

A person stands on a sand dune, silhouetted against a night sky filled with the Milky Way galaxy. The galaxy's bright, colorful band stretches vertically across the frame, with a person standing on a sand dune in the foreground, arms raised, looking up at the stars. The scene is set in a desert landscape with rolling dunes under a dark, starry sky.

ITALPREZIOSI®

2023

IMPACT
REPORT

ITALPREZIOSI[®]

Welcome to our Impact Report.

In recent years we have digitized the Report not only to make data consultation more interactive, providing a constantly updated version, but also and above all to reduce paper consumption.

This copy of our Impact Report is therefore one of the rare copies available, please treat it with care.

This year's cover depicts a solitary man immersed in the Wadi Rum desert, lost under a night sky shining with constellations. This image evokes the stillness and serenity of nature, while emphasizing the vastness of the universe and our role as small dots inside. In this immense context, the distance from the modern frenzy invites us to reflect on the importance of rediscovering a deep connection with ourselves, cultivating mental well-being and rediscovering calm and harmony with the surrounding environment. It also leads us to promote peace in an increasingly complex world, suggesting how essential it is to find meaning in the face of the grandeur of the cosmos.

Through this Report, we share our commitment to sustainability, a concept that exemplifies the importance of cooperation and mutual understanding. Respect for the environment and society, through awareness of one's impacts, and the promotion of global peace remain fundamental principles, reminding us of their importance in building a more equitable society for all.

Thank you for taking the time to read our Impact Report. We hope that the information contained within will help you better understand Italtrepreziosi's commitment to transparency and our vision for a more equitable and responsible world.



*Visit the Italtrepreziosi
sustainability website*

Cover photo: "StarSand" by Tommaso Rubechi

*"Far from lights, roads, street lamps and cities.
Immersed in the desert, without Wi-Fi and without internet.
Isolated.
Lost under millions of stars."*

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LETTER TO PARTNERS

Dear collaborators,

2023 was a year characterized by a series of events that amplified global instability. New conflicts have joined those already underway, while slowdowns in global GDP growth have been recorded. The global manufacturing sector has contracted due to the shift in consumption towards services, the decline of European industry and climate impacts. The gold market has been affected by geopolitical tensions, financial crises, rising global debt, deglobalization of trade and de-dollarization. Economic uncertainty has been accentuated by the slowdown of the Chinese economy and the risks linked to fund failures such as that of Evergrande and potential banking crises. Central banks have increased gold purchases to protect their reserves, even as global demand for bullion has fallen. In this unstable scenario, gold has maintained its role as a safe haven, preferred over cryptocurrencies.

It is precisely in this complex scenario that we wish to reaffirm our commitment to sustainability and transparency. We firmly believe that openly and responsibly sharing our sustainable practices, and the management of our impacts, through our Report is crucial to inspiring positive action and promoting collaboration in the sector. This is particularly significant in light of the recent update to the CSRD Directive, which extends the scope of sustainability reporting, thus helping to improve transparency throughout the supply chain.

For Italtre, 2023 was a year of great dynamism, during which we achieved significant goals and obtained important recognition. Among these, it is with great pride that we announce our transformation into a Benefit Company, a step that reflects the fundamental values of our company: pursuing not only profit objectives, but also objectives of common benefit, operating with responsibility towards the environment, society and communities. Furthermore, we have successfully passed the assessment process to obtain B Corp certification, thus becoming part of a global movement that is revolutionizing the concept of business.

During 2023, we received prestigious awards that demonstrated our commitment to sustainable performance. We were included among the top 100 Italian companies thanks to the 2023 Sustainability Award, promoted by Kon Group in collaboration with ELITE. In addition, we were honored with the 2023 Sustainability Leader award, created by Il Sole-24ore and Statista, which celebrates the most active Italian companies in the field of sustainability.

In line with our vision of sustainability, we have kept gender equality at the heart of our policies and actions, actively supporting women's empowerment and promoting gender equality. We have organized discussion panels such as "Women driving Sustainability in Mining" and "Women's Empowerment Principles (WEPs)" at major industry events such as OroArezzo and Vicenzaoro 2023. We are also pleased to have achieved gender equality certification during the year.

During 2023, we made significant progress by improving the reporting of our carbon emissions and achieving ISO 14064 certification. This important step allowed us to gain a clear understanding of our real impacts, thus starting a structured emissions reduction path based on medium

and long-term objectives, currently being defined and then moving on to validation by SBTi (Science Based Targets initiative).

Alongside the challenges related to climate change, we recognize the crucial value of biodiversity for the health of our planet. For this reason, we are actively developing our Nature Roadmap, following the guidelines of the Taskforce on Nature-related Financial Disclosures (TNFD), which we joined as members in 2023. This commitment translates into the progressive integration of biodiversity into our business decisions, with the aim of promoting the most harmonious balance possible between our activities and the natural environment.

Our commitment to sustainability also extends to the entire supply chain: we firmly believe that education and training are crucial. Promoting awareness of sustainability issues among our counterparts is a fundamental prerequisite for long-term progress. To this end, we have continued to strengthen our portal dedicated to counterparties (Chain of Information) and to intensify our collaborations with international organizations and associations, including the consolidated partnership with Fairmined and planetGOLD, and, recently, also with IRMA (Initiative For Responsible Mining Assurance). These initiatives also involve major international organizations such as the United Nations and the OECD, as well as counterparts from the public and private sectors and non-governmental organizations.

Internally, we have continued to invest in training our staff on crucial topics such as due diligence, health and safety and sustainability principles, thus promoting a corporate culture based on social and environmental awareness and responsibility. We have also actively encouraged our employees to reduce their environmental impact through initiatives such as the internal "Champion of Sustainability" competition, periodically updated to encourage participation and innovation.

Our dedication and commitment to ensuring maximum customer satisfaction allowed us to obtain the ISO 9001 certification in 2023, a testimony to our constant commitment to the quality and efficiency of internal processes.

A heartfelt thanks to all those who, with dedication and determination, participated in our journey towards sustainability. We believe that, in our small way, we can together contribute to economic growth and the improvement of society's well-being. We believe that a path capable of integrating economy, environment and community can form the foundations of a new culture, in which our company stands out for enhancing responsibility, sustainability, innovation and transparency, and actively contributes to promoting awareness and responsible action towards its impacts. Finally, I would like to express special thanks to the employees, the team and all the collaborators who believe in our corporate vision and mission, and who every day make it possible to realize my dream of contributing to building a better world.

Thank you all from the bottom of my heart,
Ivana Ciabatti
President of the Board of Directors of Italtre



Ivana Ciabatti
President of the Board of Directors of Italtre



01

COMPANY

ITALPREZIOSI

was founded on 15 March 1984

We are a

Joint Stock Company (SpA)

and a **Benefit Corporation**

Our headquarters are in **Arezzo**, Tuscany,
in the town of San Zeno

40 YEARS OF EXPERIENCE

OUR COMPANY OFFERS SERVICES THAT INCLUDE:

1

Recovery, analysis
and refining of
precious metals

2

Production and trade of
gold and silver products
and production and trade of
investment gold for banks,
private individuals and
industry

3

Services to support
precious metals
trading

4

Logistics, transport
and warehousing
services

5

Thermal treatment/
incineration of goldsmith
waste, sludge and residues
from gold-and-silver
processing

6

Treatment and recovery of
various types of precious
metals (e.g., liquids and
waste from the chemical and
galvanic industry, chemical
and automotive catalysts)

7

Waste from the
electronics industry

PRODUCTION CAPACITY:

290 tons of silver and 45 tons of gold per year

NEW DIVISION PRODUCTION CAPACITY:

215 tons of silver and 35 tons of gold per year

TOTAL PRODUCTION CAPACITY:

505 tons of silver per year 80 tons of gold per year

2023

We become a Benefit Corporation,
demonstrating our commitment
to generating positive impact for
people and the environment.

We have customers and suppliers all over
the world including:

- BANKS
- MINES
- JEWELERS AND INDUSTRY OPERATORS
- PRIVATE CUSTOMERS

1.1 OUR HISTORY

1984 • **Company founding**

1996 • **Launch of www.italpreziosi.it**
One of the first sites to broadcast precious metal prices internationally for free and in real time

2008 • **Goldlake IP founding**

2010 • **Inauguration of new headquarters in Arezzo**

2011 • **Member of the International Precious Metals Institute (IPMI)**

2012 • **Inauguration of the new refining plant**
High technology with close to zero environmental impact
Inauguration of Italplatform
The first gold investment platform service through the banking channel to facilitate the trading of bars and coins among private and institutional investors.

2013 • **Acquisition of Cortez Gold Corp.**
Acquisition of shares in Cortez Gold Corp
RJC certification
Obtaining the Code of Practices certification

2015 • **Italpreziosi joins the Starcore International group**
Starcore International Corp acquires Cortez Gold and Italpreziosi becomes a shareholder

2017 • **LBMA certification**
Obtaining Good Delivery certification
Sandspring Resources LTD
Acquisition of shares in Sandspring Resources LTD
Mintata Sas
Acquisition of shares in Mintata Sas

2018 • **PlanetGold**
Italpreziosi SPA becomes part of the planetGOLD Program, implemented with UNDP, UNEP, and UNIDO with private individuals, governments and civil society associations
Aris Gold Corp
Acquisition of shares in Aris Gold Corp.
Transformation of Sandspring Resources LTD
into Gold X Mining Corp.

2019 • **Goldlake IP**
100% acquisition of Goldlake IP

2020 • **Gran Colombia acquires Gold X Mining Corp.** through merger; Italpreziosi becomes a shareholder of Gran Colombia Gold Corp.
Responsible Mineral Initiative (RMI) Membership

2021 • **Fairmined Authorized Supplier certification**
Acquisition of New Division
Watch & Jewellery Initiative 2030 (WJI2030) Membership

2022 • **ISO 9001:2015 Certification**
Gender Equality Certification (UNI PdR 125:2022)
Carbon Footprint Certification (ISO 14064-1:2019)
We become Benefit Corporations

2023 • **B Corp™ certified**
SBTi Commitment

2024 • **RJC certification**
Obtaining Chain of Custody certification

1.2 OUR SERVICES



ANALYSIS AND REFINING OF PRECIOUS METALS

Italpreziosi uses the most advanced refining techniques to recover gold and silver, and other precious metals, at the highest levels of purity. LBMA's Good Delivery certification verifies the standards achieved and maintained within the entire process.



PRODUCTION OF GOLD AND SILVER PRODUCTS FOR BANKS AND INDUSTRY

The company uses the latest generation, technologically advanced machinery, optimizing all processes internally. This allows the creation of gold bars and ingots with Good Delivery certification and pure silver in grains or bars.



PRECIOUS METALS ONLINE TRADING SUPPORT SERVICES

Italpreziosi offers a complete range of services related to the precious metals market and quotes spot or forward prices of gold, silver, platinum and palladium in the main currencies every day. We have developed a digital platform for physical metal brokerage: Italplatform. Through this system, all our customers and suppliers have access to international markets and can set prices in real time or at fixing and place orders.



SALE OF INVESTMENT GOLD IN THE RETAIL MARKET

Both coins and pure gold and silver ingots, produced in our Good Delivery accredited refinery, are marketed through the Precious Metals Sales company department, all products with a guarantee certificate. Furthermore, the PAC Tesoro physical gold investment service was also launched, aimed at all customers interested in diversifying their portfolio in a timely manner.



LOGISTICS, TRANSPORT AND STORAGE

The company provides customers and suppliers with efficient, insured and fast transport solutions for the industrial, banking and private sectors, working exclusively with major international couriers that comply with the OECD Due Diligence guidance for Responsible Supply Chain. In addition to logistics and transport services, Italpreziosi counterparts have the possibility of investing in investment gold, without physically handling the products, opting to insert them directly into Italdeposito's insured deposit.



RECOVERY OF PRECIOUS METALS AND VARIOUS TREATMENTS

Italpreziosi provides further services depending on the customer's needs, including the thermal treatment/incineration of goldsmithing waste, sludge and residues from gold-silver processing, and the treatment and recovery of precious metals from various types of liquids and waste. Additionally, the counterparts may be assisted throughout the entire life cycle of the product containing precious metals to be recovered and of being supported regarding issues related to the handling and treatment of industrial waste containing precious metals to be processed.

1.3 OUR VALUES OUR MISSION

Our mission for over 40 years

has been to be a guiding light for all players involved in our precious metals supply chain, offering excellence, safety, quality, innovation and reliability.

The following **values** have always guided the company in its activities:

EXCELLENCE AND QUALITY

Italpreziosi has always been committed to providing its customers with excellent quality products and services. Satisfying customer needs is a fundamental requirement for a long-lasting business. In this regard, we have adopted the quality management system certified according to the **ISO 9001:2015** standard. We constantly collect feedback from our counterparts in line with our goal of continuous improvement. Our gold is certified "**Good Delivery**" to guarantee promotion of the best commercial practices.

EQUAL OPPORTUNITIES AND INCLUSIVITY

As set out in our Diversity & Inclusion Policy, we actively pursue creating a non-discriminatory and equitable work environment for all. The commitment extends along the entire supply chain through various training initiatives aimed at the entire value chain. For the company, **gender equality** is a priority objective, demonstrated through active participation in initiatives aimed at enhancing the role of women inside and outside the workplace, protecting their rights and promoting equal opportunities. The Gender Equality certification obtained at the beginning of 2023 also guarantees this commitment.

TRANSPARENCY, ETHICS AND INTEGRITY

Italpreziosi is committed to ensuring transparency, monitoring the supply chain and paying attention to the origin and methods of acquiring materials. This is possible thanks to continuous control through rigorous due diligence procedures, supported by the RJC "Chain of Custody" and "Code of Practice" certifications. They establish standards on an ethical, social, environmental and human rights protection level, for responsible precious metals managers. Furthermore, the company is LBMA certified, attesting to the effectiveness of its internal traceability system. Italpreziosi is also on the certified refiners list of the Responsible Mineral Initiative (RMI), an initiative for companies in various sectors involved in responsible mineral supply chains. Through initiatives and collaborations with IPMI, WJI 2030 and IRMA we participate in the comparison and exchange of information and technologies to facilitate the achievement of sustainable development in our sector.

PROTECTING THE PLANET, BIODIVERSITY AND CLIMATE CHANGE

We are dedicated to promoting sustainable and ethical business practices that foster the creation of a more inclusive market for all, while respecting the environment. The precious metals industry may be subject to environmental risks, primarily due to resource impacts that may occur throughout the supply chain. We are committed to selecting, through a rigorous due diligence procedure, counterparts that respect sustainability standards. We support continuous improvement through sharing and training on new standards and best practices, also regarding the protection of biodiversity and measures to combat climate change. This commitment translates into participation in collaborative projects with specialized public entities, international organizations and companies involved in the supply chain. Climate change is a key issue requiring attention in environmental sustainability. It considers factors such as potentially high energy consumption in the supply chain, which poses significant challenges for companies operating in the precious metals sector. Italpreziosi is actively committed to adopting a business model increasingly oriented towards climate sustainability.



SUSTAINABILITY: A HOLISTIC VISION

Our values are inextricably linked to the objectives defined by the 2030 Agenda on the 17 sustainable development goals. In line with our vision of a holistic approach to sustainability, we actively support this initiative in which each objective must be considered in its entirety and complexity. The objectives form the basis of our 2020-2025 Business Plan, which guides Italpreziosi towards excellence through our Sustainable Business Model. Italpreziosi is also inspired by the main international standards and recommendations on sustainable development, such as the Task Force on Nature-related Financial Disclosures (TNFD), the Task Force on Climate-related Financial Disclosures (TCFD), Science Based Targets Network (SBTN), Science Based Targets Initiative (SBTI) and the United Nations Global Compact (UNGC). These further influence our strategies towards greater transparency, climate resilience and corporate social responsibility.

“Italpreziosi is a totally innovative company from a technological point of view, which puts humans, their dignity, their continuous improvement and their well-being at the center. It is capable of integrating economic value with human value, attentive to and motivated by ethical principles, with great attention and respect for the environment, with emissions close to zero and respect for the planet's resources, to help leave it in good condition for future generations, investing in and enhancing the surrounding area with both social and cultural events.”

1.4 OUR SUPPLY CHAIN

RECYCLED
MATERIALSMINING
COMPANIESGOOD
DELIVERY

COMPLETE TRACEABILITY

ANALYSES

REFINING

PRODUCTION
Of Bars, Ingots And Coins

COMPLETE TRACEABILITY



BANKS



PRIVATE



INDIVIDUALS

 **RECYCLED MATERIALS**

Precious metals that have been previously refined (including end-user materials, post-consumer materials, products containing precious metals, and scrap metals and materials generated during product manufacturing) and then returned to a refiner or other downstream intermediate processor to start a new life cycle as 'recycled material'.

 **MINES**

One of Italtreasures's added values lies in a unique business model that allows it to obtain supplies directly from mines, including some in which it owns shares.

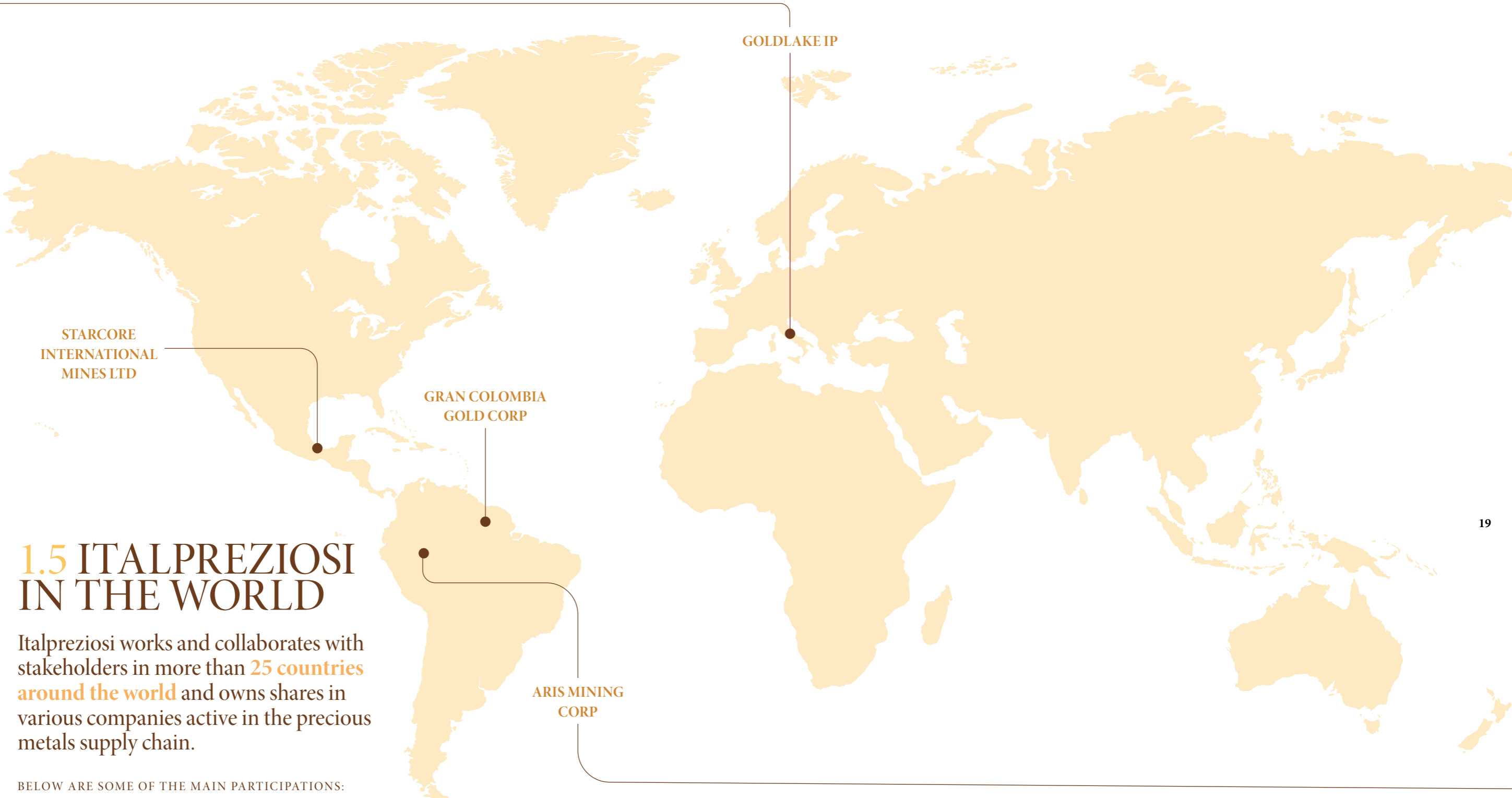
"We refine gold mostly bought directly. This allows us to skip intermediaries, managing to bring the world of mining closer to that of jewelry production."

Ivana Ciabatti

 **GOOD DELIVERY**

Good Delivery certified bars (Gold)

The Good Delivery certification is issued by the LBMA (London Bullion Market Association) which coordinates wholesale gold and silver trading. This association updates and publishes Good Delivery lists, which set a series of criteria with which refiners and their precious metal must comply before being admitted to trading.



1.5 ITALPREZIOSI IN THE WORLD

Italpreziosi works and collaborates with stakeholders in more than **25 countries around the world** and owns shares in various companies active in the precious metals supply chain.

BELOW ARE SOME OF THE MAIN PARTICIPATIONS:

STARCORE INTERNATIONAL MINES LTD

Starcore International Mines Ltd is a Canadian mining company active in exploration, development and production. Its principal property is the San Martin Mine, which includes mining concessions covering an area of more than 12,000 hectares located in Queretaro, Mexico. The company holds mineral concessions that have not yet been exploited or capitalized.



ARIS MINING CORP

Aris Mining is a Canadian mining company listed on the TSX and NYSE-A. It is led by an executive team with a proven record of creating value by building globally relevant gold mining companies. Aris Mining operates the Segovia and Marmato mines in Colombia, which together produced over 226,000 ounces of gold in 2023. Aris Mining promotes the formalization of small-scale mining, as this process allows all miners to operate legally, safely and responsibly, protecting communities and the environment.



GOLDLAKE IP

Goldlake IP was one of the first companies in the world to implement, in 2008, a Chain Of Custody certified gold supply chain traceability project by RJC, which included the entire process from mining to refining, followed by exclusive sales of ethical gold to Cartier. The project stood out for its adherence to high environmental protection standards and for its investments in social issues and integration with local communities, thus managing to combine profit, innovation and respect for humans and the ecosystem. It was the first refinement in which Italpreziosi took part as a company, with the material coming in a segregated way from this project conducted in Honduras. This participation was the start of the company's commitment to a transparent and sustainable supply chain and represented a crucial step in our commitment to creating a sustainable and transparent supply chain.

DENARIUS METALS CORP

Denarius Metals is a Canadian company engaged in the acquisition, exploration, development and operation of polymetallic mining projects in high-grade districts. The projects are located in historic mining districts in Spain and Colombia and offer the opportunity to operate on a wide range of metals in demand in the global economy, including copper, nickel, zinc, lead, gold, silver, cobalt, palladium and platinum.



02

A SUSTAINABLE
APPROACH



2.1 OUR SUSTAINABILITY JOURNEY

Sustainability

according to our CEO, Ivana Ciabatti

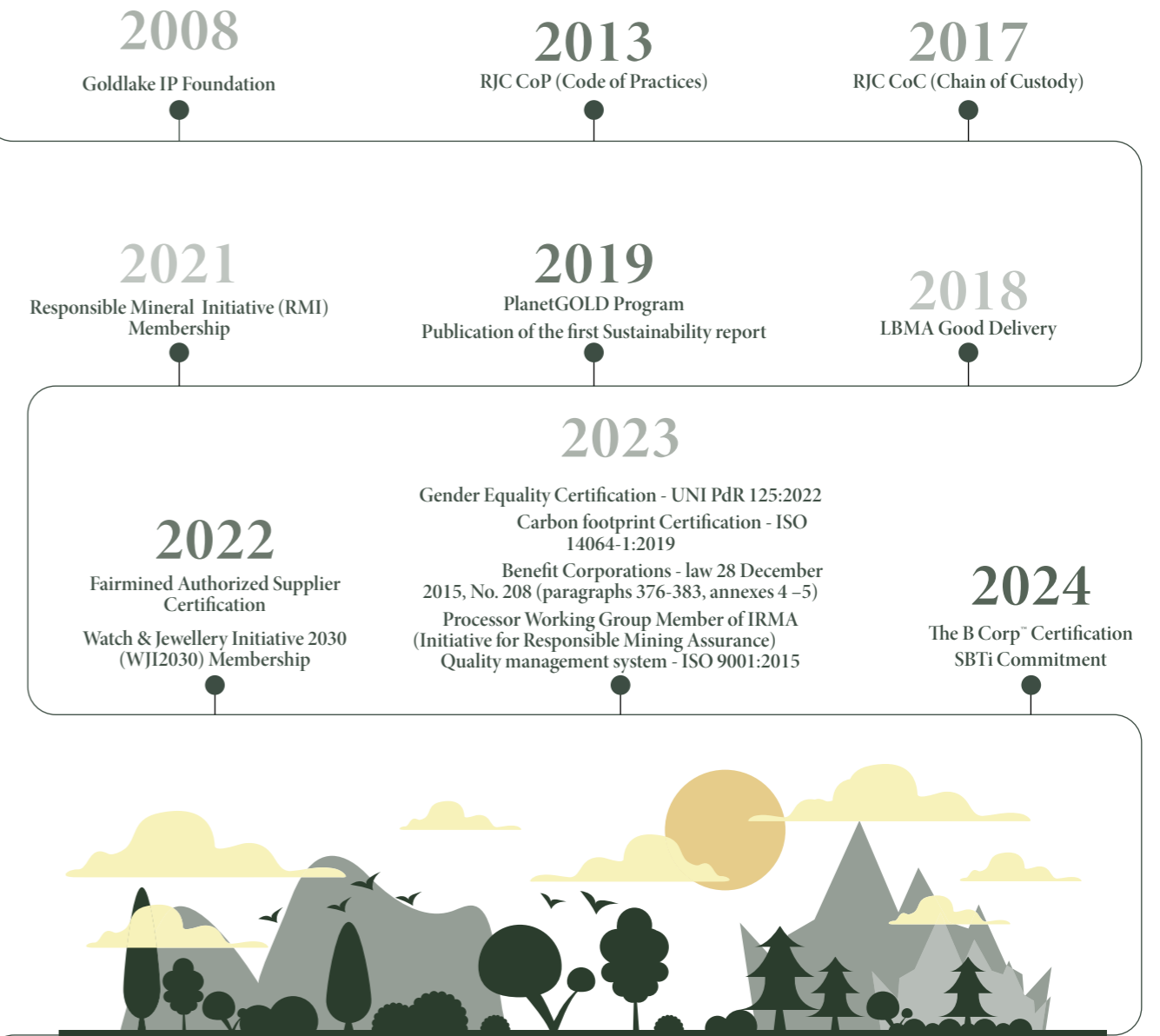
“The **sustainable path** and humanistic capitalism have always guided my journey as an entrepreneur. With our sustainable path, we want to promote a more equitable and harmonious future, respectful of the environment, the planet's resources, and human dignity, enhancing education and awareness-raising with particular attention to an increase in training. I believe that sustainability is a social pact with future generations. With this path, in our small way, we want to meet the present generation's needs without compromising future generations' ability to meet their own needs. Sustainability in our sector is a complex path and it takes much determination and courage to find new solutions.

Talking about **ethical gold**, as already said on other occasions, is a very dear topic for me. Remember, through GoldLake IP, already in 2008, we were among the first in the world to address these issues and above all to put them into practice with full traceability of gold from extraction to finished jewel. Ethics is a way of acting, a concrete action in everyday reality. I realize that the word ethics is often used inappropriately because it is much easier to say than to put it into practice.

My vision of "human capitalism" with humans at the center, giving them economic and moral dignity. At the same time, I try to promote these practices so that more people become aware of them. We always place the person at the center of our work, guaranteeing the excellence of the services we offer to our customers and suppliers, maintaining particular attention to dialogue with the communities in which we are present, aware that our work's true value lies in the level of improvement in the quality of life that we can bring to them.”

“I have always imagined making a profit, but with ethics, dignity, morals and lots of energy.”

THE PATH TOWARDS SUSTAINABILITY WE HAVE UNDERTAKEN:



Italpreziosi is aware that the path towards sustainability is **a continuous and evolving commitment.**

We have made important progress in reducing our operations' environmental and social impact, but we understand that there are still challenges to address and opportunities to make further improvements. We are determined to constantly explore new innovative solutions and sustainable practices to make our business increasingly positive for the environment and society. Our vision is to continue to drive change towards a more sustainable and responsible future, always maintaining high our ambition and our commitment to a better world for future generations.

2.2 OUR CONTRIBUTION TO THE 2030 AGENDA SDGS

The 2030 Agenda for Sustainable Development is an action plan signed by the governments of 193 UN member countries in September 2015. This program includes 17 Sustainable Development Goals (SDGs) and 169 targets. The SDGs are aimed at promoting the well-being of people, the health of the planet and economic prosperity. The official launch of the SDGs took place at the beginning of 2016, with the aim of achieving them by 2030.

Italpreziosi has decided to adopt the 17 **Sustainable Development Goals (SDGs)** and the related targets as guidelines to follow in every activity the company undertakes. Our standards and policies comply with the United Nations 2030 Agenda. We dialogue and collaborate with our counterparts to share and enhance the standards that we voluntarily adopt, and which can improve the industry's conduct, making it even more responsible.

Our Report is based on the Global Reporting Initiative (GRI), and is in line with the United Nations Global Compact and the SDGs. References to the GRI Standards are shown in the final GRI Content Index table.

Italpreziosi's work mainly contributes to SDGs 3,4,5,8,16,17.



SDG 3 HEALTH AND WELL-BEING

Sustainable Development Goal 3 focuses on promoting healthy lives and well-being for all people by promoting equitable access to health services, disease prevention and universal health coverage. It is further divided into 13 targets.

INITIATIVES:

- DIGITAL BULLETIN BOARD
- CORPORATE WELFARE
- LISTENING DESK
- HEALTH AND SAFETY TRAINING



SDG 4 EDUCATION AND TRAINING

Sustainable Development Goal 4 aims to ensure inclusive, equitable and quality education for all, promoting access to education at every level, from childhood to adulthood, and encouraging lifelong learning and development of the skills needed for the future.

INITIATIVES:

- INTERNAL AND SUPPLY CHAIN LEVEL TRAINING
- MONTHLY NEWSLETTER
- INTERNAL COURSES



SDG 5 GENDER EQUALITY

Sustainable Development Goal 5 commits to achieving gender equality and the empowerment of women and girls, promoting equality of opportunities, access to education and health services, as well as full and equal participation in economic, political and social life.

INITIATIVES:

- DIVERSITY AND INCLUSION POLICY
- INTERNAL AND SUPPLY CHAIN LEVEL TRAINING
- INITIATIVES SUPPORTED AND PANELS ORGANIZED
- GENDER-RESPONSIVE DUE DILIGENCE



SDG 8 DECENT WORKING CONDITIONS AND ECONOMIC GROWTH

Sustainable Development Goal number 8 aims to promote decent work and sustainable economic growth, ensuring fair and decent employment opportunities, stimulating innovation and promoting inclusive and sustainable economic growth for all.

INITIATIVES:

- PARTICIPATION AT SUPPLY CHAIN LEVEL TO ENSURE THE PROTECTION AND SUPPORT OF WORKERS AND LOCAL COMMUNITIES



SDG 16 PEACE AND JUSTICE

Sustainable Development Goal 16 aims to promote peaceful, just and inclusive societies by promoting effective, accountable and inclusive institutions, access to justice for all and respect for human rights and the rule of law.

INITIATIVES:

- SUPPORT FOR ORGANIZATIONS THAT PROMOTE PEACE AND JUSTICE GLOBALLY



SDG 17 PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

Sustainable Development Goal 17 emphasizes the importance of partnership in achieving the other goals, encouraging collaboration between governments, the private sector and civil society, as well as promoting coherent policies for sustainable development globally.

INITIATIVES:

- INTERNATIONAL MEMBERSHIPS FOR OUR SECTOR'S SUSTAINABLE DEVELOPMENT

2.3 MATERIALITY ANALYSIS AND STAKEHOLDER INVOLVEMENT

MATERIALITY ANALYSIS

Materiality analysis identifies the relevant aspects, known as material, for an organization. This analysis was conducted pursuant to the 2021 version of the GRI Standards. The Global Reporting Initiative (GRI) Standards provide a framework for organizations to report their environmental, social and governance (ESG) performance. Companies, governments and other organizations around the world use these standards widely to measure and communicate their sustainability impacts. A topic is considered relevant if it can represent the organization's impacts on the economy, environment and people, including those regarding human rights (Impact Materiality).

The impact must be considered both at the current level (actual impact) and potential (future impact). Furthermore, the impacts can be positive, if they contribute to the sustainable progress of people, local communities and the environment, or negative if they cause damage to them, as also required by the B Corp™ standard and benefit corporations.

DETERMINATION OF RELEVANT TOPICS

To identify the relevant sustainability issues, in line with the GRI standard, an analysis was conducted of the organization's environment, its activities and its commercial relationships, as well as the sustainability context in which these take place. This approach allows the organization to gain critical information for identifying its current and potential impacts. We adopted a methodological approach that included surveys and analysis of internal data and external sources. Another crucial aspect in this phase was stakeholder involvement, fundamental to obtaining an external point of view for inclusion. The material topics identified in previous fiscal years were also considered, as well as the material topics identified by the GRI standards, including those specific to the sector.

List of relevant topics

TOPIC	SUB-TOPIC	MATERIAL TOPIC
ENVIRONMENT	CLIMATE CHANGE	<ul style="list-style-type: none"> • CLIMATE CHANGE • RENEWABLE ENERGY SOURCES • ENERGY EFFICIENCY
	PROTECTION OF ECOSYSTEMS	<ul style="list-style-type: none"> • BIODIVERSITY PROTECTION • USE OF NATURAL RESOURCES • WASTE MANAGEMENT • AIR, WATER AND SOIL POLLUTION
SOCIAL	HUMAN RIGHTS	<ul style="list-style-type: none"> • HUMAN RIGHTS • CHILD/FORCED LABOR • DECENT WORKING CONDITIONS
	EQUAL TREATMENT	<ul style="list-style-type: none"> • DIVERSITY EQUITY INCLUSION • GENDER EQUALITY
	WELL-BEING	<ul style="list-style-type: none"> • EDUCATION AND TRAINING • LOCAL COMMUNITIES
	RESPONSIBLE SOURCING	<ul style="list-style-type: none"> • ETHICAL SOURCING • SOURCING FROM CONFLICT ZONES
GOVERNANCE	TRANSPARENCY	<ul style="list-style-type: none"> • ECONOMIC VALUE GENERATED AND DISTRIBUTED • RAW MATERIALS TRACEABILITY
	DUE DILIGENCE E ESG	<ul style="list-style-type: none"> • CONTROL OF CORRUPTION AND MONEY LAUNDERING • SUSTAINABLE TRANSPORT

MATERIAL TOPICS

The materiality matrix observable in the graph below visually is the position of each theme based on two dimensions:

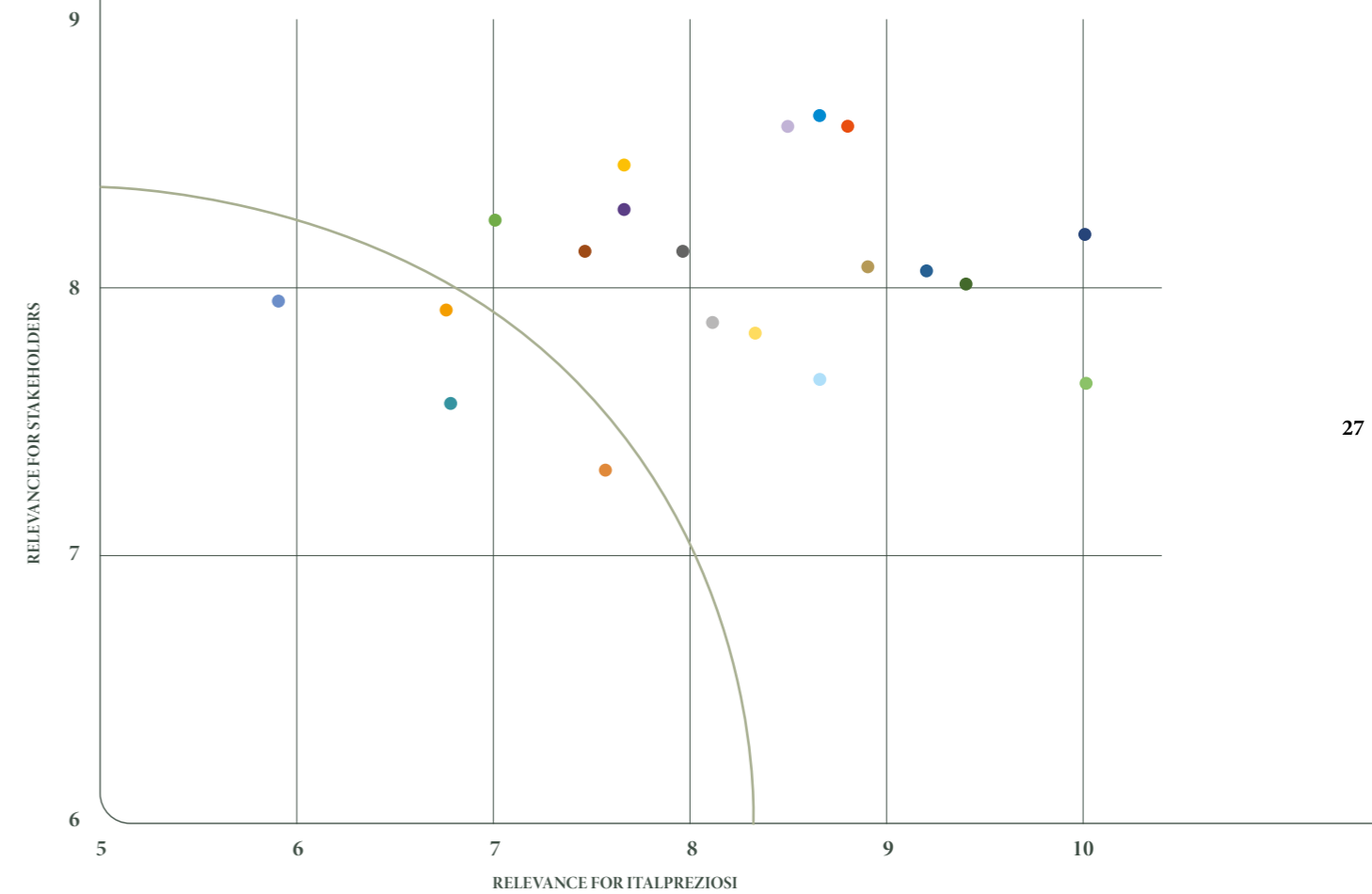
Impact on the organization:

evaluates the importance of an issue for the organization's operations, reputation and sustainability strategy. This can include aspects such as operational risks, business opportunities, corporate reputation, regulatory compliance and more.

Stakeholder interest:

reflects the interest and importance attributed to an issue by the organization's various stakeholder groups, such as customers, employees, investors, local communities, NGOs and other interested parties.

Starting from the selection of previously identified relevant topics, we identified the material topics by applying a threshold that considers both dimensions. Topics exceeding this threshold were considered material topics and were subject to an analysis of current and potential impacts, both positive and negative.



- Sustainable transportation
- Economic value generated
- Local communities
- Diversity, equity, and inclusion
- Energy efficiency
- Education and training
- Child labor / forced labor
- Traceability of raw materials
- Air, water, and soil pollution
- Decent working conditions
- Human rights
- Ethical sourcing
- Waste management
- Use of natural resources
- Protection of biodiversity
- Climate change
- Renewable energy sources
- Prevention of sourcing from conflict zones
- Control of corruption and money laundering
- Gender equality

MANAGEMENT OF MATERIAL TOPICS

To identify the current and potential impacts, both positive and negative, regarding the issues previously identified as material, a specific methodology was followed. Italtreppiosi internal commissions implemented this methodology under the supervision of company management.

The significance of each identified impact considered various factors, such as the impact's severity defined based on the scope (i.e. the frequency and extent with which it occurs along the value chain), the scale (extent of the impact) and the degree of irreversibility (the possibility of mitigating the effects of the impact), as well as its probability of occurrence.

IMPACT ASSESSMENT AND MANAGEMENT

MATERIAL TOPIC	IMPACT	TYPE OF IMPACT	DESCRIPTION OF IMPACT, COUNTERMEASURES AND ACTIONS	INVOLVEMENT	MATERIAL TOPIC	IMPACT	TYPE OF IMPACT	DESCRIPTION OF IMPACT, COUNTERMEASURES AND ACTIONS	INVOLVEMENT
CLIMATE CHANGE	Contribution to climate change caused by greenhouse gas emissions	Negative Actual	Businesses and their supply chains produce carbon dioxide and other greenhouse gases, which contribute to climate change and global warming. Countermeasures: To mitigate our impact, we have certified our carbon footprint, becoming aware of our direct and indirect emissions. This has allowed us to recently embark on a path to set emission reduction targets with SBTi.	Direct Indirect	WASTE MANAGEMENT	Implementation of responsible waste management practices to reduce the environmental impact of company activities.	Negative Potential	Waste management, if conducted incorrectly, can represent a risk for society and the environment. Countermeasures: We monitor our waste production and are committed to applying best practices to reduce its impacts.	Direct Indirect
RENEWABLE ENERGY SOURCES	Investment and use of renewable energy sources to reduce greenhouse gas emissions and the use of fossil fuels	Positive Actual	Adopting renewable energy sources is a key step to reduce impact, especially on climate change. Actions: Italtrezi is committed to using energy suppliers with an energy mix that increasingly favors renewable energy. It also has its own photovoltaic park.	Direct	AIR, WATER AND SOIL POLLUTION	Contribution to air, water and soil pollution due to emissions of polluting substances	Negative Potential	Company emissions may contain substances harmful to environmental matrices: water, air and soil. Countermeasures: Italtrezi regularly monitors its emissions, paying particular attention to the chemical products used, constantly trying to reduce the polluting substances used in production processes.	Direct Indirect
ENERGY EFFICIENCY	Implementation of technologies and practices to improve energy efficiency and reduce consumption.	Positive Actual	Implementing energy efficiency in the workplace and in production machinery allows saving energy and reducing the emissions associated with its production, with consequent benefits for people and the environment. Actions: Italtrezi has undertaken a constantly updated process of improving efficiency and renewing its technological components.	Direct	HUMAN RIGHTS	Protecting and promoting the fundamental rights of people involved in business operations and the supply chain	Negative Potential	Precious metal sourcing presents potential risks such as human rights violations, as, for example, such materials could potentially come from areas of conflict or exploitation. Such violations can also lead to fines, as well as reputational and economic damage. Countermeasures: Italtrezi adopts rigorous due diligence procedures in line with the highest international standards.	Indirect
BIODIVERSITY PROTECTION	Protection of animal and plant species and ecosystems in which the operational supply chain activities take place	Negative Potential	Biodiversity has a crucial role in the health and well-being of the ecosystem and consequently of people. The impact on biodiversity can potentially be a significant risk, especially regarding potentially unsustainable extraction processes in the mineral/metal supply chain. Countermeasures: Italtrezi has become a member of the TNFD (Task force on Nature-related Financial Disclosures). It is committed to requesting information from counterparts regarding compliance with environmental legislation and protection of biodiversity.	Indirect	CHILD/FORCED LABOR	Preventing and eliminating child and forced labor in company activities and among suppliers	Negative Potential	Child and/or forced labor is a human rights violation as well as an unethical practice having a negative impact on people and communities, and on the reputation and economics of the parties involved. Countermeasures: Italtrezi adopts rigorous due diligence procedures in line with the highest international standards.	Indirect
USE OF NATURAL RESOURCES	Adoption of sustainable practices to preserve and responsibly use natural resources.	Negative Potential	The use of natural resources is a risk factor for the environment and the planet, which is amplified when dealing with potential unsustainable extraction practices. Countermeasures: Italtrezi evaluates the environmental impact of the extraction of raw materials and favors suppliers who adhere to responsible extraction practices, environmental regulations and ethical standards. Furthermore, it promotes sustainable and responsible sourcing practices.	Indirect	DECENT WORKING CONDITIONS	Guarantee of safe, healthy working conditions that respect workers' rights along the supply chain	Negative Potential	If decent working conditions are not respected, there is a negative impact on workers, as well as economic and reputational damage for the parties involved. Countermeasures: Italtrezi adopts rigorous due diligence procedures and prefers participation in associations and initiatives that aim to guarantee a more sustainable and protected supply chain.	Indirect
					DIVERSITY EQUITY INCLUSION	Creating an inclusive work environment that values diversity and promotes equity in career and development opportunities.	Positive Actual	Diversity, equity and inclusion promote a stimulating work environment, enhance creativity and innovation, and promote company productivity and effectiveness. Actions: To protect these principles, we have drafted the "Diversity & Inclusion Policy." Furthermore, we promote training on this topic at internal and supply chain level.	Direct Indirect

MATERIAL TOPIC	IMPACT	TYPE OF IMPACT	DESCRIPTION OF IMPACT, COUNTERMEASURES AND ACTIONS	INVOLVEMENT
GENDER EQUALITY	Promotion of gender equality through hiring policies, professional development and equal pay	Positive Actual	<p>Gender equality in working environments promotes diversity of perspectives, increases employee representativeness, and contributes to a more equitable and inclusive working climate. Promoting these principles along the supply chain also helps raise awareness and potentially increase overall gender equality.</p> <p>Actions: The company has always been committed to female empowerment, as demonstrated by the gender equality certification, as well as by the events organized to promote the topic in the supply chain.</p>	Direct Indirect
EDUCATION AND TRAINING	Investment in training and development programs to improve skills and growth opportunities for employees and local communities	Positive Actual	<p>Education and training in the company provides personal and professional development opportunities for employees, increases the teams skills and capabilities, thus improving the company's preparedness and competitiveness in the market.</p> <p>Actions: Italtrezioli has always been committed to spreading education and training both internally and along the supply chain, through initiatives, projects and our "Chain of Information" portal.</p>	Direct
LOCAL COMMUNITIES	Active involvement and support for local communities to promote socio-economic development and improve the quality of life	Positive Actual	<p>The involvement of local communities can have positive impacts on their well-being, and on the protection of vital natural resources.</p> <p>Actions: Italtrezioli is committed to supporting initiatives to protect local communities, including along the supply chain.</p>	Direct Indirect
ETHICAL SOURCING	Selection of suppliers who respect ethical and social standards in the supply chain	Positive Actual	<p>Ethical sourcing of precious metals ensures that they originate from responsible and sustainable sources, reducing the risk of negative impacts on local communities and the environment. It also promotes transparency and integrity throughout the supply chain, helping to maintain the company's reputation and credibility.</p> <p>Countermeasures: Ethical sourcing is implemented through continuous monitoring of the supply chain, which has a positive impact on society, local communities and the environment.</p>	Direct Indirect
SOURCING FROM CONFLICT ZONES	The purchase of conflict zone minerals may be linked to indirect support for armed conflicts	Negative Potential	<p>The precious metals sector can potentially pose a risk of even involuntary involvement in the purchase of minerals from conflict zones, with legal, ethical and reputational consequences.</p> <p>Countermeasures: To avoid such practices, Italtrezioli adopts rigorous due diligence procedures towards counterparts, and adopting standards on responsible practices established by authoritative entities in the sector such as: RJC, LBMA, RMI, OCSE, WGC, ARM.</p>	Direct Indirect
ECONOMIC VALUE GENERATED AND DISTRIBUTED	Creating economic value through company activities, contributing to economic growth, income generation and employment in the communities where the company operates.	Positive Actual	<p>The precious metals sector can potentially pose a risk of even involuntary involvement in the purchase of minerals from conflict zones, with legal, ethical and reputational consequences.</p> <p>Countermeasures: To avoid such practices, Italtrezioli adopts rigorous due diligence procedures towards counterparts, and adopting standards on responsible practices established by authoritative entities in the sector such as: RJC, LBMA, RMI, OCSE, WGC, ARM.</p>	Direct

MATERIAL TOPIC	IMPACT	TYPE OF IMPACT	DESCRIPTION OF IMPACT, COUNTERMEASURES AND ACTIONS	INVOLVEMENT
RAW MATERIALS TRACEABILITY	Traceability of raw materials, to know the path of the metal from its extraction to the finished product	Negative Potential	<p>Lack of traceability of raw materials can lead to working with suppliers who operate in violation of environmental or human rights regulations.</p> <p>Countermeasures: Traceability is part of the company's core mission and is also guaranteed by the sector certifications obtained.</p>	Direct Indirect
CONTROL OF CORRUPTION AND MONEY LAUNDERING	Involuntary involvement in illegal activities, such as corruption or money laundering	Negative Potential	<p>Involvement, even involuntary, in such illicit activities can cause legal and reputational consequences.</p> <p>Countermeasures: The company carefully evaluates its counterparts, drawing up a risk index updated regularly and requesting all the necessary information from the counterparts, to have a complete and in-depth picture of their activities, in line with national and international laws and standards.</p>	Indirect

*Actions and countermeasures will be explained in greater detail in subsequent chapters of this report. After careful identification and assessment of impacts, the identified material topics have been carefully evaluated and will now form the core of our business strategies and initiatives.



THE FOUR MACRO-AREAS ARE THE FOLLOWING:

Sustainable governance and value creation



Environmental protection, biodiversity and climate change



Appreciation of human capital



Supply chain, community and transparency



THESE MACRO AREAS - DEFINED AS MATERIAL - WILL BE EXAMINED IN EACH SECTION OF THIS REPORT, FOLLOWING THE STRUCTURE OF THE BIA (B IMPACT ASSESSMENT).

STAKEHOLDER ENGAGEMENT

Involving our stakeholders is a fundamental and constructive step for Italtre, to understand its current and future performance, but also to seek solutions to all those challenges that our industry is facing. Our daily work and the creation of long term shared value rely on evaluation of our performances and an updated evaluation of common fundamental topics and dialogue.

We regularly involve our stakeholders, from staff to suppliers, customers, local communities, institutions, associations, industry groups, the press, with the aim of transparently transmitting our values and establishing relationships of trust and promoting development sustainability of our sector.

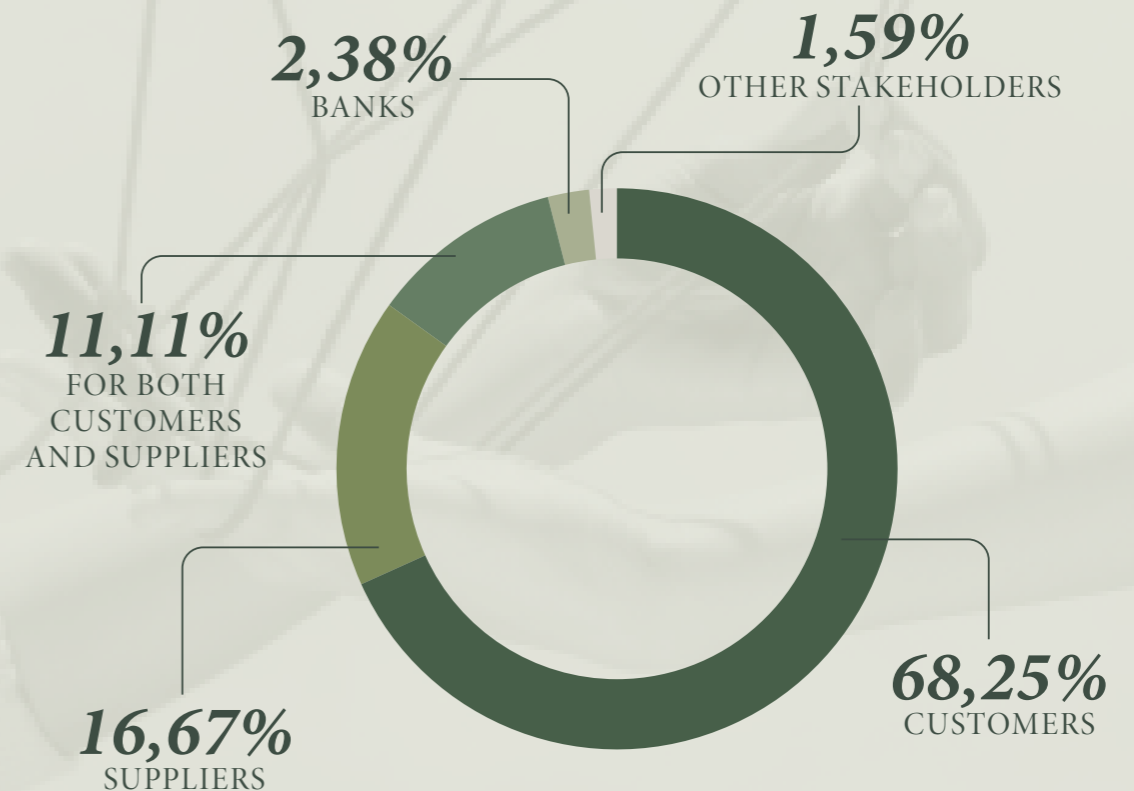
An anonymous survey was conducted involving all our stakeholders, to identify and implement the common objectives, relevant topics and supply chain impacts and to evaluate our annual performance. The survey parameters are updated annually.

Over the last three years we have seen an increase in the number of responses from our counterparts, especially in the last year.

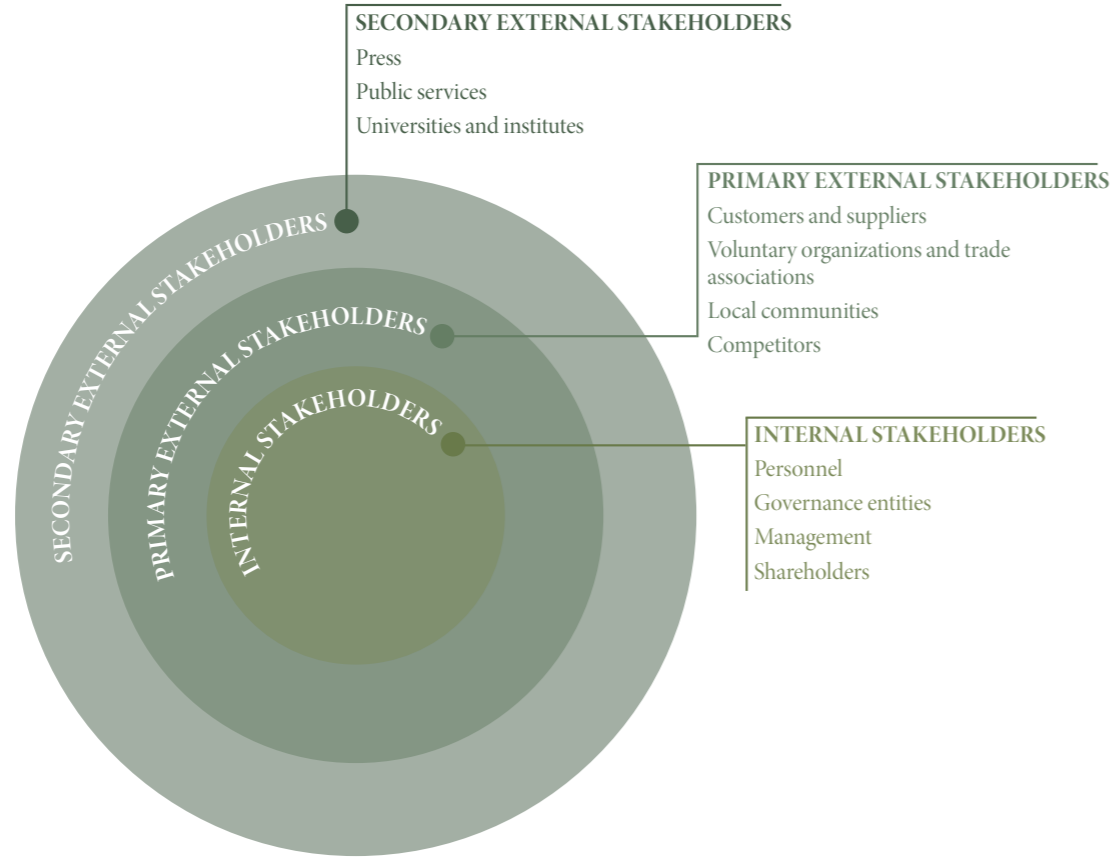
COUNTERPARTS RESPONDED TO THE SURVEY:



THE COUNTERPARTS WHO RESPONDED ARE:



MAIN ACTIVITIES INVOLVING OUR STAKEHOLDERS



PERSONNEL

- INTERNAL COMMUNICATION INITIATIVES DEDICATED TO HEALTH AND SAFETY ISSUES FOR THE MANAGEMENT OF THE COVID-19 EMERGENCY, SUCH AS NEWSLETTERS, TRAINING SESSIONS
- PERIODIC WORK CLIMATE SURVEY
- REFRESHER AND TRAINING COURSES
- COORDINATION MEETING AMONG VARIOUS DEPARTMENTS
- PERIODIC COMPANY EVENTS FOR TEAM BUILDING AND HEALTHY OUTDOOR ACTIVITIES
- IMPACT REPORT
- SOCIAL NETWORK AND WEBSITE
- ETHICAL CODE
- WELFARE SYSTEM
- DIGITAL NOTICEBOARD
- MONTHLY NEWSLETTER
- ANNUAL PRESENTATION OF FINANCIAL AND SUSTAINABILITY STATEMENT



BOARD OF DIRECTORS

- PERIODIC MEETINGS
- IMPACT REPORT
- ANNUAL REPORT



MANAGEMENT

- MONTHLY MEETINGS WITH THE CEO AND DEPARTMENT MANAGERS
- DUE DILIGENCE COMMISSION
- SUSTAINABILITY COMMISSION
- SUPERVISION AND APPLICATION OF THE SUSTAINABILITY AND BUSINESS STRATEGY
- IMPACT REPORT
- ANNUAL REPORT
- ANNUAL PRESENTATION OF FINANCIAL AND SUSTAINABILITY STATEMENT



SHAREHOLDERS

- PERIODIC MEETINGS
- SHAREHOLDERS' MEETING
- IMPACT REPORT
- ANNUAL REPORT
- CHAIN OF INFORMATION: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY



CUSTOMERS AND SUPPLIERS

- CORPORATE COMMUNICATIONS
- PERIODIC SATISFACTION SURVEY AND MATERIAL TOPICS
- DUE DILIGENCE ON BOARDING PROCESS
- REPORTS AND COMPARISONS THROUGH INDUSTRY ASSOCIATIONS
- IMPACT REPORT
- SOCIAL NETWORK AND WEBSITE
- VISITS TO OUR HEADQUARTERS
- VISITS TO OUR CUSTOMERS AND SUPPLIERS
- CLEAR AND TIMELY, UPDATED COMMUNICATION
- COLLABORATION FOR BETTER SUSTAINABILITY IN THE SUPPLY CHAIN
- CODE OF ETHICS AND SUPPLY CHAIN POLICY
- CUSTOMER AND SUPPLIER SERVICE
- CHAIN OF INFORMATION: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY



LOCAL COMMUNITIES

- SUPPORT LOCAL AND NATIONAL INITIATIVES AND EVENTS IN VARIOUS FIELDS
- IMPACT REPORT
- SOCIAL NETWORK AND WEBSITE



PRESS

- PRESS RELATIONS OFFICE
- SOCIAL NETWORK AND WEBSITE
- IMPACT REPORT
- CHAIN OF INFORMATION: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY



UNIVERSITIES AND INSTITUTES

- SCIENTIFIC RESEARCH SUPPORT WITH UNIVERSITIES
- SUPPORT LOCAL TRAINING COURSES IN THE SECTOR
- MEETINGS OF OUR CEO WITH LOCAL TRAINING INSTITUTES
- SOCIAL NETWORK AND WEBSITE
- CHAIN OF INFORMATION: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY



VOLUNTARY ORGANIZATIONS AND TRADE ASSOCIATIONS

- SUPPORT, MEMBERSHIP AND PARTICIPATION IN LBMA, RJC, RMI, IPMI, UN GLOBAL COMPACT, EITI, WGC, WATCH & JEWELLERY INITIATIVE 2030, IRMA, FAIRMINED, OECD
- COLLABORATIONS AND PARTNERSHIPS IN MULTI-STAKEHOLDER PROJECTS FOR IMPLEMENTATION OF SUSTAINABILITY PROJECTS
- PARTICIPATION IN ROUND TABLES ON INDUSTRY TOPICS
- PERIODIC COMMUNICATIONS
- EVENTS, CONFERENCES, SEMINARS AND TRAINING INITIATIVES ON SUSTAINABILITY TOPICS: CREATION OF GUIDELINES AND SHARING OF BEST PRACTICES
- CONTINUAL COLLABORATION
- VISITS TO THE COMPANY
- IMPACT REPORT
- CHAIN OF INFORMATION: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY



COMPETITORS

- MEETINGS ORGANIZED BY INDUSTRY ASSOCIATIONS
- VISITS AND COMMUNICATIONS
- COLLABORATIONS IN PROJECTS AND ROUND TABLES FOR THE CREATION OF A MORE SUSTAINABLE SUPPLY CHAIN
- IMPACT REPORT
- CHAIN OF INFORMATION: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY



PUBLIC SERVICES

- COLLABORATIONS ON SECURITY
- ENVIRONMENTAL IMPACT
- REGULAR SAFETY DRILLS
- IMPACT REPORT
- PERIODIC COMMUNICATIONS



NATIONAL AND INTERNATIONAL INSTITUTIONS AND AUTHORITIES

- MEETINGS WITH LOCAL, NATIONAL AND INTERNATIONAL POLITICAL AND INSTITUTIONAL REPRESENTATIVES ON SECTOR ISSUES
- PERIODIC COMMUNICATIONS
- CONSTANT COLLABORATION
- VISITS TO OUR HEADQUARTERS
- CHAIN OF INFORMATION: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY



03

GOVERNANCE
GOVERNANCE FOR SUSTAINABILITY

3.1 CORPORATE ENTITIES

BOARD OF DIRECTORS AND BOARD OF STATUTORY AUDITORS

Board Of Directors

PRESIDENT

Ivana Ciabatti

VICE PRESIDENT

Carlo Ferrini

BOARD MEMBERS

Giuseppe Ferrara, Filippo Dami, Alice Vanni

Board Of Auditors

Gabriele Nardi - President, Cristiana Chiericoni, Luca Varignani

Managing Director / Ceo

Ivana Ciabatti

3.2 SUSTAINABILITY GOVERNANCE

ORGANIZATIONAL MODEL 231

The Organizational Model pursuant to Legislative Decree 231/01 (Legislative Decree. 231/01) is a management and control tool that companies can adopt, and which can bring numerous benefits. The adoption of this model not only helps to prevent and combat illicit behavior within the organization, but also to promote an ethical corporate culture, improve internal processes and reduce financial and reputational risks. In pursuing our transparency and integrity commitments, Italtreziiosi has maintained the Organizational Model pursuant to Legislative Decree. 231/01 as a fundamental governance tool, aimed at preventing and combating illicit behavior within our organization.

BOARD OF DIRECTORS

Italtreziiosi's Board of Directors is made up of five members, including the CEO. Member selection takes place not only considering experience and specialization, but also by commitment to sustainability, an element integrated into the company strategy. The Board of Director's vision must be aligned with high sustainability standards, as this is an integral part of the company's overall strategy. The Board of Directors' role consists of directing and supervising the company strategy, collaborating with the organization, controlling activities and promoting corporate sustainability. Furthermore, the Board of Directors is periodically updated and trained on the relevant topics defined in this report.



MANAGEMENT

In collaboration with the Senior Management, made up of the managers of each department, the CEO of Italtreziiosi coordinates and supervises execution of the corporate strategy and sustainability principles.



DUE DILIGENCE COMMISSION

The Due Diligence Commission is made up of Senior Management, whose President is the company Legal Officer. The Due Diligence Commission's role is to supervise the work of the Compliance office, strengthening the corporate Compliance department in the management and mitigation of risks related to the supply chain and company collaborators.



SUSTAINABILITY COMMISSION

The sustainability commission was established with the aim of aligning the company vision with the established sustainability objectives, continually monitoring company trends and seeking continuous innovation, through planning the sustainable strategy in the short, medium and long term. The Due Diligence Commission supports the work of the Sustainability Commission, as the two aspects must act complementarily and in synergy. The due diligence process is integrated with a sustainability path aimed at collaborative support in compliance with our customers and suppliers.



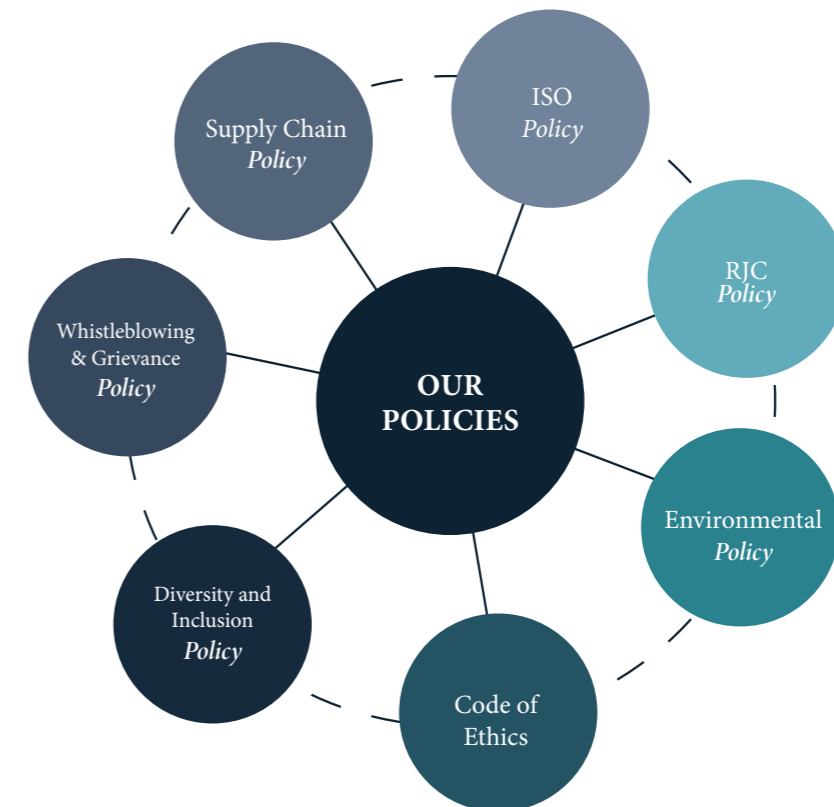
BOARD OF AUDITORS

It has the task of supervising the board members' activities and checking that the company management and administration is conducted in compliance with the law and the by-laws, further guaranteeing its quality.



SUPERVISORY BOARD

The Supervisory Board is made up of 3 members and is responsible for monitoring the implementation of Model 231 and its compliance by its recipients. It also verifies the adequacy of the Model and ensures that staff are appropriately trained and instructed on it.



3.3 BENEFIT CORPORATION AND B CORP™

Benefit Corporation

Italpreziosi became a Benefit Corporation (in Italian, Società Benefit or SB) in May 2023, taking a key step in its commitment to a positive impact on society and the environment.

Benefit Corporations were introduced in Italy with law n.208 of 28 December 2015, which came into force on 1 January 2016.

Benefit Corporations integrate into their corporate purpose, in addition to profit objectives, the aim of having a positive impact on society and the biosphere. This new legal status provides us with a solid foundation to align our mission over the long term and create shared value.

As a Benefit Corporation, Italpreziosi is committed to pursuing objectives of common benefit in a responsible and transparent way, balancing the interests of the members with that of the community.

This includes the obligation to report our activities transparently and comprehensively through an annual impact report. Our strategy is to integrate this assessment into this sustainability report, to provide an even more complete view of our company's impacts, highlighting our commitment to creating a positive impact not only for our business, but also for the community and the environment in which we operate.

The company pursues the following objectives of common benefit, which are reported in the company by-laws:

1. Reduce environmental impact and promote research and development in industrial activity.
2. Improve sustainability along the supply chain through social and environmental collaborations and initiatives.
3. Create a more sustainable and responsible supply chain, adhering to national and international standards.
4. Promote social and environmental responsibility through training and awareness.
5. Integrate the sustainable development goals of the UN Agenda 2030 into company activities.
6. Promote the well-being of employees, collaborators, customers, suppliers and local community.

ITALPREZIOSI CERTIFIED B CORP™

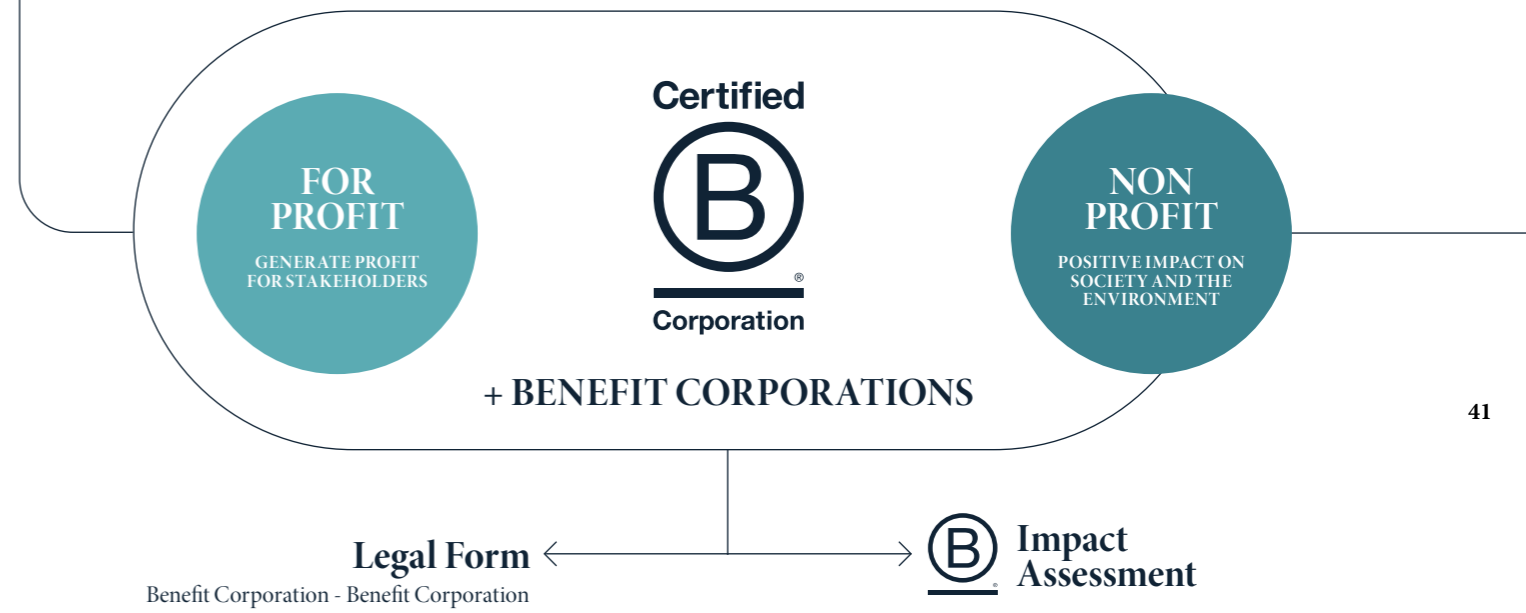
B CORP™

B Corp™ certification is considered one of the main references in the analysis of corporate ESG performance.

B Corp™ certified companies undergo the **B Impact Assessment (BIA)**, a rigorous evaluation process that analyzes their social and environmental impact, governance practices and commitment to transparency. This assessment serves to determine whether a company meets the exacting standards required, demonstrating a genuine commitment to sustainability and corporate social responsibility.

The Assessment is divided into five thematic areas: **environment, community, governance, workers and customers.**

Certification requires a score of at least 80 points, which is a balance between how much the company "takes" from society and the environment compared to how much it "gives back" to them.



Italpreziosi has acquired B Corp™ certification, obtaining a score of 81.3.

This recognition identifies companies that are actively committed to monitoring not only the financial aspect, but also the environmental and social impact of their activities.

The goal is to generate positive changes for all stakeholders involved.

TOTAL IMPACT SCORE B

Based on the B Impact Assessment, Italpreziosi Spa received an overall score of 81.3. The average score for ordinary companies completing the assessment is currently 50.9.



- 50,9 Median score for ordinary companies
- 80 Qualifies for B Corp certification
- 81,3 Impact score Total B

3.4 VALUE CREATION

Always, and even more so since we officially became a Benefit Corporation, value generation along our supply chain has represented a fundamental aspect for our business. We focus on promoting local development in the contexts in which we live and work. This occurs through the sustainable creation of value for shareholders, stakeholders, employees and local communities, respecting the ethical values that define our business model.

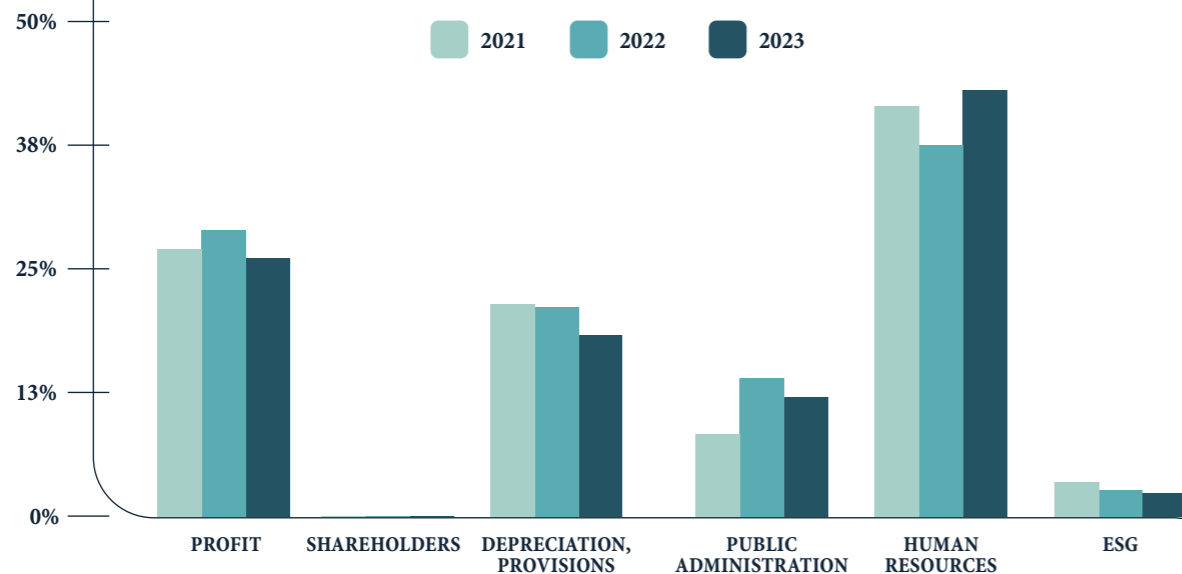
This commitment is transparently expressed in our Benefit Corporation statute and is confirmed by the B Corp[®] certification, which underlines our contribution to the global movement of companies that respect ambitious standards of social and environmental impact.

DISTRIBUTED ADDED VALUE

VALUE DISTRIBUTION 2023	€
DIRECT ECONOMIC VALUE GENERATED	3.173.186.369
DISTRIBUTED ECONOMIC VALUE	3.168.432.514
NON-DISTRIBUTED ECONOMIC VALUE	4.753.855

The added value generated by Italtrezioli in 2023 amounts to €8,616,704.44
In 2022 it amounted to €6,137,050, while it was €6,079,204 in 2021.

THE ADDED VALUE OF 2023 WAS DISTRIBUTED AS SHOWN:



*€231,000 Distribution to shareholders of profits from previous years.

Among ESG expenses, €165,711 was allocated to creating well-being for the environment and society. These initiatives have been divided into categories based on the relevant Sustainable Development Goals (SDGs), including:

SDG	DESCRIPTION	PERCENTAGE
SDG 3 (Health and Well-being)	Intended for associations dealing with development and research in the medical field, and for initiatives for employee health well-being	19.83%
SDG 4 (Quality Education)	Sponsor events, academies and cultural awards, as well as for employee training	6.5%
SDG 5 (Gender Equality)	Donated to associations and projects for reducing the gender gap and favoring women's empowerment	9.57%
SDG 8 (Decent Work and Economy)	Support initiatives aimed at improving working conditions in the supply chain	23.34%
SDG 13 (Climate Actions)	For development of our climate strategy	6.96%
SDG 16 (Peace, Justice and Strong Institutions)	Aimed at collaborating with a local authority, engaged in initiatives to promote peace and resolve conflicts in a constructive and non-violent way	15.09%
SDG 17 (Partnership for Goals)	In membership and partnership with the common goal of increasing sustainability in the supply chain	18.71%



3.5 CERTIFICATIONS, MEMBERSHIPS AND ACCREDITATIONS

RESPONSIBLE JEWELLERY COUNCIL (RJC)

We are part of the Responsible Jewellery Council (RJC), an association that brings together over 1400 of the world's leading companies involved in the entire gold value chain, from mines to renowned jewelry manufacturers such as Cartier, Bulgari, Tiffany and others. Ivana Ciabatti has held a role on the Board of Directors of the RJC. In 2013, Italtrepreziosi obtained the voluntary Code of Practice (CoP) certification and the "Provenance Claim" certification, followed in 2017 by the Chain of Custody (CoC) certification.

✓ Member

📄 Certification: RJC CoC → **from 2013**
RJC CoP → **from 2017**



LONDON BULLION MARKET ASSOCIATION (LBMA)

On 1 September 2008 Italtrepreziosi became an Associate Member of the London Bullion Market Association (LBMA). Since 2018 it has been a Good Delivery (GD) certified refiner. LBMA is a London-based association that serves as the representative for the world's largest over the counter (OTC) market dedicated to physical gold and silver trading. The association unites most central banks, manufacturers, refiners and traders, regulating several sectors, including refining standards and trade documentation, as well as promoting best trading practices.

✓ Member → **from 2008**

📄 Certification: LBMA Gold Good Delivery → **from 2018**



FAIRMINED

Italtrepreziosi is certified as a Fairmined Authorized Supplier. We actively collaborate on initiatives with international organizations and sectoral associations to improve the conditions of small communities of artisanal miners, while preserving the environment in various parts of the world. The gold resulting from such projects is certified as Fairmined. The purchase of this gold supports the socio-economic development and environmental protection of small mining communities, significantly contributing to promoting a sustainable and ethical approach in the industry.

📄 Certification: Authorised Supplier → **from 2022**



RESPONSIBLE MINERALS INITIATIVE (RMI)

In addition to being on their list of globally certified refiners, we are members of the Responsible Minerals Initiative (RMI). Established in 2008 by members of the Responsible Business Alliance and the Global e-Sustainability Initiative, today, the Responsible Minerals Initiative is one of the most widespread and esteemed references for companies in various sectors committed to promoting responsible mineral supply chains.

✓ Member

📄 Certification: Certified Refinery → **from 2021**



INTERNATIONAL ORGANIZATION FOR STANDARDIZATION ISO

Italtrepreziosi has obtained the ISO 9001 certification, confirming its continuous commitment to excellence and quality in process management. Quality and customer satisfaction represent fundamental values that guide our daily activities and contribute to our company's long-term sustainability.

📄 Certification: Certification Sistema di Gestione della Qualità ISO 9001: 2015 → **from 2023**

The certification for measurement of greenhouse gas emissions, compliant with ISO 14064 standards, underlines our tangible commitment to responsible management of our activities. This recognition certifies that we adopt standardized practices and procedures to quantify, evaluate and manage greenhouse gas emissions, divided into various categories, to thus contribute to reducing our operations' environmental impact.

📄 Certificazione: Certificazione Carbon Footprint (ISO 14064-1:2019) → **from 2023**



UNI - ITALIAN STANDARDIZATION BODY

Italtrepreziosi has obtained the certification regarding gender equality following the UNI PdR 125:2022 practice, confirming its effective commitment to an inclusive and equitable working environment. Achieving this recognition implies achieving a specific score, assessed through the analysis of both qualitative and quantitative indicators. This achievement is a significant step towards promoting diversity and equal opportunity within our organization.

📄 Certification: Gender Equality (UNI PdR 125:2022) → **from 2023**



INITIATIVE FOR RESPONSIBLE MINING ASSURANCE (IRMA)

Italtrepreziosi is a member of the Initiative for Responsible Mining Assurance (IRMA). The initiative aims to increase responsible mining, in which the mining industry respects human rights and community aspirations; provides safe, healthy and supportive workplaces; minimizes damage to the environment and leaves positive legacies.

✓ Member Buyers Group; Processors Working Group → **from 2023**



WATCH & JEWELLERY INITIATIVE 2030 (WJI2030)

We are members of the Watch & Jewellery Initiative 2030, an initiative promoted by Kering and Cartier and dedicated to operators in the watch and jewelry industry. The project is based on three common objectives: developing a climate resilience plan, preserving natural resources and promoting inclusiveness.

WATCH & JEWELLERY
INITIATIVE 2030

✓ Member → from 2022

INTERNATIONAL PRECIOUS METALS INSTITUTE (IPMI)

Italpreziosi is a member of the International Precious Metals Institute (IPMI), which is the largest association dedicated to precious metals on a global scale. IPMI is an international association of producers, refiners, manufacturers, scientists, users, financial institutions, traders, private and public sector groups, formed to provide a forum for the exchange of information and technology.

IPMI 

✓ Member → from 2011

B LAB

As a certified B Corp™ company in the precious metals sector, Italpreziosi is among the firms leading a global movement committed to an inclusive, equitable and regenerative economic paradigm. Certified B Corp™ companies meet the high standards of social and environmental performance, responsibility and transparency verified by the non-profit B Lab.


Certified

Corporation

 Certification: B Corp™ → from 2024

BANCA D'ITALIA

We are registered with code 5000120 as a Professional Operator on the gold market with the Bank of Italy, in compliance with Italian laws. This is with particular reference to law 7/2000, which, among other things, allowed the purchase and sale of investment gold for private individuals

 Professional operator on the gold market → from 2000

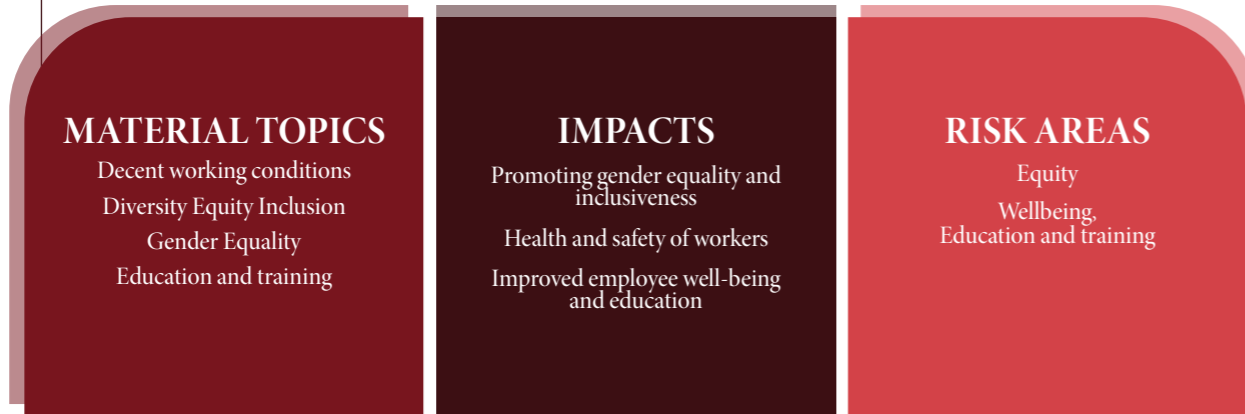


04

HUMAN CAPITAL
APPRECIATION OF OUR
COLLABORATORS AND OUR STAFF

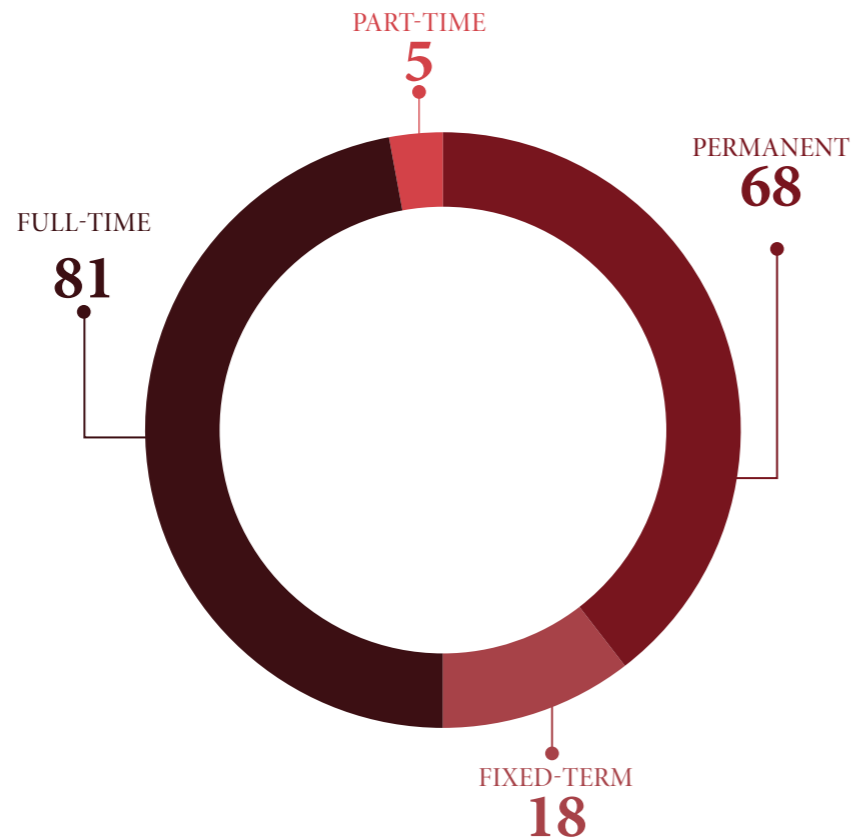


APPRECIATION OF OUR COLLABORATORS AND OUR STAFF

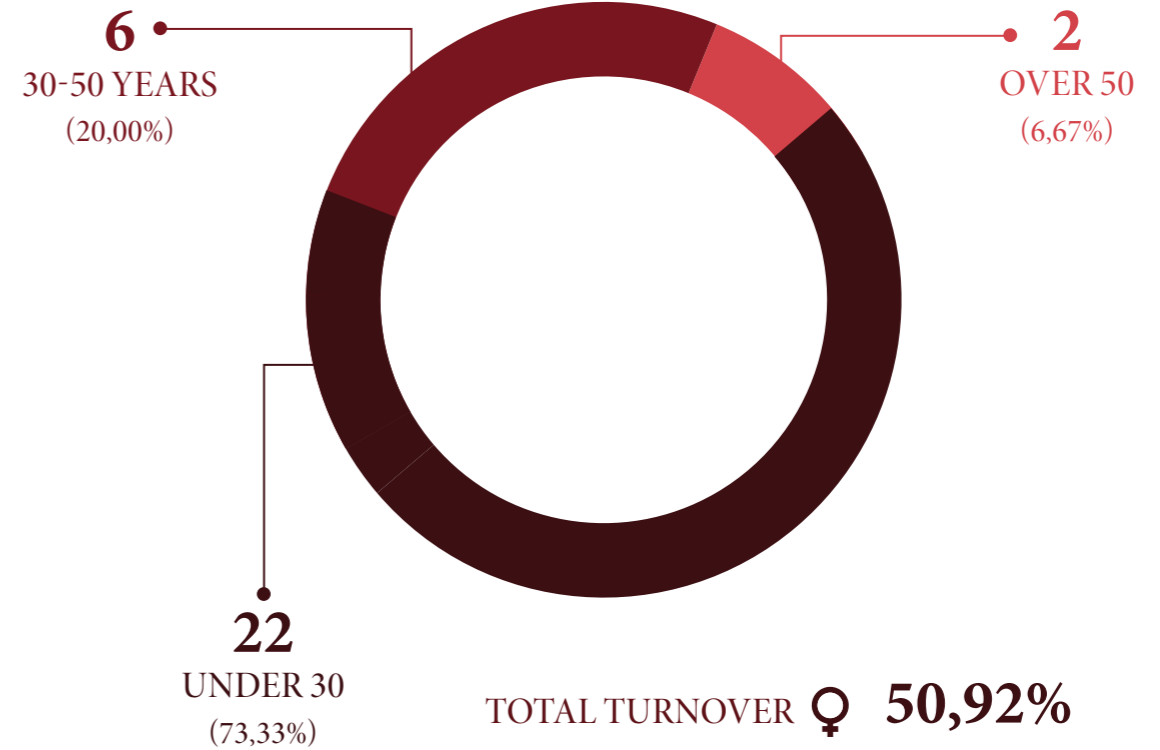


EMPLOYEES

At the end of 2023, the number of employees was **86**
The average number was **85,67**



NEW HIRES



TOTAL TURNOVER ♀ **50,92%**
TOTAL TURNOVER ♂ **60,83%**

The **overall turnover** percentage was **57,2%** (in 2022 56%)
The **turnover compensation** rate was **150%** (in 2022 160%)

Overall turnover is an indicator that is the rate of staff turnover and reflects the actual stability and involvement of employees in the long term. However, for a deeper understanding of this indicator, it is necessary to better understand the specific context to which it applies.

In the case of Italpreziosi, what particularly influences the data are the new entries during the year (29) also necessary to manage the division acquired at the end of 2022. There will be a total of 19 releases in 2023.

The influence of the number of incoming employees is also highlighted by the turnover compensation rate, which, being high, indicates a company in the expansion phase.



4.1 WELLBEING, HEALTH AND SAFETY

At the heart of our corporate mission lies a deep commitment to our employees' well-being. We believe that sustainable success cannot be achieved without a committed and happy team. Well-being is obviously divided into various areas of interest. For each of them, we are progressively committed to implementing increasingly innovative programs and projects.

What is well-being for Italtreppiosi



PHYSICAL WELLBEING

We support the maintenance of physical health, encouraging choices that promote long-term well-being both in the workplace and in everyday life by organizing outdoor events and team building events in nature. With the monthly **newsletter**, we also promote information on health and contents on the Digital Noticeboard.



EMOTIONAL WELLBEING

We offer emotional support through tools that promote flexibility, awareness and management of emotions, helping people to face daily challenges in a positive way, such as through the **Listening Desk**.



SOCIAL WELLBEING

We promote a sense of belonging and active participation in the community, recognizing the importance of interpersonal relationships in overall well-being, through the organization of the **Sustainability Champion** award. We also offer team building initiatives and internal training and information.



FINANCIAL WELLBEING

We are committed to improving purchasing power for both individuals and their families, providing resources and support for responsible financial management with projects such as **Corporate Welfare**.

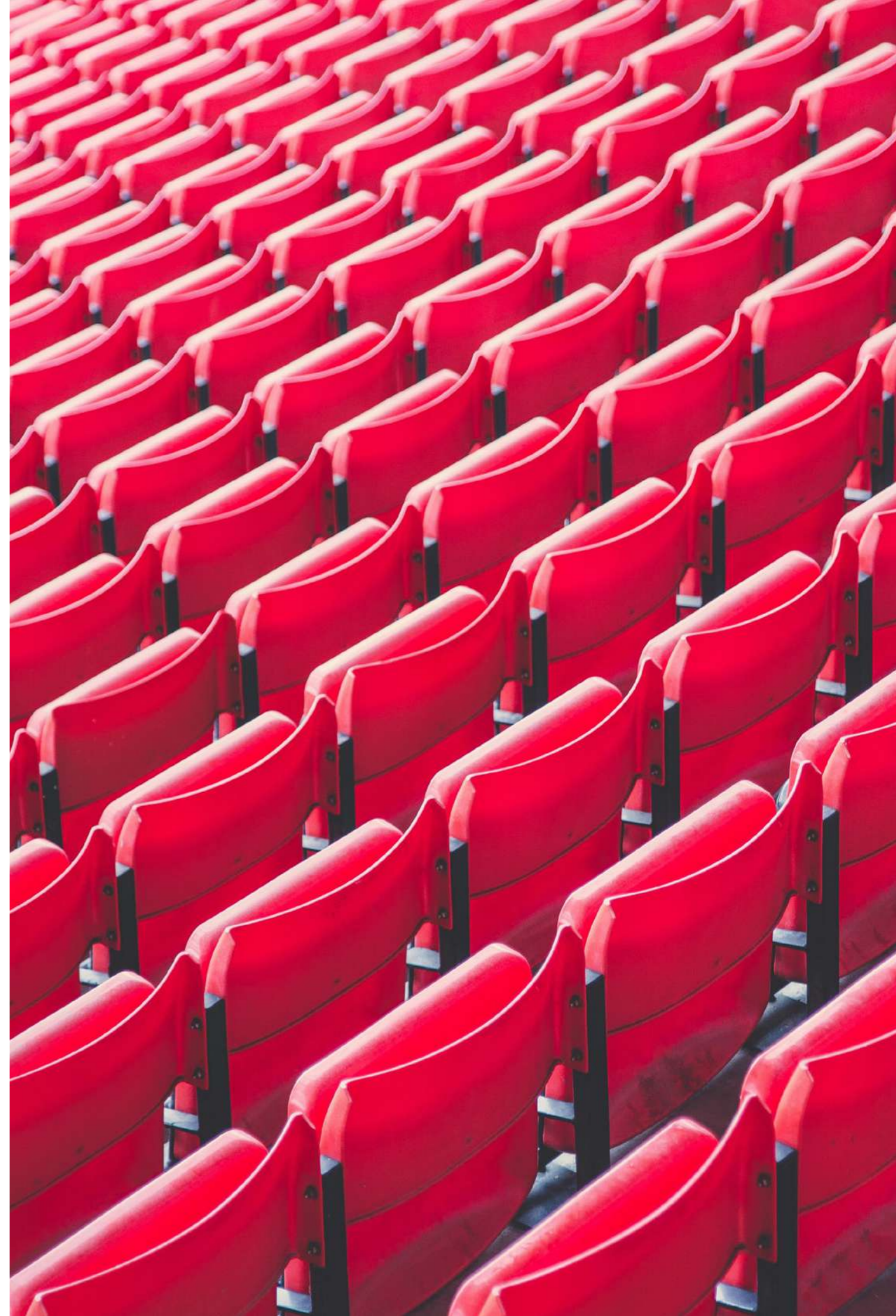


Welfare

Our collaborators' well-being is a key factor in our business strategies. During 2023, we continued with the corporate welfare plan, a valuable tool to improve the well-being of our employees and their families.

Corporate welfare is an effective means of best satisfying the personal and family needs of our collaborators, offering a series of benefits at no cost. Between these:

- Reimbursement of expenses related to school education (registrations / fees for kindergartens, schools, purchase of schoolbooks, day camps, etc.),
- Reimbursement of expenses related to family assistance,
- Public transport season tickets,
- Supplementary pension,
- Vouchers for the purchase of goods in kind (supermarket shopping vouchers, e-commerce purchase vouchers, fuel vouchers, etc.), services related to leisure (entrances to cinemas, theatres, season tickets, etc.) and sports (gyms, sporting events, etc.) and travel (travel packages, holidays, hotels, etc.) medical check-ups



DIGITAL BULLETIN BOARD

Digitalization has been the key word since 2020. The various initiatives continued for the company **Digital Noticeboard**, a meeting point for all staff to access:

- multimedia content to stay updated on the market and the sector;
- internal online refresher and professional growth courses;
- contents on sustainability, well-being and health, appropriate lifestyles;
- Digital Well Being program;
- get to know the staff in each department;
- new hire onboarding: section dedicated to new hires;
- corporate alerts and events;
- policies and regulations;

LISTENING DESK

The **counseling/listening desk** has been active since 2022. It offers the possibility for employees to access individual meetings with an expert coach during working hours.

This is to enhance one's skills, acquire greater knowledge of oneself and one's abilities, be able to make decisions with greater awareness and clarity, learn to manage stress, and overcome transitory moments of difficulty.

MONTHLY NEWSLETTER

Available to all employees, it includes content beyond personal growth and work-study material. We also address issues aimed at improving practices in daily life, ranging from the relationship with the environment to prudent spending, good sporting practices and nutritional education. We also provide educational and training content regarding gender equality, the inclusion of diversity, the fight against discrimination, raising awareness of climate change and other current issues.

WORK CLIMATE SURVEY

The **Work Climate Survey** is conducted yearly.

This is an anonymous survey to evaluate our team's well-being, performance and needs as well as various aspects regarding the working environment. In line with last year, participation in the survey concerned approximately 60% of employees, confirming the staff's interest in integrating into company processes.

TEAM BUILDING EVENTS

Team building is a process aimed at improving group dynamics and collaboration within a work team. It is based on the idea that a cohesive, well-integrated team can achieve better results and address challenges more effectively than groups of individuals operating in an isolated or disorganized manner.

In our commitment to improve well-being and promote a positive collaborative climate among our employees, Italtreppioni annually organizes team building events.

One of these was Green Day, a day dedicated to nature in Camaldoli, which took place in June. Green Day is not only an opportunity to strengthen the team, but also an opportunity to promote the values of sustainability and respect for nature.

Furthermore, on 8 May the 2022 Sustainability Report was presented to internal stakeholders, at the Casa dell'Energia in Arezzo, a location open to citizens as a multipurpose place of social aggregation, with the aim of raising citizens' awareness of environmental issues and the world of energy. This occasion also proved to be an important moment to raise staff awareness of environmental and social issues and share the company's commitment with them.

HEALTH AND SAFETY

We promote a safe and protected working environment by safeguarding our employees' health and spreading the culture of safety and prevention within the company.

In line with legal obligations, we provide each plant with a Risk Assessment Document (in Italian, Documento di Valutazione dei Rischi or DVR), to ensure and preserve our workers' health and safety. This document identifies and assesses the risks associated with each activity, outlining the actions necessary to eliminate or reduce those risks.

To support this mission, we continually implement technical and organizational interventions, which include:

- Strict compliance with current regulations;
- Continuous monitoring and active management of risks and safety;
- Regular updating of working methodologies;
- Development and implementation of training and communication programs for all levels of the organization;
- Periodic meetings with the Workers' Safety Managers (in Italian, Rappresentante dei Lavoratori per la Sicurezza or RLS);
- Sharing improvement plans and results achieved.

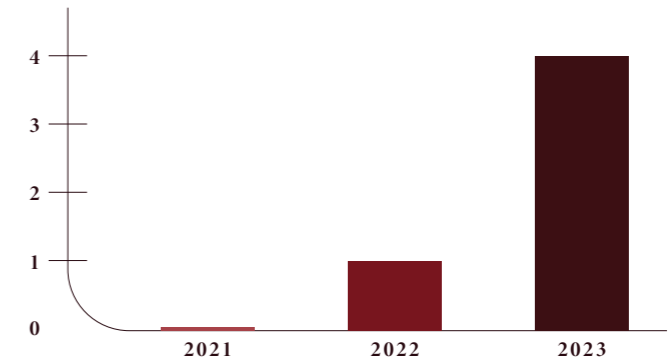
As part of the risk assessment and management, the Employer collaborates with the professional figures required by law: the Head of the Prevention and Protection Service (in Italian, Responsabile del Servizio di Prevenzione e Protezione or RSPP), the Competent Doctor and the Workers' Safety Representative.

In addition to the supervisors, each employee has the opportunity, encouraged by the company culture, to report any dangerous situation, near misses and any non-compliance that may arise. The multiple reporting mechanisms are set out in the Complaint and Irregularity Policy, and include dedicated email, dedicated telephone line, Google form present on the digital noticeboard, complaint boxes installed in all offices and possibility of comments/reports to HR contact person.

Italtreppioni has a register where such reports are recorded and the progress in resolving them is analyzed.

ACCIDENT

0 IN 2021
1 IN 2022
4 IN 2023



CATEGORY	NUMBER	RATE
Recordable injuries	4	5,7
Serious injuries	1	1,4
Deaths	0	0
Professional diseases	0	0

During 2023, there were cases (2) that led to accidents at work. One of these involved an employee and was caused by contact with a hot material, while the other involved three employees and was caused by a reaction with chemicals.

The numerical data analyzed were evaluated at fiscal year-end (31/12/2023). The rates were calculated according to the GRI guidelines; the base number of hours worked used for these calculations is 200,000.

The total number of working hours conducted amounts to 139280.2.

WORKPLACE SAFETY MANAGEMENT

Risk management in the company takes place in compliance with the Consolidated Law on Health and Safety at Work (Legislative Decree 81/08), which is the reference regulatory framework to guarantee the protection of workers' health and safety. This involves the adoption of preventive and control measures for professional risks, staff training, the development of safe operating procedures and the active involvement of employees in the risk management process.

Hazards were identified and assessed through rigorous **risk analysis**, involving industry experts and using approved methodologies, such as exposure assessment, process analysis and direct field observation. Hazard assessment includes analyzing the correlation between the severity of the harm and the probability of its occurrence.

Several targeted actions have been implemented to eliminate the identified hazards, including the implementation of updated standard operating procedures, the adaptation and regular maintenance of work equipment, the training of staff on safe practices, the review of work processes to identify inefficiencies or vulnerabilities, as well as continuously evaluating performance and monitoring key security indicators.

TRAINING

After the occurrence of some accidents which occurred in the workplace, Italtreppioni undertook a series of concrete actions to improve the well-being and protection of its employees. One of the key interventions was the increase in training hours dedicated to health and safety at work.

Compared to the previous year, we have more than **tripled the number of hours** allocated to training on the subject. This increase not only demonstrates our commitment to ensuring a safe work environment, but also the recognition of the crucial importance of preparation and awareness to prevent workplace accidents and injuries.

The training sessions were designed to be interactive and informative, actively engaging employees to share best practices, discuss real-world situations and identify potential workplace risks. In addition to the mandatory standard training, we have introduced specific sessions on relevant topics emerging from the incidents, offering insights and practical tools to deal with similar situations in the future. Additionally, we have established programs to continuously monitor and review safety conditions, engaging both employees and company leadership to identify and address critical areas requiring improvement.

Our goal is to ensure that every member of our team feels safe and secure at work, enabling them to conduct their duties in a safe and sustainable environment.

We will continue to actively strive to continually improve our health and safety practices, with the goal of minimizing the risk of injury and promoting our employees' overall well-being.

4.2 DEI DIVERSITY, EQUITY AND INCLUSION

Italpreziosi is committed to enhancing every type of **diversity**. The principles of non-discrimination, inclusion and gender equality guide us both inside and outside the company. We work to prevent and possibly identify and resolve situations of discrimination through our policies, procedures and habits, working to eliminate inequalities linked to diversity.

Only by embracing a complete and inclusive approach, which considers various aspects that distinguish the company, is it possible to stimulate people's maximum potential both within our organization and in relations with external parties.

SDG5 AND DIVERSITY AND INCLUSION

DIVERSITY, EQUALITY and INCLUSION POLICY

We have been applying the principles of our **Diversity, Equality and Inclusion Policy** since November 2022.

The policy aims to outline principles and guidelines regarding the inclusion of different forms of diversity, non-discrimination and gender equality. Inside are the guidelines to be implemented through the improvement or activation of processes for the creation of a work environment free from discrimination, with equal gender opportunities in the entire cycle of selection, management, training and career of personnel, as well as in corporate governance and communication practices.

Areas of commitment

- GOVERNANCE
- HR PROCESSES
- EQUAL TREATMENT AND FAIR REMUNERATION
- TRAINING AND COMMUNICATION
- DUE DILIGENCE AND SUPPLY CHAIN

The policy aligns with current legislation, as well as international standards on diversity, inclusion and gender equality, with the UNI ISO 30415 guidelines relating to the management of human resources with an approach to diversity and inclusion and with the UNI/ PdR 125:2022 reference practice for gender equality.

SDG 5 GENDER EQUALITY

Gender equality is a fundamental value for our company. Our CEO, Ivana Ciabatti, has always been at the forefront of supporting initiatives that enhance women's rights, their potential, their genius and above all initiatives for the elimination of violence against them.

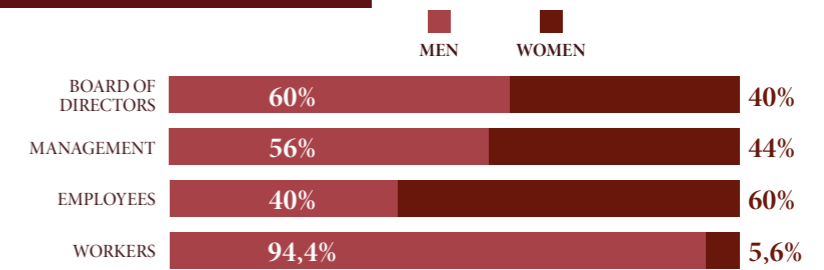
Our CEO's philosophy is reflected in Italpreziosi's *modus operandi*. This attention towards gender equality made it possible to obtain **certification on gender equality** at the beginning of 2023, according to the UNI/PdR125:2022 practice, containing guidelines that allow the evaluation and reporting of gender equality in the company through KPIs (Key Performance Indicators). During 2023 we improved the reporting system for data for personnel and the calculation of indicators, making it more complete and at the same time transparent.



IN LINE WITH THE SDGs, WE HAVE ALWAYS TRIED TO CREATE EQUAL OPPORTUNITIES AND GIVE RELEVANCE TO THE ROLE OF WOMEN, STARTING WITH OUR TEAM:

- **2015** The percentage of female staff in the workforce was 35%, marking the starting point of our assessment.
- **2019** We reached 48%, highlighting an increase of 13% in four years, demonstrating our commitment to gender equality.
- **2020** We kept the percentage at 45%.
- **2021** The percentage, although slightly decreasing (42%), remains above the average in our sector.
- **2022** We recorded a percentage of 34%, influenced by the commitment to maintaining the newly acquired division's staff, which was mainly male.
- **2023** Thanks to our commitment to gender equality, the percentage has started to rise again, reaching 37%, also involving the newly acquired division's staff.

FEMALE WORKFORCE



FEMALE TURNOVER

- Turnover on total workforce **18,68%**
- Positive turnover **35,01%**
- Turnover negative **15,92%**

SALARY AND PROMOTIONS

At the salary level, we calculated the gender pay gap throughout 2023 by dividing workers into categories. The methodology used is that indicated by the GRI 405-2a disclosure, which considers the ratio between the basic salary and the remuneration of women compared to men for each category of employee.

CATEGORY	Δ ♂-♀
Management	21.07%
Employees	8.8%
Workers	0.44%

The rate of **promotions** divided by gender was also analyzed:

Men 13,9%
Women 35,7%

Promotions are distributed similarly for men and women regarding the managerial level.



INITIATIVES

Gender equality initiatives play a crucial role in promoting awareness and changing attitudes and behaviors that perpetuate gender inequalities. Through training activities, public events and advocacy activities, Italtrezioli is committed to promoting a culture that embraces inclusiveness and respect for **gender equality**.



Our CEO is a member of **Women in Mining UK**, which involves women in mining from around the world.

“For me, transparency and sustainability have always been the fundamental drivers for creating a positive impact; it is therefore necessary to adopt a strategic vision that allows us to meet the current generation’s needs without compromising those of future generations”

Ivana Ciabatti, CEO of Italtrezioli

We are signatories to the **Women’s Empowerment Principles**, which is an initiative of UN Women and UN Global Compact. It consists of a set of principles that offer guidance to businesses on how to promote gender equality and the empowerment of women in the workplace, the market and the community.



Italtrezioli also actively promotes UN Women’s He for She initiative, encouraging employees to join to promote gender equality. Furthermore, it supports initiatives such as **Premio Camomilla Women for Women Against Violence** and is committed to raising awareness on the topic of eliminating violence against women through content on the digital bulletin board and the monthly newsletter.



GENDER EQUALITY IN THE SUPPLY CHAIN

Pursuing the objectives of SDG 5, the commitment to gender equality also extends to the supply chain, through training and raising awareness on the topic, dedicated initiatives, and the implementation of Gender-Responsive Due Diligence. An in-depth analysis of this aspect will be present in the chapter on the supply chain (chapter. 6).



4.3 EQUAL OPPORTUNITIES

Pursuant to the Code of Ethics and in the DE&I policy, and in line with sustainable development objectives 5, 8 and 10 of the United Nations Agenda, Italtrezioli recognizes the importance of the **principles of fairness and equal opportunities** for all employees.

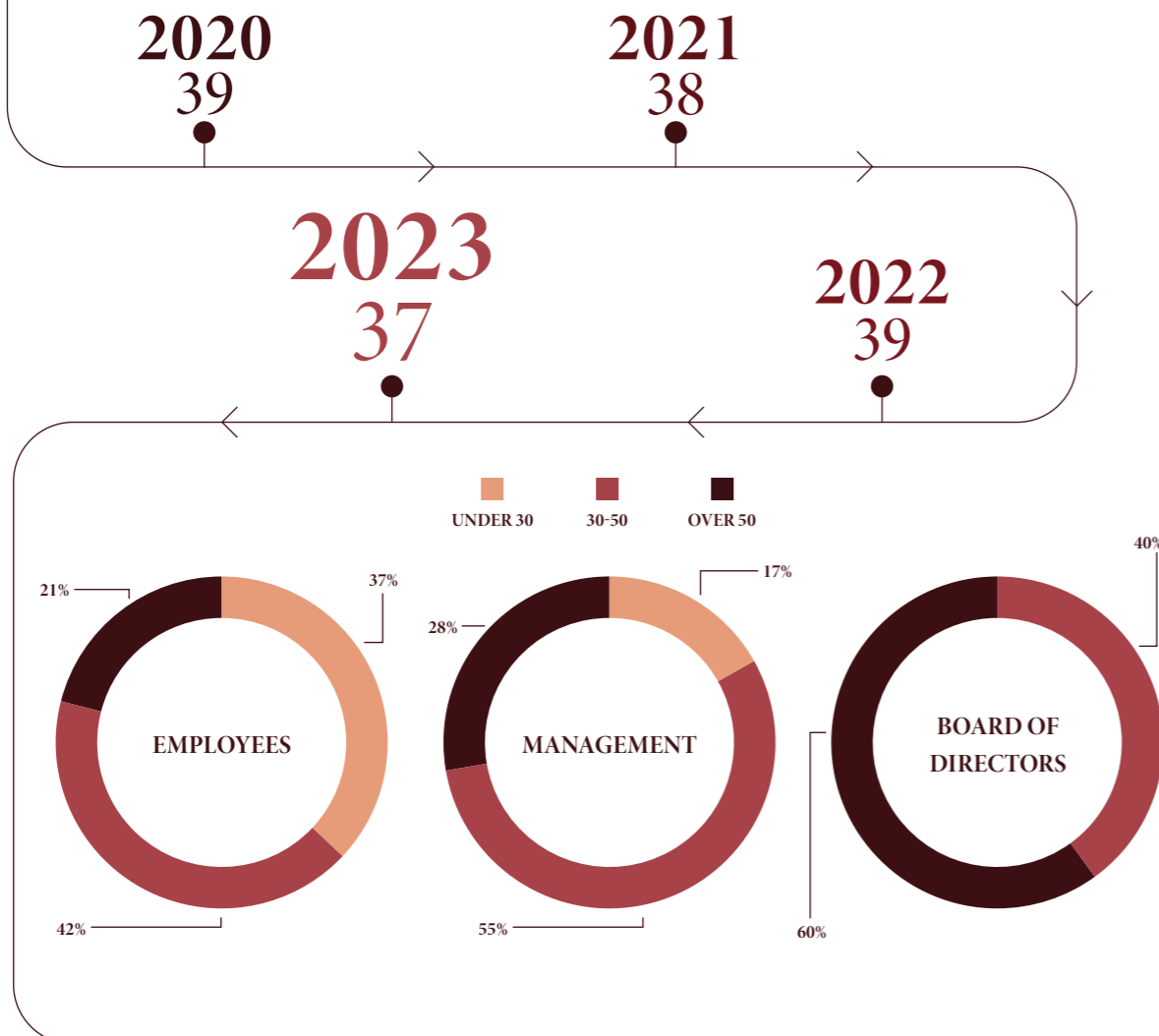
These principles are integrated with criteria of merit and competence in all selection, hiring and career development processes. The company undertakes to conduct these processes in compliance with the principles of correctness and transparency, without any form of discrimination based on age, sex, disabilities, ethnicity or any other status.

Starting in 2022, Italtrezioli has launched a gender-based pay equity analysis, with the aim of monitoring and minimizing pay differences. It is important for us to reduce disparities and promote equality of opportunities and pay.

A diverse team is more robust and creative, allowing optimal development of each member.

The average age of our collaborators stands at 37;
37% are under 30 years old.

Median Age



4.4 EDUCATION AND TRAINING



Our team is made up of professionals with different educational backgrounds, often specialized through the experience gained in this sector.

Training is a crucial element for business and personal growth. Therefore, within our activities, we continually strive to stimulate our staff through e-learning and refresher materials. At the same time, we promote on-going training, offering various kinds of courses to meet the needs of our collaborators and, consequently, of our company, at all levels.

We focus on creating **upskilling and reskilling courses** to ensure a complete training path adapted to employees' evolving needs.

In 2023, the staff training hours significantly increased, considering the hours for each course for the number of participants.

Overall:
1203 hours of training were provided
(12.5 hours of training per capita) compared to 330.52 in 2022.

Specifically, **hours were dedicated to health and safety**, dealing with issues such as risks for workers, first aid, fire prevention, supervisor training, machinery and forklift regulations.

The other **391 hours concerned diversified training areas**, including:

- PERSONNEL
- MANAGEMENT
- ECONOMICS AND FINANCE
- LANGUAGE SKILLS
- GDPR
- WHISTLEBLOWING
- COMPLIANCE AND QUALITY

In addition to the aforementioned training, internal social and environmental issues are covered monthly through dedicated focuses on the monthly digital bulletin board.

Topics covered include:

- INCLUSIVE LANGUAGE
- UNCONSCIOUS BIAS
- GENDER STEREOTYPES
- CARBON FOOTPRINT
- ECOLOGICAL FOOTPRINT
- CLIMATE CHANGE
- BIODIVERSITY

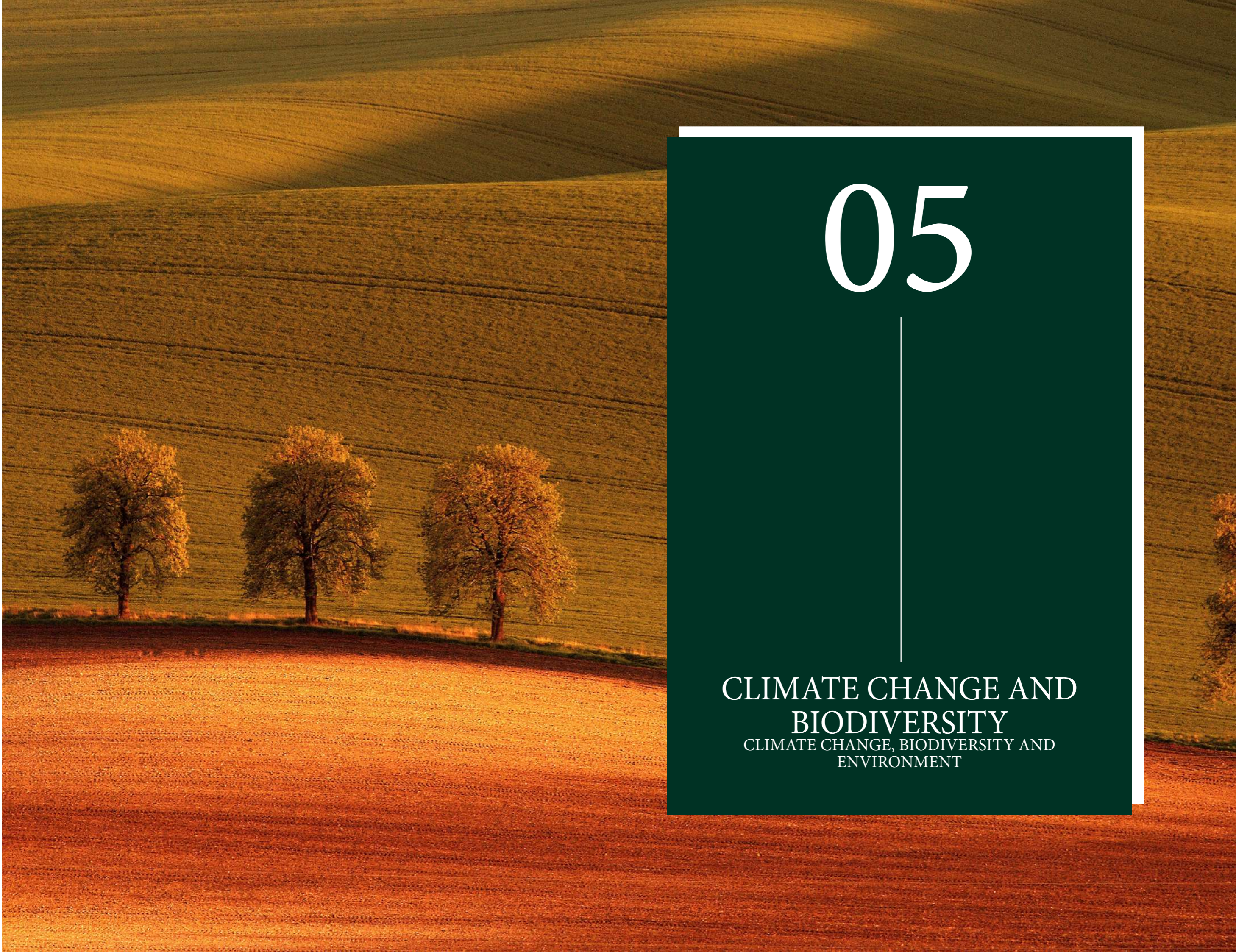
TRAINING HOURS 2023 BY GENDER AND CATEGORY OF WORKERS			
Health and Safety	MALE	FEMALE	TOTAL
Management	13,78	8,22	11
Workers	12,00	5,33	11,5
Employees	2,57	4,92	4,05
Quality, Compliance, Languages and General Training	MALE	FEMALE	TOTAL
Management	4,52	19,37	11,94
Workers	3,08	0,67	2,9
Employees	1,30	1,74	1,6



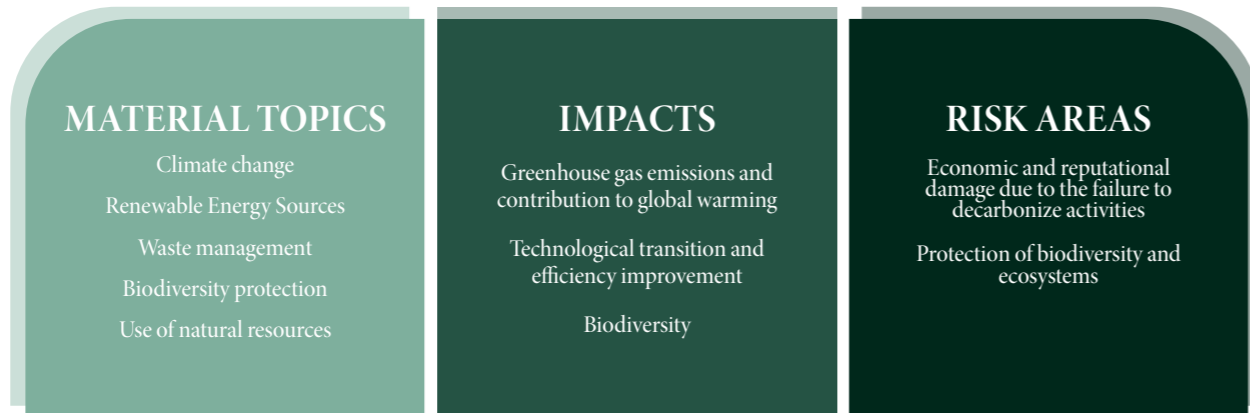
05

CLIMATE CHANGE AND BIODIVERSITY

CLIMATE CHANGE, BIODIVERSITY AND
ENVIRONMENT



CLIMATE CHANGE, BIODIVERSITY AND ENVIRONMENT



As part of our corporate mission aimed at pursuing environmental sustainability principles, we are faced with unprecedented challenges related to climate change and biodiversity loss. We therefore recognize the need to act to support the protection of the environment in which we live and operate, and to outline a strategic path to effectively address these global challenges.

Focusing our attention on the sector in which Italtreppiosi operates, the aspects with the greatest impact on climate change and biodiversity mainly concern the precious metal extraction phase, followed by the refining and production phases of finished products. These activities involve a significant consumption of natural resources, energy and chemical agents, contributing to the emission of greenhouse gases and the alteration of ecosystems. Furthermore, waste management can have an additional environmental impact if not conducted responsibly and sustainably. The analysis of these impacts and risks will be explored in depth in the following paragraphs, with a specific focus on climate change and biodiversity.

Climate change is one of the main threats to our planet's stability. We are therefore developing a strategy to evaluate our activities' decarbonization, inspired by the principles of the Taskforce on Climate-related Financial Disclosures (TCFD) and the approach of the Science Based Target initiative (SBTi). We started this process by certifying our carbon footprint according to the ISO 14064-1:2019 standard in 2021 and continuing work for 2023. Being aware and informed about our emissions is essential to develop a strategy to set concrete and measurable objectives, in compliance with SBTi standards, to reduce greenhouse gas emissions and mitigate our activities' environmental impact, thus contributing to worldwide efforts to contain global warming, within the limits established by international agreements.

Simultaneously with the challenges related to climate change, we recognize the crucial value of biodiversity for our planet's health. We are actively creating our Nature Roadmap following the guidelines of the Taskforce on Nature-related Financial Disclosures (TNFD), which we joined in 2023. This commitment involves the progressive integration of biodiversity into our business decisions and production processes, with the aim of promoting a balance as harmonious as possible between our activities and the natural environment.

The commitment to these major global challenges extends throughout our supply chain by promoting practices that support biodiversity conservation and climate resilience.



5.1 OUR CONSUMPTION

Consumption monitoring is not just a corporate responsibility practice, but an integral part of our strategy to promote sustainability at all organizational levels. Through the systematic collection and analysis of consumption data, we are able to identify trends, identify inefficiencies and take targeted corrective measures to reduce our overall environmental impact.

In the sustainability report of the previous year (2022), the local unit, a new division of Italtreppiosi, influenced consumption from September to December. However, in the current report, such consumption impacted the entire year 2023, thus representing a significant portion of the organization's total consumption during the reporting period.

For this reason, an overall increase in consumption will appear in the analyses conducted, as a direct consequence of the expansion of our activities and the integration of processes and resources within our corporate system.

At the same time, the exploration of solutions to improve operational efficiency, optimize the use of resources and reduce waste continued, always focusing on practices that pay more attention to the responsible use of resources.



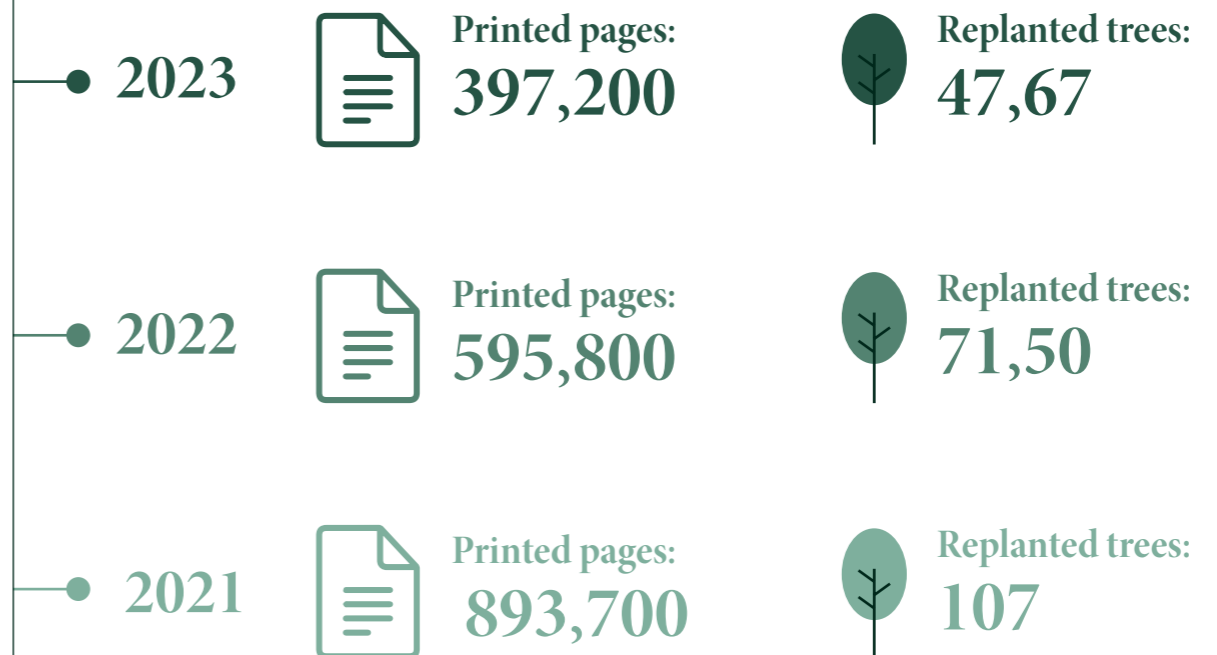
PAPER CONSUMPTION

The digitalization process that began in 2019 has allowed for growing savings in the use of paper. The process involved and still involves all departments and their internal processes, forms and filing.

In 2020 we joined the **"PrintReleaf"** project, which allows automatic reforestation equivalent to the consumption of paper used, offsetting the carbon emissions associated with paper and packaging products.



The project also allowed us to monitor printed pages. The trend of recent years has shown a progressive reduction in paper consumption.

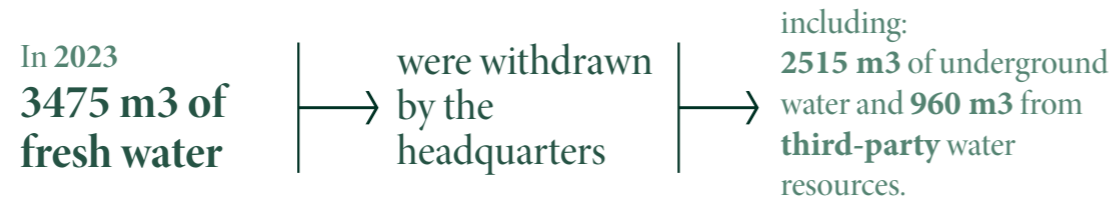




WATER CONSUMPTION

Within our sustainability strategy, we recognize the crucial importance of responsibly and consciously managing our water consumption, as expressed in our environmental policy. Water is a precious and limited resource, and its inefficient use can have a significant impact on the environment and local communities.

Monitoring water management in the corporate context is a fundamental practice, especially considering that in 2023 the World Resources Institute (WRI) classified Italy as a country with high water stress, according to the Aqueduct Water Risk Atlas. Countries with high water stress withdraw between 40 and 80% of their water resources.



The local unit appears to have withdrawn a total of 824 m³ of water, coming from third-party water resources.

In past years, the following have been taken:

● 2022 3160 mc

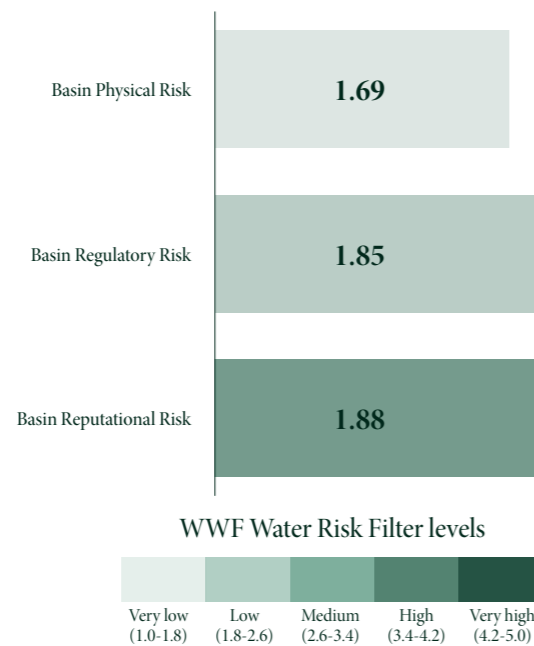


● 2021 3586 mc



To better understand Italtrepreziosi's impact on water resources and the related risks, we used the tool created by WWF: "Water Risk Filter".

This analysis revealed that the company has very low to low levels of risk with respect to the physical, reputational and regulatory risk associated with our water management.



CHEMICAL PRODUCTS

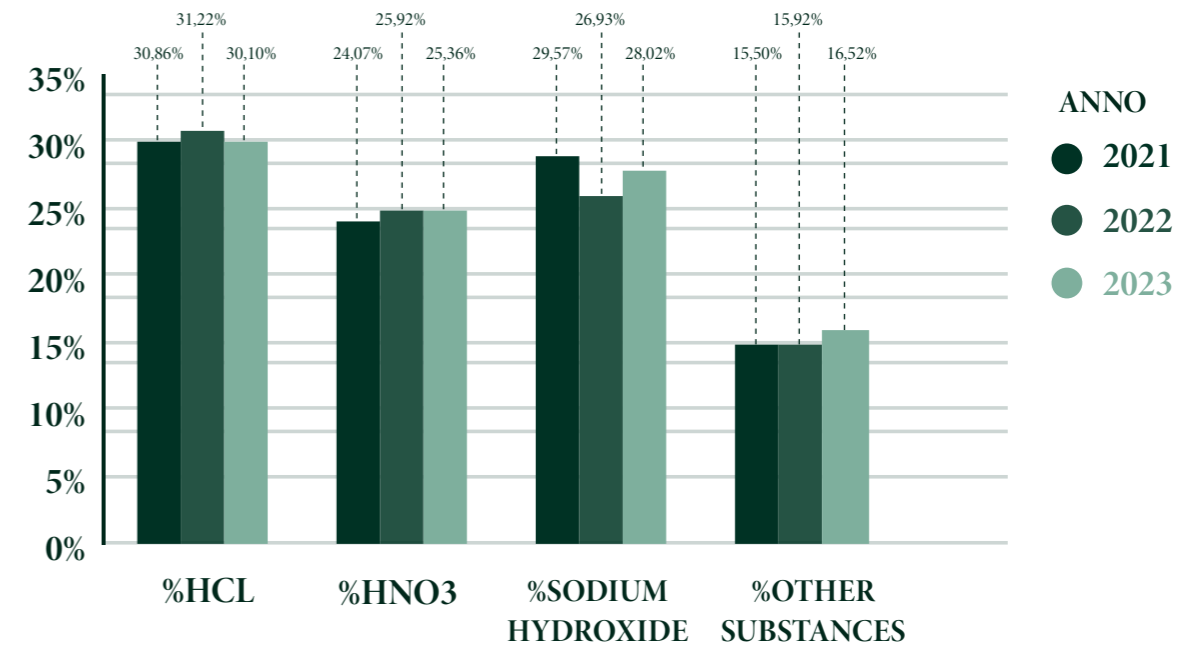
In our precious metal processing processes, the use of chemical agents plays a fundamental role. These substances are essential for a number of processing steps, ranging from separation and purification of metals through finishing and creating high-quality final products.

However, it is important to recognize that the use of chemical agents has significant implications for environmental management and workplace safety. The quantities of chemical products used are strictly related to the quantities of material treated and the complexity of the matrix of raw precious metals processed during the production activity. This direct relationship requires careful planning and control of chemical dosing and handling activities to ensure efficient and responsible use of these resources.

Our goal is to find a balance between operational effectiveness and environmental impact, while always maintaining a focus on our employees' safety and the protection of natural resources. For this reason, in recent years we have undertaken internal research projects in collaboration with university institutes such as the University of Florence, which have allowed us to reduce the use of chemical agents used in the processes. This research led to a positive result in 2023, with a percentage reduction of the two main acids used in production processes (-1.12% hydrochloric acid and -0.56% nitric acid), compared to 2022. In this way it was possible to respect the *reduce* principle, a fundamental part of our environmental policy.

The main chemical products used by **Italtrepreziosi** (quantity expressed in tons), and the relative percentage of the total are:

	2021	2022	2023
Hydrochloric Acid (HCL)	137,88	141,48	155,17
Nitric Acid (HNO3)	107,51	117,47	130,72
Sodium hydroxide	132,10	122,05	144,41
Other substances	69,23	72,15	85,16
Total	446,72	453,15	515,45



Main activities using chemical agents:

- Hydrochloric Acid and Nitric Acid are mainly used in refining gold and silver; i.e., in the process that allows the precious metals to be separated from other components and impurities
- Caustic Soda: finds its main use in the reduction of NOX acid fumes
- The other substances are mainly used in refining or laboratory activities

● 2023 515.45 tons of chemicals were consumed.

● 2022 453.15 tons of chemicals were used.



ELECTRIC CONSUMPTION

During 2023, our company's total electricity consumption was **2.214.620 kWh**

In past years, consumption was:

- **2022 1.668.756,39 kWh**
- **2021 1.432.074,57 kWh**
- **2020 1.236.692,84 kWh**

Thanks to our own photovoltaic park, in 2023 we produced 180,836 Kwh internally. The self-consumed energy is equal to 137,997 kWh; i.e., 6.23% of the total.

To reduce the environmental impact associated with electricity consumption, we regularly monitor the energy mixes of plausible suppliers. This allows us to identify and favor suppliers with a more renewable energy mix, in line with the company's availability.

At the same time, through a supplemental KYC questionnaire focused on ESG issues, we ask our counterparts to indicate their energy consumption and the percentages of energy used deriving from renewable sources. Through this request we can monitor our counterparts' energy practices, and at the same time raise awareness in the industry of the importance of this aspect.



METHANE GAS CONSUMPTION

Our company's methane consumption during 2023 was **83.572 Smc (Sm³)**.

The significant increase compared to 2022 (41,834 Smc) is reflected in the acquisition of Italtrezi's new division, which entailed new services and processes, as well as an increase in the volume of rooms to be heated during the winter.



COMPANY FLEET

In 2023, our company fleet had a total of **10 vehicles**.

During 2021, we took a first step in pursuing the principles of our environmental policy and strategy by purchasing our first hybrid car. This decision was made with a well-defined long-term goal: to progressively increase our fleet's number of hybrid and electric vehicles. This decision is aimed at reducing greenhouse gas emissions and improving air quality in the areas where we operate.

Looking to the future, Italtrezi confirms its commitment to updating the vehicle fleet through the planned purchase of additional hybrid and electric vehicles. This will allow us to actively support the transition towards more sustainable mobility.

The company fleet is made up of:

- **8 diesel vehicles**
- **1 gasoline vehicle**
- **1 hybrid vehicle**

In 2022, the total amount of fuel used for our company vehicles amounted to 4,237.93 liters. During 2023, 6,189.22 liters were consumed. The increase in fuel consumption may reflect a change in business operations, increased vehicle circulation or other changes in our operational processes.



WASTE MANAGEMENT

During the refining process, several types of waste are generated, including tailings, slag and hazardous materials. Inadequate management of this waste can cause soil and water contamination, damage to ecosystems and risks to public health. For this reason, we believe it is essential to monitor the quantity and type of waste produced during our operations, adopting adequate measures for responsible management.

In 2023, the total waste produced amounted to **2.092,72 tons** for the headquarters located in Strada A32, divided into:

- **1.793,92 tons of hazardous waste**
- **298,8 tons of non-hazardous waste**

Added to these are 468.74 tons produced by the local unit, including:

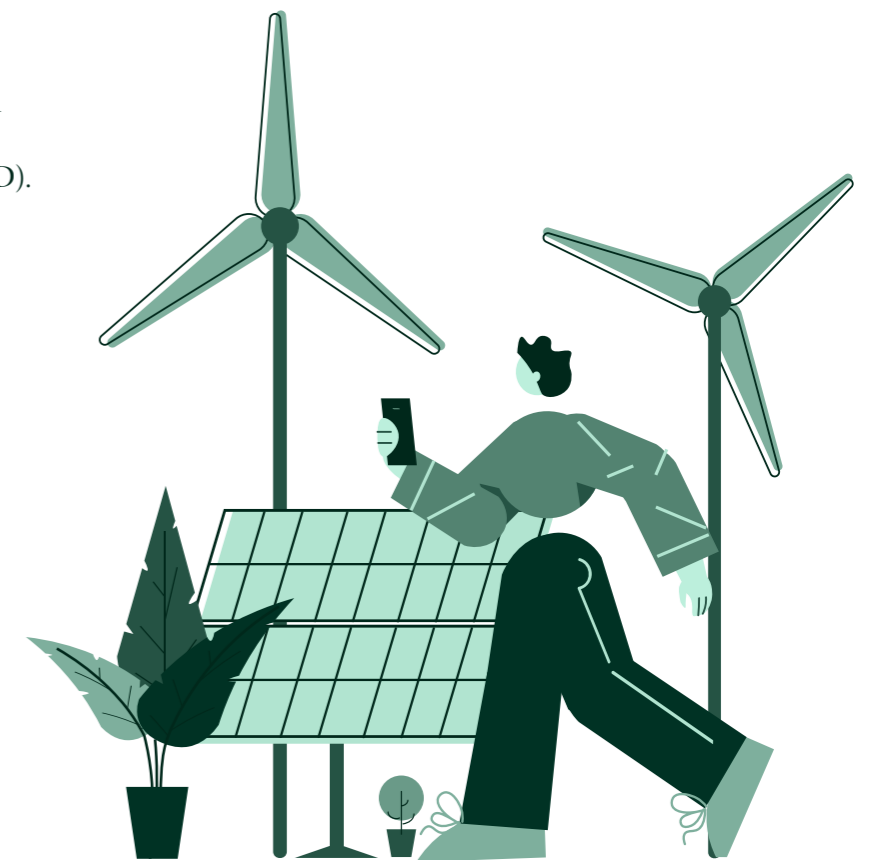
- **18,82 tons of hazardous waste**
- **449,92 tons of non-hazardous waste**

We have found that most of the waste is derived from acids used in refining processes. Since recycling the chemical used is not feasible in our process, we collaborated with the University of Florence to conduct research aimed at significantly reducing chemical agent use. As previously indicated, in 2023, we managed to reduce the percentage of acids in the total by 1.68%.

This research also appears to have had an impact on the amount of waste produced. Analyzing the types of waste, only two categories exceed 1% of the total produced: CER 110106 (Acids not otherwise specified), representing 69.87%, and CER 161002 (Aqueous liquid wastes), with a presence of 27.75%. Considering that in 2022 the percentage of acids (CER 110106) was equal to 88.56% of the total, we recorded a significant percentage reduction, equal to 18.69% of acid waste on the total waste produced.

In 2022, our company produced a total of 2,135.63 tons of waste, of which 1,827.01 tons were hazardous waste and 308.61 tons were non-hazardous waste. For 2022, the waste generated by the local unit was only considered for the last quarter of the year.

The quantities of waste were extrapolated from the Single Environmental Declaration Model (in Italian, Modello Unico di Dichiarazione Ambientale or MUD).



5.2 COMMITMENT TO THE ENVIRONMENT

RESEARCH AND INNOVATION TO REDUCE IMPACTS

The commitment to responsible management is expressed in the company's Environmental Policy. The policy was drafted in 2021 with the aim of defining the internal and external behavioral principles to be adopted to achieve continual and sustainable growth, aligned with research and innovation, for social and environmental performance consistent with values of ethics and integrity. The commitment is long-term and reflects the goals of the Paris Agreement and current international and national regulations, thus contributing to attainment of the goal of zero carbon emissions by 2050.

The model adopted is based on the "3R+A" principle:
Reduce, Reuse, Recycle, Avoid



The objectives and actions to be taken to achieve them are defined in detail in the policy:

- BETTER USE OF RESOURCES
- MORE SUSTAINABLE MOBILITY
- MANAGERS' MEALS
- GREEN PURCHASES
- REDUCTION OF EMISSIONS
- INCREASE IN PERFORMANCE OF THE REAL ESTATE
- THE CREATION OF A CERTIFIED INTEGRATED ENVIRONMENT AND ENERGY MANAGEMENT SYSTEM
- INFORMATION AND TRAINING
- COMMITMENT AND PARTNERSHIP FOR THE OBJECTIVE

The Policy also reiterates Italtrezioli's will and commitment to reporting the results of the measures implemented to reduce its environmental impact in the social statement, and to working in cooperation with the parties involved in projects to reduce and eliminate these impacts.

In compliance with the principles contained in this policy, Italtrezioli undertakes to pay attention to its consumption and impacts, with reduction objectives, through research and innovation. These processes involve the company in a complete and detailed way. All departments provide their contribution for an overall improvement in ESG performance.

The research and development conducted in the company has given various results.

During 2023, significant steps were taken towards adopting more efficient industrial practices, acquiring three cutting-edge Industry 4.0 machines, which integrate digital and physical technologies to improve operational efficiency and reduce the total environmental impact.

On the office energy level, the process of renewing monitors continued, with reduced consumption LED panel models, which in 2023 affected approximately 40% of devices.

As regards the local unit, the process of modernizing and improving the efficiency of the premises and equipment continued. The doubling of the acid fume abatement system was completed, thus contributing to halving polluting emissions. At the same time, some components and machinery were replaced with more efficient and safer solutions.

Industrial Plan 2020-2025 in progress and Planning for the Future

Looking to the medium term, in our current 2020-2025 Industrial Plan, innovation and commitment to the environment and biodiversity are the driving forces of the project for the new Italtrezioli headquarters. The objective is not to increase the environmental impact due to the extension of paving on the territories, but to redevelop existing industrial structures, through the most modern construction techniques, as well as achieving objectives of maximum energy efficiency.

To date, an attempt has been made to restore value to companies that have made the history of the Arezzo industrial and artisan sector, but which have now been in a clear downward trend for several years. The actions implemented were primarily the identification of a sub-zone of the industrial area in which Italtrezioli is present, which included similar processing companies, and which felt the need to take a breath again and return to the splendor of the past. Furthermore, we tried to understand if the surrounding areas held additional buildings in total dilapidation, which could be included in the ongoing redevelopment project.

The declared objective is to create a centralized, multifunctional, innovative, sustainable industrial hub from the viewpoint of energy efficiency and environmental standards. The new environments aim to be totally human-scale and comply with the highest safety standards.

THIS INCLUDES:

- Modern technology treatment systems for the air and vapors produced during processing meet the relevant European directives. Key concept: circularity, through the recovery of waste materials containing metals and the creation of products of high interest for the market and with high added value. All this closes the circle and gives new life to products that until then were considered waste of little intrinsic value, mostly destined for landfills or waste-to-energy plants.
- Latest generation production plants, built with the most efficient construction techniques, highly technological and integrated according to Industry 4.0 procedures. Objectives: increasingly Made in Italy and recyclable materials, production, energy and vapor treatment efficiency.
- Energy efficiency, through the installation of photovoltaic panels over the entire coverage area of the production plants, as well as the construction of a hydrogen fuel production plant. The surplus products generated by these two processes would be made available to the community, using existing distribution networks.

Ultimate goal: Energy self-sufficiency.

5.3 CLIMATE CHANGE

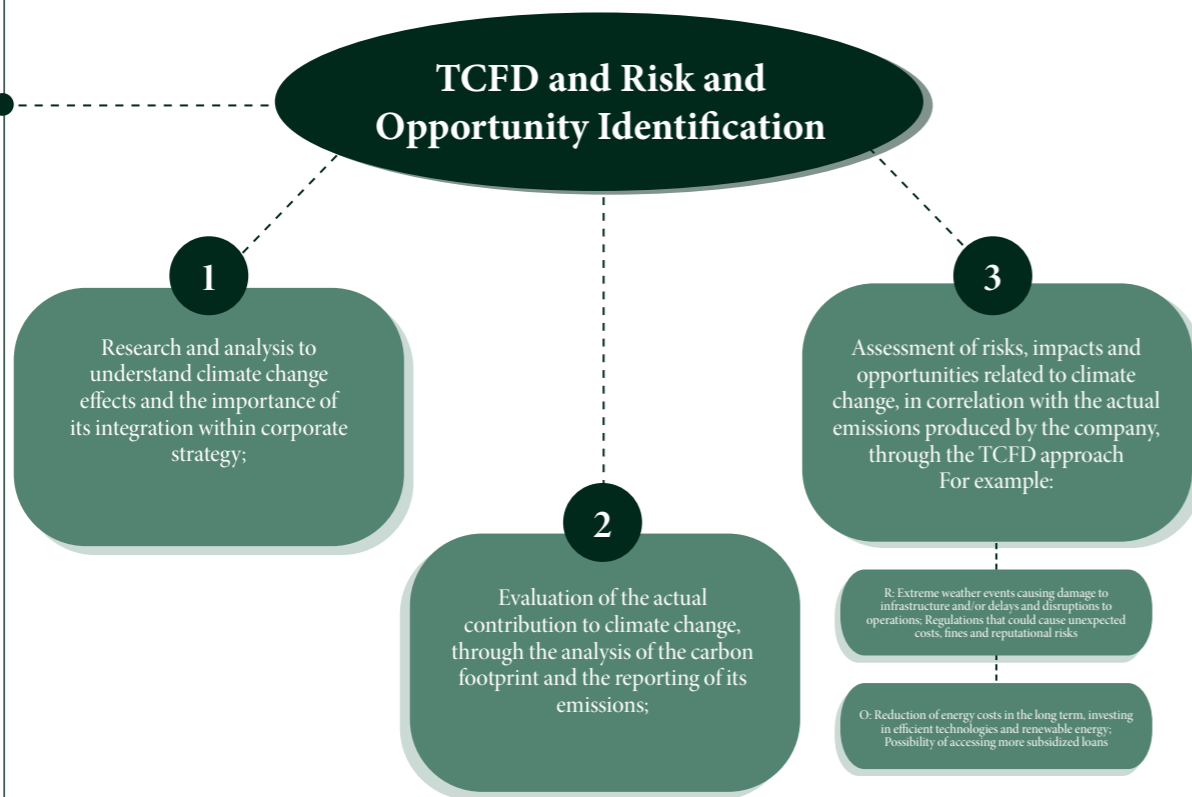
Climate change is one of the most urgent and relevant challenges of our century. Increasing emissions of greenhouse gases, particularly carbon dioxide (CO2), caused by human activities such as industry, agriculture and transport, are having devastating impacts on our planet. Climate change is causing extreme phenomena such as increasingly intense heat waves, extreme weather events, prolonged droughts and sea level rise, which put food security, public health, infrastructure and biodiversity at risk. Activities connected to the precious metals supply chain can contribute to greenhouse gas emissions if not adequately managed, for example, through energy-intensive extraction and/or processing processes, with other factors, such as the transport of raw materials.

Italpreziosi has the long-term objective of aligning itself with the 2030 Agenda SDGs, with particular reference to objective 13 on climate change and its targets, with the principles of the Paris Climate Agreement, with the Green Deal and current international and national regulations, and therefore contribute to achieving zero carbon emissions by 2050, to limit the increase in global average temperature to below 2°C compared to pre-industrial levels, ideally trying to limit the increase to 1.5°C.

To this end, it has undertaken a path based on the adoption of the TCFD (Task Force on Climate-related Financial Disclosures), the global initiative aimed at improving financial transparency regarding the risks and opportunities linked to climate change.

The TCFD primarily aims to develop a voluntary and consistent disclosure framework for companies and organizations, to help investors, financial institutions and other market actors better assess climate risk and integrate it into investment decisions and business management.

This approach has allowed us to identify various risks, impacts and opportunities for our business related to climate change.



To have a better understanding and quantification of our impact on climate change, we measured our **carbon footprint**.



This indicator evaluates the greenhouse gas emissions produced directly and indirectly by the organization.

Awareness of corporate impacts is a crucial first step in developing strategies for the sustainable management of resources and reduction of emissions. It also is a prerequisite for setting concrete objectives for reducing emissions.

In this regard, the company is currently engaged in the Science Based Target (SBTi) initiative created with the aim of supporting companies in adopting ambitious mitigation objectives and guiding them in the transition to a low-carbon economy. This is in line with scientific recommendations regarding climate change, especially those provided by the IPCC (Intergovernmental Panel on Climate Change), from which the global warming mitigation objectives agreed during the Conference of the Parties (COP) 21 in Paris in 2015.

The carbon footprint was assessed for the years 2021, 2022 and 2023, and certified according to the reference standard **ISO 14064-1:2019** in the year 2023.

THE CATEGORIES ANALYZED AND EVALUATED ARE:

DIRECT EMISSIONS: SET OF EMISSIONS DIRECTLY GENERATED BY THE ORGANIZATION AND OVER WHICH IT HAS DIRECT CONTROL.

Emission sources assessed:

- Natural gas combustion from heating system/production plant
- Fuel combustion fleet of owned vehicles used as means of transport of people and small goods transport
- Fugitive emissions of refrigerant gases
- Emissions resulting from the foundry process

INDIRECT EMISSIONS FROM ELECTRICITY: EMISSIONS RESULTING FROM IMPORTED ENERGY,

Emission source assessed:

- Electricity drawn from the grid for offices, production and related users

EMISSIONS INDIRECTLY GENERATED IN THE VALUE CHAIN.

Emission sources assessed:

- Emissions deriving from the goods transport service managed by the organization by air or by land
- Emissions deriving from employee home-work travel
- Emissions related to the raw material extraction process (gold and silver)
- Emissions related to the use of chemical agents
- Emissions related to waste management

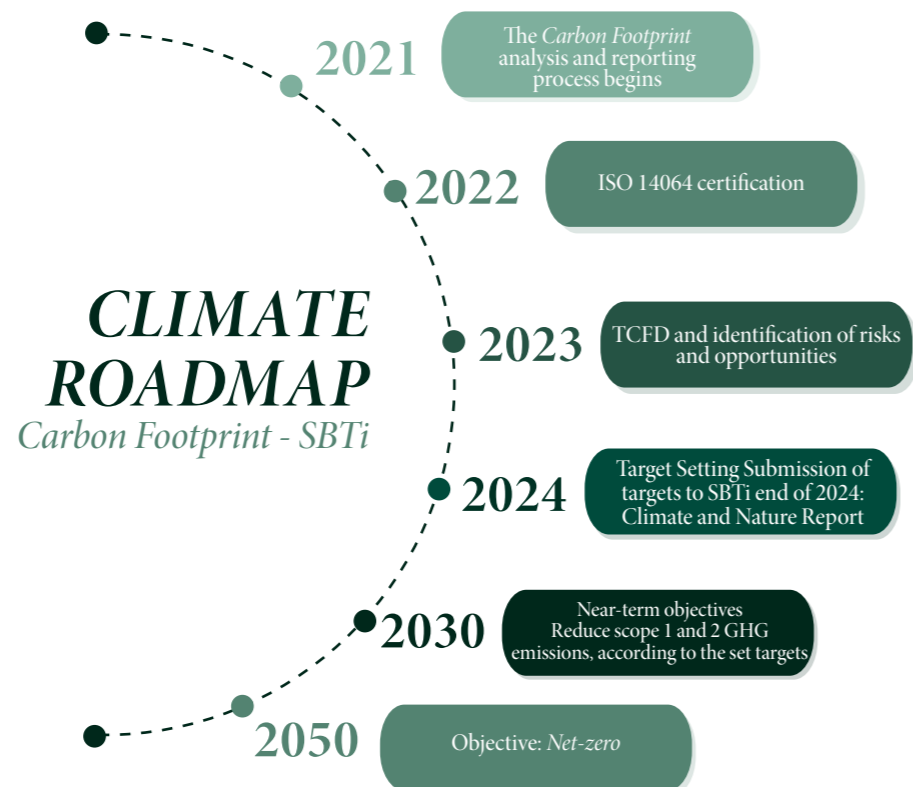
Approach towards Net Zero

Italpreziosi intends to achieve zero emissions by 2050 by committing itself through a 3-phase approach:

MEASUREMENT, REDUCTION, COMPENSATION.

GHG measurement, as previously indicated, takes place according to the ISO 14064 standard. The company's intention is to undergo this assessment annually.

- Objective: Progressive reduction**
As part of our sustainability strategy, Italpreziosi aims to reduce our CO2 emissions. To achieve this goal, we will join the growing group of leading companies that are adopting emissions reduction targets aligned with climate science, in particular SBTi (Science Based Target initiative). This commitment recognizes the crucial role that companies can play in minimizing the risks related to climate change and protecting the future of the planet.
- Short Term Goals**
In this context, Italpreziosi intends to establish short-term emission reduction targets, based on scientific criteria and in compliance with the Recommendations of the SBTi (Science Based Targets initiative). These objectives will be subject to validation by the SBTi within a maximum of 24 months.
- Long Term Goals and Net Zero**
To align with the more ambitious goal of the Paris Agreement and scientific recommendations to mitigate the impacts of climate change on society and nature, we are also committed to setting climate neutrality targets. This includes a long-term goal of achieving net zero emissions across the supply chain by 2050. These objectives will also be subject to validation by the SBTi within 24 months.
- Strategy and Implementation**
Following initial measurements, we will identify priority areas on which to focus our efforts. These areas will form the basis of our strategy to reduce and possibly offset climate impacts. Our strategy will be continuously refined and improved based on the results obtained, ensuring a proactive and responsible approach in the fight against climate change.



5.4 PROTECTION OF BIODIVERSITY

Climate change is not the only emergency the planet is facing. The loss of biodiversity, which is also partly interconnected to the increase in temperatures, and all that derives from it, is an equally looming threat.

Biodiversity is the variety of life forms on Earth, including plants, animals and microorganisms, as well as the range of ecosystems that they compose. It is a fundamental element for our planet's health. Biodiverse ecosystems provide a range of vital services, such as air and water purification, climate regulation, soil fertilization, disease control, and the production of food, medicine, and natural materials.

Biodiversity is threatened by a number of factors, including **deforestation**, urbanization, pollution, habitat loss, destruction of natural ecosystems, and the introduction of invasive species. These threats have caused an unprecedented rate of species extinction, with negative consequences for ecosystem stability and human well-being.

For effective biodiversity protection, concrete measures need to be taken at **global**, national and local levels. This may include creating protected areas, promoting sustainable management of natural resources, conserving critical habitats, combating illegal hunting and trade of wildlife, education and public awareness. Protecting biodiversity goes beyond simple moral respect. It is a necessary action to guarantee the sustainability of natural resources and vital environmental conditions for **future generations**.

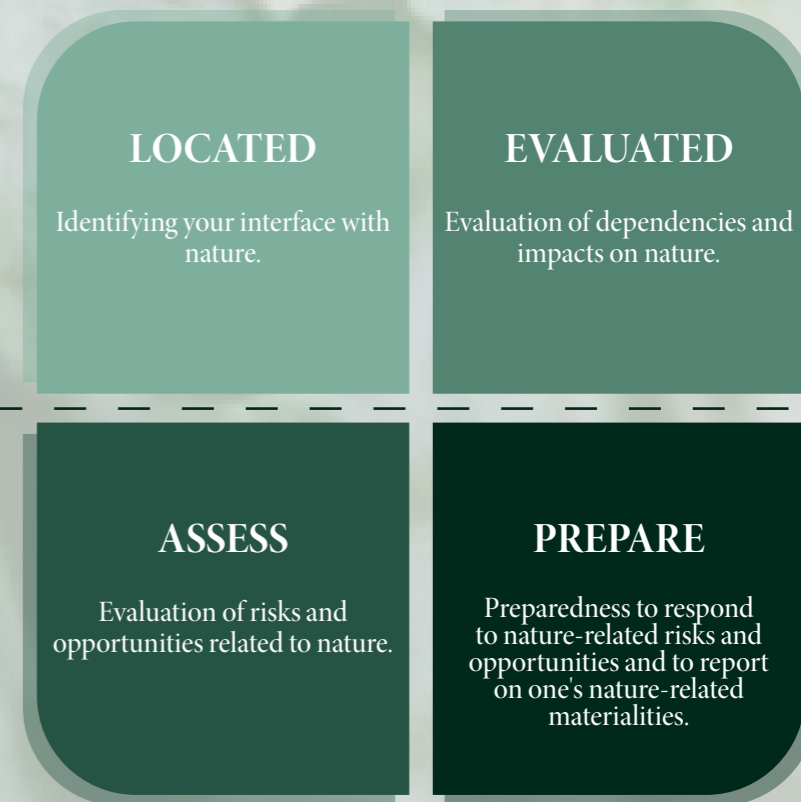
In this regard, in 2023 Italpreziosi became a member of the **TNFD (Task Force on Nature-related Financial Disclosures)**, the global initiative that aims to guide businesses and the financial sector towards better evaluation and management of risks and opportunities related to biodiversity and natural ecosystems. Our membership of the TNFD demonstrates our commitment to understanding and managing environmental risks, as well as promoting financial transparency. At the same time, we aim to join the Science-Based Targets Network (SBTN) in the medium-long term to establish science-based targets for nature, to reduce our and our supply chain's impact on biodiversity.

To ensure compliance with environmental standards and the protection of biodiversity, Italpreziosi requires its counterparts to complete questionnaires on ESG issues. Through these questionnaires, the company asks its business partners for detailed information regarding compliance with environmental legislation and the protection of biodiversity. This initiative aims to promote a responsible supply chain and ensure that all business activities are conducted with respect for the environment and biodiversity.



In 2023, with the membership of TNFD, an internal research process based on the same began, to allow us to start defining our *Nature Roadmap*.

For this purpose, the **LEAP** approach was followed, based on the following points:



Risks, potential impacts and opportunities on biodiversity

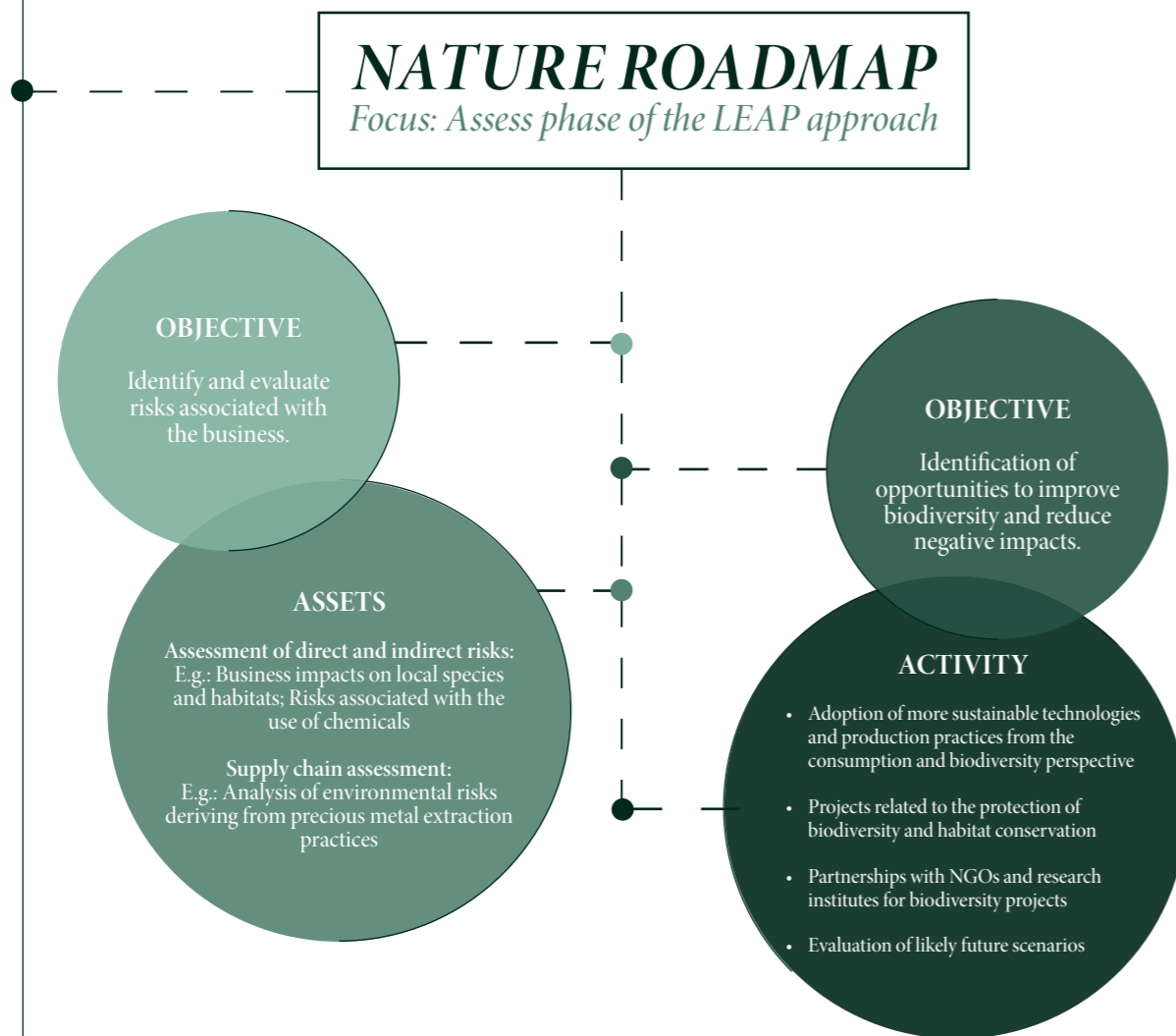
As a precious metals refinery, our operations are closely interconnected with and impact natural resources. For this reason, we are taking a holistic approach that considers our activities' environmental, climate and natural impacts.

The potential impacts of the activities, products and services offered by Italtrepreziosi on biodiversity are mainly indirect in nature. These impacts arise mainly from supply chain activities, in particular from mining, which could potentially cause habitat degradation, and pollution of the surrounding air and water due to fine dust, gaseous emissions and use of chemicals containing heavy metals that can end up in drains. Furthermore, mining could potentially influence species migration due to acoustic impacts, vibrations and other environmental disturbances.

Other negative impacts on biodiversity could arise from resource consumption and associated impacts. For example, water consumption and the use of electricity and methane, as well as the procurement activities of these resources, could have consequences on biodiversity.

Furthermore, on a direct level, Italtrepreziosi's greenhouse gas emissions, contributing to climate change, could have a significant impact on biodiversity. These emissions are considered a global driver of biodiversity loss.

The approach towards the definition of a Nature Roadmap has allowed the identification of **risks, impacts and opportunities regarding biodiversity**.



Events and Initiatives for a Nature Positive Path

The will and commitment to establish a "Positive Nature" path are also demonstrated by participation in events aimed at the preservation of biodiversity, including, for example:

Participation in September 2023, during climate week in New York, in the event "Advancing corporate action for nature through transition planning and the TNFD and SBTN frameworks" promoted by the Task Force on Nature-Related Financial Disclosure (TNFD), of which Italtrepreziosi is a member.

In October 2023, Italtrepreziosi participated in the European Business and Nature Summit held in Milan. The meeting provided important insights into the crucial importance of nature and biodiversity, which are the foundation of our global economy. This is why it is important and also advantageous for the budget to integrate nature into company strategies. In this context it is essential to recognize the connections between climate change and biodiversity and the crucial role of education and raising awareness throughout the supply chain.

Participating in the summit provided an important stimulus for Italtrepreziosi towards formally adhering to the ideology promoted by this initiative, through the signing of the commitment scheduled for 2024.

It plans to commit to better understanding and managing environmental impacts, also through the implementation of **SMART objectives** with the aim to avoid negative impacts, restore and regenerate where possible, and promote ambitious policies. Partnering with other businesses and financial institutions to support biodiversity and enacting governance mechanisms to ensure accountability and implementation of our actions:

- Avoid negative impacts, restore and regenerate where possible, and promote ambitious policies.
- Collaborate with other companies and financial institutions to support biodiversity, and we will implement governance mechanisms to ensure accountability and execution of our actions.
- Monitor performance and transparently communicate relevant nature-related information.



06

SUPPLY CHAIN AND COMMUNITY

SUPPLY CHAIN AND COMMUNITY INCLUDING
SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

SUPPLY CHAIN AND COMMUNITY INCLUDING SOCIAL AND ENVIRONMENTAL RESPONSIBILITY



6.1 TRANSPARENCY AND SUSTAINABILITY IN OUR SUPPLY CHAIN

For Italtreasures, **Responsible Sourcing** means:

guarantee **TRACEABILITY AND TRANSPARENCY**, fundamental elements for our business.

Rigorous internal due diligence procedures ensure continuous control of the precious metals supply chain. In addition to following the main international and national regulations, Italtreasures adheres to voluntary standards, as demonstrated through its certifications. These certifications are issued by associations that represent an important meeting place to address the crucial issues that concern the entire precious metals supply chain, from their extraction to their use in finished products.

THE VOLUNTARY REFERENCE STANDARDS ORIGINATED FROM:

- Chain of Custody (CoC) and Code of Practice (CoP) of the Responsible Jewellery Council (RJC)
- Responsible Guidance for Precious Metals by the London Bullion Market Association (LBMA)
- OECD Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict Affected and High Risk Areas
- The World Gold Council "Conflict-free Gold Standard"
- CRAFT Code di Alliance for Responsible Mining (ARM)

The robust management structure is designed to adhere to high standards of compliance with national and international legislation, as well as the standards that we voluntarily adopt. The main objective is to work proactively to create a more sustainable, responsible and fair supply chain for every actor involved. Our internal management system is represented by: Senior Management, Compliance Officer and Compliance Analyst, as follows:

- Due Diligence Commission:** composed of Senior Management, therefore the Heads of the following Offices: Compliance, Administration, Commercial, Legal, Logistics, Sustainability. Its objective is to monitor the Compliance Officer's activity and manage high-risk cases.
- Compliance Officer:** responsible for managing the activities conducted by the Compliance Function, which include the review, evaluation and monitoring of the activities conducted by the team and therefore of the due diligence processes. This person is responsible for organizing refresher courses on due diligence and responsible sourcing. Finally, the Compliance Officer must report all the activities conducted quarterly to the Due Diligence Commission, which will evaluate and monitor this Team's activity.
- Compliance Analyst:** has the task of conducting the due diligence process, requesting documentation directly from potential counterparts, and reporting each process to the Compliance Officer, who provides a response following their examination. The Analyst must therefore file the documentation, communicate the response to the counterpart and the Sales Office, and periodically monitor the active accounts.

We are members of:

- RESPONSIBLE JEWELLERY COUNCIL (RJC)**


Leading watch and jewelry authority aiming to create a sustainable supply chain.
- LONDON BULLION MARKET ASSOCIATION (LBMA)**


Independent Authority in the Precious Metals sector with the mission to ensure the highest levels of leadership, integrity and transparency for the global precious metals industry.
- FAIRMINED**


Initiative that connects certified responsible mines. It provides a guarantee label that certifies gold from responsible artisanal and small-scale mining organizations.
- RESPONSIBLE MINERALS INITIATIVE (RMI)**


Initiative for mineral supply chains that positively contribute to social economic development worldwide.
- INTERNATIONAL PRECIOUS METALS INSTITUTE (IPMI)**


Association for meeting/exchange, to promote science and technology in the precious metals sector.
- WATCH & JEWELLERY INITIATIVE 2030 (WJI2030)**


Global initiative for the watch and jewelry sector to promote a positive impact on society and the environment.
- INITIATIVE FOR RESPONSIBLE MINING ASSURANCE (IRMA)**


Initiative for Responsible Mining Assurance, an organization that promotes responsible and sustainable mining practices worldwide.

TRACEABILITY AND TRANSPARENCY

The company has developed a precious metals tracking system integrated into the management software, to guarantee maximum transparency and traceability along the entire supply chain. This system allows detailed recording and management of information regarding supplier deliveries. The metal received is entered into the system and cataloged with unique batch references. Among the data collected upon acceptance are the origin, type, weight and provisional title.

Each refined batch is identified by a unique reference number assigned by the system. In the case of gold, for example, the unique batch code is linked to the material being processed throughout the entire process, allowing the specific path to be traced from the input of the ingot to the final production, passing through the envisaged processing cycles: melting, testing, refining, processing of the finished product.

Whistleblowing and Grievance mechanisms

Whistleblowing is a crucial element for promoting sustainability within the company, along the entire supply chain and in the community.

In a corporate context, **Whistleblowing** allows identifying and correcting incorrect behavior and unethical practices that could harm the company, its employees, customers and the environment. It promotes transparency and responsibility, essential elements for building a corporate culture based on solid ethical values. In the production chain, **Whistleblowing** takes on an even more significant role. Supply chains often involve numerous actors, from suppliers to distributors, each of which can influence the overall sustainability of the final product. This tool makes it possible to monitor and ensure that all levels of the supply chain respect the established ethical and environmental standards. This helps to ensure that the products offered to consumers are the result of sustainable and socially responsible processes. Furthermore, encouraging **Whistleblowing** can promote a culture of openness and continuous improvement, which is essential to promptly address and resolve any issues related to sustainability.

Dissemination of the **Whistleblowing** tool also serves an educational role, raising awareness among employees and business partners of the importance of maintaining ethical and sustainable behavior. When workers and suppliers are aware of the ability to report violations, they feel more empowered and motivated to maintain high standards of professional conduct. This process of raising awareness and responsibility is fundamental for Italtrepreziosi because it helps to create the basis for sustainable and lasting growth.

Whistleblowing and **Grievance** management are therefore of crucial importance in the production chain, promoting transparency and responsibility. The aim is to create a mechanism that allows every stakeholder, internal or external to the company to submit a report of illicit behavior that may constitute a violation of European laws and regulations, values and principles enshrined in the code of ethics and/or that may cause damage of any kind to the company, to customers, members, partners, third parties and, more generally, to the community and/or public administration, of which they became aware in the work context.

The European Directive on whistleblowing (EU Directive 2019/1937), and the implementation of this directive (Legislative Decree, 24/2023), oblige companies to adopt safe and confidential channels for reporting crimes. These regulatory developments strengthen whistleblower protection and encourage a corporate culture based on integrity and sustainability, improving governance throughout the supply chain.

COLLABORATION FOR TRANSPARENCY

For Italtrepreziosi, collaboration with all players in the value chain, both upstream and downstream, with public authorities, industry associations and even our competitors, is a fundamental pillar. The goal is to generate a tangible positive impact in the industry through the synergy of shared efforts. Annually, we actively participate in industry events to share our experiences and take part in round tables where, through open dialogue, we work together to find solutions to mitigate the risks associated with our supply chain.

Pursuing this aim, in 2023 we participated in the OECD Forum on Responsible Mineral Supply Chains. Italtrepreziosi participated as a speaker in the following events:

- **How to safeguard gender justice in the energy transition**, organized by Women's Rights and Mining with the participation of ActionAid and the Dutch Ministry of Foreign Affairs.

Signing the OECD Declaration on Women's Rights and Mining in 2019 was an important commitment, and we now publish our data yearly in our report.

- On this occasion Italtrepreziosi also organized the online webinar: **Chain of Information: Raising awareness through education for a sustainable mineral supply chain**, chaired by Alice Vanni, CSR Manager and member of the Board of Directors. During this event, the sustainable activism and digitalization project already started by Italtrepreziosi through the "Chain of Information" initiative was presented. On this occasion, the portal available for our suppliers was made public and available to all stakeholders.

This portal, created by Italtrepreziosi in 2019 for its customers and prospects, provides access to content and materials regarding regulations and standards regarding due diligence and sustainability. Chain of Information aims to raise awareness and involve the supply chain in promoting sustainable practices. In March this year, the company decided to make the portal accessible to all stakeholders, in line with its long-term strategy to raise awareness of sustainability and responsibility issues across the entire supply chain.

- **EPRM: Engaging with ASM how upstream initiatives can be aligned with industry due diligence mechanisms.** Organized by the European Partnership for Responsible Minerals (EPRM), Alliance for Responsible Mining (ARM) and Datastake, the panel aimed to discuss how to better integrate upstream initiatives, NGOs and local actors with industry due diligence mechanisms, to meet regulatory requirements and create an enabling environment for meaningful corporate involvement with Artisanal and Small-scale Mining (ASM). Italtrepreziosi participated in the debate, speaking about its experience collaborating within the planetGOLD project.



PLANETGOLD

In 2019 we joined the Program Advisory Group (PAG) of PlanetGOLD, which involves various stakeholders including the United Nations, NGOs, associations, private sector companies and public authorities.

The planetGOLD program works in partnership with governments, the private sector and Artisanal and Small-scale Gold Mining (ASGM) communities in nine countries to significantly improve the production practices and working environment of artisanal and small-scale miners. By working to close the funding gap, supporting formalization, raising awareness and connecting mining communities with mercury-free technology and formal markets, the program aims to demonstrate a path towards cleaner and more efficient small-scale gold mining practices that benefit all, from mine to the market.

Supporting countries' commitments under the **Minamata Convention on Mercury**, the planetGOLD program is working to eliminate mercury from the supply chain of artisanal and small-scale gold miners (ASM) to:

- Support efforts to integrate the ASM sector into the formal economy, society and regulatory system
- Introduce and facilitate access to mercury-free technologies and best practices in ASM
- Facilitate miners' access to formal gold supply chains, in collaboration with gold buyers and industrial users
- Pilot a series of models for access to investment and finance for small-scale miners and their communities

Supported by the **Global Environment Facility**, planetGOLD is coordinated by **the United Nations Environment Programme** and implemented in partnership with the **United Nations Industrial Development Organization**, **the United Nations Development Programme**, and **Conservation International**.

The planetGOLD program is supported by 19 government authorities and other organizations in Burkina Faso, Colombia, Ecuador, Guyana, Indonesia, Kenya, Mongolia, Peru and the Philippines. In June 2020, the Council of the Global Environment Facility (GEF) approved a new program to expand planetGOLD to 15 countries.

Italpreziosi has also been a certified Fairmined Authorized Supplier partner since 2022 (see par. 3.5), supporting an ethical and transparent supply chain, benefiting workers, the ASM community and the environment.

These commitments are also reaffirmed by membership with the Watch & Jewellery Initiative 2030, a project launched by Kering and Cartier, aimed at members of the watch and jewelry industry and founded on sustainable development objectives. Na



planetGOLD

6.2 INTERNAL INTELLIGENCE AND HIGH RISK COUNTRIES INDEX

To better evaluate the risk associated with our operations, we develop our "**High Risk Countries Index**", which is based on the integration of various accredited sources aimed at providing an overview of the level of risk regarding Security, Corruption, Anti-Money Laundering, Political, Human Rights, Environmental, Biodiversity and Protected Areas. The sources used are from international organizations, private compliance firms, government databases and regulations, and NGO reports.

Our risk index includes both a qualitative and quantitative approach. The latter involves the numerical measurement of risk and the creation of rankings for each criterion developed.

Furthermore, Italpreziosi produces for each country a "Country Sheet" with all the direct links to the main Government Authorities of reference, National Land Registries, Mining Agencies, National Laws, Environmental Laws and the Country's commitments in the mining sector, the list of Heritage sites of Humanity in the country and the commitment to the Minamata Convention, to have an updated overview and make the due diligence process even more efficient and consistent.

To support our due diligence process we also have internal databases which, through specific functions, contribute to analyzing counterpart risk, such as World-check by Refinitiv, Dun & Bradstreet and Telemaco.

Our due diligence practices are based on fundamental principles such as fair working conditions, prohibition of child labor, gender equality, respect for human rights and attention to environmental impact, all enshrined in our company policies. These policies constitute an essential document for every business relationship, and we ask each partner to sign them, thus committing to sharing our values regarding protection of the environment, human rights and communities.

Supply Chain Policy – Code of Ethics – Whistleblowing and Grievance Policy

Each stakeholder is expected to operate pursuant to our policies. Our staff receives regular training on internal compliance procedures, aimed at continuous improvement according to industry standards. We encourage collaboration among the different departments as a key tool to ensure continual monitoring of each partner, both potential and already active.

Our ongoing awareness-raising intends to encourage each partner to adopt the same standards as we do. This helps to promote greater awareness of specific opportunities for improvement in our supply chain.

Real change requires being proactive.
*The key word is **ENGAGEMENT***



6.3 AWARENESS-RAISING AND TRAINING ON SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

ON-BOARDING PROCEDURES: UPSTREAM ANALYSIS, FOR A RESPONSIBLE SUPPLY CHAIN

Onboarding procedures, conducted by the Compliance department, are essential to ensure that our counterparts operate responsibly, safeguarding workers' health and safety, protecting human rights and the ecosystem. Additionally, aspects such as financial data, beneficial ownership by the counterpart, and any previous or ongoing legal proceedings must be verified to prevent receipt of funds from illicit actions or the counterparts in some way being associated with money laundering or terrorist financing.

To verify all these aspects, all our counterparts undergo a **Know Your Customer (KYC) procedure**, also requesting evidence of all documentation.

From an environmental perspective, we request and analyze documentation certifying their commitment to maintaining adequate environmental standards and environmental compliance with current national and international legislation. We always ask for additional information on initiatives or plans to reduce or completely eliminate impacts on the environment. Furthermore, the counterpart analysis aims to examine the use of chemicals in their processes, both before and during the working relationship, to determine a counterpart evaluation.

EMPOWER YOUR COUNTERPART (EYC): A NEW VISION OF KYC ON ESG ISSUES

Know Your Customer (KYC) has always been a crucial moment in the Onboarding process before any commercial relationship. Traditionally, KYC has been designed as a mechanism to identify and verify customers' identities, reducing risks associated with fraud and regulatory compliance. However, in the current context characterized by a growing emphasis on sustainable practices and social responsibility, we have enhanced this theme by creating a newer and more proactive vision: **Empower Your Counterpart (EYC)**.

EYC is a transformation of traditional KYC, shifting the focus from simple risk control to promoting counterparts through an active commitment to ESG (Environmental, Social, and Governance) issues. From this new perspective, onboarding is not just a "bureaucratic" step, but an opportunity to evaluate and enhance the level of commitment of counterparts in sustainable and responsible practices.

Implementing the EYC means requesting specific data on counterparts' ESG practices, not only to verify their compliance, but to provide them with useful tools to improve their performance in these areas. By collecting detailed information and providing tailored training via our site, we can guide and support counterparts on their path to greater sustainability.

This approach not only enriches the value of the customer relationship, but actively contributes to the spread of more solid and aware ESG practices. In this chapter, we will explore how EYC can be implemented effectively, analyzing case studies, data collection strategies and best practices for ongoing counterpart training.

The specific questionnaire on ESG issues aims to delve into environmental, social and governance aspects of the various stakeholders with which Italtrezi works. The final aim is also to increase supply chain reporting and awareness regarding these issues.

The request for information, via EYC, includes topics such as:

- ENVIRONMENT AND BIODIVERSITY;
- CLIMATE CHANGE AND CARBON FOOTPRINT - PROCESS FOR EVALUATION AND REDUCTION OF GREENHOUSE GASES;
- ENERGY CONSUMPTION AND USE OF RENEWABLE SOURCES;
- WATER CONSUMPTION;
- SUSTAINABILITY PROJECTS, INITIATIVES AND STRATEGIES: INCLUSION AND GENDER EQUALITY, BIODIVERSITY, ENVIRONMENT, COMMUNITY AND HUMAN RIGHTS

COMMITMENT TO THE DEVELOPMENT OF A DUE DILIGENCE PROCESS WITH A FOCUS ON GENDER EQUALITY

Another important aspect evaluated in the counterpart qualification process is the presence of female personnel in the company and the relative percentage of the total, in line with the company vision and the importance that our company places on equal opportunities, inclusiveness and equality of type.

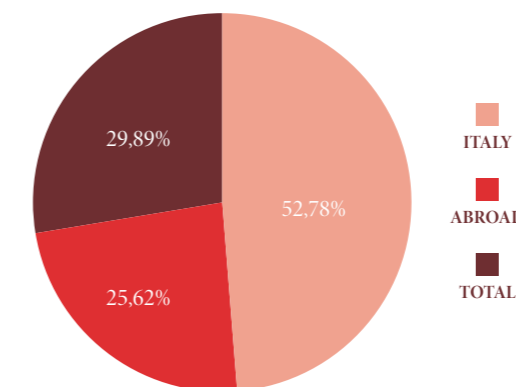
In 2019 we signed the "OECD Stakeholder Declaration on Implementing Gender Responsive Due Diligence and Ensuring the Human Rights of Women in Mineral Supply Chains." This commitment was a stimulus to deepen the presence of women and equal opportunities in the supply chain.

Our questionnaires ask for the percentage/number of women in all categories of workers (workers, employees, managers). This allows us to monitor and promote gender equality in our supply chain, as well as to raise awareness among counterparts of the importance of reporting on this issue. Additionally, we include questions to assess whether there are practices and designs in place to ensure inclusion, prevent harassment, and create a fair and non-discriminatory work environment.

The following table summarizes the result of the 2023 monitoring of gender equality in our supply chain:

	Number of women	Total percentage of women	Percentage of women (white collar)	Percentage of women (blue collar)	Percentage of women (middle management)	Percentage of women (senior management)
Italy	6315	35,04%	46,53%	24,65%	23,99%	14,40%
Abroad	1023	15,19%	32,19%	11,16%	16,65%	20,04%
Total	7338	29,64%	39,36%	17,90%	20,32%	17,22%

WOMEN IN THE SUPPLY CHAIN 2022



WOMEN WITH LEADERSHIP ROLES

11,7%

* The percentages indicated above regarding the number of women in the supply chain were collected through surveys and questionnaires submitted to our counterparts. The data may be subject to errors due to the nature of the source. The latter refers to a percentage of less than 50% of the counterparts, given that it affects the representativeness of the results.

Analysis of the results showed that in Italy the female presence is more accentuated in white collar and blue collar roles, as well as in middle management positions. However, in senior management roles, this percentage is lower than abroad. However, the data collected are estimates and are in any case subject to errors in evaluation of the counterparts. As anticipated, a fundamental aspect of the EYC process concerns the counterparts' awareness. Through questionnaires, they have access to crucial information on our standards and initiatives related to ESG issues. For example, they are asked whether they are signatories to the Women's Empowerment Principles (WEPs) or whether they would like to receive further information.

Nel 2023:

Forty-one counterparts have requested to receive our newsletter and/or more information on the topics of Responsible Sourcing, Sustainability and Chain of Information; 1 counterpart has become a signatory to WEPs.

Towards a more equal future:

OUR INITIATIVES FOR GENDER EQUALITY

Italpreziosi strongly believes in the power of **training** and in creating a supply chain in which women can have equal rights and opportunities and not suffer discrimination of any kind.

For this reason, also in 2023, the company organized or participated in the following initiatives:

PANEL - WOMEN DRIVING SUSTAINABILITY IN MINING HELD DURING THE VICENZAORO 2023 FAIR

Vicenzaoro is one of the main international events dedicated to the gold and jewelry sector. Italpreziosi organized a panel with IEG (Italian Exhibition Group) to explore women's crucial role in the mining industry.

CEO Ivana Ciabatti presented the panel, in which prominent figures from the international goldsmith scene spoke. Topics regarding the positive experience of women working in sustainability in the mining sector were addressed, to raise awareness of the best ESG practices in the sector and how women's contribution is crucial in this sustainable path.

The panel addressed **four Sustainable Development Goals** of the UN Agenda 2030:

- Gender equality (SDG 5)
- Reduction of inequalities (SDG 11)
- Climate change (SDG 13)
- Biodiversity (SDG 15)

"The Women Driving Sustainability in Mining talk will be an opportunity to better understand sustainability in the mining sector and the crucial role that women are playing in this sustainable journey, inspiring the jewelry industry and future generations. The round table will also allow us to raise awareness in more depth about the mining extraction processes and the empowerment of women in the sector"

These are the words of Ivana Ciabatti, CEO of Italpreziosi, on presentation of the event



WOMEN'S EMPOWERMENT PRINCIPLES

EQUALITY MEANS BUSINESS

CONFERENCE - WOMEN'S EMPOWERMENT PRINCIPLES (WEPS)

ORGANIZED DURING THE OROAREZZO 2023 FAIR

The conference, chaired by CEO Ivana Ciabatti and the Corporate Social Responsibility Director and member of the Italpreziosi Board of Directors, Alice Vanni, presented the initiative promoted by the United Nations, based on 7 principles and actions to strengthen women's role in the workplace and in everyday life.

The panel's goal was to raise awareness about women's empowerment in the industry by helping stakeholders access tools that can help improve practices within the company and supply chain.

The event was attended by leading figures in the industry including: Mihwa Park, representative of UN Women, initiative of the UN Women's Empowerment Principles, Iris Maria Alexis Van der Veken, executive director and secretary of Watch & Jewellery Initiative 2030 and Marco Carniello, Chief Business Officer at IEG Italian Exhibition Group SpA.

PARTICIPATION IN THE "WEPS GENDER-RESPONSIVE PROCUREMENT ASSESSMENT TOOL"

PRESENTED BY UN WOMEN DURING THE 78TH UN GENERAL ASSEMBLY IN NEW YORK

As a member of the Watch & Jewellery Initiative 2030, Italpreziosi was invited to participate in the pilot project, led by UN Women's Empowerment Principles (WEPs), for the implementation of an assessment tool useful for achieving gender equality: the **Gender Responsive Procurement (GPR) tool**. The tool allows companies to evaluate the current progress of their gender-sensitive procurement policies and practices. It can be used by any company that wants to assess its procurement mechanisms and supply chain's gender sensitivity and to develop a clear action plan on how to best implement the tool and thus generate a positive impact on its supply chain.

The project was presented in September 2023 during the 78th session of the United Nations General Assembly in New York, by UN Women and the Watch & Jewellery Initiative 2030 (WJI 2030), in collaboration with the United Nations Global Compact, with the participation of Alice Vanni, CSR Director of Italpreziosi.

IN APRIL 2023, DURING THE OECD 2023 FORUM ON RESPONSIBLE MINERAL SUPPLY CHAINS

ITALPREZIOSI HAD AN ACTIVE ROLE DURING THE PANEL:

How to safeguard gender justice in the energy transition

organized by Women's Rights and Mining, with the participation of ActionAid and the Dutch Ministry of Foreign Affairs.

The panel's objective was to discuss the achievement of a gender-equitable energy transition, focusing on the challenges related to the sustainable supply of minerals and metals needed for renewable energy. Alice Vanni, Italpreziosi CSR Director, actively contributed to the discussion by presenting the main points identified to guarantee a supply chain free of gender disparity.



Chain of information: TRAINING AND AWARENESS RAISING ON CRUCIAL ISSUES

Our business is inextricably linked to our supply chain, which is why we pay particular attention to engaging and improving upstream performance, in terms of transparency and social and environmental impacts, as we have defined above. First, we are convinced that an important means of achieving these objectives is training and awareness raising.

In this regard, in 2019 we created the "Chain of Information" portal to disseminate training material. In 2023 the portal was made accessible to our counterparts and is updated regularly to always provide current material.

CHAIN OF INFORMATION

CUTTING EDGE, DIGITALIZATION AND SUSTAINABLE ACTIVISM

We created the Chain of information privately in 2019; it was made available to all our counterparts, so that they could access content regarding standards and regulations that are fundamental to us, specifically:

- Due Diligence Guideline for Supply Chain in High Risk Areas of the Organization for Economic Co-operation and Development (OECD),
- The United Nations Sustainable Development Goals, with focus on: Gender Equality, Climate Change and Biodiversity (Life on Land and on Water);
- LBMA Due Diligence Toolkit;
- RJC Due Diligence Toolkit;
- Sustainability Reporting: the importance of communicating with transparency,
- Minamata Convention.

During 2022, we improved the portal and extended access to all our stakeholders at the beginning of 2023, presenting it in a partner session of the OECD Forum on Responsible Mineral Supply Chains event.

The objective is to contribute increasingly through training to a more responsible, transparent and sustainable supply chain.

The portal is now public
and available here:



"Chain of Information is a concrete and effective contribution with which we want to reaffirm, once again, our desire for constant, transparent and long-term communication with all our stakeholders, so that through the spread and adoption of ESG principles, we achieve greater transparency in the supply chain. This strategy confirms our responsible commitment both inside and outside the company."

These are the words of Ivana Ciabatti,
CEO and President of the Board of Directors of Italtreasures

On every page of the site, we offer multimedia content and clear explanations to guide our partners and stakeholders in implementing standards that we believe are essential. Our mission is to make this process accessible, guaranteeing constant support from Italtreasures's Compliance and Sustainability team.

The company has decided to fully invest internal resources to actively support the creation of a more sustainable supply chain, based on the principles of collaboration and transparency.

This initiative is an integral part of our long-term sustainable strategy, aimed at promoting a supply chain that is increasingly aware and committed to sustainability as added value. Our goal is to consolidate our relationships in the long term, cultivating mutually beneficial relationships with foresight and responsibility.

Furthermore, if a potential counterpart is not completely aligned with our standards, even if they do not proceed with opening an account, we invite them to consult **Chain of Information**. We accompany this communication with targeted recommendations, offering them the opportunity to fill any gaps identified. In this way, we aim to promote greater awareness of current regulations and the most advanced industry standards, to improve the supply chain and promote more adequate access to training.

Our training objective is therefore to provide a possibility for constant and progressive growth, promoting a culture of continuous development.

DOWNSTREAM: QUALITY AND DIALOGUE WITH CUSTOMERS

The commitment to a responsible supply chain also extends to the downstream part of our operations. Customer satisfaction, as well as excellence in providing our products and services, are essential parameters to monitor.

Annually, we send all our counterparts, with particular attention to customers, an **evaluation survey** regarding our performance (quality of products, services, delivery times, problem resolution, etc.), also providing the possibility to leave comments and feedback. Thus, we collect suggestions to increasingly adapt to counterparts' needs.

Additionally, training work is also conducted aimed at customers, including **mentoring** activities on various issues related to sustainability. For us it is an added value to stimulate interest and support the initiative of a reporting process, and in some cases certification, of our counterparts.

To guarantee and constantly improve operation quality, in 2023 we adopted the quality management system, certified according to the ISO:9001:2015 standard. The various improvements implemented included a more efficient collection of non-conformities and complaints, whether they come from inside or outside the company.



6.4 COMMUNITY AND INITIATIVES

Community support includes both social and environmental initiatives, as well as directly through our business.

We have a particular focus on peace building, gender equality and recognize the power of culture in all its manifestations, from music to art and literature. We believe that culture is an essential vehicle for building a healthy, egalitarian and active society, working in harmony with the 2030 Agenda, at local, national and international levels.

In 2023, Italtreasures made noteworthy progress in supporting the community, thanks also to important social projects and initiatives conducted in collaboration with the supply chain.

Furthermore, in 2023 we supported some initiatives:

GENDER EQUALITY

5 GENDER EQUALITY



ADESSO DEVELOPMENT INITIATIVE

With Rondine Cittadella della Pace, we supported the TECH4GIRLS NIGERIA initiative, by Adesso development initiative. This project was designed to reduce the digital divide between young males and females in communities across Nigeria.



ASS. UMANITAS WOMEN FOR WOMEN 2023

The Camomilla Award is an initiative organized by the Umanitas Onlus Consortium Association, dedicated to promoting the fight against gender violence and promoting the well-being of women involved in the battle against breast cancer. The event aims to raise public awareness of crucial issues, strengthen initiatives regarding these issues and raise funds for the associations involved in offering support.



WELLBEING AND HEALTH

3 GOOD HEALTH AND WELL-BEING



DOCTORS WITHOUT BORDERS

Doctors Without Borders has been a voluntary association since 1971. Since its foundation, it has been committed to providing assistance and treatment to people around the world, in situations where the right to health and treatment is not guaranteed.



AIRC FOUNDATION

The AIRC Foundation for Cancer Research is a private non-profit organization, founded in 1965. The organization has been dedicated to promoting oncology research since its foundation.



EDUCATION AND CULTURE

4 QUALITY EDUCATION



PETRARCA ACADEMY

Sponsorship of a conference at the Petrarca Academy, an association that has always been dedicated to the research and study of literature, arts and sciences and which is a point of reference for local cultural and historical promotion.



PASSIONI FESTIVAL CULTURAL ASSOCIATION

The Passioni Festival is celebrated annually in the city of Arezzo and is a leading event in promoting local culture and art.



ARETUSA CULTURAL CENTER GINESTRA AWARD

The Fonte Aretusa Cultural Center was founded with the aim of promoting various prizes linked to the promotion of culture, especially regarding literature, through the "La Ginestra" literary prize.



PEACEBUILDING

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



RONDINE ASSOCIATION

Rondine Cittadella della Pace stands out as a singular organization, dedicated to mitigating armed conflicts on a global scale and spreading its approach for the creative transformation of conflicts in every context. The CEO of Italtreasures, Ivana Ciabatti, takes on the role of President of the Peace Entrepreneurs and of the Rondine Cittadella della Pace Foundation.



PARTNERSHIP

17 PARTNERSHIPS FOR THE GOALS



WJI2030 WORKSHOP IN RONDINE CITADEL OF PEACE

As a member of the Watch & Jewellery Initiative 2030, Italtreasures hosted the fourth workshop of the initiative on November 9, 2023, at the Rondine World House. The event hosted representatives of the main sustainability departments of the Initiative members, who meet periodically for training and dialogue activities on the most current and relevant sustainability issues for the jewelry and watchmaking sector. The Initiative aims to build climate resilience, promote inclusiveness and resource conservation among sector members. The objective is to encourage innovation in the sector, in line with a vision of sustainability and excellence.





07

OBJECTIVES

Charting Our Path: SUSTAINABILITY OBJECTIVES

The chapter regarding objectives is the result of our constant commitment to issues of sustainability and social responsibility. In this chapter we will present a summary of our sustainability strategy, highlighting our past goals, relative progress and future objectives. This analysis will provide insight into our current path to sustainability.

Looking forward: Our Sustainability Roadmap

The new objectives we set ourselves for the short and long term aim to improve our performance in terms of Environmental, Social, and Governance (ESG). They reflect our ambition to reduce environmental impact, promote social and environmental sustainability along the supply chain and comply with relevant national and international standards. These objectives are constantly developed and defined as our sustainability strategy is enriched and adapted to new challenges, risks and opportunities.

A Dynamic and Resilient Approach

Our flexible approach allows us to respond proactively to changes and continuously improve our practices. This ensures that our path towards sustainability is always in line with our stakeholders' expectations and the best global standards. We align with internationally recognized standards, such as the Task Force on Climate-related Financial Disclosures (TCFD), the Taskforce on Nature-related Financial Disclosures (TNFD), and the Science Based Targets initiative (SBTi), as well as updated standards from our certifications and memberships.

Consistency and Values: Our Essence of Benefit Corporation

As a Benefit Corporation, we are committed to remaining consistent with the beneficial purposes present in the statute. This allows us to operate in a transparent and responsible manner, pursuing objectives that go beyond profit and which aim to create a positive impact on society and the environment.

Aligned with the Global Goals: Agenda 2030

In line with the path undertaken, we are committed to pursuing the sustainable development goals of the United Nations 2030 Agenda. This alignment not only guides our daily actions, but also enables us to contribute to sustainable and inclusive growth worldwide.

	OBJECTIVES / TARGETS	TIME HORIZON	STATUS QUO	ACTIONS TAKEN / TO BE UNDERTAKEN
G O V E R N A N C E	Integrate the sustainable development goals of the UN Agenda 2030 into company activities.	∞ (Goal in by-laws)	/	/
	Guarantee transparency through periodic publication of detailed reports on company performance.	Annually		- Periodic preparation of internal reports; - Annual public reporting according to official standards.
	Adopt an integrated management system.	2025		- Obtaining ISO 9001 certification in 2023; - Ongoing management system integration process.
	Expand and diversify investment areas, contributing to more SDGs.	Annually		-2023 investments regarding various areas, with reference to SDGs 3,4,5,16,17; - More targeted investments regarding biodiversity in the planning phase.
H U M A N C A P I T A L	Promote the well-being of employees, collaborators, customers, suppliers and the local community.	∞ (Goal in by-laws)	/	/
	Reduce the number and rate of injuries by increasing ad hoc training.	2024	/	- Increase in hours of training on OSH topics; - Increase in the number of annual OSH meetings.
	Diversify training based on employee requests.	2023		- Annual survey / request to employees.
	Increase staff awareness regarding the use of the Listening Desk service.	2023		- Raising awareness for participation in the listening desk at the corporate event for presentation of the 2022 Sustainability Report.
	Implement mentorship and support programs for female staff.	2025	/	- Currently in the planning stage.
	Promote gender equality and equal opportunities within the company, through continuous training for all employees on the topic of gender equality.	Annually		- Preparation of training material on gender equality, accessible from the digital bulletin board and through the company newsletter.

	OBJECTIVES / TARGETS	TIME HORIZON	STATUS QUO	ACTIONS TAKEN / TO BE UNDERTAKEN
HUMAN CAPITAL	Achieve 40% female presence in the workforce.	2024		-In 2023: 4% increase in percentage compared to the expected 5%.
	Organize/participate in workshops on inclusion and gender equality topics.	Annually		-In 2023: participation/organization in/of events on gender equality and inclusion issues (for example, "Women's Empowerment Principles (WEPs)" event, organized during the OroArezzo 2023 fair; - Panel - Women driving Sustainability in Mining held during the VicenzaOro 2023 fair).
	Provide training opportunities specifically aimed at developing and improving female professional leadership skills.	2025		- Currently in the planning stage.
	Develop an even more specific HR policy based on the principles and guidelines set out in the D&I Policy, which reiterates equal opportunities and gender equality.	2024		-Implementation of internal HR policy that also includes DEI policy content.
CLIMATE CHANGE AND BIODIVERSITY	Organize at least 2 team building and sustainability events, involving a greater number of employees in participation and raising awareness on varied topics.	Annually		-In 2023: team building initiatives, such as Green Day and presentation of the 2022 Sustainability Report.
	Reduce environmental impact and promote research and development in industrial activity.	∞ (Goal in by-laws)	/	
	Continue the process of making the systems more efficient.	Annually		- In 2023, efficiency improvements affected various plants (references in chapter 5 of this Report).
	Continue to monitor consumption to prioritize research and development areas and improve environmental performance.	Annually		-Monitoraggio regolare e implementazione di un sistema più coerente di rendicontazione e monitoraggio.
	Continue to report greenhouse gas emissions according to the ISO 14064 standard and based on this assessment implement emission reduction paths.	Annually		- Annual assessment and analysis of greenhouse gas emissions through reports in line with the ISO 14064 standard; - Certification of the 2021 report; - 2023 report undergoing certification.
	Set GHG emissions reduction targets according to SBTi.	2025		- Commitment to submit climate targets to SBTi within 24 months.

	OBJECTIVES / TARGETS	TIME HORIZON	STATUS QUO	ACTIONS TAKEN / TO BE UNDERTAKEN
CCLIMATE AND BIODIVERSITY	Adhere to the SBTN, to reduce our impacts on nature, integrating short-, medium- and long-term objectives.	2025	/	- Currently in the planning stage.
	Reduction and efficiency of waste management.	2025	/	- More efficient waste management solutions are currently being studied.
SUPPLY CHAIN AND COMMUNITY	Promote social and environmental responsibility through training and awareness.	∞ (Goal in by-laws)	/	/
	Guarantee traceability and transparency along the entire supply chain.	Annually		- Continual control of the supply chain through rigorous due diligence procedures.
	Continue to protect the environment both locally and worldwide, conducting adequate checks and verifications both documental and with visits to the supply chain.	Annually		- Regular conducting of site visits in the supply chain.
	Continue to report and raise awareness in the supply chain on environmental issues, biodiversity, protection of human rights and gender equality through EYC.	Annually		- Continual verification of the documentation certifying environmental protection through KYC and EYC; - Integration of major aspects related to gender equality, climate change and biodiversity.
	Create added value for our shareholders and stakeholders, supporting local development.	Annually		- Creation of value for shareholders, stakeholders, employees and local communities, respecting the ethical values that define the business model, through more specific objectives with reference to human capital, supply chain and community.
	Continue to ensure high standards of integrity and ethics in our supply chain, supporting our counterparts towards a more sustainable path, and collaborating with international actors to implement sustainable projects, including those supporting artisanal mining communities.	Annually		-Support of counterparts for improvement of social/environmental practices (mentoring activities, implementation and updating of the Chain of information portal); -Active participation in industry events and initiatives of which we are members (for example, LBMA, RJC, RMI, IRMA, Fairmined).
	Increase our stakeholders' training, continuing to organize and sponsor events, projects and tools for a more transparent and sustainable supply chain.	Annually		- Organization of training and awareness events such as: "Women's Empowerment Principles (WEPs)" event, organized during the OroArezzo 2023 fair; - Partner Session at the OECD Forum on Responsible Mineral Supply Chains: "Chain of Information: Raising awareness through education for a sustainable mineral supply chain".

Reference to Objectives contained in previous Reports

08

ABOUT THIS REPORT

8.1 METHODOLOGICAL NOTE

This Impact Report represents a big step for Italtreppioni, which has always operated by pursuing a sustainable business model by supporting its stakeholders. With this Report, we seek to further promote the concept of sustainability and transparency in the precious metals supply chain.

The reporting was conducted WITH REFERENCE TO to the GRI Sustainability Reporting Standards guidelines (hereinafter GRI Standards), issued in 2016 by the Global Reporting Initiative and updated in 2021. Another fundamental point of reference were the Sustainable Development Goals (SDGs) defined by the UN in the 2030 Agenda .

Within the report, there is also some information reported outside the GRI standards. For example, the data relating to the promotion rate (p. 57) was assessed as part of the certification on gender equality according to the UNI PdR 125:2022 practice. The promotion rate was evaluated divided by gender, according to the formula: (Total Number of Employees at the Start of the Period/Number of Employees Promoted in the Period)×100.

Another evaluation carried out outside the standards is the estimate of women in the supply chain (p. 87). This was carried out by collecting information from counterparts via a survey, asking for the percentages of women in our stakeholder organizations, both in total and by different job categories.

**Most of the information in this Report has been verified through internal and third-party audits.
The Report is drawn up annually.**

REPORTING SCOPE

The reporting perimeter of this report includes the following locations:

- Italtreppioni head office in San Zeno, Strada A n° 32 Arezzo;
- Local unit in San Zeno, Strada A n° 26 Arezzo;
- Local unit in San Zeno, Strada E n° 26 Arezzo.

REFERENCE PERIOD

1 January 2023 - 31 December 2023*

*This report covers the period from January 1, 2023 to December 31, 2023.

However, we would like to clarify that some significant activities or events that occurred in early 2024 have been included to provide a comprehensive view of our initiatives and performance. These events, for example recognition as a B Corp, were considered for their relevance and impact on our operations and sustainability strategies, as well as on the formal preparation and content of this report. Furthermore, the data relating to previous years are reported for comparative purposes, to allow a more complete assessment of the company's performance.














8.2 GRI INDEX







GRI INFORMATION	Name of the information	References	Note
GRI 2	General disclosures		
	1. The organization and its reporting practices		
GRI 2-1	Organizational details	10-11	
GRI 2-2	Entities included in the organization's sustainability reporting	102	The financial statements also consider the locations: San Raffaele 1 (Milan) and Via Righi 34 (Arezzo). They are not considered in the Impact Report as they serve as archives and have negligible impacts.
GRI 2-3	Reporting period, frequency and contacts	102, 109	
GRI 2-4	Restatement of information	57	The percentage of women in the 2022 report was indicated as 33%, in the new report 34%, this is due to a recalculation of this percentage.
	2. Activities and workers		
GRI 2-6	Activities, value chain and other business relationships	10-11, 12, 17-19	
GRI 2-7	Employees	50-51	Partial. The breakdown by geographical area has not been made available (location: 100% Italy).
	3. Governance		
GRI 2-9	Governance structure and composition	38-39, 57	Point C, partial.
GRI 2-10	Nomination and selection of the highest governance body	38-39	
GRI 2-11	Chair of the highest governance body	38-39	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	38-39	
GRI 2-14	Role of the highest governance body in sustainability reporting	27	With reference to "company management".
GRI 2-17	Collective knowledge of the highest governance body	38-39	
	4. Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	22	
GRI 2-23	Policy commitments	57, 60, 66-68, 70-71, 85, 83	Every commitment made through policy has been approved by the highest governing body.
GRI 2-24	Embedding policy commitments	39, 54, 58, 68, 82, 85	
GRI 2-25	Processes to remediate negative impacts	28-31, 54, 82, 91	Partial. Further information on the functioning of the complaint and irregularity reporting mechanisms can be found in the Whistleblowing & Grievance Policy, published on the Itaipreziosi website.
GRI 2-26	Mechanisms for seeking advice and raising concerns	54, 82	
GRI 28	Membership associations	44-47, 81	
	5. Stakeholder engagement		
GRI 2-29	Approach to stakeholder engagement	32-35	
GRI 3	Material Topics		

GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	
GRI 3-3	Management of material topics	28-31	
GRI 201	Economic performance		
GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	
GRI 3-3	Management of material topics	28-31, 42	
GRI 201-1	Direct economic value generated and distributed	42, 52	
GRI 205	Anti-corruption		
GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	
GRI 3-3	Management of material topics	28-31, 80-81, 85	
GRI 205	Operations assessed for risks related to corruption	85	Omission of point B (the significant risks related to corruption are reported in our document "Index of High Risk Countries").
GRI 205-2	Communication and training about anti-corruption policies and procedures	31, 61, 80-81, 86	Partial. The organisation's anti-corruption regulations and procedures are communicated to all operational counterparts and all employees; however, no breakdown by geographical area and exact numbers and percentages of stakeholders are available.
GRI 301	Materials		
GRI 301-1	Materials used by weight or volume	67	Partial. The reference is to chemical products (the main ones) and they represent part of the products used.
GRI 302	Energy		
GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	
GRI 3-3	Management of material topics	28-31, 65, 68,	
GRI 302-1	Energy consumption within the organization	68	
GRI 303	Water and waste		
GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	
GRI 3-3	Management of material topics	28-31, 66, 76	
GRI 303-3	Water withdrawal	66	
GRI 304	Biodiversity		
GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	
GRI 3-3	Management of material topics	28-31, 14, 73-75	
GRI 304-2	Significant impacts of activities, products and services on biodiversity	75-77	Omission of point B, mainly indirect impact. Initial data contained in Nature Roadmap analysis as indicated in the Report.
GRI 306	Waste management		
GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	

GRI 3-3	Management of material topics	28-31, 14, 69	
GRI 306-1	Waste production and significant waste-related impacts	69	Partial, in reference to the main chemical products, which cause the greatest quantities of waste.
GRI 306-3	Rifiuti prodotti	69	
GRI 308	Environmental assessment of suppliers		
GRI 308-1	New suppliers that were screened using environmental criteria	86	
GRI 401	Occupation		
GRI 401-1	New employee hires and employee turnover	51, 57	Partial. The breakdown by geographical area has not been made available (location: 100% Italy).
GRI 403	Health and safety at work		
GRI 403-2	Hazard identification, risk assessment, and incident investigation	54-55	Further detailed indications present in internal documents and DVR document.
GRI 403-5	Worker training on occupational health and safety	55, 61	
GRI 403-6	Promotion of worker health	52-55	
GRI 403-9	Work-related injuries	54,55	
GRI 403-10	Work-related ill health	54,55	
GRI 404	Training and education		
GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	
GRI 3-3	Management of material topics	28-31, 24, 55, 61	
GRI 404-1	Average hours of training per year per employee	61	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	61	
GRI 405	Diversity and equal opportunities		
GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	
GRI 3-3	Management of material topics	28-31, 14, 25, 42, 44, 56-60, 87-89	
GRI 405-1	Diversity of governance bodies and employees	60	
GRI 405-2	Ratio of basic salary and remuneration of women to men	57	
GRI 408	Child labor		
GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	
GRI 3-3	Management of material topics	28-31, 29, 83	
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	29, 83	More information can be found in our "High Risk Countries Index".
GRI 409	Forced or compulsory labor		
GRI 3-1	Processes to determine material topics	26-27, 32-35	
GRI 3-2	List of material topics	28-31	
GRI 3-3	Management of material topics	28-31	
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	28-31, 29, 85	More information can be found in our "High Risk Countries Index".
GRI 414	Social evaluation of suppliers		
GRI 414-1	New suppliers that were screened using social criteria	86	

8.3 SDGS INDEX

SDG	Content	Reference
 1 NO POVERTY	Sustainable governance and value creation Supply chain, community and transparency	36-47, 78-93, 84
 2 ZERO HUNGER	Sustainable governance and value creation Supply chain, community and transparency	36-47, 78-93, 84
 3 GOOD HEALTH AND WELL-BEING	Sustainable governance and value creation Appreciation of human capital Supply chain, community and transparency	36-47, 48-61, 78-93, 52-55
 4 QUALITY EDUCATION	Sustainable governance and value creation Appreciation of human capital Supply chain, community and transparency	36-47, 48-61, 78-93, 90-93
 5 GENDER EQUALITY	Sustainable governance and value creation Appreciation of human capital Supply chain, community and transparency	36-47, 48-61, 78-93, 56-58, 88-89, 92
 6 CLEAN WATER AND SANITATION	Environmental protection, biodiversity and climate change Supply chain, community and transparency	62-77, 78-93, 66, 75-76
 7 AFFORDABLE AND CLEAN ENERGY	Environmental protection, biodiversity and climate change	62-77, 86
 8 DECENT WORK AND ECONOMIC GROWTH	Supply chain, community and transparency	78-93
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Environmental protection, biodiversity and climate change Supply chain, community and transparency	62-77, 78-93, 71
 10 REDUCED INEQUALITIES	Governance sostenibile e creazione del valore Valorizzazione del capitale umano Filiera, comunità e trasparenza	36-47, 48-61, 78-93, 56-58, 60, 88-89, 92
 11 SUSTAINABLE CITIES AND COMMUNITIES	Sustainable governance and value creation Appreciation of human capital Supply chain, community and transparency	62-77, 78-93

SDG	Contenuto	Riferimento
	Environmental protection, biodiversity and climate change Supply chain, community and transparency	62-75, 78-93
	Environmental protection, biodiversity and climate change Supply chain, community and transparency	62-77, 78-93, 72-74
	Environmental protection, biodiversity and climate change Supply chain, community and transparency	62-77, 78-93, 75-77
	Environmental protection, biodiversity and climate change Supply chain, community and transparency	62-77, 78-93, 75-77
	Sustainable governance and value creation Environmental protection, biodiversity and climate change Supply chain, community and transparency	36-47, 62-77, 78-93, 93
	Supply chain, community and transparency	78-93, 44-45, 93

8.4 OBJECTIVES OF THE COMMON BENEFIT INDEX

CONTACT

For more information on this Impact Report, you can contact Alice Vanni, CSR Director of Italpreziosi (email: alice.vanni@italpreziosi.it)

BENEFIT PURPOSE	REFERENCE
Reduce environmental impact and promote research and development in industrial activity	(Cap. 5 62-77), 70-71
Improve sustainability along the supply chain through social and environmental collaborations and initiatives	(Cap. 6 78-93), 44-45, 83, 88-91
Create a more sustainable and responsible supply chain, adhering to national and international standards	(Cap. 6 78-93), 44-45, 80-81, 90-91
Promote social and environmental responsibility through training and awareness	(Cap. 6 78-93), 58, 61, 77, 83, 88-91
Integrate the sustainable development goals of the UN Agenda 2030 into company activities	24-25, 32 (Vedi 8.3, indice SDGs)
Promote the well-being of employees, collaborators, customers, suppliers and local community	(Cap. 3 36-47; Cap. 6 78-93), 42, 50-55, 82-84, 86-87, 92-93



ITALPREZIOSI S.P.A.

Strada A. 32 - Loc. San Zeno
52100 Arezzo - (ITALY)
Tel. +39 0575 383041
www.italpreziosi.it
info@italpreziosi.it