DESIGN AWARDS 2014"



2005
Product: GHOST LITTER BIN
Designed by: RAFFAELE LAZZARI
Product included in the ADI DESIGN INDEX



2013
Product: OSMOSE INTERACTIVE METRO STATIONS
Designed by: MARC AUREL
Awarded with the « Janus de la prospective » 2013 by the Institut Français du design



2004
Product: LIBRE BENCH
Designed by: ALFREDO TASCA
Exposed at the exhibition "Disegno e Design. Brevetti e creatività italiani", Tongji University, Zhonghe Building, Shanghai



BIGSEE
PRODUCTDESIGN
AWARD

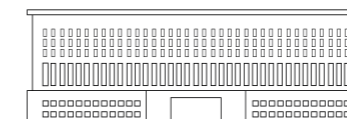
Big See Award, an international prize aimed at exploring and promoting excellence in architecture and design in the territories of south-eastern Europe.



The selection, realised by the Permanent Design Observatory, includes products or product systems of all commodities, theoretical-critical research, process or business research applied to design.

All selected products are also published on this site, including documentation that could not be included in the printed edition.

Each year, the selected products compete for the INNOVATION PRIZE - ADI DESIGN INDEX.



COLLEZIONE FARNESINA DESIGN

INCLUDED IN THE "COLLEZIONE FARNESINA DESIGN", TRAVELLING EXHIBITION, ROME AND WORLDWIDE:

Product: **VOLO BENCH** Designed by: **ALESSANDRO LENARDA**

January 2010: Casa Italia, XXII Winter Olympics Games, Vancouver

June 2010: Casa Azzurri FIFA World Cup, Pretoria

November 2010: Culture European Capital, Istanbul

February-April 2011: Holon National Museum, Tel Aviv

May-September 2011: Ara Pacis Museum, Rome

November 2011: Palais des Rais, Algeri

December 2011
January 2012: Centre National d'Art Vivant, Tunisi

February 2012: Ecole Nationale d'Architecture, Rabat

July 2012: Ecosoluzioni/Design del quotidiano Museum Musiikkitalo, Helsinki

July-August 2012: Queen Elizabeth II Conference Center Olympics Games, London

October-November 2012: Ecosoluzioni/Design del quotidiano Slovenian Museum, Lubjan

October-November 2012: Italian cultural Institute Palazzo della Farnesina e le sue collezioni Rome

Exposed at Design Museum Holon, Tel Aviv (permanent exhibition)

Exposed at Modern and Contemporary Art Gallery, Roma Capitale

October 2012
January 2013: Welcome to design-the best Made in Italy, Moscow



Please note that **The Placemakers Group** is associated with **Confindustria**. The Group especially believes in the value of human creativity, individual talent and teamwork.

Over the years, the products of the Group's designers have won numerous international recognitions and awards.

LIABILITY ENVIRONMENTAL AND PRODUCT



The Placemakers has created a new way of inhabiting public spaces in cities, designing solutions that improve interpersonal connections, citizen well-being and human relations.

It works on a daily basis to offer a wide range of street furniture and dehors, anticipating future market trends to meet a global and diversified demand.

In addition to an extensive variety of standardised and functional products in the catalogues such as benches, tables, litter bins, bike boxes, shelters, planters, fountains, urban lighting and much more, it offers customised and made-to-measure projects, realised by a highly qualified team working with internationally renowned architects and designers.

The entire production cycle is carried out in-house, from design to assembly of the finished product, taking care of every detail directly.

Research, development and progress are the strengths of a group that has a constant eye on the future with the aim of finding innovative and durable technical-productive solutions, reducing environmental impact and optimising resource consumption and energy expenditure.

With the aim of facilitating collaboration and the exchange of information between the various parties involved in product development, the Group is implementing a PIM (Product Information Management) platform.

PIM makes it possible to integrate in a single digital vault the information useful at every stage of planning and design: architectural, structural, plant, energy and management, right up to the realisation of the finished product.

All data on volume and dimensions, material, appearance and technical characteristics are thus made available through graphs, drawings and data sheets, to make processes more efficient, faster and more sustainable.

.... THE WHOLE WITH A LOOK TO THE ENVIRONMENT



The environment is a primary community asset that the Group wants to help protect and respect.

Management and stakeholders recognise environmental sustainability as a priority to be pursued.

The Code of Ethics adopted by the Group requires that activities be planned by seeking a balance between economic initiatives and environmental needs, in compliance with the applicable regulations, and providing the utmost cooperation with the public authorities in charge of verifying, monitoring and protecting the Environment.

The Group also pays particular attention to raising the awareness of its employees to environmental issues and to the internal dissemination of the culture of sustainability, in order to encourage attentive and conscious behaviour.

Finally, those involved in the production processes take the utmost care to avoid any illegal discharges and emissions of harmful materials and handle waste or processing residues considered to be at risk in accordance with specific requirements.



The company Metalco has obtained ISO14001 company certification, implementing an

environmental management system that aims to protect the environment by preventing pollution, reducing waste, energy and material consumption.

During the financial year 2021, there were no non-compliances with environmental laws and regulations.



THE MATERIALS USED

When designing street and landscape furniture solutions that combine functionality, quality, design and sustainability, the choice of materials is crucial.

The group companies offer production lines that differ in the type of materials used: mainly granite, marble and steel for Metalco, concrete and natural stone for Bellitalia.

These are combined with other materials such as aluminium, cast iron, glass, plastic and wood, creating a multitude of possible combinations in the different collections.

The materials used, with the exception of paint powders, are 100 % recyclable, retain their quality and purity and can be reused indefinitely to create new products and urban projects.

The customer has the option of requesting that FSC®-certified wood, an international certification already commented on, be used in products and packaging.

Another widely used material (and the subject of analysis within the Research & Development Department at the Resana site) is WPC (Wood Plastic Composite) or composite wood, an artificial material created by hot extrusion by binding pulverised wood scraps with recycled plastic material, for an aesthetic effect similar to that of natural wood, but with the strength of a plastic resin.

In Bellitalia, the most commonly used material is concrete, which, thanks to its versatility, strength and ability to combine function with form, enables the creation of elegant and long-lasting solutions.

The aggregates used are sourced locally from the surrounding Dolomite areas, thus reducing the Co2 impact.

To obtain more exclusive products, the concrete can then be combined with precious stones, the sourcing of which requires compliance with special protocols. The marble flakes used come from the breaking of slabs are recycled directly from Italian quarries.

Inside the factory in Ponte nelle Alpi (BL) there is a specialised laboratory that is constantly engaged in the continuous research of innovative materials and in the creation of new cement mixtures, using inerts, of various colours, obtained from the recovery of Murano glass processing.

The choice of packaging material must also be made considering the requirements of the Minimum Environmental Criteria.

Precise sourcing requirements must be fulfilled, by means of declarations issued by the suppliers, which are necessary for the companies in the group to certify that the packaging can be broken down into its various components to be entrusted to consortia and be completely recycled.

The materials used are mainly paper, plastic and wood.

Paper and plastic come from recycling for about 80 % and 60 % respectively, while with regard to wood, FSC®-certified wood can be used at the customer's request.

MATERIALS USED IN TONS (t)		
FROM NON-RENEWABLE SOURCES	2021	2020
STEEL	442	367
ALUMINIUM	98	69
IRON	37	32
ZAMA	2	1
GRANITE/MARBLE	850	705
PLASTIC	32	21
GLASS	85	69
SAND	2.355	3.382
VENETIAN BLEND	270	201
GRAVEL	518	491
CRUSHED STONE	39	28
TOTAL	4.727	4.364
FROM RENEWABLE SOURCES	2021	2020
WOOD	271	122
POLYESTER POWDERS	40	28
CARDBOARD	4	3
TOTAL	315	154



ENERGY CONSUMPTION, SAVINGS IN TERMS OF EMISSIONS



The Metalco Group only uses electricity from 100% sustainable sources and has always believed and invested in renewable energy sources.

In fact, more than 7,000 solar panels are installed on the roofs of the factories, potentially covering the entire needs of the production facilities, avoiding the release of more than 822 tonnes of CO2 into the environment per year. If, on the other hand, one considers the average life of a photovoltaic system, which is about 25 years, this value increases to 20,567.5 tonnes of CO2 not released into the atmosphere.

Power plants: 1,675 Mwp
 Number of Photovoltaic Modules: 7.239
 Annual productivity: 1.860 Mwh

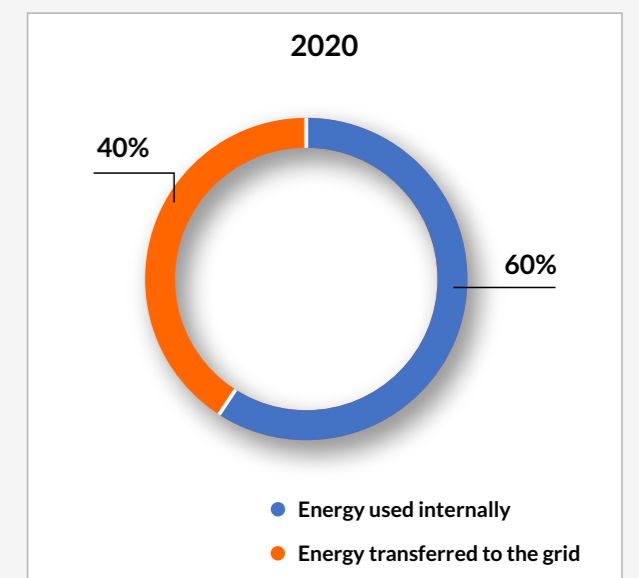
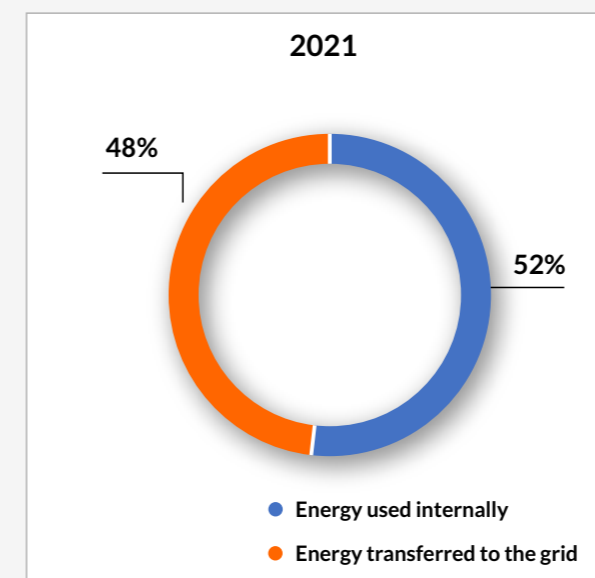
Below are the summary data for the years 2021 and 2020 on the quantities produced, used directly and transferred to the grid.



BELOW ARE THE SUMMARY FIGURES FOR THE YEARS 2021 AND 2020 REGARDING THE QUANTITIES PRODUCED, USED DIRECTLY AND TRANSFERRED TO THE NETWORK.

	2021	2020
ENERGY USED INTERNALLY	700.048 kWh	692.007 kWh
ENERGY TRANSFERRED TO THE GRID	644.706 kWh	469.492 kWh
TOTAL ENERGY PRODUCED	1.344.754 kWh	1.161.499 kWh

As shown by the figures in the table, the Group's production of clean energy increased in FY2021 and, at the same time, the percentage of clean energy sold to the grid increased, as shown in the following graphs.

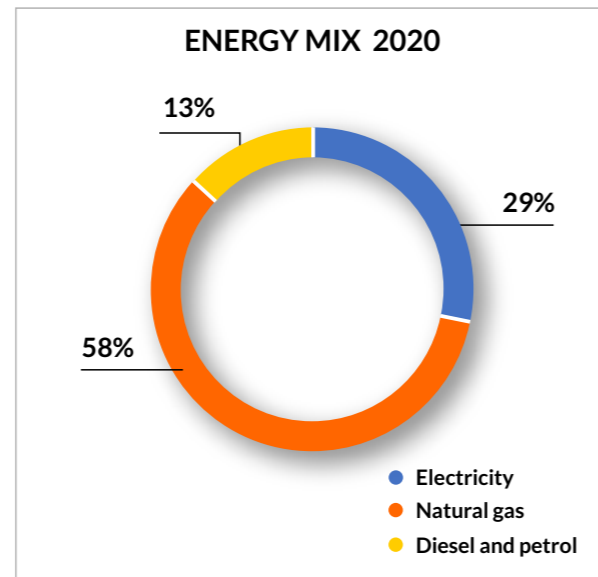
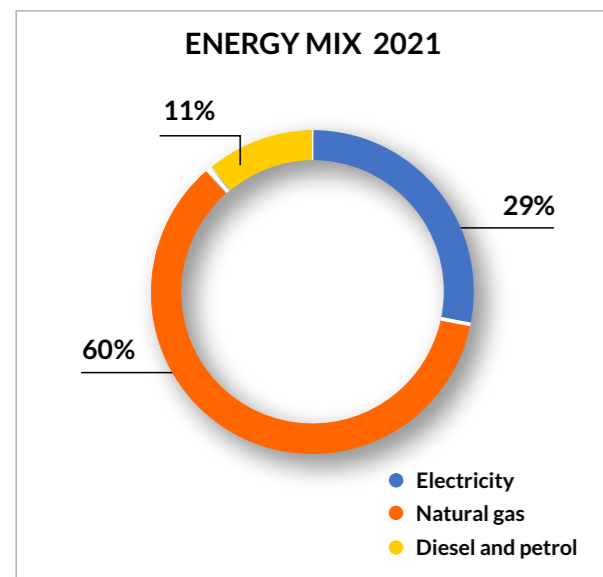


In order to meet the energy needs of winter periods, during which the energy produced by photovoltaic plants cannot cover the demand for energy to be used for internal production, **the Group purchases certified energy from renewable sources from external suppliers.**

This choice further confirms the Group's commitment to the use of clean energy.

The following tables summarise the Group's energy consumption for the years 2020 and 2021, showing the different energy sources used.

ENERGY MIX	2021		2020	
ELECTRICITY	7.201	GJ	6.240	GJ
NATURAL GAS	14.683	GJ	12.777	GJ
DIESEL AND PETROL	2.774	GJ	2.929	GJ
TOTAL	24.658	GJ	21.946	GJ



Electricity is mainly used to power production machines, cooling systems and lighting.

Natural gas, on the other hand, is used to operate the paint oven, to heat some office areas and to heat the sanitary water in the bathrooms.

Fuel (mainly diesel) for the use of company-owned vehicles.

During the year, the Group developed a series of initiatives aimed at achieving a reduction in energy consumption with a view to continuously improving its impact on the environment.

In particular, the Group reduced the consumption used for lighting in its plants through the following changes:

- replacement of old lighting with LED lamps;
- installation internally, in passage areas, of lamps equipped with motion sensors that activate lighting only when necessary;

- outdoor installation of twilight sensors that only activate lighting when external brightness fades;

- equipping the wards with interior light sensors, which adjust the interior lighting based on the intensity of the light filtering in from outside, thus achieving greater efficiency in the use of electricity throughout the day and seasons.

The Group is also equipped with four charging stations for electric cars.

The energy intensity index is calculated through the ratio of total energy consumption to the value of sales revenue.

In 2021, the energy intensity is 0.09% (in line with the value of 0.09% in 2020).

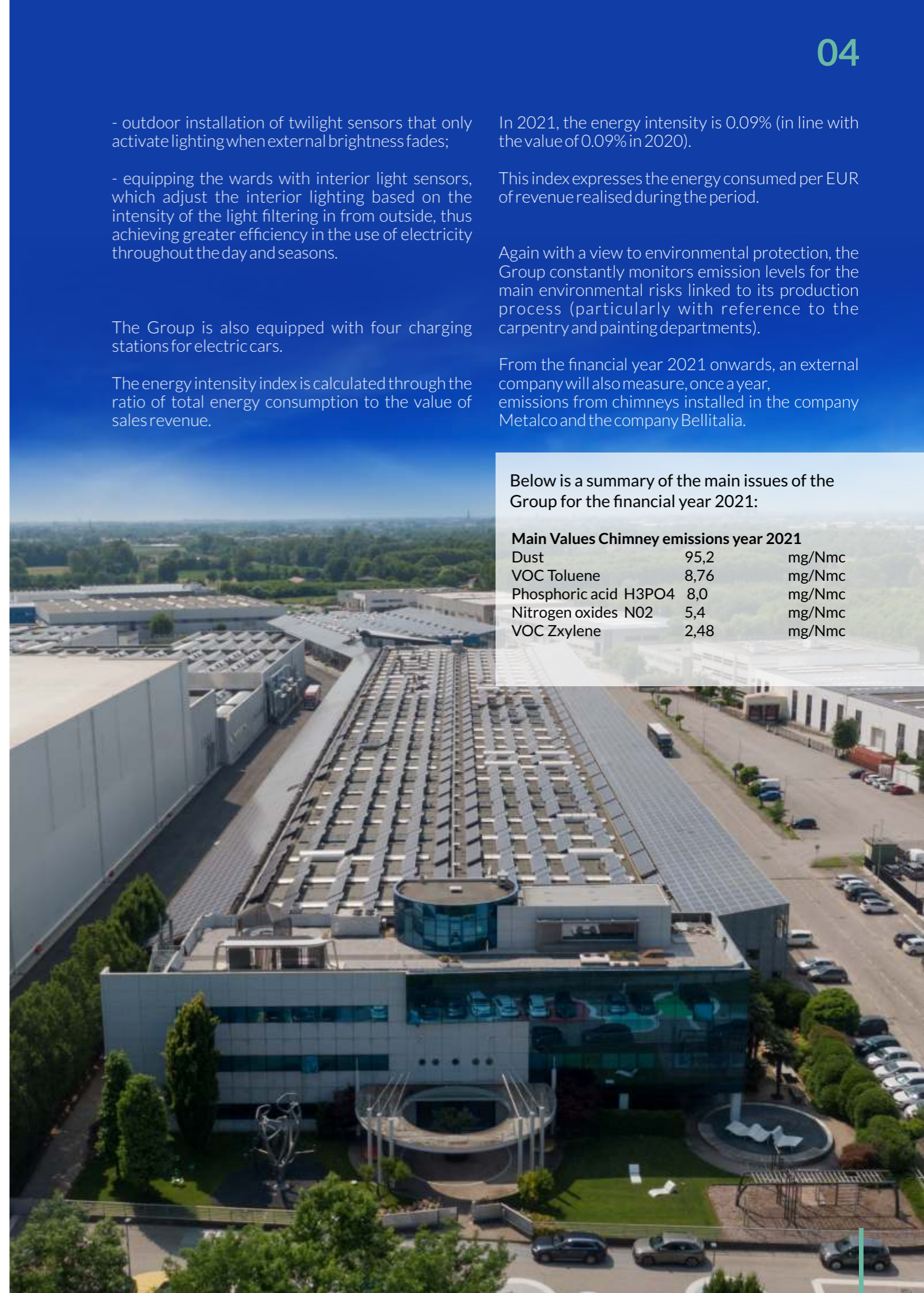
This index expresses the energy consumed per EUR of revenue realised during the period.

Again with a view to environmental protection, the Group constantly monitors emission levels for the main environmental risks linked to its production process (particularly with reference to the carpentry and painting departments).

From the financial year 2021 onwards, an external company will also measure, once a year, emissions from chimneys installed in the company Metalco and the company Bellitalia.

Below is a summary of the main issues of the Group for the financial year 2021:

Issue	Value	Unit
Dust	95,2	mg/Nmc
VOC Toluene	8,76	mg/Nmc
Phosphoric acid H3PO4	8,0	mg/Nmc
Nitrogen oxides NO2	5,4	mg/Nmc
VOC Xylene	2,48	mg/Nmc



WATER AND WATER DISCHARGES

The Group constantly pursues the goal of a conscious use of water resources, optimising production processes through water recovery and recycling.

Metalco, in particular, has developed a process for recovering the water used by the painting plant.

The first stage of the painting process involves washing the semi-finished metal, removing any hazardous substances from the process.

The water used in this phase is subsequently purified and reused in other washing operations, thus avoiding the use of new water resources.

For the recovery of the water to be purified and reused, the company has been equipped with three tanks of 3,000 litres each, which are emptied twice a year. If the company does not purify the water and reuse it, these tanks need to be emptied on a monthly basis.

The residues from water purification and the water itself removed when emptying the tanks are disposed of as hazardous waste.

Bellitalia, on the other hand, is equipped with a rainwater recovery plant, which is collected in underground tanks, treated and then used in the production cycle.

The Group's water consumption is summarised below:

Annual consumption water in cubic metres	2021	2020
	15.034	11.940

The increase in water consumption in the year 2021 compared to the year 2020 is mainly due to a water loss that occurred in the Metalco company due to an internal breakdown.

As a result of this incident, the Group undertakes to constantly monitor the consumption and maintenance of the internal system in order to prevent such occurrences.

100% of water withdrawals are by fresh water from the aqueduct.

Estimated annual litres of water saved 90,000

The Group manages the disposal of its waste in a timely and efficient manner, in order to comply with current legislation and mitigate its environmental impact.



In accordance with national legislation, the Group draws up the Modello Unico di Dichiarazione (MUD) Ambientale (Single Environmental Declaration Form) annually, containing information on each batch disposed of.

The waste produced by the Group is mainly related to production activities and is collected in special areas identified as external 'temporary deposits' where there are containers and canisters to avoid contamination of the environmental matrix.

Waste produced by the Group can be reclassified as hazardous and non-hazardous depending on its characteristics.

INDICES RELATING TO THE HAZARDOUSNESS OF WASTE	2021	2020
Total kg hazardous waste	12.774	13.425
Total kg non-hazardous waste	1.661.051	1.622.854
Total kg of waste produced	1.673.825	1.636.279

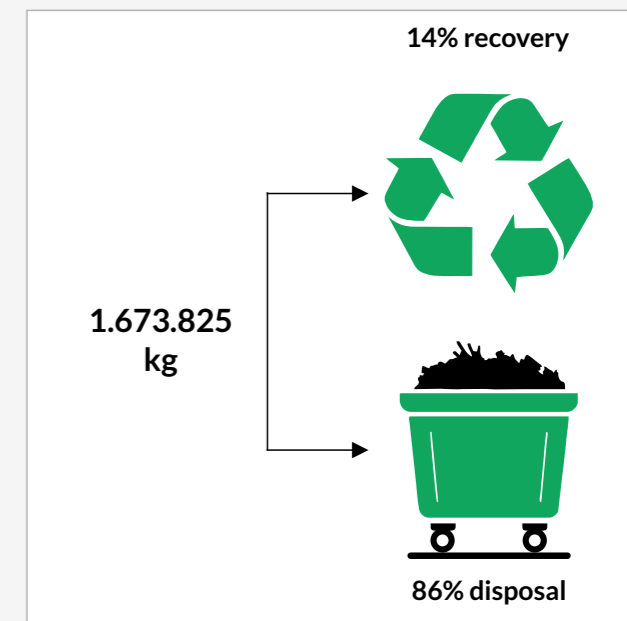
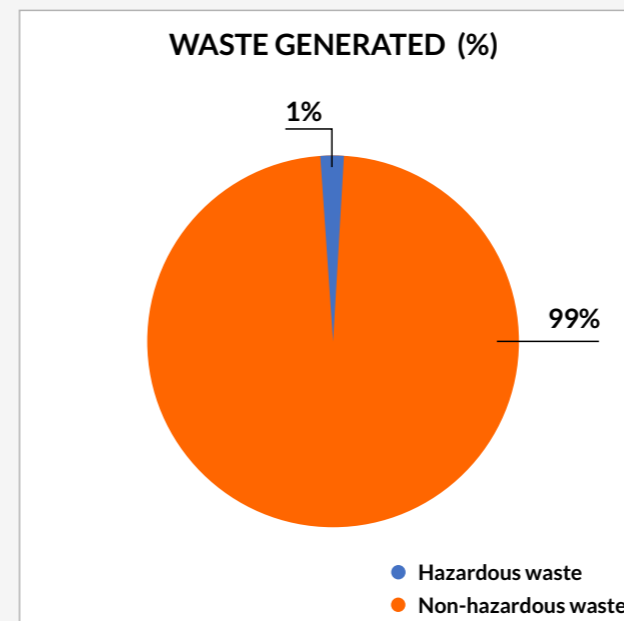
Non-hazardous waste accounts for almost all waste (99% in both 2021 and 2020) and consists mainly of packaging made of wood, plastic and cardboard, iron and steel, and cement.

Hazardous waste, on the other hand, accounts for 1% of the total waste generated and consists mainly of residual blasting material, paint containers, computers, and replaced neon lights.

A further useful division in the management of this topic concerns the destination of waste produced by the Group; this waste may, in fact, be destined for recovery or disposal.

Details on the kilograms of waste produced by the Group are given below:

WASTE RECOVERY INDICES	2021	2020
Totale kg rifiuti a recupero	241.851	153.163
Total kg waste for disposal	1.431.974	1.483.116
Total	1.673.825	1.636.279



As required by national legislation, the Group regularly disposes of the waste it produces, entrusting it to qualified external disposers.

The percentage of waste in 2021 that was sent for recycling to external plants through authorised disposers was 14%, while the remaining 86% was sent for disposal.

In particular, the non-hazardous waste produced by Metalco S.r.l. is mainly managed by a specialised external company called Recycla S.p.A., which, in turn, recovers it or sends it to landfill.

Annually, with a view to continuous improvement, a Recycla consultant visits the company to provide advice and support in order to identify and analyse possible improvements to the process.

The main waste produced by Bellitalia is concrete. The latter waste is handled directly by the company that supplies Bellitalia with the raw material, reprocessing it to recover the cement part and reselling it as semi-processed or reintroducing it into the production process.

The other waste, consisting of iron, plastic and water-based paints, is managed by a local consortium. Finally, the waste wood is used to feed the bio-mass power plant in Perarolo di Cadore.

The Group has also taken steps to minimise non-recyclable waste in the office and break areas, thanks to the presence of islands with bins that allow separate collection, and actions aimed at reducing plastic consumption by favouring, for example, the installation of water bottles.

LIABILITY TOWARDS PEOPLE AND TOWARDS THE COMMUNITY



The Placemakers Group, aware of the importance of its people for the achievement of the company's success, devotes big attention to its employees, committing itself to guaranteeing daily respect for the fundamental values of diversity, inclusion and equality, the fight against all forms of discrimination and violence, and the promotion of a policy of personal and professional growth that allows for career development based on skills, professionalism and merit, all in a safe and secure working environment.

As at 31 December 2021, the Group consisted of 135 people, of whom 102 were employed at The Placemakers (10 people employed with administrative tasks) and Metalco (92 people employed) in Castelminio di Resana (TV) and 33 were employed at Bellitalia's site in Ponte nelle Alpi (BL).

SUMMARY DATA 2021

Total employees: 135

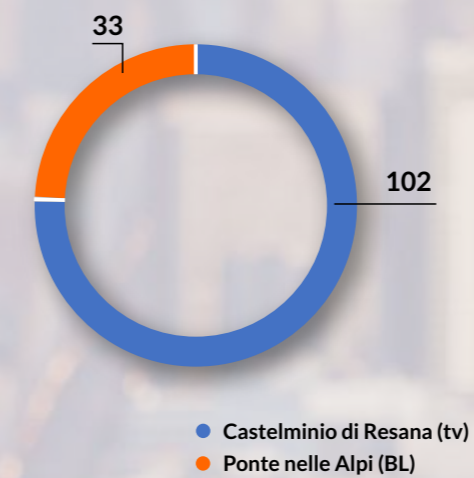
Employees hired on a permanent basis: 97%

Hiring rate: +10,37%

New entries: 14

Injuries: 9

FACTORY WORKFORCE



The workforce consists of 115 men, or about 85% of the total, and 20 women, or 15% of the total. It should be pointed out that the marked preponderance of male personnel originates in the specific nature of certain production tasks requiring repeated physical exertion and the movement of significant weights. With reference to the composition of the workforce by professional category as at 31 December 2021, 64% refers to employees with blue-collar qualifications, 34% refers to white-collar workers, and the remaining 2% refers to middle managers. The female presence is almost exclusively concentrated in the white-collar category (95%); the white-collar category consists of 41% women and 59% men.

EMPLOYEES BY CATEGORY AND BY GENDER	2021			2020		
	Men	Women	Total	Men	Women	Total
DIRECTORS	0	0	0	0	0	0
MANAGERS	2	0	2	1	0	1
EMPLOYEES	27	19	46	27	19	46
WORKERS	86	1	87	83	1	84
TOTAL	115	20	135	111	20	131

With reference to the age of its employees, 56.30% of the personnel belong to the age group between 30 and 50 years, 35.55% concern employees older than 50 years, and the remaining 8.15% concern employees younger than 30 years.

EMPLOYEES BY CATEGORY AND BY AGE GROUP	2021			2020		
	<30 years	30-50	>50 years	<30 years	30-50	>50 years
DIRECTORS	0	0	0	0	0	0
MANAGERS	0	1	1	0	1	0
EMPLOYEES	3	29	11	2	30	11
WORKERS	8	46	36	5	45	37
TOTAL	11	76	48	7	76	48

The Placemakers Group firmly believes that stability is an indispensable element in building a lasting relationship with its employees; proof of this is the fact that 97% of the contracts are permanent.

With reference to hirings and terminations during 2021, an attempt by the Group to encourage the hiring of young talent is evident. During 2021, while 11 terminations occurred (including 1 woman), 64% of which involved employees over 50 years of age, 14 new people were hired (including 2 women), 50% of whom were between 30 and 50 years of age and 36% were under 30 years of age.

EMPLOYEES BY TYPE OF CONTRACT AND GENDER	2021			2020		
	Men	Women	Total	Men	Women	Total
FIXED-TERM	3	1	4	3	1	4
INDEFINITE	112	19	131	108	19	127
TOTAL	115	20	135	111	20	131

RECRUITMENT BY GENDER AND AGE RANGES	2021			2020		
	<30 years	30-50	>50 years	<30 years	30-50	>50 years
MAN	5	5	2	1	4	3
WOMEN	0	2	0	0	2	0
TOTAL	5	7	2	1	6	3

TERMINATIONS BY GENDER AND AGE RANGES	2021			2020		
	<30 years	30-50	>50 years	<30 years	30-50	>50 years
MAN	0	3	7	1	4	6
WOMEN	0	1	0	0	1	1
TOTAL	0	4	7	1	5	7

The Group, in an attempt to facilitate as far as possible the reconciliation of business commitments with the personal needs of its employees, also plans to employ staff with part-time contracts, which in 2021 will affect a minority share (just under 1%) consisting of 5 women and 3 men.

EMPLOYEES BY TYPE OF EMPLOYMENT	2021			2020		
	Men	Women	Total	Men	Women	Total
FULL TIME	112	15	127	107	15	122
PART TIME	3	5	8	4	5	9
TOTAL	115	20	135	111	20	131

The Group, believing particularly in the training of young recruits, has entered into several agreements with universities and secondary schools for the activation of internships and apprenticeships and for the referral of deserving students.

In addition to the aforementioned agreements, the Group is also used to establishing collaborations with universities and other entities for the development of certain projects.

In particular, in 2021, the collaboration with the Milan Polytechnic, the Brera Academy of Fine Arts and ARD&NT Institute Milan on the 'In & Out Door Design Workshop' concerning a project for the redevelopment of the waterfront of the city of Rimini and the marketing analysis on the Metalco brand carried out by the students of ISIA Roma Design, University Institute of Design.

HEALTH AND SECURITY IN WORK PLACES

The Group guarantees the physical and moral integrity of its employees, working conditions that respect individual dignity and a safe and healthy working environment, in full compliance with current legislation on the prevention of accidents at work and the protection of workers.

To this end, the Group has drawn up a Risk Assessment Document (the DVR in Italy), which identifies, for each company area, both the existing dangers and the relative level of risk, and the prevention measures identified to limit risks.

In addition to the preparation and regular updating of the DVR, the Group implements the following protective measures:

- planning and defining adequate economic, human and organisational resources necessary for compliance with prevention and safety measures, for monitoring their implementation and for supervising compliance;
- planning of production processes in such a way as to minimise workers' exposure to risk, in relation to the risks identified in the DVR;
- scheduled and extraordinary maintenance when necessary of machines, installations and working environments in general;
- provision of appropriate signage for escape routes, emergency exits, first aid equipment and safety equipment;

- assignment of tasks and duties to workers taking into account their abilities and health conditions;

- participation in first aid, fire-fighting and more general courses on safety in the workplace.

The Management System provides for close cooperation between different figures and a system of formal delegations.

With reference to the corporate figures, the first person responsible for organisational and operational activities related to the management of Health and Safety at Work issues is the Employer, who is to be identified in the Chairman of the Board of Directors.

Then there are the Managers, responsible in conjunction with the Employer, who have the task of implementing the latter's directives, organising the work activity and supervising it, and the Supervisors, i.e. those who supervise the work activity and ensure the implementation of the directives received, checking their correct execution by the employees and exercising a functional power of initiative.

A particularly important role is then entrusted to the Health and Safety Manager (the RSPP in Italian), who is external to the Group and meets the requirements of professionalism, experience and training.

Finally, in terms of health and safety in the workplace, an important role is also played by the employees themselves, who are required to take care of their own health and safety and that of other people in the workplace, on whom the effects of their actions or omissions fall, in accordance with their training and the instructions and means provided by the employer.

In order to constantly monitor health and safety in the workplace, the Group schedules regular annual meetings between the Employer (or his representative), the Health and Safety Manager, the competent Doctor and the (Workers' Safety Representative (RLS in Italy) in order to share the possible dangers associated with workplaces. These are supplemented by informal update meetings between the Health and Safety Manager and individual supervisors.

The effectiveness of its risk prevention system is also verified through the use of special registers in which accidents are recorded, in order to identify their causes and possible corrective actions.

During 2021, the Group recorded 9 occupational accidents (8 during 2020), which were attributable to collision events with work materials and equipment causing injuries such as wounds, trauma and broken bones. There were no fatal accidents at work during 2021.

ACCIDENTS AT WORK		
YEAR	2021	2020
HOURS WORKED	217.854	196.117
INJURIES	9	8
OF WHICH WITH SERIOUS CONSEQUENCES*	0	0
ACCIDENT RATE**	41,31	40,79
RATE OF ACCIDENTS WITH SERIOUS CONSEQUENCES	—	—

The Health and Safety Manager, directly appointed by the Employer, is responsible on behalf of the latter for assessing all risks to workers' health and safety, identifying all measures to mitigate them as well as the training needs, planning and delivery of compulsory safety training.

Health surveillance is entrusted to the Competent Doctor, who also collaborates in the identification of risks related to the health and safety of workers.

* Accidents with serious consequences are defined as accidents involving an absence of more than 180 days.

** The accident rate is calculated as the number of accidents occurring during the year over the number of total hours worked, multiplied by 1,000,000

COMMUNITY SPONSORSHIPS

In addition to the pursuit of economic results, The Placemakers Group is also committed to improving the competitiveness and general well-being of the territories in which it operates.

This commitment is manifested mainly in sport, an area in which the Group has been especially supporting a softball (women's baseball) club from Castelfranco Veneto (TV) for several years, the Metalco Thunders Castelfranco, which plays in the A1 championship.

Through this sponsorship, the Group in fact pursues the objective of enhancing the value of young people, especially women, in a context that tends to reward team spirit, the growth of human relations, respect, and the acceptance of diversity, all values in which the Group firmly believes.



Organisation Profile			
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102-3	Location of head office	8	
102-4	Location of activities	8	
102-5	Ownership and Legal Form	6	
102-6	Markets served	18	
102-7	Dimension of the organisation	6,19,39	
102-8	Information on employees and other workers	38-41	
102-9	Supply chain	20	
102-10	Significant changes to the organisation and its supply chain		Not applicable as first year of reporting.
102-11	Precautionary Principle	24-27	
102-12	External initiatives		Not applicable.
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102-14	Statement by a senior manager	5	
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102-16	Values, Principles, Standards and Norms of behaviour	16-17	
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102-18	Governance structure	14-15	
Stakeholder Involvement			
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102-40	List of Stakeholder Groups	12	The percentage of employees covered by collective agreement is 100 %
102-41	Collective Bargaining Agreements.		
102-42	Identification and selection of Stakeholders	12	
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Reporting Practices			
N. GRI	GRI DESCRIPTION		
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102-46	Defining Report Content and perimeters of themes	13	
102-47	List of material topics	13	
102-48	Review of information		Not applicable as first year of reporting.
102-49	Changes in Reporting		Not applicable as first year of reporting.
102-50	Reporting Period	7	
102-51	Date of most recent report		Not applicable as first year of reporting.
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GRI 204: PROCUREMENT PRACTICES 2016			
103-2	Information on management modes	20	
204-1	Proportion of expenditure to local suppliers	20	
GRI 205: ANTI-CORRUPTION 2016			
103-2	Information on management modes	16-17	During 2021, there were no recorded incidents of proven corruption.
205-3	Established incidents of corruption and actions taken.		
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GRI 303: WATER AND WASTE WATER 2018			
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GRI 306: WASTE 2020			
103-2	Information on Management Methods	36-37	
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Social performance: topic specific standards			
GRI 401: EMPLOYMENT 2016			
103-2	Information on Management Methods	38-41	
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103-2	Information on Management Methods	42-43	
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403-7	Prevention and mitigation of impacts in the field of health and safety at work within trade relations	42-43	
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GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016			
103-2	Information on Management Methods	40-41	
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If until now The Placemakers Group has always been driven by a strong commitment to environmental, social and governance issues, the evolution that began in 2023 can only lead to even more ambitious goals and results.

Indeed, on 28 June 2023, Holding Agora Technologies S.A.S. acquired The Placemakers Group and its brands, including Metalco and Bellitalia. The union with the Holding, which shares our vision and values, has thus enriched us and projected us towards new horizons, markets and responsibilities.

The attention and sensitivity to environmental and social sustainability, which have always characterised us and in which we strongly believe, will find new synergies and new areas of application: what we have done so far will only be the beginning of what we can achieve in the future.

Aware of the significance that this step forward represents for our company and of the opportunities and challenges that await us, we will continue our commitment to these goals, continuing to document the developments brought about by this important change in the next sustainability reports.



CONCEPT:
Sabrina Tubia
Marketing Department

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info@theplacemakers.it



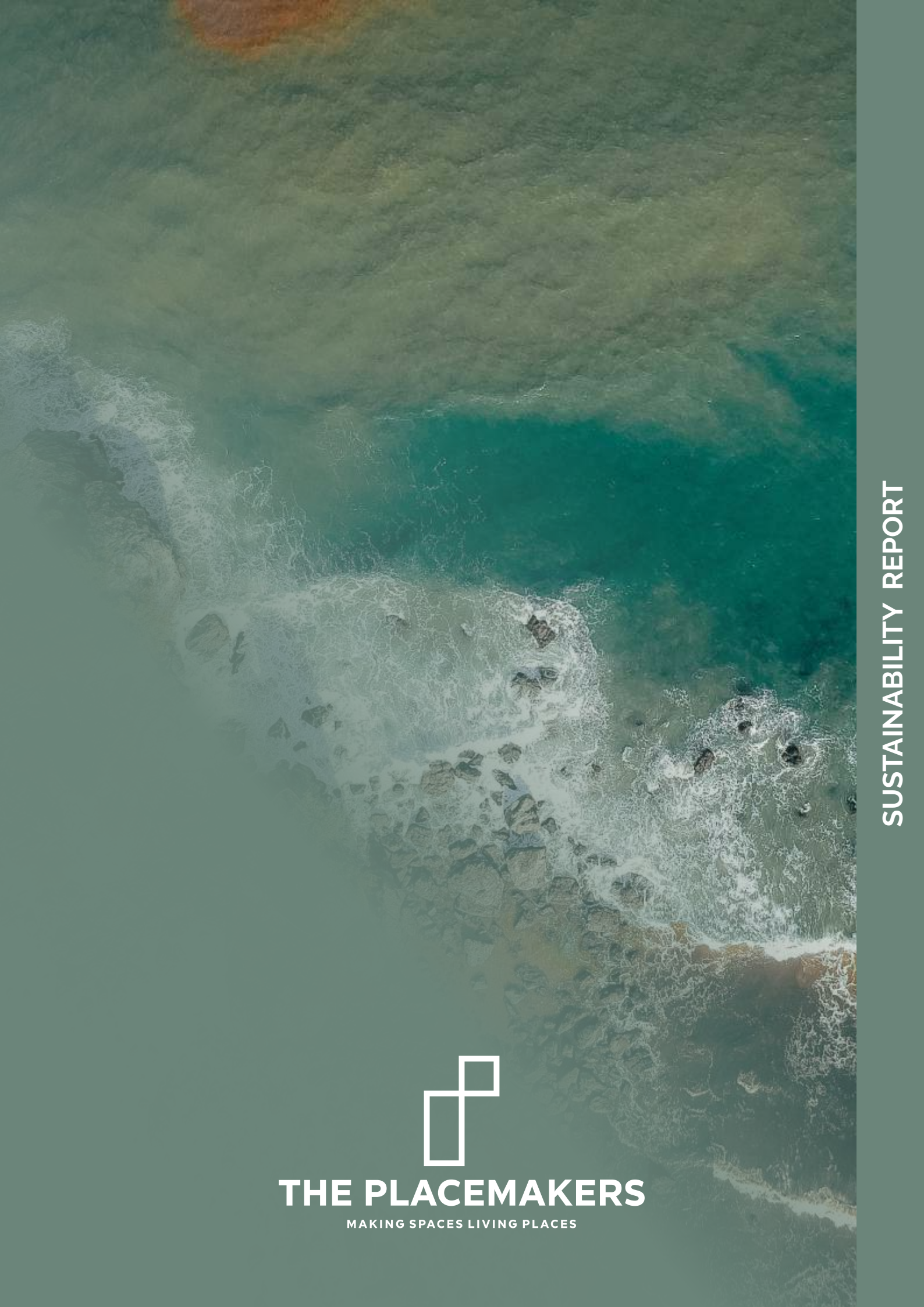
THE PLACEMAKERS

Via della Fornace, 44
31023 Castelminio di Resana (TV) ITALY

T. +39 0423.7863
F. +39 0423.786400

www.theplacemakers.it





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