



Labanti  Nanni

INDUSTRIE GRAFICHE E CARTOTECNICHE

Summary

Sustainability Report

2024



Letter to Stakeholders

The past few years have taught us that change is no longer an exception but a constant. In this ever-evolving context, our Organization has been able to find stability precisely through its ability to renew itself, to look ahead with confidence, and to turn challenges into opportunities.

The year 2024, marking our 71st anniversary, represents a new chapter in Labanti e Nanni's sustainability journey, officially launched last year with the publication of our first Sustainability Report.

Today, we can confidently affirm that this was not a one-time exercise, but rather the beginning of a culture that we have been cultivating for several years - day after day - with consistency and responsibility.

This document bears witness to the progress achieved across all areas of sustainability: from our environmental commitment, which drives us to continuously reduce waste and promote material reuse, to the centrality of People, the beating heart of our Organization.

It is thanks to them - together with our Clients, Suppliers, and Community - that we are able to pursue a business model that measures success not only in economic terms, but also in terms of shared value.

The boxes we produce every day with care represent much more than simple containers: they are the result of efficient processes, a circular economy that reintegrates 95% of our production waste, and a constant drive toward innovation.

Each product that leaves our facilities is a tangible testimony of our commitment to a more sustainable, intelligent, and responsible packaging.

We are aware that sustainability is not a goal to be achieved once and for all - it is a journey that grows with us, day by day, made of small daily steps and ambitious goals.

For this reason, we look to the future with determination, confident that today's choices will generate lasting benefits for future generations.

Once again this year, we wish to thank all those who have contributed to making this journey possible - and, above all, to helping it grow:

our employees, for their passion and dedication; our partners, for their trust and collaboration; and the communities we are part of, for the energy they give back to us.

Thanks to all of you, we can continue to grow in a solid, responsible, and value-driven way.

It is therefore important for us to share this document with you - as a sign of transparency and accountability, but above all as an invitation to continue building a sustainable future together.

With this second Sustainability Report, we renew our commitment to doing business in a way that combines competitiveness with responsibility, innovation with respect, and tradition with the future.

ESG Committee

Fabio Bonacini - *CEO and Vice President of the Board of Directors*

Simona Pianetti - *QA Manager*

Ciro Brillante - *HSE Manager*

Lucio Morini - *Supply Chain Manager*





Company

+70
years of activity

+350
million pieces
produced per year

For over 70 years, we have been shaping your ideas

Labanti e Nanni is a paper converting company specialized in the production and marketing of high-value industrial packaging, capable of combining innovation, quality, and aesthetics. The company offers an integrated, high value-added service, which includes functional layout design, technical consultancy, and support for optimizing clients' packaging lines, ensuring customized and high-performance solutions.

As part of its sustainability strategy, Labanti e Nanni confirms its solid and structured commitment to ESG issues, integrating them transversally and coherently into its corporate vision. This approach translates into concrete actions and a governance system oriented toward corporate responsibility.

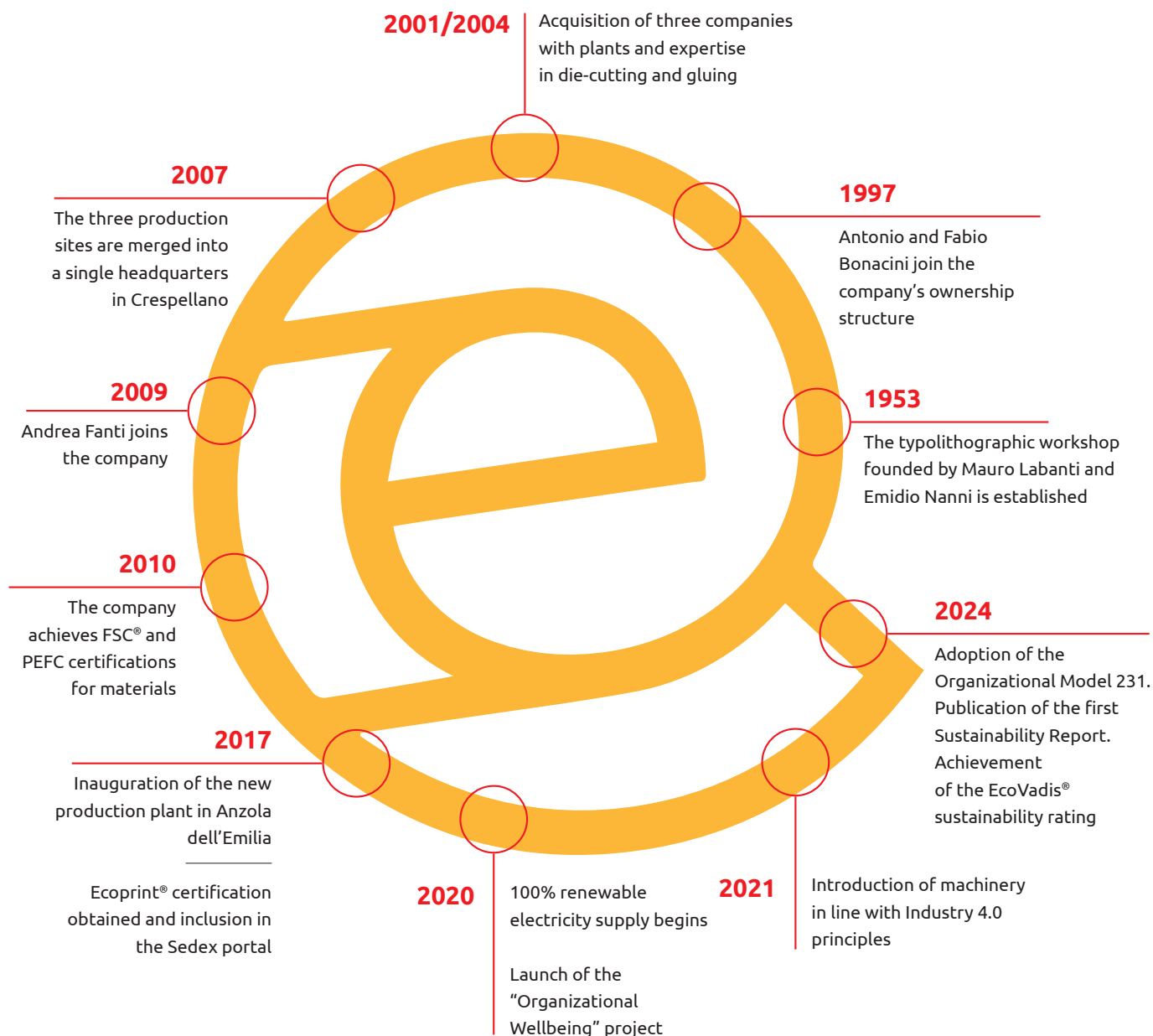
To further reinforce this commitment, the company has recently expanded its **ESG Committee**, adding Lucio Morini, Supply Chain Manager, to the existing key members: Fabio Bonacini, CEO and Vice President of the Board of Directors; Simona Pianetti, QA Manager; and Ciro Brillante, RSPP and HSE Manager. The multidisciplinary composition of the Committee reflects the company's desire to address sustainability in an integrated and systemic manner. Under the Committee's guidance, in 2024 Labanti e Nanni drafted its first Sustainability Report, despite not being subject to such obligation under current European Directives. At the same time, the company adopted the Organizational Model 231, further strengthening its internal control and risk prevention systems.

Vision

Labanti e Nanni aims to be the driving force behind sustainable, innovative, and intelligent packaging.

Mission

Labanti e Nanni realizes its Vision through an organization that places People, Client service, and the Territory at its core. A corporate governance system inspired by the principles of sustainability and social responsibility represents, for Labanti e Nanni, a model to create value both inside and outside the company. Sustainability - understood as a balance between environment, economy, and society - is a key strategic imperative for the company.



Technological Innovation

Technological innovation is a central pillar of Labanti e Nanni's development strategy. The company positions itself as a partner for its clients, offering high-impact solutions in terms of functionality, aesthetics, and performance.

Labanti e Nanni's clients are mainly medium and large manufacturing companies with an international presence, operating primarily in the following sectors:

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

The company's offering includes:

- Paper converting: folding cartons, multi-product boxes, counter and floor displays
- Packaging design: tailor-made products for specific needs, featuring matte or glossy finishes with or without spot coatings, hot and cold foil applications, embossing, and Braille printing
- Graphic industry: instruction sheets, leaflets, catalogues, books, and magazines

4.0 Systems and Technology

To anticipate market demands, Labanti e Nanni has invested in Industry 4.0-oriented equipment. These advanced machines, based on digital technologies, increase productivity while improving energy management and efficiency.

The introduction of these new technologies has not only transformed the production process itself but has also triggered a methodological innovation in the company's work approach, mindset, and employee skills.



UNI EN ISO 9001:2015

Labanti e Nanni ensures the high-quality standards of its production through several internationally recognized certifications, including ISO 9001:2015 and FSC® / PEFC Chains of Custody. These certifications confirm the quality and traceability of raw materials throughout the entire production chain - from responsible sourcing to the finished product.

A pioneer in environmental sustainability, Labanti e Nanni was among the first companies in Italy to achieve **Ecoprint® certification**, recognizing a low-impact printing process. In line with the most stringent sustainability criteria, the company uses plant-based inks, free of harmful chemical substances for both human health and the environment. Since 2020, the company's entire electricity demand has been covered by renewable sources, as certified by the **"100% Green Energy"** guarantee of origin, resulting in a significant reduction of the company's environmental footprint.

On the ethical and social front, Labanti e Nanni adheres to the **SEDEX** global platform, which promotes transparency regarding health and safety, business ethics, and environmental impact along the supply chain. In line with its FSC® Policy, the company upholds the **Core Labour Requirements** of the FSC-STD-40-004 V3-1 standard, firmly opposing any violation of the **ILO (International Labour Organization)** fundamental conventions.

ENERGIA VERDE 100%



FSC®

SEDEX

Sedex® | Member



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Gestione Sostenibile
delle Foreste
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PEFC

ECO PRINT®

In particular, the company guarantees:

- The prohibition of child labour below the legal minimum age;
- The elimination of all forms of forced or compulsory labour;
- The prevention of any kind of discrimination in the workplace;
- The protection of freedom of association and the right to collective bargaining.

These principles are concretely applied in the management of human resources, regarded as the main stakeholder for implementing the organization's ethical and social policies. In 2024, Labanti e Nanni further consolidated its social responsibility approach by adopting the **Organizational Model 231 (MOG 231)** and a new **Code of Ethics**, which defines clear procedures for managing business processes at risk. The Code, publicly available, reflects the company's commitment to transparent and responsible governance consistent with its values of integrity.

Also in 2024, the company completed its first EcoVadis® sustainability assessment, obtaining the **Bronze Medal** - a confirmation of its continuous progress in environmental, social, and governance (ESG) performance.

ECOVADIS®



A group of people are gathered outdoors, possibly at a social event or conference, with lush green trees in the background. A large, semi-transparent yellow rectangle is centered over the image, containing the word "People" and four statistics in red and grey boxes. The statistics are: 96 employees, 44 years average age, 100% permanent employees, and 2.007 total training hours.

96
employees

44
years
average age

People

100%
permanent
employees

2.007
total training
hours



Labanti e Nanni places people and respect for the territory in which it operates at the very heart of its mission. In line with the principles established by the ILO Conventions on Human and Labour Rights, human resources represent an essential asset, promoted through continuous programs of professional training, skill development, and corporate well-being initiatives aimed at improving the physical, psychological, and social well-being of all employees.

Inclusion, equal treatment, and non-discrimination are fundamental pillars in the management of human resources. The company adopts policies and tools that enhance each individual's unique talent, actively supporting the work-life balance and promoting full respect and protection of cultural, ethnic, religious, political, gender, age, sexual orientation, and ability diversity.

Welfare

Launched between **2021 and 2022** on the initiative of the **company's board**, the **"Organizational Well-being"** project represented a first concrete step toward building a more balanced work environment - one attentive to employees' well-being and to the reconciliation between personal and professional life.

In **2024**, the project **evolved naturally** into an operational phase, moving from **listening and analysis** to **implementation of concrete measures**. Supported by external consultants and coordinated internally by dedicated employees, the initiative began with a **series of corporate climate surveys**, aimed at collecting expectations and suggestions directly from staff. Based on the results, a targeted action plan was developed to improve both individual and collective well-being across several areas, also contributing to strengthening the sense of belonging and employee loyalty. This plan will continue to evolve over the coming years to become increasingly integrated into Labanti e Nanni's business model. The activities implemented include:

Flexible working hours and smart working, where compatible with job duties



Non-mandatory training on soft skills such as English, communication, and leadership



Team-building initiatives to strengthen collaboration and teamwork



Informal company events, such as after-work gatherings, to encourage social interaction among colleagues



The **"Scambiamoci" project**, designed to promote mutual understanding between departments through direct experience of each other's activities



Regular meetings between area managers and their teams to share technical training and objectives, with the aim of continuously improving the company climate and performance results



Health and Safety at Work

Labanti e Nanni has always paid close attention to protecting the health and safety of its employees.

In addition to complying with all legal requirements, the company also implements voluntary measures promoted by its internal Health and Safety Officer (RSPP).

These initiatives are designed to actively engage staff and increase awareness of safety issues. Among them:

Training and information sessions during company meetings

Development of new operational procedures to raise safety levels

Distribution of dedicated informational materials

Although Labanti e Nanni does not yet hold ISO 45001 certification, it rigorously applies Legislative Decree 81/08 and other specific safety regulations, such as fire prevention standards. Safety remains a top priority, and the company strives for the continuous improvement of its standards. In 2024, regular meetings were launched to systematically manage any issues. These involved the Employer, the RSPP, the Supply Chain Manager, the Operations Manager, and the Maintenance Manager, addressing topics including environment, cleanliness, and the upkeep of workspaces.

During the same year, 254 hours of safety training were delivered, averaging about 2.5 hours per employee. The courses covered both general and specific workplace safety topics, emergency management, and training updates for managers and supervisors.



Environment

100%

electricity from
renewable sources

99%

of waste
recovered



Sustainability is a guiding principle for Labanti e Nanni, which is concretely committed to reducing waste, recycling materials, and developing green, innovative, and intelligent packaging. In recent years, the company has implemented significant initiatives to increase energy efficiency and reduce the environmental impact of its operations.

Beginning in October 2024, the company removed the paper trim shredder used in conjunction with a die-cutting machine. This decision, aimed at improving energy efficiency, resulted in savings of approximately 10 kWh for 2,800 hours per year, contributing to a reduction in overall energy consumption. This initiative is part of a broader environmental sustainability and process optimization strategy.

In 2024, the company's total electricity consumption amounted to **2,528,220 kWh, an increase of 10.63% compared to the previous year**. This rise was primarily due to the higher operating hours of the printing department, which recorded about 1,000 additional working hours (around 10% more). All electricity consumed is certified as 100% Green Energy, with a guarantee of origin confirming its fully renewable source.

The company also consumed **57,394 cubic meters of natural gas, a reduction of 8.99% compared to 2023**. The corporate fleet consists of 10 vehicles: five diesel and five hybrid cars.

Labanti e Nanni also adopts technological practices for efficient water use. A tangible example of this commitment is the irrigation system, equipped with a rain sensor that automatically disables watering when not needed, reducing water waste and promoting responsible resource use. To further reduce the production of waste similar to urban waste, in 2024 the company installed a second drinking water dispenser in the production departments, complementing the one already available in the staff cafeteria.

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

Scope 1 emissions represent the direct emissions produced by sources owned or directly controlled by the company - specifically, natural gas combustion for heating and fuel consumption by corporate vehicles.

Scope 1 = 151,27 T CO₂e

Scope 2 emissions, on the other hand, include all indirect emissions generated from the purchase of externally supplied electricity.

Since the electricity used comes entirely from renewable sources, a zero-emission factor is applied — therefore, Scope 2 emissions are null.

Scope 2 = 0 T CO₂e

For 2024, the company also assessed Scope 3, category 7 emissions, which refer to employee commuting.

Considering employees' commuting distances and the means of transport used, Scope 3 (category 7) emissions for 2024 amounted to **148.52 tonnes of CO₂ equivalent**.

Energy Efficiency Initiatives

Thanks to its ongoing commitment to energy efficiency measures over recent years, Labanti e Nanni has contributed significantly to reducing its overall energy consumption.

Air Treatment Unit (U.T.A.)

The company has invested in a modern air treatment system (U.T.A.) designed to optimize air quality and thermal comfort during both summer and winter months. This system not only ensures a healthier working environment for employees but also helps reduce total energy consumption through intelligent heat recovery.



LED Lighting (Relamping)

In line with its commitment to lower energy use, Labanti e Nanni has upgraded its lighting system. Traditional fluorescent lights in offices and meeting rooms have been replaced with dimmable LED lamps, while LED lighting with motion sensors has been installed in corridors and production areas. These installations significantly reduce energy consumption while providing more uniform lighting throughout the facility.



Low-Impact Compressors

Labanti e Nanni has improved the efficiency of its compressed air system by replacing older compressors with new, high-efficiency models. These new machines not only deliver better performance but also use heat recovery technology that repurposes the heat produced by the motor oil to warm the warehouse, contributing to lower energy use overall.



UV LED Lamps in Printing Machines

The company has introduced more sustainable technologies into its printing operations by installing LED lamps for UV ink curing on one of its printing machines (ManRoland 710) and combining LED and traditional UV lamps on another (ManRoland 708).



Solar Shading Systems

To limit overheating of the building's facades and interiors during the summer months, the company has installed brise-soleil (sun-shading structures) outside the reception area and some offices. This intervention helps delay and reduce air conditioning use, improving comfort while reducing energy consumption.



Value Chain



of paper
and cardboard raw
material suppliers

80%

of total spending
directed to Italian
suppliers



Labanti e Nanni recognizes the responsibility every company holds toward its territory, through the relationships it maintains with each of its stakeholders — from employees to suppliers, from financial institutions to local associations.

For this reason, the company is committed to acting with ethics and integrity in all aspects of its operations:

In business activities: by respecting rules and standards of transparency and fair competition, ensuring that the financial or personal interests of employees and consultants do not conflict with their professional duties.

Members of both governance bodies - the Board of Directors and the Management Committee - receive training on anti-corruption policies and procedures.

In internal relations: by developing intellectual capital and talent, considered strategic assets for the company's growth.

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

IT Investments


During 2024, the company strengthened its commitment to continuous improvement and sustainability through a series of significant IT investments. These initiatives pursued a dual goal: to optimize business processes and operational efficiency, and at the same time reduce the environmental impact associated with daily activities.

Network Infrastructure Upgrade

One of the most relevant projects was the replacement of a large portion of the company's network hardware infrastructure. This intervention not only improved overall system performance but also enhanced data security, ensuring greater reliability in both internal and external communications.

Creation of the "Gold" Meeting Room

To increase productivity and reduce unnecessary travel, the company created a new meeting space - the "Gold Room." Equipped with advanced technology - including a large display, next-generation camera, and microphone system - the room enables efficient and flexible meetings with colleagues, partners, and suppliers. This initiative has significantly



improved communication quality while reducing business travel-related emissions and costs, with positive effects on both internal efficiency and the environment.

New Mezzanine Offices and Fiber Optic Connection

At the same time, during the construction of new offices in the mezzanine area of the plant, a high-performance fiber optic connection was installed. This upgrade enhanced the speed and stability of communications between clients and servers, benefiting all corporate functions. A second meeting room was also created in this area, serving as a collaboration point between the technical office and production department. This space now allows for faster and more effective exchanges of information, feedback, and solutions, fostering ongoing and constructive collaboration among departments.

Through these initiatives, Labanti e Nanni confirmed its strategy of integrating technological innovation with environmental responsibility. The actions undertaken in 2024 represent an important step in a broader path toward solid, efficient, and environmentally respectful growth.



The company's supplier selection process is primarily guided by economic efficiency, aiming to maximize the quality-to-price ratio. This approach represents the main criterion in most business relationships.

However, there is a growing awareness and sensitivity toward sustainability issues, both environmental and social. For an estimated 10% of suppliers, evaluations now extend beyond purely economic aspects to include **criteria related to sustainability, respect for workers' rights, and other factors of social responsibility**. This approach is particularly evident in certain supply chains, such as **paper and cardboard raw materials**, where internationally recognized environmental certifications are required.

In particular, suppliers working with **FSC® (Forest Stewardship Council)** certified materials are required to ensure full compliance with the **Ten FSC® Principles and Criteria**, an essential prerequisite for obtaining and maintaining certification. These principles represent a universal standard for sustainable forest management and include aspects such as compliance with laws, protection of workers' and indigenous peoples' rights, conservation of environmental values, efficient use of resources, and monitoring of ecological and social impacts.

Labanti e Nanni's FSC® Chain of Custody certification guarantees the traceability of materials sourced from well-managed forests, controlled sources, recycled materials, or a combination of these.

The CoC certification therefore facilitates transparent material flows along the supply chain and is essential for applying FSC® labels to finished products.

FSC® principles and criteria

Principle 1 - Compliance with Laws and Treaties

The Organization must comply with all applicable laws, regulations, treaties, conventions, and international agreements ratified at the national level.

Principle 2 - Workers' Rights and Well-being

The Organization must maintain or enhance the social and economic well-being of its workers.

Principle 3 - Indigenous Peoples' Rights

The Organization must recognize and respect the legal and customary rights of indigenous peoples over ownership, use, and management of land, territories, and resources affected by management activities.

Principle 4 - Community Relations

The Organization must contribute to maintaining or improving the social and economic well-being of local communities.

Principle 5 - Benefits from the Forest

The Organization must efficiently manage the range of products and services from the Management Unit and maintain or enhance long-term economic sustainability as well as the variety of environmental and social benefits.

Principle 6 - Environmental Values and Impacts

The Organization must maintain, conserve, and/or restore ecosystem services and environmental values, and must avoid, remedy, or mitigate negative environmental impacts.

Principle 7 - Management Planning

The Organization must have a Management Plan consistent with its policies and objectives, proportionate to the scale, intensity, and risk of its management activities. This plan must be implemented, maintained, and updated based on monitoring information to support adaptive management.

Principle 8 - Monitoring and Assessment

The Organization must demonstrate that progress toward management objectives, the impacts of activities, and the conditions of the Management Unit are monitored and evaluated proportionately to their scale, intensity, and risk, to enable adaptive management.

Principle 9 - High Conservation Values (HCV)

The Organization must maintain and/or enhance High Conservation Values within the Management Unit, following a precautionary approach.

Principle 10 - Implementation of Management Activities

The Organization's management activities must be consistent with its economic, environmental, and social policies and objectives, and must comply with all the Principles and Criteria as a whole.



Objectives 2024-2026

Three-Year Objectives

Governance



Progress

Integrate social and environmental criteria into the evaluation of all main suppliers.	10%
During the definition of the annual budget, allocate a share of resources to finance community support projects.	0%
Prepare and publish an annual Sustainability Report detailing progress toward objectives.	100%

Environment



Progress

Develop a complete Carbon Footprint covering Scopes 1, 2, and 3	40%
Achieve ISO 14001 certification	20%
Install electric vehicle charging stations	10%
Renew the corporate car fleet with plug-in hybrid vehicles	30%

Social



Progress

Increase employee training hours, including topics related to sustainability	20%
Offer new services and benefits to improve employee well-being	40%





Labanti@Nanni

Summary Sustainability Report 2024

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