



Brevetti  
Montolit s.p.a

**SUSTAINABILITY**

**REPORT**

**2022**

**FOR EARTH AND  
PEOPLE**



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Montolit s.p.a

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REPORT  
**2022**

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# SUMMARY



## LETTER TO STAKEHOLDER

With great satisfaction, I am pleased to share with all of you, dear Stakeholders, the first Integrated Sustainability Report of Brevetti Montolit SpA. This report represents a moment of synthesis but, above all, an expression of the maturation of a journey that started long ago and will accompany us in the near future.

Our sustainability reporting does not merely comply with legal obligations; on the contrary, it aims to be a true driver of change. It's not enough to tell the story of our world with numbers; we must also provide a horizon to these numbers. This report aims to achieve that by embedding the company's results, commitments, objectives, and vision within a medium-term strategic goal.

These are not just dreams but ideas and convictions ingrained in our DNA and implemented through the adoption of the Integrated Reporting methodology. Every year, we will measure, through the precise reporting of indicators associated with the six ESG chapters (environmental, human, relational, productive, financial, and intellectual), the shared value we have been able to create through our strategic plan, which we are certain will engage you in our passion.

“ *Innovation as a passion* ”

Vincenzo Vichi Montoli



## READING GUIDE

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The report consists of four parts divided into as many chapters and an appendix.

# 01

The **first chapter** essentially describes the organization, its identity, history and ownership structure.

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# 02

The **second chapter** reports the bodies, principles and procedures the company has adopted for its correct management.

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# 03

The **third chapter** outlines how the organization leverages ESG factors to generate shared value, addressing the impacts, risks, and opportunities associated with this process, as well as the strategies that enable sustainable and shared value creation.

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# 04

The **fourth chapter** delves into the achieved outcomes, company activities, and objectives categorized within the ESG dimensions, namely Environmental, Social, and Corporate Governance.

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# 05

The **last part** contains the references used for preparing the report, the index of GRI indicators used and a glossary for a better understanding of some terminologies used.

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# 01 SUMMARY FRAMEWORK

## VISION

AMBITION,  
A PASSION FOR  
INNOVATION

that has consistently led us to anticipate market needs.

## MISSION

EXPERTISE,  
THE UNIQUENESS  
OF SOLUTIONS

achieved through continuous listening to customer needs.

## VALUES

A STRONG DESIRE  
FOR CONTINUOUS IMPROVEMENT

coupled with a great sense of responsibility towards our stakeholders, with the aim of spreading our enthusiasm at all levels, understood as an unstoppable drive to give our best. Information, education, and knowledge are and will be the necessary tools to face the future.



# OWNERSHIP STRUCTURE AND OPERATING FACILITIES

Brevetti Montolit Spa is a company based in Cantello (VA) that specializes in the design, manufacturing, and marketing of professional equipment for cutting and drilling ceramic tiles and stone materials. Founded in 1946 by Cav. Vincenzo Montoli, today the founding family owns 100% of the company's shares.

The company consists of three locations:

**LEGAL:** Located at via Turconi 25, Cantello (VA)

**OPERATIONAL:** Situated at Largo Cavalier Montoli in via Varese 4/A, Cantello (VA)

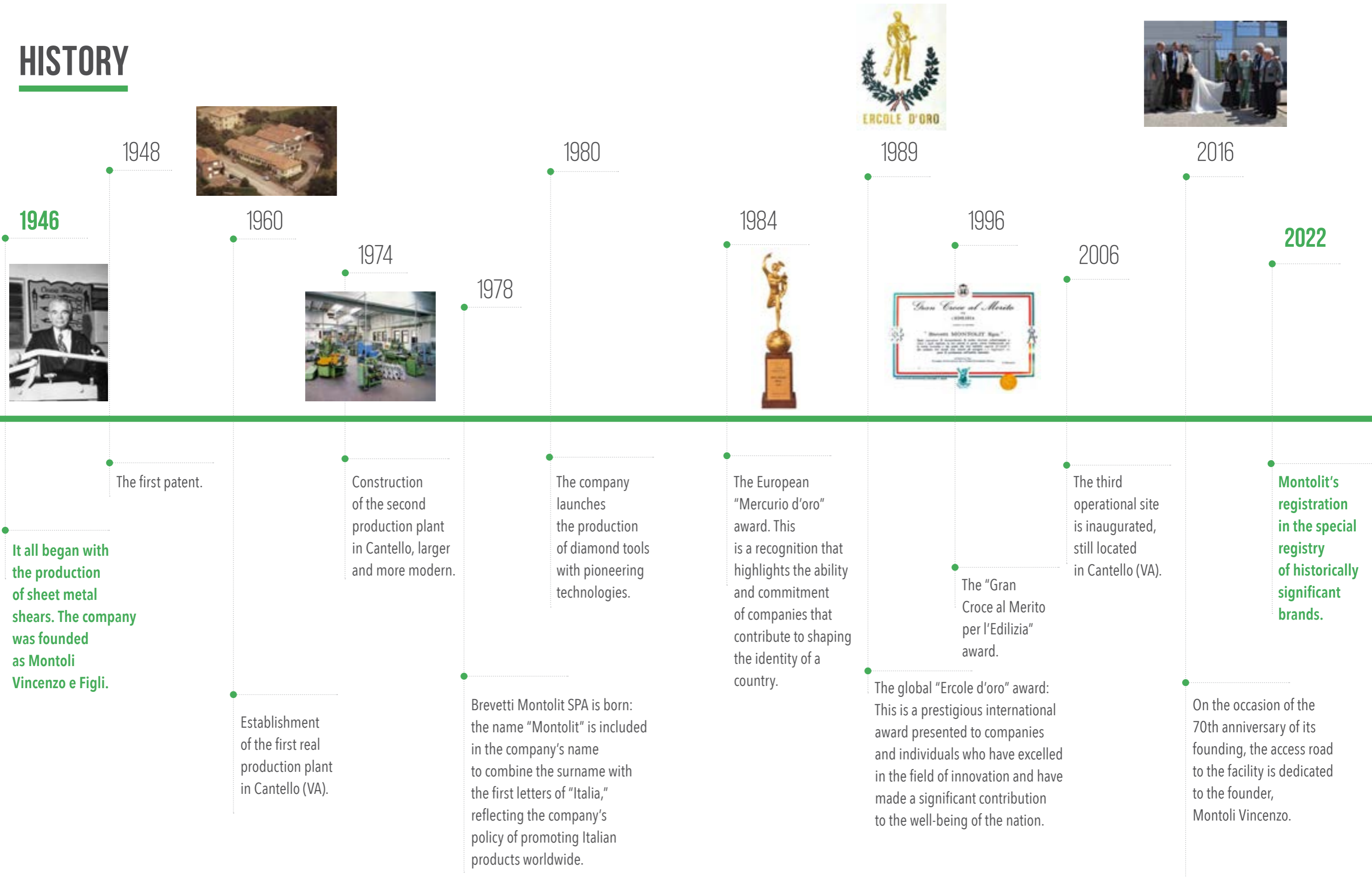
**LOGISTICS:** Also located at Largo Cavalier Montoli in via Varese 4/A, Cantello (VA).



GRI 2-1 Organizational details  
GRI 2-2 Entities included in the organization's sustainability reporting



# HISTORY



1946



It all began with the production of sheet metal shears. The company was founded as Montoli Vincenzo e Figli.

1948

The first patent.



1960

Establishment of the first real production plant in Cantello (VA).

1974



Construction of the second production plant in Cantello, larger and more modern.

1978

Brevetti Montolit SPA is born: the name "Montolit" is included in the company's name to combine the surname with the first letters of "Italia," reflecting the company's policy of promoting Italian products worldwide.

1980

The company launches the production of diamond tools with pioneering technologies.

1984



The European "Mercurio d'oro" award. This is a recognition that highlights the ability and commitment of companies that contribute to shaping the identity of a country.



1989

The global "Ercole d'oro" award: This is a prestigious international award presented to companies and individuals who have excelled in the field of innovation and have made a significant contribution to the well-being of the nation.

1996



The "Gran Croce al Merito per l'Edilizia" award.

2006

The third operational site is inaugurated, still located in Cantello (VA).



2016

On the occasion of the 70th anniversary of its founding, the access road to the facility is dedicated to the founder, Montoli Vincenzo.

2022

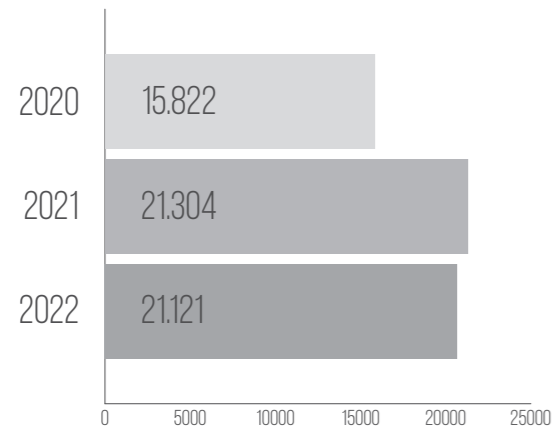
Montolit's registration in the special registry of historically significant brands.



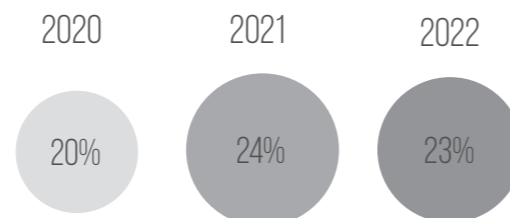
# HIGHLIGHTS



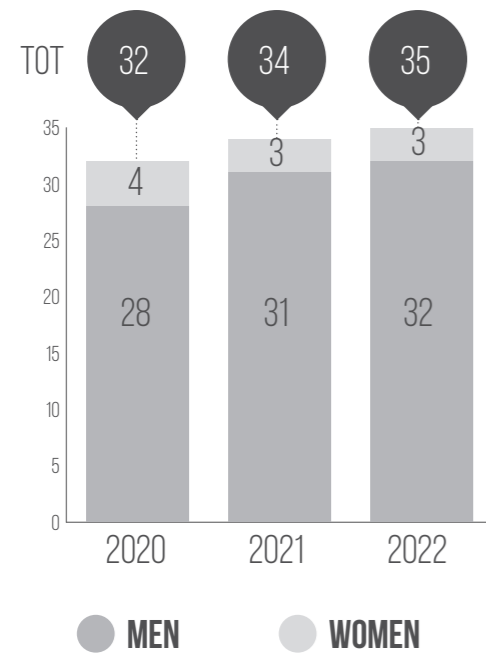
Turnover



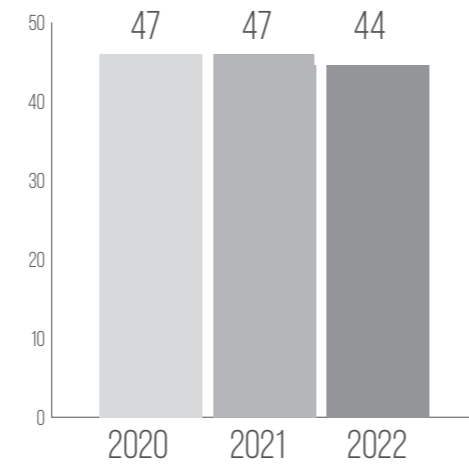
EBITDA



Employees



Average age



## Percentage of foreign turnover and served markets

Brevetti Montolit generates approximately 60% of its total revenue through exports, reaching a market of more than 100 countries worldwide every year.





# ESG CORPORATE GOVERNANCE

# THE GOVERNANCE STRUCTURE

The company is represented by a Board of Directors consisting of a Chairman and two Administrators who act as the highest governing body. The General Management oversees all stages of activity planning with a classic functional structure. The Board of Directors and the entire governance structure are represented in the organizational chart below:

**Montoli Vincenzo**


Chairman of the Board and Head of Marketing/Commercial

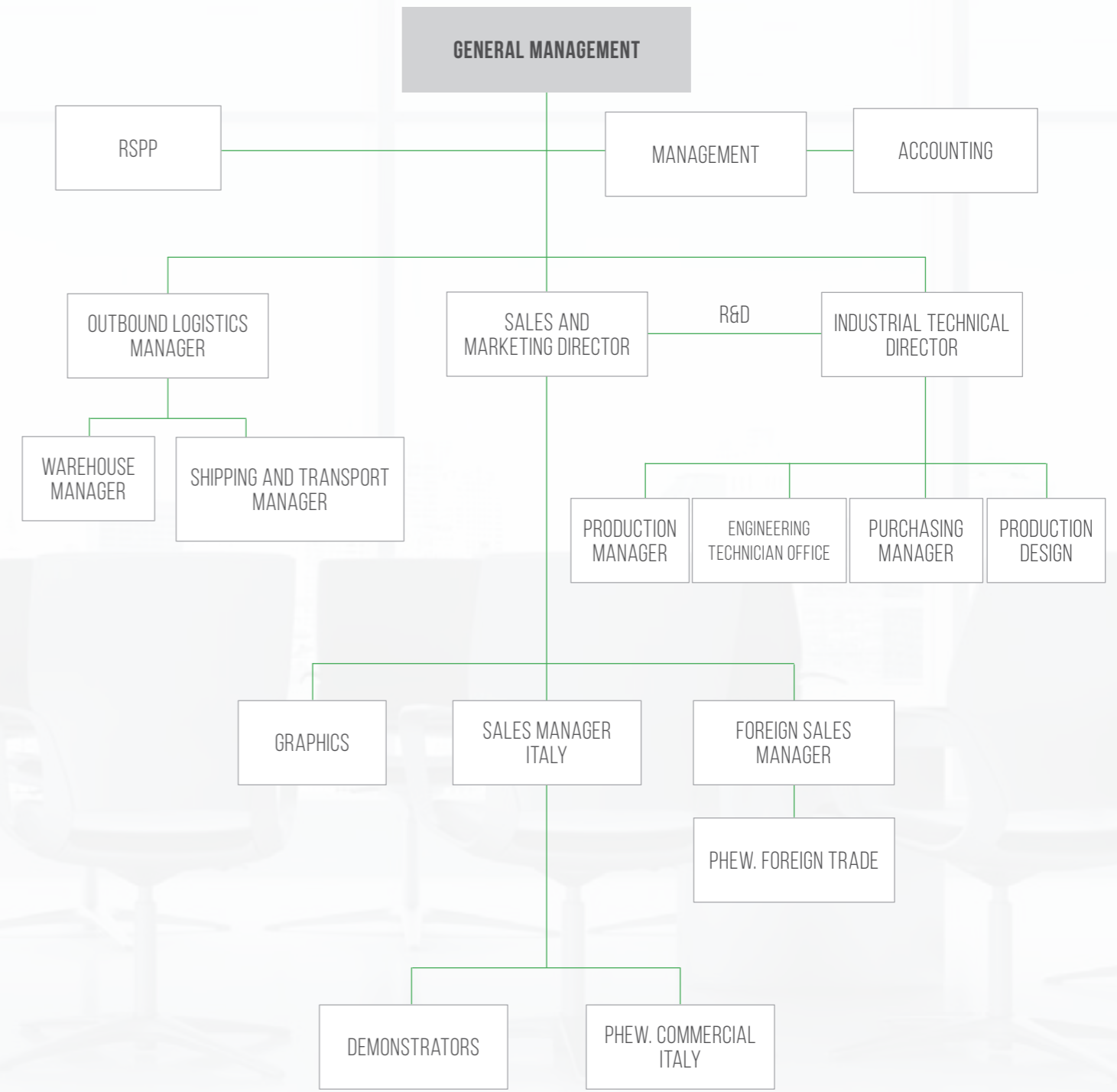
**Montoli Stefano**

Administrator, Employer, and Operations Manager

**Rovera Giuseppe**

Administrator and Outbound Logistics Manager

  
**GRI 2-9** Governance structure and composition  
**GRI 2-11** Chair of the highest governance body





# BEHAVIORAL POLICY

Brevetti Montolit S.p.A has established an internal policy to define the company's commitment to pursuing the highest standards of business ethics in achieving its corporate goals. Furthermore, it aims to share the values of a corporate culture in which respecting the legitimate interests and needs of all individuals or groups involved in the company's activities becomes fundamental.

Brevetti Montolit S.p.A commits to conduct its business with the utmost integrity and in compliance with the law. Operating in a world where the laws governing corporate conduct are increasingly complex and demanding, the company aspires to be among the best in every aspect of its operations, striving for continuous improvement.



# QUALITY POLICIES AND MANAGEMENT SYSTEMS

Brevetti Montolit has established a management committee, the **KAIZEN TEAM**, composed of representatives from all areas of the company: Production, Technical Office, Logistics, Service, Quality, Purchasing, and Sales. The team meets every 2 months and operates with a perspective of "continuous improvement" to optimize the company's management based on process data from the Service and Quality databases, feedback from company

personnel, and an assessment of the risks, opportunities, costs, and benefits that emerge from a thorough analysis of the company's operating environment.

The committee proposes solutions, and shared actions related to the improvement of products and services are undertaken and developed by the relevant offices.



# MEMBERSHIP ASSOCIATIONS

Brevetti Montolit reaffirms itself as the top technical partner in the tile industry and is a member of every relevant regional association, including:

1. Member of Confindustria Varese.
2. Member of ASP, the Swiss Tile Association.
3. Member of ASSOPOSA, the European Union of National Tile Sector Associations.



# CERTIFICATIONS

Our approach to sustainable business emphasizes the process and production aspects that make Brevetti Montolit an industry leader. That's why our products are equipped with the following certifications, falling under the ISO 9001 quality framework:



**CE Declarations and TÜV Certifications:** The TÜV SÜD Group offers certification services in the fields of quality, energy, environment, safety, and product quality. These certifications ensure the highest standards in cutting and grinding safety.



**Diamond Products with oSa® Mark:** The oSa® mark on our grinding tools provides the utmost safety when it comes to cutting and grinding operations, assuring top-quality performance and safety standards.





# 3 THE BUSINESS MODEL



## DESCRIPTION OF THE EXTERNAL CONTEST

Brevetti Montolit S.p.A operates in the construction sector, specifically in tiles and the tools for their processing.

At the national level, after 2 positive years thanks to the post-Covid period and government incentives, forecasts for new constructions and building renovations are declining in the short term. On the contrary, when looking specifically at the tile sector, global forecasts indicate a continuous growth trend until 2025.

In the European area, the highest growth rate is expected in countries that are not part of the EU. The slowdown in growth compared to the last 2 years will be addressed through the use of new materials and technologies focused on ecological transition, prevention, and safety.

The construction industry is still the most affected by workplace accidents and fatalities.

Rental, refurbishment, and asset sharing activities will be developed with a sustainability perspective.



## THE COMPANY OFFER

### Products\*:

- Patented equipment for professional construction
- Manual and electric tile cutters
- Electric tile drills
- A complete range of tools for ceramic tile installation
- Tile cutters/splitters and nippers
- Diamond blades
- Diamond drills, mills and core bits
- Diamond finishing pads and tools

\*All products include solutions covered by national or international patents

### Sales through specialized distribution:

- Retailers
- Wholesalers
- Professional distribution chains (buying groups)
- Large organized retail (G.D.O.)

### Technologies used:

- Aluminum die-casting
- Steel molding
- Precision mechanical machining
- Laser welding
- Sintering
- Vacuum diamond deposition
- Automation and robotics for control and assembly operations





# SHARED VALUE

The diagram represent a synthetic way in which Brevetti Montolit generates value, analyzing capitals (financial or not) that the organization uses and they become outcomes, through the activities of its own business.



## Financial capital

Equity

## Productive Capital

Factories and company headquarters  
Production machinery

## Intellectual Capital

Patents  
Investments in R&D  
Open innovation

## Human Capital

Employees  
Investments in training

## Natural Capital

Raw material  
Energy consumed

## Relational Capital

Suppliers, customers, universities and schools

### Corporate Purpose

Our aim is to always strive for improvement with a strong sense of responsibility towards our stakeholders, in order to spread our enthusiasm at all levels, understood as an unstoppable drive to give our best in every endeavor. We believe that information, training, and knowledge are and will continue to be the essential tools to successfully face the future.

### Material Topics

- Human capital
- Health and safety at work
- Carbon footprint
- Packaging
- Waste
- Financial economic performance

### What the company produces

The company specializes in the design, production, and marketing of professional equipment for cutting and drilling ceramic tiles and stone materials.

## Financial Capital

Revenue	<b>21,3 ML/€</b>
Distributed economic value	<b>13,1 ML/€</b>
EBITDA	<b>5,1 ML/€</b>

## Productive Capital

- Continuous improvement of production assets: machinery and equipment.
- Continuous innovation along the entire value chain.

## Intellectual Capital

Patents and research and development projects.  
An open innovation mindset

## Human Capital

Employment  
Low talent turnover  
Job security

## Natural Capital

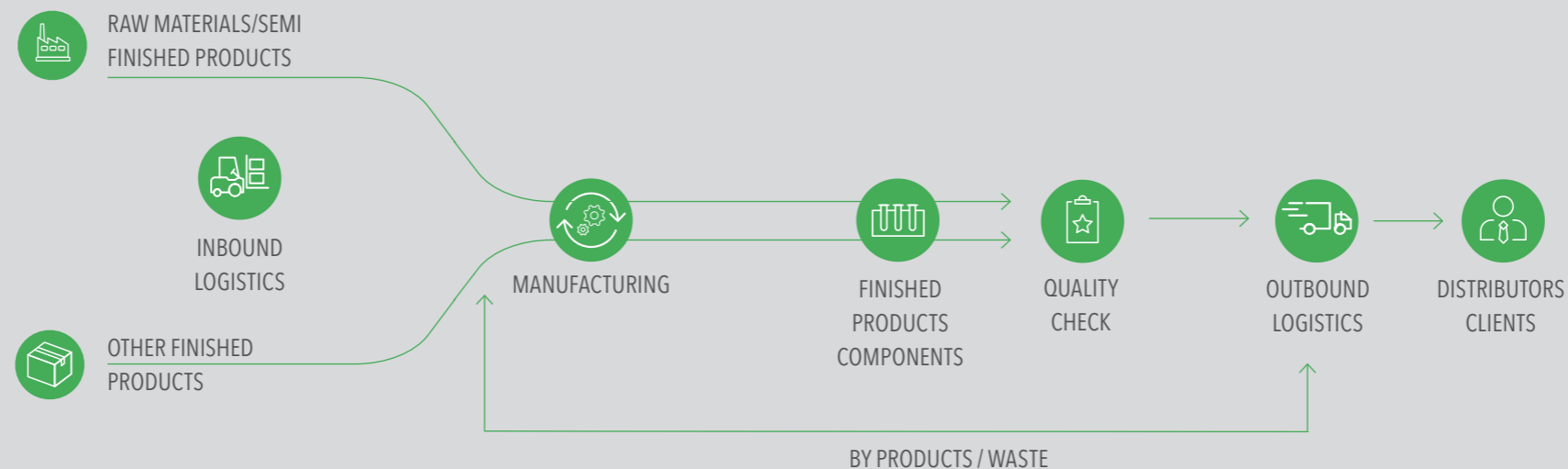
Measurement of the carbon footprint

**189,7 tons** of the GHG emitted

## Relational Capital

Investments and continuous improvements to ensure customer satisfaction

### Montolit's productions' activity



# THE MATERIALITY MATRIX AND THE STAKEHOLDER ENGAGEMENT

The first step in defining a corporate sustainability strategy was taken through the materiality process. This analysis aims to identify, among the significant issues, those that are truly "material," meaning relevant to the company. Stakeholders were asked to assign a score (from 1 to 10) based on the lesser or greater impact of each issue on the company's ability to create value in the medium to long term.

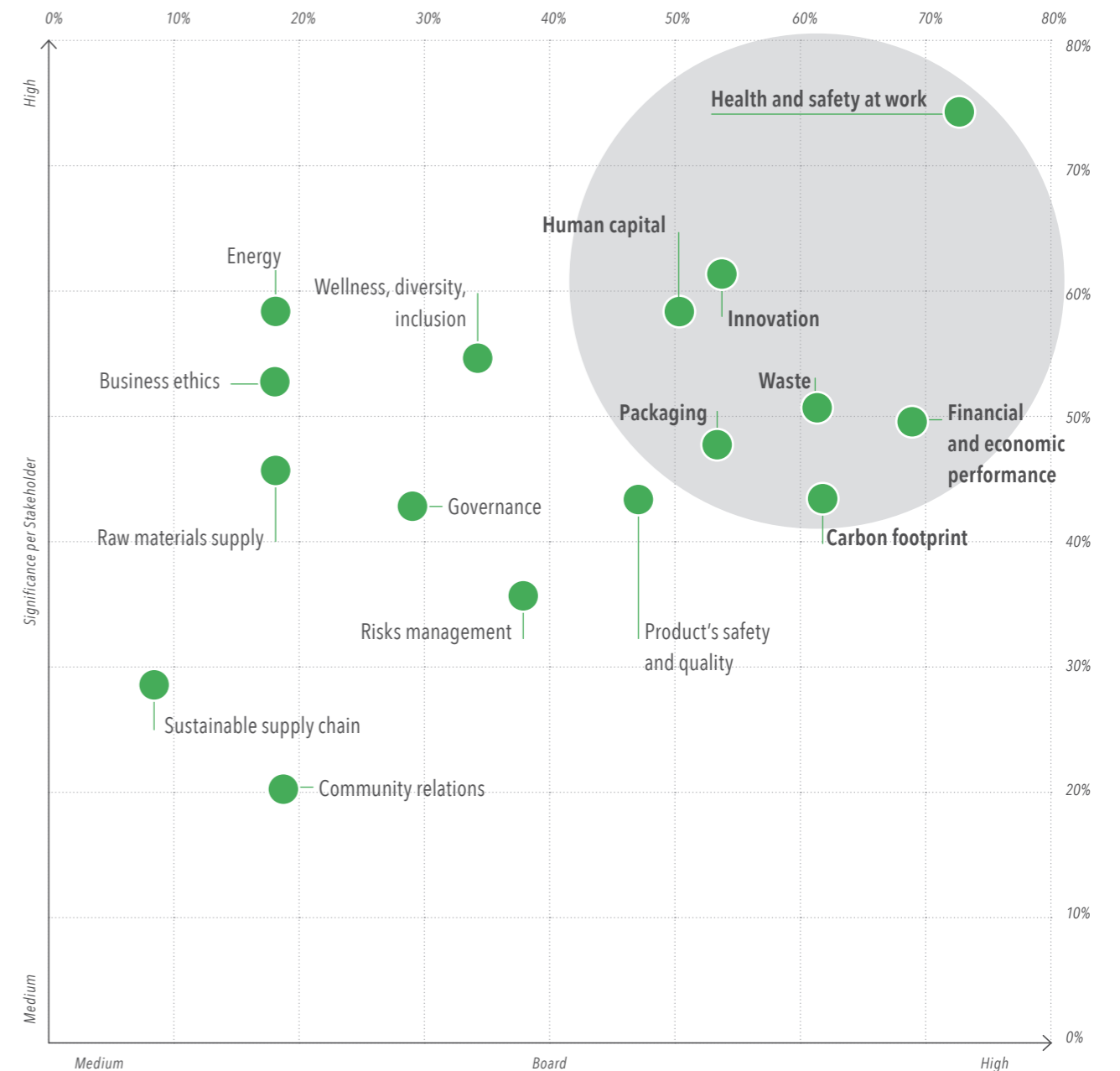
The table lists the topics that were subject to voting, while the figure represents the materiality matrix. On the horizontal axis are the results of the Management Team's votes, while on the vertical axis are the averages of the votes from different categories of stakeholders. The analysis of material topics was conducted taking into account Brevetti Montolit's strategic direction and assessing the scope of impacts they may have on the organization's strategy, governance, performance, and prospects.

The 6 identified material topics, therefore, constitute a fundamental part of the company's path towards corporate sustainability. Those deemed strategically important for value creation are located in the upper right quadrant of the matrix.

In order to identify material sustainability topics for the organization, a preliminary step towards a more structured stakeholder engagement process has been established. Stakeholders were selected and identified by each functional manager, in coordination with the company's management. Different stakeholder categories are engaged through various methods, depending on the type of stakeholder. For the purpose of creating the materiality matrix, specific stakeholders (employees, customers, consultants, suppliers, financial institutions, schools, and associations) were invited to vote on a series of potential impact topics for the creation of shared value through a dedicated survey. The engagement process has generated insights and contributions that have enriched the sustainability themes relevant to the company, as well as provided opportunities for potential mutual commitment to common goals.

## IDENTIFIED MATERIAL TOPICS

- Human capital
- Health and safety at work
- Carbon footprint
- Packaging
- Waste
- Financial economic performance
- Raw materials supply
- Energy
- Wellness, diversity and inclusion
- Community relations
- Sustainable supply chain
- Product's safety and quality
- Governance
- Risks management
- Business ethics





**GRI 3-1**  
Process to determine material topics



**GRI 3-2**  
List of material topics



**GRI 2-29**  
Approach to stakeholder engagement

# THE SUSTAINABILITY STRATEGY

Over the years, Montolit has developed a growing focus on the various aspects of corporate sustainability. This has been demonstrated through investments in its facilities, more conscientious management of its impacts by making better choices in energy sourcing, and the adoption of automation processes in a continuous innovation perspective.

In this phase, the company has decided to systematically shift towards a strategic approach to integrate what is already in place with medium-term objectives and programs. The sustainability strategy is built on an understanding of the past, a recognition of the present, and a forward-looking reflection, taking inspiration from the analysis of the material topics selected by the company and its stakeholders.

Montolit has identified long-term strategic targets, set objectives for the 2023-2025 three-year period in the ESG dimensions (Environment, Social, Governance), and developed an action plan to achieve these goals. Results and potential impacts on the organization, people, and the environment will be measured accordingly.



GRI 2-22  
Statement on sustainable  
development strategy



# THE SUSTAINABILITY STRATEGY



	TOPIC	STAKEHOLDERS	GOALS	ACTIONS	2023	2024	2025
E	<p><b>CARBON FOOTPRINT</b> Intensity of carbon emitted</p>	<ul style="list-style-type: none"> <li>PLANET</li> <li>COMMUNITY</li> <li>GOVERNMENT BODIES</li> <li>CREDIT INSTITUTIONS</li> </ul>	Towards Carbon Neutrality	<ul style="list-style-type: none"> <li>Calculation of the organization's carbon footprint</li> <li>Reduction and compensation of the carbon footprint</li> <li>Cost-benefit evaluation of the carbon-neutral product</li> <li>Identification of a target product</li> <li>Calculation and neutralization of the product carbon footprint</li> </ul>	●	○	○
	<p><b>PACKAGING</b> Sustainability initiatives linked to packaging and the production of waste associated with it</p>	<ul style="list-style-type: none"> <li>CLIENTS</li> <li>PLANET</li> <li>SUPPLIERS</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of packaging</li> <li>Increase the circularity of packaging</li> </ul>	<ul style="list-style-type: none"> <li>Packaging mapping</li> <li>Identification and implementation of corrective actions aimed at reduction</li> <li>Life Cycle Assessment on packaging target</li> <li>Implementation of circular packaging management actions</li> </ul>	●	○	○
	<p><b>WASTE</b> Policies related to the management and reduction of waste produced</p>	<ul style="list-style-type: none"> <li>PLANET</li> <li>LOCAL COMMUNITY</li> <li>PUBLIC ADMINISTRATION</li> <li>EMPLOYEES</li> </ul>	Waste reduction	<ul style="list-style-type: none"> <li>Punctual waste measurement</li> <li>Reduction actions</li> </ul>	●	●	●

● YES ○ NO

# ENVIRONMENT



# THE SUSTAINABILITY STRATEGY

TOPIC	STAKEHOLDERS	GOALS	ACTIONS	2023	2024	2025		
 <p><b>HUMAN CAPITAL DEVELOPMENT</b> Strengthening skills, attracting talent and paying attention to people's well-being</p>	<p>HUMAN RESOURCES TRAINING INSTITUTIONS CLIENTS</p>	Development of a skills model	Development of a training plan by function	●	●	●		
			Development of a career management policy	○	●	○		
			Extension of ESG and Industry 4.0 training to the entire company population	●	●	●		
		MBO system			Feasibility assessment of MBO implementation	○	●	○
					Progressive diffusion of the MBO system to all corporate functions	○	○	●
					Inclusion of ESG objectives in the variable remuneration plan	○	○	●
					Mapping of specific needs for the acquisition of new talent	●	○	●
		Talent attraction			Engagement with Schools/Universities	●	●	●
					Identification of repetitive and low-skilled activities	●	○	●
		Reduction of repetitive and low-skilled activities			Corrective interventions	○	●	●
Evaluation of the feasibility of implementing the welfare system	○				●	○		
Welfare			Possible implementation of a welfare system	○	○	●		
			Carry out an environment analysis	○	●	○		
Employer branding			Corrective interventions	○	●	●		
			Innovate working methods	○	●	●		
			Monitoring safety levels by investing in training and awareness	●	●	●		
 <p><b>HEALTH AND SAFETY IN THE WORKPLACE</b> Compliance with compliance on health and safety issues</p>	<p>HUMAN RESOURCES PUBLIC ADMINISTRATION</p>	Maintenance						

● YES ○ NO



# THE SUSTAINABILITY STRATEGY

	TOPIC	STAKEHOLDERS	GOALS	ACTIONS	2023	2024	2025
G	 <p><b>INNOVATION</b> Ability to promote product and process innovation</p>	<p>EMPLOYEES SUPPLIERS CLIENTS</p>	<p>Definition of an innovation management system (IMS)</p> <p>Implementation of the Innovation Management System (IMS)</p>	<p>Analysis of the degree of maturity in innovation management</p> <p>Definition of an innovation strategy (cost-benefit feasibility analysis)</p> <p>IMS definition according to ISO 56002</p> <p>Cost-benefit feasibility analysis for IMS implementation</p> <p>Definition of the project roadmap and P.O.C</p> <p>Launch of IMS verification and improvement processes</p>	<p>●</p> <p>●</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>○</p>	<p>○</p> <p>○</p> <p>●</p> <p>●</p> <p>●</p> <p>●</p>	<p>○</p> <p>○</p> <p>○</p> <p>○</p> <p>●</p> <p>●</p>
	 <p><b>ECONOMIC AND FINANCIAL PERFORMANCE</b> Continuity in the creation of economic value</p>	<p>CREDIT INSTITUTIONS HUMAN RESOURCES SUPPLIERS CLIENTS</p>	<p>Investment plan</p>	<p>Execution of the industrial plan and investment plan</p>	<p>●</p>	<p>●</p>	<p>●</p>

● YES ○ NO

# GOVERNANCE



Brevetti Montolit has approached these recent years with attention and reflection on sustainable issues and aims to position itself as an industry leader.

The results for 2022 and the goals for 2023 are articulated within the three dimensions of sustainability - environmental, social, and economic (ESG). For each dimension, results and goals are measured using the GRI standards and linked to the United Nations Sustainable Development Goals (SDGs).

# 04 ESG DIMENSIONS

# ENVIRONMENTAL SUSTAINABILITY

Due to the nature of its business processes, Brevetti Montolit does not consume a significant amount of electrical energy, to the extent that the energy needs of the production department are nearly equivalent to those of the rest of the company. However, the contract with the electricity supplier stipulates that the supplier commits to providing at least 15% of electricity derived from renewable sources. An analysis of the cost-benefit ratio will be conducted to assess both an increase in this percentage and the potential purchase of carbon credits.

In line with the reduction of energy consumption, Brevetti Montolit has invested in new sealing systems, including the purchase of new gates, and is considering the implementation of an intermediate process chamber to address heat loss, which often occurs during the loading and unloading of goods in the winter months and leads to wastage. This highly insulating system allows for a more intelligent procedure, coupled with the employees' proper adherence to the company's policies, to effectively achieve savings.

In the context of a circular economy, Brevetti Montolit has evaluated the transition to a new packaging system using eco-friendly materials. This potential implementation will undergo further studies in the reporting year 2023, with the analysis of the quantities of collected packaging from the ERP system, and hopefully, the initiation of agreements with suppliers.



HUMAN CAPITAL



RELATIONAL CAPITAL



INTELLECTUAL CAPITAL

## Topics

- Carbon footprint
- Packaging
- Waste









## 2022 PERFORMANCES

 <b>GRI 302-1</b> Energy consumption within the organization	2020	2021	2022
Total energy produced within the organization from the consumption of fuel from <b>non-energy sources renewables (natural gas)</b> , in GJ	2.601	3.083	2.531
<b>Total electricity purchased</b> by the organization. In GJ.	588	664	694
Percentage from <b>renewable sources</b>	0%	0%	16,99%
<b>Total</b> energy consumption within the organization (sum of the above). In GJ.	3.189	3.747	3.226

## 2022 PERFORMANCES

 <b>GRI 305-1</b> Direct GHG emissions (Scope 1)	2020	2021	2022
Direct GHG emissions (Scope 1) in gross tonnes of CO2 equivalent*	146	173	142
 <b>GRI 305-2</b> Indirect GHG emissions from energy consumption (Scope 2)	2020	2021	2022
Indirect GHG emissions from energy consumption (Scope 2) gross location-based in tonnes of CO2 equivalent**	42	45	47
 <b>Scope 1 + Scope 2</b>	2020	2021	2022
Calculated total tons of GHG emitted	187,9	218,6	189,7
 <b>GRI 306-4</b> Waste diverted from disposal	2020	2021	2022
Total weight in tonnes of non-hazardous waste diverted for disposal***	-	17,28	7,74
 <b>GRI 306-5</b> Waste directed to disposal	2020	2021	2022
Total weight in tonnes of non-hazardous waste directed to disposal****	-	1,36	-

\* Conversion factor reported in the "Table of national standard parameters for monitoring and reporting greenhouse gases", 2021 (ISPRA, Min. Transizione Ecologica).

\*\* Emission factors taken from the ISPRA report r363 - 2022: indicators of efficiency and decarbonisation of the national energy system and the electricity sector

\*\*\* Iron, Steel and Aluminum Scrap cod. 170405 and 170402

\*\*\*\* Paints and varnishes cod. 080112

# SOCIAL SUSTAINABILITY

Brevetti Montolit has been a part of the Cantello community in the province of Varese since 1946, to the extent that one could almost say that the history of one cannot be told without the other, and vice versa. Over the years, entire families or generations of families have been part of the Brevetti Montolit team, and today, more than 50% of its employees are from the local area. Furthermore, the search for new employees begins right within the local community. The company, therefore, has a strong presence in its community: it has assisted in the renovation of the local nursery school, supported parish activities, and collaborated on the creation of tools to address the Covid-19 emergency.

The personnel turnover rate, despite never being significant, has seen a sharp decline from 13% in 2020 to 3% in 2022, solidifying the company as a workplace where excellent human resource management works and convinces the staff. An example of this is the efficiency in workplace safety, a cornerstone of the company that, throughout its long history, boasts almost no accidents despite the numerous manual practices and the use of tools and equipment.

The company collaborates with various academic institutions and partners with several tile-laying schools across Europe, providing equipment and personnel to these institutions to explain the equipment and its evolution. At the same time, the company receives information and suggestions from teachers and students. Thanks to these collaborations, internships at the company are frequent, and the progress of the program is encouraged. Brevetti Montolit, therefore, establishes itself as a technical partner for the most important international and European tile-laying schools, particularly in the following countries: Switzerland (CH), Austria (AU), United Kingdom (GB), Slovenia (SL), Spain (ES), Belgium (BE), Germany (GER), and the United States (USA).



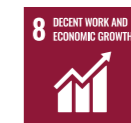
HUMAN CAPITAL



RELATIONAL CAPITAL

## Topics

- Health and safety in the workplace
- Human capital

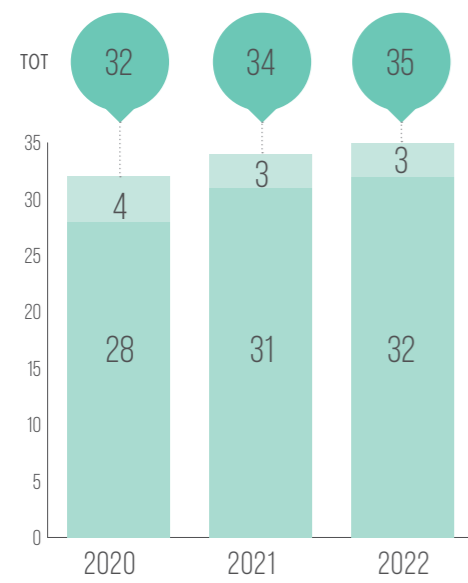


# 2022 PERFORMANCES

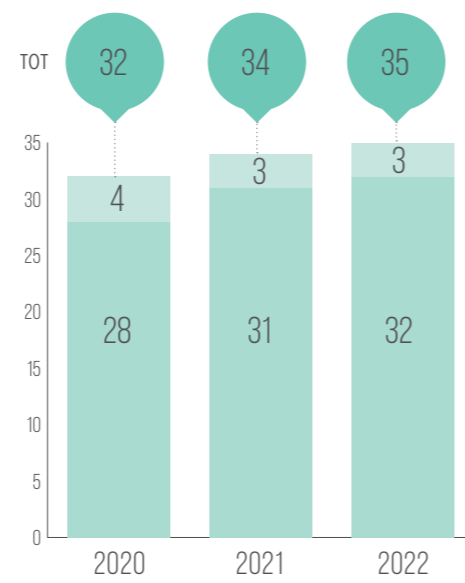
## GRI 2-7 Employees

● Men ● Women

**Total number of employees**



**Total number of permanent employees**



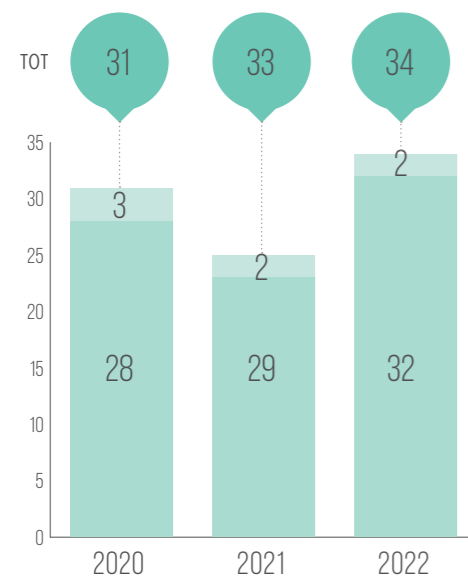
**Total number of fixed-term employees**

No temporary employees were registered in three years of reporting.

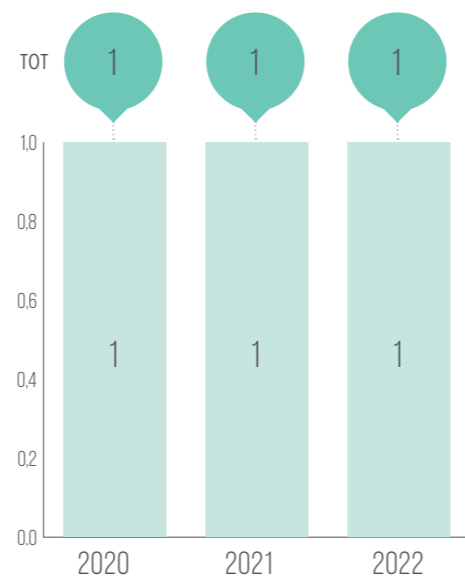
**Total number of employees with non-guaranteed hours**

No non-guaranteed hours employees were registered in three years of reporting.

**Total number of full-time employees**



**Total number of part-time employees**



**Significant fluctuations in the number of employees during the reporting period and between reporting periods.**



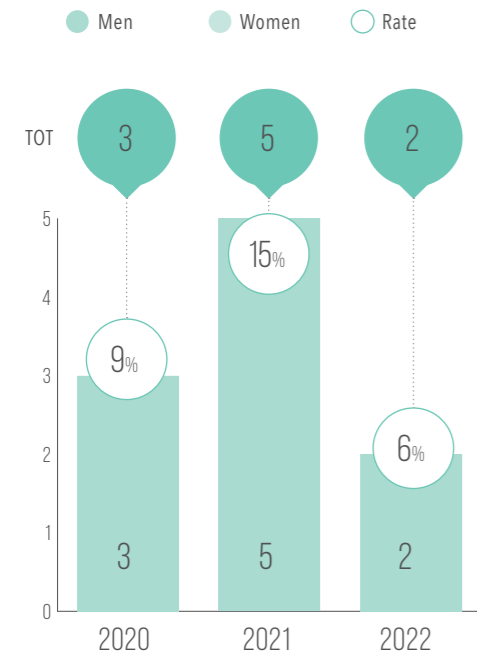
● Worked hours

Data referred to seasonal/ interim workers.

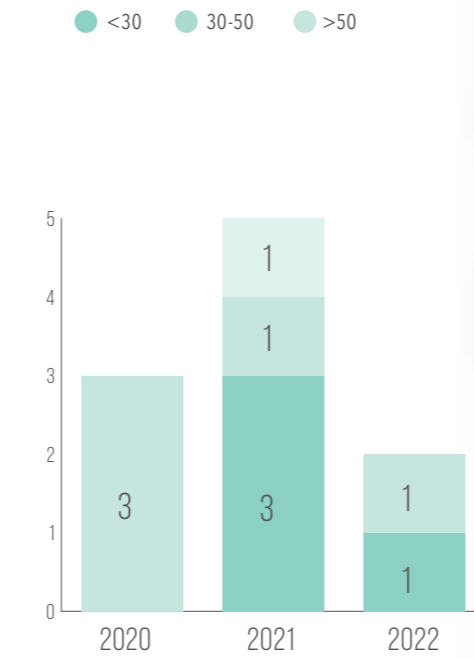
# 2022 PERFORMANCES

**GRI 401-1** New employee hires and employee turnover

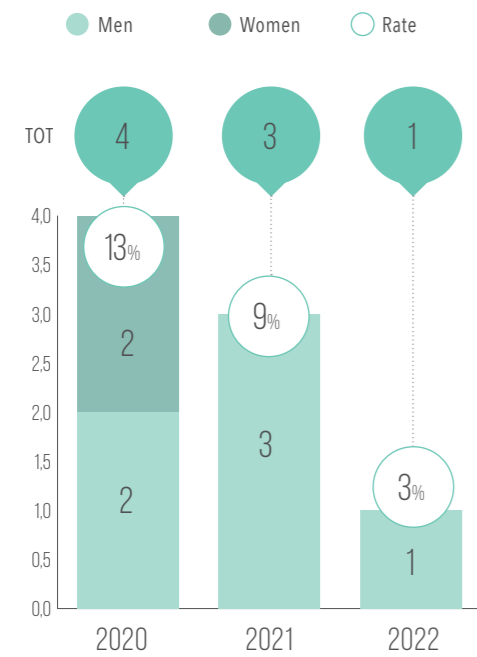
**Numbers of new employees hired**



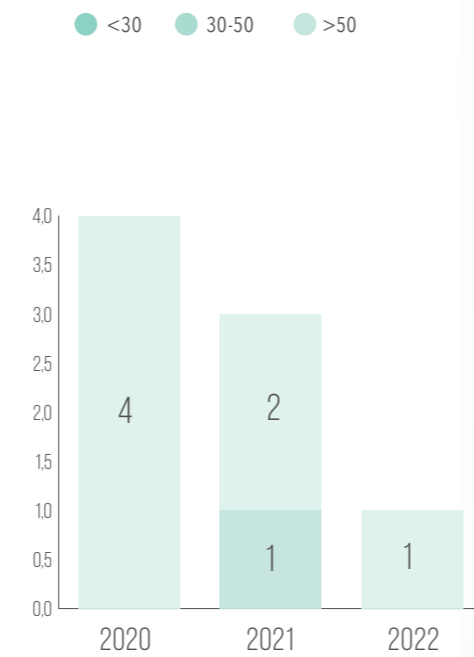
**Age diversity**



**Turnovers (Number of employees who have left the organization)**














**Age diversity**





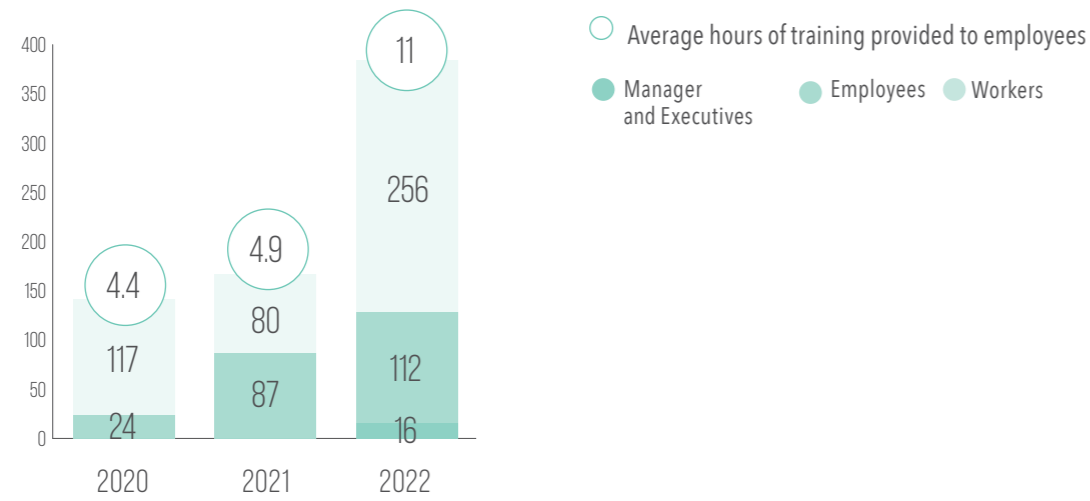
## 2022 PERFORMANCES

 GRI 403-9 Work-related injuries	2020	2021	2022
Number of deaths due to accidents 	0	0	0
Number of accidents at work with serious consequences (excluding deaths) 	0	0	0
Number of recordable injuries 	0	0	1
Recordable injury rate 	0	0	16,9
Main types of accidents at work 	0	0	CRUSHED ARM
Specify whether the rates were calculated on a basis of 200,000 or 1,000,000 hours worked 	-	-	1000000
Number of hours worked 	-	-	59302
 GRI 403-10 Work-related ill health	2020	2021	2022
Number of deaths resulting from occupational diseases 	0	0	0
Number of cases of recordable occupational diseases 	0	0	0

# 2022 PERFORMANCES

**GRI 404-1** Average hours of training per year per employee

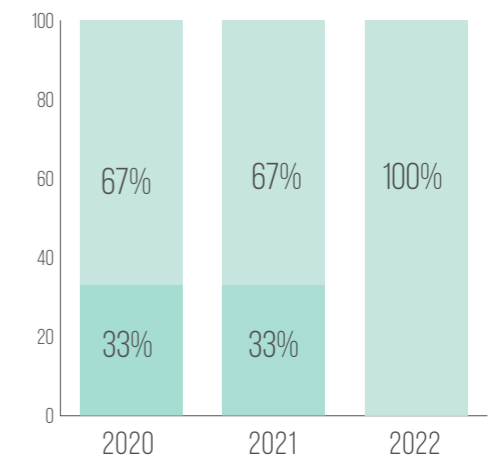
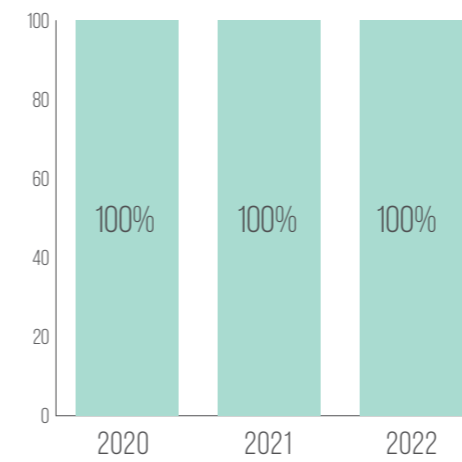
Hours of training provided to employees divided by types



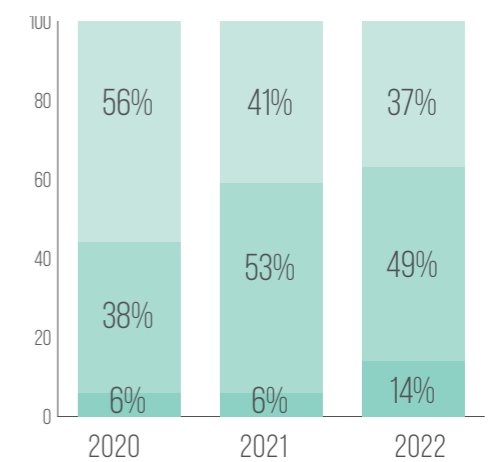
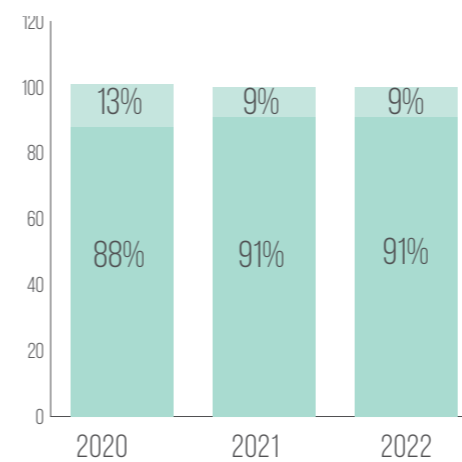
# 2022 PERFORMANCES

**GRI 405-1** Diversity of governance bodies and employees

Governance body: Men, Women; Age diversity: <30, 30-50, >50



Employees: Men, Women; Age diversity: <30, 30-50, >50



# GOVERNANCE SUSTAINABILITY

The sustainability of Montolit's business is strongly connected to the satisfaction of its customers, the local community, and other businesses. Therefore, the goal of our sustainability strategy revolves around implementing policies aimed at customer satisfaction in terms of quality, timeliness, and flexibility. The company places increasing emphasis on listening to stakeholders and their needs through feedback questionnaires and an ever-present customer service as part of its strengths.

Additionally, the pandemic period has prompted significant reflections and incentives regarding digitalization. In fact, over the past three years, Brevetti Montolit has implemented an ERP system that manages warehouses and processes more than half of the orders, allowing for material and product tracking. Traceability is crucial in quality assurance systems and is part of international quality standards like ISO 9001 because it is the responsibility of manufacturers and importers to comply with regulations, correctly label goods, and demonstrate the safety of their products.

Furthermore, thanks to tracking, the company's database is now mature and equipped with data that can be utilized for a detailed analysis of material management for packaging, which Brevetti Montolit sees as a key objective in the transition toward a more sustainable business activity.

Finally, in terms of legality, the company is certified through the Cerved legality report, aimed at recognizing important principles of ethical behavior in the corporate environment, economic health of the company, and the level of attention given to the proper management of its business.



  
RELATIONAL CAPITAL

  
INTELLECTUAL CAPITAL

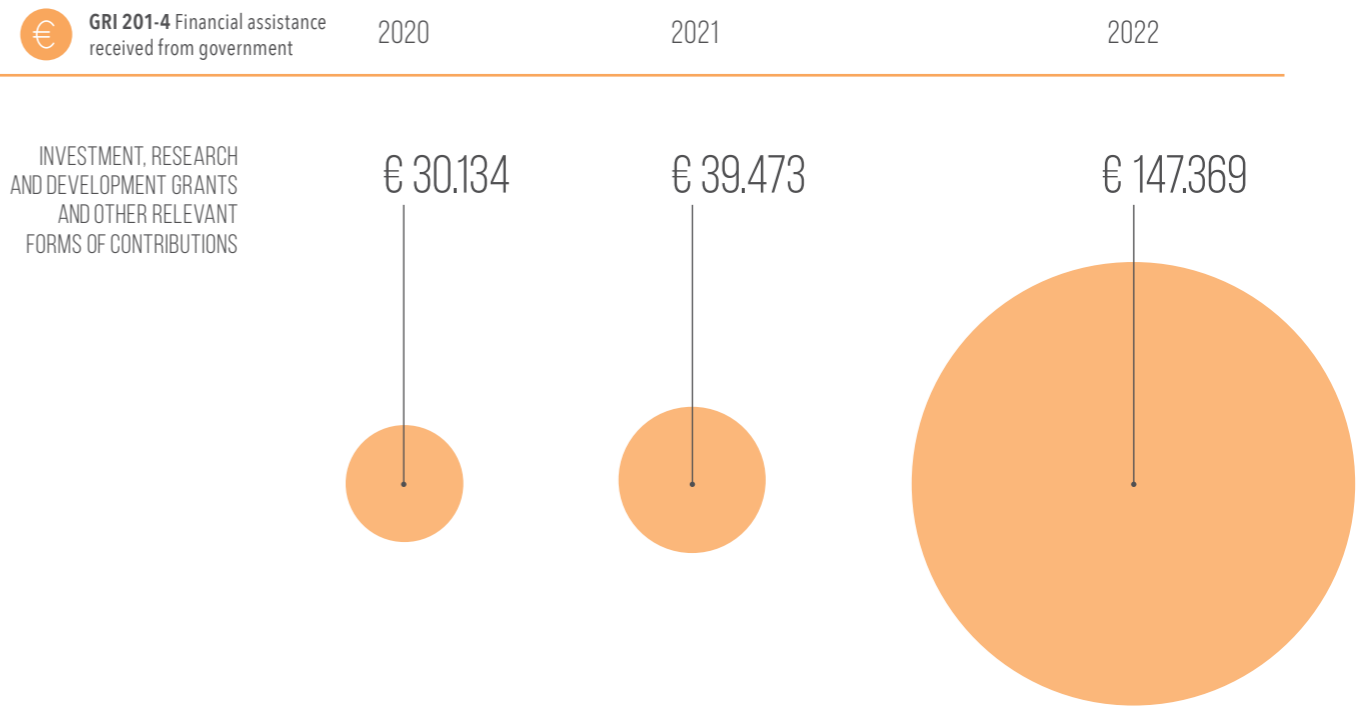
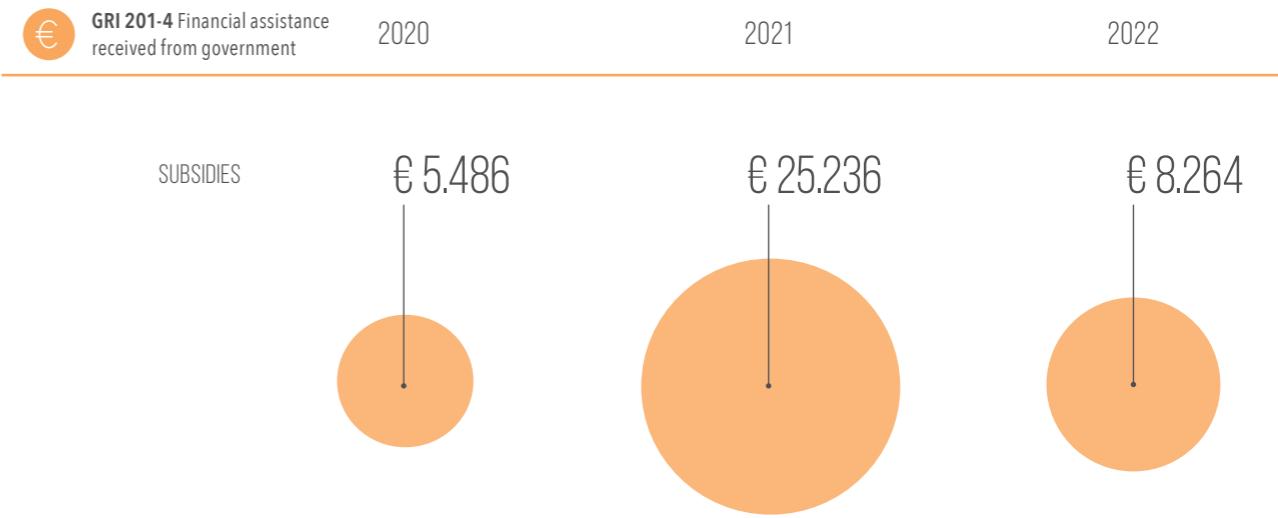
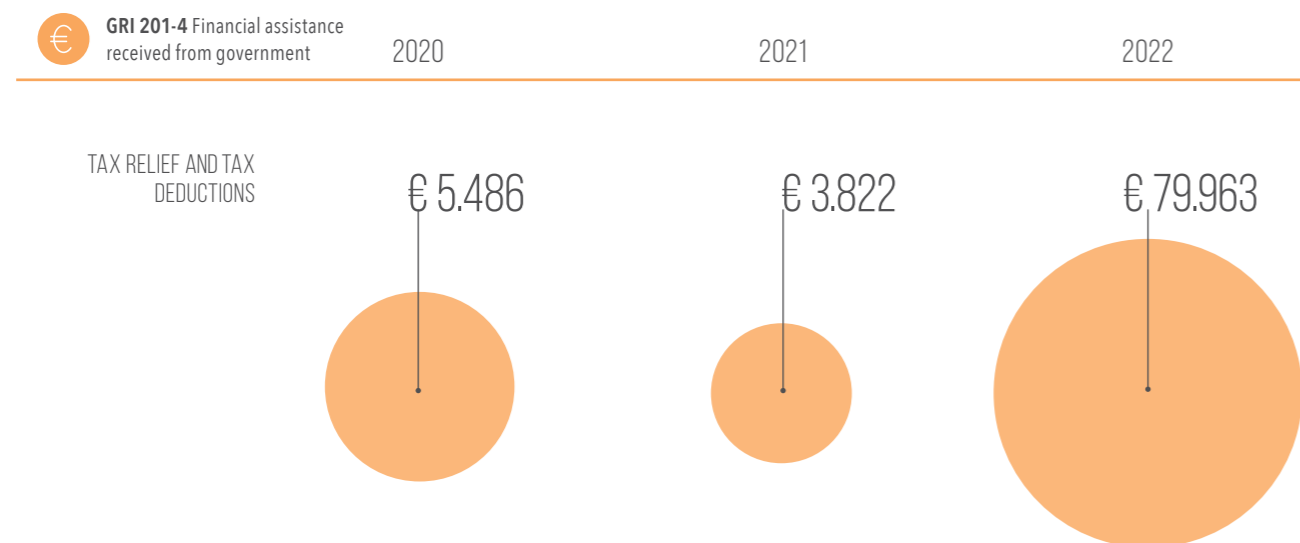
### Topics

- Financial economic performance



# 2022 PERFORMANCES

€	GRI 201-1 Direct economic value generated and distributed	2020	2021	2022
<b>A</b>	ECONOMIC VALUE GENERATED: REVENUES	<b>€ 15.802.000</b>	<b>€ 21.304.000</b>	<b>€ 21.121.000</b>
<b>B</b>	ECONOMIC VALUE DISTRIBUTED:	€ 8.720.200	€ 13.180.275	€ 12.336.300
<b>B1</b>	OPERATING COSTS	€ 6.418.000	€ 10.139.000	€ 9.432.000
<b>B2</b>	EMPLOYEE WAGES AND BENEFITS	€ 1.519.000	€ 1.799.000	€ 1.705.000
<b>B3</b>	PAYMENTS TO CAPITAL PROVIDERS	€ 0	€ 0	€ 0
<b>B4</b>	PAYMENTS TO THE PUBLIC ADMINISTRATION	€ 776.000	€ 1.234.000	€ 1.192.000
<b>B5</b>	INVESTMENTS IN THE COMMUNITY	€ 7200	€ 8.275	€ 7.300
<b>C (A-B)</b>	RETAINED ECONOMIC VALUE (A-B)	<b>7.081.800 €</b>	<b>8.123.725 €</b>	<b>8.784.700 €</b>



- GRI 406-1 Incidents of discrimination and corrective actions taken
- GRI 417-2 Incidents of non-compliance concerning product and service information and labeling
- GRI 417-3 Incidents of non-compliance concerning marketing communications
- GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
- GRI 2-27 Compliance with laws and regulations

In the reporting periods were not registered episodes related to the listed GRI.





# METHODOLOGICAL 05 NOTE



## DRAFTING PRINCIPLES

The drafting of this document is inspired by various principles that refer to frameworks, standards, and typical indicators of sustainability reporting:

- **The International Reporting Framework** (<IR>) published by the International Integrated Reporting Council (IIRC) for the strategic focus and future orientation, stakeholder engagement, materiality, credibility, and completeness of information;
- **The Global Reporting Initiative** (GRI, Reporting with reference to the GRI Standards) for measuring performance;
- **The United Nations Sustainable Development Goals** (SDGs) in reference to the implications of relevant issues on Sustainable Development Goals.

## REPORTING CRITERIA

The 2022 Sustainability Report of Brevetti Montolit Spa represents the company's first reporting exercise implemented to effectively inform its stakeholders about its annual sustainability performance. This document aims to provide integrated information about the management model, practices, key risks, opportunities, and effects related to ESG (Environmental, Social, and Governance) issues identified as material. The ultimate purpose is to highlight the actions taken towards sustainability objectives and provide feedback to the legitimate expectations of all stakeholders of Brevetti Montolit Spa. Brevetti Montolit Spa's Sustainability Report is prepared in reference to the "GRI Sustainability Reporting Standards" of the Global Reporting Initiative (GRI Standards), taking into account the latest updates outlined in the "GRI Universal standards 2021

# GRI INDICATORS

GRI STANDARDS	DESCRIPTION	PAGE
GRI 2: General Disclosures 2021	2-1 Organizational details	15
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	15
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	67
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	19, 30, 31
GRI 2: General Disclosures 2021	2-7 Employees	19, 52
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	23
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	23
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	7, 37
GRI 2: General Disclosures 2021	2-23 Policy commitments	24
GRI 2: General Disclosures 2021	2-27 Non-compliance with laws and regulations in social and economic matters	63
GRI 2: General Disclosures 2021	2-28 Membership associations	27
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	35
GRI 3: Material Topics 2021	3-1 Process to determine material topics	35
GRI 3: Material Topics 2021	3-2 List of material topics	35
GRI 201: Economic Performance 2016	201-1 Economic value directly generated and distributed	62
GRI 201: Economic Performance 2016	201-4 Financial assistance received from the government	62, 63
GRI 302: Energy 2016	302-1 Quantity of fossil fuels consumed	48

GRI STANDARDS	DESCRIPTION	PAGE
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	49
GRI 305: Emissions 2016	305-2 Indirect GHG emissions from energy consumption (Scope 2)	49
GRI 306: Effluents and Waste 2016	306-4 Waste not intended for disposal	49
GRI 306: Effluents and Waste 2016	306-5 Waste destined for disposal	49
GRI 401: Employment 2016	401-1 New hires and turnover	54
GRI 403: Occupational Health and Safety 2018	403-9 Accidents at work	57
GRI 403: Occupational Health and Safety 2018	403-10 Professional diseases	57
GRI 404: Training and Education 2016	404-1 Average hours of annual training	58
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity among governance bodies and employees	59
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective measures adopted	63
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance regarding information and labeling of products and services	63
GRI 417: Marketing and Labeling 2016	417-3 Instances of non-compliance relating to marketing communications	63
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints regarding violations of customer privacy and loss of customer data	63

Brevetti Montolit s.p.a. has reported the informations mentioned in this GRI Index during the period between the 1st January 2022 and the 31st December 2022 referring to GRI Standards.

# GLOSSARY

**Capitals.** Six types of resources through which a company can create value:

- **Financial:** financial resources (financing forms, equity, etc.) used to produce goods or services.
- **Productive:** physical resources (buildings, facilities, equipment) used to produce goods or services.
- **Intellectual:** intangible resources related to organizational capital and knowledge value.
- **Human:** the skills, capabilities, and experience of people and their motivation to innovate.
- **Social and relational:** the ability to share information to enhance individual and collective well-being
- **Environmental:** environmental processes and resources that provide goods or services for an organization's success.

**ESG (Environmental, Social, Governance):**

indicates the sustainability dimensions by which an organization's activities are evaluated, not only from an economic and governance perspective but also from an environmental and social perspective.

**Business model:** an organizational system through which an organization, through its business activities, transforms inputs into outputs and outcomes (impacts) and aims to fulfill the organization's strategic objectives and create value in the short, medium, and long term.

**Governance:** the individuals or organization(s) (e.g., the board of directors or a corporate trustee) responsible for overseeing the strategic direction of an organization and its responsibilities and administration obligations. For some organizations and jurisdictions, those responsible for governance may include executive management.

**Inputs:** capital (financial and non-financial resources) that an organization draws upon for its business activities.

**Integrated reporting:** a process based on integrated thinking that results in a periodic integrated report of an organization on the creation, preservation, or erosion of value over time, as well as communications related to value creation aspects.

**Outcomes (Impacts):** the internal and external consequences (positive and negative) on capitals resulting from the business activities and results of an organization.

**Outputs:** the products and services generated by an organization, as well as any by-products and waste.

**Performance:** the results of an organization relative to its strategic objectives and its results in terms of its effects on capitals.

**SDGs (Sustainable Development Goals):** 17 United Nations goals to be achieved by 2030. These goals serve as a guide to contribute to global development, promote human well-being, and protect the environment

**Stakeholders:** Groups or individuals who can reasonably be significantly influenced by an organization's business activities, outputs, or results, or whose actions can reasonably have a significant impact on the organization's ability to create value over time. Stakeholders may include providers of financial capital, employees, customers, suppliers, business partners, local communities, NGOs, environmental groups, legislators, regulatory authorities, and policymakers.



Report written in collaboration with

**whatmatters**  
Led by purpose





SINCE 1946

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