


# SUSTAINABILITY REPORT 2024

**Tonello®**  
THE INSPIRING COMPANY





**WE DON'T JUST  
BUILD “MACHINES”,  
WE DO MUCH,  
MUCH MORE.**

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# LETTER TO OUR STAKEHOLDERS

DEAR STAKEHOLDERS,

IT IS WITH GREAT PLEASURE THAT WE PRESENT **TONELLO'S VERY FIRST SUSTAINABILITY REPORT**, A CONCRETE EXPRESSION OF OUR COMPANY'S DESIRE TO CONTINUE, WITH CONSISTENCY AND DETERMINATION, ALONG A PATH THAT HAS **PROCESS AND PRODUCT INNOVATION** AS ONE OF ITS STRATEGIC PILLARS.

Since 1981, Tonello has distinguished itself for the quality and reliability of its technologies for treating and finishing garments. With over **10.000 machines installed worldwide**, our company has established itself as the **international leader** in providing advanced and responsible solutions for the fashion and textile industry.

**Sustainability** has always been a fundamental part of our identity, and guides every strategic, design, and industrial decision we make. With this in mind, we continue to develop technologies that significantly reduce **water, energy, and chemical consumption**, helping to make production processes more efficient and less harmful to the environment. Integrating avant-garde solutions such as **"The Laundry (R)evolution"**, has made it possible for us to adopt **transparent, measurable, and low-environmental-impact industrial models**, that are in line with growing market expectations in terms of social and environmental responsibility.

Innovation is agile and curious,  
passionate and necessary.

With a view to international **development and consolidation**, the recent **acquisition of Flainox S.r.l.** (February 2025) demonstrates the company's desire to face the future with strategic vision and ambition, strengthening its presence in increasingly large and diversified markets. This is an important step that confirms Tonello's intention to grow in a solid, consistent, and sustainable manner.

AT THE HEART OF ALL THIS ARE **PEOPLE**. TONELLO WOULD NOT EXIST WITHOUT THE PASSIONATE, SKILLED, AND DEDICATED MEN AND WOMEN WHO, EVERY DAY, MAKE THE CREATION OF OUR PRODUCTS POSSIBLE.

THEY ARE THE ONES WHO DETERMINE THE QUALITY AND INNOVATION THAT ALLOW US TO REMAIN COMPETITIVE AND RECOGNIZABLE ON THE INTERNATIONAL SCENE. PEOPLE ARE THE REAL DRIVING FORCE BEHIND THE COMPANY AND AN IRREPLACEABLE ASSET.

We are aware that sustainability is not a static goal, but a **dynamic and constantly evolving process**. With this document, Tonello renews its commitment to operating according to **ethical and responsible principles that are geared towards creating shared value**, thus actively contributing to building a more equitable and sustainable future for current and future generations.

*THE TONELLO BOARD OF DIRECTORS*



# IDENTITY CARD



## MISSION WHO WE ARE

We do much more than simply build machines. We are the responsible benchmark for the garment processing industry.



## WHAT WE DO

We produce ideas, processes, and solutions that promote sustainable market development. To go beyond the product and support the customer with creativity and practicality. To be a partner in evolution and growth. To always offer the most advanced and highest-performing technology that doesn't age, but evolves.



## VISION AMBITION

Reinvent the laundry, recreate the process, focus on people.  
**Tonello, the inspiring company.**



## WHAT SETS US APART

We aim to change the rules of the game and push the market forward, making the work of those who choose us more efficient and flexible. It's our way of being a company that includes all its components and is based on listening, dialogue, and partnership, which allows us to become, in fact, our customer's best aide and ally.

## OUR CHARACTER

Responsible, transparent, practical, and reliable

## OUR BEING

A place that provides solutions, practicality, and new inspiration.

## OUR VALUES

Responsibility, innovation, people, passion, credibility.

## OUR LOOK

Innovative, avant-garde, fresh, creative, and sophisticated.

# 2024 AT A GLANCE



**+33 M €**

ECONOMIC VALUE  
GENERATED



**+31 M €**

ECONOMIC VALUE  
DISTRIBUTED



**100**

COMPANY  
EMPLOYEES



**12**

PEOPLE IN RESEARCH  
& DEVELOPMENT



**80+**

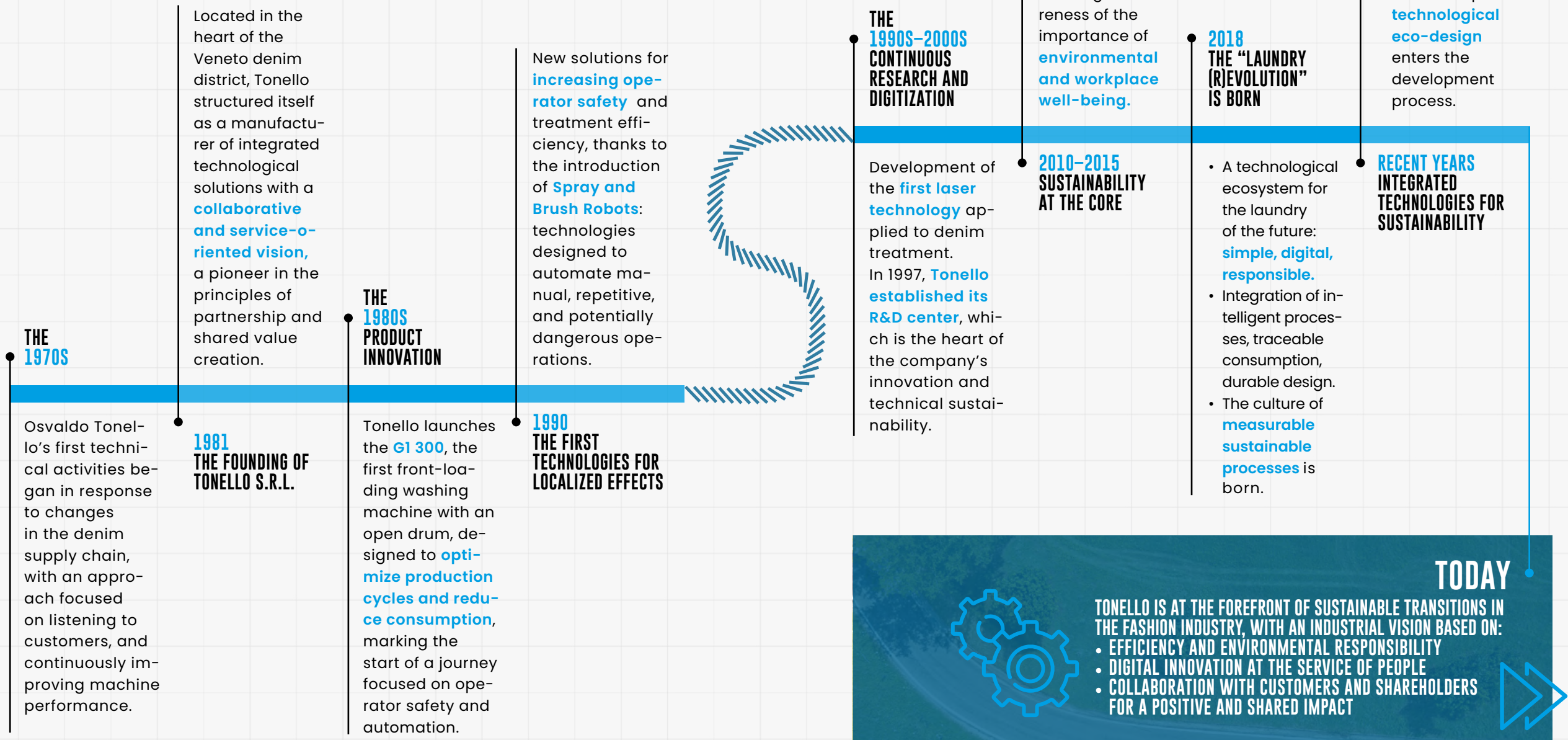
MARKETS  
SERVED



**280+**

MACHINES  
PRODUCED IN 2024

# TONELLO'S RESPONSIBLE EVOLUTION







# 01 SOLID ROOTS, SUSTAINABLE VISION

“THE LAND WHERE YOU’RE BORN IS THE HOME OF YOUR SOUL. IT INFLUENCES THE WAY YOU LIVE, THINK, DREAM. AND HOW YOU DO BUSINESS, OF COURSE. THE LATINS CALLED IT “GENIUS LOCI,” THE SPIRIT OF THE PLACE. THEY’D ALREADY UNDERSTOOD EVERYTHING. THE VENETO, OUR BIRTHPLACE, IS RICH IN HISTORY, ART, AND BEAUTY. THE CRADLE OF THE ITALIAN TEXTILE INDUSTRY, TODAY IT HAS BECOME A KEY PRODUCTION CENTER FOR FASHION BRANDS. SINCE THE 1970S, IT HAS BEEN REINVENTING DENIM, CHANGING THE WAY JEANS ARE CONCEIVED. AND SINCE 1981, WE HAVE BEEN HERE: A POINT OF REFERENCE FOR INTERNATIONAL LAUNDRIES AND DYEING PLANTS, CONTRIBUTING TO THE SUCCESS OF THE “MADE IN ITALY” LABEL AROUND THE WORLD.”

Tonello is an Italian company that has been designing and manufacturing technologies for the treatment and finishing of garments since 1981, positioning itself as a strategic partner for the global fashion and textile industry. Based in the province of **Vicenza** and with over **10,000 machines installed worldwide**, Tonello has been developing innovative solutions that integrate production efficiency and environmental sustainability, actively contributing to the responsible transformation of the supply chain, particularly in the denim sector. A constant focus on reducing impact, and dialogue with shareholders guide every decision made by the company, which is now more committed than ever to promoting a transparent, ethical, and future-oriented industrial model.

## OUR MODEL FOR VALUE CREATION

Tonello, founded and developed in the province of Vicenza, an area with a strong manufacturing tradition and a long history of denim processing, has been able to capitalize on this context by developing innovative and sustainable technological solutions.

The company has **two production sites located in Sarcedo and Schio**, where the machines and technologies are designed and manufactured, integrating them with the most advanced components. Each machine is produced, assembled, and tested in-house, ensuring direct control over all stages of the process.

Tonello relies on a network of local subcontractors, small and medium-sized companies with which it has been collaborating for years, guaranteeing high quality standards and great flexibility. **The company distributes its products globally**, collaborating with leading national and international players in the fashion and textile industry.

The company is recognized as an **international benchmark** for solutions that combine production efficiency and environmental responsibility, actively contributing to the sustainable transformation of the garment finishing supply chain.

From a business relations perspective, it is associated with **Confindustria Vicenza** and **ACIMIT**.



MARKET ANALYSIS



R&D ACTIVITIES



PROTOTYPING



PRODUCT  
CUSTOMIZATION



PRODUCTION



MARKET  
DISTRIBUTION

# COMPANY STRUCTURE, VALUES, AND MANAGEMENT

Tonello’s governance system is characterized by a streamlined structure, appropriate to the size and nature of the company, but at the same time geared towards ensuring integrity, transparency, and fairness in the decision-making processes.

The **Board of Directors**, appointed by the Assembly of Shareholders, consists of five members—four men and one woman—representing a first step toward gender diversity at the top of the company. The Board actively participates in the sustainability reporting process, directly approving the document.

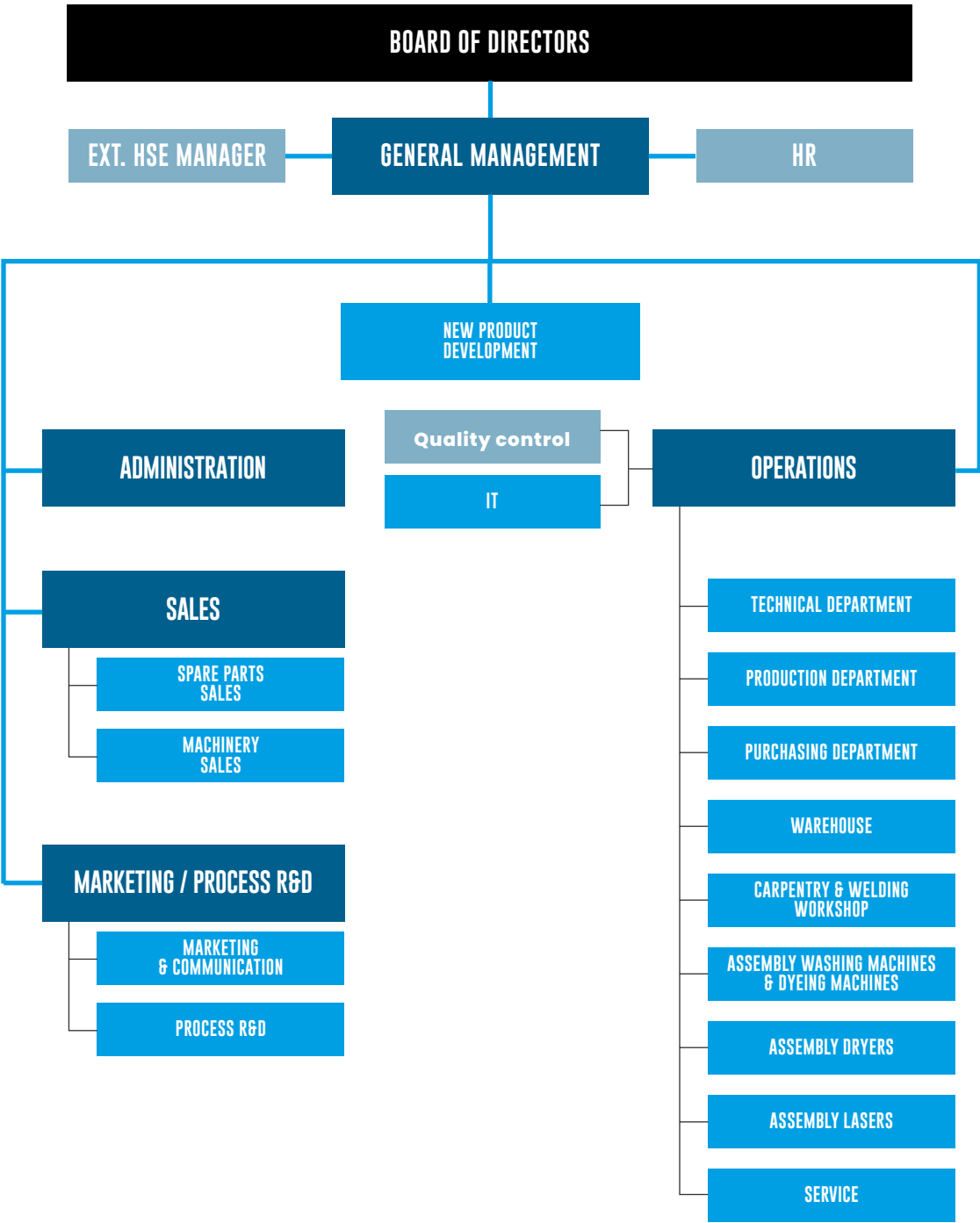
The position holding legal control is entrusted to a **single auditor**, who is responsible for the statutory audit of the accounts.

For several years now, **coordination meetings have been held** between senior management and front-line managers with the aim of **strengthening strategic and operational oversight**, a sign of the evolution towards increasingly structured and systematic management.

At the same time, the company is **consolidating its expertise in the field of sustainability** through the reporting process it has undertaken.



# ORGANIZATION CHART





# ETHICS & INTEGRITY IN BUSINESS

Tonello bases its business on solid principles of **ethics, legality, and responsibility**, considering them essential elements for lasting and sustainable growth. The company recognizes that integrity is not only a regulatory obligation but also a true **strategic value**, that guides internal behavior, shapes relationships with shareholders, and strengthens the company's reputation. With this in mind, the **Code of Ethical Conduct** defines the principles of conduct that all employees, partners, and suppliers are required to adhere to, promoting transparency, fairness, and mutual respect.

To support a culture of legality, Tonello has set up a **whistleblowing platform** that allows users to report any illegal behavior or conduct that violates company principles, guaranteeing anonymity and protection for whistleblowers.

Being awarded the **Legality Rating** by the Italian Competition and Market Authority represents further recognition of the company's commitment to promoting fair, traceable practices that comply with current legislation.

Even without certified management systems, Tonello continues to strengthen its ethical framework through concrete actions, aware that a business based on integrity is the foundation of all forms of value, both social and economic.

## CODE OF ETHICAL CONDUCT

Approved by the Board of Directors on December 4, 2023 – Daily commitment to integrity, transparency, and respect.

### OBJECTIVE

To ensure transparency, fairness, and legality in all company activities.

### BASIC PRINCIPLES



#### COMPLIANCE

Strict compliance with laws, regulations, company codes, and recognized practices.



#### LOYALTY AND TRANSPARENCY

Behavior based on fairness, good faith, and responsibility toward the company and shareholders.



#### EQUITY AND PERSONAL WORTH

Rejection of all forms of discrimination, respect for individual dignity, and opposition to all forms of abuse or harassment.



#### PROFESSIONALISM AND DILIGENCE

Pursuit of excellence in products and services; commitment to safety, efficiency, and sustainability.



#### CONFIDENTIALITY AND PRIVACY

Protection of sensitive company and personal data and information.



#### ENVIRONMENTAL PROTECTION

Commitment to the responsible use of resources, pollution prevention, and respect for the environment.



#### CUSTOMER SERVICE

Listening, quality service, reliability, and transparency as distinctive features.

### CONCRETE ACTIONS

- Active whistleblowing platform
- Ethical clauses in contracts
- Internal communication and training
- Continuous monitoring and updating

### SURVEILLANCE AND CONSEQUENCES

Violations of the Code will result in disciplinary action and may lead to termination of employment or business relationship.



# RISK MANAGEMENT AND BUSINESS CONTINUITY MONITORING

Tonello has adopted an **integrated and systemic approach to risk management**, recognizing its central role in protecting corporate value, ensuring business continuity, and strengthening shareholder confidence. The approach is multidimensional and involves **tools for assessment, prevention, and monitoring**, with the aim of anticipating critical issues and promptly identifying signs of change.

At a strategic level, **expanding the product range** helps to diversify industrial risk, strengthening the ability to adapt to changes in both demand and the market.

This plant generates **positive concrete effects**, such as:

- greater **capacity for preventing and managing potential risks**
- protection of **operational continuity**
- consolidation of **brand reputation**, which has always been synonymous with reliability and responsible innovation.

Furthermore, with regard to employee health and safety, a **company risk analysis**, is conducted periodically and integrated into the Risk Assessment Document (DVR), which takes into account organizational and contextual developments.

This process is supported by regular coordination meetings between the key functions, an **internal management and control system**, as well as **targeted insurance coverage**, designed to protect people, assets, and operational activities.

In a constantly changing economic and regulatory environment, however, **some uncertainties** remain that the company monitors closely. These include possible critical issues related to international macroeconomic and geopolitical scenarios, which may affect **Country Risk Exposure**, and the growing sensitivity of public opinion and markets, which makes it necessary to rigorously monitor every aspect related to **corporate reputation**.

For this reason, Tonello continues to strengthen its risk management system, promoting an **internal culture of widespread responsibility** and a vision focused on **long-term resilience**.

# ECONOMIC PERFORMANCE FOCUSED ON SUSTAINABILITY

Tonello confirms its commitment to creating sustainable value, combining solid economic performance with careful redistribution to key stakeholders—employees, suppliers, public administration, and communities—in line with the principles of corporate responsibility.

In 2024, **the economic value directly generated** will be **33.239.298 €**, up from **26.176.190 € in 2023**, highlighting a **positive trend** that reflects

the company's industrial strength and ability to respond to an evolving competitive environment.

The **economic value distributed** amounted to **30.658.313 €** (compared to €26,128,372 in 2023), and corresponded to approximately **92% of the value generated**.

In comparing 2024 with 2023, Tonello has demonstrated **significant growth in its economic performance**, with an increase in **generated economic value of +26.98%** and an increase in **distributed value of +17.34%**, demonstrating the strength of its industrial model and the company's ability to generate positive economic impacts throughout the value chain.

	2024	%	2023	%
DIRECTLY GENERATED ECONOMIC VALUE	33.239.298	100,00%	26.176.190	100,00%
DISTRIBUTED ECONOMIC VALUE	30.658.763	92%	26.129.252	99,82%
OPERATING COSTS/SERVICE PROVIDERS (raw materials and/or semi-finished products, materials, equipment, and services; for details, see indicators and community investments)	21.896.624	71%	17.651.052	68%
EMPLOYEES REMUNERATION	6.160.426	20%	5.119.666	20%
PUBLIC ADMINISTRATION REMUNERATION	1.177.963	4%	611.047	2%
FINANCERS/CAPITAL PROVIDERS (including dividends to shareholders)	1.423.300	5%	2.746.607	11%
EBITDA	5.136.283		3.360.192	
NET ASSETS	28.236.027		26.786.680	
NET FINANCIAL POSITION (NET LIQUIDITY)	17.577.515		11.908.039	
ECONOMIC VALUE RETAINED	2.580.535		46.938	



# 02 MATERIALITY ANALYSIS

## METHODOLOGICAL NOTE

In 2025, Tonello S.r.l. (hereinafter Tonello, or the company) drew up its **first sustainability report**, prepared on a voluntary basis, with the aim of aligning itself in an increasingly conscious manner with the evolving scenarios that are guiding companies and markets towards **sustainable transition**.

Today, even companies **operating within production chains** must pay attention to market signals and be able to **adapt to new expectations** in terms of their responsibilities towards the environment, towards society, and towards their internal governance (ESG).

In preparing this report, Tonello adopted the GRI Sustainability Reporting Standards GRI-Standards 2021 as its methodological reference, in accor-

dance with the option referring to the GRI Standards and fully applying the principles established in **GRI 1: Foundation**.

The information cited in the Report covers the period from January 1, 2024, to December 31, 2024.

However, wherever possible, the time frame under consideration is the two-year period 2023-2024, a choice that allows us to capture the trends of the company's sustainability path over time.

For Tonello, this first document is not just a formal requirement, but a strategic lever for generating value, strengthening its position in the value chain, and responding consistently to the demands of customers, partners, and shareholders.

## THE PROCESS OF MATERIALITY ANALYSIS

The process of materiality analysis and collecting information and data was managed by the company's management Team and the Marketing & Sustainability Manager, in collaboration and agreement with the various company departments, following the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. It was divided into the following phases:

### A DEFINITION OF THE PURPOSE AND SCOPE OF THE ANALYSIS

The operational and geographical scope of the analysis has been defined, covering Tonello's two production sites, one in Via della Fisica 1/3 – Sarcedo (VI) Italy, the other in Via Lago di Molveno, 9/11 – Schio (VI) Italy, and the related value chain, including activities, sites, and entities with which the organization has commercial or supply relationships. The objective is to identify and report on material issues, i.e., those related to the significant impacts that the organization has on the environment, people, and the economy, in accordance with the principles established by GRI 1: Foundation 2021.



## B PRELIMINARY IDENTIFICATION OF POTENTIALLY RELEVANT TOPICS

The organization has acknowledged an initial list of potentially relevant topics through the analysis of internal documentation (policies, strategies, reports, risk assessments) and external sources (benchmark sector, regulations of reference, international guidelines).

## C STAKEHOLDERS INVOLVEMENT

A consultation process was initiated with internal and external stakeholders—selected on the basis of their relevance to the organization—through interviews, questionnaires, or other means of discussion, in order to gather perceptions, expectations, and signs of emerging materiality.

The following were involved in the impact analysis process:

- a. employees
- b. clients
- c. suppliers
- d. communities and institutions

## D IMPACT ASSESSMENT

For each issue that was identified, the actual and potential impacts were assessed in terms of scope, severity, and likelihood, according to the criteria set out by the GRI. The assessment covered the entire value chain, including upstream and downstream activities, where relevant.

## E PRIORITIZATION OF MATERIAL THEMES

The results of the consultations with the shareholders and impact analysis were integrated to define the material themes to be considered priorities in reporting. These topics have been disclosed using the relevant GRI thematic standards.

## F ANCHORING TO GRI INDICATORS AND CORRELATION WITH SUSTAINABLE DEVELOPMENT GOALS

In the final phase of the process of materiality analysis, the material topics were anchored to the GRI Topic Standards and subsequently correlated with the SDGs using the “Linking the SDGs and the GRI Standards Last updated May 2022” tool provided by the GRI Global Reporting Initiative. Of the 17 Goals, 12 are most relevant and aligned with Tonello’s business model:



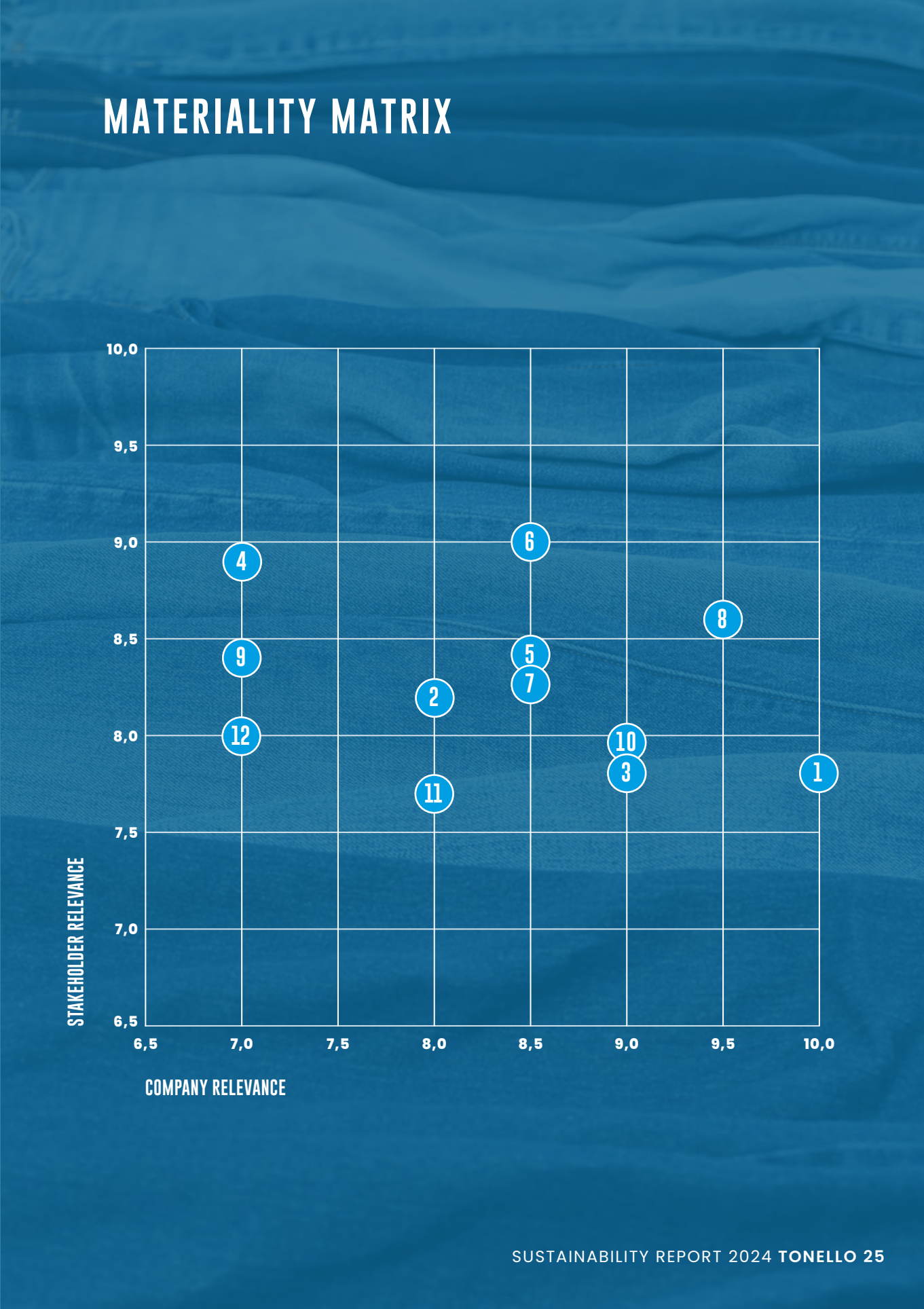
## G VALIDATION OF RESULTS

The results of the analysis were shared with and validated by senior management, which confirmed the final list of material topics. This validation ensures alignment between the reporting process and the organization’s strategic priorities.

## H PERIODIC REVIEW

Tonello plans to update its materiality analysis regularly, on an annual basis, or in the event of significant changes in the operating environment, activities, or impacts generated.

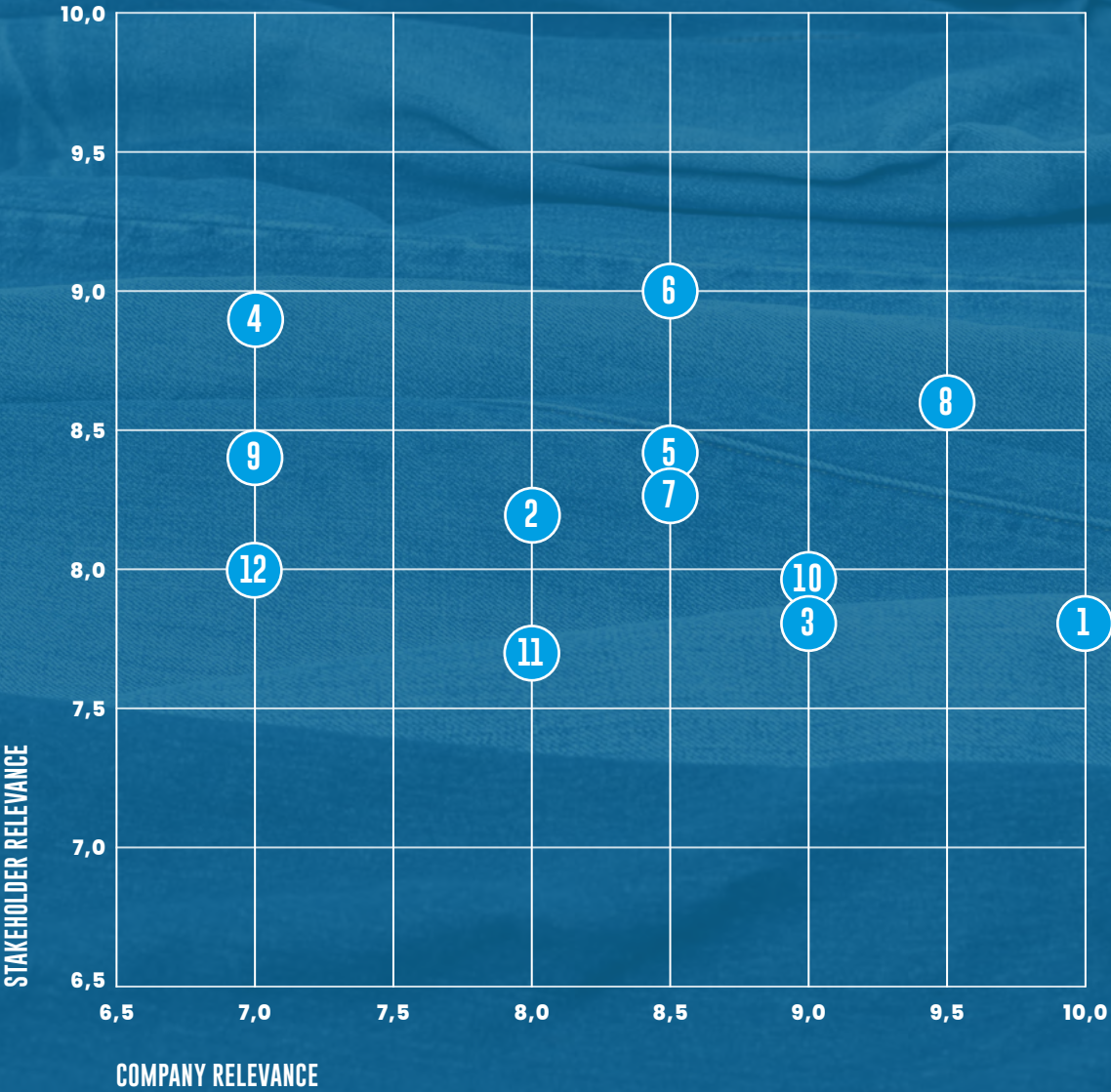




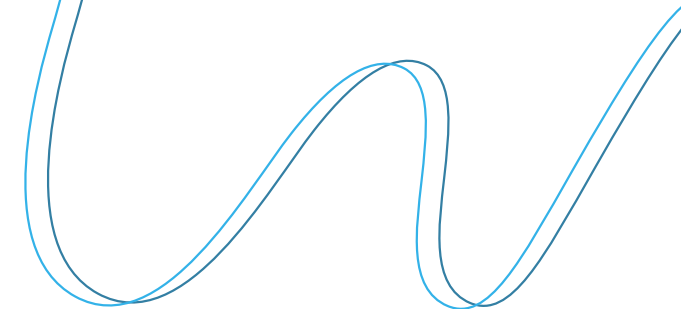
# MATERIAL THEMES









MATERIAL THEMES		COMPANY EVALUATION	STAKEHOLDERS EVALUATION
1	BUSINESS CONTINUITY	10,0	7,8
2	ETHICS AND INTEGRITY	8,0	8,2
3	BRAND AWARENESS	9,0	7,9
4	RISK MANAGEMENT	7,0	8,9
5	WELLBEING	8,5	8,4
6	HEALTH AND SAFETY	8,5	9,0
7	QUALIFICATION RENEWAL	8,5	8,3
8	R&D FOR PRODUCT INNOVATION	9,5	8,6
9	PRODUCTS WITH REDUCED ENVIRONMENTAL IMPACT	7,0	8,4
10	ATTENTION PAID TO THE SUPPLY CHAIN	9,0	7,9
11	USE OF ENERGY RESOURCES / CLIMATE CHANGE	8,0	7,7
12	LOCAL COMMUNITY	7,0	8,0

# MATERIALITY MATRIX










# TABLE OF IMPACTS



MATERIAL THEMES		POSITIVE IMPACTS GENERATED	POTENTIAL NEGATIVE IMPACTS (SEVERITY/PROBABILITY/IRREVERSIBILITY)	COMPANY EVALUATION	STAKEHOLDERS EVALUATION	GRI INDICATOR	RELEVANT SDGs
1	BUSINESS CONTINUITY	1. Economic growth 2. Business continuity 3. Profit generation	1. Market fluctuations 2. Decline in profitability 3. Country Risk 4. Loss of market share 4. Employee turnover 5. Inability to obtain financing from banks	10,0	7,8	GRI 201	 
2	ETHICS AND INTEGRITY	1. Brand enhancement 2. Reducing differences, promoting inclusion, combating inequality 3. Developing a sense of belonging 4. Talent attraction	1. Lack of female representation in senior positions 2. Lack of planning 3. Employee turnover 4. Decline in talent attraction	8,0	8,2	GRI 2-23,24,26	
3	BRAND AWARENESS	1. Business continuity 2. Talent attraction 3. Market expansion 4. Increased perceived value	1. Reputational risk 2. Increased market expectations 3. Employee turnover	9,0	7,9	NON GRI	
4	RISK MANAGEMENT	1. Ability to analyze/prevent potential risks, business continuity 2. Brand reputation	1. Country risk 2. Damage to reputation 3. Risk of corporate crises	7,0	8,9	GRI 2-23,24, 25,26,27	 
5	WELLBEING	1. Internal climate 2. Talent attraction 3. Business continuity 4. Reduction of operating costs	1. Loss of specialized professionals 2. Reduction in productivity 3. Employee turnover	8,5	8,4	GRI 401	
6	HEALTH AND SAFETY	1. Reduction in accidents 2. Maintaining reputation	1. Risk of increased accidents 2. Risk of civil/penal sanctions 3. Business discontinuity	8,5	9,0	GRI 403	
7	QUALIFICATION RENEWAL	1. Increased productivity and efficiency 2. Greater competitiveness 3. Development of a sense of belonging 4. Increased perceived value	1. Employee turnover (loss of know-how) 2. Resistance to change	8,5	8,3	GRI 404	



MATERIAL THEMES		POSITIVE IMPACTS GENERATED	POTENTIAL NEGATIVE IMPACTS (SEVERITY/PROBABILITY/IRREVERSIBILITY)	COMPANY EVALUATION	STAKEHOLDERS EVALUATION	GRI INDICATOR	RELEVANT SDGs
8	R&D FOR PRODUCT INNOVATION	1. Improved energy efficiency 2. Improved sustainability 3. Increased competitiveness 4. Continuous process improvement 5. Improved market positioning	1. Poor project management, slow implementation 2. Environmental risk due to poor chemical management 3. Market risk	9,5	8,6	NON GRI	
9	PRODUCTS WITH REDUCED ENVIRONMENTAL IMPACT	1. Improving energy efficiency 2. Improving sustainability 3. Recovering and reusing resources 4. Reducing waste production 5. Improving market positioning	1. Failure to comply with future environmental regulations 2. Increased production costs 3. Limited sustainability among suppliers 4. Greenwashing	7,0	8,4	GRI 301 GRI 303 GRI 306	  
10	ATTENTION PAID TO THE SUPPLY CHAIN	1. Reduction of CO2 emissions from transport 2. Maintaining consistent relationships with suppliers	1. Dependence on small "un-sustainable/non-compliant" suppliers 2. Risk of supply disruption 3. Difficulties in implementing new regulations	9,0	7,9	GRI 204	
11	USE OF ENERGY RESOURCES / CLIMATE CHANGE	1. Energy efficiency 2. Resource recovery and reuse 3. Reduction of indirect emissions	1. Dependence on obsolete technologies, delay in adopting more efficient systems 2. Risk of environmental crisis	8,0	7,7	GRI 302 GRI 305	 
12	LOCAL COMMUNITY	1. Support for the local area 2. Improvement of brand awareness	1. Decreased attractiveness of the company in the area 2. Impoverishment of the local community, including the families of local employees and suppliers	7,0	8,0	GRI 413	

# STAKEHOLDER ENGAGEMENT AND BRAND AWARENESS

**Stakeholder engagement** is a **key element** for Tonello, both in the materiality analysis process and in defining its sustainability strategies.

Dialogue with shareholders is also gradually becoming more established **within the organization**, where there is growing awareness of the strategic role of **continuous and structured engagement**. With this in mind, Tonello reserves the right, beginning from the next reporting period, to adopt a **more targeted engagement strategy**, capable of responding promptly to the **different needs and expectations** of stakeholders.

In the context of shareholder engagement, Tonello has also identified **brand awareness** as a priority lever, recognizing it as a **material issue**. Strengthening the visibility, identity, and reputation of the brand is considered strategic to ensure the **company's correct positioning in different markets** and to support the creation of **shared value in the long term**.

For this reason, **over the last three years**, the company has launched **targeted and coordinated social media campaigns**, with the aim of strengthening brand recognition and improving external perception. At the same time, an **internal newsletter**,

has been introduced as a tool for dialogue and direct engagement with employees, demonstrating the company's focus on internal communication and strengthening a sense of belonging.







## 03 INNOVATION AND SUSTAINABILITY: PRODUCT DRIVERS

Tonello designs and manufactures **industrial technologies and machinery for garment finishing**, with a particular focus on **denim**.

The systems have been designed to guarantee high performance, operational reliability, and consistent treatment quality, adapting flexibly to the needs of both **small workshops** and **large production facilities**.

Our range of machines includes washing and dyeing machines, laser systems, ozone finishing technologies and special treatments, and industrial dryers, as well as digital solutions for laundry management, consumption measurement, and preventive diagnostics.

Each model is developed with a **modular and customizable approach**, to facilitate integration into diversified line configurations. Particular attention is paid to technical and construction aspects, with a strong focus on sturdiness, precision, and ease of use.

The technologies are equipped with **intuitive control systems**, that enable effective management of parameters and processing cycles.

During the design phase, Tonello also pays close attention to **reducing environmental and social impacts**, which are fundamental pillars of the design of every machine we produce.

## THE DENIM REVOLUTION

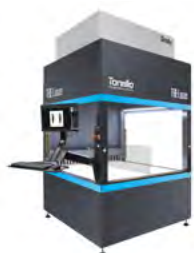
There is a **blue thread** that links creativity, resourcefulness, and industrial vision which, since the 1980s, has helped to create one of the **nerve centers of denim innovation in Veneto**.

Thanks to the vision of pioneers such as Adriano Goldschmied, the “godfather of jeans” and founder of iconic brands such as Diesel, Replay, and AG Jeans, and despite the presence of major international players, **Italian denim has carved out its own niche in the fashion world, transforming a work garment into a global style icon**.

Around this vision, a veritable denim district has grown up. This is a **widespread laboratory** where craftsmanship, experimentation, and industry intertwine: a lively and responsive ecosystem populated by entrepreneurs, technicians, designers, and workers, all animated by the same values and the same spirit of initiative.







## LASER

Designed to revolutionize finishing processes, THE Laser is the **laser marking system** developed by Tonello that combines creativity, performance, and efficiency.

developed by Tonello that combines creativity, performance, and efficiency, **from sampling to production**. Each model is compact, high-performance, and over time can be upgraded with software, accessories, and new features, thus offering a modular, scalable solution that can be perfectly adapted to the needs of each customer.



## FINISHING

Finishing is a **fundamental stage** in garment production during which the aesthetic effects that determine the style, exclusivity, and perceived value of the garment are shaped.

Tonello distinguishes itself in this sector thanks to a wide range of technologies and accessories designed to **enhance the look, character, and quality of garments**, thus responding to the demands of a discerning, creative, and demanding clientele.



## WASHING

Industrial washing machines are at the **heart of Tonello's technological offering**, designed to guarantee high performance, operational efficiency, and versatility in usage.

The company develops and manufactures washing machines capable of covering the **entire production cycle**, from sampling to large-scale production. Over time, each system can be upgraded with retrofits, accessories, and new processes, thus offering a modular solution that can be customized according to customer requirements.



## OZONE

Ozone technologies represent **one of the most significant** innovations in the industrial laundry sector.

Ozone is a powerful oxidizing agent that is **ideal for fabric finishing**, particularly for creating **bleach effects on denim**, without the use of aggressive chemicals. By acting on the indigo molecule, ozone selectively degrades the color, giving the garment an authentic worn effect.



## DYEING

Dyeing represents a **crucial stage in textile treatment**, where the garment is enhanced through aesthetic and chromatic effects, while fully respecting the nature of the fibers.

The dyeing machines designed and manufactured by Tonello are a **benchmark in the industry** thanks to their combination of advanced technology, ergonomics, and ease of use. Technological innovation and attention to sustainability are also at the heart of this type of product.



## DRYING

Tonello recently designed and manufactured its **first line of in-house dryers** (March 2025). This new line guarantees **superior performance in terms of efficiency, quality, and sustainability**, offering a concrete competitive advantage to companies in the sector.

Each of the different models is suited to different operational needs and is designed with a **strong focus on energy efficiency** and reducing environmental impact.



# FOCUS ON SUSTAINABILITY IN PRODUCT DESIGN

Being responsible also means taking a stand and embracing as a privilege the responsibilities that come with being an innovator, with the aim of **improving the efficiency and sustainability of processes**. It means acting with full awareness of one's role within the supply chain.

In this regard, Tonello is increasingly committed to integrating solutions that take **environmental and social impacts**, into account in its products, with a particular focus on the health and safety of the people who work in the company. The aspects that all product categories have in common deal with:

- **reducing water consumption:** the machines are designed to minimize the use of water, a fundamental resource for washing and dyeing activities, through the study of advanced technologies that allow for significantly reduced consumption;
- **energy efficiency:** the machines are designed to reduce energy consumption without compromising the quality of the final product;
- **reducing the use of chemicals:** the technologies developed by Tonello significantly limit the use of chemicals, maintaining high quality standards while helping to reduce environmental impact and improve safety for operators and consumers;
- **using renewable materials** wherever possible;
- **adopting safe technologies** that promote a healthier working environment for operators.

Regarding the materials used by the company, both for products and packaging, **Tonello uses materials from renewable resources**, in particular wood, paper, and cardboard, **as well as materials derived from**

**non-renewable resources**. For the years reported, it was not possible to collect data on the use of recycled materials; however, monitoring and reporting regarding this aspect are among the objectives of future reports.

	UoM	2024	2023
RAW MATERIALS	Kg	2.263.738,00	1.634.590,00
OF WHICH RENEWABLE (e.g. wood, paper, and cardboard)	Kg	-	-
OF WHICH NON-RENEWABLE (e.g. iron, copper, aluminum)	Kg	2.263.738,00	1.634.590,00
PACKAGING MATERIALS	Kg	11.846,78	10.496,16
OF WHICH RENEWABLE (e.g., wood, paper, and cardboard)	Kg	9.548,20	8.709,70
OF WHICH NON-RENEWABLE (e.g. PE, PP, PS, PET, PVC, aluminum)	Kg	2.298,58	1.786,46
ASSOCIATED PROCESSING MATERIALS	Kg	773.760,00	615.040,00
OF WHICH RENEWABLE (e.g. citric acid)	Kg	150,00	150,00
OF WHICH NON-RENEWABLE (e.g. glues, lubricants, resins)	Kg	773.600,00	614.880,00
TOTAL	Kg	3.049.344,78	2.260.126,16
OF WHICH RENEWABLE	Kg	9.698,20	8.859,70
OF WHICH NON-RENEWABLE	Kg	3.039.636,58	2.251.256,46



## THE SUPPLY CHAIN: LONG TERM QUALITY AND RELIABILITY

Tonello's supply chain is deeply rooted in the local and national industrial ecosystem, with most partners located in Italy and Europe. Specifically, **65% of suppliers are located in the Triveneto area**, for a total purchase value of €11,380,338.76.

The company favors established relationships with selected suppliers who are able to guarantee high quality standards and full compliance with regulatory requirements in terms of safety, the environment, and social responsibility.

The supply chain structure reflects our values of transparency, innovation, and local roots, and is characterized by:

- **Strategic suppliers** of steel sheeting, mechanical and electronic components, chosen based on technical reliability criteria.
- **Long-term partnerships**, focused on joint development of innovative technological solutions and continuous process improvement.
- **Focus on the local territory**, with the involvement of local manufacturers in support of the Veneto manufacturing district and its supply chain of excellence.

Suppliers are monitored through a **vendor rating system**, which assesses the effectiveness and efficiency of their performance, particularly with regard to:

- delivery punctuality;
- non-conformities in the supply, handled with internal repairs or returns to the supplier.

With regards to custom-designed materials, for security purposes extra stock must be available in the warehouse in order to reduce the risk of production downtime.

The inclusion of new suppliers involves **preliminary visits or audits**, while further inspections are carried out in the event of specific critical issues.

In the medium term, the company intends to further strengthen its oversight of the supply chain by administering an **assessment questionnaire** that will also include social and environmental criteria.

## WHAT WILL WE INVENT TOMORROW? INNOVATION AS A DRIVER OF DEVELOPMENT

The central focus of Tonello's activity is **product innovation**, aimed both at imagining new applications for existing technologies and at developing sustainable and innovative processes to contribute to the evolution of the market.

To support this value, the company has invested in **building multidisciplinary teams**, organizing **workshops** with its most strategic clients, and promoting **collaborations with consultants, universities, and technology partners**. In this context, the ability to innovate stems from daily research and a proactive vision, with the aim of responding to clients' unspoken needs and redefining industry standards. It is the result of combining **solid, specialized technical, analytical, and design skills with creativity, curiosity, and strategic vision**. Our Research and Development Department represents a meeting point for design talents, brands, customers, and production

technicians, a space for discussion and sharing experiences, where it is possible to activate lateral thinking, understand the potential of the textile and fashion world, while always putting customers and the market at the center. Projects such as **"The Laundry (R)evolution"** work on a systemic conception of finishing processes, managing the entire work cycle efficiently and flexibly, reducing waste and optimizing resources.

Tonello is also working on digital innovation, for example with **"Metro"**. The goal of Metro is to allow customers to better monitor machine performance in terms of efficiency, but also and above all to monitor water, energy, and CO2 resource usage, generating an **"environmental passport"** for each garment and process carried out, based on real-time data.



# 04 FOCUS ON ENVIRONMENTAL IMPACTS

## TONELLO'S COMMITMENTS

Aware of the environmental impact of its various business activities, Tonello is committed to protecting the environment through the responsible use of resources, paying attention to energy consumption, pollution prevention, and careful waste management.

The company operates in compliance with the Single Environmental Authorization (AUA), which governs, in

particular, emissions control and wastewater discharge limits.

Thanks to the development of internal research and the experience gained in environmental matters, the company has directed its projects, processes, methodologies, and the materials it uses, towards seeking a balance between initiatives and environmental needs, with particular attention to respect for future generations.

## THE ENVIRONMENTAL IMPACTS OF PRODUCTION PROCESSES

### ENERGY

Tonello carefully monitors its energy consumption in order to limit its impact, identify and reduce any waste, and optimize the efficiency of its production processes. The company uses energy from renewable sources to reduce its dependence on fossil fuels. Since 2008, the installation of a photovoltaic system has enabled the company to self-produce solar energy, which is used in its offices and, in particular, in its production facilities.

In 2024, total electrical consumption amounted to 4,247.81 GJ and consisted mainly of electricity, diesel fuel consumed for transport and running generators for electricity, and methane gas used in the production process and for heating. The energy consumption derived from electricity amounted to 1,149.95 GJ, 12% of which came from renewable sources (solar). The increase in electricity and fuel consumption compared to 2023 is justified by an increase in operational requirements. In view of this, Tonello continues to invest in technologies that improve its energy efficiency, and monitors its consumption using digital tools.

ENERGY CONSUMPTION			2024	GJ	2023	GJ
ELECTRIC POWER	Consumed	KWH	319.429,63	1.149,95	281.298,28	1.012,67
	of which renewable		38.679,63	139,25	34.159,28	122,97
	Purchased		280.750,00	1.010,70	247.139,00	889,70
	of which renewable with certificate of origin		-	-	-	-
	Self-produced		61.427,63	221,14	62.470,28	224,89
	of which renewable		61.427,63	221,14	62.470,28	224,89
	Sold		22.748,00	81,89	28.311,00	101,92
	of which renewable		22.748,00	81,89	28.311,00	101,92
TOTAL GJ Electricity Consumed		GJ		1.149,95		1.012,67
of which renewable						139,25
DIESEL	Consumed for transportation + electricity generators	L	17538,05	629,97	14854,28	533,57
METHANE	Natural gas for production processes and heating	SMC	63263	2.468	56723	2.213
LPG		KG	-	-	-	-
TOTAL GJ Non-renewable fuels for processes and heating		GJ		3097,86		2.746,33

### EMISSIONS

Polluting emissions released into the atmosphere impact ecosystems and human health, contributing to climate change. Tonello is aware of this, and monitors its emissions annually, with the aim of expanding the use of renewable energy and make its production system increasingly efficient. During 2024, Tonello calculated its greenhouse gas emissions based on the requirements of the GHG Protocol, reserving the analysis of Scope 1 and Scope 2 emissions for this first report.

Direct Scope 1 greenhouse gas emissions are derived from energy sources owned or controlled by an organization, while indirect Scope 2 greenhouse gas emissions come from consuming purchased electricity and are calculated using two methods:

- **Location-based:** reflects the intensity of emissions generated by electrical consumption based on the electrical production of the country in which the company or organization operates
- **Market-based:** based on emission factors reported by energy suppliers, which allows companies to highlight their energy supply choices by emphasizing renewable or non-renewable sources.

The emission values are shown in the tables below.

GHG EMISSIONS (TCO2E)	2024	2023
SCOPE 1 DIRECT EMISSIONS		
DIESEL	48,32	40,92
GASOLINE	0,00	0,00
METHANE	129,37	116,00
TOTAL SCOPE 1 EMISSIONS	177,69	156,92
SCOPE 2 INDIRECT EMISSIONS		
LOCATION-BASED ELECTRICITY	93,63	84,72
MARKET-BASED ELECTRICITY	140,54	123,71
DIRECT EMISSIONS (SCOPE 1) AND INDIRECT EMISSIONS (SCOPE 2)		
TOTAL SCOPE 1 + SCOPE 2 LOCATION BASED	271,32	241,64
TOTAL SCOPE 1 + SCOPE 2 MARKET-BASED	318,23	280,63

### WATER

Water is an important resource in the textile manufacturing processes. For this reason, Tonello pays particular attention to its own water consumption and that of the machines it produces, given the extreme importance of preserving and protecting this precious resource. The company is committed to regularly monitoring its consumption and reducing water use in testing, production, and facilities. In 2024, Tonello withdrew 3,203 m3 of water, sourced exclusively from the aqueduct.

The total, which is slightly higher than the 3,063 m3 recorded in the previous year, is due to an increase in production activities. The company follows defined procedures for managing chemicals, and water is reused, once it has been purified of any residual chemicals. Water discharges into the sewer system are monitored and authorized in line with the Single Environmental Authorization (AUA).

WATER WITHDRAWAL (M³)	2024	2023
SURFACE WATER	0,00	0,00
GROUNDWATER	0,00	0,00
SEAWATER	0,00	0,00
WATER PRODUCED	0,00	0,00
THIRD-PARTY WATER RESOURCES (AQUEDUCT)	3.203,00	3.063,00
TOTAL	3.203,00	3.063,00



WASTE

Tonello manages its waste correctly, following clearly defined procedures and paying particular attention to the correct separation of the various elements.

The main waste produced consists of scrap metal from the production of machinery, packaging materials (cardboard, plastic film, and wooden pallets), oils, filters, and chemical re-

sidues from various research and development activities.

In 2024, a total of 68,370 tons of waste was produced, most of which (around 93%) was destined for salvage, while the remainder is destined for disposal. Packaging and scrap metal are sent to authorized external partners who feed them into the recycling stream.

WASTE PRODUCED BY COMPOSITION IN KILOGRAMS (KG)	2024			2023		
	WASTE PRODUCED	WASTE INTENDED FOR RECYCLING	WASTE INTENDED FOR DISPOSAL	WASTE PRODUCED	WASTE INTENDED FOR RECYCLING	WASTE INTENDED FOR DISPOSAL
CATEGORY 1—NON-HAZARDOUS	63.158,00	63.158,00	-	37.635,00	37.635,00	-
CATEGORY 2—HAZARDOUS	5.212,00	232,00	4.980,00	260,00	260,00	-
TOTAL WASTE	68.370,00	63.390,00	4.980,00	37.895,00	37.895,00	0,00
CATEGORY 1—GENERAL WASTE (MIXED PACKAGING, PAPER, IRON)	62.690,00	62.690,00	-	30.800,00	30.800,00	-
CATEGORY 2 - SPECIFIC WASTE (NON-COMPLIANT PRODUCTS, PRODUCTION WASTE)	5.680,00	700,00	4.980,00	7.095,00	7.095,00	-
TOTAL WASTE	68.370,00	63.390,00	4.980,00	37.895,00	37.895,00	0,00







## 05 FOCUS ON HUMAN RESOURCES

Tonello considers its employees and collaborators to be a strategic asset for achieving its business objectives. The company's staff consists of qualified professionals who are open to innovation and capable of building strong relationships with the customers and brands they serve.

For this reason, during 2024, Tonello continued to strengthen its human resources management policies, with a growing focus on social sustainability, valuing people, and improving the climate in the workplace.

Among the priority actions, a process was launched to promote the awareness and adoption of the Code of

Ethics, which has been disseminated in a targeted manner to all employees through dedicated newsletters. The document, adopted in December 2023, was implemented in conjunction with the introduction of a whistleblowing channel, accessible to both employees and suppliers, as a tool for reporting illegal activities and non-compliant conduct.

The document describes Tonello's commitment to offering adequate remuneration, professional advancement, and equal opportunities to all employees, avoiding any form of discrimination

## WORKPLACE ORGANIZATION AND ENVIRONMENT

The company does not have an internal Department of Human Resources. These activities are managed by an external consultant who handles all aspects of personnel selection, management, and training. As of December 31, 2024, Tonello's workforce consists of 100 employees, 90% of whom are men and 10% women, with white-collar workers accounting for between 60% and 70% of the total workforce. The collective agreement applied is the national metalworkers' agreement. Currently, there is no second-level bargaining in place. Turnover, which fell after the most critical phase of the pandemic, has stabilized and the corporate climate has improved, aided by positive economic results and a management approach that is more open to dialogue. There have been no significant resignations in recent months. Although additional tools for organizational

flexibility are still being evaluated—tools such as smart working, flexible working hours, or additional services such as a company canteen and meal vouchers—the company has already taken some concrete steps to improve the daily well-being of its employees.

There is a dedicated refreshment area and, with a view to environmental sustainability, taps that dispense filtered water have been installed to encourage the use of water bottles and reduce single-use plastic bottles and cups. A number of social welfare measures have been put in place, including a one-off bonus for the birth of a child and the option for employees to join supplementary pension schemes on a voluntary basis. The company promotes socialization through institutional and convivial events. Two regular events are the summer and Christmas company parties, usually organized outdoors or at an off-site venue, and informal after-work aperitif gatherings, managed by the marketing team, which are all useful for strengthening the sense of belonging and team spirit.

YEAR	EMPLOYEES		AGE			TOTAL
	♀	♂	< 30 Y.O.	30-50 Y.O.	> 50 Y.O.	
2024	13	87	19	50	31	100
2023	12	83	18	47	30	95



TYPE OF CONTRACT	2024		2023	
	♀	♂	♀	♂
PERMANENT	13	83	12	83
FIXED-TERM	-	4	-	-
PART-TIME	3	3	3	2
FULL-TIME	10	84	9	81
TOTAL	13	87	12	83

HIRINGS AND TERMINATIONS	2024		2023	
	♀	♂	♀	♂
TOTAL HIRINGS	1	17	3	5
PERMANENT CONTRACT	1	7	1	4
FIXED-TERM CONTRACT	-	10	2	1
TOTAL TERMINATIONS	-	13	5	8
RESIGNATION	-	3	-	-
TERMINATION	-	3	3	6
DISMISSAL	-	3	-	2
RETIREMENT	-	4	2	-

## INCLUSION, DIVERSITY, & EQUAL OPPORTUNITIES

Tonello's workforce has a structural gender imbalance, with a predominance of men in technical and production departments. Women are more prevalent in areas such as marketing, administration, sales, and R&D.

With a view to gender equity and the promotion of **STEM**, the company has joined initiatives such as **Girls for Science** to stimulate female interest in technical and scientific roles. The company complies with the obligations set out in Law 68/99 for the employment of people with disabilities, with six positions filled in accordance with the quotas set out in the law.

## TRAINING AND SKILLS DEVELOPMENT

Training is currently managed reactively, based on different needs and contingent requests. The company does not yet have a needs analysis procedure in place, but this could be a target for improvement. External consultants meet with employees on a rotating basis over a period of approximately two years.

In particular, 2024 saw the launch of training courses aimed at strengthening managerial and interpersonal skills. Specifically, a coaching project

for management and a 24-hour training cycle dedicated to middle management were launched, focusing on leadership, communication, and team management. The results were positive, although there is a need for more structured follow-up actions to ensure the effective application of the skills acquired.

With a view to talent development, the company collaborates with schools and universities, including IUAV in Venice. Company visits and educational workshops were organized during the year, helping to increase brand awareness among younger collaborators.

TYPE OF CONTRACT	2024			2023		
	NUM.	HOURS	AVERAGE HOURS	NUM.	HOURS	AVERAGE HOURS
EMPLOYEES	100			95		
TOTAL TRAINING HOURS	735			1287,5		
AVERAGE HOURS PER EMPLOYEE	7,4			13,6		
MEN	87	661	7,6	83	1191,5	14,4
WOMEN	13	74	5,7	12	96	8
CORPORATE STAFF	58	558	9,6	56	1055,5	18,8
INDUSTRIAL WORKFORCE	42	177	4,2	39	232	5,9



## SPECIAL PROJECTS AND ATTRACTING TALENT

Tonello is actively participating in an initiative approved by the Ministry of Labor as part of the Cutro Decree for the recruiting workers trained in their country of origin. Promoted by a consortium of companies in the Altovicentino area, the project provides specialized technical training for 15 young people (aged 20–40) from Santo Domingo, who are destined to fill plant engineering roles. It represents a concrete example of inclusion and development of international human capital.

In 2024, the “People” Project was also consolidated. This project included organizing work with a view to continuous improvement, managing the company’s superminimum, and strengthening the internal communication and employer branding activities.

Tonello also makes itself available to host internships from local high schools and universities, contributing to the growth and training of new generations.

Through this series of activities, the company has had the opportunity to enhance its image and reputation. The Tonello brand is recognized and valued thanks to digital communication and the initiatives promoted by the family of entrepreneurs.

## THE IMPORTANCE OF WORKER HEALTH AND SAFETY

The company pays particular attention to the health and safety of its employees, offering working conditions that respect their physical and mental well-being, healthy and safe working environments, in compliance with current regulations and workers’ rights. The company policy promotes work behaviors and procedures that safeguard the health and safety of everyone working on the company premises, in the knowledge that the well-being of employees is an essential requirement for a stimulating and peaceful work environment.

The Safety Management System is based on existing regulations. The company has appointed an external Pre-

vention and Protection Manager (RSPP) and two internal officers who deal with various aspects of safety, in addition to the Competent Doctor, the Workers’ Safety Representative, and those responsible for firefighting, emergency management, and first aid.

A Risk Assessment Document (DVR) has been drawn up and a specific protocol for the health surveillance of workers has been prepared, defined by the Competent Doctor.

The company works to directly involve all staff in risk control and the continuous improvement of the organization’s performance through empowerment and training courses. Any accidents which result in a more-than-three-day absence from work, which includes the day of the accident, are recorded as required by law. In 2024, two accidents were recorded.



ACCIDENTS	2024	2023
HOURS WORKED	167.343,05	138.972,25
ACCIDENTS	2	6
FREQUENCY INDEX*	11,95	43,17
SERIOUS ACCIDENTS	-	-
DAYS LOST	57	33

\*FREQUENCY INDEX CALCULATION = (accidents/hours worked) \* 200,000



# GRI CONTENTS INDEX

DECLARATION OF USE	TONELLO has submitted a report in accordance with GRI Standards for the period January 1, 2024, to December 31, 2024.
GRI 1 USED	GRI 1 – Fundamental Principles – 2021 version
RELEVANT GRI INDUSTRY STANDARDS	–

GRI STANDARD / OTHER SOURCE	INFORMATION NOTICE	PAGE	NOTES
GENERAL INFORMATION			
GRI 2 – GENERAL INFORMATION – 2021 VERSION	2 –1 Organizational details	12–15	
	2 –2 Entities included in the organization's sustainability reporting	21	
	2–3 Reporting period, frequency, and point of contact	20 23 end of report	
	2 –4 Review of information	23	
	2 –5 External assurance		Not planned
	2 –6 Activities, value chain, and other business relationships	12–15 34–35	
	2 –7 Employees	47	
	2 –8 Non-employees	47	
	2 –9 Governance structure and composition	14	
	2 –10 Appointment and selection of the highest governing body	14	
	2 –11 Chair of the highest governing body	14	
	2 –12 Role of the highest governing body in controlling impact management	14, 16	
	2 –13 Delegation of responsibility for impact management	14, 18	

GRI STANDARD / OTHER SOURCE	INFORMATION NOTICE	PAGE	NOTES
GRI 2 – GENERAL INFORMATION – 2021 VERSION	2 –14 Role of the highest governing body in sustainability reporting	14	
	2 –15 Conflicts of interest		No conflicts of interest were identified during the reporting period
	2 –16 Communication of critical issues	14, 16, 18	
	2 –17 Collective knowledge of the highest governing body	14	
	2 –18 Performance evaluation of the highest governing body		The company reserves the right to assess the availability of information for the next reporting period
	2 –19 Rules concerning remuneration		The company reserves the right to assess the availability of information for the next reporting period
	2 –20 Procedure for determining remuneration		The company reserves the right to assess the availability of information for the next reporting period
	2 –21 Total annual remuneration ratio		The company reserves the right to assess the availability of information for the next reporting period
	2 –22 Statement on sustainable development strategy	6	
	2 –23 Policy commitment	16–18	
	2 –24 Integration of policy commitments	16–18	
	2 –25 Processes aimed at remedying negative impacts	16–18, 36, 38, 40–44	
	2 –26 Mechanisms for requesting clarification and raising concerns	16	
	2 –27 Compliance with laws and regulations	16 18	During the reporting period, there were no cases of non-compliance with laws and regulations
	2 –28 Membership in associations	13	
	2 –29 Approach to stakeholder engagement	30–31	
	2 –30 Collective agreements	47	

GRI STANDARD / OTHER SOURCE	INFORMATION NOTICE	PAGE	NOTES
<b>MATERIAL THEMES</b>			
<b>GRI 3 - MATERIAL TOPICS - 2021 VERSION</b>	3 -1 Process for determining material topics	21-23	
	3 -2 List of material topics	24	
<b>1. BUSINESS CONTINUITY</b>			
<b>GRI 3 - MATERIAL TOPICS VERSION 2021</b>	3 -3 Management of material topics	19	
<b>GRI 201 - ECONOMIC PERFORMANCE</b>	201-1 Direct economic value generated and distributed	19	
<b>2. ETHICS AND INTEGRITY</b>			
<b>GRI 3 - MATERIAL TOPICS VERSION 2021</b>	3 -3 Management of material topics	16-18	
<b>GRI 2 - INFORMATIVE GENERALI VERSIONE 2021</b>	2-23 Policy commitment	16-18	
	2-24 Integration of policy commitments	16-18	
	2-26 Mechanisms for requesting clarification and raising concerns	16	
<b>3. BRAND AWARENESS</b>			
<b>GRI 3 - MATERIAL TOPICS 2021 VERSION</b>	3 -3 Management of material topics	30-31	
<b>OUTSIDE GRI PERIMETER</b>		30-31	
<b>4. RISK MANAGEMENT</b>			
<b>GRI 3 - MATERIAL TOPICS 2021 VERSION</b>	3 -3 Management of material topics	16-18 36 38 40-44	
<b>GRI 2 - GENERAL INFORMATION 2021 VERSION</b>	2-23 Policy commitment	16-18	
	2-24 Integration of policy commitments	16-18	
	2-25 Processes aimed at remedying negative impacts	16-18 36 38 40-44	
	2-26 Mechanisms for requesting clarification and raising concerns	16	
	2-27 Compliance with Laws and Regulations	16 18	

GRI STANDARD / OTHER SOURCE	INFORMATION NOTICE	PAGE	NOTES
<b>5. WELLBEING</b>			
<b>GRI 3 - MATERIAL TOPICS 2021 VERSION</b>	3 -3 Management of material topics	46-48	
<b>GRI 401 - EMPLOYMENT</b>	401-1 Hiring new employees and employee turnover	48	
	401-2 Benefits for full-time employees that are not available to fixed-term or part-time employees	47	
<b>6. HEALTH AND SAFETY</b>			
<b>GRI 3 - MATERIAL TOPICS - 2021 VERSION</b>	3 -3 Management of material topics	51	
<b>GRI 403 - HEALTH AND SAFETY AT WORK</b>	403-1 Occupational Health and Safety Management System	51	
	403-2 Hazard identification, risk assessment, and accident investigation	51	
	403-3 Occupational health services	51	
	403-4 Worker participation and consultation on occupational health and safety programs and related communication	51	
	403-5 Training of workers on occupational health and safety	51	
	403-6 Promotion of workers' health	51	
	403-8 Workers covered by an occupational health and safety management system	51	
	403-9 Accidents at work	51	
	403-10 Occupational disease		No cases of occupational disease have been reported



GRI STANDARD / OTHER SOURCE	INFORMATION NOTICE	PAGE	NOTES
7. QUALIFICATION RENEWAL			
GRI 3 - MATERIAL TOPICS 2021 VERSION	3 -3 Management of material topics	49-50	
GRI 404 - TRAINING AND EDUCATION	404-1 Average number of training hours per year per employee	49	
	404-2 Employee skills upgrading and transition assistance programs	49	
8. R&D FOR PRODUCT INNOVATION			
GRI 3 - TEMI MATERIALI - VERSIONE 2021	3 -3 Gestione dei temi materiali	32-39	
FUORI PERIMETRO GRI		32-39	
9. PRODUCTS WITH REDUCED ENVIRONMENTAL IMPACT			
GRI 3 - MATERIAL TOPICS - 2021 VERSION	3 -3 Management of material topics	36 40-44	
GRI 301 - MATERIALS	301-1 Materials used by weight or volume	37	
	301-2 Recycled input materials used	37	
GRI 303 - WATER AND EFFLUENTS	303-1 Interactions with water as a shared resource	43	
	303-2 Management of impacts related to water discharge	43	
	303-3 Water withdrawal	43	
GRI 306 - WASTE	306-1 Waste generation and significant impacts related to waste	44	
	306-2 Management of significant impacts related to waste	44	
	306-3 Waste generated	44	
	306-4 Waste not sent to landfill	44	
	306-5 Waste sent to landfill	44	

GRI STANDARD / OTHER SOURCE	INFORMATION NOTICE	PAGE	NOTES
10. ATTENTION PAID TO THE SUPPLY CHAIN			
GRI 3 - MATERIAL TOPICS - 2021 VERSION	3 -3 Management of material topics	38	
"GRI 204 - PROCUREMENT PRACTICES"	204-1 Proportion of expenditure made in favor of local suppliers	38	
11. USE OF ENERGY RESOURCES / CLIMATE CHANGE			
GRI 3 - MATERIAL TOPICS - 2021 VERSION	3 -3 Management of material topics	41-42	
GRI 302 - ENERGY	302-1 Energy consumption within the organization	41	
GRI 305 - EMISSIONS	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	42	
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	42	
12. LOCAL COMMUNITY			
GRI 3 - MATERIAL TOPICS - 2021 VERSION	3 -3 Management of material topics	30 38 50	
GRI 413 - LOCAL COMMUNITIES	413-2 Operations with significant actual and potential impacts on local communities	30 38 50	

For any information regarding this Report, please contact:  
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The Sustainability Report was prepared by the company's management.  
Consultancy, communication project, and implementation:



We would like to thank all Tonello staff for their contribution to the creation of the Sustainability Report.



**Tonello®**  
THE INSPIRING COMPANY