



Sustainability Report 2023

CADICA | GROUP

TRANSPARENCY

INNOVATION

FLEXIBILITY

RELIABILITY

PASSION

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Letter from CEO

During 2023, we continued to consolidate our corporate culture, integrating and shaping our identity, looking for our common DNA in the wide array of our diverse sister companies.



ONE Company is our goal.

As we embrace diversity, we recognize the need to act in the same direction by sharing the same values. We aim to understand and take action to measure our carbon footprint, enhance our social initiatives, and integrate our governance systems.

E as ENVIRONMENT

Our business activity and the fast-changing world conditions create a great impact on the environment. Our first step has to be the assessment of the emissions that we are releasing into the atmosphere and find ways to make our production processes more efficient to reduce our footprint. For this reason, we are committing ourselves to investing in partnerships that can support us in this improvement path.

S as SOCIAL

We are committing to valuing our people. Throughout our Group, we have unified welfare benefits and cooperated with Third Parties to improve our personnel training and education in terms of health and safety, diversity and inclusion and leadership. We are betting on young people; we have launched the Mirror Board Project, a committee of employees under the age of 35, whose scope is helping Cadica | Group to develop its ESG path and enrich social values.

G as GOVERNANCE

Our main ambition for the 2023-2025 timeline is to operate the business under the same ERP system, that will turn out in speaking the same language across the Group, with evident benefits to all our stakeholders including vendors and clients. Regarding suppliers, we have consolidated our monitoring procedure to audit and score in a pretty straight forward way their performances.

ESG is a commitment to our people, stakeholders, shareholders, communities, and the environment.

Massimo Stefanello

2023 Highlights

NEW
GROUP

ERP

Scatolificio Giorgi and Etichetta2000
will be joining this new Group
system in 2024-2025 timeline

**Mirror
board
establi
shment**

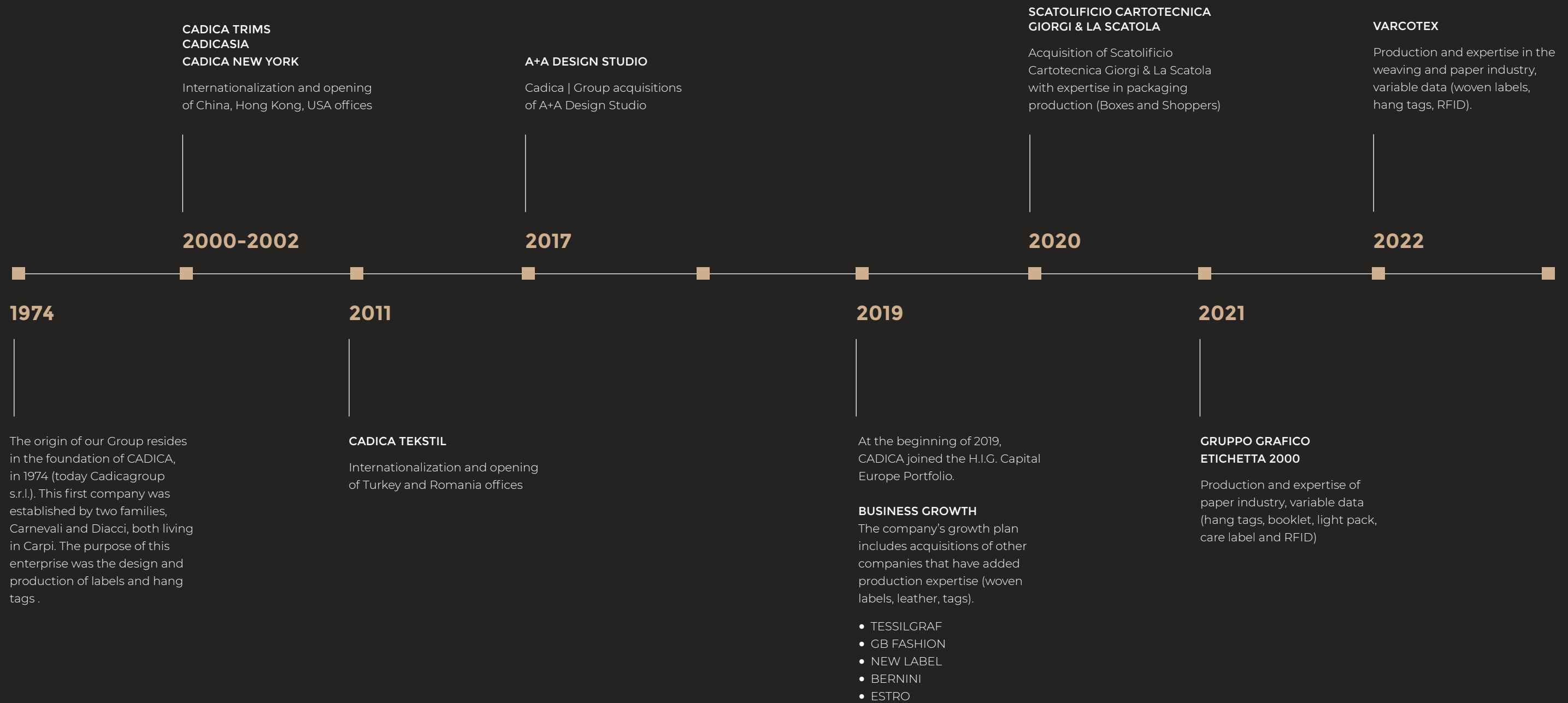
9 EMPLO
YEES
UNDER 35

6 females / 3 males

4mI€
IN
VEST
MENTS

**in
machinery
and internal
systems**

Who we are



2023 CADICA | GROUP

We are a Group specialized in the supply of accessories such as trims, including hang tags, woven labels, and packaging for leading apparel brands operating in the premium and absolute luxury segments.

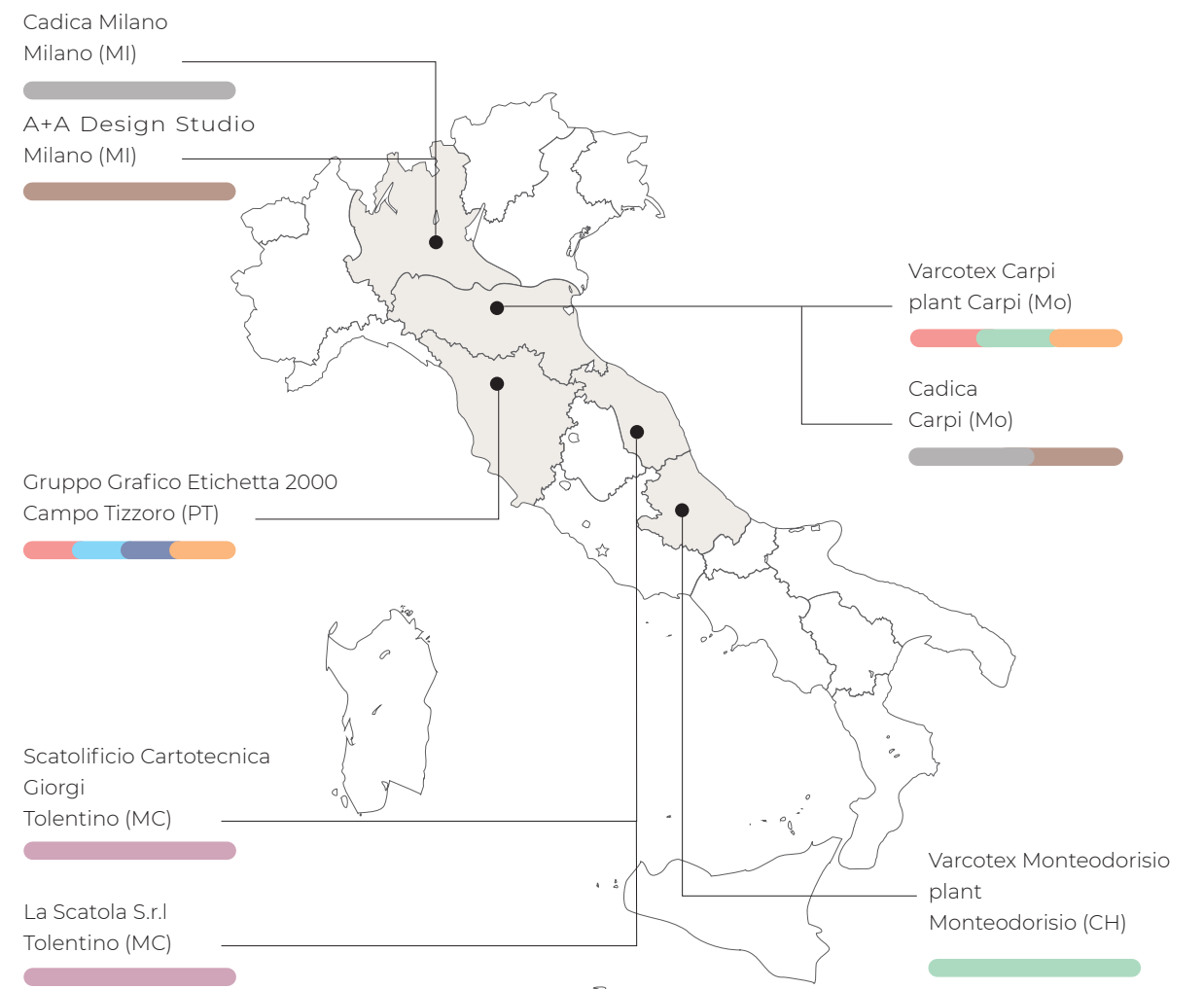
INTERNATIONAL PRESENCE

- Headquarter
- Commercial offices
- Operation offices

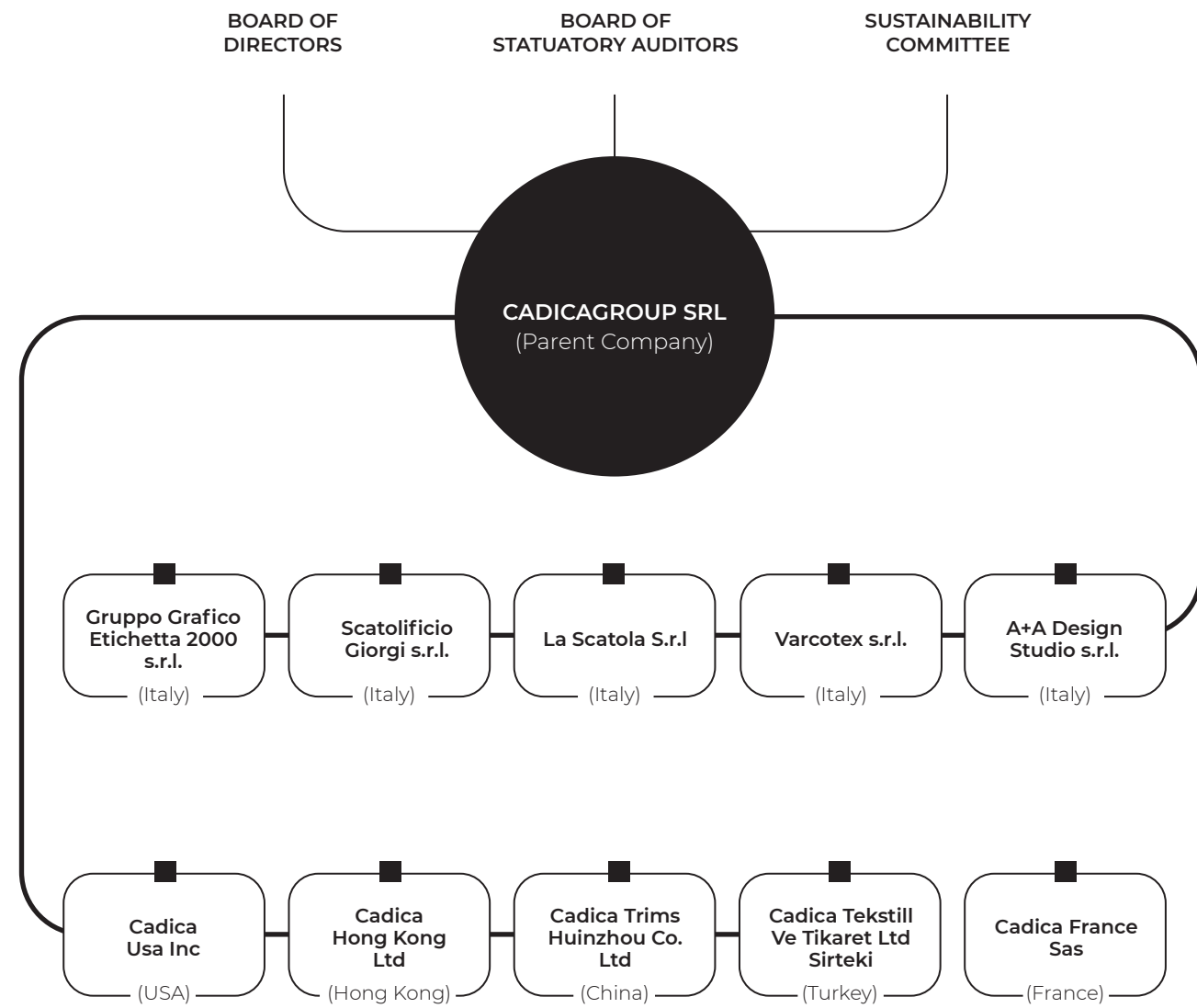


National Presence - Trims

- | | | |
|-----------------------|-------------|----------------|
| ■ Commercial Services | ■ Hang tags | ■ Care Labels |
| ■ Design | ■ Labels | ■ ID Solutions |
| ■ Packaging | ■ Booklet | |



Our Structure



* Cadica France Process completed in 2024.



Our board of directors

The Board of Directors is responsible for the ordinary and extraordinary administration of the Cadica | Group and performs its duties by carrying out our corporate goals. In particular, the Board of Directors is responsible for setting the overall strategy, as well as reviewing the operational and financial performance of the Cadica | Group. Before its publication, this Board approves the Sustainability report yearly. Cadica | Group has not adopted a remuneration policy to regulate variable compensation linked to sustainable objectives in terms of BoD.

Our board of statutory auditors

The Board of Statutory Auditors is composed of three statutory auditors and two alternate auditors, who supervise compliance with the law and with the principles of proper administration. Moreover, the Board is responsible for monitoring both the adequacy of the Group's organizational structure and its internal control system.

Our 231 supervisory body

The Board of Directors has also appointed a supervisory body, the "Organismo di Vigilanza", under Legislative Decree n. 231 of June 8, 2001 ("Decree n.231/2001"). Organismo di Vigilanza is responsible for supervising the effective application and observance of the Group processes as stated in its 231 Organization, Management, and Control Models. In 2023, Cadica | Group has taken all measures required by law to regulate conflicts of interests, and critical concerns are communicated to the BoD. During this year, no critical concerns were reported.



	ROLE	GENDER	AGE
Board of Directors	*		
Andrea Carnevali	Chairman	M	>50
Massimo Stefanello	Director (CEO)	M	>50
Luciano Anzanello	Director	M	30-50
Andrea Cervesato	Director	M	30-50
Raffaele Legnani	Director	M	>50

	ROLE	GENDER	AGE
Board of Statutory Auditors	*		
Guido Sazbon	Statutory Auditor	M	>50
Andrea Scaini	Statutory Auditor	M	>50
Luca Zoani	Statutory Auditor	M	30-50
Roberto Oldrati	Alternate Auditor	M	30-50
Michele Mantovani	Alternate Auditor	M	>50

	ROLE	GENDER	AGE
Supervisory Board (OdV - Model of Organization 231)	*		
Guido Sazbon	Chairman	M	>50
Chiara Bortoli	Member	F	30-50

* Cadicagroup s.r.l. as Parent Company of Cadica | Group.

Our sustainability committee

The Board of Directors has the overall responsibility for setting and monitoring the Group's sustainability strategy and for ensuring that appropriate risk management system is in place. Board members have instituted a Sustainability Committee guided by the Head of Compliance Department of Cadica | Group and composed of members belonging to our sister companies. Both Board of Directors and Sustainability Committee members received ESG training upon their appointment.

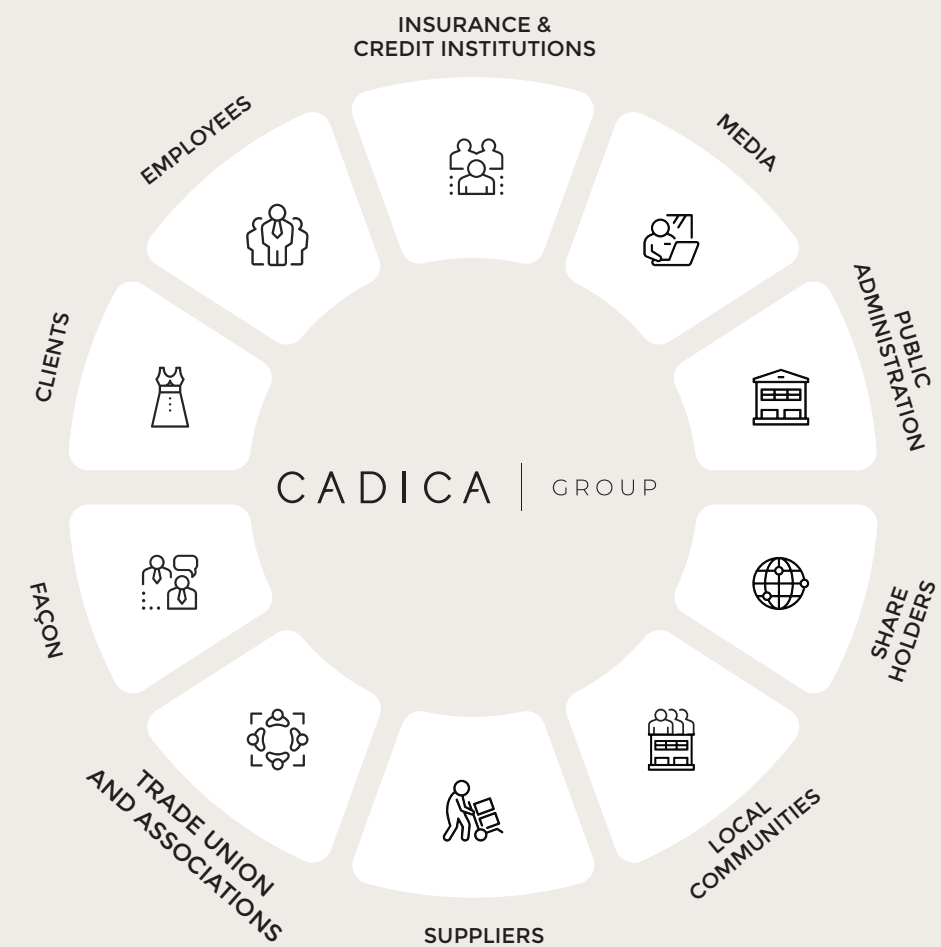
The Sustainability Committee supports the Board of Directors proposing and advising on sustainability related issues, overseeing the Group commitments to sustainable development along our value chain.



Our stakeholders

We cannot act alone. We are influenced by our internal and external stakeholders.

We mapped our network, analyzing needs and expectations. The most demanded topic from our external stakeholders is to provide high-quality and compliant products. Our external stakeholders expect us to lower our risk in terms of social and environmental issues, and a transparent and professional working ethics. In addition to these expectations, our internal stakeholders ask for economic protection and fair working conduct, providing internal growth opportunities and development.

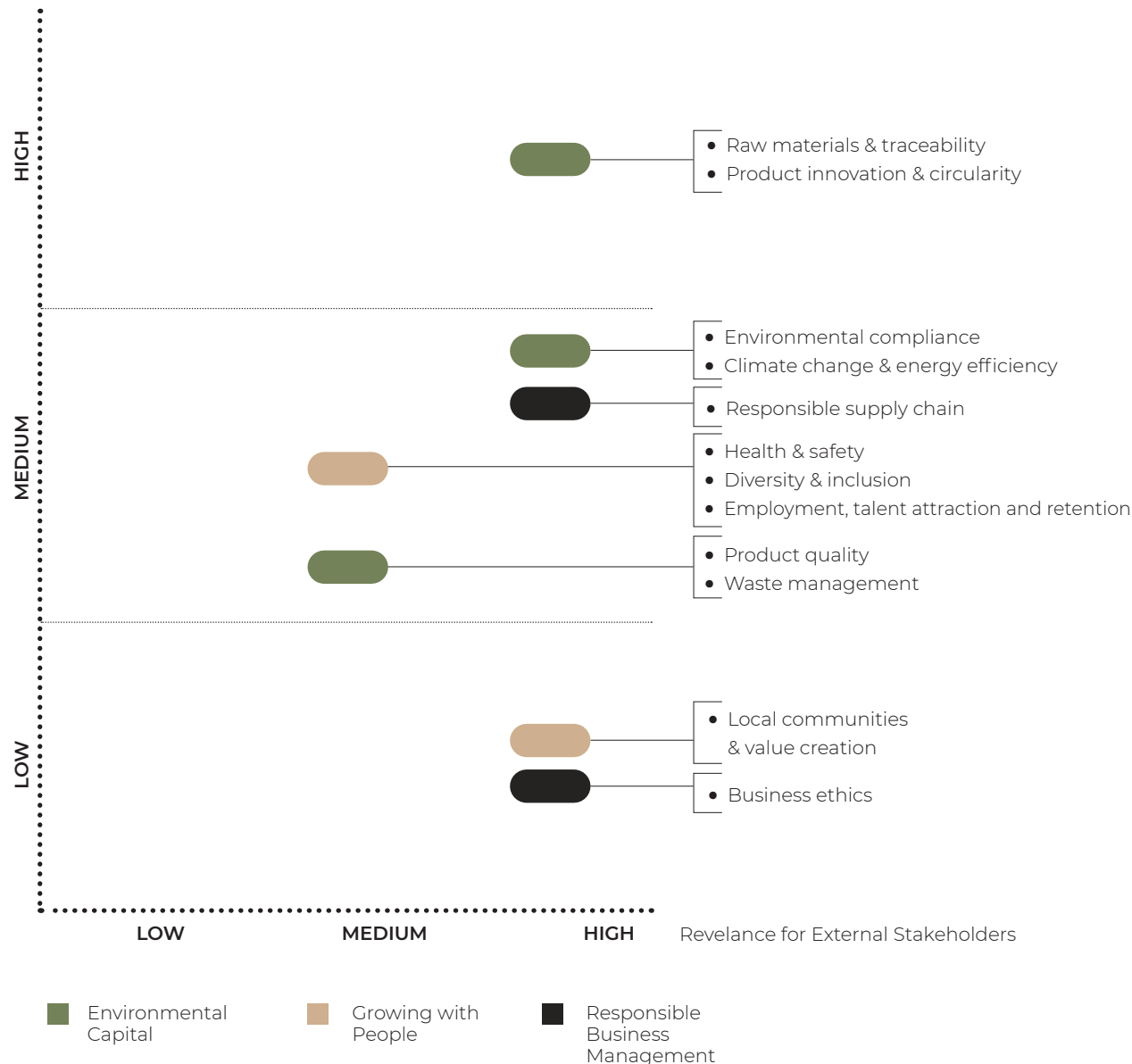


Our sustainability journey

In 2021, as Cadica | Group, we decided to contribute to the sustainable development of the sector in which our main activities are carried out. Around a table, we analyzed our stakeholders needs and expectations and decided the macro-areas we committed to be working on for the following years. Accordingly, Cadica | Group material topics were identified through a materiality analysis, according to the GRI and SASB reporting principles to define the report content.

MATERIALITY MATRIX

Relevance for Cadica | Group employees the ESG paradigm was used in our people training and internal communication. For this reason, E- Environment has become Environmental Capital, S-Social stands as Growing with people, and G-Governance is nominated Responsible business Management.



HIGH HIGH MATERIALITY

Raw materials and traceability: we believe a step forward in our sustainability path is becoming aware of every party belonging to our supply chain in terms of suppliers and raw materials. With this stated, we aim at implementing traceability systems through product certifications and value chain verification.

MEDIUM HIGH MATERIALITY

Innovation and Circularity: these are demanding challenges for our Group. Investing in R&D for sustainable and product innovation is our goal. In the following years we will be introducing more ranges of products that are made of renewable resources. Recycled and recyclable products will be becoming our premium identity.

Environmental Compliance: being responsible and making consumers aware of the information concerning our products is our duty. We manufacture products compliant with the laws of the nations in which we operate and collaborate with foreign entities to assure the best service possible.

Responsible Supply Chain: knowing our value chain is our responsibility. We foster social principles throughout our supply chain to share the same commitments and work under a common ethical conduct. Collaborating with suppliers is crucial in order to ensure responsible business practices. Auditing our partners concerning social and environmental aspects is what will improve our and their activities.

Climate Change and Energy Efficiency: climate change is real, and we are contributing to its rising. We are committed to finding new solutions to our operations in terms of acknowledgment of our consumptions and emission (GHG). We are working on finding new solutions to optimize our energy expenditures in our manufacturing sites thanks to the new technologies on energy efficiency.

**MEDIUM
MEDIUM MATERIALITY**

■ Health & Safety: training our people on the correct health and safety procedures is the first step to prevent injuries in our Group. Building a common culture and investing in H&S topics is the guarantee our people will be living in a safe and caring environment. Responsible people for H&S are in charge to monitor and underline the importance of protective equipments and procedures.

■ Diversity & Inclusion: our operations are against any form of discrimination, and we believe in the same career opportunities for everybody, regardless gender or personal features. We promote the creation of a diverse and inclusive culture through providing equal possibilities to grow, especially listening to the voices of younger peers.

■ Product Quality: this aim includes an effort to be compliant to a Restricted Substances List, which we are developing according to the main international standards. For us, quality means high-standard product, valued, and respectful of the environment.

■ Waste Management: we want to focus on the reduction of waste ending in landfills. Our goal is to revalue our wastes, finding new ways to reuse them. Partnerships with external entities will be the key for us to achieve this aim, and optimizing the existing operations of waste separation.

■ Employment, Talent Attraction and Retention: we commit to fostering internal mobility by offering learning and development programs to all our employees. We want to acknowledge our talents. For this reason, we want to promote talent development through the provision of learning and growth opportunities and programs.

**LOW
HIGH MATERIALITY**

■ Business ethics: our interest is encouraging employees to raise any ethical questions and implementing a centralized system to voice inappropriate conduct. With this system, we will be able to contrast unethical behavior in our supply chain.

■ Local Communities: our interest toward local communities is conducting sponsorship and volunteer activities, investing in programs and projects that we believe in. Helping our communities with internal resources improves our commitments in the places we work in.



As Cadica | Group, we have identified specific UN Sustainable Development Goals (SDGs) for each pillar, which have been translated into quantitative targets and improvement actions organized around an operational four-year action plan. These pillars aim to enhance and monitor the overall Group performance in terms of sustainability and create long term value for us and for our stakeholders.

RESPONSIBLE BUSINESS MANAGEMENT



Shaping an Ethical Business based on a solid Governance structure, able to manage the entire value chain of the Group

- **DEFINING A SUSTAINABILITY GOVERNANCE**
- **STRUCTURING A RESPONSIBLE SUPPLY CHAIN**
- **CONDUCTING BUSINESS IN THE MOST ETHICAL WAY**




ENVIRONMENTAL CAPITAL



Reduce emissions and improve waste management

- **REDUCE EMISSIONS AND IMPROVE ENERGY EFFICIENCY**
- **IMPROVE WASTE MANAGEMENT AND MONITORING**

Constantly innovating by selecting the best raw materials to create the best Products

- **GUARANTEE PRODUCT TRACEABILITY**
- **IMPROVE QUALITY AND INNOVATION**







GROWING WITH PEOPLE



Give centrality to Human Capital, protecting our people and enhancing our communities

- **TAKE CARE OF OUR PEOPLE AND ATTRACT NEW TALENTS**
- **PROMOTE UNDERSTANDING AND INCLUSIVITY**
- **INVEST IN AND SUPPORT LOCAL COMMUNITIES**
- **PROMOTE HEALTH AND SAFETY**






2023 achievements according to the 2021-2025 timeline reported in our action plan:

Pillar	2023 Achievement
Governance	78%
Environment	60%
Social	55%
Product	63%

Category	Value
Environment*	69%
Social	65%
Governance	90%

This document contains a description of the initiatives and activities undertaken in 2023 by Cadica | Group, as well as performance trends for the 2021–2022–2023 three-year period. Moreover, a brief description of the activities that are planned for the 2024 is provided in the report. As the group publishes an annual report, the key performance indicators (KPIs) presented are gathered annually.

The reporting scope is aligned with that of the Cadica | Group financial statements. In the previous pages about Materiality Matrix, as defined by the GRI principles, the boundary of each material topic's impact along the entire value chain of Cadica | Group is identified.

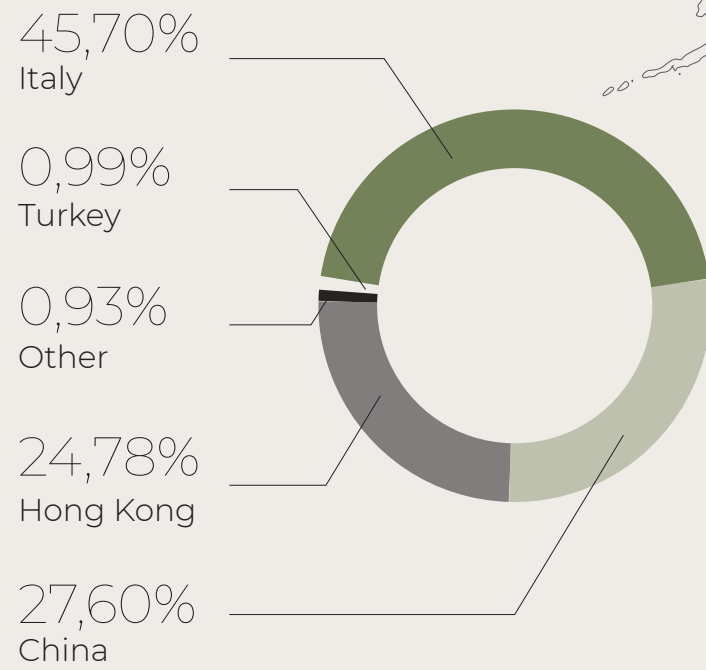
* Sustainable value through our products has been incorporated into Environmental capital pillar

24

25

Our purchases

Our main purchases are conducted in Italy, China, Hong Kong and Turkey.



Our main sales

The top 20 countries where we ship our products, determining international connections.





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Sustainability
Report
2023

ENVIRONMENT

Our collection

Every 6 months, as Cadica | Group, we release our collection. Of these products, 17 % of which is considered to be sustainable*.



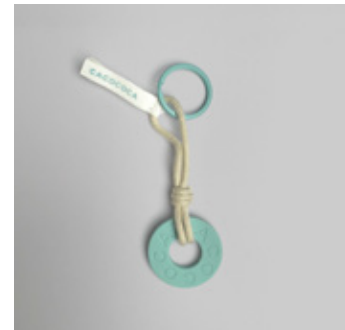
CA12A01024:
100% paper string and tag CACOCOCA



RA6000083:
100% organic cotton OEKO-TEX certified GLOW



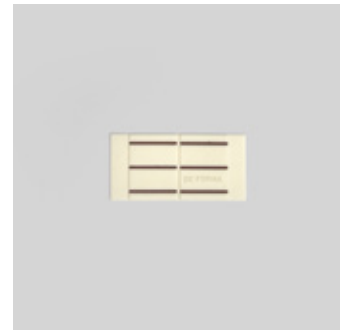
DVCZ00181:
100% corozo OEKO-TEX certified RETINAL ROOM



PJPC32434:
60% TPU recycled, 20% recycled polyester, 10% cotton string, 10% metal ring CACOCOCA



EA2600007:
100% cotton ribbon & recycled polyester endings GRS certified NO SIGNAL



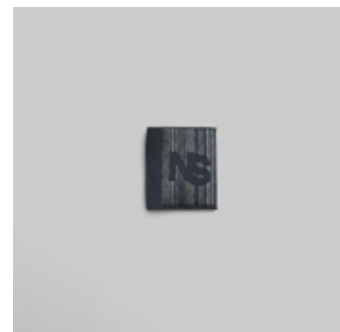
DV2413877:
50% recycled silicone & 50% silica gel DEFORMA



CA1251937:
45% cellulose, 40% post-consumer recycled paper & 15% organic fruits UNTITLED



EA02A00412:
100% recycled polyester base BEHIND



EA01E00857:
100% recycled polyester NOSIGNAL

*For sustainable products we mean all items that include at least one sustainable feature, e.g. it is covered by a certificate, it is made with a percentage of recycled material or up-cycling practice.

Our product



HANG TAGS

The hang tags summaries the brand's style and image, using fine-quality paper and refined textiles. The printing techniques of hot stamp, lithography and screen-printing or blind embossed logos provide details that embellish Cadica | Group's hang tags and distinguish them from ordinary tag. Our hang tags can be FSC™ certified.



LABELS

An eye-catching label can be achieved through traditional weaving techniques, using looms and yarns able to create unique products. It becomes a part of the textile that is applied to, so there is no risk of it going unnoticed. Cadica | Group is proud to present their labels created with a shuttle loom, selvedge, hot-cut and high-definition. Our labels can be covered by OEKO-TEX® and GRS certifications.



LEATHER

We recognize that leather has a special value. What is considered waste by one industry can be a priceless resource for another. That is why we rely on the food industry to obtain our leather patches and labels and, when possible, we rely on certified LWG tanneries to ensure excellent product and process chemical standards. This monitoring action is also guaranteed by our OEKO-TEX® LEATHER standard.



BUTTONS

Small point of light created from natural materials or alloy casting. Small accents created on innovative bases with unique and exclusive customization techniques. The development phase is followed with great attention to detail by our team of experienced professionals. Our buttons can be OEKO-TEX® certified.



PATCHES

A variety of patches with transfers in plastic, cotton and technical materials, from hand-made Indian embroidery to leather, technical fabric, high-frequency and silicone. The brand logo is embossed and stands out from the background thanks to the innovative techniques and materials used. Our patches can be covered by OEKO-TEX® certification.



RIBBONS

We specialize in designing and manufacturing ribbons for both apparel and packaging, offering a wide range of solutions to meet diverse needs. From the sophistication of jacquard and shuttle-woven fabrics, perfect for classic garments, to technical elastics and high-density printing ideal for the sports industry, to delicate ribbons in satin or cotton. Our ribbons can be OEKO-TEX® and GRS certified.



BOOKLETS

Booklets are little informative items designed for fashion accessories or apparel (bags, shoes, garments), that collect the description of the brand but also of the product, materials and production processes. All the booklets can be made with different papers, formats and kinds of bindings: metallic staple, glue line, singer seam booklet, milled or paperback bound booklet. Our booklets can be covered by FSC™ certification.



CARE LABELS

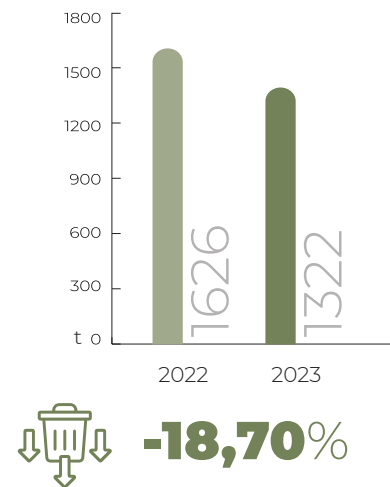
Care labels are used to explain how to take care of the clothing, they describe the types of washing, the compositions of the fabrics and their origin. We can produce various types of care labels using these materials: nylon, polyester, recycled polyester, satin, viscose and many others. Our care labels can be OEKO-TEX® certified.



ID SOLUTIONS

Cadica | Group offers more alternatives for the development of accessories and packaging completed with innovative technologies, meaning ID Solutions: RFID, NFC, QR Code, Bar Code and other proposals that not only allow to prevent the phenomenon of counterfeiting by protecting brands, but also to create and control the interaction between them and the final customer.

Our waste



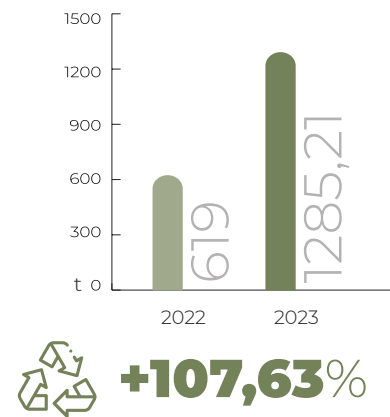
During this year, we have committed to reducing our waste generation by working on the total reduction of production waste and optimization of waste management.

Our products are not designed to be reused. Due to their nature, they are classified as packaging products, or details added to whole new products, i.e. clothing, bags, shoes, etc. For this reason, there is no other choice than committing our waste to recycling or energy re-qualification systems.

Despite this, we are committed to better managing our waste during the production processes, and to separate our scraps according to the appropriate recycling classification they fall into. Our main waste materials are paper byproducts, generated during the production processes of our hang tags and boxes, and textile scraps for our labels.

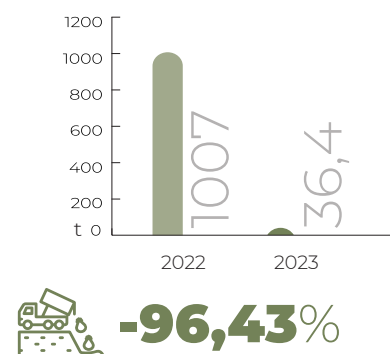
Compared to last year, we have reduced our total tons of waste by 18.70%. In 2022 our total hazardous and non-hazardous waste reached a volume of 1626 tons/year, whereas in 2023 we were able to minimize this quantity to 1321,62 tons/year.

*in 2023 the volume of sales was lower than 2022 net for about 14%, but our factories did not reflect similar decrease in volumes as we internalized productions previously outsourced to third-party suppliers.



The real 2023 accomplishment concerning waste resides in the rise of 107.63% of scraps designated to recycling practices*. In 2022 only 619 tons of waste of our productions were dedicated to recycling systems, whereas in 2023, 1285.21 tons of our internal waste were sent to recycling sites to be reused for other scopes.

*For recycling practices we consider the denomination of waste that is disposed of classified as R in the waste registries.

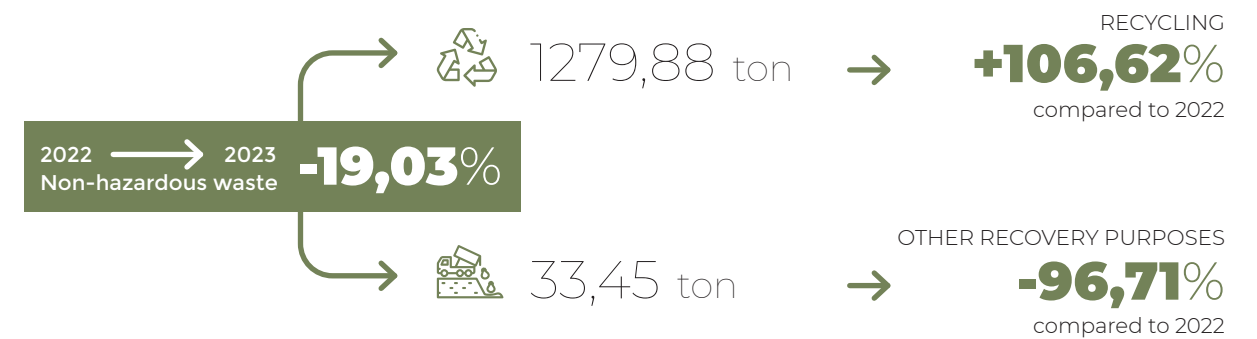


Thanks to this optimization, we have been able to reduce the waste destined for other kinds of recovery purposes, e.g., landfills. Indeed, we report a reduction of 96,43% of our waste disposed of in this manner*.

*Other recovery purposes waste is classified as D destination of disposal of in our waste registries.

NON-HAZARDOUS WASTE

Totally, during 2023 we reduced the disposal of non-hazardous waste by 19,03%. More in details, we had 1279,88 tons of waste conveyed to the recycling system (+106,62% compared to 2022) and 33,45 tons of waste sent to other recovery purposes (instead of 1003 tons, which is 96,71% less).



HAZARDOUS WASTE

There is still room for improvement. Whilst we have been able to develop a virtuous system for our non-hazardous waste type, we still need to optimize our disposal of our inks and cleaning tools used for our production machinery. We have focused on improving the reporting of this data and implemented the necessary changes. The amount of this type of waste slightly increased compared to 2022 as a result of the changed methodology of waste classification. For the future, we are planning on working closely on the improvement of our use of hazardous waste, adding more sustainable materials.



Our emissions

In our Group, we rely on different energy and heating sources for our office sites and factories. As a goal of our path toward 2025, we are committed to reducing our use of fossil fuels and converting our energy resources into renewable ones. Our future infrastructure investments decisions will be driven by ESG principles.

GAS

In our sites, gas is mainly used in the production areas and warehouses. Our annual gas consumption was equal to 112.080 smc.

CORPORATE FLEET

Our Group fleet is mainly composed by cars assigned to the management and sales team, and company vehicles used for transport of goods or personnel business trips. At the moment, most of these means of transportation run on diesel and the most recent ones on mild hybrid diesel. In the future, we aim at converting our vehicles into hybrid or total electric ones, in order to improve our emissions positively.

SMART MOBILITY

This year we launched a pilot project by our HQ: Smart Mobility - Car Pooling. Employees are encouraged to share rides to work. Our people can independently drive at our workplace sharing the route with other employees or external people. We trace the carpooling trips and report our CO₂ emission-saved at the end of each year. During 2023, at our HQ we saved 3,15 tons of CO₂, which equals to 126 planted trees. For the future, we aim at extending the traceable means of transportation to trains and bikes and our companies participating in this new project.



ENERGY

As previously reported, our energy consumption strategy is shifting the type of energy we source from, we particularly focused on renewable sources, while reducing those from fossil fuels. In 2023, we have sourced our energy needs from renewable sources for more than 83% of the total 3.445.878 KWH.

Almost all Group companies joined a consortium, thanks to whom we can now monitor and strategically evaluate our energy consumption and production.

The energy purchased throughout the Group is composed by different renewable resources (National Mix grid, which amounts for 36,8%, solar panels and GO certificate).

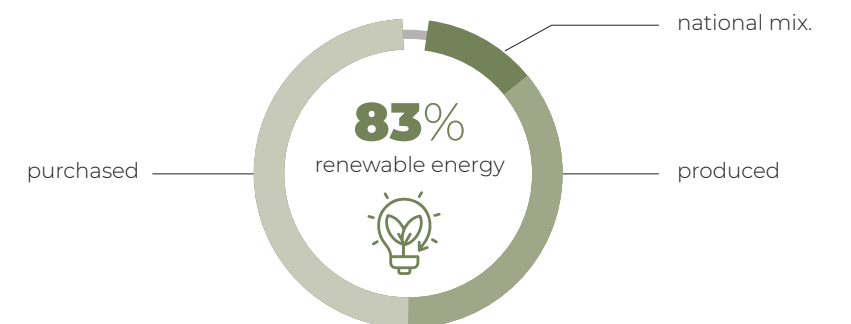
SOLAR PANELS

During 2023, our solar panels situated in our Group HQ and Etichetta2000 consumed respectively 75.000* Kwh and 249.000 Kwh for a total of 324.000 Kwh, which 9% of our total production is retrieved from renewable resources obtained from our solar panels.

*estimate to be confirmed by the energy provider

GO CERTIFICATE

At Cadica | Group, we aim at becoming increasingly aware of the origin of our resources. Therefore, we proceeded on purchasing GO certificates (Guarantee of Origin) to assess the origin deriving from our energy grid. With this evidence, we can state that our acquired energy corresponds to 1.390.000 Kwh, which nearly assesses to 40% of our Group annual energy consumption.



GHG EMISSIONS SCOPE 1 & 2

To initiate a decarbonization path, Cadica | Group aimed to determine its carbon footprint by conducting a study to report the greenhouse gases released by the organization in 2023. The system boundaries established for determining greenhouse gas emissions include all direct (Scope 1) and indirect (Scope 2) emission sources.

Direct emissions (Scope 1) encompass all those originating from sources directly controlled or owned by the organization, such as emissions from fuel combustion in boilers (stationary combustion) and company vehicles (mobile combustion). Indirect emissions (Scope 2), on the other hand, are those associated with the production of electricity purchased and consumed by the organization.

The carbon footprint quantification for Cadica | Group was conducted using the IPCC 2021 GWP 100 calculation method. Specifically, the Global Warming Potential (GWP) is the indicator that allows for the comparison of the effects of different greenhouse gases on global warming over a 100-year time horizon.

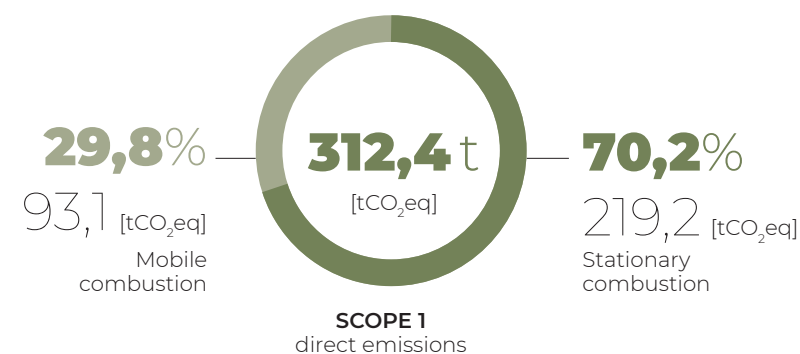
To determine the tons of CO₂ equivalent emitted by the organization in 2023, the analysis was conducted by applying specific emission factors for each emission source within the established system boundaries. For defining the emission factors, the Ecoinvent databases, the most internationally used life cycle inventory database, were utilized.

The results of the analysis are presented in the following tables, respecting the classification of emissions into direct (Scope 1) and indirect (Scope 2).

SCOPE 1:

Climate-changing gas emissions resulting from stationary and mobile combustion (Scope 1) amounted to 312.4 tons of CO₂ equivalent.

It should be noted that for quantifying the environmental impact of the organization's vehicle fleet, an emission factor based on liters of diesel purchased in the year under analysis was applied.



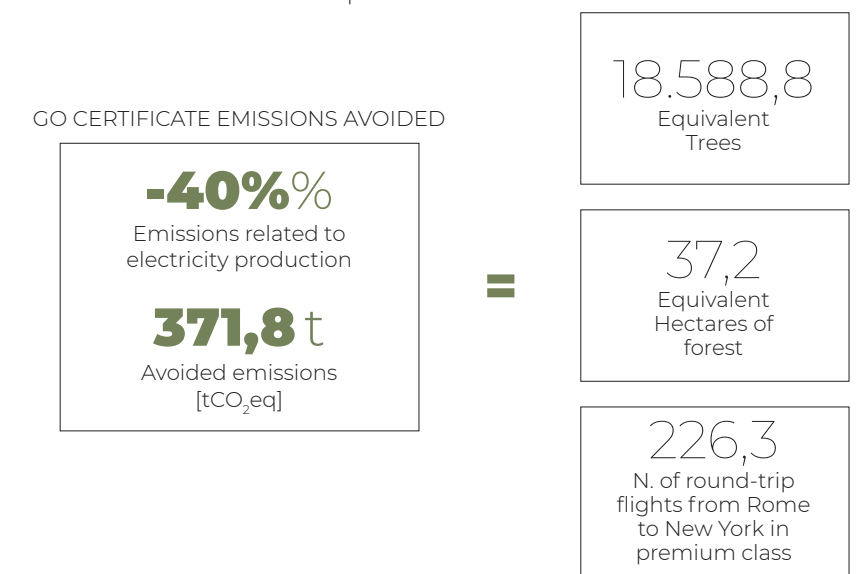
* this calculation takes into account the Italian companies reported in this Sustainability report.

SCOPE 2:

Below is the result of the quantification of indirect emissions to produce electricity purchased from the national grid. The result considers the emissions generated thanks to the Guarantee of Origin certificated obtained by Cadica | Group and those generated counting the rest not covered by the certificate.

The GO certificate allows the Group to reduce about 40% the emissions related to electricity production, translating into 371,8 tons of CO₂ equivalent avoided.

This result is equivalent to the amount of CO₂ stored by about 18.588,8 trees and corresponds to the environmental impact of about 226,3 round trips from Rome to New York in premium class.

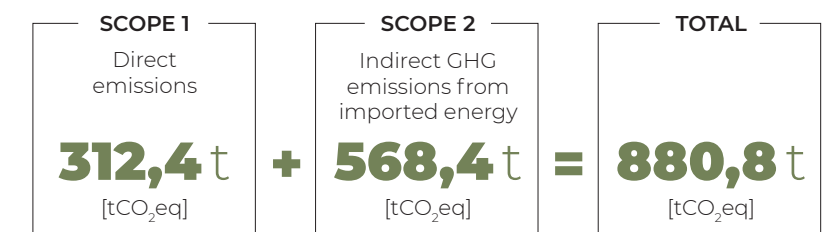


A residual impact due to the electrical infrastructure of renewable energy sources is attributed to the GO certificate. This impact quantity is equal to 7,6 tons of CO₂ equivalent, and it is summed to the emissions calculated from our total energy consumption (560,8 tons of CO₂ equivalent). Therefore, our Scope 2 greenhouse gases emissions amount for a total of 568,4.

SCOPE 2
Indirect GHG emissions from imported energy



The greenhouse gas emissions reporting for the environmental impact assessment conducted for the Cadica | Group resulted in a total of 880,8 tCO₂ equivalent emitted in 2023.





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Sustainability Report 2023

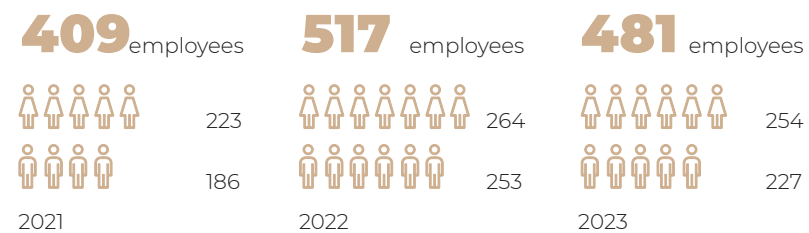
SOCIAL

Our people

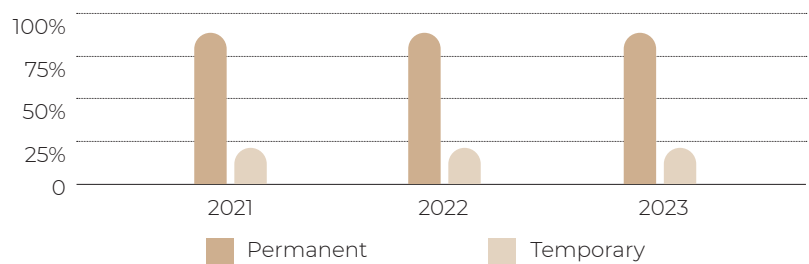
We believe our people are the focus of our Group. Our employees are our main priority and our key for value-creation. As a Group, we are committed to supporting our workers by developing their skills and offering opportunities to grow in their professional careers. We want to create a working environment founded on ethical principles and respectful of our people health and safety. We promote interpersonal relationships among our employees pursuing to loyalty, transparency and care for each others.

CONTRACTS

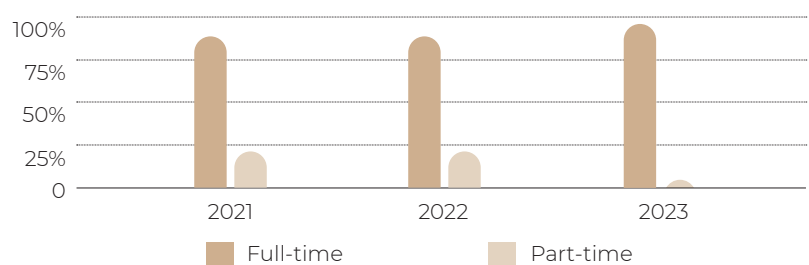
Our 2023 Group workforce comprises 481 employees*, of which 254 female and 227 male .



Our permanent contracts rate has been 81%, whereas our temporary contracts resulted in 19%.



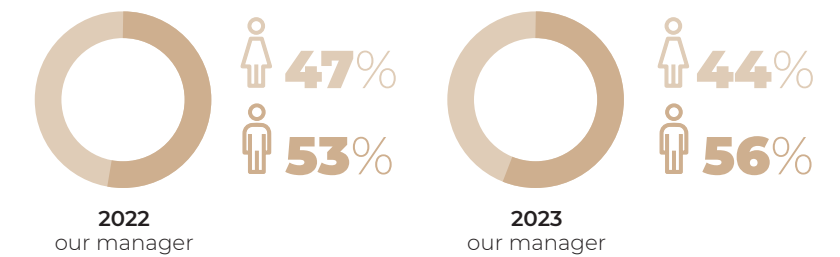
Full-time and part-time rates have remained unchanged compared to 2022, reporting 97% full-time contracts and 3% part-time contracts.



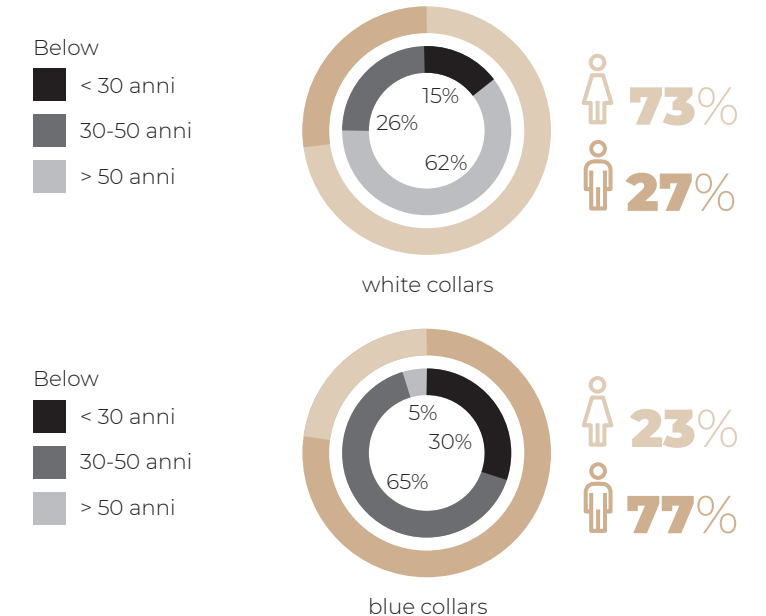
*the total number of employees takes into account also our sites abroad.

OUR ROLES

We do not discriminate by gender, race, age, sexual orientation, religion, and educational and professional background. Our managers are 56% male in the age range 30-50 years old and 44% female.



Our workforce distribution considering the total number of employees divided into white and blue collars has resulted in a slight increase in the percentage of women in blue collar positions, whilst it has remained unaltered for what concerns white collars.



NEW HIRES

New talents are what we are looking for to create new value and enhance our business activities. Our hiring rate has accounted for 15% of the total employees, 45% of which were female and 55% male. New talents below 30 years old amounted for 40%, between 30 and 50 age range 45%. The number of total employees has decrease by nearly 7%. Our worldwide leaving rate has been equal to 22%, and all leavers were voluntary, mostly male (55%) and between 30 and 50 years old.

Welfare initiatives

As previously stated, at Cadica | Group, we believe our people are the key of value-creation. For this reason, we commit to increasingly investing in projects that can contribute to the wellness of our employees. In 2023 we were able to provide meal vouchers to all Group employees anticipating our goal initially foreseen for 2024. This has been a relevant investment for the Group and a important benefit for our employees, which can be used in their daily lives.

MIRROR BOARD

Together with meal vouchers, Cadica | Group believes that younger workers can positively contribute to new awareness and support the Group by leading significant change. This is the reason Mirror Board was instituted, to include new decision-making figures and enhance diversity throughout our Group. This Board is a committee composed of all-gender employees under the age of 35 working within the Cadica | Group. Established to create synergies among all the companies that constitute Cadica | Group, the mission of this new Committee, mirroring the Executive Board, is to propose projects related to our ESG path, helping the Group achieve its goals toward 2025.



The Mirror Board journey started in July 2023. During their mandate, our Mirror Board people brought their vision to the Group proposing different projects aiming at contributing to SDGs (Sustainability Development Goals) key issues and contributing to make progresses in our path to ESG 2025 goals. In December 2023, our new Committee presented to the Executive Board the ideas and feasibility studies on the different proposals, among which the winning was selected by our people through an internal survey. The chosen project was a personal therapist for all employees, which was available to them starting from March 2024.

PILOT PROJECTS

In addition to Group projects, there are different initiatives, which have been carried out locally by specific Group sites. In two companies it was piloted the bio-delivery project. Thanks to an external farm, employees can purchase local products choosing between best quality fruits and vegetables.

In our Group HQ, new parents can benefit from free kindergarten, which is fully paid until 3 years of child's age.

We boost health promotion. In some of our companies it is possible to access to a health platform system to cover some medical expenses. In other Group companies, the HR department partners with external entities promoting local medical care collaborations that are provided to employees to encourage them to preventive care.

Flexibility in working hours provided to employees is the best opportunity to find work-life balance and, when possible, Cadica | Group is at the forefront. In some Group companies working from home (smartworking) practices were enabled. When this is not possible, depending on workers' job, companies have agreed flexible shifts to allow employees enjoy their lives after the working hours.



EMPLOYEES TRAINING

4036
total hours
of training

In our Group, we do not discriminate people based on gender when selecting employees for training.

Every employee is provided with mandatory H&S training (see below paragraph), and technical, soft-skills and voluntary training. In 2023, technical, soft-skills and voluntary training amounted for a total of 4036 hours. To facilitate our people self-training we provided a platform where employees can choose among various courses what they are interested in. These courses include 13 foreign languages, excel training, time management, public speaking, etc. Additionally, the Group provided specific training to each employee on cyber-security (2 hours), and pills concerning sustainability matters and R&D training on our products (4 hours).

Health and safety

At Cadica | Group, we aim at ensuring a safe and positive working environment for our people. We want our personnel to feel safe and comfortable during their working hours, and we want them to feel free to report any potential dangerous situation.

NEAR MISS

Our Group adopted a new strategy to prevent and reduce the number of incidents and injuries of our employees. This year we extended to all our companies a new training program via an online training (1 hour for each employee), and an on-site training conducted by the H&S employee representatives. At the end, all employees were tested through a quiz.

50%
Less
injuries

In this manner, we have been able to reduce by 50% our injuries incidence throughout the Group compared to 2022.

We yearly invest a substantial amount of resources to guarantee that our health and safety practices are respected and acknowledged by our people. Only with training and awareness we will be able to reach zero number of injuries.

H&S TRAINING

During 2023, the hours of training concerning health and safety were 1963. H&S training comprises all applicable law requirements according to D.Lgs 81/2008. Our training concerned general and specific education depending on one's job, firefighting, first aid and defibrillator training, forklift truck, chemical substances training, where applicable, and training to operators dedicated to working with specific machinery.



Local communities

Conducting activities in different environments and communities has an impact. We would like to positively and proactively contribute to the needs of our communities. We have coordinated partnerships with schools, included people with diverse abilities in our companies, and supported specific initiatives proposed by our people.

SCHOOLS PARTNERSHIPS

During 2023, we collaborated with 5 local schools in Carpi, Milan, Florence, and Montedodorio. Students are our future. We want to attract new talents in our companies, and provide scholars with opportunities to learn new aspects of the business world. We organized open days at our companies to show students how our factories work. We have organized on-site classes in schools explaining different topics of our jobs, and we have partnered with universities to start internship projects.

DIVERSITY AND INCLUSION

This year we had 4 collaborations with our local communities to support people with diverse abilities. In Carpi we hired 1 person coming from a social cooperative and other 3 people in Campo Tizzoro in collaboration with local ASL (local sanitary organization). We created an environment for them where they can perform at their best.

SPECIFIC INITIATIVES

Our employees share different personal interests with us, and we want to support initiatives that they specifically care about. We sponsored many events such as Alzheimer's association, and local soccer team. Additionally, we participated in TEDxWomen by printing recycled paper materials for the event, and we actively gave our contribution to the Festival delle Abilità Differenti (festival of diverse abilities) talking about our Group experience on this matter. We donated books to schools in Milan to Istituto Marangoni to share knowledge of our internal designers and to Sioux Kids School to boost their creativity from their young age.



G

Sustainability
Report
2023

GOVERNANCE

231 compliance

Cadica | Group guarantees fairness and transparency conditions in the conduct of business and company activities in order to protect its position and image, the expectations of its shareholders and the work of our employees.

Cadica | Group is strengthening the control and corporate governance tools adopted proceeding with the introduction of this Organization, Management and Control Model (hereinafter also the "Model" or "Model 231"). As per ESG goal, Cadica | Group will be extending this model to all its internal companies by the end of 2024*.

The 231 Model is the result of our commitment to reiterating any unlawful conduct or similar forms in our business operations, promoting ethical behaviors in our activities, fighting against violations of our Ethical Code throughout our supply chain, raising awareness internally, reporting and intervening if necessary, with the help of the authorities.

We, as Cadica | Group, support a business conduct dedicated to the values of honesty, legality, loyalty, fairness, transparency, completeness, truthfulness of information, professionalism, correct treatment of confidential information, respect for and enhancement of human rights, protection of intellectual and industrial property rights, environmental safeguarding, health and safety improvement practices, fiscal risk management, and smuggling combat.

To ensure our conduct, and control that no violations are occurring in our business activities, we have set out a Whistleblowing management system. Through this procedure, we are able to receive reports from internal and external stakeholders and tackle the issues presented thanks to our Whistleblowing Control Body. During 2023, we have not received any Whistleblowing report.

*Scatolificio Giorgi, La Scatola and Varcotex will be signing the 231 Model in 2024.



Our certifications



At Cadica | Group, we evaluate our business operations also thanks to our voluntary certifications. Getting a voluntary certification means assessing oneself on the market requirements and on the manners we are expected to conduct our business. Certifications are a tool to improve our activities to enhance some aspects of our work and develop new know-how and internal instruments for our people. We value System Certifications, which allow us to be aligned with national and international main management systems in terms of Governance and Environmental compliance.

We give a strong importance to Social assessments. We want our stakeholders to be able to report cases which result to be against our Code of Ethics and SA8000 standard principles.

Human rights are our first-row priority when conducting business, and we commit to respecting them not only internally, but throughout our entire supply chain. We are against Child Labor and Forced Labor use and practices. We request that our suppliers work in acceptable and fair health and safety conditions, always monitoring their working hours to prevent injuries and guarantee a sufficient resting time. We ensure that workers are able to freely join collective bargaining, and to receive fair remunerations according to their national and regional, at least, minimum compensation.

CADICA



GIORGi



ETICHETTA 2000



VARCOTEX



The quality of our products is fundamental and we commit to providing compliant and high-standard quality goods for our clients, respecting the requests of our market and the due diligence procedures belonging to each certificate.

Concerning our products, we want to provide the best quality as possible to our clients. For this reason, we screen our suppliers considering the certifications that they hold, sharing a path of traceability. All our suppliers are selected also based on their social, management, and product certifications. By 2025-2026 we aim at integrating and consolidating these values in the vendor rating, providing an overall supplier evaluation.



Supplier evaluation

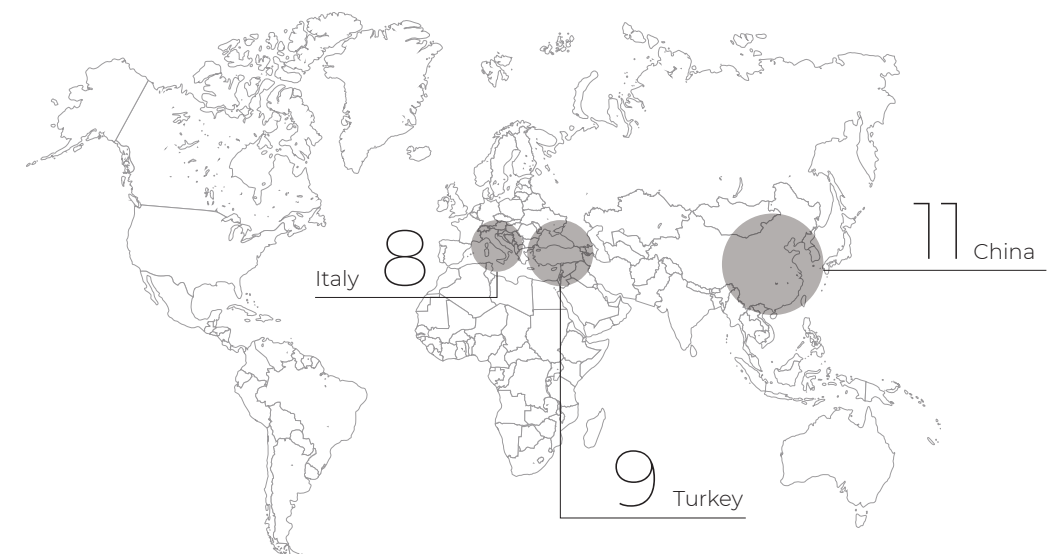
Starting from 2023, we have implemented a new procedure to evaluate our Tier 1* suppliers, which enable us to map our suppliers considering their performance on ESG topics.



We have selected our relevant suppliers and sent out our self-assessment to be filled by each of them and returned to our dedicated team. The answers have been examined and revised, a rating was applied to each self-assessment so that each supplier could be classified in ranges of risk. Depending on the risk evaluation obtained, a different form of control was assigned to the suppliers.

In the final months of 2023, our dedicated team traveled to China, Turkey and throughout Italy to conduct on-site audits on the main suppliers.

During these audits, we accessed suppliers' premises, and reviewed documents. We shared with our partners the best practices to address their improvement areas as resulting from our audit report.



*Tier 1 is defined considering Cadicagroup HQ.

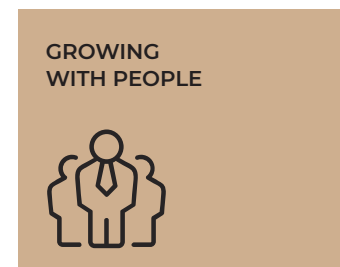
ESG training



- DEFINING A SUSTAINABILITY GOVERNANCE
- STRUCTURING A RESPONSIBLE SUPPLY CHAIN
- CONDUCTING BUSINESS IN THE MOST ETHICAL WAY



- REDUCE EMISSIONS AND IMPROVE ENERGY EFFICIENCY
- IMPROVE WASTE MANAGEMENT AND MONITORING
- GUARANTEE PRODUCT TRACEABILITY
- IMPROVE QUALITY AND INNOVATION



- TAKE CARE OF OUR PEOPLE AND ATTRACT NEW TALENTS
- PROMOTE UNDERSTANDING AND INCLUSIVITY
- INVEST IN AND SUPPORT LOCAL COMMUNITIES
- PROMOTE HEALTH AND SAFETY



As Cadica | Group, we commit to training our people on our sustainability journey towards ESG goals. Our objectives and actions would not be realizable without the support and commitment of our people.

It is a Group responsibility to make our human resources aware that we all contribute to the ESG topics. To raise awareness and involve our Group people in participating in our ESG process, our Sustainability Team visited all our Group companies explaining what our goals are and listening to their ideas and opinions on ESG topics.

GRI standard

METHODOLOGICAL NOTES

Cadica | Group 2023 Sustainability Report represents the third official disclosure of the Group sustainability commitments and initiatives. The document has been prepared following the GRI Sustainability Reporting Standard defined in 2016 and reviewed in 2021. The period of time taken into account is 01/01/2023 to 31/12/2023.

CALCULATION METHODS

Information on the calculation methods used for certain indicators reported in the Sustainability Report is provided below.

Hiring and Turnover rate:

- Hiring rate: calculated as the number of new hires during the year compared to the number of company employees as of 31 December of the same year.
- Turnover rate: calculated as the number of employees who left the company during the year compared to the number of company employees at 31 December of the same year.

Health and safety indicators:

- Work related injuries refer to accidents with at least one workday lost (excluding the day of the accident).
- Injuries include commuting injuries.

Energy consumption:

Energy consumptions are calculated by a third-party entities. The conversion factors used to standardize energy consumption derive from National Inventories (the most recent version).

GRI DISCLOSURE AND TABS

GRI Standard	Disclosure	Chapter / Paragraph	Notes
GRI 2: GENERAL DISCLOSURES 2023			
THE ORGANIZATION AND ITS REPORTING PRACTICES			
2-1	Organizational Details	3 - WHO WE ARE	
2-2	Entities included in the organization's sustainability reporting	3 - WHO WE ARE	
2-3	Reporting period, frequency and contact point	11 - GRI STANDARDS	
2-4	Restatements of information	11 - GRI STANDARDS	
2-5	External Assurance		The present report has not been subject to external assurance.
ACTIVITIES AND WORKERS			
		3 - WHO WE ARE	
2-6	Activities, Value Chain and other business relationships	2-7 2-8 7 - OUR SALES	
2-7	Employees	9 - SOCIAL	
2-8	Workers who are not employees	9 - SOCIAL	
GOVERNANCE			
2-9	Governance Structure and Composition		
2-10	Nomination and Selection of the highest governance body		
2-11	Chair of the highest governance body		
2-12	Role of the highest governance body in overseeing the management of impacts		
2-13	Delegation of responsibility for managing impacts		
2-14	Role of the highest governance body in sustainability reporting		
2-15	Conflict of interest	3.3 OUR BOARDS	
2-16	Communication of critical concerns		
2-17	Collective Knowledge of the highest governance body		
2-18	Evaluation of the performance of the highest governance body		
2-19	Remuneration policies		
2-20	Process to determine remuneration		
2-21	Annual Total Compensation Ratio		

GRI Standard	Disclosure	Chapter / Paragraph	Notes
STRATEGY, POLICIES AND PRACTICES			
2-22	Statement on sustainable development strategy	1 - LETTER FROM CEO	
2-23	Policy Commitments		
2-24	Embedding Policy Commitments		
2-25	Processes to remediate negative impacts	10.1 231 COMPLIANCE	
2-26	Mechanisms for seeking advice and raising concerns		
2-27	Compliance with law and regulations		
2-28	Membership Associations	6 - OUR PURCHASES 7 - OUR SALES	
STAKEHOLDER ENGAGEMENT			
2-29	Approach to stakeholder engagement	4 - OUR STAKEHOLDERS	
2-30	Collective bargaining agreements	9 - SOCIAL	
GRI 3: DISCLOSURES ON MATERIAL TOPICS			
3-1	Process to determine material topics	5 - OUR SUSTAINABILITY JOURNEY	
3-2	List of material topics	5 - OUR SUSTAINABILITY JOURNEY	

GRI 205-2	Unit of measurement	2021	2022	2023
COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES				
Percentage of governance body members (e.g. BoD, Executives) that the company's anti-corruption policies and procedures have been communicated to (e.g. regarding 231/2001 Organizational Model)	%	86	100	100
Percentage of employees that the company's anti-corruption policies and procedures have been communicated to (e.g. regarding 231/2001 Organizational Model)	%	86	100	1285,22
Percentage of business partners (e.g. suppliers, agents etc.) that the company's anti-corruption policies and procedures have been communicated to	%	86	100	100
Percentage of governance body members (e.g. BoD, Executives) that have received training on anti-corruption	%	86	73	73
Percentage of employees that have received training on anti-corruption	%	86	62	62

GRI 205-3	Unit of measurement	2021	2022	2023
CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN				
Total number of confirmed incidents of corruption	number/year	0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	number/year	0	0	0
Total number of confirmed incidents when contracts with business partners (e.g. suppliers, agents etc.) were terminated or not renewed due to violations related to corruption	number/year	0	0	0
Total number of public legal cases regarding corruption brought against the Company or its employees	number/year	0	0	0

GRI 206-1	Unit of measurement	2021	2022	2023
LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOR, ANTI-TRUST, AND MONOPOLY PRACTICES				
Total number of legal actions regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	number / year	0	0	0

GRI 418-1	Unit of measurement	2021	2022	2023
SUBSTANTIATED COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA				
Total number of substantiated complaints received concerning breaches of customer privacy	number / year	0	0	0
Total number of identified leaks, thefts, or losses of customer data.	number / year	0	0	0

GRI 417-2	Unit of measurement	2021	2022	2023
INCIDENTS OF NON-COMPLIANCE CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELING				
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	number /year	0	0	0

GRI 301-1	Unit of measurement	2021	2022	2023
MATERIALS USED BY WEIGH AND VOLUME				
Total weight of materials that are used to produce and package the organization's primary products and services	number /year	N.A	28975	11372,24
of which non-renewable materials	number /year	N.A	810	34,6
of which renewable materials	number /year	N.A	28165	11337,64

NOT GRI INNOVATION	Unit of measurement	2021	2022	2023
Percentage of new sustainable articles included in Collections	%	25,00%	20,00%	17,00%

GRI 2-7				
EMPLOYEES DATA	Unit of measurement	2021	2022	2023
Total number of employees (directly employed by Cadica Group)	number (head count)	409	517	481
- of which female	number (head count)	223	264	254
- of which male	number (head count)	186	253	227
Number of permanent contracts	number (head count)	365	446	390
- of which female	number (head count)	208	234	206
- of which male	number (head count)	157	212	184
Number of temporary contracts	number (head count)	44	71	91
- of which female	number (head count)	15	30	48
- of which male	number (head count)	29	41	43
Number of full-time contract	number (head count)	380	501	466
- of which female	number (head count)	210	249	241
- of which male	number (head count)	170	252	225
Number of part-time contract	number (head count)	29	16	15
- of which female	number (head count)	13	15	13
- of which male	number (head count)	16	1	2
Percentage of total employees covered by collective bargaining agreements. (GRI 2-30)	%	100	100	100
Numbers of people working for the company for an amount of time comparable to employees (e.g. self-employed, people contracted by work agencies, internships)	number (head count)	0	0	9
Total number of employees belonging to vulnerable groups and/or minority groups (e.g. Employees with disabilities)	number (head count)	34	13	10
Percentage of total employees belonging to vulnerable groups and/or minority groups (e.g. Employees with disabilities)	%	8,3	2,5	2

GRI 405-1				
DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES	Unit of measurement	2021	2022	2023
Total number of Managers	number (head count)	N.A.	38	27
- of which female	number (head count)	N.A.	18	12
- of which men	number (head count)	N.A.	20	15
- of which < 30 years old	number (head count)	N.A.	1	1
- of which 30 <= x <= 50	number (head count)	N.A.	24	19
- of which > 50 years old	number (head count)	N.A.	13	7
Total number of White Collars	number (head count)	N.A.	306	285
- of which female	number (head count)	N.A.	223	208
- of which men	number (head count)	N.A.	83	77
- of which < 30 years old	number (head count)	N.A.	52	44
- of which 30 <= x <= 50	number (head count)	N.A.	185	177
- of which > 50 years old	number (head count)	N.A.	69	64
Total number of Blue Collars	number (head count)	N.A.	211	196
- of which female	number (head count)	N.A.	41	46
- of which male	number (head count)	N.A.	170	150
- of which < 30 years old	number (head count)	N.A.	77	58
- of which 30 <= x <= 50	number (head count)	N.A.	95	128
- of which > 50 years old	number (head count)	N.A.	39	10

GRI 401-1				
NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER	Unit of measurement	2021	2022	2023
New hires in reporting year	number (head count)	N.A.	121	73
hiring rate (tot)	%	N.A.	23	15
- of which female	number (head count)	N.A.	52	33
hiring rate female	%	N.A.	20	45
- of which male	number (head count)	N.A.	69	40
hiring rate male	%	N.A.	27	55
-of which < 30 years old	number (head count)	N.A.	60	29
hiring rate <30	%	N.A.	46	40
-of which 30 <= x <= 50	number (head count)	N.A.	48	33
hiring rate 30<=x<=50	%	N.A.	16	45
-of which > 50 years old	number (head count)	N.A.	13	11
hiring rate >50	%	N.A.	11%	15
Leavers in reporting year	number (head count)	N.A.	59	107
Leavers rate (tot)	%	N.A.	11	22
- of which voluntary leavers	number (head count)	N.A.	59	107
- of which female	number (head count)	N.A.	34	48
leavers rate female	%	N.A.	13	45
- of which male	number (head count)	N.A.	25	59
leaver rate male	%	N.A.	10	55

GRI 401-1				
NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER	Unit of measurement	2021	2022	2023
-of which < 30 years old	number (head count)	N.A.	27	40
leavers rate <30	%	N.A.	21	37
-of which 30 <= x <= 50	number (head count)	N.A.	24	54
leavers rate 30<=x<=50	%	N.A.	8	50
-of which > 50 years old	number (head count)	N.A.	8	13
leavers rate >50	%	N.A.	7	12
Turnover	%	N.A.	11	22

GRI 404-1				
AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE	Unit of measurement	2021	2022	2023
Total hours of training provided to employees	hours / year	N.A.	3956	4036
- of which voluntary training (i.e. not required by laws)	hours / year	N.A.	968	929
- of which Health and Safety training (e.g. First aid, firefighting, etc.)	hours / year	N.A.	602	1963
- of which technical training	hours / year	N.A.	293	1084
- of which soft skills training(e.g. project management, etc.)	hours / year	N.A.	680	60
Hours of training provided per employee	hours / employee	N.A.	4,9	6,6
Total hours of training provided to female employees	hours / year	N.A.	1,67	1580
Hours of training provided per female employees	hours / employee	N.A.	6	6,22
Total hours of training provided to male employees	hours / year	N.A.	2,286	1588
Hours of training provided per male employees	hours / employee	N.A.	9	6,9
Total hours of training provided to Managers	hours / year	N.A.	299	128
Hours of training provided per Managers	hours / employee	N.A.	6,2	4,74
Total hours of training provided to White Collars	hours / year	N.A.	1,452	1339
Hours of training provided per White Collars	hours / employee	N.A.	4,2	4,7
Total hours of training provided to Blue Collars	hours / year	N.A.	2,205	1701
Hours of training provided per Blue Collars	hours / employee	N.A.	8,09	8,68

GRI 404-3				
PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	Unit of measurement	2021	2022	2023
Number of employees receiving regular performance and career development reviews	number (head count)	N.A.	151	145
Percentage of employees receiving regular performance and career development reviews	%	N.A.	29	30,14
- of which female	number (head count)	N.A.	106	105
percentage of female receiving regular performance and career development reviews	%	N.A.	40	21,83
- of which male	number (head count)	N.A.	35	40
percentage of male receiving regular performance and career development reviews	%	N.A.	14	8,31

GRI 403-9				
WORK-RELATED INJURIES	Unit of measurement	2021	2022	2023
Number of injuries	number / year	0	4	2
-of which serious Lost time injuries (LTI) (injuries causing permanent disabilities or more than 40 work lost days)	number / year	0	1	0
-of which non serious LTI	number / year	0	3	2
-of which first aid (FA)	number / year	0	0	0
Number of commuting injuries	number / year	0	3	0
Number of work related injuries	number / year	0	1	2
Employees who had a medical check-up (no GRI)	number / year	n/a	304	273

GRI 302-1				
ENERGY CONSUMPTION WITHIN THE ORGANIZATION	Unit of measurement	2021	2022	2023
Total energy consumption within the organization	GJ / year	13143	18026	12405
Total electricity consumption from non renewable sources	GJ / year	6669	10579	2108
Total electricity consumption from renewable sources	GJ / year	0	625	10296
- Of which total self generated	GJ / year	0	82	1166
- Of which total purchased electricity from certified renewable sources	GJ / year	0	543	5004
Total fuel consumed from renewable sources	GJ / year	0	0	0
Total non-renewable fuel consumed	GJ / year	6474	7581	8109
Total natural gas consumption	GJ / year	3625	4060	4416
Diesel Consumption	GJ / year	2849	3520	3693
Total LPG (Liquefied Petroleum Gas) consumption	GJ / year	0	0	0

GRI 305-1				
DIRECT (SCOPE 1) GHG EMISSIONS AND GRI 305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS	Unit of measurement	2021	2022	2023
Total Scope 1 & 2 emissions	tons CO ₂ eq / year	N.A.	N.A.	329,4
GHG emissions: scope 1	tons CO ₂ eq / year	211	486	312,4
GHG emissions: scope 2 (Location Based)	tons CO ₂ eq / year	568	827	17
GHG emissions: scope 2 (Market Based)	tons CO ₂ eq / year	N.A.	1358	

GRI 306-4				
WASTE DIVERTED FROM DISPOSAL BY RECOVERY OPERATION, IN TONS (T)	Unit of measurement	2021	2022	2023
Total hazardous and non-hazardous waste	tons / year	1291	1626	1321,62
Of which sent to preparation for reuse	tons / year	0	0	0
Of which sent to recycling	tons / year	1231	619	1285,22
Of which sent to other recovery operations	tons / year	59	1007	36,4
Total hazardous waste	tons / year	1	4	4,77
Of which sent to preparation for reuse	tons / year	0	0	0
Of which sent to recycling	tons / year	0	0	3,07
Of which sent to other recovery operations	tons / year	1	4	1,69
Total non hazardous waste	tons / year	1290	1622	1316,85
Of which sent to preparation for reuse	tons / year	0	0	0
Of which sent to recycling	tons / year	1231	619	1283,4
Of which sent to other recovery operations	tons / year	58	1003	33,45

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