

Sustainability Report

2022



Owarzo[®]



QWARZO®: THE SUSTAINABILITY REVOLUTION

NON-FINANCIAL SUSTAINABILITY STATEMENT
YEAR 2022

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qwarzo.com

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A photograph of a factory interior. In the foreground, a blue conveyor belt is covered with numerous white, stick-like objects, possibly sticks of gum or small pieces of wood. The background shows industrial machinery, including a large metal structure and various pipes, with some yellow lights visible. A semi-transparent white rectangular box is overlaid on the middle of the image, containing the word "INTRODUCTION" in blue capital letters.

INTRODUCTION

METHODOLOGICAL NOTE

QWARZO S.p.A. publishes this documents which represents the first [Sustainability Reporting](#), as well as the tool for sharing the path undertaken for a better present and future.

The document reports the results achieved and the path defined for the next few years, in line with the 2030 Agenda and the United Nations Sustainable Development Goals.

The reporting was drawn up according to the GRI (Global Reporting Initiative) Standards in the 2021 version and contains the relevant data and information of the environmental, social and economical dimensions of the company. Respecting the principles of the GRI standard of relevance, inclusiveness, context of sustainability and completeness, the contents included in the reporting therefore ensure understanding of the activities carried out by the company, the results, the impact produced both on the activities and towards its stakeholders. The materiality analysis, that guided the company in defining these contents, is described on page 29 and following.

The GRI standard principles of balance between positive and negative aspects, comparability, accuracy, timeless, reliability and clarity were applied in defining the quality of the data and information contained in the reporting. The data and information included in the reporting were processed with precise extractions and calculations.

On page 57 is available the GRI Content Index which summarises the applied GRI standards and their position in the report.

The data and information contained in this report refer to the performance of Qwarzo S.p.A. in the calendar year 2022 (1 January - 31 December). Furthermore, data that had a significant impact in previous years are cited to best describe the growth drivers.

Any scope exclusions are presented in the reporting or in the GRI Content Index.

This Report was written with the technical assistance of Progest Srl.

For further details on objectives, indicators and results achieved or for comments on this document, you can send an e-mail to:
hello@qwarzo.com

PREFACE

The concern for the global environmental crisis, determined briefly by a “linear model” (extract, use, throw away), in strong collision with the circularity of natural cycles, is increasingly widespread in public opinion. The same cannot be said about the need to accelerate the implementation of concrete actions to implement the increasingly urgent ecological transition. Within this scenery that indicates which “therapy” is decisive for moving towards a Circular Economy, the problem of waste and in particular plastic waste (mainly packaging and disposable plastic items) represents a test bench of primary importance for implementing a “curvature” of the linear model and for a greater accountability of producers and commercial companies, called to design long-lasting consumer goods and/or in any case (in a subordinate position) made of easily differentiable, recyclable and compostable materials. Qwarzo®, with the application of a water- and oil-repellent coating, applied mostly to cellulosic products, constitutes a very valid alternative for switching from plastic products to easily recyclable/compostable products, especially suitable for large events (sports events, festivals, cultural events and concerts) but also to be used in the commercial sector (bars, restaurants) and packaging (replacing plastic coating). Precisely for this reason, Zero Waste Italy has repeatedly awarded the range of Qwarzo SpA products as “Zero Waste products” and has established a profitable relationship of technical and scientific collaboration aimed at applying the mission (beyond purely commercial interests) of promoting environmental sustainability and of Extended Producer Responsibility (EPR), so decisive in the implementation of the 10 steps of the international Zero Waste Project. We hope for 10-100-1000 companies like Qwarzo SpA.

Rossano Ercolini

President of Zero Waste Europe, president of Zero Waste Italy,
director of the Zero Waste Research Center of the municipality of Capannori and winner of the 2013 Goldman Prize

LETTER TO STAKEHOLDERS

In recent years we have witnessed the growth of a transversal movement which aims to correct the drift of the economic boom which began in the second half of the 20th century and is still ongoing, and which has made it possible to give more and more people access to durable goods and consumption systems previously accessible only to the wealthiest.

This phenomenon has exponentially increased consumption and with it, on one hand the need to transport goods in a widespread and safe manner and on the other hand to deliver them in a way that they can be consumed immediately and anywhere. Some particularly important industries such as food and fashion (but not exclusively them) have found the technical solution to these needs in plastic materials. For many years, therefore, we have benefited from the ductility, affordability and convenience of plastic without however worrying about creating a culture of recycling around it, a fundamental element for guaranteeing economic and environmental sustainability.

In response to this movement and under the pressure of a more sensitised and aware public opinion, many governments are implementing new regulations and are committed to reducing the impact of **plastic** in accessible times.

In this context it arises Qwarzo SpA, which has in its genetics the awareness that solutions to complex problems can be found if one has the courage to look at the world and/or the problems from a different point of view but above all not by readjusting existing solutions rather with the courage to Innovate.

To do this we have developed a family of mineral and monomer coatings, to create barriers while maintaining the recyclability of the materials on which our coating is placed.

We are working towards a “**Sustainable Revolution**” characterised by a passion for technology and a vocation for sustainability.

We are a company with a clear goal: to give **concrete**, tangible and long-lasting answers through a unique and revolutionary technology. We believe in innovation inspired by the principle of doing the right thing, the only thing able to generate profit because it improves life. We believe that products should be valorised and therefore should not end up as waste, but should become useful resources to be used again in different contexts from the original ones.



Emiliano Caradonna
CEO of Qwarzo S.p.A.

LETTER FROM THE FOUNDER OF QWARZO SPA

Qwarzo SpA comes from afar. It is a story of perseverance and intuition that has been ahead of its time since its origin.

Qwarzo® was born as a disruptive change in the world of polymers: moving from a carbon-based solution to a silicon-based solution. For non-experts it may seem simple to read but in practice, I guarantee, that it is more complex than it appears.

The intention was to replace pieces made of transparent polymers with products made of glass but easily printable like polymers.

Someone at that time accepted the challenge which led to excellent results. This first intuition has in fact given rise to lenses, fibre optic products, lamp bulbs, etc. entirely made in pure silica but with transformation processes similar to those of plastic, which did not compromise the qualities and characteristics of glass.

Afterwards coatings were born: applied to different materials (metals, plastics, paper, etc.) they increased the performance of the products themselves such as chemical resistance, hydro and oil phobicity, etc. The Qwarzo® as we know it today.

It is not easy to tell in a few lines what it meant to invent and build Qwarzo SpA.

The path that brought us to where we are today was tortuous and long (it lasted more than 30 years!) and was developed among garages, laboratories and factories. Although it has been difficult, no obstacle have ever stopped us because the belief of having the right technology in our hands, even if not at the ideal moment in the beginning, has always led us to believe in what we were doing, every day.

Insisting and trying to create what now we call Qwarzo SpA has made us stronger, more stubborn, more competent, more authoritative and ready to face any challenge because, at the end of the day, heart and intelligence always win. And now we also have the norms and regulations on our side.

It often happens that to establish a technology, it is not enough to have the best product, but certain conditions are needed, including not least, a Management that can see the finish line on the horizon beyond the difficulties along the way. So, together, we faced the paper world as neophytes, we studied (and we will never stop learning), we understood



Luca Panzeri
Fondatore of Qwarzo S.p.A.

> > LETTER FROM THE FOUNDER OF QWARZO S.p.A.

which could be our strengths, we went against the current and against the opinion of many, but perseverance and imagination led us to flourishing results and this is why Qwarzo® today is a technology validated and endorsed by authoritative partners, not only as a coating but also as a product (stirrers, cutlery, glasses, plates, lids, etc..)

The Qwarzo SpA team is what makes the difference, it is the one that, cohesive and united towards a single objective, allows to face every challenge and request and, as it happens with our Partners who have always supported us in this growth, also every person who works in Qwarzo SpA is essential for the success of the project.

The innovation we bring must shine through in every single product and in every type of relationship we established with anyone who comes in contact with our company. For us, being sustainable is not just a slogan but a way of being.

The background of the slide is a photograph of a large blue wall in an industrial setting, likely a factory. On the wall, the word "Qwarzo" is written in large, light gray letters. The "Q" is stylized with a thick blue outline. Above the wall, there are industrial structures like pipes and overhead cranes. A semi-transparent white rectangular box is overlaid on the left side of the wall, containing the chapter title.

CHAPTER 1

QWARZO S.p.A.

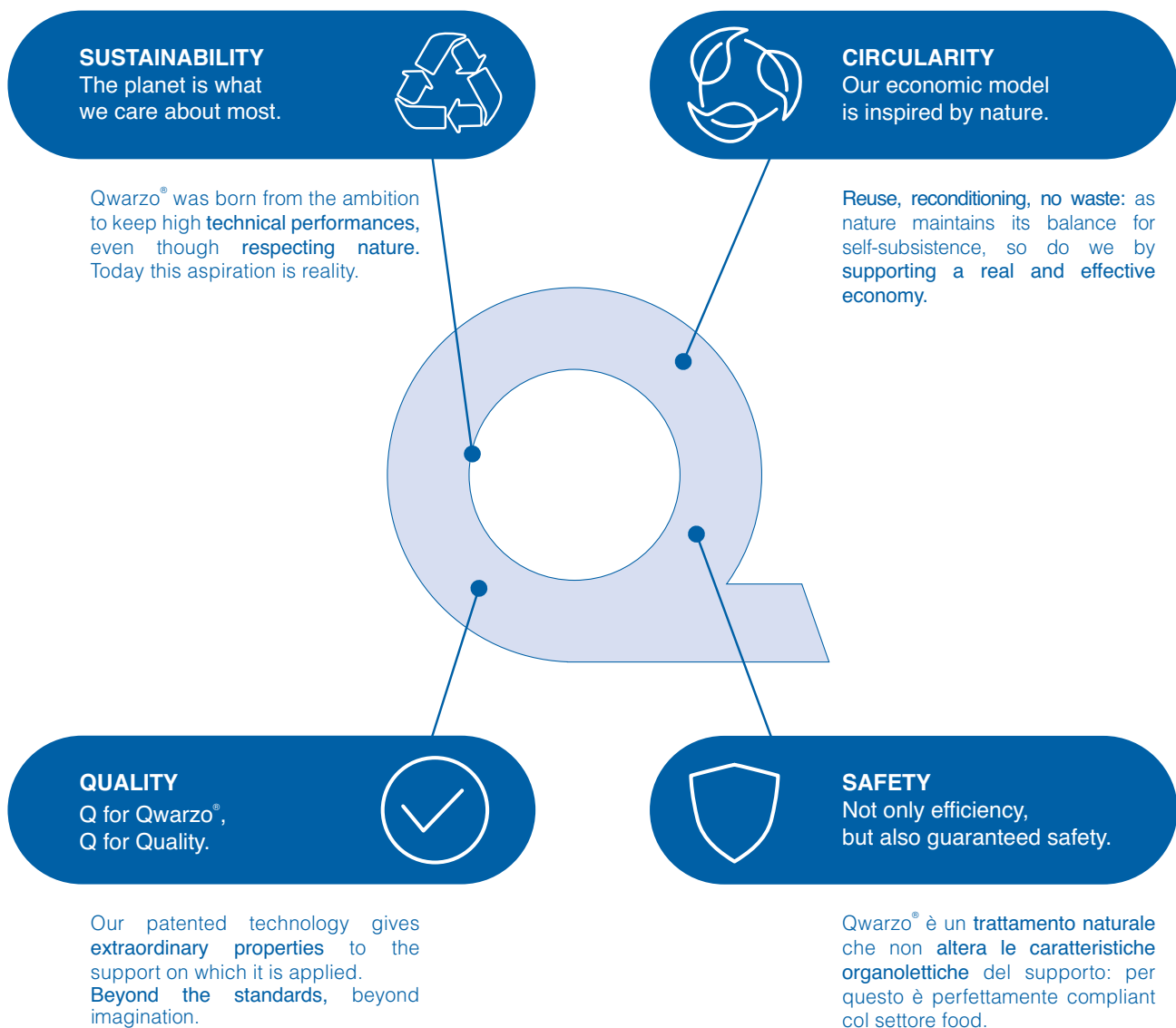
1.1

OUR VALUES

We have Sustainable Development in our hearts and engineering in our heads.

Our Mission is the one of our customers. We want to support them on their journey towards sustainability, providing an efficient technological solution and a scalable business model.

We strongly believe that a company is the consequence of its values, which constitute the foundation on which everything must be built.



1.2

ABOUT US

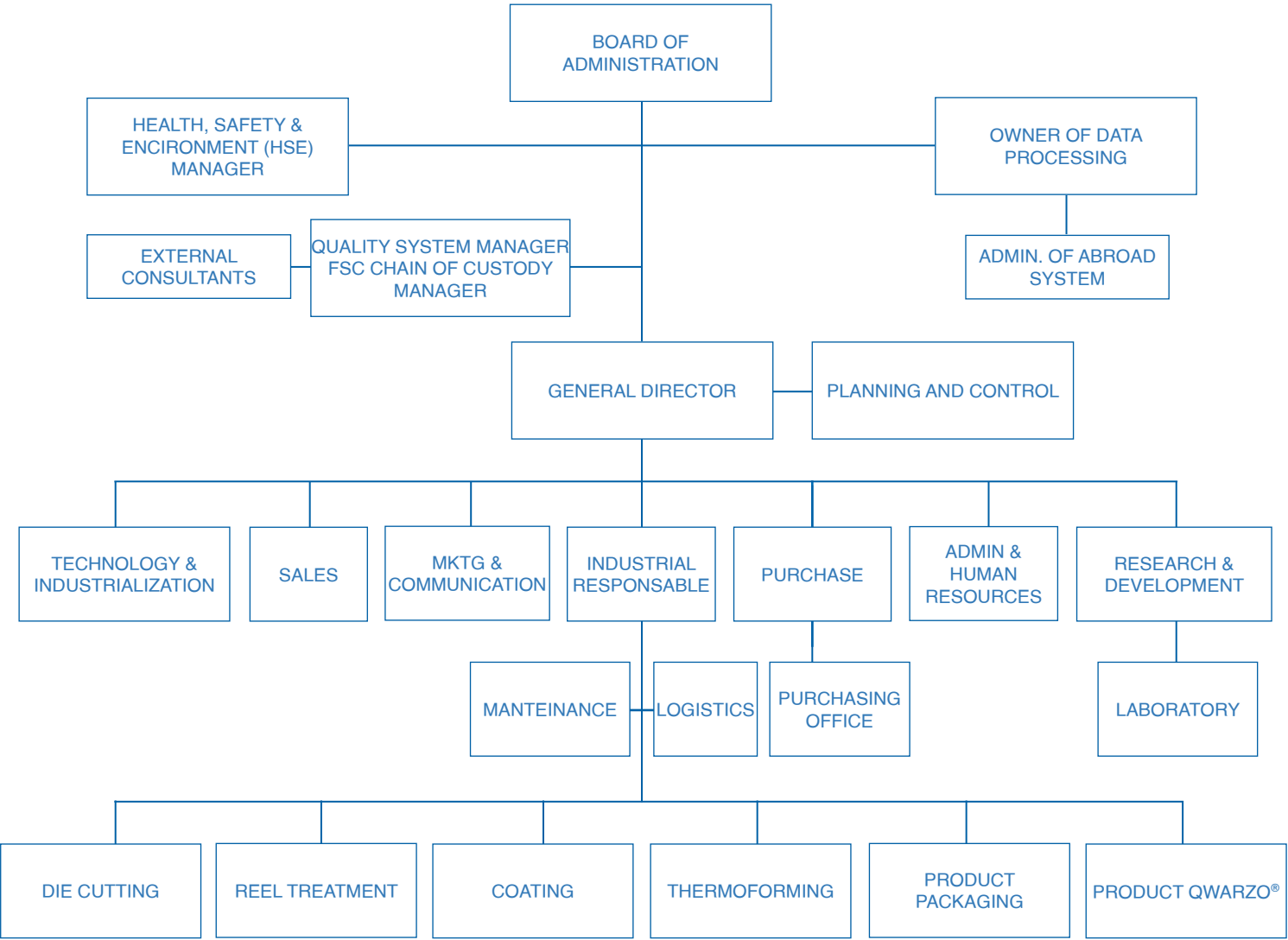
With its headquarters in Rovato, in the province of Brescia, Qwarzo SpA is located in a strategic position in the centre of Europe and this has certainly allowed the Company to have an important relevance and visibility on international markets but also, together with the idea of corporate sustainability, to become a leader in the production of coffee and ice cream scoops, sold above all in the vending market.

We are a fast-growing company. In 2020 there were 11 of us while in 2022 there are 49 of us, working on three shifts.



ORGANIZATIONAL STRUCTURE

This is our organisational structure today:



> > ABOUT US

The Board of Directors is committed to ensuring correct understanding of the company's sustainability path at all levels of the organisation, defining sustainable development strategies, evaluating their coherence with its values and verifying the progress of the defined actions and objectives achieved.

We believe the development of skills and knowledge regarding sustainability at all levels is fundamental. For this reason we organise dedicated meeting moments internally, and we participate in the most advanced sector fairs to always keep ourselves updated.

The Management's commitment is concretely expressed through the company Policy, shared internally and externally on our communication platforms (e.g. website).

Our governance model is based on a Ethical Code which contains the principles that inspire the individuals who work for the Company in the daily management of activities. The Ethical Code is shared with all the people who work in Qwarzo SpA through training sessions, awareness-raising and communication activities and will soon be published on the website for greater dissemination.

In order to allow all people to report behaviour not in line with the Ethical Code, the Policies and Procedures or the regulations in force, we have implemented a whistleblowing system, consisting of a box for anonymous or confidential reports, which it will become operational starting from 2023.

The methods for using the box are appropriately indicated in the Whistleblowing Policy, which was made available to all collaborators, and was illustrated in dedicated training sessions. We are committed to ensuring maximum confidentiality in the management of reports and we do not accept any form of retaliation that may be a consequence of the report and the related corrective measures.

Although continuous and stable working relationships are preferred, in 2022 temporary staff was used to cover temporary work peaks.

There were no significant staff fluctuations. The company is growing rapidly, therefore the number of employees has increased over time, and as the company has been structured, employment contracts have been favoured and support for temporary work has been minimised. The CCNL of the Paper Industry sector is applied to all employees. To guarantee the well-being of employees, an internal company welfare system will be implemented starting from 2023.

>> ABOUT US

DEPENDENT ANALYSIS							
EMPLOYEES							
FUNCTION	MEN	WOMEN	ELSE*	TOTAL	ITALIANS	FOREIGNERS	TOTAL
FIXED-TERM WORKERS	3	2		5	3	2	5
PERMANENT WORKERS	12	11		23	20	3	23
WORKERS ON NON-GUARANTEED HOURS				0			0
TOTAL	15	13	0	28	23	5	28
FULL TIME WORKERS	15	13		28	23	5	28
PART TIME WORKERS				0			0
TOTAL	15	13	0	28	23	5	28

NON-EMPLOYEE WORKERS							
FUNCTION	MEN	WOMEN	ELSE*	TOTAL	ITALIANS	FOREIGNERS	TOTAL
TEMPORARY WORKERS	3	13		16	11	5	16
APPRENTICES	1	2		3	3		3
INTERNS				0			0
SELF-EMPLOYED WORKERS	2			2	2		2
OTHER (Ex: volunteers)				0			0
TOTAL	6	15	0	21	16	5	21

The data is expressed as the overall sum of all employees in 2022.

1.3

THE QWARZO® AND THE PRODUCTS

The idea of Qwarzo® was born way back in 1992. Then a long research project in the chemical and physical fields, started in 2014 by the engineer Luca Panzeri in Qwarzo SpA, who took up the challenge of finding natural solutions to the growing need for sustainability while respecting the environment. The result is a new technology, totally patented and Made in Italy.

What is Qwarzo®

The mineral solution for the realisation of barriers, which can be applied for example in sustainable disposable products of new generation.

It is odourless, tasteless, invisible

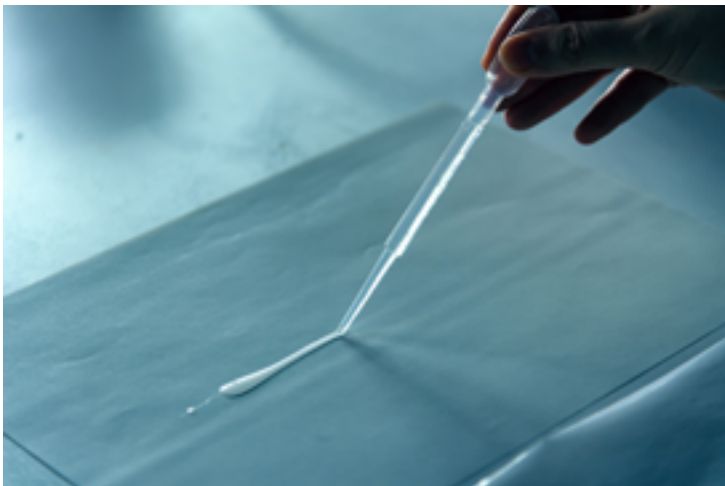
It is not perceived, but it is felt in its incredible way of “Not being there”.

It is versatile and printable

It adapts to the support to which it is applied and does not affect others following printing phases.

It is free of plastic polymers

Qwarzo® it is a silica-based product, therefore by its nature does not contain plastic polymers.



> > THE QWARZO® AND THE PRODUCTS

The paper coated with Qwarzo®

A coating treatment of the paper or other materials to which it is applied enhances its original characteristics, without altering its properties and allows the support to acquire significantly higher performances:

- **Heat resistance:** improves the resistance of materials to heat and cold.
- **Oxygen and vapour barrier:** creates a protective layer against external agents.
- **Chemical resistance:** acquires resistance to acids, bases and solvents.
- **Water Resistance:** it decreases the absorption of water by the support.
- **Oil Resistance:** increases resistance to absorption of oils and fats.

Our supernatural invention

The treated paper comes from combining the paper with Qwarzo®, and therefore has the characteristics of the two components.

If properly made and certified, paper, cardboard or pulp-based products are suitable for recycling into paper (Aticelca®- 501 Recyclable with Paper), and since cellulose is an intrinsically biodegradable material, they are also typically suitable for industrial composting (TUV Austria – OK Compost Industrial®).

The Qwarzo® coating is made with an inorganic and inert material (silica), suitable for both the paper recycling process and industrial composting, and therefore enhances both end-of-life possibilities of the product, maintaining its circularity characteristics unchanged.

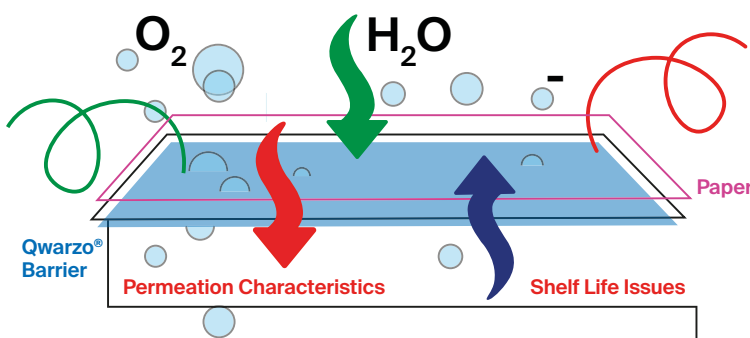
PAPER	+	QWARZO®
Flexibility		Hydrophobicity
Printability		Oleophobicity
Recyclability		Heat resistance
Compostability		Oxygen and vapor barrier

> > THE QWARZO® AND THE PRODUCTS

The paper treated with Qwarzo® is*:

- Recyclable into paper, compostable and biodegradable
- Water and oil resistant
- Resistant to low and high temperatures
- Pleasant to the touch, it does not change the taste and flavours, it is odourless and transparent.
- Compliant for food contact applications
- It does not change the recyclability properties of the paper. Normally we use Aticelca category A classified paper
- We use FSC certified paper
- The paper we use to be coated with Qwarzo® is certified UNI EN 13432:2002 “Requirements for packaging recoverable through composting and biodegradation”
- It does not contain plastic polymers

Very strong barriers



Paper + Qwarzo®

WVTR - 0,2 g/(m² x 24H)

OTR - 0,01 cm³/(m² x 24H)

(23 °C / RH 50%)

* Note: the permeability properties strongly depend on the type of paper being treated.

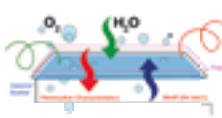
> > THE QWARZO® AND THE PRODUCTS



**HYDROPHOBICITY
AND OLEOPHOBICITY**

The property of the materials of not absorbing or retaining water inside or on the surface

COBB TEST: 2
OLIO KIT TEST : 12



**OXYGEN BARRIER
AND WATER VAPOUR**

Gas permeability rates through barrier materials and the final finished package.

WVTR - 0,2 g/(m² x 24H)
OTR - 0,01 cm³/(m² x 24H)
(23 °C / RH 85%)



**BARRIER TO
MIGRATION**

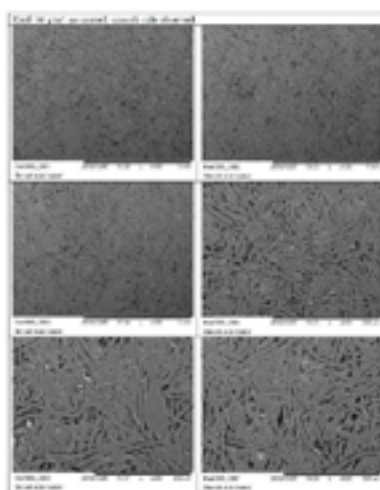
The paper treated with Qwarzo® becomes a barrier to the migration of inks and mineral oils towards food.



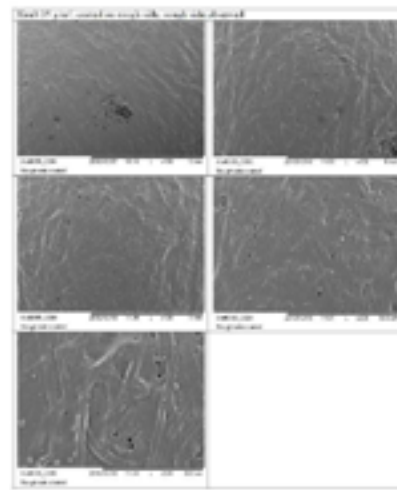
**RESISTANCE TO
COMBUSTION**

The paper treated with Qwarzo® increases by 30% its resistance to combustion.

A closer look



Paper



Paper + Qwarzo®

The products we offer today range from coffee stirrers to ice cream spoons, cutlery, plates, glasses and straws but Qwarzo® technology is extremely versatile and can be applied not only in the food sector, but to all production sectors that are looking for an ecological and effective solution.

Everything you can imagine has a sustainable future with our company.

> > THE QWARZO® AND THE PRODUCTS

The processes



(1)

The paper coated with Qwarzo® can be used to produce the finished product through the following processes:

Die cutting⁽¹⁾: starting from a sheet of paper, different flat shapes are die-cut and subsequently treated with Qwarzo® on all sides to guarantee complete product performance.



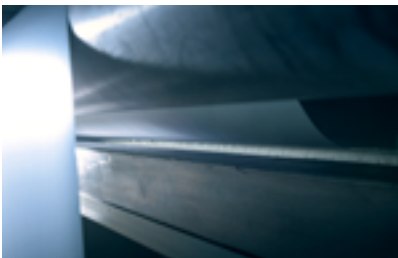
(2)

Thermoforming⁽²⁾: The sheet of paper is coated with Qwarzo® and then subjected to thermoforming.

Furthermore, we also manage the **Paper reel treatment⁽³⁾:** Qwarzo® is applied directly onto paper reels of different weights and sizes.

The fields of application of the products are still being defined and developed based on the potential needs of customers. Currently the main application sectors are:

- Food & Beverage
- Cosmetics and personal care sector
- Pharmaceutical and medical sector
- Non food (secondary packaging)



(3)

Operational model

We propose ourselves as an ingredient in favour of sustainability and with this in mind we have developed various operating models to optimise the production cycles for specific applications:

- **Qwarzo® finished products:** application for the production of ice cream scoops and coffee stirrers, straws, cutlery, containers and gardening markers. Applications also for customised productions with designs requested and agreed by our customers.
- **Qwarzo® Partnership:** support to some market leaders in the sustainable transition of their products. We support companies that want to adopt our technology within their production processes, supplying the product in the suitable formulation and guaranteeing a consultancy service to support production. We dialog with potential investors who want to finance the start-up of a new project, which can also be developed in-house, implementing the production system within the structure.

> > ITHE QWARZO® AND THE PRODUCTS

- **Qwarzo® Third Party Account:** third parties paper processing for converters who want to develop their products and/or numerous applications for food and non-food packaging.

We carry out the Qwarzo® coating on our customers' paper and we return it ready to be used for the production of finished products such as plates, glasses, disposable containers, etc.

We are partners of companies operating in the large-scale retail trade sector to contribute to a sustainable transition of packaging materials used in fresh food counters (cold cuts, cheeses, bread, etc.)

Important international players and a large number of companies on the European market have already tested and chosen Qwarzo®, since it is the immediate and concrete response to their needs to find alternative solutions to plastic in compliance with the most stringent European rules and laws.

Quantities produced

The company's core business consists of the production of coffee and ice cream scoops. In 2022 we produced around half a billion, the amount in weight is as follows:

N°	Name	U.M.	Produced	Sold
1	Coffee stirrers 78	kg	9.477	9.234
2	Coffee stirrers 90	kg	333.752	321.667
3	Coffee stirrers 105	kg	145.560	136.380
4	Ice cream scoops	kg	158.487	146.952
5	Cutlery	kg	315	147
6	Reels for third parties	kg	17.803	17.803
Total production and total sales		kg	665.394	632.183
Total production and total sales		ton	665	632

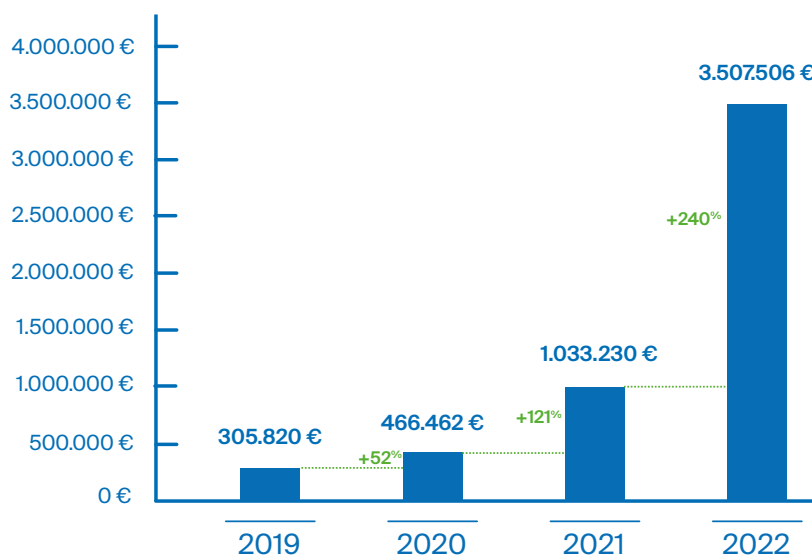
> > THE QWARZO® AND THE PRODUCTS

Turnover

Our company is growing rapidly and we aim to grow significantly in the coming years. In fact, since 2019 there has been a constant increase in turnover, reaching 3.5 million euros in 2022, an increase of 240% compared to the previous year.



TURNOVER TABLE 2019-2022



> > THE QWARZO® AND THE PRODUCTS

We invest every year in cutting-edge machinery and equipment: in 2022 the investment in production and laboratory machinery amounted to 751,000 euros. Below are the investments that increased the company's technological know-how starting from 2019. €170,054 in total divided into: patents, training and brands.

Geographical areas and volumes

Our main sales channels consist of: wholesalers and distributors, food companies, manufacturers and converters. In 2023 there was the activation of e-commerce for direct sales.

Our Qwarzo® products are distributed throughout Italy and Europe. In 2022, over 500 million coffee stirrers and more than 70 million ice cream scoops were distributed.

1.4

CERTIFICATIONS

The certifications of its organisation management systems and the certifications of the paper custody chain and of the product safety ensure Qwarzo SpA an undisputed added value by guaranteeing the highest standards of quality, attention, safety, prevention and responsibility.

Certifications also represent a selection and preference tool for customers and suppliers, as they demonstrate the company's commitment. Since our inception we have invested to guarantee maximum safety, quality and performance of processes and products, strongly believing in system and product certifications:



1.5

THE SDGs

The awareness that sustainability is no longer an option but must be integrated into development strategies at all levels has grown in recent years. An action plan for the people, the planet and the prosperity.

It is the 2030 Agenda for a sustainable development, signed on 25 September 2015 by 193 United Nations countries, including Italy, to share the commitment to guarantee a better present and future for our planet and the people who live on it.



The Global Agenda defines 17 Sustainable Development Goals (SDGs is the acronym) to be achieved by 2030, divided into 169 Targets, which represent a compass to place Italy and the world on a sustainable path. The changing process of the development model is monitored through Goals, Targets and over 240 indicators: compared to these Parameters, [each country is periodically evaluated by the UN](#) and by national and international public opinions.

The 2030 Agenda brings with it great news: for the first time a [clear judgement on the unsustainability of the current development model has been expressed](#), not only on an environmental level, but also on an economic and social level, [definitively overcoming the idea that sustainability is uniquely an environmental issue](#) and affirming an integrated vision of the different dimensions of development.

> > THE SDGs

The 2030 Agenda is based on five key concepts:

1. **People.** Eliminate hunger and poverty in all forms, guarantee dignity and equality.
2. **Prosperity.** Ensuring prosperous lives and full in harmony with nature.
3. **Peace.** Promote peaceful, fair and inclusive societies.
4. **Partnership.** Implement the Agenda through strong partnerships.
5. **Planet.** Protect the planet's natural resources and climate for future generations.

Unlike previous UN strategies, the 2030 Agenda is not aimed exclusively at governments, but is substantially based on collaboration and partnerships between the public world, businesses and civil society.

To embrace development in all its parts, therefore, everyone's commitment is fundamental.

We are all part of the change for a better tomorrow, we are all responsible for it. Since some time now we have demonstrated and concretized our commitment for the integration of 2030 Agenda for United Nations Sustainable Development within production strategies and processes and for the consolidation of the sustainability reporting Processes.

In this document we continuously relate to the SDGs, which form the basis of our corporate philosophy.

These are the areas where we are focusing our commitment:



1.6

DIALOGUE WITH STAKEHOLDERS AND MATERIALITY ANALYSIS



The stakeholder of Qwarzo S.p.A.

Stakeholders are the people, groups of people or organisations that influence and/or could be influenced by the organisation's activities, products, services and relative performance. For us, the dialog with stakeholders represents an opportunity to understand their needs and expectations in order to use them as a lever for defining company strategies. At the same time, the dialog with stakeholders is seen as a tool for managing and anticipating changes with the aim of improving the services and products offered.

Our company's stakeholders were identified through the analysis of internal documents and interviews with management, according to the following principles:

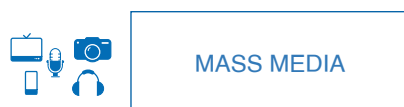
- **Responsibility:** subjects towards whom the company has, or in the future might have, legal, financial and operational responsibilities;
- **Influence:** individuals who are, or in the future may be, able to influence the company's ability to achieve its objectives;
- **Tension:** subjects who require immediate attention regarding economic, social or environmental issues;
- **Dependence:** individuals that mostly dependent on the company for their safety, livelihood, health or well-being;
- **Different perspectives:** subjects whose different points of view can lead to the identification of new opportunities

>> DIALOGUE WITH STAKEHOLDERS AND MATERIALITY ANALYSIS

INTERNAL:



ESTERNI:



In particular, our main suppliers provide us with paper, chemicals, packaging and services. There are about 40 the one qualified from us, of which around 10 on raw materials and packaging. The suppliers, who are primary for us, are kept under control through our product quality and safety management system.

Our commitment is aimed at growing the relationship of trust with our stakeholders, through an approach that focuses on dialogue, listening and the generation of value. Attention to stakeholders aims to build solid and lasting relationships with each interlocutor. Dialogue is fundamental as it allows us to deeply understand the environment in which we operate, market developments and to identify new business opportunities.

Thanks to this open “channel”:

> > DIALOGUE WITH STAKEHOLDERS AND MATERIALITY ANALYSIS

- we incorporate their needs and expectations into the company strategy;
- we define the contents of sustainability reporting;
- we guarantee a better management of risks ;
- we identify ideas for improvement for product and process innovation;
- we develop relationships of trust.

In 2022, no particular critical issues emerged from the dialogue with stakeholders. We involved our main stakeholders in defining the material topics by completing a questionnaire. The suggestions and areas of improvement that emerged from the employee and customer satisfaction surveys are included in reference chapters 1 and 4.

Materiality matrix

The non-financial Sustainability Declaration of QWARZO SpA, consistently with what is defined by the GRI Standards, is based on a materiality analysis ("significance") which allows to define the sustainability aspects to be reported. Those aspects were also carried out thanks to interviews with the most relevant stakeholders including suppliers, customers, non-profit organisations, research bodies and universities.

The material topics were identified considering the characteristics and benchmark of the sector, the expectations of the stakeholders and the strategic pillars of the company. Therefore, were assessed as relevant the material issues that have a significant impact on the economic, social and environmental performance of Qwarzo SpA and which could substantially influence the assessments and decisions of stakeholders according to the principles referred to in the GRI Standards.

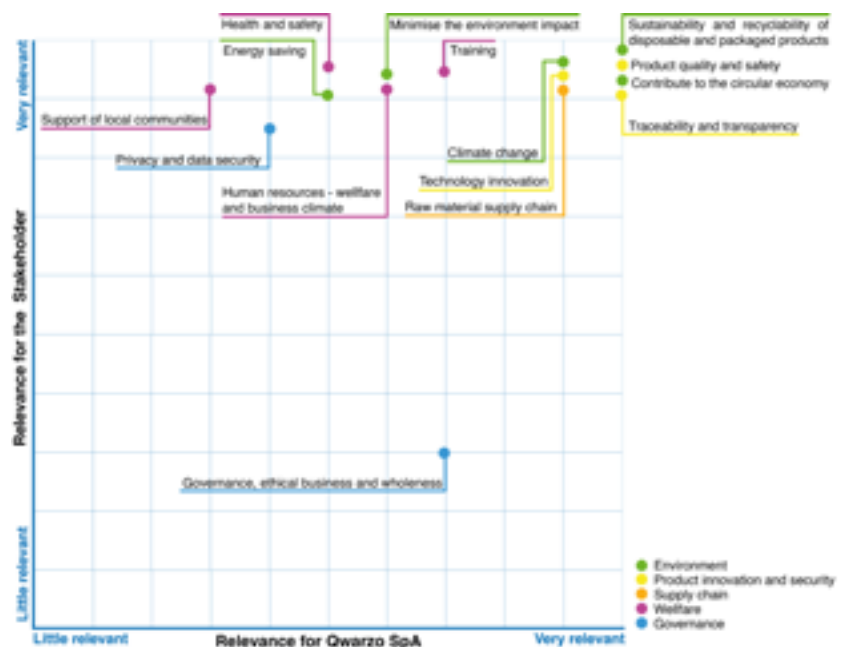
The materiality analysis process was divided into the following phases:

1. identification of material aspects for the company through the analysis of existing company documentation, external sources and benchmarking activities for the identification of the main reference regulations, national and European guidelines (with focus on the sector to which they belong) and from internal sources;
2. the creation of an online survey, administered to a sample of internal and external stakeholders, aimed at investigating the main ESG priorities through a process of evaluating potential material themes.

>> DIALOGUE WITH STAKEHOLDERS AND MATERIALITY ANALYSIS

- the re-elaboration and analysis of the results obtained, for subsequent sharing with the company management, aimed at finalising and validating the materiality matrix.

Material topics, which are therefore already significant in themselves for the company, are evaluated from 1 to 10 from internals and stakeholders. Online questionnaires were distributed to employees, customers, suppliers and interested parties. Stakeholder responses were mediated.



The frequency of updating the Materiality Matrix will be annual and/or defined in a shorter time frame in consideration of the evolutions of the internal and external context of Qwarzo SpA.

Other stakeholder feedback

We always maintain an active channel with all stakeholders and are always ready to receive opinions and reports. All our stakeholders can contact us through our website, in the section <https://www.qwarzo.com/en/contact> and have direct contact with collaborators who maintain relationships based on their duties and skills.

Reports and complaints are promptly taken into consideration as defined by our integrated management system procedures. Internal staff can also take advantage of the whistleblowing system, as defined in the "About us" paragraph.



CHAPTER 2

SUSTAINABILITY AND ENVIRONMENT

2.1

AN ALTERNATIVE TO POLYMER BARRIERS AND PFAS

The multiple functions and conveniences offered by plastic and PFAS have led over the years to the development of a consumerist-style “disposable” culture, where packaging had been designed without considering the importance of raw materials and their valorization for new purposes through recycling.

Many of these products, such as plastic bags or food wrappers, have a short lifetime, lasting a few days, hours or even minutes, and are improperly disposed of, remaining in the environment for hundreds of years.

To contain this phenomenon, in 2022 the law [Legislative Decree 196/2021](#), came into force in Italy, which implements the [European Directive 904/2019](#) and which aims to ban or limit a wide range of single-use plastic products which too often end up polluting the environment, particularly the marine environment and beaches. Straws, ice cream scoops, coffee stirrers, take away containers and many other disposable plastic products are subject to this regulation.

For this reason, today more than ever it is necessary to find alternatives that have a lower impact on the environment.

It is within this scenery that Qwarzo SpA has developed its technology which, applied to vast range of products, allows not to change the habits, persevering environmental and economic sustainability: for example by creating products in paper coated with Qwarzo® which can replace plastic or wood and offer end users the convenience of disposable products truly recyclable.

Free from bioplastics, the paper coated with Qwarzo® results from the combination of paper and Qwarzo® and inherits the peculiar characteristics from both.

It is recyclable within the separate paper collection, as demonstrated by Aticelca tests.

It is compostable, even within the home composting system, as demonstrated by the tests carried out according to the UNI EN 13432 standard.

> > AN ALTERNATIVE TO PLYMER AND PFAS BARRIERS

The Aticelca tests

The Aticelca 501:2019 system is an evaluation method capable of determining the level of recyclability of predominantly cellulose materials and products (paper and cardboard).

It is based on a laboratory analysis, which simulates the main phases of the standard industrial paper recycling process used to create a new sheet of paper. The result of the laboratory test, which analyses the main elements that characterise the recyclability of paper and cardboard and the products obtained with them, thanks to the Aticelca evaluation system, is summarised by an index expressed by the letters A+, A, B and C, being A+ the highest recyclability level.

The Qwarzo® covered paper sample has been classified as “Recyclable with paper, Level A” which means: recyclable with paper in an effective and efficient manner from a technological and economic point of view when used, through the currently most widespread paper production technologies, mixed with other secondary fibres obtained from the separate collection of paper. Its recycling involves less than 10% waste.

Compostability tests

UNI EN 13432:2002 “Requirements for packaging recoverable through composting and biodegradation” is the technical standard that defines the requirements that packaging must possess in order to be defined as compostable. In summary, in order to be defined as compostable, packaging must be:

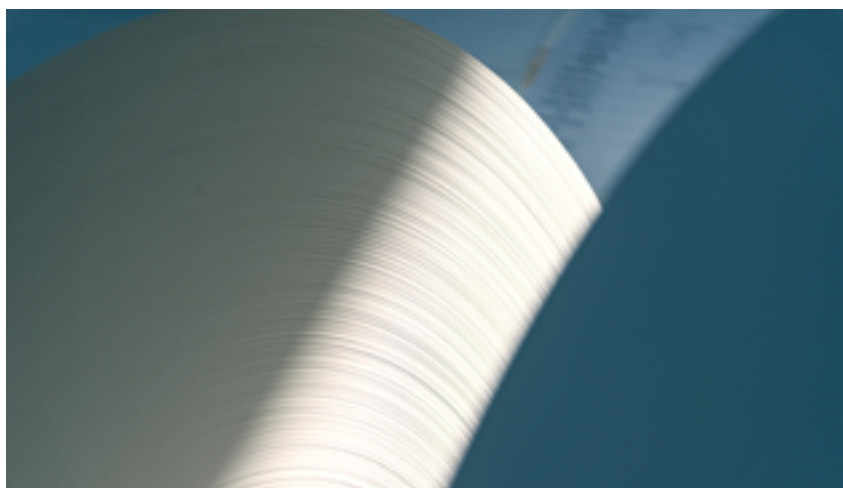
- **biodegradable and disintegrable:** it must quickly transform into water, carbon dioxide and compost.
- **compatible with a composting process:** it must not alter the quality of the compost produced nor released dangerous substances.

We cannot know if our products are used as packaging, but it applies as it is the reference technical standard for defining compostability.

The Qwarzo® covered paper sample has been classified as compostable.

2.2

RAW MATERIALS



% Renewable on entrances (301-1)	98%
% Recycled on entrances (301-2)	4%
% Recovered on sold (301-3)	0%

Item	Material (input)	U.M.	Renewable?	Recycled?	Recovered?	Source of data	2022
Paper	Paper	kg	YES	NO	NO	Business management	782.259
Chemical Substances	Chemical Substances	kg	NO	NO	NO	Business management	22.420
Cases	Paper	kg	YES	NO	NO	Business management	320.000
Cans / Cartoons	Paper	kg	YES	SI	NO	Business management	42.000
Cable ties	Paper	kg	YES	NO	NO	Business management	5.500
Extensible film	Plastic	kg	YES	NO	NO	Business management	736
Pallet	Wood	kg	YES	NO	NO	Business management	1.250

2.3

CIRCULARITY

Qwarzo® is silicon, and silicon is the main component of glass, which is mainly found in the form of silicon dioxide or silica. It is one of the most abundant materials in nature.

If properly designed and certified, paper is recyclable in paper mills or compostable in an industrial composting plant.

Qwarzo® products are born from the synergy of these two materials and so are recyclable into paper and compostable: it is a completely circular product, to the total benefit of the environment.



Paper, cardboard and cellulose pulp products coated with Qwarzo® can therefore be disposed of in paper waste collection or organic waste collection.

However, we believe that the preferable end of life is recycling in the paper supply chain, to recover the material that constitutes it and to create new recycled paper products, reducing the consumption of virgin raw materials for non-food applications. Furthermore, in many areas of Europe and of the world there is not yet a system for the collection and recycling of organic waste, so the compostable product would not have the possibility of being treated adequately at the end of its life.

> > CIRCULARITY

Currently it is not possible to use recycled materials to make Qwarzo® products, as the applications for food contact have been validated only with the use of virgin paper. Where possible we use recycled materials for secondary packaging: 80% of paper and cardboard come from recycled sources.

To contribute to the fight against climate change, it is essential to focus on a rational and efficient use of energy sources and implement initiatives to monitor and reduce energy consumption.

		Total consumption internal (302-1)		GJ	2.977
		Energy Intensity (302-3)		GJ/ton produced	4,47
Fuels		Consumption			
Fuels Type	U.M.	2022	Type of use	U.M.	2022
Fossil fuels					
Natural gas	Smc	9.350	heating environment	GJ	370
Electricity					
Main electricity	kWh	724.177	production, offices	GJ	2.607

Electricity is the main vector used for production, while methane is used only for space heating. Production started in the spring of 2022, and the first months of activity were characterised by the fine-tuning of the machines and production lines, since a large part of the systems were designed internally and there are no similar models available on the market. For this reason we believe that the 2022 data are not indicative and representative of the fully operational situation, which will stabilise in 2023.

The first objective for 2023 is therefore to bring the production processes up to speed in order to map consumption and optimise the processes.

For 2023 we want to replace the methane heating and cooling system with exclusive electricity, and therefore proceed with the total cessation of the use of methane.

>> CIRCULARITY

We are constantly committed to implementing strategies aimed at promoting the minimization of the waste produced, in particular undifferentiated waste, thanks to careful management of the production process and the methods of processing the raw materials.

The data refers exclusively to waste generated by the production process, as waste generated by offices is assimilated to industrial waste and is not quantifiable.

The waste is collected by specialised companies with transport and disposal authorizations.

In 2022, 409 tons of waste were produced, all non-hazardous. Most of which, 98%, is destined for recovery.

Rejection Name	CER code	Dangerous?	U.M.	2022	Final destination	
					R	D
PAINT RESIDUES AND REMOVER	080121	NP	ton	7,48		D15
PACKAGING IN PAPER AND CARDBOARD	150101	NP	ton	357,92	R13	
PACKAGING IN WOOD	150103	NP	ton	17,68	R13	
PACKAGING CONTAINERS RESIDUES OF SUBSTANCES DANGEROUS O CONTAMINATED BY SUCH SUBSTANCES	150110	NP	ton	2,16	R13	
EQUIPMENT DOWN	160214	NP	ton	0,75	R13	
IRON AND STEEL	170405	NP	ton	14,65	R13	
MUNICIPAL WASTE NOT DIFFERENTIATED	200301	NP	ton	0,36	R13	
BULKY WASTE	200307	NP	ton	8,2	R13	

2.4

AWARDS AND ENVIRONMENTAL CERTIFICATIONS

Qwarzo SpA is constantly committed to protecting the environment and reducing environmental impact.

Since 2020 we have been signatories of the Manifesto of the United Nations Decade of Ocean Sciences for Sustainable Development [2021-2030], organised by the Intergovernmental Oceanographic Commission of UNESCO. On 22 October 2022 we participated to the “TOWARDS THE GENERATION OCEAN” day at the No’hma Theater - Via Orcagna, 2 in Milan, the first Italian event to promote the Decade of Ocean Sciences for Sustainable Development and create a global movement that gives voice to the ocean.



Qwarzo S.p.A.'s effort towards the environment was recognized on numerous occasions, for example in 2019 Qwarzo® was the DESIGN TRACK WINNER of the Ocean Plastic Innovation Challenge, the competition on the global search for innovative solutions to face the problem linked to the use of disposable plastic in the world, promoted by National Geographic and Sky.



To further improve our environmental performances, in 2023 we will undertake the implementation of the ISO 14001 “Environmental management systems” standard.



CHAPTER 3

QUALITY AND PRODUCT SAFETY

“Not only efficiency but also guaranteed safety”

As consumer awareness increases globally and supply chains become more complex, it becomes increasingly important to focus on product quality and integrity.

The application of a Management System allows us to identify and prevent any risks, known or potential, linked to the products, raw materials, packaging materials and the production process, to guarantee the quality and safety of the product.



3.1

Q FOR QUALITY

“Q for Qwarzo®, Q for Quality”

ISO 9001 certification is the tool used by Qwarzo SpA to guarantee the quality requirements of the product and production processes.

The ISO 9001:2015 standard, in fact, is the international reference standard for corporate management systems, and is a key tool for planning, implementing, monitoring and improving processes and achieving increasingly challenging quality objectives.

We obtained ISO 9001 certification at the end of 2022: for us this is not only a milestone but also the first step towards increasingly challenging quality objectives.

The ISO 9001 scheme has allowed us to give organicity and structure to the intense research and development (R&D) activities, managed by the R&D area with the support of our internal laboratory.

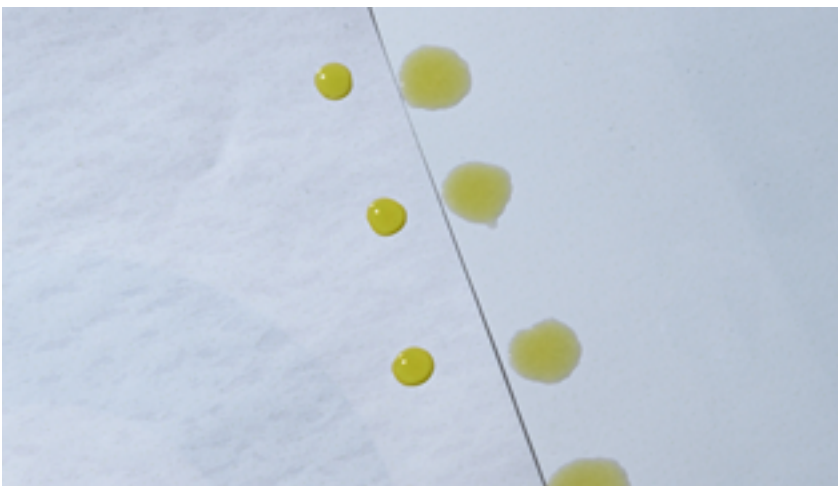


>> Q FOR QUALITY

During the research development phases R&D and laboratory, preliminary checks are defined and carried out on the performance characteristics of the semi-finished and finished products, given to the paper by the Qwarzo® coating, in order to guarantee the key parameters that make our products so innovative. In order to obtain the best possible performance on the finished product. Internal test methods are then developed to be carried out on products during industrial production.

The Qwarzo® treatment is similar to a paper coating process. The characteristics of the finished product paper + Qwarzo® strictly depend on the characteristics of the paper used as support. The Qwarzo® enhances the original characteristics, without altering their properties and allows the support to acquire significantly higher performances:

- **Heat resistance:** it improves the resistance of materials to heat and cold.
- **Oxygen and vapor barrier:** it creates a protective layer against external agents.
- **Chemical resistance:** it acquires resistance to acids, bases and solvents.
- **Water resistance:** it decreases the absorption of water by the support.
- **Oil resistance:** it increases resistance to the absorption of oils and fats.



3.2

SAFETY IN THE FOOD SECTOR

Currently Qwarzo® products are widely used in the food sector, even if the potential application sectors are infinite.

The system we have adopted to guarantee consumer safety in food applications is the certification scheme BRC GS CONSUMER PRODUCT.

The Certification Standards for Consumer Products offer a global holistic solution that is based on risk mitigation and the application of best manufacturing practices to ensure consumer safety. These Certification Standards are often requested by customers, brand owners and global retailers. The scheme has its roots in the principles of the food sector (Hazard Analysis and Risk Assessment), with the aim of identifying and preventing dangers related to products, raw materials, packaging materials and the production environment, making an assessment in terms of risk. The dangers considered are microbiological, physical and chemical; for the last ones, we have also considered those defined in the regulations for materials in contact with food.

Qwarzo SpA also guarantees maximum product safety even during the packaging phase. Our products are packaged with materials suitable for food contact, with a specific declaration.

We obtained BRC GLOBAL STANDARD CONSUMER PRODUCTS – Personal care and household certification at the end of 2022.

We regularly test the product to verify that it complies with European food contact legislation. Our [Analysis Plan](#) also involves the carrying out of specific tests, which consider as well the specific legislation of the country in which the product is sold (Italy, Germany, France).

To confirm the effectiveness of the system set up, we received a positive result from the first inspection carried out by [Competent authorities](#) as producers of MOCA (Materials and Objects in Contact with Food).

3.3

COMMUNICATION, MARKETING AND LABELLING

During 2022 we gave a significant boost to commercial and marketing activity, expanding the staff with the addition of competent resources in the field. In fact, in past years we were only present at a marketing level in the B2B channel (business to business, the professional one), but our goal is to spread awareness of our innovative product directly to consumers.

B2B channel – content marketing

Regarding the professional channel, our intent is to communicate technical content to make sure that the technical characteristics and the sustainability of our product are fully understood.

In November 2022 we participated in an important sector fair, The Greener Manufacturing Show, a reference event at European level for sustainable manufacturing.

We have obtained publications in specialised magazines, such as Notified, an international magazine.

B2C channel – storytelling marketing

The communication strategy directly with the consumer aims to let us known in the marketplace on the Amazon website.

Interviews on national news, but also through sector channels (pastry and ice cream) allow us to speak directly to professionals and consumers. Participation in local events also conveys awareness of our products in the area.

The development of the new website, the opening of a LinkedIn channel and the creation of a branded company merchandising line support this path.

Le attività di marketing ed etichettatura sono gestite in stretta collaborazione con i clienti, soprattutto in caso di prodotti destinati alla distribuzione.

We are particularly careful to comply with the most recent regulations on environmental labelling, to avoid phenomena of [greenwashing](#). Considering the characteristics of the product we can also use the claim “100% plastic free”.

Thanks to the FSC® certification we can use the claims and wordings

> > COMMUNICATIONS, MARKETING AND LABELLING

as required by the specific certification standard.

We collaborate with our customers to define the information to be reported on the label with coding for environmental labelling (ISO 14021).



3.4

REPORTS AND NON-COMPLIANCE

Since our product was born, we have not detected any non-conformities or reports in relation to ethical regulations, product safety, marketing and labelling.

No sanctions have been issued.



CHAPTER 4

STAKEHOLDERS

4.1

PEOPLE

We aim to build a corporate identity based on a system of values that puts the customer at the centre, the construction of the future, excellence and at the same time the ability to be simple, with the desire to increase the sense of belonging of each employee and to build, together, the Qwarzo SpA of today and tomorrow.

We believe that people who work with us represent the most important asset for our success: this is why we have put at the centre policies aimed at creating real engagement and well-being, which provide for the growth of skills as well as the development of satisfactory professional paths.

To achieve these objectives we adopt a personnel policy aimed at attracting and encouraging the growth of talented people, and the development of the skills of collaborators and employees through the provision of ad hoc training courses, guaranteeing well-being, health and safety of the Staff, and ensuring social equity, equal opportunities and respect for the Person, to counteract any form of discrimination.

For this reason, full-time employees are guaranteed:

- life insurance;
- health care;
- insurance coverage in case of disability and invalidity;
- parental leave;

The staff has expanded and consolidated over the years. As can be seen, in 2022 there were 17 new entries, with 4 terminations.

The geographical origin of the new hires is as follows: 79% from Italy, 7% from Morocco, 7% from Senegal and 7% from Pakistan.

As for the terminations, they all come from Italy.

>> PEOPLE

ENTRY OF EMPLOYEES IN QWARZO S.p.A. - YEAR 2022										
	18-25	25-35	35-50	>50	TOTALE		EXECUTIVES		SENIOR EXECUTIVES	
N0.EMPLOYEES	0	5	7	5	17		1	6%	1	6%
WOMEN	0	4	1	2	7	41%	0	0%	0	0%
MEN	0	1	6	3	10	59%	1	10%	1	10%

EXIT OF EMPLOYEES FROM QWARZO S.p.A. - YEAR 2022										
	18-25	25-35	35-50	>50	TOTALE		EXECUTIVES		SENIOR EXECUTIVES	
N0.EMPLOYEES	2	0	1	1	4		0	0%	0	0%
WOMEN	0	0	1	0	1	25%	0	0%	0	0%
MEN	2	0	0	1	3	75%	0	0%	0	10%

We have provided, in line with current regulations and local legislation, the possibility for all employees, regardless of gender, to take parental leave.

In 2022, a man took parental leave, and returned to work following the period of leave.

4.2

HEALTH & SAFETY

We recognize prevention regarding the health and safety of workers as a responsibility and priority. The Management is committed to practising a policy of promoting initiatives aimed at preventing accidents and illnesses at work, minimising the risks and causes that could expose to danger the safety and health of its staff and other workers, making available adequate technical, economic, human and professional resources.

We have set up a management system for workplace health and safety based on the application of Legislative Decree. 81/2008, the national consolidated law that deals with security. It covers all work activities of Qwarzo SpA and includes an analysis of the risks and critical issues of the processes and resources to be protected.

Our primary objective is to achieve Zero Accidents through the definition of a series of Guidelines and interventions of a more operational nature.

The main activities implemented to mitigate the risks deriving from accidents include training and continuous information, supervision and control activities to ensure compliance with company directives, the distribution and use of Personal Protective Equipment (PPE), interventions and maintenance of machinery and equipment.

All Qwarzo SpA employees are constantly urged to pay the utmost attention in carrying out their activities, strictly observing all established safety and prevention measures, to avoid any possible risk for themselves and for their collaborators and colleagues.

We encourage employee participation in identifying and reporting any workplace health and safety issues or possible hazardous situations to which employees may be exposed. Inside the factories, a specific procedure has been adopted to declare and report dangerous situations and anomalies present within the company, through the positioning of a box for suggestions, which can also be forwarded anonymously to protect the identity of the declarant and avoid any possible repercussions.

As required by the regulations, various meetings about the Health and Safety Committees are also held periodically involving workers' representatives, the RSPP and the competent doctor, in order to create and strengthen a collaborative working environment, especially regarding sensitive issues such as health and safety in the workplace.

> > HEALTH & SAFETY

During the periodic meetings, accidents and occupational diseases are recorded and monitored, with particular attention to the trend of the accident main indices, and the causes and circumstances of each accident event are analysed, intervening promptly where necessary, with improvement actions. In 2022, no injuries and no occupational diseases were recorded.

Qwarzo SpA provides its employees with occupational health services. The competent doctor has been appointed, in charge of carrying out the medical examinations required by current local legislation aimed at periodically monitoring the health status of each worker. The frequency and type of visits is defined on the basis of the age and activities carried out by individual employees. The competent doctor is available to intervene promptly if any accidents occur.

Furthermore, Qwarzo SpA considers the role of training and information towards workers to be fundamental, to allow them, in carrying out their duties and tasks, to adopt the utmost care and diligence in aspects related to their own health and safety and the one of others. In order to pursue these results, the company provides specific and dedicated training to all employees, with a particular focus on the main risk areas connected to the job performed. Furthermore, emergency teams take part in specific courses regarding areas such as the prevention of fires, explosions and first aid practices.

During 2022, 317 hours of training were provided to the workforce on Health and Safety topics, in compliance with the coverage of current training needs regarding Health and Safety in the workplace.

Currently, no audits dedicated to Health and Safety are carried out.

4.3

TRAINING

At Qwarzo SpA, training courses have been defined for all employees, aimed at encouraging the professional growth of people, to expand knowledge and skills, and to enhance the potential of the individual.

In 2022, this commitment resulted in 580 hours of training provided, mainly aimed at the following areas: safety in the workplace (317 hours) and product safety (80 hours), as illustrated in the table below. Also significant is the 80-hours training investment in MES, a Production Analysis and Management software, fundamental for work continuity.

AVERAGE HOURS OF TRAINING BY CATEGORY AND GENDER			
	WOMEN	MEN	AVERAGE
OFFICE STAFF	151	32	91,50
PRODUCTION STAFF	193	204	198,50

The courses were intended for all company staff. Furthermore, a specific path on human resources management and an apprenticeship course have been activated for office employees which will allow them to structure an internal recruiting system, thus making the human resources process even more operational and efficient.

On average, each employee therefore carried out 11.6 hours of training during the year.

To involve staff on issues of quality and product safety, in 2022 we administered anonymous questionnaires, the results of which were reworked and used as the basis for planning training for 2023.

We intend, for 2023, to launch a similar survey on the corporate climate theme, aimed at constantly improving the internal relationship between people.

4.4

DIVERSITY AND EQUAL OPPORTUNITIES

Qwarzo SpA considers the issue of diversity and equal opportunities to be of primary importance. Currently the Board of Directors is made up of 2 men and 1 woman, all aged between 45 and 55.

The company population, at the end of 2022, is distributed as follows:

EMPLOYEES					
	18-25	25-35	35-50	> 50	TOTALE
of which women	1	4	8	2	15
of which men	2	3	6	8	19

TEMPORARY WORK EMPLOYEES					
	18-25	25-35	35-50	> 50	TOTALE
of which women	4	3	4	2	13
of which men	02	2	1		3

The female presence is comparable to the male one. There are no gender differences or other discriminations for the same job: any differences in terms of salary or job position are due to the seniority of the staff in the company or to previous experience acquired.

Currently no employees are members of trade unions; it is underlined that this does not depend on corporate intent.

The company constantly monitors the possibility that cases of discrimination arise. No episodes were detected during the reporting period.

In 2022, information regarding sustainability was requested from suppliers, to ensure that the fundamental assets of sustainability such as ethics, respect for human rights and respect for the environment were understood and applied along the supply chain, and we are not aware of any significant discrepancies. In 2023 we intend to undertake an in-depth study on our supply chain in order to explore the topic of sustainable development with suppliers and understand whether there is room for improvement also in the supply chain.

4.5

CORPORATE SOCIAL RESPONSIBILITY AND IMPACT ON THE TERRITORY

One of our main commitments, with a view to growth in harmony with the surrounding reality, is the support for the local community.

Since 2020 Qwarzo SpA has supported the association **5 R ZERO SPRECHI** of Provaglio d'Iseo (BS), an association that is committed to promoting sustainability and the 5Rs (REDUCTION, REUSE, REPAIR, RECYCLING and RECOVERY) in every ambit and territory for a circular economy with zero waste.

Its purpose is to organise and carry out the following activities:

- environmental education;
- environmental protection and animal protection;
- workshops, meetings, exhibitions, conferences on environmental issues;
- promotion of sustainable tourism;
- community awareness;
- environmental recovery;
- promotion and dissemination of “good practices”;
- the acquisition or management or rental of structures and equipment suitable for the practice of the institutional activities it intends to develop;
- the organisation and participation, in general, in promotional activities, both scholastic and otherwise, as well as the implementation of activities, including recreational, related to the social purpose.

We strongly believe in the importance of the educational values of sport, especially for young people. For this reason in 2022 we sponsored the association **Velate Rugby 1981** Asd for the Under 19 teams and first team of Serie C.

“Rugby is the demonstration that some values, such as loyalty, respect, generosity, sacrifice, altruism, can endure over time, even in sport”.

Cit. Luca Panzeri



4.6

PRIVACY AND TRANSPARENCY

Qwarzo SpA cares about customer privacy and conscientiously guards their data, preventing its disclosure or loss. For this reason, in 2022 it began a process of implementing a privacy management system based on Regulation (EU) 2016/679, which will be completed in 2023.

There are currently no irregularities or data losses recorded.



CHAPTER 5

GRI INDEX

5.1

GRI INDEX



DISCLOSURE			
GRI Standard	Information	Section of the 2022 Report	Page
GRI 2: General information 2021	2-1 Organization details	<i>QWARZO S.p.A. Via Mezzana, 81 25038 Rovato (BS) Italy</i>	/
	2-3 Reference period, frequency and contact point	<i>01/01/2022 - 31/12/2022 Annual frequency</i> INTRODUCTION - METHODOLOGICAL NOTE	5
	2-5 Certification body	<i>For the first edition it is not verified by an external body</i>	/
	2-6 Activities, value chain and other business relationships	CHAPTER 1 QWARZO S.P.A. - THE STAKEHOLDERS OF QWARZO S.P.A.	12
		CHAPTER 1 QWARZO S.P.A. - THE QWARZO® AND THE PRODUCTS	16
	2-7 Employees	CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
	2-8 Non-employee workers (temporary workers, apprentices, contractors, home workers, interns, self- employed workers, subcontractors and volunteers)	CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
	2-9 Structure and composition of the Governance	CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
	2-11 President of the highest governance body	CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
	2-12 Role of the highest governance body in overseeing impact management	INTRODUCTION - LETTER TO STAKEHOLDERS	7
	2-13 Delegation of responsibility for impact management	CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
	2-14 Role of the highest governance body in sustainability reporting	INTRODUCTION - LETTER TO STAKEHOLDERS	7
		CHAPTER 1 QWARZO S.P.A. - ABOUT US	12

GRI 2: General information 2021	2-16 Communication of critical issues	CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
	2-17 Collective knowledge of the highest governing body	CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
	2-20 Process for determining remuneration	CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
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		CHAPTER 1 QWARZO S.P.A. - ABOUT US	13
	2-23 Company policies	INTRODUCTION - LETTER TO STAKEHOLDERS	7
		CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
	2-24 Integration of company policies	INTRODUCTION - LETTER TO STAKEHOLDERS	7
		CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
		CHAPTER 1 QWARZO S.P.A. - DIALOGUE WITH STAKEHOLDERS AND METERIALITY ANALYSIS	27
	2-26 Mechanisms for reporting/ improvements	CHAPTER 1 QWARZO S.P.A. - ABOUT US	12
	2-27 Compliance with laws and regulations	No sanctions	/
	2-29 Approach to stakeholder engagement	CHAPTER 1 QWARZO S.P.A. - DIALOGUE WITH STAKEHOLDERS AND METERIALITY ANALYSIS	27
2-30 Collective Bargaining Agreements	No union members, all covered by CCNL	/	
	100% (employees covered by collective agreements)	/	
	CCNL Paper industry	/	
Material topics			
	Economic performance		
GRI 201: Economic performance 2016	201-1 Economic value generated and distributed	CHAPTER 1 QWARZO S.P.A. - THE QWARZO® AND THE PRODUCTS	16

	Materials		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	CHAPTER 2 SUSTAINABILITY AND ENVIRONMENT- RAW MATERIALS	34
	301-3 Recycled products and related packaging materials		
	Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	CHAPTER 2 SUSTAINABILITY AND ENVIRONMENT- CIRCULARITY	35
	302-2 Energy consumption outside the organization		
	302-3 Energy intensity		
	302-4 Reduction of energy consumption		
	302-5 Reduction of the energy needs of products and services		
	Waste		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	CHAPTER 2 SUSTAINABILITY AND ENVIRONMENT- CIRCULARITY	35
	306-2 Management of significant impacts related to waste		
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