

gps bags
A CONCRETE
SUSTAINABLE
PATH





Responsible *commitment*

2023 SUSTAINABILITY REPORT





Concrete
Sustainable
Path

Introduction

In the current context, global challenges such as climate change and biodiversity loss continue to have a profound impact on the achievement of the Sustainable Development Goals (SDGs). Climate change, characterised by rising global temperatures, more frequent extreme weather events and rising sea levels, has a direct impact on critical issues such as food safety, water supply and human health. At the same time, biodiversity loss threatens the stability of ecosystems and the essential services they provide, such as purifying water and air, fertilising soils and regulating climate. These environmental problems are not only a threat to the natural balance of our planet, but also a source of social and economic inequality. The hardest hit are the most vulnerable communities, which often lack the resources to adapt to or recover from natural disasters. This leads to increased poverty and worsening inequality, making it even more difficult to achieve the SDGs. In response to these crises, the European Council emphasised the need to adopt a comprehensive approach to accelerate the implementation of the 2030 Agenda and to promote investments geared towards greener and more sustainable structural reforms. This drive is particularly relevant for a sector like shopping bags, where the use of more sustainable materials and production processes is crucial to reducing the environmental impact and actively contributing to the SDGs. As highlighted in the latest Intergovernmental Panel on Climate Change (IPCC) report, climate change is intensifying extreme weather and climate events such as heat waves, heavy rainfall, droughts and tropical cyclones in all regions of the world. The body of scientific evidence attributes these changes to human influence. Based on current data and emissions trends, global surface temperatures are expected to continue to rise until at least mid-century under all emissions scenarios considered. In this context, GPS BAGS S.p.A. has carried out an in-depth analysis of the 17 SDGs, together with EU and national legislation on non-financial reporting, to identify the following macro-areas on which to base its approach to sustainability: Economic Sustainability, Social Sustainability and Environmental Sustainability.

The sustainability journey undertaken aims to develop a strategic understanding of these three macro areas, enabling the company to identify and implement actions that enhance the positive external effects of its operations while mitigating the negative effects. For shopping bags in particular, this means a concrete commitment to the use of recycled materials, the reduction of production waste, the use of more efficient printing technologies and the use of environmentally friendly inks.

GPS BAGS is fully aware of its moral and social responsibility towards its stakeholders and carries out all its activities with this in mind. We believe that the achievement of business objectives must go hand in hand with respect for our corporate values, applicable laws and the general duties of honesty, integrity, fair competition, fairness and good faith. Only through continued commitment and consistent action can we make a significant contribution to the achievement of the SDGs, the protection of the environment and the promotion of sustainable growth in our industry.



The development of an idea



“Our story began in black and white and over the years has taken on all the colours under the sun”.

Our daily commitment is to help our customers turn every opportunity into a success story. At the heart of the company is a team of people who are passionate about using the knowledge and experience they have gained over many years in the industry to ensure a superior product. We believe in technology and continuous research to improve the quality of our systems and services. Constant technological evolution guarantees not only the most modern equi-

ment, but also highly trained personnel. Entrepreneurial spirit, consistency in product quality, a wide range of products, a large fleet of modern machines equipped with the latest technology, the continuous development of new models and new materials as a result of internal research or market demand, flexibility, together with the continuous improvement of the environment in terms of space and safety, with a view to the sustainable development of the organisation for the protection of the environment and the prevention of pollution, are the strengths and objectives of our company organisation. Sustainability has long been an integral part of our business strategies. In recent years, there has been a significant increase in the number of initiatives, as well as a sense of urgency about the need for serious, quantifiable action that is fully reflective of our commitment and can involve all of our employees. Sustainability cannot be reduced to a meaningless term or a marketing slogan, but must be something that can be quantified, verified and certified, because it is only with culture and the right information that decisions of real value can be made. That is why, for the second year running, we have decided to publish our Sustainability Report.

The aim of this document is to engage with our stakeholders and communicate our commitment to ESG (Environmental, Social, Governance) issues. For this reason, we have decided to use the standards proposed by the Global Reporting Initiative, commonly known as the GRI Standards, which provide a widely recognised framework in today's global panorama, and we have redesigned this Sustainability Report in accordance with the GRI Standards in the “Core” option of the 2016 version. In reporting our activities, commitments and objectives, we have set ourselves the challenge of involving our entire value chain and stakeholders in our business activities, in an attempt to communicate our values and what has driven us over the years.



We base our business activities on respect for the values expressed in our Code of Ethics, in the belief that business conduct cannot disregard ethical aspects and environmental protection. Environmental sustainability is not just about using energy more efficiently and reducing greenhouse gas emissions; it is also about a more harmonious relationship with nature. This is reflected in a deep sense of responsibility in the use of the resources required to carry out the company's activities and in the management of the resulting impacts. We firmly believe that industrial development can only be achieved by continuously improving the impact of industry on the environment, on the quality of life of its employees and on society as a whole. We are committed to contributing significantly to the respect and promotion of the importance of the international principles expressed in the International Bill of Human Rights, including the United Nations (UN) Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organisation (ILO), by promoting the freedom of association and the right to collective bargaining, by rejecting and opposing all forms of forced or compulsory labour and child labour and, more generally, by promoting the elimination of all forms of discrimination in respect of employment and occupation. The work performance, both ordinary and extraordinary, is the free expression of the workers' will and is free from any form of physical and/or psychological coercion. We believe that protecting the health and safety of our employees is a fundamental element in ensuring the company's continued growth and high performance in terms of service and product quality. We are therefore committed to the continuous improvement of our health and safety policy in accordance with the Code of Ethics. We try to face the challenges of the future by thinking about them in our daily lives, knowing that our products and our policies are the tangible expression of the aforementioned values, in which GPS Bags S.p.A. recognises itself and believes it must lead by example, because every contribution, however small, makes a difference, for the planet and for people. These are the fundamental principles for managing the commitments of the future with fairness, precision and integrity. It is essential to believe in everything we do: to believe that what we do today will help to preserve the future; to believe that we are not working to promote slogans, but to create a culture of sustainability within the company, among the people who are part of it, and in the territory in which we live. We want to show all our stakeholders that we are capable of making an active contribution to improving our world from a sustainability perspective; we want to tell them about our commitment to customer satisfaction and the search for solutions that can improve the services and products we offer. This document was approved by the Board of Directors of GPS Bags S.p.A. on 31st May 2024. This document has not been subjected to external Assurance.

Daniele Grotto
Chairman of GPS Bags S.p.A.



sustainability report Index

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transparency
RESPONSIBILITY
VALUE
CREATION

Corporate identity

COMPANY PROFILE

GPS S.p.A. was founded in 1976 in Schio (VI), based on the entrepreneurial idea of Mr Daniele Grotto. The company specialises in the production of customised shopping bags, paper bags and pouches, and over the years has become an important reference for the most prestigious international brands. The company's headquarters were in Schio (VI), in via Campania 16, where both the offices and the production facilities were located. In 2023, a new production plant was inaugurated in Viale dell'Industria 135, Schio, where all corporate functions and the head office were transferred.

The company boasts high-tech production facilities and is able to meet the most diverse customer requests, guaranteeing a product with a quality level that lasts over time. The company greatly values its human resources, without which growth and development would not have been possible.

48 years
of experience



165
employees



2
production facilities



45 thousand
area square metres





PRODUCTS

Our products are designed to meet the needs of every type of customer in every sector:

Luxury

Fashion & Accessories

Pharmaceuticals and Cosmetics Food

Food & Wine

Take Away

E-commerce

Art & Culture

Furniture, Design & Décor

Industry

Hospitality



The focus on environmental sustainability has led us to develop products in line with our ECOPHILOSOPHY, with a range of ecological bags made from recycled paper and recycled materials, to convey ethical and environmental values to customers, for a brand that wants to stand out.





IT IS THE STORY OF A SMALL COMPANY, FOUNDED IN A TOWN NEAR VICENZA, WHICH HAS BECOME ONE OF THE MOST IMPORTANT PRODUCTION GROUPS IN THE SHOPPING BAG SECTOR. THE COMPANY IS AN INTERNATIONAL REFERENCE THAT HAS MADE THE PRODUCTIVE POWER AND CREATIVITY OF NORTH-EAST ITALY KNOWN THROUGHOUT THE WORLD, BECOMING SYNONYMOUS WITH THE QUALITY ASSOCIATED WITH MADE IN ITALY PRODUCTS.

TODAY, THE MOST PRESTIGIOUS BRANDS CONSIDER GPS THE IDEAL PARTNER TO WHOM THEY CAN ENTRUST THE PRODUCTION OF THEIR OWN BRANDED BAGS.





Our values

SIX PILLARS

The growth of a company, not only in terms of turnover, lies in its evolution. GPS Bags has always strived to create a welcoming working environment, respecting the time that is invested and spent by all who work there. For this reason, the values that the company tries to transmit to those who embark on a career path are positive:

Passion

Ethics

Professionalis

Simplicity

Continuous improvement

Excellence

A set of values that characterise GPS Bags, a long-term commitment in a relentless search for quality and excellence. Work done with passion, commitment and purpose is the foundation on which we build our heritage. Driven by the desire to be the reference point in the packaging sector for the production of paper shopping bags, the company's entrepreneurial path is characterised by cutting-edge technology, customer service, research & development and respect for the environment. Years of experience and a sense of innovation, combined with human capital and technical expertise, make us the reference company in the shopping bag sector.



Economic and financial performance

The context in which GPS Bags operative remains extremely competitive. Gps Bags considers the pursuit of a balanced management as the main instrument of sustainability. For this reason, the quality of the services offered, together with the discipline and efficiency of the operating costs, are common objectives for employees and management. Over the years, the results achieved have made it possible to increase the economic value generated and the commitment to share this value with employees and the community.



MAIN ECONOMIC-FINANCIAL INDICATORS

MAIN ECONOMIC DATA	Measurement unit	2023	2022
Net sales revenues	€	41.163.533	52.857.566
Net operating margin (EBIT)	€	3.569.951	6.463.465
Financial income and expenses	€	-77.915	109.170
Income before taxes	€	3.492.036	6.572.635
Net profit	€	3.492.036	5.073.275
Net financial debt	€	-17.272.583	-22.983.618
Net equity	€	-37.255.181	-33.791.764



Creation and distribution of added value

Added value is a company's ability to create wealth. It is therefore the key link between the Sustainability Report and the Financial Statements, showing the economic impact of the company's activities on the stakeholders who contribute directly or indirectly to the creation and distribution of wealth.

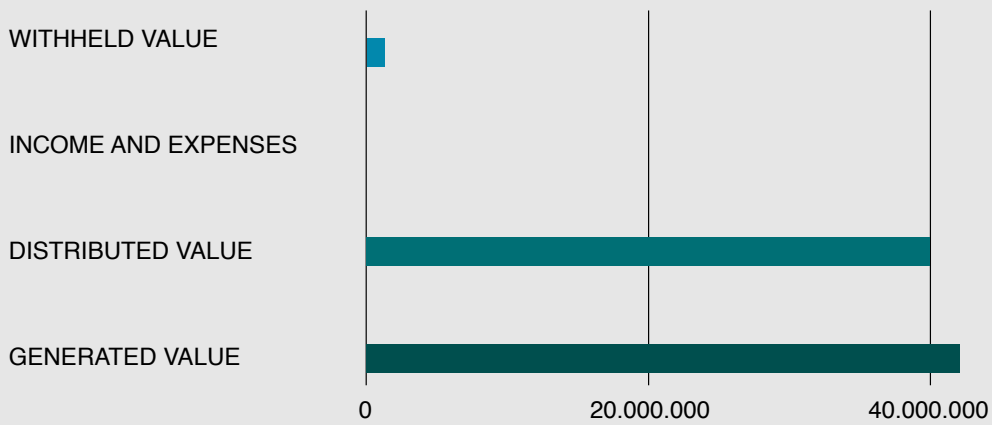
The profit generated by GPS Bags has been calculated as the difference between the total value of production, the intermediate costs incurred for the purchase of external inputs and the financial income net of bank charges.

In 2023, the profit generated by GPS Bags was €3,126,107, which was lower than in the previous year and remains an anomaly in terms of volume of work and economic performance.

	2023	2022
A. Production value	43.680.104	54.802.208
Revenues from sales and the provisions of services	41.163.533	52.857.566
Change in inventories	816.445	1.495.944
Other revenues and incomes	1.700.126	448.698
B. Production costs	-40.110.153	-48.338.743
Raw and auxiliary materials, consumables and goods	-16.920.134	-20.879.915
Service cost	-10.489.793	-12.778.709
Personnel cost	-7.362.230	-7.840.422
Investments in the local community	-128.183	-7.810
Other operating costs	-5.209.813	-6.831.887
C. Financial income and expenses	-77.915	109.170
Taxes	-365.929	-1.499.360
Profit	3.126.107	5.073.275

DISTRIBUTION OF ADDED VALUE TO STAKEHOLDERS

The calculation of the distribution of added value to stakeholders shows how the wealth generated by GPS Bags' activities has been distributed among the categories of stakeholders most relevant to the company.





In 2023, the largest share of value generated and distributed was allocated to the remuneration of suppliers, which accounts for 68%.

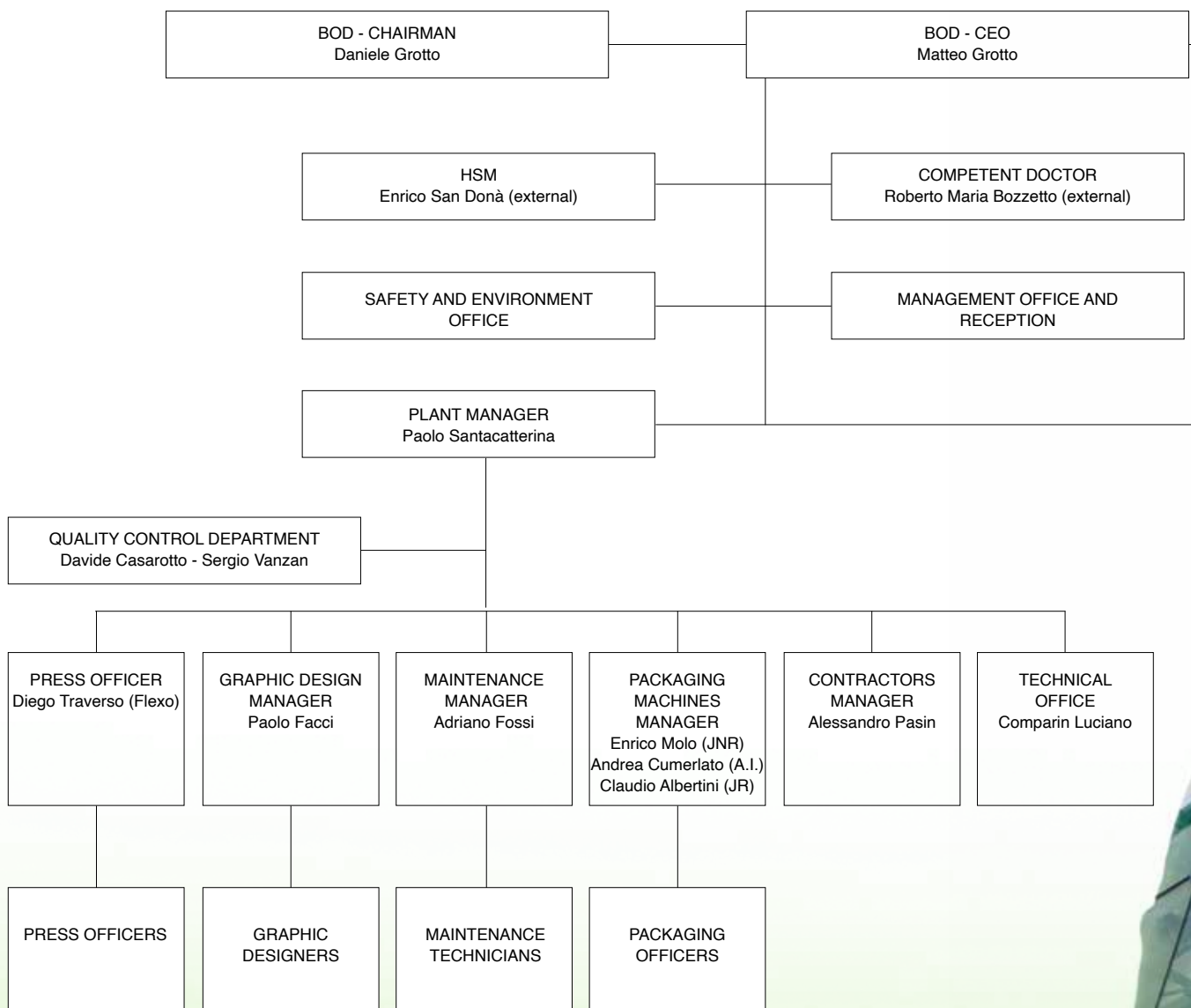
The second largest item is the remuneration of personnel, i.e. employee and non-employee personnel costs, which accounts for 19% of the total, up from 16% in 2022.

Finally, the share distributed to the community through membership fees and donations was 0.3%, an increase over the previous year, demonstrating GPS Bags' commitment to transferring an increasing share of the value generated to the territory.



Governance

The Board of Directors is composed of the Chairman, Mr Daniele Grotto, the CEO, Mr Matteo Grotto, and Mr Alessandro Zennaro, lawyer and Member of the Board of Directors



BOD
Avv. Alessandro Zennaro, lawyer

SALES MANAGER
Mirko Urbani

ADMINISTRATION

GDM SRL

FINANCE MANAGER
Mauro Richele

ADMINISTRATIVE
PERSONNEL

IT MANAGER
Alberto Dal Soglio

MANAGEMENT
CONTROL
Enrico Rizzotto

AREA
MANAGER

SALES OFFICERS

MANAGER
MARKETING
Mirka Narotto

PURCHASING
MANAGER
Riccardo Bullato

LOGISTICS
MANAGER
Tatiana Stocco

PURCHASING
OFFICERS

WAREHOUSE
OFFICERS

Listening to our stakeholders and double materiality

The most advanced approaches to Corporate Sustainability, as well as sustainability reporting frameworks, provide for the implementation of impact materiality or double materiality, which refers to the analysis and assessment of how environmental, social and governance (ESG) issues affect a company's financial performance (in terms of financial materiality) and, at the same time, how the company's activities affect social and environmental issues (in terms of external materiality or impact). Based on an assessment of the most significant material topics for the business and our stakeholders, the relative impacts (potential and actual) on the economy, people and the environment have been integrated - from an inside-out perspective - and these impacts have been rated in terms of significance (on a scale of 1 - low to 5 - high) and likelihood of occurrence (for potential impacts only, on a scale of 1 to 5, with 1 being unlikely and 4 being very likely). An overall index was calculated to identify and prioritise the importance of each impact (as a product of magnitude and likelihood).

The path unfolded as follows:

1. Identification of potentially relevant topics through a review activity of various documents and reference materials on sustainability issues in the sector and in the national and international context..

2. Selection of topics to be the subject of materiality analysis through the sharing of an initial set of topics from the first analysis activity.

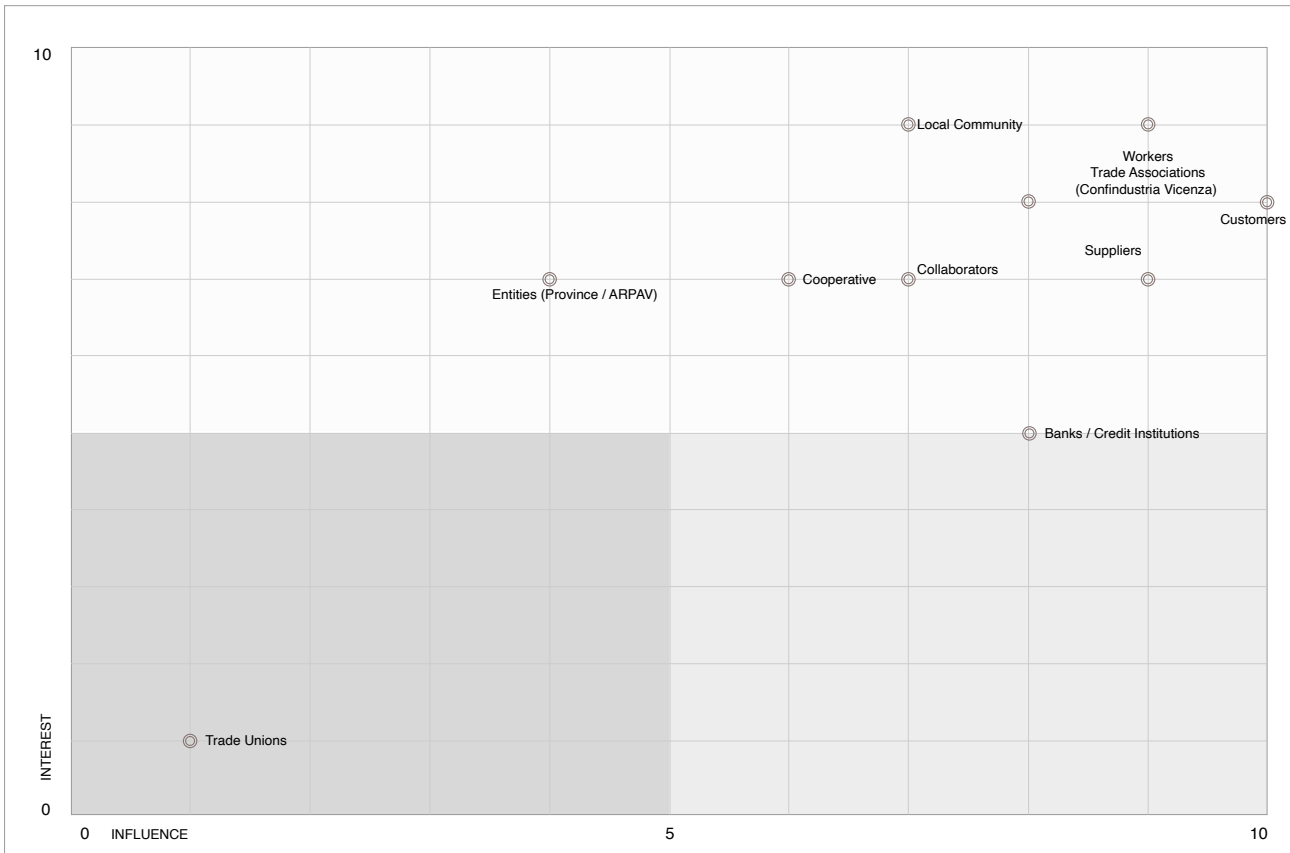
3. Materiality assessment through the creation of a questionnaire to assess the relevance of potentially material topics, which is submitted to all internal stakeholders (management and employees).

4. Evaluation of relevant topics from an inside-out and outside-in perspective

5. Prioritising topics

Stakeholder engagement is at the core of GPS Bags' deeply responsible approach to pursuing the Sustainable Development Goals of the United Nations' 2030 Agenda. Furthermore, in line with the principle of stakeholder engagement set out in the GRI standards, stakeholder engagement is essential to identify the key issues to report on and to work more carefully in developing its sustainability strategy. With this in mind, a significant step has been taken in 2023 towards strengthening the strategy for engaging with key stakeholders year after year.

MAPPING OF STAKEHOLDERS



WEAK STAKEHOLDERS (who need to be involved)	STRATEGIC STAKEHOLDERS (who must be involved)
	ATTRACTIVE STAKEHOLDERS (who should be involved)

Sustainable development issues and based on the expansion of its listening and analytical capacity. The research was based on the analysis of a large body of literature, first on the most appropriate methodology for transparent corporate accountability on ESG issues, and then on emerging issues at global level. The principles that have guided stakeholder engagement have been inclusiveness, materiality and accountability: involving all those who are directly or indirectly affected by economic activities, considering only those impacts that are material - i.e. relevant - and making the process as transparent as possible. With this in mind, the company has identified those stakeholders with whom it has the strongest relationships and who are most affected by its sustainability activities.

Stakeholder	Expectations	Interaction instruments
Collaborators	Continuity of employment Career development Equal opportunities Safe and ethically sustainable work environment	<ul style="list-style-type: none"> • Training plans • Company Intranet • Benefits and company Welfare • Questionnaire
Customers	Ensuring quality and environmentally friendly products Continuity of supply	<ul style="list-style-type: none"> • Feedback from the website • Social media channels • Questionnaire
Suppliers	Optimisation of deliveries Reduction of logistics-related emissions	<ul style="list-style-type: none"> • Contractual relationships • Questionnaire
Outsourcers	Contractual stability Continuation of the relationship	<ul style="list-style-type: none"> • Contractual relationships • Questionnaire
Local community	Support and Development of the territory	<ul style="list-style-type: none"> • Investments in local initiatives
Trade unions	Meeting the needs of workers	<ul style="list-style-type: none"> • Communicatio ns
Trade Associations (Confindustria Vicenza)	Actively participate in community life and c ontribute to the creation of important projects for the local economy	<ul style="list-style-type: none"> • Constant dialogue • Meetings and events
Credit institutions	Compliance with contractual conditions Continuity of service provision	<ul style="list-style-type: none"> • Constant dialogue, based on transpa- rency



During the Stakeholder Engagement phase, through an internal and external evaluation process aimed at selecting the most significant impact areas from a wider range of potential economic, social and environmental Sustainability issues, the following themes emerged:

Sustainability of resources

Water Management

Waste Management

Climate Change

Sustainability of resources

Diversity and inclusion









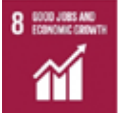
Well-being in the Work Environment

Treatment of Customers

Company Stability

Contribution to the local community

The double materiality analysis performed on the relevant topics produced the following results.

Topic	SDGs	Topics	Priority of topics
Sustainability of resources	  	301 Materials 302 Energy	<ul style="list-style-type: none"> • AVERAGE • HIGH
Climate Change		305 Emissions	<ul style="list-style-type: none"> • HIGH
Waste Management		306 Waste	<ul style="list-style-type: none"> • LOW
Water Management		303 Water and water effluents	<ul style="list-style-type: none"> • LOW
Well-being the Work Environment	 	401 Employment 403 Occupational health and safety 404 Training and education	<ul style="list-style-type: none"> • LOW • AVERAGE • VERY LOW
Diversity and inclusion	 	405 Diversity and equal opportunities	<ul style="list-style-type: none"> • VERY LOW
Company Stability		201 Economic performance	<ul style="list-style-type: none"> • HIGH
Contribution to the local community		203 Indirect economic impacts 204 Procurement practices	<ul style="list-style-type: none"> • VERY LOW • LOW



The Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) (OSS in Italian), are a set of 17 interconnected goals defined by the United Nations (UN) as a strategy for achieving a better and more sustainable future for all.

These goals aim to address a wide range of economic and social development related issues, including poverty eradication, the right to health and education, access to water and energy, decent work, the promotion of inclusive and sustainable economic growth, climate change mitigation, the promotion of sustainable production and consumption patterns, and the promotion of gender and social equality. These goals were listed in the United Nations Resolution adopted on 25 September 2015 by the 193 Member States and comprise a total of 169 targets.

The implementation of the 2030 Agenda requires strong collaboration between all business sectors. GPS Bags is therefore committed not only to adopting sustainability policies and strategies, but also to becoming a sustainable business, linking the goals of the 2030 Agenda to the material issues identified in the previous analysis.

Here are the most significant SDGs for GPS Bags:

SDG 3: Ensuring good health and well-being;

SDG 5: Gender equality;

SDG 6: Clean water and sanitation;

SDG 7: Affordable and clean energy;

SDG 8: Decent work and economic growth;

vSDG 11: Sustainable cities and communities;

SDG 10: Reduced inequalities;

SDG 12: Responsible consumption and production;

SDG 13: Climate action;

SDG 15: Life on land;

In the following chapters, for each activity described, a reference to the SDG to which the activity contributes is included.





goals
COLLABORATION
GROWTH
COMPETENCE

People

OUR COMMITMENT TO OCCUPATIONAL WELL-BEING

GPS Bags recognises that people are an essential element of its success, as the ability to innovate and pursue excellence in the manufacture of products is the result of the passion and dedication of all the people in the company.

Active listening, inclusion and constant dialogue are core values of the corporate culture and contribute to a positive working environment that promotes the achievement of common goals and the professional development of its employees. The design and implementation of effective recruitment and selection systems ensures the sustainable growth of the Company and is a guarantee of transparency and fairness, with full respect for equal opportunities and the development of individual skills.

The organisation chart for the 2022/2023 two-year period is illustrated here below.

Workforce as at 31st December	2023	2022
Total number of employees	165	169
 Males	87	87
 Females	78	82
 permanent contract	160	150
 fixed-term contract	1	16
 project contract	0	0
 Internship	0	0
 trainees	4	3

In addition to its employees, the company has been working with local high schools for several years to host 16-18 year olds during the school-to-work period. The initiative was activated in both 2022 and 2023.

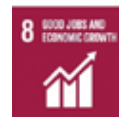
There is a slight decrease compared to the previous year. We report a change in the percentage of the female component that went from 49% in 2022 to 47% in 2023, resulting in an increase to 53% of the male population. 97% of employees are on permanent contracts, demonstrating the company's policy of building stable working relationships with its employees.

Compared to 2022, this figure improved, bringing the increase to 8 percent and from 16 temporary workers in 2022 to one worker in 2023.



EMPLOYEES BY AGE GROUP

	2023			2022		
	M	F	total	M	F	total
New recruits						
Total	8	2	10	23	15	38
< 30 years	5	1	6	13	3	16
between 30 and 50 years	3	1	4	7	10	17
> 50 years	0	0	0	3	2	5



EMPLOYMENT AND TURNOVER

	2023			2022		
	M	F	total	M	F	total
Employees who left						
Total	5	6	11	16	12	28

S u m m a r y	2023			2022		
	M	F	total	M	F	total
Tot. n.of Employees	87	78	165	87	82	169
Recruitment rate	9,2%	2,6%	6,1%	26,4%	18,3%	22,5%
Turnover rate	16,7%	9,2%	12,7%	44,8%	32,9%	39,1%



The analysis of the data collected in 2022/2023 shows an improvement in the turnover rate, which was 12.7% in 2023 compared with 39.1% in 2022. This is due, on the one hand, to the increased attention paid to employees and meeting their needs and, on the other hand, to the economic situation, with the stabilisation of production and staffing levels compared to 2022, a year of intense productive stress.

PARENTAL LEAVEI

	2023			2022		
	M	F	total	M	F	total
employees entitled to leave of absence	3	3	6	2	2	4
employees who have taken leave of absence	3	3	6	2	2	4
employees returned to work after leave of absence	3	1	4	2	2	4
employees who returned to work after taking leave and who were still working for the company 12 months after the end	3	1	4	2	2	4

Over the past two years, all employees eligible for parental leave have taken advantage of this benefit. In addition, there were no situations where employees left the company during their leave or in the 12 months following their leave. The 2023 figure for employees returning from leave is partial, as 2 employees on leave will return in 2024. This can be interpreted in a very positive way:



A favourable and supportive working environment and a good work-life balance, as well as a corporate culture that values and respects the rights of its employees.



Employees are generally satisfied with their job and the conditions offered by the company.



The company's absence of leave policies are well communicated and easily accessible. This is an indication that employees are not afraid of negative consequences for their careers as a result of taking leave.

EMPLOYEE BENEFITS

	2023	2022
Total amount in Euro paid by the company	10,00 €	10,00 €
Life insurance	- €	- €
Health insurance	10,00 €	10,00 €
Insurance cover in case of disability or invalidity	- €	- €
Pension contributions (supplementary)	16.579,62 €	14.313,26 €





Diversity and inclusion

GENDER EQUALITY

The importance of gender equality is a crucial issue in today's work context. Fostering a fair and inclusive work environment, where men and women have equal opportunities and treatment, is critical to a company's success and prosperity. Gender diversity in management enables more balanced decisions to be made that better reflect the needs and expectations of all stakeholders. Women in leadership positions serve as role models for future generations, inspiring other women to pursue successful careers and breaking traditional gender stereotypes. GPS Bags' governing bodies balance female and male quotas to ensure fair and diverse representation. This balance is conducive to an inclusive corporate culture and encourages a diversity of perspectives in the decision-making process. Advocating for gender equality requires the adoption of corporate policies and practices that challenge gender stereotypes, eliminate unconscious bias and promote equal opportunities. This includes implementing specific professional mentoring and development programmes, promoting work-life balance policies and creating a safe and inclusive working environment.



	2023			2022		
	Women	Men	Delta	Women	Men	Delta
Management	64.680,79 €	60.543,43 €	+7%	73.709,38 €	81.238,61 €	-9%
Office workers	29.901,74 €	35.124,24 €	-15%	31.028,80 €	33.999,17 €	-9%
Blue collar workers	22.233,20 €	28.434,02 €	-22%	21.941,12 €	20.286,84 €	+8%
Trainees	27.310,22 €	16.402,64 €	+66%	3.837,13 €	10.879,96 €	-65%



GPS Bags has always been committed to ensuring gender equality and supporting female talent to eliminate any unjustifiable gender pay gap. Analysis of the data for the last two years shows that there is considerable variation in the pay gap between men and women, with improvements and deteriorations varying considerably between different categories of workers. In clerical and manual occupations, there is a 15% and 22% pay gap between men and women respectively, which will be further explored in the long-term objectives.

Occupational health and safety

We are committed to preventing and managing all aspects of health and safety in the workplace on a daily basis, seeking to eliminate problems by preventing the causes of potential risks and hazards.

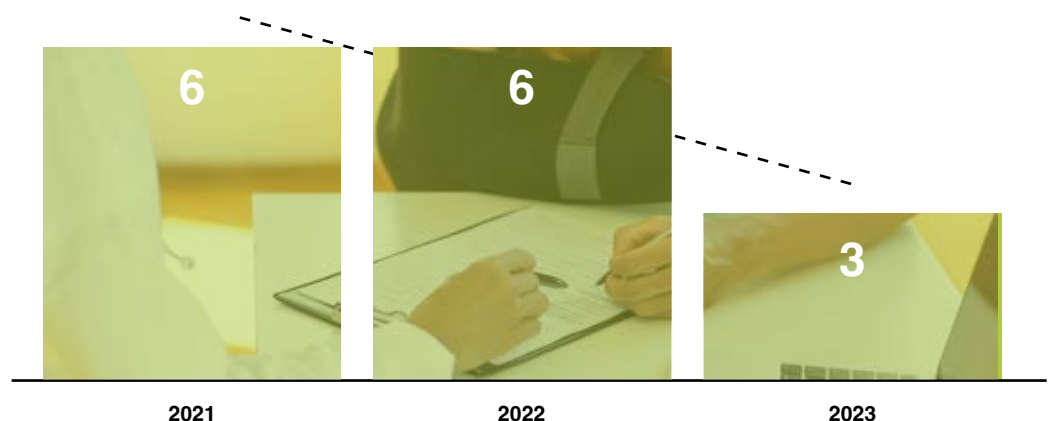
GPS Bags focuses on the production of shopping bags, which fall under ATECO category 17.21, "Manufacture of corrugated paper and paperboard and containers of paper and paperboard (except pressed paper)". The overall risk related to occupational health and safety is high; therefore, the organisation manages all safety procedures with great care and implements strict preventive and protective measures. Having identified chemical risk as one of the most critical aspects of its operations, the organisation took action by establishing a policy for the use of inks in its printing processes, requiring the purchase of only water-based inks.

Regular training of staff, frequent inspections of the working environment, the use of appropriate personal protective equipment and the application of detailed emergency protocols are provided. The company also promotes a safety culture that actively involves all employees in identifying potential risks and working together to maintain a safe and healthy working environment.

Thanks to the continuous improvement efforts, the number of accidents in 2023 was reduced from 6 to 3 compared to 2022, fostering an improvement in the accident indices.



NUMBER OF WORK-RELATED INJURIES PER YEAR





	2022	2023
Total number of hours worked	301.281	266.213
Work-related injury hours	1.073	221,75
Average length of work-related injuries	178,83	73,92
Work-related injury days (Work-related hours/8)	134,13	27,72
Work-related injury frequency rate	5,0	2,8
Severity rate	111,30	26,03
Work-related injury rate per employee	3,43	1,79

* Work-related injury frequency rate = (No work-related injuries/Total hours worked*250,000)

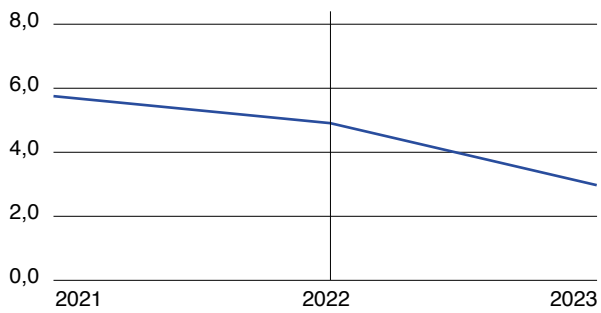
* Rate of missed working days (or severity index) = (missed working days/total hours worked*250000)

* Work-related injury rate = (No. of work-related injuries/total employees*100))

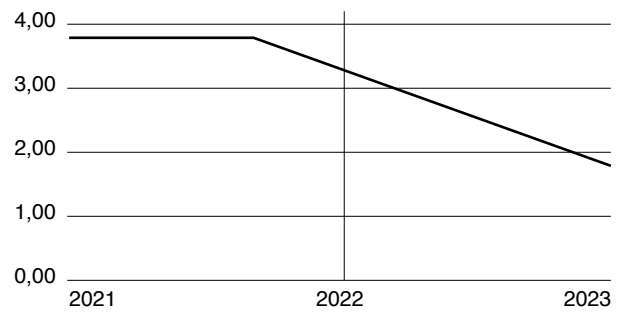




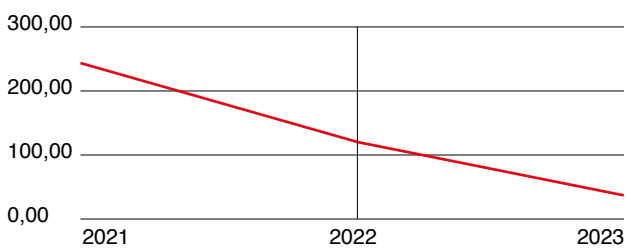
FREQUENCY RATE



WORK-RELATED INJURY RATE



SEVERITY RATE



Objectives

2024

2024 Goals	SDGs	Actions
Promote measures to help employees achieve a better work-life balance		<p>Monitor and reduce overtime in departments where it is most prevalent.</p> <p>Provide at least four weeks' leave per year</p>
Promote and secure actions to reduce gender disparities	 	<p>Ensure equal access to employment and professional growth.</p> <p>Promote internal mobility</p>
Promote professional growth		<p>Implement a training monitoring system for each employee.</p> <p>Create a skills update programme and link it to the performance appraisal</p>



Pursue the well-being at work which is satisfactory for the people who work with the professional family, through material and immaterial elements that improve the relationship between private life and work.





ethics
RESPONSIBLE
QUALIFY
PARTNER

Suppliers

OUR RELATIONSHIP WITH THE SUPPLIERS

Promotion and protection of human rights, environmental protection, and business ethics are fundamental principles that have always guided GPS Bags' procurement policy. Respect for human rights, in particular, is an inescapable, non-negotiable principle that must be safeguarded with the utmost commitment and the best resources available. GPS Bags adopts a responsible approach to managing the entire supply chain, from small local businesses to large multinational organizations, creating relationships that go beyond mere commercial transactions and promoting lasting and mutually satisfying collaborations with the most qualified partners who share the company's principles.

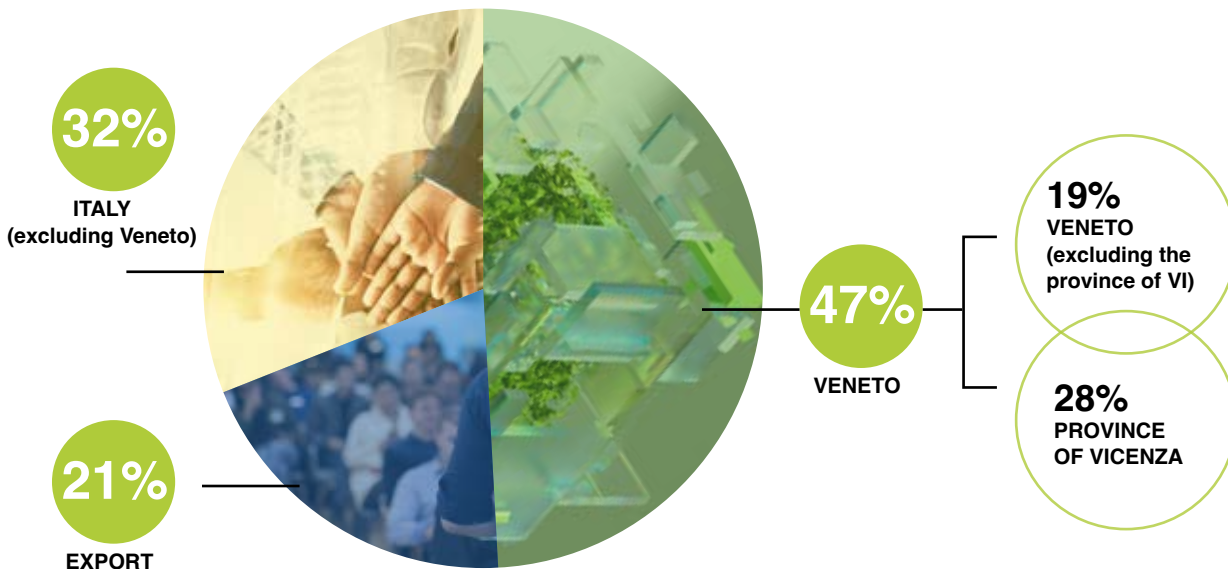
In a market that is increasingly attentive and oriented toward creating value for the customer, the most innovative and dynamic organizations must build their strength on continuous improvement. It is in our interest to establish evaluation tools to verify the suitability of suppliers to ensure the continuity of the relationship; this focus is expressed both ethically and in terms of product quality and safety.

For this reason, the relationship with suppliers is developed with complete transparency, based on what is defined by the General Terms of Supply, applied to all contracts, and by the Quality Provisions, directly referred to in orders and related to the activities that the supplier is required to carry out to ensure the quality of the supplied materials.

The Supply Chain of GPS Bags is mainly made up of paper manufacturers, which represents the primary raw material for the company's products. In a perspective of enhancing the local area, GPS Bags has committed to sourcing materials from local suppliers. In 2023, about 48% of the main and auxiliary raw materials were sourced from suppliers based in the Veneto Region, with 28% from suppliers located in the province of Vicenza.

In quantitative terms, the company had 740 suppliers with a contract value of more than € 30 million in 2023, down from the previous year, with a total contract value 29% lower than in 2022.

	2023	2022
No. of SUPPLIERS	740	724
TURNOVER	33.221.179,16 €	41.089.955,67 €
ITALY	26.406.824,82 € 79%	32.701.500,89 € 80%
EXPORT	6.814.354,34 € 21%	8.388.454,78 € 20%
ITALY (excluding Veneto)	10.611.995,77 € 32%	14.198.782,24 € 35%
VENETO	15.794.829,05 € 47%	18.502.718,65 € 45%
VENETO (excluding the province of Vicenza)	6.340.322,09 € 19%	11.809.271,60 € 29%
PROVINCE OF VICENZA	9.454.506,96 € 28%	6.693.447,05 € 16%



In 2023, there was an improvement in the value distributed to suppliers in the province of Vicenza, both in absolute terms and in terms of impact on total turnover. This increase highlights the company's commitment to strengthening its relations with local suppliers, encouraging the economic development of the region. The increase in distributed value demonstrates the effectiveness of business strategies aimed at fostering collaborations with partners in the Vicenza area, thus contributing to sustainable and shared growth.

Goals

2024

2024 Goals	SDGs	Action
<p>Increase communication and collaboration with suppliers to raise awareness of GPS Bags path</p>		<p>Create a Code of Ethics to be shared with Suppliers</p> <p>Assess suppliers on Social and Environmental issues</p>



Promote relationships with suppliers that are always based on a strong sense of ethics, professionalism and respect for the parties involved.



Towards
a company
**WITH ZERO
IMPACT ON THE
ENVIRONMENT**

Environment

THE SUSTAINABILITY OF OUR PRODUCTS

GPS Bags is specialised in the production of customised shopping bags, paper bags and pouches.

In this context, the environmental impacts directly related to business activities are generally reduced in relation to the entire life cycle of the product. In fact, most environmental liabilities are concentrated in the production stage of raw materials (upstream). Although GPS Bags carefully considers the selection of suppliers, this phase is not under its direct control, but can lead to specific. The company favours suppliers who adopt sustainable practices and environmental certifications, promoting the use of raw materials from responsible sources. This approach reduces the overall ecological footprint and contributes to a more sustainable supply chain.

In contrast, impacts at the “core” level, i.e. within the plant boundaries, are under the direct control and monitoring of the company and mainly relate to energy consumption, water consumption, emissions into the atmosphere and waste generation.

The company invests constantly in innovative technologies and efficient production processes to minimise direct environmental impacts, thus demonstrating a strong commitment to sustainability. The company constantly invests in innovative technologies and efficient production processes to minimise direct environmental impacts, thus demonstrating a strong commitment to sustainability. These have led to the creation of a line of ecological shopping bags with a Green soul to differentiate themselves and transmit ethical values and environmental protection.



This was made possible by a number of steps:

- the choice of environmentally sustainable materials, such as FSC® certified paper, 100% recycled paper and grass paper, as well as a range of innovative materials with a view to the circular economy;
- printing with water-based inks
- packaging without glues and with cotton yarn seams.





look over I'm
sustainable
the new luxury of
ecofriendly



ECOPHILOSOPHY COLLECTION

A "responsible" shopper made from paper sourced from responsibly managed forests (FSC® certified) according to strict environmental principles, laminated with Compostable and plastic-free ECOGLOSS GOLD film. Thanks to the use of textile waste materials, the handle is designed with circular economy in mind. The FSC® (Forest Stewardship Council) certification is an independent, thirdparty, international certification system that ensures products come from responsibly managed forests. The FSC® certification is based on strict environmental, social and economic standards, and covers the entire production process, from the forest to the final consumer.

Responsible resource management

GPS Bags mainly uses paper as a material for making Shopping Bags. Depending on the raw materials, the products can be manufactured in the following materials: White Kraft Paper, Havana Kraft Paper, Grass Paper, Coated Paper, Corki Paper and Pigmented paper. In addition to the use of paper, there are two product lines using jacron, a cellulosic material originally developed for the production of jeans labels, and the line using reclaimed leather.

RESOURCE CONSERVATION

GPS Bags has always been committed to respecting the environment and, more generally, to caring for our planet. According to the United Nations, if the world's population reached 9.6 billion by 2050, it would take the equivalent of three planets to provide the natural resources needed to sustain current lifestyles (source: UN.org). This is why we are committed to finding suppliers with sustainable production models, with the aim of increasing the amount of recycled material in our collections. This choice allows us to respect our planet and limit our impact on resources.



MATERIAL USED

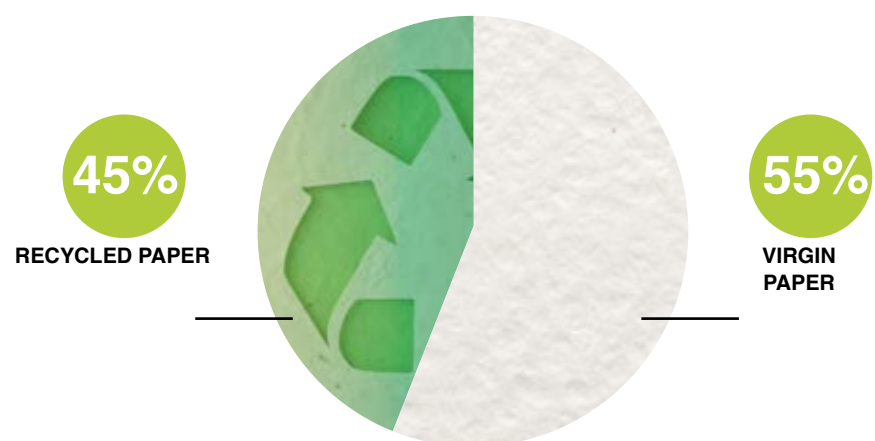
The following types of paper were used in 2023

TYPE OF PAPER	2023 CONSUMPTION
WHITE PAPER	5.938.139
RECYCLED GRASS PAPER	770.172
RECYCLED WHITE PAPER	157.077
RECYCLED HAVANA PAPER	4.422.465
VIRGIN HAVANA PAPER	189.269
PIGMENTED PAPER	53.038
COATED PAPER	247.175
TOTAL	11.777.336





PERCENTAGE OF RECYCLED AND VIRGIN



All paper purchased is FSC®-certified and can be recycled or virgin. In 2023, 45% of purchased paper was recycled, reflecting the company's desire to reduce its environmental impact and promote sustainable practices. This commitment is part of GPS Bags' focus on sustainability and environmental responsibility, with the aim of minimising the use of natural resources.

Use of water resources



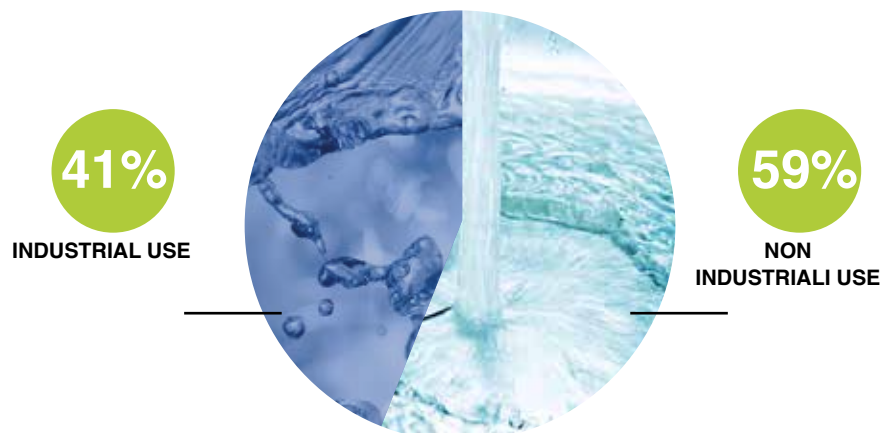
GPS Bags uses water for various purposes, both industrial and non-industrial. Non-industrial water is used in the toilets and in the in-house canteen. In the production area, water is used to wash printing and packaging machines, particularly to remove adhesives used in the production process. In 2023, the total water consumption was 2,043 cubic metres, a slight decrease compared to 2022, when 2,150 cubic metres were consumed, despite the activation of a new plant. The water used is taken from the mains and supplied by VIAcqua.

	2023	2022
Water consumption (m3)	2.043	2.105

Since 2023, water consumption has been divided by plant.

WATER CONSUMPTION	2022
Via Campania (m3)	1.116
Viale dell'Industria (m3)	927

2023 WATER CONSUMPTION



The analysis of the waste disposed of according to CER Codes 08.03.08 and 08.03.12 estimated the water consumption of the production department in 2023 at 845.5 m3, representing 41% of the total water consumption.



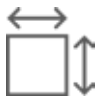
Energy consumptions



The management of energy consumption is a key element in the organisation's journey to reduce its environmental impact, as it is a parameter directly related to the emission of greenhouse gases responsible for climate change.

The direct energy consumption of GPS Bags is mainly due to the following:

- the use of electricity to operate systems within the plant;
- the use of electricity for lighting, room cooling and the operation of equipment in the offices and warehouses of the company's head office;
- methane gas consumption for heating and ACS production at the two sites;
- the consumption of thermal energy from the municipal district heating system provided by Altovicentino Servizi and started in November 2023 using the he-co-generated by the waste incineration plant.



Photovoltaic system
Approximate surface

14.450 mq



Photovoltaic system power

809.2 kWh

In 2023, the total energy consumption was 20,911 gigajoules, compared to 21,843 of the previous year, a reduction of 4.1%.

Of this, 43 % was electricity consumption, which amounted to 2,504,558 kWh, a decrease of 9.7 % compared to 2022. This decrease is due to the energy efficiency of the new premises where the company has been based since September 2023.

We also report on the activation of the photovoltaic system on the new premises in Viale Industria in September 2023. The installation, with a total output of 809.2 kWh, covers an area of approximately 14,450 square metres and consists of 2,187 photovoltaic panels, 6 x 110 kW inverters and 2 x 50 kW inverters. In 2023, it produced 101,677 kWh of electricity, about 4% of the total, while in 2024 we expect this to increase to 50-55% of the total.



- 9,7%
2023 energy consumption



2023
District heating

Thanks to this system, the total energy consumption in 2023 was 2,402,881 kWh, compared to 2,774,943 kWh in 2022, a reduction of 13.4%. Another important energy consumption item is natural gas for heating and production of ACS, which represented 45% of the total in 2023, a decrease compared to 54% in 2022 thanks to the connection to the district heating plant, which represents 12% of the energy sources used by GPS Bags in 2023.

ENERGY CONSUMPTION BY SOURCE, IN GJ

ELECTRIC POWER	2023	2022
Via Campania		
Consumption of electricity from the national grid (GJ)	7.212	9.990
Viale Industria		
Total electricity consumption (GJ)	1.804	-
From PV system (GJ)	366	-
From the national grid (GJ)	1.438	-
Total consumption (GJ)	9.016	9.990

GAS CONSUMPTION	2023	2022
Via Campania (GJ)	6.686	11.853
Viale Industria (GJ)	2.722	-
Total (GJ)	9.408	11.853

CONSUMPTION FROM DH	2023	2022
Via Campania (GJ)	1.362,9	0
Viale Industria (GJ)	1.123,9	0
Total (GJ)	2.487	0

	2023	2022
Total energy consumption(GJ)	20.911	21.843
% of electricity	43%	46%
% of Natural Gas	45%	54%
% of DH	12%	0%
of which from renewable sources (GJ)	4.160	3.549
% Energy from renewable sources	20%	16%

In 2023, the share of energy from renewable sources increased by 4%. The calculation takes into account the energy consumed by the PV plant (100% renewable) and the share of renewable energy present in the Italian energy mix (source AIB), which was 43.86% in 2023 compared to 35.53% in 2022.

Waste



Increased efficiency in the use of materials in the production process leads to a reduction in costs, waste and scrap, all to the benefit of the environment. For these reasons, GPS Bags promotes the responsible management of materials and waste, with particular attention to the treatment and disposal of hazardous waste. A dedicated function ensures compliance with current regulations on the management of the storage, transport and disposal of hazardous and non hazardous waste. With a view to continuous improvement and efficiency of production systems, the Company has achieved almost total elimination of waste sent to landfill through recovery and recycling activities, as well as rationalisation of the raw materials used.

In 2023 GPS Bags generated 1,441 tonnes of waste, less than 2% of which was hazardous.

CER	Via Campania	Viale Industria	Total 2023	Total 2022
150101	632,22	105,48	737,7	700,87
140605*	11,383	0	11,383	9,701
080312*	4,493	0,241	4,734	3,288
080416	31,589	0	31,589	28,398
161001*	5,421	0	5,421	3,491
160216	0,049	0	0,049	0,053
150202	8,278	2,434	10,712	7,32
150110	7,933	0,458	8,391	8,17
080308	342,44	129,16	471,6	335,4
150102	7,06	2,12	9,18	6,4
150106	45,74	7,32	53,06	36,42
150105	67,08	0	67,08	72,14
150103	16,54	1,4	17,94	18,22
160214	0,28	0	0,28	0,045
130205*	0,261	0	0,261	0,093
200121*	0,055	0	0,055	0,022
170405	11,86	0	11,86	0
070213	0	0	0	34,825
Totale	1193	249	1441	1265



	2023	2022
Hazardous (t)	21,85	16,60
%	1,5%	1,3%
Non-hazardous (t)	1.419	1.248
%	98,5%	98,7%

The following table shows the total amount of hazardous waste generated, divided into “recyclable” and “non-recyclable” waste. Waste destined for recycling or recovery represents 65% of the total waste disposed of, an increase of three percentage points compared to the previous year.

	2023	2022
Recyclable (t)	933	779
%	65%	62%
Non-Recyclable (t)	509	486
%	35%	38%



Pursue environmentally sustainable activities, both internally and externally.

Emissions

Greenhouse gases emissions

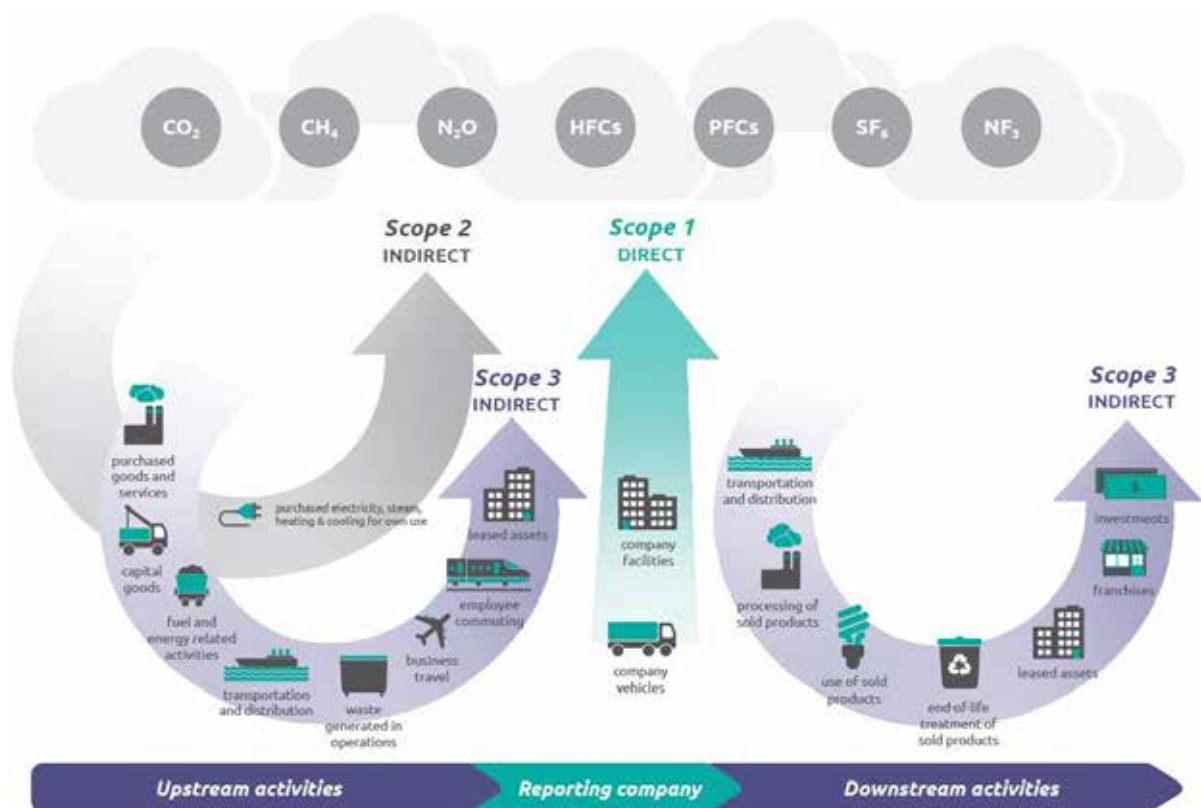


The activities of GPS Bags generate emissions of carbon dioxide and other gases responsible for climate change through the use of various energy sources. Processes and activities that result in GHG emissions have been classified in accordance with the GHG Protocol – Corporate Standard guidelines:

Scope 1: Direct GHG emissions and removals;

Scope 2: Indirect GHG emissions from imports of energy.

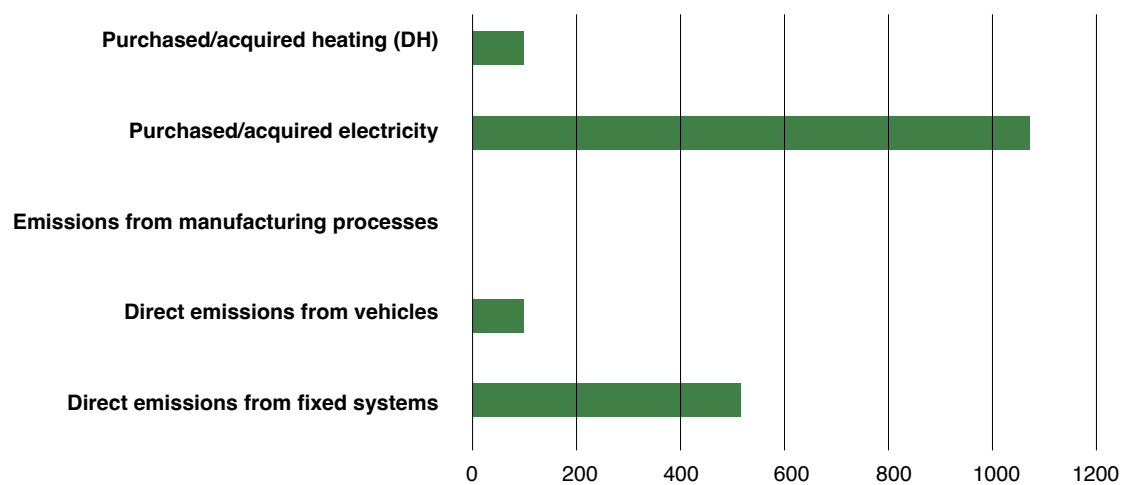
By creating a model using SimaPro v. 9.5.0.0 Analyst software in accordance with the requirements of the GHG Protocol - Corporate Standard guidelines and Ecoinvent 3.9 databases, it was possible to perform an analysis of direct (Scope 1) and indirect energy emissions (Scope 2) for 2023.



IMPACT CATEGORY	IPCC GWP 100A [TON CO2 EQ]	CONTRIBUTION %
Scope 1: Direct GHG emissions	604,81	34,83%
Scope 2: Indirect GHG emissions from imported energy	1.131,52	65,17%
Total Scope 1+ 2	1.736,32	100%

Analysis of the data shows that Scope 2 is the largest contributor to total GHG emissions (65%); the largest contributor to total Scope 1&2 emissions is the supply of electricity from the grid, with an incidence of 60%.

COMPARISON OF SCOPE1&2 GHG EMISSION CONTRIBUTIONS



EQUIVALENCE - CO2 EMITTED FOR SCOPE 1 + SCOPE 2

MILLIONS of km travelled by train AV2	MILLIONS of km travelled by a mid-range car ³	Equivalent trees (CO2 absorbed in one year) ⁴	MILLIONS of recharged Smartphones ⁵
38,76	14,47	231.510	217

² Processed using the Ecoinvent database (2020). Life EFFIGE project.

³ Processed using the EEA Report No 2/2020. Life EFFIGE project.

⁴ AzeroCO2's forestation dossier (2012). Life EFFIGE project.

⁵ kg of CO2 emitted to produce the energy needed to recharge the same number of smartphones. Processed using the Unilever study estimates (2019). Life EFFIGE project.

Ecovadis



EcoVadis is a platform for evaluating the sustainability performance of companies, founded in 2007 and based in Paris, France. The platform provides a detailed analysis of companies' sustainability performance, including environmental, social and ethical aspects. It uses a methodology based on a combination of international sustainability standards such as ISO 26000, the Global Reporting Initiative (GRI) and the Carbon Disclosure Project (CDP) to assess the performance of companies across industries and countries.

Companies are assessed through a series of online questionnaires covering a wide range of topics including corporate governance, business ethics, environmental management, human rights, labour and social conditions, supply chain and product life cycle. Companies that undergo an EcoVadis assessment receive a score from 0 to 100, which takes into account their sustainability performance in all aspects assessed. Using the EcoVadis platform, GPS Bags can assess risk areas in the supply chain and understand how best to work.



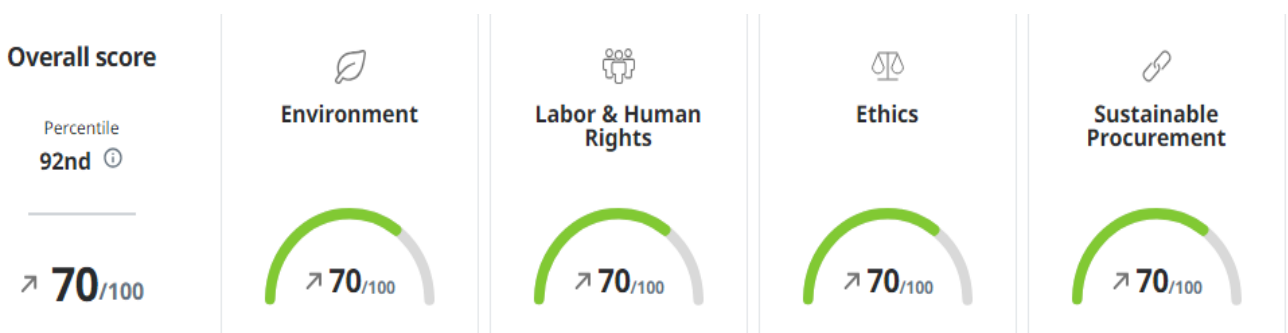


with them in order to continuously improve, increase awareness and define KPIs that contribute to achieving global goals.

At the beginning of 2023, GPS Bags was assessed for the first time for the year 2022 and received the EcoVadis bronze medal with a score of 57/100, placing the company in the 70th percentile.









The most recent assessment, carried out in July 2024 and covering the 2023 reporting year, highlighted the impact of the improvements achieved, resulting in an EcoVadis Silver Medal with an overall score of 70/100, placing GPS Bags in the 92nd percentile and in the top 8% of EcoVadis-rated companies worldwide.



Objectives

2024



2024 Goals	SDGs	Actions
Improve product sustainability	 	LCA study of a pilot product to analyse the phases of the product life cycle that have the greatest impact
Achieve 50% of electricity from renewable sources		<p>Increase of electricity production from photovoltaic systems</p> <p>Green contracts with electricity supplier</p>
Improvement of impacts in Scope 1 and Scope 2		Increase the share of Renewable Energy
Monitor Scope 3 emissions		Extend the Carbon Footprint study to Scope 3
Improve the Ecovadis rating		Obtain the gold medal





support
TERRITORY
YOUNG FUTURE
SPORT

Community

OUR COMMITMENT TO THE DEVELOPMENT OF THE COMMUNITY

Provide organisational and economic support to the local community, particularly in the area of sport and children.

GPS Bags has its roots in the local business tradition, without which the company could not exist and thrive. The virtuous ecosystem that has been created in turn feeds on formal and informal relations with the local community, in a continuous exchange of tangible and intangible resources that are the GPS Bags has always had one goal: to set an example and be an inspiration to the local community with small concrete and easily replicable actions.

In 2023, €128,182.57 was donated to the local community in the form of free. In 2022, this share amounted to 7,810€, demonstrating a significant increase in the company's commitment

to supporting and developing community initiatives. This increase reflects GPS Bags' growing commitment to investing in local communities and making a positive contribution to their well-being through more consistent financial support.

SOCIAL INITIATIVES

GPS AND "I BAMBINI DELLE FATE": FOR FAMILIES LIVING WITH A DISABILITY

Leaving a positive impression on the future of the new generations: this is the commitment that GPS Bags has made in the field of Corporate Social Responsibility and which it pursues by supporting projects and voluntary initiatives for others.

The collaboration with "I Bambini delle fate", a social enterprise dedicated to communication and fundraising continued also in 2023. The aim of the enterprise is to provide financial support to social inclusion projects run by local associations in favour of families with autism and other disabilities.



I BAMBINI DELLE FATE
per l'inclusione sociale

INFORMAZIONE FIDUCIARIA
BANCA DEL TEMPO SOCIALE

Banca del Tempo Sociale

Il Progetto *Banca del Tempo Sociale* non smette di regalare grandi emozioni a *Thiene*.



Blaisea Gurniero
Referente dei progetti
di filanza
339 4424799

Grazie a tutti gli sponsor che hanno deciso di sostenere questa iniziativa promossa da *I Bambini delle Fate*, a *Thiene (VI)* 10 ragazzi con disabilità hanno trovato 30 amici che hanno scelto di spendere il loro tempo libero passando pomeriggi e giornate assieme a loro. Il progetto ormai dura da più di due anni e i risultati sono più che evidenti: amicizia, relazione e divertimento, sono solo alcuni dei risultati dell'impegno e dedizione dei partecipanti a questa avventura. I momenti di incontro iniziano sempre con un momento conviviale, che ha aiutato non poco a stringere relazioni, raccontandosi la giornata e, con il passare del tempo, arrivare a conoscersi nel profondo. Successivamente, in base al tempo atmosferico, i pomeriggi si alternano tra giochi da tavolo o uscite al parco per giocare assieme. I volontari dimostrano sempre più grandi abilità nel leggere lo stato d'animo dei ragazzi che sono loro affidati e riescono addirittura ad anticipare alcuni loro desideri. D'altro canto, i ragazzi e le ragazze coinvolti hanno trovato un ambiente che permette loro di sperimentare inclusione ed appartenenza, entrando a far parte di un gruppo di amici coetanei. Il senso di appartenenza è un obiettivo fondamentale che la Banca del Tempo si prefigge, infatti spesso il ragazzo con disabilità fatica a trovare un ambiente amicale di coetanei all'interno del quale potersi sentire accolto, ascoltato e compreso. A beneficiarne sono anche le famiglie, che hanno la possibilità di vedere i propri figli uscire di casa con degli amici e passare del tempo in compagnia.

Siamo *Alexis e Alessandro*, genitori di un solare ragazzo di 20 anni.
"Simone frequenta da tre anni la "Banca del Tempo Sociale" supportata da "I Bambini delle Fate". Per Simone frequentare questo gruppo è un luogo di condivisione di momenti di vita assieme ad altri ragazzi, momenti di svago che vanno dal pranzare assieme a giocare, guardare un film, piuttosto che fare un giro in centro città, per prendere un gelato e fare da chiacchiere come fanno tutti i ragazzi. A Simone piace pranzare alla Banca del Tempo, magari un trancio di pizza e bere una bibita. Per lui è la parte più bella perché nella sua vita non si sono molti momenti in cui può stare con suoi coetanei. Al rientro a casa racconta del pranzo, delle attività svolte, ma anche di come non sia sempre facile stare assieme e mediare sulle decisioni da prendere e fare anche qualcosa che non si ha voglia di fare. Per noi è molto bello che Simone par-



I ragazzi della Banca del Tempo Sociale di Engim: Aurora, Ella, Sofia ed Elisa

tecipici a questi momenti di condivisione, lo aiutano a rilassarsi e ad uscire dalla sua zona comfort, a maturare, rispettare le idee altrui, ma anche far sentire la sua voce. Condivisione è la parola che abbiamo usato di più in questa breve testimonianza su racchiude tutto il bisogno che questi ragazzi hanno per essere inclusi in una società che spesso non li vede. Ringraziamo molto Engim con Abilmente e i Bambini delle Fate per questa grande opportunità."

LA BANCA DEL TEMPO SOCIALE
DI THIENE È GESTITA DA

ENGIM
IMPRESA FORMATIVA
S.R.L. Impreso Sociale

Progetto gestito da
Engim Impresa Formativa
Aleria Rigo T. 0445 361141

I Bambini delle Fate

Un'impresa sociale che dal 2005 si occupa di assicurare sostegno economico a progetti e percorsi di inclusione sociale gestiti da associazioni e realtà del terzo settore, rivolti a ragazzi e famiglie con autismi e altre disabilità. A noi fine siamo impegnati esclusivamente in attività di raccolta fondi regolare tramite la formazione di gruppi di sostenitori in tutta Italia.

BANCA DEL TEMPO SOCIALE

CON LA BANCA DEL TEMPO SOCIALE:
Attività, cultura ed educazione sociale. Un progetto che unisce ragazzi con disabilità a ragazzi normodotati in un percorso settimanale guidato, assistito e continuativo.

- **PROGETTO STRUTTURATO** gestito da un operatore specializzato che, a tempo pieno, coordina tutte le attività dei ragazzi durante l'anno.
- **CREDITI FORMATIVI** riconosciuti dagli istituti scolastici.
- **BORSE DI STUDIO** che i Bambini delle Fate assegnano alla fine dell'anno scolastico.
- **AMICIZIA** per ragazzi disabili, quasi sempre soli, in un percorso che porta a relazioni destinate a durare per tutta la vita.



Andrea Antonello, che i Bambini delle Fate, con i papà Franco

I Bambini delle Fate dal 2005

4400+
Famiglie beneficiarie

93
Progetti attivati

18
Regioni attive

3000
Socie/attivi attivi

2400
Impresariatori coinvolti

SOCIAL INITIATIVES
FREE MAMMOGRAPHY AND ULTRASOUND



WelfareCare
Società Benefit

Prevenzione è Vita
Social Partner

Alliance Medical
Health-Care Partner

FOSCARIN
National Partner

Mammografia ed Ecografia Gratuita

Risultati di **WELFARE CARE**
in collaborazione con **Prevenzione è Vita**
nella **PREVENZIONE del TUMORE AL SENO**

SCHIO - 07 NOVEMBRE 2023

34 Mammografie

48 Ecografie

82 ESAMI TOTALI

La Mammografia e l'Ecografia Gratuita, grazie al sostegno dei nostri partner.

SPORTS PROJECTS

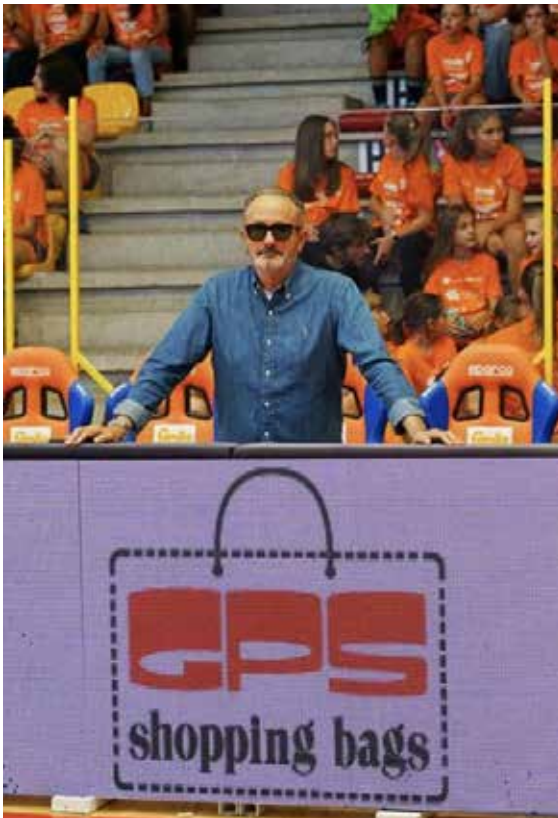
GPS VOLLEY GROUP

The passion for sport and the desire to create a sports association spread over the various municipalities of the Alto Vicentino area have given rise to a project that we believe to be forward-looking, based on the sporting collaboration of the clubs ASD SCHIO VOLLEY - P.G.C. SANTORSO "B. ZUCCATO" ASD "SOTTORIVA - MARANO VIC. – SAN VITO VOLLEY.

The sports project was born under the name "GPS VOLLEY GROUP" and involves more than 650 athletes from the Alto Vicentino area, with over 30 teams operating from the national second division, through the regional fourth division, to the youth categories and provincial divisions. 25 coaches, 30 official referees and scorekeepers and over 50 managers are involved in the project. The associations involved will retain their nominal management within CONI and the Italian Volleyball Federation and are all non-profit organisations.

The strong point will be the 8 mini volleyball teams for children up to 11 years, distributed in the municipalities of Schio (Liceo Tron, Scuola Collareo, Palazzetto Don Bosco, Giavenale, San Vito, Marano and Torrebelvicino).

Other venues used for training and official competitions are the PalaRomare in Schio, the Palestre Campus in Schio, the Battistella gym in Schio, the Timonchio-Santorso gym and Centro Giovanile Santorso (Youth Centre), the gyms in Marano and San Vito, Pieve and Torrebelvicino. A large and widespread presence in the area. The championships will include the National Second Division, 2 Regional Fourth Divisions, and Provincial First, Second and Third Divisions as well as Under 12, 13, 14, 16, 18 and 19.



Young boys, girls and teenagers will have the opportunity to meet in a healthy and controlled environment, to socialise and gradually learn the techniques and secrets of volleyball, thanks to trained and helpful coaches and managers. During the summer, special camps are organised, which are dedicated to sports as well as to social activities and excursions.

The young athletes will have the opportunity to grow year by year, finding the right position for each step they take to try and reach the highest peaks of the national volleyball teams. A unique image, where the potential of this very large group will give space to the greatest vision and interpretation of communicative sport.

All athletes, coaches and managers will have a single uniform, representing the truest image of local and other entrepreneurs dedicated to sport.

SPORTS PROJECTS

ISTITUTO SALESIANO - CONTRIBUTION FOR THE CREATION OF SYNTHETIC TURF SPORTS FIELD



SPORTS PROJECTS

5th MASIERACADEMY

MasieraDay, here come sports and life champions. Emotions for young Cesare: "Giving up is not an option"



24 PROVINCIA

Sabato 15 Aprile 2023 IL GIORNALE DI VICENZA

SCHIO

Redazione Via Lago di Lugano, 15 - Schio / red.schio@ilgiornaledivicenza.it / 0445.523.150

SCHIO
Erbe e funghi
della Pedemontana



Martedì, alle 20.30, i consigli di quartiere di Givendale e Centro, con il gruppo micologico Val Leogra propongono un incontro su "Le erbe della Pedemontana veneta", al centro civico di Givendale di via Sorella Boschetti. Giovedì sera informativa sui funghi. R.T.

L'EVENTO Tutto esaurito al PalaRomare per la quinta edizione di Masieracademy: borse di studio per cinque studenti eccellenti e un premio speciale per Cesare

«Lo sport è come la vita: mai mollare»

Il ct Mancini: «È con le sconfitte che si migliora, che si diventa più forti». Fefè De Giorgi: «Gli altri vedono i difetti, voi non smettete di credere nei vostri sogni»

Rubina Tognazzi

«Solo l'amore e l'educazione faranno andare avanti il mondo in maniera migliore di come sta andando». PalaRomare da tutto esaurito con Roberto Mancini, Ferdinando "Fefè" De Giorgi e Davide Cassioli, campioni in cattedra al Masieracademy con i cinque studenti che hanno ottenuto la borsa di studio per meriti sportivi e scolastici. Quest'anno a brillare oltre alle "stelle", l'itis De Pretto che con tre borse di studio si aggiudica il podio, due sono andate al liceo Tron Zanella, mentre gli altri istituti sono rimasti a bocca asciutta.

Un PalaRomare invaso da 2500 studenti per la quinta edizione del Masieracademy che quest'anno ha scelto il tema "All inclusive, nessuno escluso", edizione dedicata a Schio Città Europea dello Sport, con la presenza del ct della nazionale di calcio, del ct della nazionale maschile di pallavolo, attuale campione del mondo, e Daniele Cassioli, cieco dalla nascita, esempio sportivo diventato il più grande atleta paralimpico di sci nautico.

I giovani vincitori delle borse di studio sono per l'itis De Pretto, Luca Schneider che pratica il Tai Chi, Andrea Mendo atleta di Kung Fu e Valentina Altissimo che si dedica al pattinaggio a rotelle; la cestista Martina Mutterle e Giulio Battistin che pratica l'hockey su rotelle frequentano invece il Tron Zanella.

Una celebrazione delle eccellenze. Un evento che unisce tutte le scuole. «Lo sport ci insegna a metterci in gioco. Per me è stato così - il monito di Daniele Cassioli - lo sport che io pratico mi ha insegnato l'importanza della diversità». «Si vince con i difetti e non fate fermare i vostri sogni. O vinciamo, o impariamo» - il mantra di Fefè De Giorgi



Oltre i limiti "O vinciamo o impariamo" il mantra di Fefè De Giorgi



Il campione Per Daniele Cassioli «lo sport ci insegna a metterci in gioco»



La sorpresa Una borsa di studio anche per il piccolo Cesare Zambon



Ovazione Applausi prolungati per il ct della nazionale di calcio Roberto Mancini ricordato anche l'arbitro Vialli. Foto: SERVIZIO STUDIOLA CISCATO

mo - il mantra di Fefè De Giorgi - tutti abbiamo dei limiti, nessuno è perfetto, ma gli obiettivi arrivano anche con i limiti, io ne sono un esempio. Non fatevi fermare dalle persone che vi dicono cosa vi manca. Fate quello che potete con ciò che avete. Lo sport è fatto di sconfitte e le vittorie. La sconfitta è uno stimolo per migliorare».

Commovente la testimonianza di mamma Federica, salita sul palco con il piccolo Cesare Zambon «Daniele è il faro che mi ha illuminato quando pensavo che tutto stesse andando storto - ha ammesso - il suo primo libro dice di lasciare liberi i bambini di sperimentare e cadere, soprattutto perché devono imparare a cadere emotivamente e fisicamente. Un bambino con difficoltà non va messo sotto una campana di vetro, ma con lui bisogna spingere sull'acceleratore». E proprio per aiutarlo in questa



I magnifici cinque Gli studenti premiati per meriti scolastici e sportivi

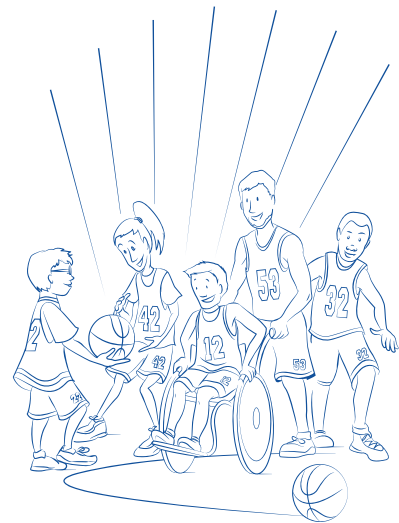
spinta, Masieracademy ha previsto una borsa di studio anche per Cesare perché «Anche tu sei stato tenace e ti sei impegnato a praticare sport e la tua lezione di vita ci è arrivata prima di tante altre: ci hai insegnato a vedere la vita in modo inclusivo».

Entusiasmo alle stelle per Roberto Mancini che ha percorso il campo tra gli applausi, ripetuti al ricordo di Gianluca Vialli. Il calcio ha dimostrato di avere un linguaggio internazionale che travalica i confini e unisce tutti. «Io non sono niente rispetto chi mi

ha preceduto oggi - ha detto Mancini - rappresentare la propria nazione è la cosa più bella. Vincere gli europei 2020 ha ridato entusiasmo e la voglia di rimettersi in gioco a 60 milioni di italiani. Poi c'è stata la delusione per non essere stati ammessi ai mondiali. E questo conferma che lo sport è come la vita. Ci sono momenti belli da godere al massimo e momenti difficili. Nei momenti difficili bisogna essere forti e perseverare perché è con le sconfitte che si migliora». In pochi minuti il ct azzurro ha trasmesso valori fondamentali per crescere e vivere bene. «Non tutti arriveranno a diventare giocatori professionisti, ma lo sport aiuta nella vita. Si inizia a rispettare i compagni, gli avversari e a capire che si può vincere e perdere e se si perde bisogna rimbecillarsi le maniche e ripartire. Non mollate mai».

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SPORTS PROJECTS
2ND BASKIN EUROPE CUP - SCHIO



PROJECTS FOR THE TERRITORY
Restoration of the Cathedral of San Pietro in Schio. "We are living stones"



Objectives

2024

2024 Goals	SDGs	Actions
Increased support for the local community through donations, sponsorship and corporate volunteering		Increase in the percentage of added value compared to the profit generated for local community initiatives





A photograph of a modern, multi-story building with a prominent white overhang and large glass windows. The building is set against a blue sky with light clouds. In the foreground, there is a green lawn and some trees. The image is overlaid with a semi-transparent green filter. The text is positioned in the lower half of the image.

Impatti
GLOBAL REPORT
AMBIENTE
SOCIALE

Methodological Note

GRI Sustainability Reporting Standards, published by the Global Reporting Initiative (GRI) in 2016 under the GRI referenced option.

The materiality analysis has defined the topics covered in the report and their respective extent. Priorities have been set for each issue, taking into account both the significance of the economic, environmental and social impacts on the various business activities within the organisation and their material influence on external stakeholder assessments and decisions.

The data and information contained in this document relate exclusively to the performance of GPS Bags for the years 2022 and 2023, and refer to the production facilities in Schio (VI).

All the information was collected and consolidated by the various officers of GPS Bags using extracts from the company's information systems, invoicing and internal and external reporting.

The use of estimates, based on the best available and properly reported methodologies, is limited to the extent possible to ensure a fair presentation of performance and to ensure the reliability of the data.

The GRI is appended to the document detailing the content reported in accordance with the standard GRI.

This is the second edition of the Sustainability Report, which will be updated annually.

The traceability and correctness of the data used are declared and ensured in the preparation of the financial statements. The document will be made available on the company's website.

GRI content

Index

GPS Bags has reported the information mentioned in this GRI Content Index for the period 01/01/2023-31/12/2023 with reference to the GRI standards.

GRI STANDARD

GRI 2 General Disclosures 2021

DISCLOSURE	LOCATION
2-1 Organizational Details	Viale dell'Industria, 135 36015 Schio (VI)
2-2 Entities included in the organization's sustainability reporting	GPS Bags S.p.A.
2-3 Reporting period, frequency and contact point	Methodological note
2-4 Restatements of information	No restatements have been made
2-5 External assurance	The document has not been subjected to external assurance
2-6 Activities, value chain and other business relationships	Identity - Company profile
2-7 Employees	People
2-8 Workers who are not employees	People
2-9 Governance structure and composition	Identity - Governance
2-10 Nomination and selection of the highest governance body	Identity - Governance
2-11 Chair of the highest governance body	Identity - Governance
2-12 Role of the highest governance body in overseeing the managements of impact	Identity - Governance
2-14 Role of the highest governance body in sustainability reporting	Identity - Governance
2-22 Statement on sustainable development strategy	The development of an idea
2-28 Membership associations	To date, the company does not participate in any association with a relevant role
2-29 Approach to stakeholder engagement	Identity - Double materiality assessment
2-30 Collective bargaining agreements	100% of employees are covered by national collective bargaining agreements (CCNL) in the metalworking sector

DISCLOSURE	LOCATION
GRI 3: 2021 Material topics	
3-1 Process to determine material topics	Identity - Double materiality assessment
3-2 List of material topics	Identity - Double materiality assessment
3-3 Management of material topics	Identity - Double materiality assessment
GRI 201: Economic performance 2016	
201-1 Direct economic value generated and distributed	Identity- Added value creation and distribution
GRI 203: Indirect economic impacts 2016	
203-1 Infrastructure investments and services supported	Our commitment to the development of the Community
GRI 204: Procurement practices 2016	
204-1 Proportion of spending on local suppliers	Suppliers
GRI 301: Materials 2016	
301-1 Materials used by weight or volume	Responsible management of resources
301-2 Recycled input materials used	Responsible management of resources
301-3 Reclaimed products and their packaging materials	Responsible management of resources
GRI 302: Energy 2016	
302-1 Energy consumption within the organisation	Energy consumption
302-2 Energy consumption outside the organisation	Energy consumption
302- 4 Reduction of energy consumption	Energy consumption
GRI 303: Water and effluents 201	
303-5 Water consumption	Use of water resources

DISCLOSURE	LOCATION
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Climate-altering emissions
305-2 Indirect (Scope 2) GHG emissions	Climate-altering emissions
GRI 306: Waste 2020	
306-3 Waste generated	Waste
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	People
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People
401-3 Parental leave	People
GRI 403: Occupational health and safety 2018	
403- 9 Work related injuries	Occupational health and safety
GRI 405: Diversity and equal opportunities 2016	
405-1 Diversity of governance body and employees	Diversity and inclusion
GRI 413: Local community 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Our commitment to the development of the Community



By

The following offices participated in the preparation of this document:

*Environment, Safety, Quality, Administration,
Purchasing, Human Resources, Marketing.*

Methodological technical support:
ISO Engineering S.r.l.

Concept & Design
Atelier Grafico S.r.l.

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Whistleblowing:
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September 2024

www.gpsbags.com

