



CASALGRANDE
PADANA
THE GREEN WAY TO PAVE

ESG SUSTAINABILITY PROFILE





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Casalgrande Padana for sustainability

Founded in 1960, Casalgrande Padana is a ceramic tile manufacturer offering **top-quality Italian-crafted** solutions. The company is located in the Italian ceramic district - the largest in Europe - and consists of **five factories** with an annual production capacity of 25 million square metres. The group employs **more than 1000 people**.

Casalgrande Padana was the first of the Italian current ceramic manufacturers to produce **porcelain stoneware** tiles that are 100% Made in Italy.

As a result of its history and constant efforts to develop technology, the company is a worldwide leader in terms of the **multi-functional quality and style** of its products.

Casalgrande Padana undertakes to adopt the most efficient management procedures and the finest technologies to become more **innovative and sustainable** from both an environmental and social point of view. These efforts are evident in our integrated company policy, which brings on board this vision, these values and these improvement goals.

The company has adopted **environmental and safety management systems** certified by external institutions, and endeavours to improve in line with the most authoritative corporate sustainability standards, such as the UN Agenda 2030.

Casalgrande Padana acknowledges the key importance of its **stakeholders**, striving to build healthy, lasting relations to strengthen the company's performance with regard to **economic, environmental and social sustainability**.



Synthesis Company Profile

OUR VALUES

Casalgrande Padana undertakes to **constantly improve product quality** and develop innovative technologies, as well as enhancing the professional skills of our employees and our project culture, with the aim of offering new solutions at the service of contemporary architecture. These are the principles of corporate culture that have guided the company's strategies during its 60 years in business and have helped to balance economic growth and technological progress with respect for the environment and shared well-being. The company's values are:

- Fairness and impartiality
- Safeguarding of physical integrity
- Safeguarding of the natural environment
- Transparency and clarity
- Efficacy and efficiency
- Confidentiality
- Fair competition

GOVERNANCE

Casalgrande Padana works hard to ensure its company practices strengthen the bond with the local area. As an integral part of its Organisation, Management and Control model, in 2014, the company drafted and formalised a **Code of Ethics** that confirms its commitment to guaranteeing safety, social well-being and corporate transparency.



Production



1961
start of
production



100%
of production
in Italy

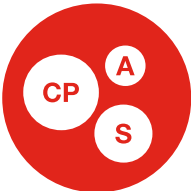


5
production
sites



25 mill. sq m
annual production
capacity

Commercial structure



3
Brands
(Casalgrande
Padana, Alfalux,
Saime)



3.987
customers,
70% of them
abroad



80%
of the value of
purchases made
in Italy



49%
of suppliers
in Italy

Employees



a total of more than
1.000
employees



Our Green commitment

On the cutting edge of environmental management for years, Casalgrande Padana works tirelessly **to reduce its environmental impact** by using the finest available technologies, applying circular economy criteria in the use of energy resources, water and waste, and adopting a clear, specific company policy together with certified product and process environmental management procedures.

The company was among the first in the sector to introduce in the 2000s patented **anti-bacterial treatments** - Bios Antibacterial and Bios Self-Cleaning with Hydrotect technology - and to produce materials **with social functions in support** of social inclusion and the mobility of non-sighted individuals, such as Tactile.

HIGHLIGHTS

Manufacturing processes

Renewable energy

Photovoltaic plant installed at the main headquarters

Sustainable mobility

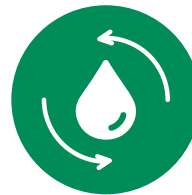
Electric moped and electric forklifts

Packaging

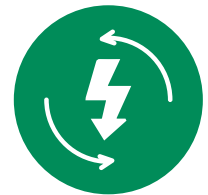
44% of packaging is in recycled polyethylene and 30% FSC pallets



100%
of the raw waste generated is re-used



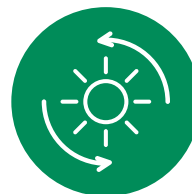
100%
of the water used in our processes is treated and re-used



90%
of our electric power is self-produced



99,5%
of waste destined for recovery



18.000
tons of CO2 emissions avoided, thanks to a photovoltaic and cogeneration system



49,4%
reduction in polluting emissions compared to 2020

Green product and process certifications

PROCESS CERTIFICATIONS



MAIN PRODUCT CERTIFICATIONS



bios antibacterial® **bios** self-cleaning®



Our commitment to our employees

Casalgrande Padana's strength and success derive from the skills and energy of the people who are part of the company. **We have the people who work for us to thank for the quality of our products** and our innovative ideas. They have been essential for the development and competitive success of the company for over 60 years.

Casalgrande Padana is one of the companies in the sector with the lowest turnover of employees and this stability indicates people are happy to work. The company offers **regular professional development opportunities** beyond those mandatory by law, adopts **the best safety procedures** in compliance with ISO 45001, and endeavours to gradually introduce actions with a view to boosting corporate welfare and well-being and improving everyone's work-life balance.



HIGHLIGHTS



1,032 hours of training

Provided to employees on safety issues and professional development.



99.7% of contracts are permanent

A solid foundation and a commitment to maintaining lasting working relations means that almost all our employment contracts are permanent.



Top Job Award 2021-22

The German Quality and Finance Institute (ITQF) placed Casalgrande Padana among the top 300 employers in Italy, awarding us its “Top Job 2021-22” quality seal and ranking us among the Best Employers for Women and Digital Stars for Technology.



Covid-19 Emergency

The company has safeguarded its workers, observing all the rules established at national level and providing all employees with free protection to limit the possibility of viral infection.



Home Working

During the Covid-19 pandemic, Casalgrande Padana introduced remote working options for employees who preferred to work from home.



Work-life balance

To help improve our employees’ work-life balance, the company offers the opportunity to opt for part-time hours in a number of particular situations (return from maternity leave, health or family issues). So far, 36 white-collar and 14 blue-collar workers have obtained an adjustment to their hours based on their personal requirements



Our commitment to the local community

Casalgrande Padana is founded on the values of **quality and permanent product and technological innovation**, the value of the people involved and a project culture focused on new architectural solutions. These are the principles that have guided the company's strategies for over 60 years, with a view to balancing economic growth and technological progress with respect for the environment and shared well-being.

HIGHLIGHTS



€ 140.000
donations to local entities and associations in 2021



15
projects supported in 2021



Training and research

- Promotion of **research programmes** on the antibacterial properties of ceramic material in collaboration with the University of Modena and Reggio Emilia and the University of Bologna.
- Financial contribution to the "Reggio Città Universitaria" Committee for the creation of a new nursing department.

Design

- Casalgrande Padana sponsored the **4th edition of the Biennale of Architecture in Pisa**, highlighting the company's particular interest in architectural themes.
- 12th edition of the **Grand Prix**, the international competition established by Casalgrande Padana in 1990 to present awards to the works of architecture that have made the best use of the porcelain stoneware elements produced by the company.
- Construction of five **Creative Centre** to move beyond the traditional concept of showroom, merging product display with activities in the field of architecture, design and production.



Social Inclusion and Volunteering

- Contribution to the **Mensa del Vescovo** Canteen and support for the activities of the Madonna del Lavoro Parish ("**Young People and Teenagers**" project 2021-2022).
- **AUT AUT** Foundation to help the families of people with autism.
- **AIRC** Cancer Research Association.
- **San Patrignano** residential community for the rehabilitation of drug users.
- Donations to the **Pro Loco Casalgrande** tourist association for a number of local social and cultural activities.
- Support for the **Italian Alpine Club (CAI)** of Scandiano, for the carrying out of educational activities and for a proper approach to the mountains.
- "**Non Da Sola**" Association to help women victims of violence.
- Scandiano Committee of the **Italian Red Cross**.

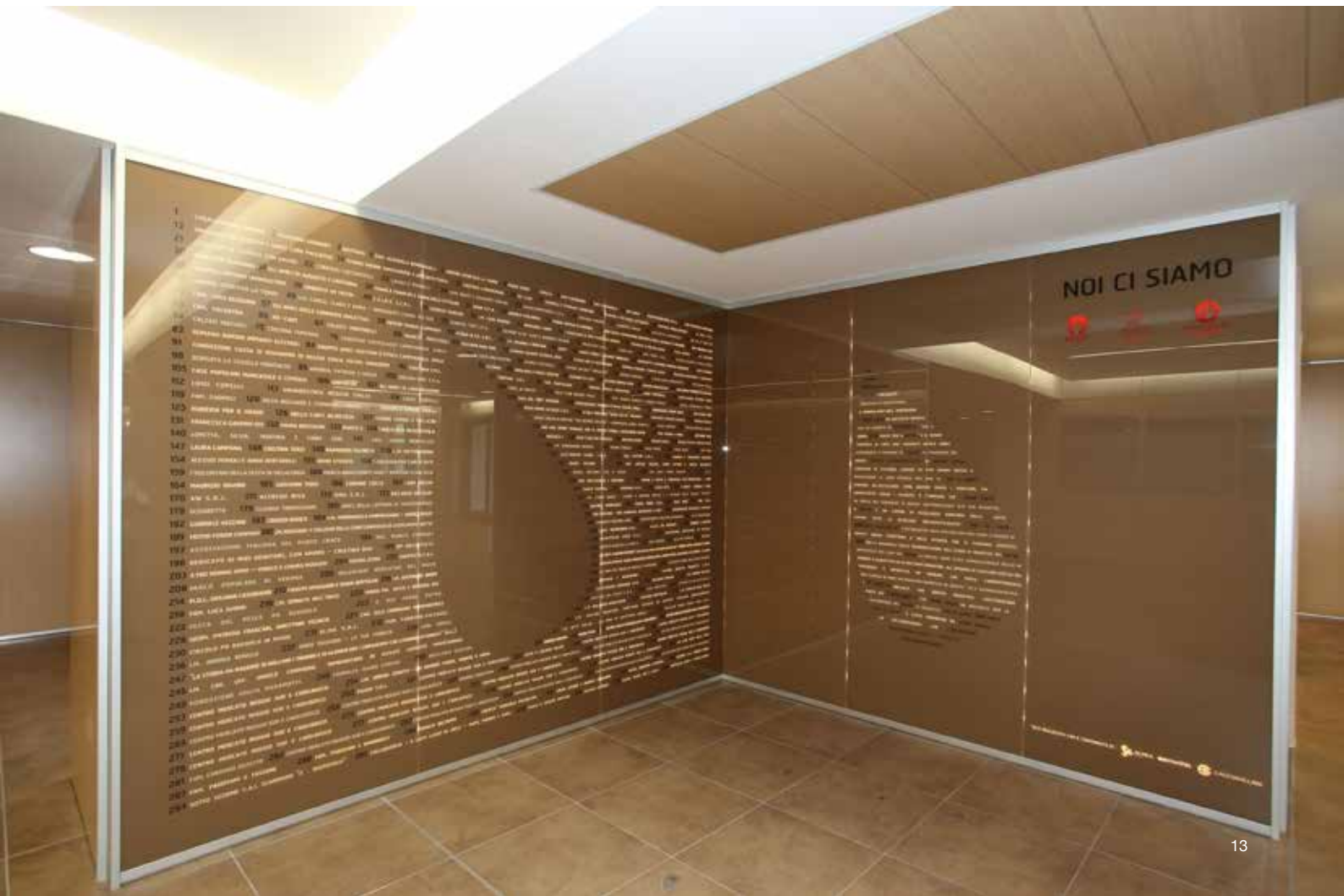
Cultural promotion

- Casalgrande Padana sponsors the "**Fabrizio de Andrè**" Theatre in Casalgrande and the "**Boiardo**" Cinema and Theatre in Scandiano, and has been providing significant support to their theatre seasons for some years now.

Sport

Casalgrande Padana supports a number of local sports associations, including:








- Casalgrande **handball** teams
- **Boxe Ferraro ASD** amateur sports association in Sassuolo
- **Sassuolo Calcio** football club
- **G.S.D. Boys** Casalgrande amateur sports group
- **Polisportiva Dilettantistica** Casalgrandese amateur multisport association
- **ASD Veggia** amateur sports association
- **L'Equipe Sportiva** srl.




Casalgrande Padana for UN Agenda 2030 ONU-17 Sustainable Development Goals (SDGs)

With its 17 Sustainable Development Goals (SDGs) the UN Agenda 2030 is the reference framework and guide for **corporate sustainability** at international level.

Casalgrande Padana intends to make a **direct and indirect contribution to the achievement of these goals**, undertaking to periodically describe its activities and impacts in the Sustainability Report.

Areas ESG	Casalgrande Padana actions towards the SDGs in 2021	UN SDGs
Environment	<ul style="list-style-type: none"> • 100% of water used in processes treated and re-used 	
	<ul style="list-style-type: none"> • Recovery of the heat from the kilns for heating some of the company premises and for the production process • 90% self-produced energy 	
	<ul style="list-style-type: none"> • Integrated Environmental Policy • Certified Management System (EMAS, ISO14001) • ISO14025 Certification Environmental Product Declaration • 100% of raw waste recovered • 99.5% of waste sent for separate waste disposal 	
	<ul style="list-style-type: none"> • Photovoltaic and cogeneration plant • Support for the Italian Alpine Club's mountain education and hiking activities 	
Social Employees	<ul style="list-style-type: none"> • Ranked among the 300 best employers in Italy, with the "Top Job 2021-22" quality seal 	
	<ul style="list-style-type: none"> • Occupational Health and Safety Management System (ISO 45001) 	
	<ul style="list-style-type: none"> • 1,032 hours of training provided to employees in 2021 	



Areas ESG	Casalgrande Padana actions towards the SDGs in 2021	UN SDGs
<p style="text-align: center;">Social Community</p>	<ul style="list-style-type: none"> Support for the Mensa del Vescovo canteen project 	
	<ul style="list-style-type: none"> Support for health and social care and assistance associations AIRC Cancer Research Association, San Patrignano Community, Italian Red Cross (Scandiano) Financial contribution for the creation of a new nursing department, through the Reggio Città Universitaria Committee 	
	<ul style="list-style-type: none"> Collaboration with local universities and support for research projects Support for the Santa Dorotea School in Casalgrande 	
	<ul style="list-style-type: none"> Support for the Non Da Sola Association 	
	<ul style="list-style-type: none"> Support for the “Young People and Teenagers 2021-2022” project of the Madonna del Lavoro Parish Contributions to the AUT AUT Association 	
<p style="text-align: center;">Governance</p>	<ul style="list-style-type: none"> Tactile flooring for the non-sighted in public areas 	
	<ul style="list-style-type: none"> Use of the finest technologies available Organisation of international events (Grand Prix) 	





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