

Labanti @ Nanni

INDUSTRIE GRAFICHE E CARTOTECNICHE



# Summary

Sustainability Report

## 2023



## Letter to Stakeholders

The last four years have been marked by significant changes. Starting in the early months of 2020, when we first became familiar with the term “pandemic,” many activities that were once carried out differently underwent profound transformations. The rapid pace of change we witnessed provided fertile ground for acquiring an important awareness: it was time to reassess our value scale, where it became urgent to give a significant position to important aspects that had not always been considered a priority, at least until then.

In such a context, our organization managed to grow at double-digit rates, both in terms of revenue and in people and initiatives. Despite a period notoriously characterized by great uncertainties, we were able to plan our future in the best possible way, achieving positive results. This was made possible thanks to all our stakeholders. From employees to customers, from suppliers to the communities we are part of, each one contributed with enthusiasm, passion, and determination. These are the values we believe in, the ingredients that inspire our way of doing business. Additionally, we are part of a territory that distinguishes itself day by day for its capacity to innovate, as evidenced by the excellent achievements of those who are part of it. People and Territory, therefore.

A manufacturing company like ours, which operates in the packaging world and transforms hundreds of tons of cardboard each year, cannot overlook today the concept of Sustainability, a beacon that lights the way to change. Sustainability for the environment, as demonstrated, for example, by the responsible management of the forests from which we source our raw materials, but not only that: Sustainability also applied to Governance issues, as well as care for People. Speaking of People, we believe that the values our organization aims to convey can only take shape and credibility through the promotion of initiatives aimed at sharing the well-being of our staff and the community. A corporate governance system inspired by the concepts of Sustainability and Corporate Social Responsibility represents, for us, a model for creating value both inside and outside the company. Sustainability, understood as a balance between Environment, Economy, and Society, constitutes an important strategic imperative.

Labanti and Nanni aim to be the driver towards sustainable, innovative, and intelligent packaging; this is our Vision.

Labanti and Nanni realize their Vision through an organization that puts People, Customer Service, and the Territory at the center; this is our Mission.

The year 2024, marking 71 years of our business activity, gives us the opportunity to share our first Sustainability Report with all our stakeholders and, with it, to emphasize our identity focused not only on profit but also on the common good and the protection of our planet.

The packaging we carefully produce for our customers is created with the awareness that, in addition to serving a functional purpose, it ensures proper preservation of the contents, reduces waste, and maximizes efficiency.

95% of the waste we generate is reintroduced into the production cycle to become raw material once again; being part of such a strongly circular economy is a motivational factor that drives us to improve every day.

We hope that this Report, in its own small way, can contribute to fostering a more sustainable culture, not only for those who work within our organization but also for all who know us and will come to know us. We are witnessing a true revolution, which, as such, begins with small, fundamental actions—contributions that, when combined, can make a difference.

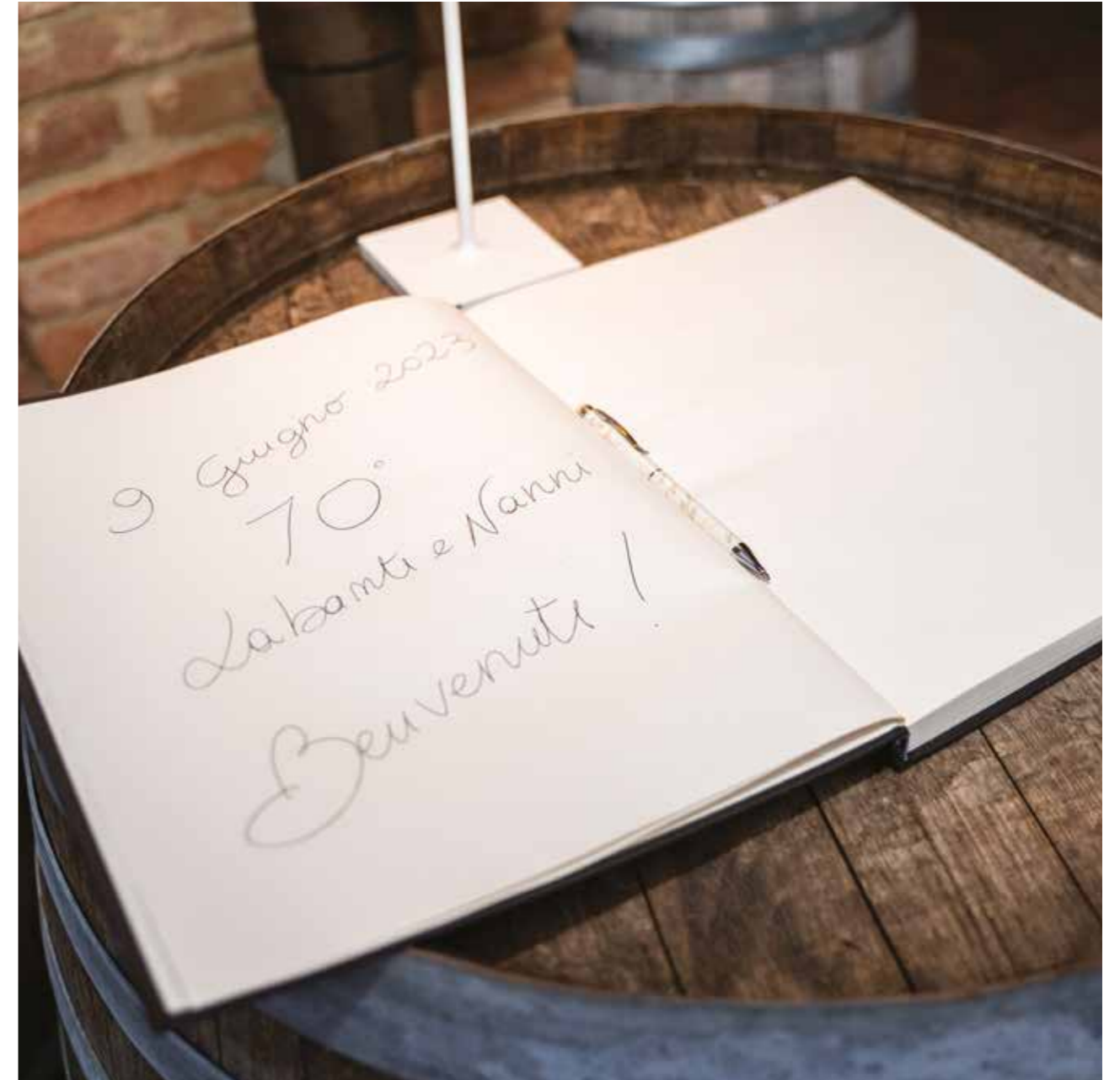
In conclusion, we thank all the collaborators and consultants with whom we believed in this fantastic beginning; the foundation of this work and its outcome would never have been possible without the awareness that this effort would bear fruitful results. Change has led us to plant a seed that will continue to grow and that will help us—we say this with a touch of pride—to do business in a different, effective, and fascinating way.

#### **ESG Committee**

Fabio Bonacini - *Chief Executive Officer and Vice-Chairman of the Board of Directors*

Simona Pianetti - *QA Manager*

Ciro Brillante - *Responsabile HSE*





# Company

70

Years in business

+350

Millions of pieces produced

## For 70 years, we have given a shape to your ideas

Labanti and Nanni is a paper converting company specialized in the production and sale of high-end industrial packaging. It provides an integrated, high value-added service, ranging from functional layout design to technical support for optimizing customers' packaging lines.

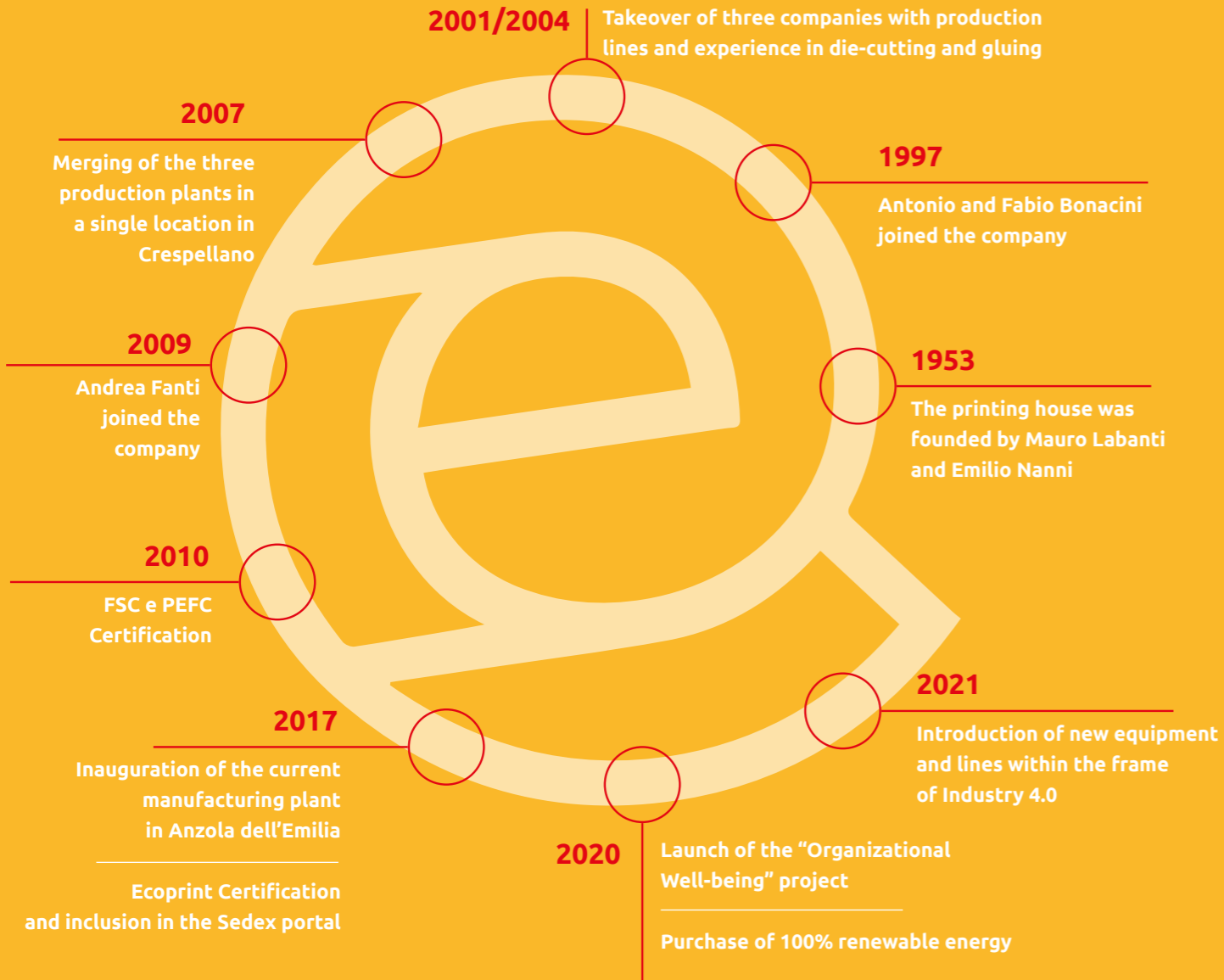
Labanti and Nanni has always been attentive to sustainability issues in the three ESG pillars. Within the company, an ESG Committee has been established, composed of Fabio Bonacini, CEO and Vice President of the Board of Directors, Ciro Brillante, HSE Manager, and Simona Pianetti, QA Manager.

The commitment to sustainability has been materialized through the publication, under the guidance of the ESG Committee, of the first Sustainability Report, which is seen as a starting point rather than an endpoint, confirming the importance placed on the continuous evolution of the topics covered.

**Vision** Labanti and Nanni aim to be the driver towards sustainable, innovative, and intelligent packaging.

**Mission** Labanti and Nanni realizes its Vision through an organization that puts people, customer service, and the local community at the center. A corporate governance system inspired by the concepts of sustainability and corporate social responsibility represents, for Labanti and Nanni, a model for creating value both inside and outside the company. Sustainability, understood as a balance between "environment," "economy," and "society," is a key strategic imperative for the company.

# History



# Technological Innovation

Focus on technological innovation is central to Labanti and Nanni's development strategy. The company positions itself as a partner for its clients, providing high-impact solutions in terms of functionality, aesthetics, and performance.

Labanti and Nanni's clients are primarily medium to large manufacturing companies with an international presence. These companies operate mainly in the following sectors:

- Food
- Cosmetics, perfumery, and personal care
- Pharmaceutical and parapharmaceutical
- Household products

Labanti and Nanni aims to exceed 10,000 tons of processed raw material by 2025. The company's offerings include:

- Paper converting: rigid cardboard boxes, multi-product gift boxes, countertop and floor displays
- Packaging design: products tailored to various needs, with soft-touch matte finishes, glossy finishes with or without areas of reserve, cold and hot foil stamping, embossing, and Braille text
- Graphic industry: instruction sheets, leaflets, catalogs, books, and magazines

# Industry 4.0 Systems and Technology

To stay ahead of market demands, Labanti and Nanni has adopted Industry 4.0 systems. These advanced machines, based on digital technologies, increase productivity while simultaneously improving management and energy efficiency. The introduction of new machinery has led to a shift in production methods, thus driving methodological innovation in the way work is approached, as well as in the mindset and skills of the people who operate them.





## UNI EN ISO 9001:2015

## FSC®

## PEFC

## ECO PRINT®

## ENERGY 100% GREEN

## SEDEX

Labanti and Nanni's productions are backed by numerous certifications, including ISO 9001:2015 and Chain of Custody certifications for raw materials in accordance with FSC® and PEFC standards, which guarantee the quality and sustainability of the production process—from the selection of the best sourcing to the finished product.

Additionally, Labanti and Nanni was among the first companies in Italy to obtain the Eco-print® certification, which ensures a printing process with a very low environmental impact. In line with the highest sustainability criteria, the company uses only vegetable-based inks without harmful chemical components, ensuring safety for operators, users, and the environment.

Since 2020, Labanti and Nanni has held the 100% Green Energy certification, certifying the exclusive use of energy from renewable sources, further confirming the company's strong commitment to environmental issues and the sustainability of its production system.

Moreover, Labanti and Nanni is part of the Sedex network, which provides member companies with an online platform for sharing and managing information related to health and safety, business ethics, and the environment.





98

employees

44

years general average age

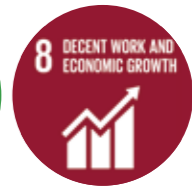
99%

employees hired on a permanent basis

2.257

total training hours

# People



Labanti and Nanni places people at the center. Human resources represent a valuable asset for the company, which is enhanced through continuous training courses and well-being policies aimed at improving overall workplace wellness.

Inclusion and non-discrimination are considered fundamental values in managing the company's workforce, forming the basis of the various tools adopted to enhance the talent of each individual, promote a balance between personal and professional life, and protect cultural, ethnic, age, gender, and ability diversity.

# Welfare

At the initiative of the company board, a macro-project titled “Organizational Well-Being” has been launched, aimed at improving life within the company as well as balancing personal and work life.

With the collaboration of an external consultant and the support of some internal resources who have taken on the project’s coordination, surveys were first conducted to gather employees’ expectations and desires. After analyzing the survey results, an action plan was developed, including measures to improve various aspects of employee well-being, also aimed at fostering loyalty.

Below are some of the initiatives implemented or in the process of being initiated:

**Flexible working** hours and the possibility to work remotely 2 to 4 days a month (where applicable)  
The company provides support (e.g., laptops) for working from home



Non-mandatory **training** focused on soft skills (English courses, leadership, communication, etc.)



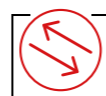
**Team-building** activities



**Planning** social activities for **employee interaction** (e.g., company happy hours)



“**Progetto Scambiamoci**” per meglio comprendere operatività ed esigenze tra colleghi di altri reparti/uffici

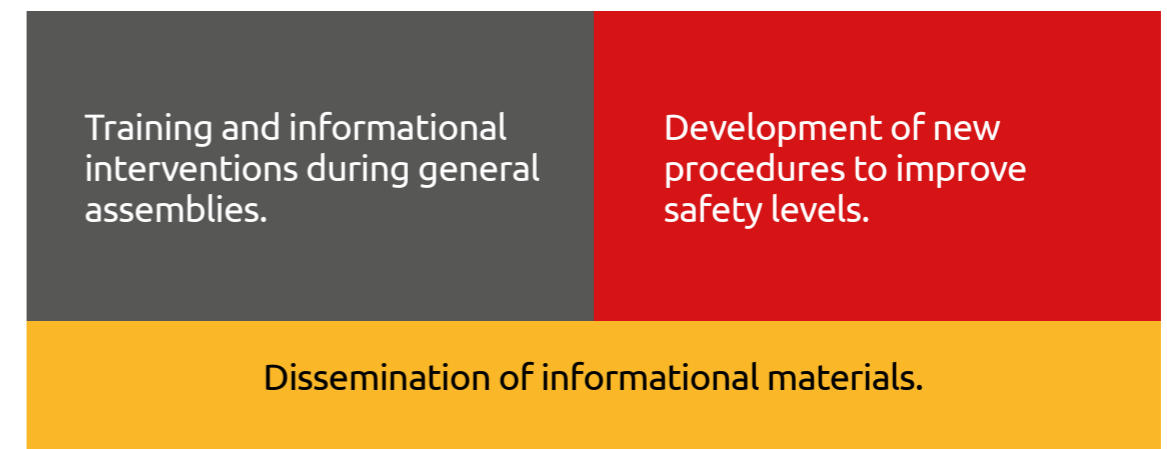


# Health and Safety at Work

Labanti and Nanni has always shown great attention to health and safety issues for workers.

In addition to the mandatory measures required by industry regulations, the company implements non-mandatory initiatives based on input from the internal RSPP (Responsible for the Prevention and Protection Service).

These initiatives primarily aim to raise awareness and engage personnel on health and safety topics. Among these:



Although Labanti and Nanni has not yet achieved specific certifications like ISO 45001, it implements all measures required by current regulations on health and safety in the workplace (Legislative Decree 81/08 and subsequent amendments), focusing on the continuous improvement of safety levels, which has always been deemed a primary objective by the organization.

In 2023, the hours of training provided for health and safety totaled 878, averaging 8.9 hours per employee. The topics covered included general and specific training in workplace safety, emergency management, hazardous waste management, and updates for managers and supervisors.





**100%**

Use of Renewable Energy

**96%**

of Waste Produced is Recovered

# Environment



Sustainability is at the heart of Labanti and Nanni's philosophy, through a commitment to waste reduction and a focus on recycling materials, aiming for green, innovative, and intelligent packaging.

To demonstrate this commitment, over the past few years, the company has undertaken a series of significant initiatives aimed at improving energy efficiency and reducing the environmental impact of its operations.



In 2023, Labanti and Nanni consumed a total of **2,285,260 kWh** of electricity, which is a **10.19% reduction compared to the previous year**. All the energy consumed by the company has been certified as 100% Green Energy with a guarantee of origin, confirming that it comes entirely from renewable sources.

The company also consumed a total of **63,061 cubic meters** of natural gas, representing a **17.57% decrease compared to the previous year**. The vehicle fleet consists of a total of 9 vehicles (5 diesel and 4 hybrid).

Additionally, the company adopts technological practices aimed at the efficient use of water. A tangible example of this commitment is the irrigation system equipped with a rain sensor that automatically disables watering when not necessary, thereby helping to reduce water waste and promote more responsible consumption of this resource.

To reduce the production of waste comparable to urban waste, Labanti and Nanni has installed a drinking water dispenser in the cafeteria, thus decreasing the consumption of water and the generation of waste from plastic bottles.

Labanti and Nanni has calculated its direct and indirect emissions (Scope 1 and Scope 2) following the guidelines of the **Greenhouse Gas Protocol** (GHG Protocol).

The organization's **Scope 1** emissions represent direct emissions from sources owned and strictly controlled by the company. In the case of Labanti and Nanni, these emissions come from the combustion of natural gas for heating and from the fuel used by company vehicles.

**Scope 1 = 160,11 T CO<sub>2</sub>e**

**Scope 2** emissions include all indirect emissions generated by the purchase of electricity from external sources. Since the energy used comes entirely from renewable energy sources, an emission factor of 0 is applied, resulting in zero Scope 2 emissions.

**Scope 2 = 0 T CO<sub>2</sub>e**

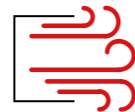


# Energy Efficiency Initiatives

Labanti and Nanni, through its commitment to energy efficiency activities carried out over the past few years, has contributed to reducing its energy consumption.

## Air Treatment Plant (U.T.A.)

Labanti and Nanni has invested in the installation of a modern air treatment system (U.T.A.), designed to optimize air quality and thermal comfort during both summer and winter months. This system not only helps maintain a healthier working environment for employees but also reduces overall energy consumption through intelligent heat recovery.



## LED Relamping

In line with its commitment to lower energy consumption, Labanti and Nanni has updated its lighting system. Specifically, traditional fluorescent lights in offices and meeting rooms have been replaced with dimmable LED lamps. In production areas, LED lamps have been installed, and motion sensor-activated LED lights have been added in corridors. This type of lighting significantly reduces energy consumption while providing more uniform illumination.



## Low-Impact Compressors

Labanti and Nanni has improved the efficiency of its compressed air system by replacing old compressors with new, more efficient machines. These new machines not only provide better performance but also utilize technology that harnesses heat produced by the motor oil to heat the warehouse, thereby contributing to reduced energy consumption.



## UV LED Lamps in Printing Machines

The company has introduced more sustainable technologies into its printing operations by installing LED lamps for UV ink polymerization in one of its printing machines (ManRoland 710) and complementing traditional UV lamps with UV LED lamps in a second machine (ManRoland 708).



## Solar Screening with Shade Structures

To limit overheating of the building facades and workspaces during the summer months, the company has installed brise-soleil (shade structures) outside the reception and some offices. This operation helps delay and limit the operation of air conditioning systems.







for all suppliers of paper and board raw materials

**73%**

of expenditure addressed to suppliers in Italy

# Value Chain



Labanti and Nanni recognizes the responsibility that every company has towards its territory, due to the relationships it maintains with each of its stakeholders, from employees to suppliers, from credit institutions to volunteer associations. For this reason, it is committed to acting with ethics and integrity:

In business activities: by respecting the rules and standards of transparency and competition to operate in the market, ensuring that the financial and personal interests of its employees and consultants do not conflict with their ability to perform their job duties with professionalism and transparency. Additionally, members of the two governance bodies (Board of Directors and Management Committee) are trained in anti-corruption policies and procedures, totaling 8 workers (out of 106 total).

In internal relationships: by developing intellectual capital and talent as strategic assets at the core of the company's growth.

In environmental matters: by exercising its responsibility towards the ecosystem, both in terms of products and processes.



# Investments in IT

In 2023, the company made significant progress in the field of sustainability by implementing a series of projects aimed at optimizing operational processes. Process efficiency often leads to a reduced environmental impact and increased employee well-being. Below are the main projects carried out by the IT department:

## ERP HR Management:

The ERP software has also been adopted in the HR department for attendance tracking, electronic sharing, and management of all documentation related to personnel management. An ERP system for HR provides an integrated and real-time view of all human resource activities, improving operational efficiency, reducing manual errors, and facilitating decision-making thanks to the availability of accurate and updated data.

## Finished Products Software Integration Project:

The Finished Products Project represented a significant breakthrough in logistics management. The adoption of new production processes, the development of dedicated software, and the integration of specific hardware enabled the use of barcodes for the production and identification of finished product pallets. This has led to remarkable benefits, effectively solving the problem of calculating quantities to be shipped for each order. Moreover, thanks to this project, the company has optimized product traceability, reduced errors, and significantly improved the efficiency of the logistics process.

## New Logistics:

The logistics organization revision project led to a radical optimization of storage, handling, and shipping processes. The introduction of efficient IT tools has reduced operator stress. Thanks to the efficiency of the new digital systems, the personnel in charge can operate more quickly and accurately, improving warehouse management and shipping operations.

## Appliance Installation:

The adoption of two additional appliance servers to run the company management software has brought significant performance benefits. Additionally, the configuration of new user workstations has become much faster and more dynamic, effectively eliminating setup times and allowing for greater operational flexibility.

## Vertical Rubber Warehouse:

The new vertical warehouse for rubber addressed a long-standing need expressed by operators: an efficient system for archiving, managing, and storing large quantities of rubber. This highly functional system simplifies material searching, improves inventory management, and optimizes storage space. The integration of advanced technologies in the warehouse has also reduced access and handling times for rubber, improving overall productivity.





Currently, the company selects suppliers primarily by optimizing the balance between quality and price, while also considering environmental and social factors.

Regarding the environmental and social impact, the extraction of wood from forests by companies certified by the FSC for forest management requires compliance with the ten FSC Principles and Criteria. These principles are applicable worldwide for various forest areas and ecosystems, as well as for different cultural, political, and legal contexts, and are not specific to any country or region.

The FSC Chain of Custody certification, which Labanti e Nanni possesses, ensures the traceability of materials coming from well-managed forests, controlled sources, reclaimed materials, or a combination of these sources.

The CoC certification, therefore, facilitates a transparent flow along the supply chain and is essential for applying FSC labels to products

## FSC Principles and Criteria

<p><b>Principle 1</b></p> <p>The Organization shall comply with all applicable laws, regulations and nationally-ratified international treaties, conventions and agreements.</p>	<p><b>Principle 7</b></p> <p>The Organization shall have a management plan consistent with its policies and objectives and proportionate to scale, intensity and risks of its management activities. The management plan shall be implemented and kept up to date based on monitoring information in order to promote adaptive management.</p> <p>The associated planning and procedural documentation shall be sufficient to guide staff, inform affected stakeholders and interested stakeholders and to justify management decisions.</p>
<p><b>Principle 2</b></p> <p>The Organization shall maintain or enhance the social and economic well-being of workers.</p>	<p><b>Principle 8</b></p> <p>The Organization shall demonstrate that progress towards achieving the management objectives, the impacts of management activities and the condition of the Management Unit, are monitored and evaluated proportionate to the scale, intensity and risk of management activities, in order to implement adaptive management.</p>
<p><b>Principle 3</b></p> <p>The Organization shall identify and uphold indigenous peoples' legal and customary rights of ownership, use and management of land, territories and resources affected by management activities.</p>	<p><b>Principle 9</b></p> <p>The Organization shall maintain and/or enhance the high conservation values in the Management Unit through applying the precautionary approach.</p>
<p><b>Principle 4</b></p> <p>The Organization shall contribute to maintaining or enhancing the social and economic well-being of local communities.</p>	<p><b>Principle 10</b></p> <p>Management activities conducted by or for the Organization for the Management Unit shall be selected and implemented consistent with the Organization's economic, environmental and social policies and objectives, and in compliance with the Principles and Criteria collectively.</p>
<p><b>Principle 5</b></p> <p>The Organization shall efficiently manage the range of multiple products and services of the Management Unit to maintain or enhance long term economic viability and the range of environmental and social benefits.</p>	
<p><b>Principle 6</b></p> <p>The Organization shall maintain, conserve and/or restore ecosystem services and environmental values of the Management Unit, and shall avoid, repair or mitigate negative environmental impacts.</p>	



# Goals



## Governance



- **Supplier Evaluation:** Integrate social and environmental criteria into the assessment of all major suppliers to ensure sustainable sourcing practices.
- **Annual Budgeting:** Allocate a portion of the annual budget to fund projects that support community development and welfare.
- **Research and Development:** Enhance investments in research and development to create products with a reduced environmental impact.
- **Sustainability Reporting:** Develop and publicly release an annual sustainability report that details progress toward established sustainability goals.



## Environmental

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- **Carbon Footprint Assessment:** Conduct a comprehensive Carbon Footprint analysis that includes Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (other indirect emissions in the value chain).

## Social

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- **Employee Training:** Increase training hours for employees, focusing on sustainability-related topics to foster a culture of environmental responsibility.
- **Employee Well-Being:** Introduce new services and benefits aimed at enhancing employee well-being and satisfaction within the company.





Labanti@Nanni

**Summary**  
**Sustainability Report 2023**

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