

RUBELLI

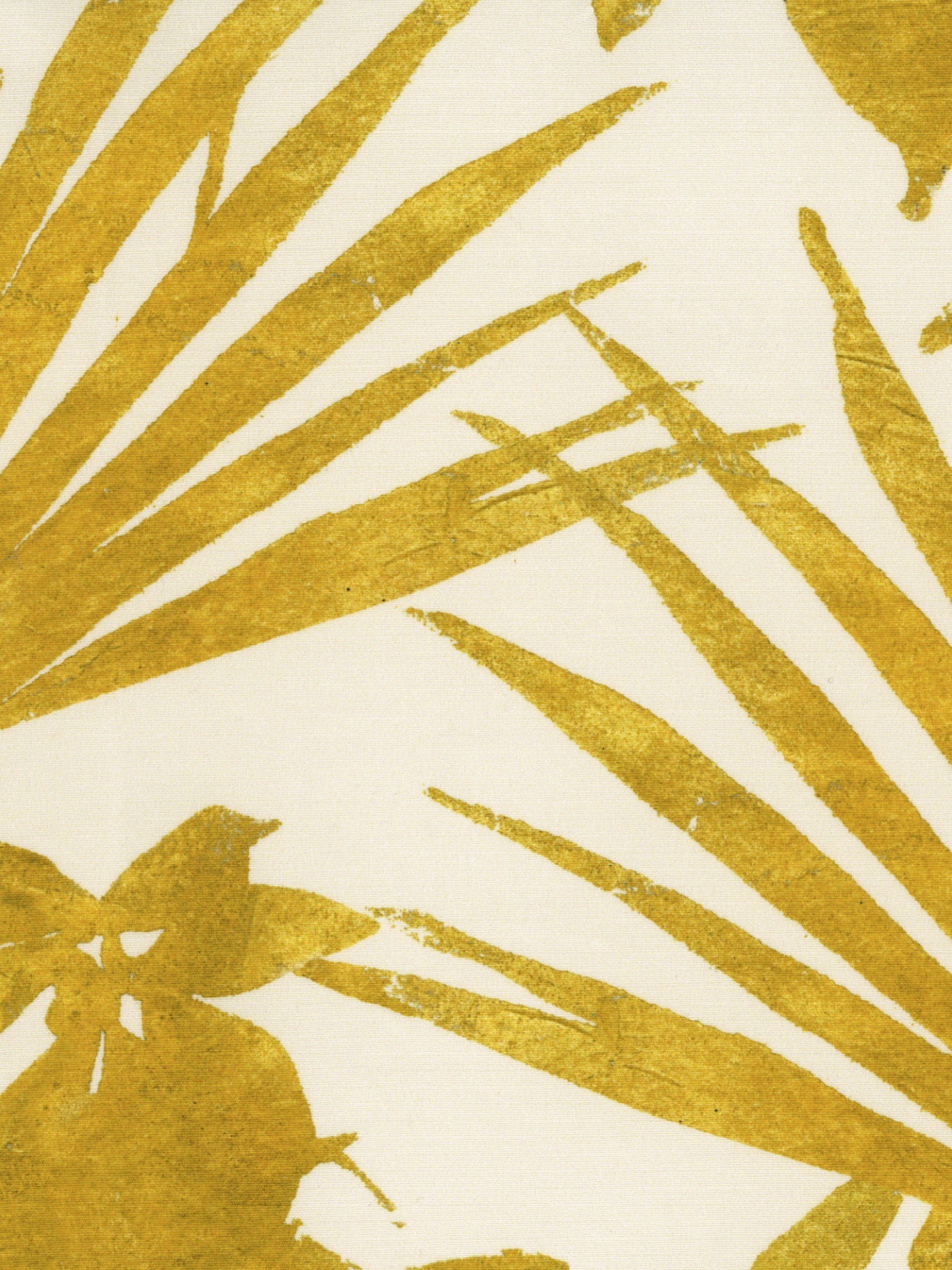
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RUBELLI





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# LETTER TO STAKEHOLDERS

For the Rubelli Group 2021 was a year – after the pandemic – of return to growth and satisfactory earning results. However, for Rubelli, 2021 will be remembered as an important year for accelerating the sustainability project, of which this Report represents a significant step. We have taken this path in the knowledge that the word sustainability, a key word for our future, must be declined, lived and internalized so that it can unfold its full potential. We want sustainability not to remain a mere marketing tool or a cosmetic to paint the corporate image green. In that case, green will discolor.

Rubelli, in its more than 100-year history, has always adopted virtuous environmental and social practices. Certainly, practices related to the sensitivity and technique of the time, but always anticipatory and respectful, deeply respectful, of environment, people and society as a whole. We want to renew this commitment with the sustainability report; it is a snapshot of the current state of the art of our practices, but above all a commitment to a constant improvement in environmental and social performance.

An important step toward this renewed commitment has been taken, during the pandemic, through the definition of Rubelli's values and their sharing and spreading within our organization. An actual and effective sustainability path can only have solid anchors in company values.

In carrying out the work we have taken

full awareness that we have already taken numerous actions, both individual and collective, to reduce our impact. You will find evidence about these in the numbers and results of the report. We are proud of this. We are also aware that the challenge facing all of us – individuals, companies, societies – is of such magnitude that it requires a further quality leap. A quality leap in the way we produce and distribute our products and in reducing consumption and waste. Our history allows us to bring beauty and quality, solidly embedded in our mission, to many places around the world. To the beauty and the quality that are so intimately linked to the Rubelli name, we want to add a broad notion of sustainability. This choice implies the ability to speak a different language to our stakeholders, first of all to our customers and suppliers, intervening at all levels of the supply chains. The work that led to the sustainability report has involved a specific team, but a heartfelt thanks goes to all the collaborators, who have shared the vision and the objectives which are contained and explicated in it.

Over time we have included fabrics produced with organic yarns, natural dyes, materials that do not harm man and the environment in the collections. In the catalog 2022 we wanted to insert a chapter that tells our path (“A sustainability path”), aware that it will be a constant path. Environmental best practices have long been adopted in our factory.

Sustainability has long held a prominent place in corporate strategy and culture. Today, this choice is more evident and will be increasingly evident in the future through a constant, transparent and open dialog with all our interlocutors. As mentioned, this is a *modus operandi* that has long been adopted in Rubelli but which we intend to strengthen, consolidate and share with increasing commitment. This commitment has already resulted in a profound digital renewal, and in the strengthening of research and development's activities, elements enabling genuine and solid sustainability. Our vision has embraced the will, the strong will, to make the world a better place. We want to bring passion, beauty, emotions and creativity in the world.

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WE ALSO WANT  
TO BE A PLAYER  
IN SUSTAINABILITY.

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WE ARE WHAT WE DO.

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WE WANT TO MAKE SURE  
THAT OUR IMPACT IS BENEFICIAL,  
NOT HARMFUL.

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WE WANT TO BE  
AT THE SERVICE OF OUR FUTURE.

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**Nicolò Favaretto Rubelli**  
Chief Executive Officer



# METHODOLOGICAL NOTE

Rubelli's first Sustainability Report is a tool for describing, in a transparent and articulated way, the Company's achievements in the economic, social and environmental fields and shows the organization's commitment to sustainable development, with the aim of creating value not only for itself, but also for its stakeholders.

This Sustainability Report is for the financial year 2021 (from 1 January to 31 December) and it was drawn up in accordance with the "GRI Sustainability Reporting Standards" defined by the GRI - Global Reporting Initiative, according to the "in accordance - Core" option. With regard to specific standards GRI 403 (Health and Safety at work), GRI 303 (water and water drains) and GRI 306 (waste), the latest versions of 2018 and 2020 have been adopted.

The "GRI Content Index" is attached to this document, detailing the contents reported in accordance with the GRI. The process of collecting data and information for the purpose of drawing up this Sustainability Report has been managed in collaboration with Rubelli's corporate functions with the aim of allowing a clear and accurate indication of the information considered significant by stakeholders according to the principles of Balance between positive and negative aspects, Comparability, Accuracy, Timeliness, Clarity and Reliability expressed by GRI Standards. It should also be noted that, in order to ensure a correct representation of performance and

to guarantee the reliability of the data, the use of estimates has been limited as far as possible, and, where present, they are based on the best available methodologies and appropriately reported.

The reporting perimeter of the data and information in this report refers to Rubelli S.p.A., the Headquarters Operations, the showrooms in Venice, Milan and Rome, the production site in Cucciago (CO) and the storage in Marghera (VE).

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This Sustainability Report was approved by the Board of Directors of Rubelli S.p.A. on 30/05/2022. The frequency of publication of this document shall be set at an annual frequency.

The document is not subject to external assurance.

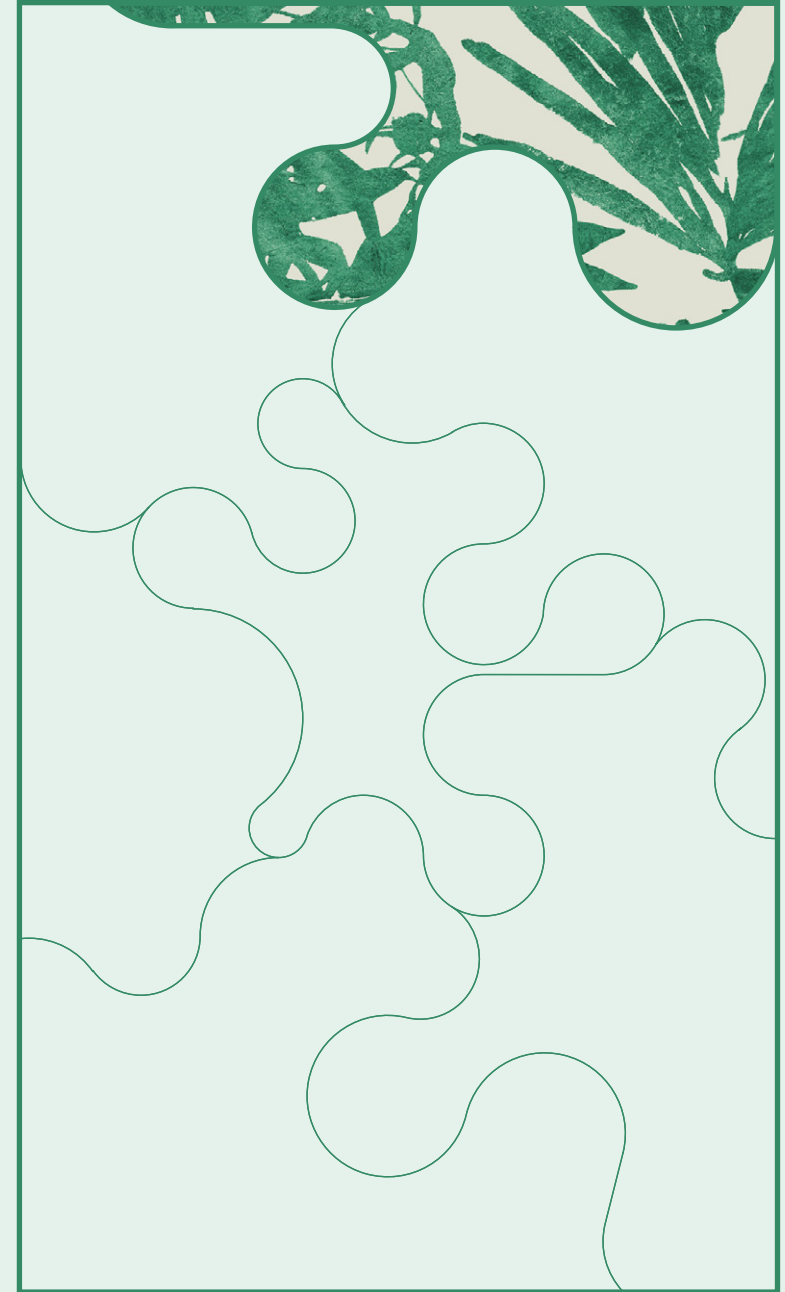
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For further information  
on Rubelli's sustainability  
strategy and the contents  
of this Sustainability  
Report, please contact the  
following contact point:  
[sustainability@rubelli.com](mailto:sustainability@rubelli.com)

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# HIGHLIGHTS





# WHO WE ARE

Rubelli is a Venetian family company that has reached the fifth generation, which has created, produced and marketed since 1889 high quality furniture products, in particular residential and contract fabrics, as well as wall coverings and collections of furniture and accessories.







The company has wisely handed down its know-how and its textile tradition over the centuries, continuing to create products with classic decorative patterns: lampas, damask and “soprarizzi” (handmade velvet). Next to these, a series of items, particularly plain and semi-plain uni, that meet the needs of a changing market like today. In terms of materials, natural yarns are joined by more and more high-tech and environmentally friendly fibers, which are the result of continuous research. Complementary to the textile world, the furniture of the Rubelli Casa brand, whose production is entrusted exclusively to partners operating in Italy and able to guarantee high quality workmanship.

Today Rubelli, with four brands – Rubelli, Dominique Kieffer by Rubelli, Armani Casa Exclusive Textiles by Rubelli and Rubelli Casa – on five continents and a capillarity that reaches over 90 countries all over the world, represents one of the most significant companies in the international interior design scene.





# HISTORY AND EVOLUTION

<b>1889</b> <p>Lorenzo Rubelli acquired the Venetian weaver G.B. Trapolin, renowned for the production of trimmings, cut and uncut velvet, "soprarizzi", lampas and brocades imitating the ancient ones. Thus the "G. B.Trapolin successor Lorenzo Rubelli" was born, defined in 1897 as "undoubtedly the oldest and, we believe, the most famous in Veneto" and which boasted prestigious supplies and orders since the dawn.</p> 	<b>1902</b> <p>Queen Margherita of Savoy, on the occasion of a visit to Venice, commissioned personally to Dante Zeno Rubelli, son of Lorenzo Rubelli, a precious "soprarizzo" in silk on a blue background, in Liberty style, decorated with daisies and the Savoy knot.</p> 	<b>1922</b> <p>Rubelli crossed the borders of the lagoon city and opened the branch of Florence in the prestigious Via de' Tornabuoni. This will be followed by Trieste, Rome, Milan, Turin, Genoa, Bari.</p>	<b>1931</b> <p>The current President, Alessandro Favaretto Rubelli, son of Gabriella Rubelli, was born in Venice.</p>	<b>1987</b> <p>The production of fire-retardant fabrics for the hôtellerie, theaters, shipbuilding and public places in general where specific safety requirements are required began. In 1989 Rubelli supplied for the first time a cruise ship (The Princess) with technical fabrics. This marked the beginning of the Contract Division.</p>	<b>2000</b> <p>Alessandro Favaretto Rubelli was appointed "Cavaliere del Lavoro" by the President of the Republic Carlo Azeglio Ciampi.</p> 	<b>2001</b> <p>Rubelli acquired the French company Dominique Kieffer. The strong point of the Kieffer by Rubelli collection is a simple, almost minimalist, elegance, which expresses itself in the use of natural materials and never common colors.</p>	<b>2002</b> <p>Rubelli became part of Guggenheim Intrapresae, the company partnership program of the Peggy Guggenheim Collection in Venice to support the museum. Rubelli has always supported art and culture with sponsorship, contributions and donations. Among the beneficiaries, the Teatro La Fenice, the Giorgio Cini Foundation, the Arena of Verona, the Comité Français pour la Sauvegarde de Venise, the FAI (National Trust for Italy).</p>
<b>1934</b> <p>Rubelli exhibited at the Biennale Internazionale d'Arte in Venice many fabrics designed by artists and architects-designers such as Gio Ponti, Vittorio Zecchin and Alfredo Carnelutti, which underline the attention to the contemporary production of Rubelli.</p>	<b>1959</b> <p>The famous Venetian designer Roberta di Camerino chose Rubelli velvet for the realization of his refined bags such as the Bagonghi, worn also by princess Grace of Munich, thus beginning a ten-year collaboration. This is just the first of many prestigious collaborations between Rubelli and the world of fashion design.</p> 	<b>1976</b> <p>Rubelli opened its first foreign branch in Paris. Within a few years, with the opening of branches in London, Munich, Dubai and thanks to a widespread distribution network, Rubelli has established itself internationally.</p> 	<b>1984</b> <p>Rubelli took over the Zanchi weaving mill in Cucciago (Como) where, next to last generation looms, original 18th century hand weaving looms are still functioning.</p>	<b>2003</b> <p>Rubelli donated the fabrics for the Teatro La Fenice in Venice, rebuilt after the ruinous fire of 1996. Projects to restore the most prestigious textile decorations include the Teatro alla Scala in Milan, the Albertina Museum in Vienna, the Palazzo Reale in Milan.</p> 	<b>2005</b> <p>Rubelli Group acquired the American company Donghia, known for its line of furniture and furnishings. The experience gained in the business of furniture will lead to the birth of Rubelli Casa.</p>	<b>2009</b> <p>Rubelli signed with Giorgio Armani the license for the Armani collection Casa Exclusive Textiles by Rubelli. The creative genius of Giorgio Armani relied on Rubelli's expertise and experience over the age of 100 years for his collections of haute couture furnishing fabrics that seal the strong link between fashion and furniture.</p>	<b>2011</b> <p>Rubelli made fabrics for the Bolshoi Theater in Moscow: over 12.000 meters of damask, lampas, brocatelles, velvets and technical fabrics. The most demanding part of the work was the imposing curtain for which 500 kilograms of pure gold yarn were used, developed by a highly specialized spinning mill, unique in the world.</p>

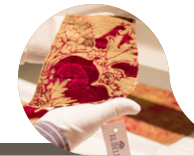
## 2015

Rubelli launched its first furniture collection under the brand Rubelli Casa. Claiming its own space in the world of home and furniture. Sergio Mattarella presented the Leonardo Italy Quality Award to the President Alessandro Favaretto Rubelli.



## 2017

Pila-47 was born, a textile armchair created exclusively for Rubelli Casa by the young designers Paolo Emanuele Nava and Luca Maria Arosio, founders of the Nava+Arosio Studio. A "changeable" seat that changes from pure geometric shape to a comfortable chair.



## 2018

The Fondazione Rubelli was founded with the aim of safeguarding and promoting the textile and cultural heritage of the company. Seat of the Foundation is Ca' Pisani Rubelli in Venice, which also houses the showroom.

## 2019

Punteggiato, avant-garde velvet for technique and pattern, designed by Gio Ponti for Rubelli in 1934, was selected for the project "Quirinale Contemporaneo" to cover the sofas of one of the President of the Republic's residence rooms in Rome.

## 2019

Rubelli developed the fabrics for the exhibition of Tiffany "Vision and Virtuosity" in Shanghai and presented in Venice the capsule collection Peter Marino for Venetian Heritage, signed by the famous American architect and inspired by the city of Venice.



## 2020

Peter Marino's capsule was awarded two important international awards for the best fabric: the NYCxDESIGN and the EDIDA 2020, the coveted Elle Deco International Design Award.

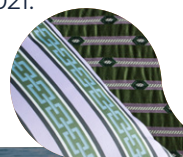
## 2021

To celebrate the 1600 years of Venice, Rubelli dedicated it San Polo, a new damask in pure silk, glamour and full of energy, "son" of the precious damask San Marco, in collection for over a century.



## 2022

In 2022 Rubelli was technical sponsor of the event "Homo Faber, crafting a more human future" at the Cini Foundation in Venice, developing and creating an ad hoc fabric for the project "Pattern of crafts" by German designer Sebastian Herkner. Rubelli presented at Fuori Salone, in its Milan showroom, the first textile collection signed by young English designer Luke Edward Hall, "Return to Arcadia". Rubelli published its first Sustainability Report for the financial year 2021.



# THE STORY CONTINUES



# MISSION, VISION AND VALUES

## Rubelli's vision

MAKE THE WORLD A BETTER PLACE BY BRINGING PASSION, BEAUTY, EMOTIONS AND ITALIAN CREATIVITY.

For Rubelli, being a company with centuries of life does not mean to have a look at the past, but to have consolidated a strong, solid and identity corporate culture and to project itself to the future, to innovation with an attention to the environment and social awareness. It is often the case, however, that companies with an important history consider their identity obvious and known to everyone, but that is not always the case. In fact, while the Rubelli Mission dates back to 2005, and since then, it accurately describes the Group's activities and objectives, the values, which represent the basis of Rubelli's culture, have been redefined during 2021. In particular, Rubelli has committed to defining his own values, realizing a forward-looking project supported by the management that, together with all Rubelli's employees, has been directly involved in the project. Thanks to the active involvement of the collaborators, who have demonstrated a strong sense

## Rubelli's mission

TO CREATE, PRODUCE AND MARKET IN THE WORLD FABRICS AND FURNITURE PRODUCTS OF HIGH STYLISTIC CONTENT AND QUALITY, TRADITIONAL AND INNOVATIVE, TO GIVE ELEGANCE AND COMFORT TO THE ENVIRONMENTS IN WHICH THEY ARE INSERTED.

of belonging to the Group, the priorities and values of each have been defined, considering not only the fundamental references of daily action, but also values that serve as future objectives. This resulted in a series of six main values directed to the world to which the Group and its stakeholders are addressed and directed internally to all its members. Subsequently, in order to acquire the identified values, a project was developed in collaboration with the Venice IED: Rubelli collaborated with a class of students who were asked to highlight Rubelli's values, defining them and developing them both visually, thus giving them a graphic look, that at the narrative level, realizing short stories accompanied by illustrations that metaphorically represented Rubelli's values. This project was put as a challenge to the boys in the class of the IED, and two talented young girls won, to whom Rubelli offered an internship opportunity.

## ETHICS AND SUSTAINABILITY

Rubelli works in fairness and respecting people, the environment and society across the value chain.

## CUSTOMER FOCUS

Rubelli listens, understands and anticipates the real customer needs to create lasting and transparent relations. It put the needs of internal and external customers at the center of decision-making processes and it satisfies them gainfully.

## PASSION FOR CULTURE AND BEAUTY

Rubelli supports, transmits and promotes culture and art. Venice is part of Rubelli, its beauty and its history inspires the action of the Group.

## TRANSPARENCY AND RESPECT FOR PEOPLE

Rubelli treats people with respect in every occasion. It creates a climate of mutual trust and communicates clearly and transparently. In Rubelli people are committed to say what they think and to do what they say.

## EXCELLENCE, COURAGE AND ENTHUSIASM

Rubelli experiments and innovates to create excellent products and services. It takes care of details and quality in everything it does. It continuously powers its skills. It tackles challenges and changes with courage in search of the continuous improvement.

## HARMONY AND TEAM SPIRIT

In Rubelli everyone works together methodically, sharing goals and results while respecting roles and responsibilities. Everyone's contribution is valued and comparison and sharing are promoted while respecting the diversity and thinking of others. Rubelli puts the common goal before personal interests.

# COMPLIANCE AND BUSINESS ETHICS

In 2019 Rubelli adopted the Organization, Management and Control Model provided for by Legislative Decree no. 231/2001, considering of its sizes and the degree of risk in relation to the offenses covered by the Decree. The Model is a tool that, through the definition of the set of operative and deontological rules prepared by Rubelli according to the specific activities carried out and the relative risks based on the provisions of Decree 231, allows to manage the complexity of situations in which a company is operating, clearly defining the set of principles and values that guide the activities of the same. In line with the adoption of the Organization, Management and Control Model, Rubelli has provided itself with a Code of Ethics, in order to define values and principles on which the Group is inspired, translating them into essential and binding guidelines for all the recipients. The recipients to which Rubelli's Code of Ethics is addressed are:

- SHAREHOLDERS
- MEMBERS OF THE SOCIAL BODIES
- MANAGERS
- AGENTS
- DISTRIBUTORS
- COLLABORATORS
- EXTERNAL CONSULTANTS



It is pointed out that the Organization, Management and Control Model and the Code of Ethics of the Rubelli Group are currently in the final revision phase and will be subsequently shared with the recipients of the document, who will be required to know the contents of the document, to contribute to its implementation and to the dissemination of the principles formalized in it, requiring respect also for all those with whom they have business relations.

The Rubelli Group operates in the correctness and respect of people, of the environment and of the society throughout the value chain, promoting behavior that respects the environment in all processes and in everyday life. Responsibility for the protection of life, health and safety and for the protection of the environment is fundamental for the Group. Rubelli is committed, in fact, to creating value for all its stakeholders, for the environment that surrounds it and in which it operates daily and for society as a whole. Environmental, ethical and social criteria have always been an integral part of Rubelli's corporate culture.

Rubelli's culture promotes at all company's levels values such as transparency, honesty, correctness and compliance with the regulations, to which all employees are required and to comply, and the main stakeholders of the Group, such as collaborators and suppliers. With the imperative commitment to operate in full compliance with the applicable law, particular attention is directed to ensuring

that all employees and individuals who interface with the Group act in respect of the integrity of the business, counteracting any form of irregularity. Ethics and integrity are therefore fundamental elements of the management of all Rubelli's activities, which also acts in compliance with the precautionary principle, favoring a risk-based approach in the management and planning of its activities, as well as in the development and launch of its products.

The Group acts daily with the aim of exchanging information at all levels of the organization and stimulating confrontation and accepting different points of view and, this way, encouraging change. It also acts with attachment to the duty and respect of its dignity in relationships with people inside and outside the organization, respecting the organization's rules with ethics and morals. Finally, it recognizes the importance of enhancing its own resources, making the skills of each one emerge, rewarding the experience and merits of each component of the organization.



# GOVERNANCE

## CORPORATE GOVERNANCE SYSTEM

In line with the global development of Rubelli S.p.A., the organizational and governance structure of the Group has been the main character of an evolution over time. The Corporate Governance model adopted by the Group defines the following corporate bodies:

THE SHAREHOLDERS' MEETING

THE BOARD OF DIRECTORS

THE BOARD OF STATUTORY AUDITORS

THE AUDITING COMPANY  
(ASSIGNMENT 2021-2023)

THE EXECUTIVE COMMITTEE

THE MANAGEMENT COMMITTEE

THE SUPERVISORY BOARD

## THE SHAREHOLDERS' MEETING

The Shareholders' Meeting is the body responsible for expressing the will of the Members by acting by majorities in accordance with the law. In addition, shareholders have the task of approving the financial statement and outlining the structure of the Board of Directors and the Board of Statutory Auditors.

## THE BOARD OF DIRECTORS

The Board of Directors is the main body of the governance system. This body verifies the adequacy of the organizational, administrative and accounting structure, with particular reference to the internal control and risk management system.

The ordinary and extraordinary management of the company is, in fact, responsibility of the Board of Directors formed in Rubelli by 9 members, who elect the President, the Chief Executive Officer with operational delegations, the Managing Directors and the Directors.

The Board of Directors is appointed by the Shareholders' Meeting with the majorities provided for by law and in accordance with the procedures provided for in the Shareholders' Statute and it is responsible for determining and pursuing the strategic goals of the Company and the Group as a whole.

The Board of Directors in office was appointed by the Shareholders' Meeting of 25/07/2019 for the period 2019-2021, the assignment conferred will expire on the date of the Shareholders' Meeting of approval of the financial statement on 31/12/2021.

The Board of Directors shall meet at least 4 times a year, or when exceptional events or the nature of the decisions to be taken require it.

The members of the Board are chosen by the Shareholders' Meeting and it is the Board of Directors that develops economic, social and environmental strategies also through the use of external opinions and specialized consulting.



CURRENTLY, ITS COMPOSITION PROVIDES 9 DIRECTORS:

PEOPLE	ROLE
Alessandro Favaretto Rubelli	President
Nicolò Favaretto Rubelli	Chief Executive Officer and Vice President
Lorenzo Favaretto Rubelli	Director
Andrea Favaretto Rubelli	Director
Marco Attisani	Director
Massimo Forliti	Director and General Director
Daniela Montemerlo	Director
Giorgio Meda	Director
Marco Frizziero	Director

As regards the diversity within the Board of Directors, 11% of the members are between 50 and 30 years of age, while 88.89% are over 50 years of age. 11.11% of the Board of Directors are women and the remaining are men.

GRI 405-1: Diversity of governance bodies and employees

PERCENTAGE OF INDIVIDUALS WITHIN THE ORGANIZATION’S GOVERNANCE BODIES

Age	<30		30-50		>50	
Gender	M	F	M	F	M	F
%	0%	0%	11.11%	0%	77.78%	11.11%

ESG topics are the subject of periodic examination by the Board of Directors of Rubelli S.p.A., which discusses the main environmental, social and governance indicators, divided by company area, so that can evaluate their trends and identify possible improvement actions.





THE BOARD OF STATUTORY AUDITORS

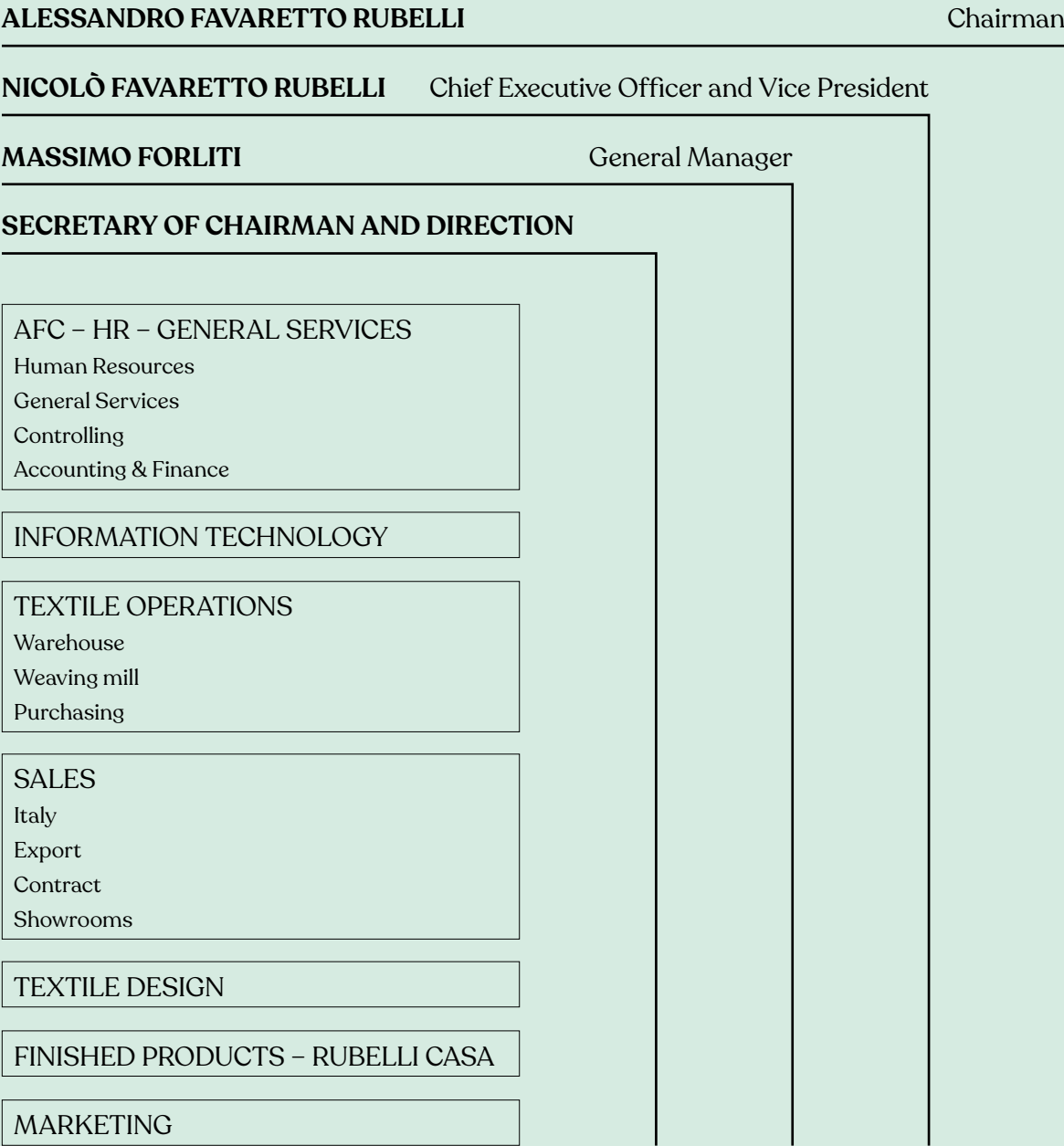
It is also appointed by the Shareholders’ Meeting and it is required to supervise: (i) compliance with the law and the memorandum of association, as well as respect for the principles of proper administration in the performance of social activities; (ii) the adequacy of the organizational structure, the internal control and risk management system and the administrative-accounting system of the Company; (iii) risk management and (iv) statutory audit and auditor independence.

The current Board of Statutory Auditors was appointed by the Shareholders’ Meeting held on 25/07/2019 and remains valid for the period 2019-2021, ending at the Shareholders’ Meeting to approve the financial statement on 31/12/2021.

ON THE BASIS OF THE DECISIONS OF THE SHAREHOLDERS' MEETING, ITS COMPOSITION PROVIDES FOR FIVE MEMBERS IN OFFICE, OF WHICH THREE STATUTORY AUDITORS AND TWO ALTERNATE AUDITORS, STRUCTURED AS FOLLOWS:

NAME	ROLE
Gianluca Bolelli	President
Paolo Gnignati	Auditor
Piero De Bei	Auditor
Enrico Chinellato	Alternate auditor
Andrea Valmarana	Alternate auditor

BELOW IS THE ORGANIZATION CHART THAT SHOWS THE REFERENCE FUNCTIONS OF RUBELLI ON 31/12/2021.



# PRESENCE IN ITALY AND IN THE WORLD



Rubelli sells its collections all over the world. In Italy, in addition to the Marghera headquarters and the Venice showroom and historical archive at Ca' Pisani Rubelli (also the site of the Rubelli Foundation), it has its own showrooms

in Milan and Rome. Abroad, it has branches in Paris, in London, in Dubai, in the United States and, through a comprehensive distribution network, in more than 90 countries.





# THE PRODUCTS AND THE STRENGTH OF THE BRAND

The Rubelli Group, through the promotion of craftsmanship and savoir faire, the innovation and the great manufacturing quality that distinguish Made in Italy and the uniqueness of the brand, represents an excellence in the sector of fabrics, furniture and home accessories today. In this last business, Rubelli has been present since 2005.

## PRODUCTION OF EXCELLENCE

Every year Rubelli presents a new collection for each of its brands: Rubelli, Dominique Kieffer by Rubelli, Armani Casa Exclusive Textiles by Rubelli and Rubelli Casa. Each collection is an expression of the specific style of each of the individual brands. Essential elements for everyone are: quality of materials, meticulous study of color palettes, attention to detail, methodical stylistic research.

Most of the fabrics are produced in Italy, in Rubelli weaving mill in Cucciago in the province of Como (formerly Zanchi weaving mill), which represents a considerable added value in the textile industry. In the mill, around 50 employees work on 29 latest generation electronic jacquard looms. Moreover, thanks to four looms dating back to the 18th century, Rubelli is still able to weave precious hand-woven velvet, thus keeping alive the art of handicraft textile. Today, very few companies in the world are able to weave by hand,

which underlines the uniqueness of Rubelli's production. The use of hand looms, transferred in the nineties from the historical Venice weaving mill to Cucciago, required a long apprenticeship by two young textile workers. Exceptional teachers, two expert Venetian weavers who, close to retirement, moved for some months to Como to pass on this type of work that requires great skill and passion and that allows to produce not more than 60 cm of fabric a day. The hand-made velvet represents the haute couture of the furnishing fabrics.

Rubelli textile collections include jacquard, classic and contemporary damask, plain and semi-plain, velvet, prints, embroidery, light curtains and fabrics for decoration in general. Made from natural yarns (silk, cotton, linen, wool) but also with artificial and synthetic fibers.

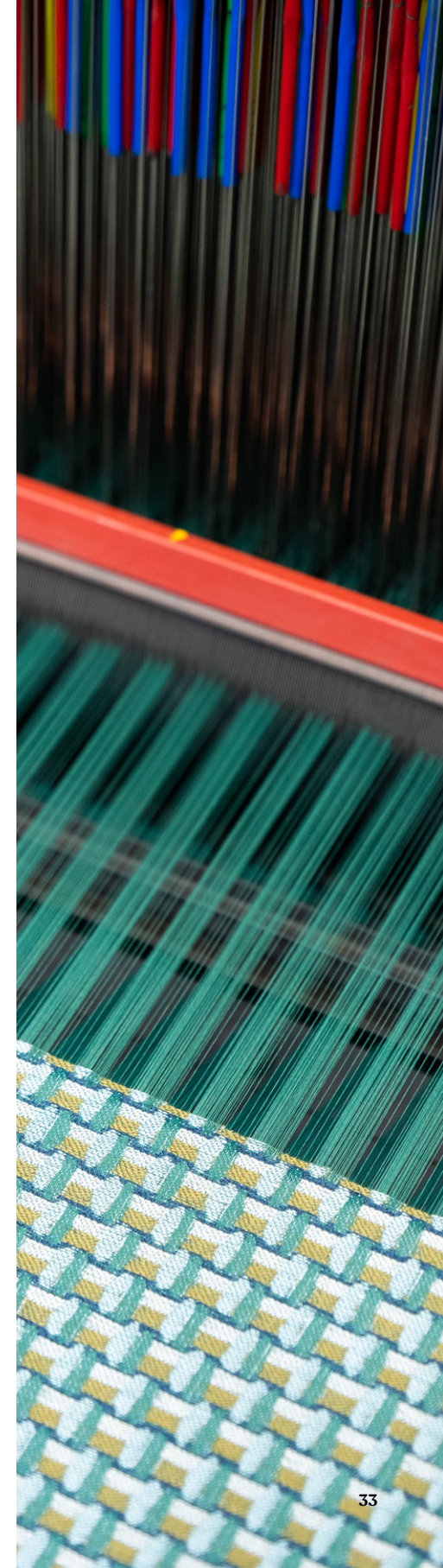
With reference to technical fabrics, Rubelli has been present in the contract business since 1987 with fire-retardant Trevira CS fabrics. These fabrics, which comply with Italian ministerial standards and meet the main international safety requirements, are directed in particular to the hotel sector and to the shipbuilding industry, as well as to public spaces in general. Over the years, the quality of fireproof yarns has been greatly improved, so today these fabrics have a tactile pleasure and an esthetic value that make them su-

itable also for residential use. These are very high performing, easy-to-maintain fabrics that significantly extend product life and reduce waste. The collections of fire-retardant fabrics include more than 200 items in a wide range of color variants, easy to coordinate. All these products are certified Oeko-Tex Standard 100 and GreenGuard Gold.

In addition to the collection items, Rubelli is able to offer "bespoke" products, that are "special" and personalized items, made ad hoc for exclusive customers of the sector that require customized creations. Rubelli's peculiarity also depends on the ability to create fully customizable products of very high quality. In this regard it is worth mentioning the imposing curtain created by Rubelli for the Bolshoi Theater in Moscow in 2011, which has entailed years of philological and stylistic studies and required an extreme skill during the weaving phase.

In addition to fabrics Rubelli also produces wallcoverings. An expression of the creativity of the style office and the technical and qualitative level of a strictly Made in Italy production, this type of product saw its relaunch in 2013. Over the years Rubelli has travelled new paths and used new materials, creating a series of collections with a strong textile connotation. All with the unmistakable Rubelli spirit.

With regard to the furniture production, the





Rubelli Casa Division uses companies in the sector, following closely design and execution, therefore choice of materials and accuracy of finishes. So, Rubelli has entrusted itself to selected Italian production companies to guarantee its customers the same quality standards as Rubelli textile products. Rubelli, known and recognized for the excellence of its products (made in Italy), represents and exports in full title that Italian style – intended as a synthesis of creativity and quality – which is very appreciated all over the world.

## PARTNERSHIPS AND COLLABORATIONS

Rubelli has over the years completed many collaborations with companies and institutions.

It has always promoted projects to enhance the artistic and cultural heritage, collaborations with young talents and training schools, and innovative comarketing projects.

Among the main collaborations the most significant ones is the Armani Casa Exclusive Textiles by Rubelli license, signed with the maison Armani for the realization of the collection of fabrics of Armani Casa.

Many collaborations with young talents and training schools that Rubelli supports in their projects. Among these, Acqua Alta by Zanellato and Bortotto, the Pila-47 textile armchair by Nava+ Arosio, various works and installations by Italian and foreign artists and designers who use the fabric for their creations, as well as training projects with design schools such as IED (European Design Institute of Venice), IUAV and Venice Art School, Marangoni Institute and Milan Polytechnic.

Rubelli has over the years made special editions and co-branding agreements with

renowned companies of international reputation in the area of design:

- in 2012 Rubelli and Molteni paid homage to Gio Ponti with “Vivere alla Ponti”. On show the reeditions of creations of the great master of the twentieth century: pieces of furniture for Molteni and two velvet for Rubelli;
- in 2013 for an exhibition at the Musée du Tissu et de la Décoration in Lyon, Rubelli, at the invitation of Moroso, produced an elaborate brocade, Madame du Barry, later included in the textile collection of the museum itself;
- in 2019, a very original interior decoration project saw the most iconic designs of Rubelli fabrics translated on large ceramic slabs, produced by Florim.

There are also prestigious collaborations with the fashion world:

- a series of capsule collections of elegant luxury shoes made by Santoni with precious lampas and refined fabrics made by Rubelli three dresses of haute couture, unique pieces created and made for the 1600 years of Venice by Alberta Ferretti with three iconic silk Rubelli fabrics the designer Antonio Marras has also chosen Rubelli fabrics to make a series of pillows for one of his fashion shows
- Rubelli fabrics were used also by the French designer Frank Sorbier to make some of his precious sculpture-clothes.

In addition, Rubelli can boast a series of sponsorship activities with well-known theaters, including the Arena of Verona, the Teatro La Fenice of Venice, and the Triennale of Milan.

Rubelli has created a real partnership with

the famous American luxury brand Tiffany for the development of exclusive fabrics created for setting up exhibitions, furnishing shops and decorating showcases.

In the theater field, the first of several supplies of precious fabrics to the Arena Foundation in Verona for the realization of stage costumes and the stage setting for works such as “the Barber of Seville” directed by the master Hugo de Ana, dates back to 2007. Besides, “Don Giovanni” under the direction of master Franco Zeffirelli and “Un Ballo in Maschera” directed by master Pierluigi Pizzi.

## ASSOCIATIONS

An important strength for Rubelli is the membership in prestigious associations and institutions that represent Italian excellence in the world. In fact, Rubelli is part of a network of associations and organizations, that guarantees the updating of the most recent normative interventions and allows the exchange of ideas, knowledge and different points of view.





THE MAIN ASSOCIATIONS ARE AS FOLLOWS:

ASSOCIATION / ORGANIZATION	DESCRIPTION
'SMI – Sistema Moda Italia'	<p>SMI is one of the world's largest representative organizations for textile and fashion industries in the western world.</p> <p>The Federation represents a sector that constitutes a fundamental component of the Italian economic and manufacturing fabric.</p> <p>The Federation aims to protect and promote the interests of the sector and its members and represents the entire chain, at national and international level, in relations with institutions, public administrations, economic, political, trade union and social organizations. In particular, SMI's operations contribute to make textile and fashion one of the most economically important sectors of the Italian industry.</p> <p>It should be noted that Rubelli is a member of the Council and of some SMI Commissions.</p>
'Confindustria Venezia e Como'	<p>A representative organization of companies that brings together on a voluntary basis manufacturing and service companies operating in the province of Verona which believe in the market and competition values.</p> <p>It should be noted that Rubelli is a member of the Confindustria Venice Board and a member of the Confindustria Como Board.</p>
'Fondo Previmoda'	<p>'Fondo Previmoda' is a fund of supplementary pension with capitalization for workers in the textile and clothing industry, footwear and other industrial sectors of the fashion system. It should be noted that Rubelli is a member of the Fund's Council.</p>

'Federlegno Arredo'	<p>'Federlegno Arredo' is the Italian federation of wood, cork, furniture and interior design industries. It represents the Italian wood-furniture sector in all the components of its supply chain, from raw material to finished product, in Italy and abroad.</p>
'AIDAF – Associazione Italiana Aziende Familiari'	<p>'AIDAF, Associazione Italiana Aziende Familiari', proposes itself as 'the reference point in Italy for family companies'; in particular, AIDAF's aim is to increase the awareness that an ethical style of 'doing business' will be a fundamental asset also for the healthy growth of business in the near future.</p>
'Comitato Leonardo'	<p>The Committee associates over 160 personalities among entrepreneurs, artists, scientists and cultured persons, eager to share the objective of valorizing Italy and its originality through the realization of high cultural and economic profile events. In its activities, the Committee makes use of the collaboration of all the institutional bodies that are responsible for the promotion of Italian companies abroad and their internationalization. It also includes the highest positions of the State, including the President of the Council of Ministers, the Minister for Foreign Affairs, the Minister for Economic Development and the Minister for Cultural Heritage and activities.</p>
'Museimpresa'	<p>'Museimpresa' is the Italian Association of Archives and Business Museums which brings together over 100 museums and archives of large, medium and small Italian companies. It is committed to bringing together new players in enterprise culture, to influence training processes, to safeguard the memory of Italian industry and to enhance the evidence of an extraordinary manufacturing capacity that is the engine of sustainable development and the cornerstone of a widespread economic, social and civil culture.</p>

THE PROTECTION OF THE BRAND

In relation to possible violations of intellectual property (brands, logos, design, patents), Rubelli entrusts the protection of intangibles such as brands, logos, design, patents to the law firm Jacobacci & Partners, which also carries out a continuous supervision service with respect to the deposit of other brands. In addition, Rubelli is responsible for suppliers and consultants through specific intellectual property or brand and/or product management clauses.

The protection of intangibles, besides having a purely defensive function with respect to a position and a prestige now consolidated, can become a valid instrument of promotion and valorization of the brand and of the products. As an example, a procedure has been started to request the recognition of Rubelli as a “historic brand”; moreover, the collaboration with the Rubelli Foundation, founded in 2018, being aimed at enhancing the firm's strong bond with the city of Venice, constitutes an important added value for the company's prestige.



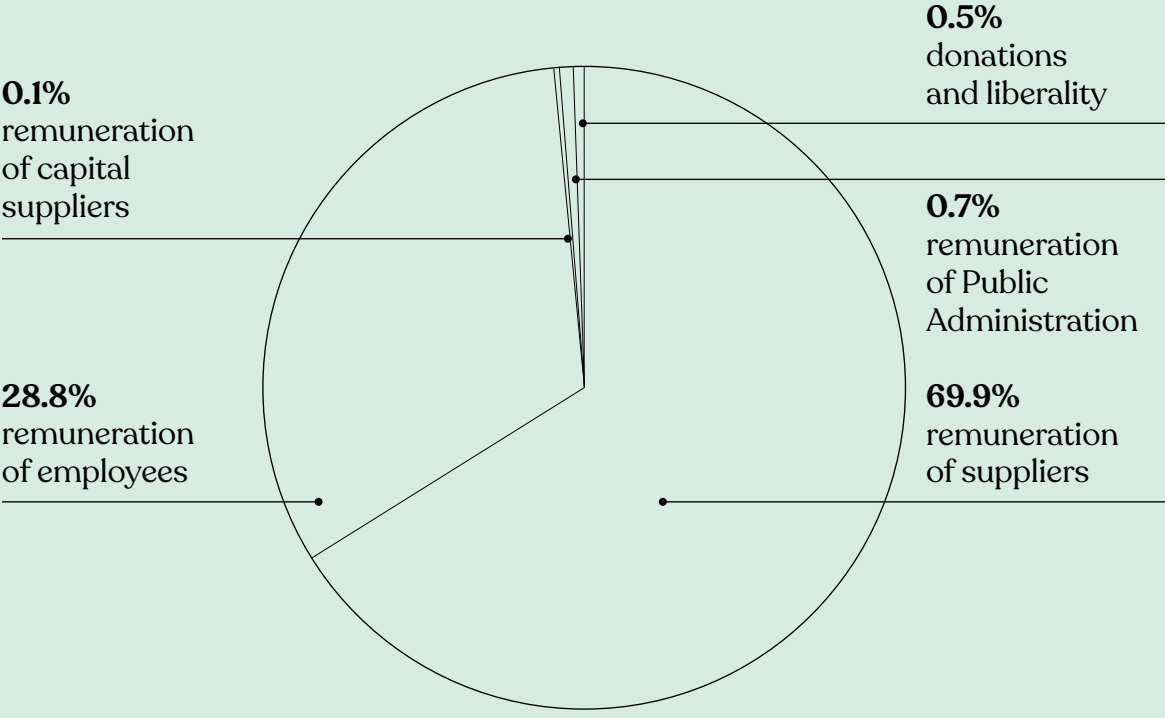


# CREATING VALUE AND ECONOMIC PERFORMANCE

The added value below, represented in the generated and distributed value scheme, represents the wealth produced by the Company and redistributed to the various stakeholders in different forms. This value is determined by a reclassification in the reference period of the income statement of Rubelli S.p.A., by the sale of products and by other income (financial income, other income, etc.) net of depreciation and write-downs, and redistributed value to the stakeholders of the organization. In this respect, the generated and distributed economic value prospectus allows the main financial data contained in the financial statements to be interpreted from the point of view of the stakeholders and to understand the economic effects produced by the business management on the main categories of stakeholders.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (€/000) [GRI 201-I]		2021
GENERATED ECONOMIC VALUE		31,636
Sales revenues		30,411
Other revenues		1,160
Balance of financial income / expense		10
Change in inventories PF/SL		55
ECONOMIC VALUE DISTRIBUTED		29,576
Remuneration of suppliers		20,672
Remuneration of employees		8,518
Remuneration of capital suppliers		150
Remuneration of the Public Administration		203
Donations and liberality		33
ECONOMIC VALUE RETAINED		2,060

## DISTRIBUTED ECONOMIC VALUE



# 02 THE AP- PROACH TO SU- STAINA- BILITY





Integrating sustainability into the organization's business is the key to create medium-to-long-term value and to be a socially responsible company. For this reason, sustainability is a focus of Rubelli's business strategy.

In order to consolidate its commitment and define its corporate strategy, Rubelli decided to begin reporting its environmental, social, governance (ESG) performance, through the first Sustainability Report.

As a starting step, the reporting process provides the identification of the main categories of stakeholders and the definition of material topics for the organization itself and its stakeholders.





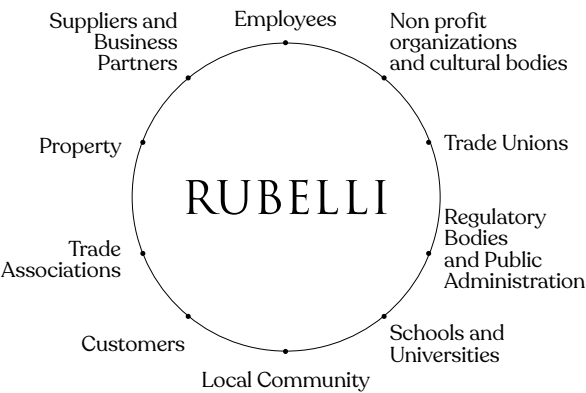
# THE MAIN STAKEHOLDERS

Rubelli recognizes the importance of its stakeholders and constantly acts with a transparent and collaborative approach with all its stakeholders in order to involve them in its strategies and actions aimed at mitigating negative impacts and maximizing positive impacts, with a particular attention to the environment and social. Rubelli's stakeholders are the fundamental element of success and recognition of its reliability, in fact, thanks to its products, Rubelli creates shared value to satisfy all the main stakeholders.

They appear to be the main characters of the path of growth toward sustainable development that Rubelli is committed to start and pursue, ensuring a relationship based on transparency, trust and commitment, guaranteeing a transparent and participatory involvement but also and first of all a continuous dialog, able to identify and satisfy the needs and expectations of its stakeholders. Testifying Rubelli's commitment in defining a path toward sustainability, recognizing the importance of this subject, an evaluation of the main categories of stakeholders was carried out, meaning all individuals or groups of individuals who influence or are influenced by Rubelli, its activities, its products or services and their performance results. The process of identifying and categorizing the relevant stakeholders set the basis for strengthening dialog and collaboration with all those with whom the organization relates. The identification and selection of stakeholders was carried out first of all by examining

Rubelli's main business activities and social role within the community and area in which it operates and, secondly, the main categories of stakeholders have been confirmed by a deep analysis of benchmarks on the main players in the sector. Finally, following the identification of the stakeholders, Rubelli also proceeded to prioritize them on the basis of their dependence and influence toward the organization.

**THE 10 CATEGORIES OF RELEVANT  
STAKEHOLDERS FOR RUBELLI  
EMERGED FROM THE ANALYSIS  
ARE SHOWN IN THE IMAGE PRESENTED  
BELOW:**





Rubelli has always adopted practices of dialog and the involvement of the main stakeholders, with the aim of listening to and satisfying their expectations and needs.

The main channels of dialog and interaction are summarized below, considering that the modalities and frequency of stakeholder involvement vary according to the opportunities of comparison during the year. Moreover, it should be noted that the stakeholder engagement in 2021 did not identify key issues and critical issues.

CATEGORIES OF STAKEHOLDERS	MODALITIES OF INVOLVEMENT AND DIALOG
Employees	Insertion programs for new resources Business meetings Training and updating Continuous communication
Suppliers and Business Partners	Relations with the purchasing and quality department Regular meetings Continuous communication
Property	Confrontation moments organized during the year
Trade associations	Periodic comparison moments
Customers	Regular meetings Continuous communication via communication channels (e.g. email, phone, social media, mail) Website Presence at events
Local Community	Projects to sustain and/or support social initiatives Participation in local events Local sponsorships
Schools and Universities	Stage and degree thesis Collaborations with the academic and scholastic world
Regulatory bodies and Public Administration	Moments of discussion with representatives of the institutions
Trade Unions	Periodic comparison moments
Non profit organizations and cultural bodies	Periodic comparison moments

# THE MATERIALITY ANALYSIS

The contents of Rubelli's Sustainability Report have been identified on the basis of the Materiality principle: this is a fundamental principle at the basis of non-financial reporting, which aims to present all the necessary information to understand the impacts of business activities, in relation to sustainability issues that most affect Rubelli's ability to create value over time, as defined by GRI reporting standards.

In particular, in order to identify the main environmental, social and governance (ESG) issues objectively, Rubelli conducted a process of materiality analysis, supported by a benchmark analysis carried out ad-hoc and aimed at deepening the themes identified as relevant by the main peers and competitors operating in the same sector of Rubelli.

The main characters of the materiality analysis process are the Rubelli's internal stakeholders, among which stand out the Board of Directors and the created ad hoc working group, with the aim of developing the project relating to the Group's first Sustainability Report. The working group consists of young employees and the main representatives of the company functions (Human Resources, Textile Product Development, Textile and Safety Manufacturing, Marketing, Purchasing and Div. Finished product), which respond to a project manager who refers to the Management Committee, consisting of the General Manager, the Operations Director and the Marketing Director.

The materiality analysis was carried out in

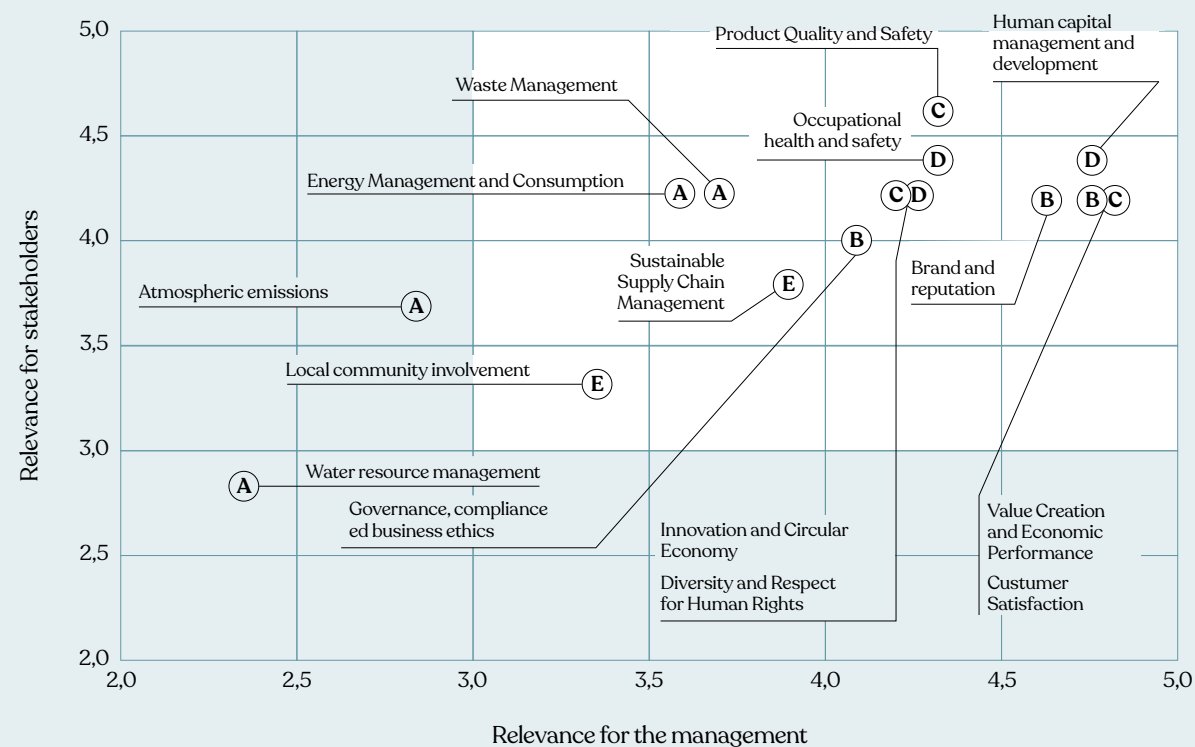
two moments of confrontation and involvement, during which the issues emerged from the benchmark analysis were evaluated by both the Board of Directors and the working group. The quantitative assessment requested the Board of Directors and the working group to express their views on how each topic could influence Rubelli's ability to create value in the short, medium and long term, using a scale of 1 to 5. In which the vote of 1 meant 'non-relevant topic', while an assessment of 5 identified the topic as 'strategic topic'.

In order to identify the material topics, a materiality threshold of 3 was established and used. Consequently, among the relevant topics emerging from the benchmark analysis, the topic relating to 'Water resource management' was not material, whereas, the topic relating to 'Atmospheric emissions' has returned to the group of material topics since it has proved to be material from the stakeholders point of view, therefore, of primary importance for Rubelli.

From the results of the evaluating process of material topics for Rubelli, that are, all the topics that reflect the significant economic, environmental and social impacts for an organization or that can influence the valuations and/or stakeholders decisions, it was possible to obtain the Rubelli's first materiality matrix. The latter was the subject of a subsequent phase of sharing and validation by the Board of Directors, in order to formalize the final version that will guide the definition of

the contents of the non-financial reporting. This approval phase of the materiality matrix by the Board of Directors is a milestone, since it is its responsibility to ensure that the sustainability report is drawn up and published to the extent necessary to ensure an understanding of the organization's activity, its performance, its results and impact product from the same. In fact, this last phase, on the one hand, allows the top companies to verify the consistency of the materiality matrix with the current and prospective situation of Rubelli and, on the other, allows to evaluate whether the arguments emerged as materials are adequately attended.





(A) Responsibility towards the environment  
 (B) Economic-corporate responsibility  
 (C) Responsibility towards clients/product  
 (D) Responsibility towards people  
 (E) Social responsibility

The material topics emerged from the analysis are as follows:

1. human capital management and development
2. value creation and economic performance
3. customer satisfaction
4. brand and reputation
5. product quality and safety
6. occupational health and safety
7. diversity and respect for human rights
8. innovation and circular economy
9. governance, compliance and business ethics
10. waste management
11. energy management and consumption
12. sustainable supply chain management
13. local community involvement
14. atmospheric emissions





Rubelli's corporate strategies are driven by the sustainability and development of projects and initiatives that can contribute to the achievement of the United Nations Sustainable Development Goals (SDGs) 2030. The SDGs are the starting point for a preliminary identification of possible commitments and initiatives to contribute to Agenda 2030. The following table shows the link between Rubelli's material topics and the Sustainable Development Goals (SDGs).

- ① No Poverty
- ② Zero Hunger
- ③ Good Health and Well-being
- ④ Quality Education
- ⑤ Gender Equality
- ⑥ GOAL 6: Clean Water and Sanitation
- ⑦ Affordable and Clean Energy
- ⑧ Decent Work and Economic Growth
- ⑨ Industry, Innovation and Infrastructure
- ⑩ Reduced Inequality
- ⑪ Sustainable Cities and Communities
- ⑫ Responsible Consumption and Production
- ⑬ Climate Action
- ⑭ Life Below Water
- ⑮ Life on Land
- ⑯ Peace and Justice Strong Institutions
- ⑰ Partnerships to achieve the Goal

AREA	RUBELLI'S MATERIAL TOPIC	CORRELATION WITH SDGs
Economic – Corporate responsibility	Governance, compliance and business ethics	16
	Value creation and Economic performance	8 9
	Brand and reputation	16
Responsibility to people	Human capital management and development	4 5 8 10
	Diversity and respect for human rights	3 5 8 10
	Occupational health and safety	3 8 16
Social responsibility	Local community involvement	1 2
	Sustainable supply chain management	8
Environmental responsibility	Energy management and consumption	7 8 12 13
	Atmospheric emissions	3 12 13 14 15
	Waste management	3 6 11 12
Customer / Product responsibility	Innovation and circular economy	8 9 12
	Product quality and safety	16
	Customer satisfaction	16



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# HUMAN CAPITAL MANAGEMENT AND DEVELOPMENT

Rubelli has always recognized the importance of his own people, who assume a central role in promoting the pursuit of strategies and the achievement of the organization’s goals. Each person in Rubelli has specific skills to perform his/her role and task, thus helping to support the organization in achieving its success, which is also and first of all the success of its own people.

People, in fact, play a primary role within the Group; every employee and/or collaborator, with a sense of duty and listening skills, puts his know-how and his human qualities every day. Rubelli’s commitment to the valorization of its people, both at the personal and professional level, guarantees the creation and development of a business climate based on transparency, respect and mutual trust, values that have been handed down from generation to generation for years.

In Rubelli every person has a strong sense of belonging to the Group, as if he was part of a “big family”: this is due to the continuous dialog by means of which Rubelli receives the needs and expectations of its employees in order to satisfy their needs; moreover, it favors a close collaboration involving different and heterogeneous business functions, allowing mutual confrontation, the exchange of ideas and the identification of the strengths and weaknesses of the group in a perspective of continuous improvement.

Rubelli's people at 31.12.2021 represent a total of 166, of which about 96% are employees (159 employees in absolute value). For some activities Rubelli also uses external collaborators. In relation to the latter, with the aim of enhancing young talents and giving the opportunity to know the business world, Rubelli has activated two internships that involve two girls: the first is an extra-curricular internship in the Furniture Division, while the second is active at the Customer Service.

Confirming Rubelli's commitment to enhance and ensure the economic stability of its people and their families, during 2021 almost 100% of employees are employed indefinitely, in particular 99% of employees have an indefinite contract, including 44% men and 56% women.



**TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT (PERMANENT AND TEMPORARY), BY GENDER [GRI 102-8]**

EMPLOYMENT CONTRACT	AS OF 31 DECEMBER 2021		
	Men	Women	Total
Permanent	70	88	158
Temporary	-	1	1
Total	70	89	159



Rubelli has always been committed to creating and developing durable relationships with its employees, based on loyalty, trust and collaboration. However, on the other hand there is also the Group's willingness and openness to meet and satisfy the needs and demands of its employees in terms of life-work balance, ensuring flexible hours for all those who need them. Most of the Group's employees are on a full-time contract, however, a part-time contract is guaranteed for about 11% of the employees in 2021, all of whom are women, out of the total number of women, women on part-time contracts are 19% in percentage terms. On the other hand, full-time employees, which represent a total of 142 employees, 49% are men, while about 51% are women.

TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE (FULL-TIME AND PART-TIME), BY GENDER [GRI 102-8]			
FULL-TIME / PART-TIME	AS OF 31 DECEMBER 2021		
	Men	Women	Total
Full-time	70	72	142
Part-time	-	17	17
Part-time percentage	0%	19.01%	10.69%
Total	70	89	159

It should be noted that the working relationships within the Group are governed by national, company or local collective labor agreements or by the relevant legislation. As of 31.12.2021, the employees covered by collective bargaining agreements were 100% and the CCNL of reference was the one relating to textiles, clothing and fashion.

The Rubelli Group has always been committed to acquiring new and young talents and to enhancing and training the resources already present within the company, in order to build durable relationships and to retain its resources. Every year Rubelli hosts young children offering them an internship opportunity to allow them to know their own reality and to get in touch with their own world, touching with hand the activities and the projects that are developed. Talents that come from all over the world. Rubelli's intention is to enhance and train young talents that represent the future of the company and, where possible, offer them a job opportunity. As evidence of this, a total of 7 people were recruited in 2021, and as a result, the recruitment rate as of 31.12.2021 is 4 %. About 57% of the new hires are aged between 30 and 50 years (an absolute value of 4 out of a total of 7) and, as regards gender diversity, the total number of new hires is 4 women and 3 men, with a female presence of approximately 57%.

NEW EMPLOYEE HIRES BY GENDER AND AGE [GRI 401-I]				
NUMBER OF PEOPLE	AS OF 31 DECEMBER 2021			Total
	<30	30-50	>50	
Men	-	2	1	3
Women	-	2	2	4
Total	-	4	3	7

RATE OF NEW EMPLOYEE HIRES BY GENDER AND AGE [GRI 401-I]				
NUMBER OF PEOPLE	AS OF 31 DECEMBER 2021			Total
	<30	30-50	>50	
Men	0.0%	2.9%	1.4%	4.3%
Women	0.0%	2.2%	2.2%	4.5%
Total	0.0%	2.5%	1.9%	4.4%

On the other hand, as regards Group exits, a total of 8 exits were recorded in 2021, with a turnover rate of 5%. Most of the Group's exits, which accounts for about 88% of the total, is over 50 years old.

**EMPLOYEE EXITS BY GENDER AND AGE [GRI 401-I]**

NUMBER OF PEOPLE	AS OF 31 DECEMBER 2021			Total
	<30	30-50	>50	
Men	-	-	4	4
Women	-	1	3	4
Total	-	1	7	8

**RATE OF EMPLOYEE TURNOVER BY GENDER AND AGE [GRI 401-I]**

NUMBER OF PEOPLE	AS OF 31 DECEMBER 2021			Total
	<30	30-50	>50	
Men	0.0%	0.0%	5.7%	5.7%
Women	0.0%	1.1%	3.4%	4.5%
Total	0.0%	1%	0.6%	5.0%

The valorization of employees is reflected in Rubelli's commitment to encouraging their talents, supporting their daily efforts and, above all, enabling them to develop their personal and professional skills.

In order to achieve these goals, a series of training courses were provided during 2021, covering both compulsory and non-compulsory training. In particular, courses were held in the area of health and safety of workers related to the RLS (workers' Representatives for Safety Course) – BLS-D (use of AED) update; specialized technical courses such as training management, payroll processing, marketing, sales and business intelligence specific courses.

Finally, Rubelli offered its employees the opportunity to take courses focused on soft skills, in order to develop not only technical specialist skills, but also to allow its employees to invest in their creativity and in the development of new skills. In this regard, an English language course, a writing course and a course on the definition of corporate values were held in 2021. The latter directly involved the employees, allowing them to confront each other by exchanging their ideas and views, co-operating together in the definition and sharing of the company's values.

In addition, Rubelli took part in the 'Go to Women' project organized by 'Regione Veneto', thanks to which in 2021 three training courses were launched aimed at the women of the Group. These courses have covered Team Leadership, Self Leadership and Internal and External Communication. Thanks to this project, Rubelli has enabled its women to take a path toward the development of soft skills. In the first course dedicated to Team Leadership, in fact, the goal was to deepen the development and cohesion of team building, analyzing the team, the collaboration and the communication that take place within it. It also identifies the relationships that can be created within a team and the different roles that make up the team, such as the role of the coach and the leadership of the coach. The Self Leadership course's goal, on the other hand, was to analyze its leadership capacity, studying for example methodologies of change management, of energy management, of interpersonal management. Finally, the course on internal and external communication has had the following main goals: the acquisition of skills to communicate the company internally and externally (soft and digital skills), the enhancement of the exchange of knowledge and skills between HR function and Marketing function and the

creation of an internal communication project and a plan of activities to be shared with all stakeholders.

The training courses carried out during 2021 allowed Rubelli to record a total of 834 hours of training as of 31.12.2021, of which, in percentage terms, 68% were for women and 32% were for men.

Out of the total number of training hours, four main categories of training have been addressed: Management, specialist technical training, health and safety training and language training.

During 2021, the majority of training hours were given in relation to the managerial and management theme, in percentage terms representing about 80% of the total training hours provided. The training hours in the technical-specialist area represent about 14% of the total hours. Finally, training hours linked to the health and safety of workers and training hours linked to language training, which represent 5% and 2% of the total training hours provided in 2021, respectively.



AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY EMPLOYEE CATEGORY AND GENDER [GRI 404-1]

EMPLOYEE CATEGORY	AS OF 31 DECEMBER 2021					
	N. hours to male	Average training hours per male	N. hours to female	Average training hours per female	N. Total hours	Average training hours per employee
Directors	-	0.0	32	16.0	32	6.4
Managers	89	6.8	87	20.3	176	10.0
White collar	158	4.5	424	7.4	582	6.3
Blue collar	28	1.5	22	0.8	50	1.1
Total	275	3.9	565	6.3	840	5.2

AVERAGE HOURS OF TRAINING PER YEAR PER TYPE OF TRAINING AND GENDER [GRI 404-1]

TYPE OF TRAINING	AS OF 31 DECEMBER 2021					
	N. hours to male	Average training hours per male	N. hours to female	Average training hours per female	N. Total hours	Average training hours per employee
Health and safety	44	0.6	-	0.0	44	0.3
Linguistics	6	0.1	6	0.1	12	0.1
Managerial	152	2.2	517	5.8	669	4.2
Technical	73	1.0	42	0.5	115	0.7
Other	-	-	-	0.0	-	0.0
Total	275	3.9	565	6.3	840	5.3





# DIVERSITY AND RESPECT FOR HUMAN RIGHTS

For the Rubelli Group, people are a fundamental element for the existence of the company. The management of them is based on respect and protection of human rights, as regulated by national law, as well as by international standards provided by the guidelines issued by the United Nations. Rubelli has always promoted a work environment free of any kind of discrimination, in fact, all employees collaborate actively in order to create and maintain a working climate that guarantees respect for the dignity of each one. In fact, through the Human Resources Department, respect for each person is guaranteed, by not tolerating harassment in the workplace in any of its forms, by ensuring equality of opportunity and non-discrimination between people on grounds of sex, race, country of origin, religion, beliefs, age, sexual orientation, nationality, ideology, marital status, disability. Within the Group, there have never been any discriminatory episodes concerning elements of diversity, such as race, color, gender, religion, nationality, social origin, political opinion, age or disability. Rubelli also continues and pursues as a business value the attention to the problems of disabled workers and other socially disadvantaged groups. It supports all workers in special situations for personal needs or family situations, working students, donors, support for sick people, for the chronic sick people through company support for reintegration and in some cases the recognition of permits and expectations additional to those provided by the CCNL of category.

In addition, Rubelli's commitment is to ensure equal opportunities for all its employees, both in terms of the ways of selection of new staff and in terms of ways to access to new jobs, as well as in terms of opportunities for internal promotion and professional growth, it also develops employees' personal and professional skills, enabling their staff to continue to grow. The importance of the people in Rubelli is also evidenced by the Group's commitment to facilitating the necessary balance between the personal and family life of its employees and their professional life, ensuring the time flexibility of incoming and outgoing work and the possibility of making requests to change working hours from full-time to part-time or the granting of changes in working hours and shifts for family and/or personal reasons, changes that are compatible with the Group's specific technical, organizational and production needs. Rubelli also provides for a series of benefits granted without distinction to the contractual typology of each (temporary – permanent, full-time and part-time), among these there are: at the medical level the supplementary health care as provided by the CCNL (Sanimoda), for which the company pays a contribution for each worker, that has the possibility, by accessing its reserved area, to book specialist medical examinations in affiliated facilities or to request refund of visits already carried out and recognition of oncological diseases and life-saving care at 100% for the duration of the disease and the use of permits to carry out paid medical examinations from the third year

of company seniority; at the social security level there are two pension funds always linked to the CCNL (Solidarity Veneto and Previmoda); at the level of other contributions offered by Rubelli to its employees there is an internal company canteen service present both in the Headquarters Operations and in the warehouse, and the provision of corporate welfare already starting from the staff assumed at the basic level through a welfare portal.

## TOTAL NUMBER OF EMPLOYEES PER EMPLOYEE CATEGORY, BY GENDER [GRI 405-1]

TYPE OF CONTRACT	AS OF 31 DECEMBER 2021		
	Men	Women	Total
Directors	3	2	5
Managers	13	4	17
White collar	35	57	92
Blue collar	19	26	45
Total	70	89	159

## PERCENTAGE OF EMPLOYEES PER EMPLOYEE CATEGORY, BY GENDER [GRI 405-1]

TYPE OF CONTRACT	AS OF 31 DECEMBER 2021		
	Men	Women	Total
Directors	60.0%	40.0%	3.1%
Managers	76.5%	23.5%	10.7%
White collar	38.0%	62.0%	57.9%
Blue collar	42.2%	57.8%	28.3%
Total	44.0%	56.0%	100.0%



The biographical composition of Rubelli's staff as of 31.12.2021 has a predominance of the category of employees representing 57.9% - 92 in absolute value - of the total employees, this category is mainly female, represented by 57 women and 35 men. Next, there is the category of workers, represented in percentage terms by 28% of the total, and the category of managers represented by about 11% of the total of employees. Looking at gender diversity, women account for about 56% of all employees and are mainly represented by the category of employees with about 62% (57 women) of the total category. On the other hand, considering the staff in a managerial position, it is possible to notice a female presence of slightly less than the male presence, in fact, 2 managers out of a total of 5 are women, for a percentage of 40%.

TOTAL NUMBER OF EMPLOYEES PER EMPLOYEE CATEGORY, BY AGE GROUP [GRI 405-1]				
NUMBER OF PEOPLE	AS OF 31 DECEMBER 2021			Total
	<30	30-50	>50	
Directors	-	3	2	5
Managers	-	4	13	17
White collar	6	54	32	92
Blue collar	-	26	19	45
Total	6	87	66	159

PERCENTAGE OF EMPLOYEES PER EMPLOYEE CATEGORY, BY AGE GROUP [GRI 405-1]				
NUMBER OF PEOPLE	AS OF 31 DECEMBER 2021			Total
	<30	30-50	>50	
Directors	0.0%	60.0%	40.0%	3.1%
Managers	0.0%	23.5%	76.5%	10.7%
White collar	6.5%	58.7%	34.8%	57.9%
Blue collar	0.0%	57.8%	42.2%	28.3%
Total	3.8%	54.7%	41.5%	100.0%

The Rubelli Group as of 31.12.2021 has a predominance of the intermediate age group, between 30 and 50 years, for a percentage weight of about 55% (87 employees out of a total of 159), while employees over the age of 50 account for 41.5% of the workforce (66 employees), the under-30 employees account for about 4% of the total workforce and are entirely in the category of white collars. It should be noted that the professional category to which the majority of employees belong who are between 30 and 50 years of age is that of employees (54 of 92 white collars are between 30 and 50 years of age, representing a percentage weight of 60%). Considering management positions, here too, there is intermediate age group prevalence among employees, in fact 60% of managers are between 30 and 50 years of age, while 40% are over 50 years of age. The workers category also sees a prevalence of employees in the middle age group, with a percentage weight of about 58%, while the professional management category sees a prevalence of employees over 50, equal to 76.5%.

# OCCUPATIONAL HEALTH AND SAFETY

The Rubelli Group puts the greatest attention to the occupational health and safety applying a culture of prevention that has become consolidated over time: in fact, it is committed to the prevention and mitigation of impacts on occupational health and safety related both to its employees and to all the collaborators to which Rubelli relies for the carrying out of its activities. The translation of this commitment is in the implementation of a system of occupational health and safety management, which Rubelli is carrying out in collaboration with Confindustria, for a business need to unify and standardize the management of the different company offices, falling within the context of the 231 model. This management system will be applied to all the offices and establishments of Rubelli, and therefore to all the employees who work there: managers, executives, employees, and workers of the Headquarters Operations, the production site, the warehouse and the showrooms. In fact, Rubelli is standardizing at company level the management of procurements, Dpi, training, security and emergencies, following the guidelines of the UNI INAIL model.

The preventive approach adopted by the Group provides for the active involvement of all interested parties and a scrupulous evaluation of the risks in the matter of occupational health and safety. For this purpose, a risk assessment has been prepared for each location and the Risk Assessment Document has been prepared, which contains the list of workplaces, activities and descriptions and the safety job description

(technical manager, technical employee, employee, etc.). The risk assessment was carried out by consulting internal and external consultants, who assessed both the possible direct and indirect hazards associated with the manufacturing processes.

The Group has also set up a specific organization to ensure the correct and adequate performance of activities aimed at the elimination or minimization of risks, in order to guarantee the correct information flow between the employer and the worker regarding risks at the workplace.

The following is the general organization chart on security of the Rubelli Group:

EMPLOYER			
Nicolò Favaretto Rubelli CEO			
MANAGING DIRECTOR ART. 16 OF LEGISLATIVE DECREE 81/2008 Headquarters Operations Massimo Forliti	MANAGING DIRECTOR ART. 16 OF LEGISLATIVE DECREE 81/2008 Showroom MI - VE - RM Massimo Forliti	MANAGING DIRECTOR ART. 16 OF LEGISLATIVE DECREE 81/2008 Warehouse  Giorgio Meda	MANAGING DIRECTOR ART. 16 OF LEGISLATIVE DECREE 81/2008 Weaving mill  Giorgio Meda
External R.S.P.P. Daniele Agnoletto	External R.S.P.P. Daniele Agnoletto	External R.S.P.P. Daniele Agnoletto	R.S.P.P. Marco Grigioni
		A.S.P.P. Claudio Santinello	A.S.P.P. Simona Martini
			Consulente Ing. Ajani
Doctor in charge Pasqualino Falcucci, MD	Doctor in charge Pasqualino Falcucci, MD	Doctor in charge Pasqualino Falcucci, MD	Doctor in charge Simona Arrigoni, MD
R.L.S. Sabrina Rigo	Supervisors	R.L.S. Massimo Gasparini	R.L.S. Massimo Conzadori
Managers	Employees	Managers	Managers
Supervisors	Emergency Team	Supervisors	Supervisors
Employees		Employees	Employees
Emergency Team		Emergency Team	Emergency Team



Thanks to the presence of this capillary organization, Rubelli guarantees the quality of the processes by selecting professionals which are always updated on the respect of the regulations in force, and which support the Group in the periodic analysis of risks. In fact, there is one person who has in charge the Headquarters Operations, the warehouse and the showrooms and another who is dedicated to the evaluation and management of the hazards in the production site. Rubelli also involves employees in health and safety, through the Workers' Representative for Safety (RLS) and the Health and Safety Committee. RLS have been appointed both for the headquarters and for the warehouse, and for the production site of Cucciago, these figures are periodically subject to continuous training, have the task of highlighting and raising the signals and possible dangers they found and participate in the periodic meetings on safety.

In fact, regular security meetings, which are annual except for emergency situations or special needs dictated by organizational and/or structural situations, are times of confrontation and sharing in which the RLS, after consulting all workers and collecting their requests, detect critical situations or not. With the future implementation of the management system, a set of shared procedures will be defined and implemented, while at the moment any change related, for example, to machinery or processes provides for the direct involvement of the relevant employees. In fact, Rubelli is committed to building a continuous dialog with its employees also and first of all in occupational health and safety, and identifies those who have the role of disseminating and publishing on the relevant physical and digitized company boards information related to health and safety. These include the HR office and the supervisor/manager and/or RLS.

On the other hand, all Rubelli employees are responsible for reporting hazards, risks or non-compliance to security officers or RLS. In the case of workers detecting non-compliance or reports of identified danger, Rubelli, through the responsible figures identified in its security organization, promptly undertakes to minimize or, if possible, eliminate the danger. Subsequently, the dynamics that generated it are reconstructed in such a way as to identify corrective solutions and implement ad hoc solutions, always maintaining a preventive approach to avoid the recurrence of the same problem.

Always in a preventive perspective and with respect for the health and safety of its workers, Rubelli has paid particular attention to the management of the pandemic from SARS-COV2: in fact, since the early steps of the pandemic, actions have promptly concentrated in guaranteeing the health and safety of all employees. The goal of protecting all stakeholders has been achieved successfully, also thanks to the provision of a Covid protocol adopted internally and shared with all employees through the intervention and role of the Human Resources Management and the Group in general. Rubelli has also put people at the center of the fight against the pandemic situation, providing them with the possibility to carry out periodic screening for the Covid-19 and all the protective devices necessary to safeguard the health of their employees, such as the provision of masks, of hand sanitizing gel and disposable gloves. The goal of safeguarding the health and safety of its employees goes hand in hand with that of maintaining a high service to its customers and ensuring the continuity of all the Group's activities, in fact, for this reason, during 2021, the Group encouraged smart working, in particular, for employed staff, where compatible with the job and role of each employee.



In addition, in compliance with Legislative Decree no. 81/08, the competent doctor makes periodic medical examinations mandatory for all employees in order to assess the work suitability for the task. All employees are subject to periodic medical checks as defined by the health protocol of each location, and visits are planned for the detection of drugs and alcohol for workers using lift trucks. After the visit, the doctor delivers the worker's suitability to the Human Resources office while the medical record remains with the doctor and is not shared with the company. The worker may request, if necessary, an additional visit to the occupational doctor via the Human Resources Department.

The occupational health and safety are also ensured, and first of all, by the ongoing training in this area to which all employees are subjected. In particular, the training given to employees in the administrative offices and showrooms is characterized by a low risk, while the training for the warehouse and factory locations is of a medium type, in relation to the risks defined in the DVR. During 2021, various types of training were carried out in the occupational health and safety, such as the first aid course, the course for managers, supervisors and RLS, the course for fire workers, truckers and the BLSD course.







Finally, it should be noted that during 2021 there was no accident at Group level, nor a fatal or serious accident, both with regard to employees and with regard to workers outside the Group, as shown in the table below.

WORK-RELATED INJURIES [GRI 403-9] <sup>1</sup>	
EMPLOYEES	31.12.2021
Rate of recordable work-related injuries	0
Rate of fatalities as a result of work-related accidents	0
Rate of high-consequence work-related accidents	0
Number of hours worked	244,560
EXTERNAL WORKERS	31.12.2021
Rate of recordable work-related injuries	0
Rate of fatalities as a result of work-related accidents	0
Rate of high-consequence work-related accidents	0
Number of hours worked	3,310

<sup>1</sup>"Work injuries with serious consequences" are defined as work injuries that have resulted in an injury from which the worker cannot recover, does not recover, or is not realistically expected to recover fully by returning to his or her pre-accident state of health within 6 months. The "recordable work injury rate" is calculated as the number of recordable work injuries divided by the number of hours worked, multiplied by 1,000,000. The "serious work injury rate" is calculated as the number of work injuries with serious consequences divided by the number of hours worked, multiplied by 1,000,000. The "rate of deaths due to occupational injuries" is calculated as the number of deaths due to occupational injuries divided by the number of hours worked, multiplied by 1,000,000.



# 04 SOCIAL RE- SPON- SIBILITY





# LOCAL COMMUNITY INVOLVEMENT



Rubelli has always promoted projects to enhance the artistic and cultural heritage in Italy and abroad.

During 2021 Rubelli demonstrated his commitment to the involvement of the local community through a series of initiatives and projects. The first of these is the “Back to life” project, with which Rubelli involved a family-house in Venice in the production of hand-made bags that were put on sale at the Mc ArthurGlen Designer outlet of Noventa di Piave (near Venice).

Always with a view to social responsibility, Rubelli donated fabrics to the prison of Venice and to kindergartens and schools of the Venetian territory for recovery and teaching activities. Since always close to the territory, but also and first of all to the world of the school, Rubelli collaborates with the International Carnival of Children (initiative organized by the Venice Biennale) supplying the fabrics for “The room of the fabrics”, one of the many workshops where young people have the opportunity to experience various recreational and educational activities.

As for the initiatives planned for 2022, Rubelli is committed to the donation of discontinued fabrics and textile samples for the realization of bags and slippers (“furlane”) that will be sold to support the Cystic Fibrosis Research Foundation and, in order to celebrate the 1,600th anniversary of Venice, in the creation of mosaic frames using pieces of St. Mark's bell tower – which collapsed 120 years ago – with the collaboration of pupils from various schools in the Veneto region.

In addition, Rubelli is the technical sponsor of the exhibition “Surrealism and Magic. Enchanted modernity”, scheduled at the Guggenheim in Venice from April to September 2022. In particular, Rubelli has provided a dark blue overseas fabric for the setting up of one of the rooms

of the exhibition route that has become necessary to obscure in order to allow the projection of some videos related to the exhibition. Rubelli's “textiles” contribution – by the way, Rubelli is a member of Guggenheim Intrapresae since 2002 – further strengthens the bond with the Guggenheim Collection, confirming its closeness to the world of art and culture.

## SUPPORT FOR ART

Among the sponsorships and complex projects for the restoration of textile decorations are: in Venice, Teatro La Fenice, Palazzo Reale, Giorgio Cini Foundation and Palazzo Ducale; in Milan, Teatro La Scala Museum and Palazzo Reale; in Rome, the Quirinale. Abroad, the Albertina Museum in Vienna and the Bolshoi Theater in Moscow, just to mention the most significant. Since 2002 Rubelli has supported, with contributions and donations, the Peggy Guggenheim Museum Collection in Venice through a program of company membership. In 2021, in order to support the Museum, Rubelli developed a fabric, “Beyond”, now part of its collection, of which part of the revenues of the sale are paid to the Museum itself.

Moreover, Rubelli has always supported initiatives in favor of the FAI (National Trust for Italy). In addition, in order to support the art of the territory, part of the revenues of the first collection made with Rubelli by Peter Marino is intended to finance the artistic recovery activities of the Venetian Heritage Foundation.

## THE RUBELLI FOUNDATION

The Rubelli Foundation, located in Palazzo Ca' Pisani Rubelli, a centuries-old family residence, was founded in 2018 with the aim of safeguarding and enhancing the cultural,



historical and contemporary heritage of Rubelli S.p.A. and can be visited free of charge on pre-established days, by reservation.

The palace is the privileged place of preservation of the Rubelli Historical Archives and of the Alessandro Favaretto Rubelli Collection.

The latter collects more than 3,000 fabrics including drapes, curtains, fragments, liturgical furnishings, period costumes, and sample books.

In addition, there are about 13,000 textile samples from disused manufactures. In a chronological period from the 15th to the 20th century, the collection bears witness to the history of the fabric not only European, but also Eastern, pre-Columbian and African.

The Rubelli Historical Archives consists of more than 50,000 textile artifacts including samples, swatches, cloths, sample books, little skeins, , trimmings, accompanied by over 1,000 sketches and drawings preparatory to the realization of the fabrics.

Together with a large number of documents (letters, records, accounting records, etc.) and photographs, the archive testifies to the company's uninterrupted activity from 1889, the year of its birth, to the present day.

One of the most prestigious collections of the Rubelli Historical Archives is the collection of velvets in which one can admire hundreds of Venetian "soprarizzi" (handmade velvets), re-elaborated and reproduced in the 1920s with decorative motifs taken from the classical Sasanian, Byzantine, Renaissance "ad inferriata", Baroque "a giardino" repertoire. It shows the excellence achieved by Rubelli – who until the 1960s had 60 hand velvet looms in the lagoon city – in the reproduction of the 16th century velvet that made Venice famous all over the world.

The Punteggiato velvet, created by Gio Ponti for the Venice Biennale of 1934, is among the

company's iconic fabrics, always ready to collaborate with great artists, designers and architects.

The Foundation enhances this heritage in the Rubelli Historical Museum through a rotating exhibition of thematic routes guided and curated by experts.

Opening drawer after drawer, an admirable record of textile art history flows before our eyes: from the pre-Columbian finds, passing through the majestic severity of renaissance fabrics, the sumptuous baroque textile production, the whimsical bizarres, the exotic chinoiserie, the patterns of fabrics "a meandro", the graphics of the chiné à la branche, up to the austere stripes of the last part of the 19th century and the very modern contemporary creations.

The Foundation offers free entrance to the public for the visit and consultation of the material, also with the aim of meeting the needs and curiosity of students, professors and professionals in the sector.





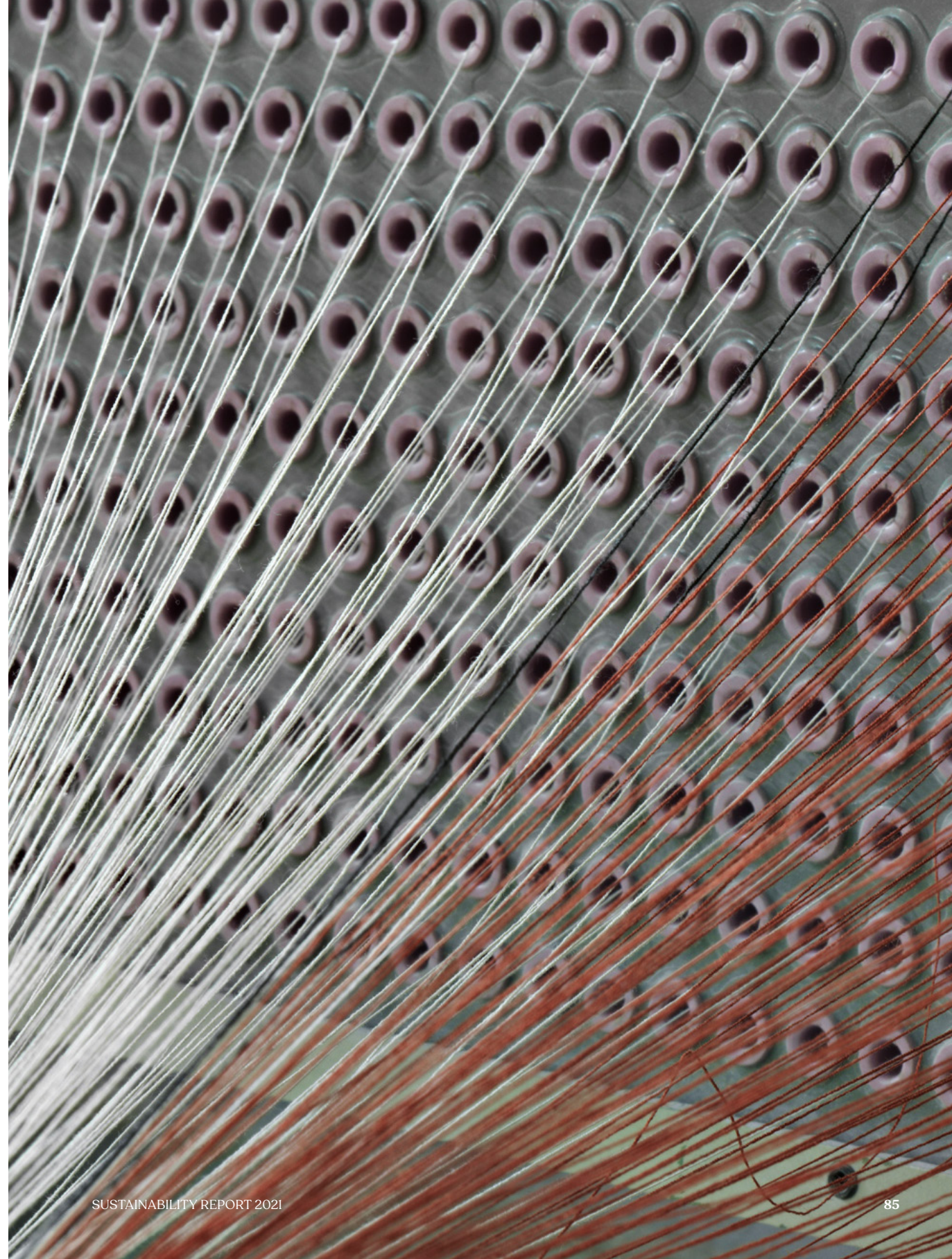
# SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Rubelli's attention to its suppliers is testified by materiality analysis: the material topic 'Sustainable supply chain management' has emerged in the matrix. The fact that Rubelli can manage its supply chain in a sustainable way allows Rubelli to increase control over what happens in the company perimeter, both internally but also and above all externally and, consequently, to have greater guarantees of being able to provide its customers with a quality product. For Rubelli, a quality product is the result of shared standards, cooperation, joint efforts, stable and trust-based relationships with all partners in the supply chain. In fact, Rubelli believes in the importance of the development of synergies and increasingly close and profitable collaborations with those who, not only guarantee reliability in production performance, but who share the organization's values and expectations.

The main objective of the Group in the supply chain is to create and develop collaborative relationships with its suppliers, maintaining them over time through trying to retain its suppliers: it is exactly for this reason that Rubelli has always turned to consolidated suppliers, with whom it has created a close relationship of collaboration. The suppliers for Rubelli are not mere partners, they are considered protagonists in the realization of a quality product, able to satisfy the demands of the customers and to meet their expectations. This relation-

ship of strong and close collaboration with its suppliers, based on flexibility and continuous dialog, allows Rubelli not only to offer a product of quality in the established timescales, but to realize ad hoc products, personalized on the basis of the specific requests of its customers and to provide adequate assistance in terms of possible problems related to the product. However, Rubelli always acts with a preventive approach and, in order to minimize the possibility of presenting any problems related to the product, requires its suppliers to respect high quality standards: in fact, depending on the specific requirements of the customers, the products are subjected to numerous and rigorous certifications and approvals. Moreover, since 2019, Rubelli has requested all its furniture suppliers to make the products suitable for the certification TSCA-CARB. This is a standard introduced by the U.S. EPA, first mandatory only in California and then extended to all the United States of America, designed and developed to regulate and control formaldehyde emissions, potentially harmful to both the environment and human health. The CARB certification has become an essential requirement for Rubelli Casa products, regardless of the destination country of the goods.

Moreover, it should be noted that in the definition of the supply chain and of the supply practices, the process of selection of the sup-





pliers of Rubelli and the conditions of purchase are inspired by values and criteria of competitiveness, objectivity, respectability, transparency, correctness, impartiality, economy and, above all, quality of supply. The purchasing processes aim to achieve the maximum competitive advantage for the Group, while ensuring fairness and impartiality toward each supplier that meets the necessary requirements. Rubelli has always believed in the realization and development of a Made in Italy production, and of the value that it can generate both in terms of the quality of the production offer but also and above all in terms of reputation. For this reason, in the selection of suppliers, one of the criteria that the Group prefers is the choice of local suppliers, in particular small and medium-sized companies located in the Italian territory. This way Rubelli favors the development of local communities and contributes at the same time to the mitigation of the environmental impact generated by its activities, thanks to the reduction of the transport emissions necessary at the time of quality control and to the decision to reduce to a minimum the inventory of new productions. In 2021, Rubelli reached a total of 72 suppliers. In particular, for the textile division the main reference countries are: Italy, India, Japan, Spain, Belgium, Germany, France, Turkey, Austria and the USA. On the other hand, as far as the yarns division is concerned, suppliers come mainly from Italy but also Austria, Belgium, Switzerland and France.





It should be noted that in the selection of European suppliers and above all of the non-European ones, which together represent about 29% of the total suppliers, Rubelli is committed and pays great attention to the choice of suppliers coming from controlled countries, both from the point of view of compliance with environmental criteria, but also and above all from the point of view of compliance with social criteria, such as respect for human rights, the fight against child labor and forced and compulsory labor.

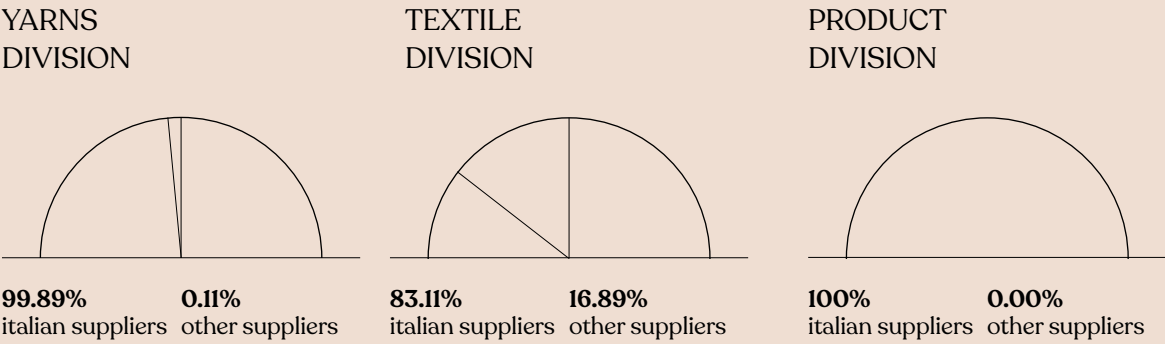
In 2021 the total procurement cost was €7,095,485, of which 91% represents the amount spent on Italian suppliers. The total cost is distinguished on the basis of the three divisions that characterize Rubelli: the yarns division, for which the Italian supply accounts for 99.89% of the total supply of the division;

the fabrics division, which for 83% comes from Italian suppliers; finally, the finished product division, which turns out to be 100% a supply at Italian level.

PROPORTION OF SPENDING ON LOCAL SUPPLIERS [GRI 204-1]

31.12.2021	CURRENCY	VALUE
YARNS DIVISION		
Procurement budget spent	€	2,611,000
Of which on Italian suppliers	€	2,608,000
Percentage	%	99.89%
TEXTILE DIVISION		
Procurement budget spent	€	3,688,000
Of which on Italian suppliers	€	3,065,000
Percentage	%	83.11%
FINAL PRODUCT DIVISION		
Procurement budget spent	€	796,485
Of which on Italian suppliers	€	796,485
Percentage	%	100%

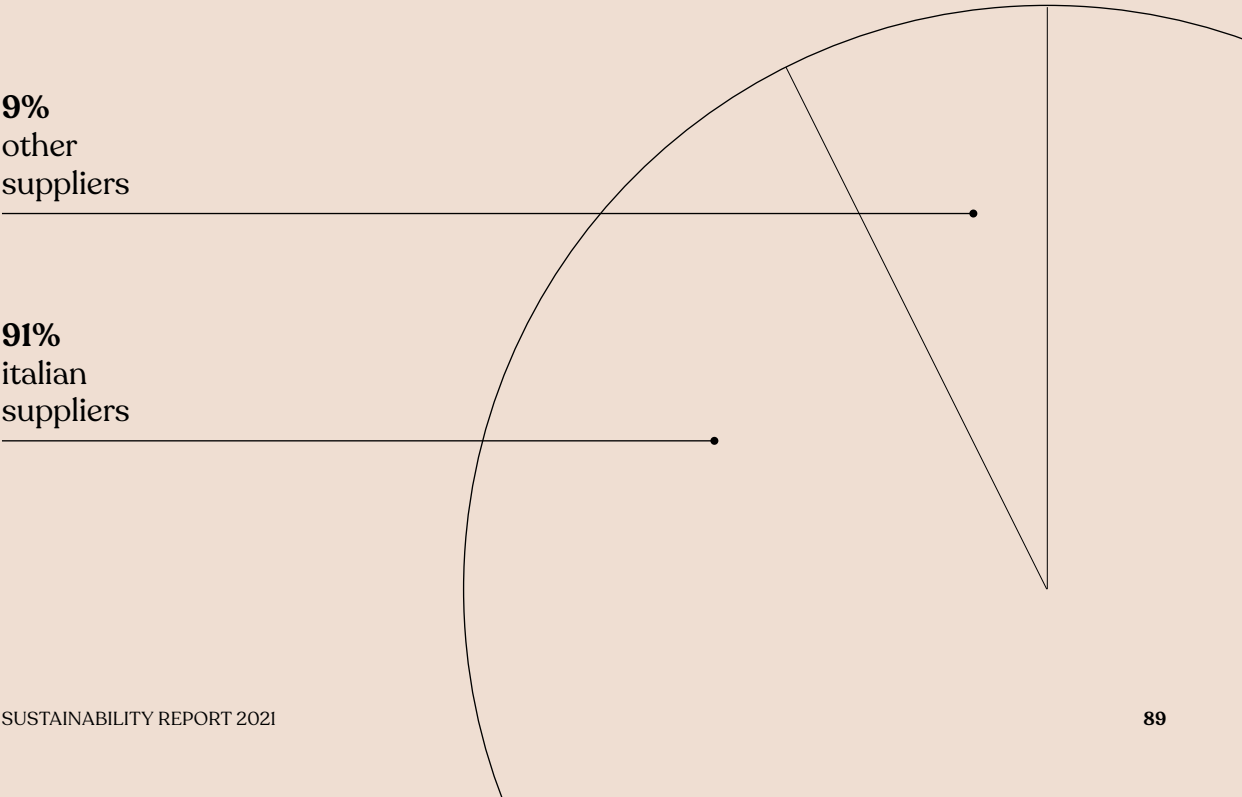
PROCUREMENT BUDGET



PROPORTION OF SPENDING ON LOCAL SUPPLIERS [GRI 204-1]

31.12.2021	CURRENCY	VALUE
Total procurement budget spent	€	7,095,485
Of which on Italian suppliers	€	6,469,485
Percentage	%	91%

TOTAL PROCUREMENT BUDGET SPENT





# PRODUCT QUALITY AND SAFETY

Rubelli has long been paying attention to the product quality, as well as to the product safety.

For this purpose, the Company periodically carries out physical /mechanical tests on the fabrics, according to their intended use.

The tests are performed during the pre-collection or later steps, as a sample check or following a specific request from a customer.

The tests are carried out both on Rubelli products and on those purchased from external suppliers, to check the technical data declared by them.

Below there is a list of the main tests carried out on fabrics and which have issued a UNI EN ISO certification concerning the quality of the products:

- Abrasion resistance (Martindale method) according to EN ISO 12947-2;
- Pilling resistance according to EN ISO 12945-2;
- Breaking strength according to EN ISO 13934 method;
- Tear strength (wing test) according to EN ISO 13937-3;
- Seam slippage according to EN ISO 13936-2;
- Color fastness to light according to EN ISO 105-B02 method;
- Color fastness to dry and wet crocking according to EN ISO 105-X12;
- Color fastness to laundering according to EN ISO 105-C06;
- Color fastness to dry cleaning according to EN ISO 105-D01;
- Dimensional change to commercial laundering, EN ISO 6330 method.
- Measurement of acoustic absorption in reverberation room according to EN ISO 354: 2003;
- Measurement of acoustic absorption according to ISO 10534-2.

With regard to product safety, one of the greatest risks in the industry concerns the flammability of fabrics. About this risk, the contract business, which Rubelli has been involved with fire-retardant fabrics since 1987, should be mentioned. These fabrics, which comply with the main international safety requirements, are particularly aimed at the hotel industry and the shipbuilding industry.

To certify the fire resistance of a fabric, fire reaction tests are carried out on it, according to the intended use, on wall coverings and sound-absorbing panels. Tests may be performed on the complete product or on part of it, depending on the intended end use. They are carried out in the pre-collection phase or in the subsequent phase, by random verification, for the renewal of the certificates, or following a specific request from a customer. The tests are carried out both on the items of internal production, and on those purchased from external suppliers, in order to have all the certificates in the name of Rubelli.

The following is an overall list of the fire reaction tests carried out on the fabrics:

- Italian Class I according to UNI 8456 and UNI 9174 test methods (drapery use);
- Class IIM according to UNI 9175 (padded use);
- French MI classification according to NF P 92-503, NF P 92-504, NF P 92-505 (drapery use);
- Classification BI German according to DIN 4102-1 (drapery use);
- Bs 476: part 7: 1997 (English market, wall-covering use);
- Bs 5852: part 1: 1979 source 0 & 1 (English market, upholstery use);
- Bs 5867: part 2: type B: 2008 (English market, drapery use);
- Bs 5852: 2006 crib 5 (English market,



- upholstering use);
- TBII7: 2013 (USA market, upholstering use);
- NFPA 260 (USA market, upholstering use);
- NFPA 701 (USA market, drapery use);
- ASTME 84 (USA market, wallcovering use);
- EN 1021 part 1 & 2 (European test, upholstering use);
- EN 13501-1 (European test, wallcovering use);
- IMO res. MSC.307 (88) 2010 FTP code annex 1, part 7 (shipbuilding industry, drapery use)\*;
- IMO res. MSC.307 (88) 2010 FTP code annex 1, part 8 (shipbuilding industry, drapery use)\*;
- IMO res. MSC.307 (88) 2010 FTP code annex 1, part 2 & 5 (shipbuilding industry, wallcovering use)\*;

With regard to tests for the shipyard industry, marked with the symbol “\*”, it is specified that, in addition to reaction-to-fire tests carried out on products, Rubelli is subject to an annual audit at the Cucciago (CO) site to verify the quality of production. This is an additional certificate on the production process. Further product certifications held by Rubelli and related to the safety of Rubelli are given below and in depth:

**UNI EN ISO 12149: 1999 TEST A, B, C**  
As regards wall coverings, which are part of the construction products, they are subjected to chemical analysis to verify certain content requirements of the following substances: heavy metals, vinyl chloride monomer (CVM) and formaldehyde.

**OEKO-TEX**  
The OEKO-TEX, by controlling the enti-

re production chain, certifies the actual absence, or possible presence within the legal limits, of substances which are dangerous to human health. The laboratory shall check for the presence or release of harmful substances (pesticides, heavy metals, carcinogenic aromatic amines, formaldehyde, allergenic dyes, polycyclic aromatic hydrocarbons, VOCs, etc.) in crude, semi-finished and finished textile products. Laboratory tests currently cover more than 300 control parameters and are based on international test methods and/or test methodologies developed by OEKO-TEX®. Requirements and limits are updated annually (based on the latest scientific findings and legal restrictions that are discussed at regular technical meetings of all member institutes).

**GREENGUARD GOLD**  
GREENGUARD certification is a guarantee of environmental safety and refers only to volatile substances. One of the main factors contributing to the quality of air in homes is the emissions of chemicals – known as volatile organic compounds (VOCs) – from textiles, furniture, and building materials. These products can release thousands of VOCs into the air and our lungs. GREENGUARD certification is provided by an industry-independent scientific organization that tests thousands of products to determine VOC emissions levels. When a product has earned GREENGUARD certification, and even more so GREENGUARD GOLD, it means that it has met some

of the world's most stringent criteria for low chemical emissions.

The total of Oeko-Tex Standard 100 and/or Greenguard Gold certified fabrics is 111, out of a total of 444 items currently on the list, for a percentage of 25%. It should be noted that, in 2021, there were no cases of non-compliance with the regulations and/or self-regulatory codes concerning the health and safety impacts of products and services during the reporting period, for:

- cases of non-compliance with regulations involving a fine or sanction;
- cases of non-compliance with regulations that involve a warning;
- cases of non-compliance with self-regulatory codes.



# CUSTOMER SATISFACTION

Customer centrality is one of Rubelli's fundamental values in the Group's Code of Ethics. Rubelli is committed to listening, understanding and anticipating and satisfying the needs and requirements of its customers, in order to create and develop durable and transparent relationships with all its customers over time: the needs of internal and external customers are placed at the center of the decision-making process and Rubelli is committed to satisfying them in a profitable way. The Group has always believed in the loyalty and correctness of its relations with its customers: in fact, it is committed to the best of its possibilities to deserve the trust of its customers, of the collaborators and in general of all the stakeholders who maintain relations and are carriers of interest toward the Group and its work (other companies, public or private bodies, media, etc.). To this purpose, Rubelli is committed to adopting clear and simple rules aimed at guaranteeing the best possible interest of the company while respecting the rights and interests of the other party. Moreover, it establishes and maintains a cooperative and available attitude, in listening to the requests of its customers trying to meet their needs.

For Rubelli it is very important to respect the commitments made, it is considered an imperative duty for the Group, which finds its expression not only through the formal fulfillment of the obligations that are assumed, but more generally in an open and collaborative attitude aimed to build solid and durable

relations with respect for all stakeholders. Rubelli is committed to improving its company rules (contracts, policies, guidelines) in order to adapt them to concrete situations; to prevent or resolve any conflict situations in the quickest and most correct way, seeking a solution that meets the needs and expectations of all stakeholders; finally, the Group's commitment is also focused on the situations of possible violations of rules or failures of specific contractual commitments, seeking to intervene in a timely and determined manner to remedy, and adopting the appropriate corrective instruments in order to avoid the recurrence of such episodes.

Rubelli believes particularly in the collaborative and active involvement of its customers in the realization of quality products. In fact, in order to meet their needs, Rubelli realizes customized products thanks to the close relationship it establishes with its customers, who are engaged from the first steps of product development and production. Together with the same, new solutions are studied and developed, thus promoting an exchange of ideas, which allows the Group to attest not only the ability to produce an high-quality product but also to innovate creating avant-garde products, in line with the new requirements of the market.

Just as a testimony to this close collaboration with its customers, Rubelli has always been committed to offering them specific training on the correct use and maintenance of products: the training is managed by internal

and/or external personnel who have specific skills. These moments of involvement favor the birth of new ideas, new solutions and new projects; together with its customers Rubelli seeks new uses of the product, different from the classic ones; there is also an exchange with the customer in which the customer sets out his needs and expectations but also the problems and criticalities that have emerged, finding together a way to solve them and improve the product.

Regarding the criticalities that products can present, Rubelli is committed to the best management and to the search for the best solution to resolve in an optimal way the complaints that are presented by the customers. Thanks to the close relationship with its customers, very often product complaints are presented directly through a telephone call, an email or a meeting where the customer is invited to present the issue that has emerged and where, together with the customer, a solution is found.

In particular, for all three divisions that characterize the activity of Rubelli (yarns, fabrics and finished products), the products are subjected to rigorous quality tests and checks before being sent to the customer; however, it may happen that there are criticalities and/or problems, in this case, the customer service works together with the quality department to manage the problem.

In particular, with regard to the finished product division, the customer service is responsible for collecting all the requests presented by the customers, who, within two weeks of receiving the order, can present a report with a photographic documentation of the product and of the packaging. The Quality Manager then analyzes the reports and investigates the possible causes, interfacing with the customer service to find any other infor-

mation useful to manage the complaint in an efficient and effective way; once the solution has been identified, it is brought back to the customer by the customer service. Complaints and reports received are periodically included in a report to keep the situation monitored. In 2021, the complaints submitted by customers in relation to the finished Product division are very low, specifically a total of 8. With regard to the division of fabrics, the customer complaints are managed by the customer service in collaboration with the Quality Office: the customer is asked for a photographic documentation to help and understand the nature of the problem and an analysis is made of the nature of the problem detected by the customer. Very often, these problems can be resolved by granting commercial discounts on subsequent supplies or by giving gifts or compensation. It should be noted that during 2021 the meters returned represented 0.21%.

Considering the number of complaints received in relation to the finished product division and the percentage of returns for the textile division, it can be seen that the values are very low and not significant, reflecting Rubelli's ongoing commitment to providing its customers with products that respect high quality levels.



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Rubelli recognizes the importance of safeguarding and protecting the environment, and therefore it is committed to reducing the environmental impact in different ways. This objective requires a 360-degree commitment in all activities and processes: from energy sources, waste management, to circular economy initiatives.

Rubelli's actions to limit its impact on the environment have a consequent impact on the fight against climate change. Initiatives such as garbage separate collection and the circular economy can also lead customers to imitate such virtuous practices.





# ENERGY MANAGEMENT AND CONSUMPTION

Most of the environmental impact of the Rubelli organization comes from the mill in Cucciago (CO), which perform production with limited use of energy.

In order to reduce its environmental impact in energy consumption and the resulting emissions, Rubelli pursued the following initiatives during 2021:

- path for replacing neon lamps with led technologies;
- renewal of the company car park through the progressive introduction of full hybrid and hybrid plug-in vehicles;
- research and study on the “solar panels project”, planned, where possible, for all locations by 2023;
- study for the replacement of the boiler in the warehouse and headquarters in Marghera with condensation boilers.

The neon lamp replacement project was implemented at the warehouse and factory in Cucciago (CO), where the replacement reached 95% during the reporting year. During the first half of 2022, the replacement of the lamps is expected to be completed, including the Marghera headquarters, in order to have 100% of the lighting deriving from led lights.

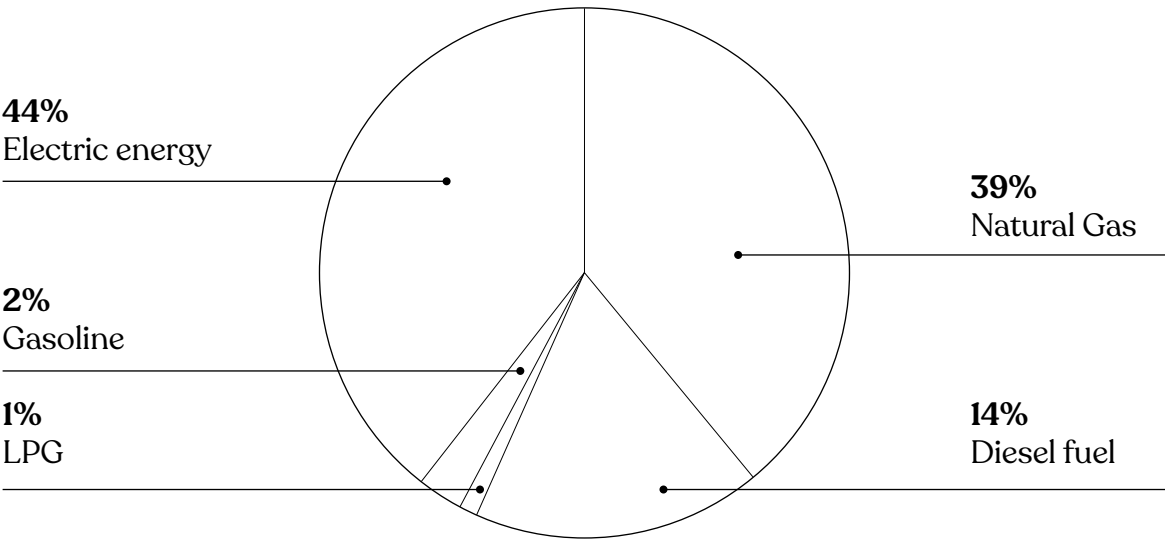


## ENERGY CONSUMPTION WITHIN THE ORGANIZATION [GRI 302-1]

TYPE OF CONSUMPTION	UNIT OF MEASUREMENT	2021	
		TOTAL	TOTAL GJ <sup>2</sup>
FUELS	-	150,499	5,258
Methane (Natural gas)	Smc	103,303	3,645
Diesel fuel	Litri	35,610	1,280
LPG	Litri	5,813	149
Gasoline	Litri	5,773	184
ELECTRICAL ENERGY	-	1,280,229	4,069
Total purchased electricity	kWh	1,280,229	4,069
TOTAL NON-RENEWABLE ENERGY CONSUMPTION	GJ	9,867	

<sup>2</sup>The following conversion factors were used to calculate energy consumption in GJ:  
Natural gas: equal to 35.281 GJ/1000sm3 (source ISPRA 2021);  
Diesel: equal to 42.785 GJ/t (source ISPRA 2021);  
LPG: equal to 45.858 GJ/t (source ISPRA 2021);  
Gasoline: equal to 43.128 GJ/t (source ISPRA 2021);  
Electricity: constant equal to 0.0036 GJ/kWh

COMPOSITION OF ENERGY CONSUMPTION



In 2021, a total of 5,258 GJ of fuels from non-renewable sources such as natural gas, diesel, LPG and petrol were consumed, while the total electricity consumption was 4,069 GJ. The overall energy consumption was therefore 9,867 GJ. In percentage terms, the majority of consumption is referable to the use of electricity (46.7%) purchased directly from the pipeline, used for heating/cooling and for the Group's production processes; 36.9% is referable instead to the consumption of natural gas, used in most cases for heating buildings, warehouse and mill. With regard to emissions, Rubelli joined the Greenhouse Gas (GHG) Protocol which provides for the distinction of emissions in categories or “Scope”.

The following are the main types of emissions related to the mentioned energy sources:

SCOPE 1

direct emissions, associated with sources of ownership or under the control of the Company, such as fuels used for heating and for the operational means necessary for the activities of the company (e.g. natural gas, gasoline and LPG).

SCOPE 2

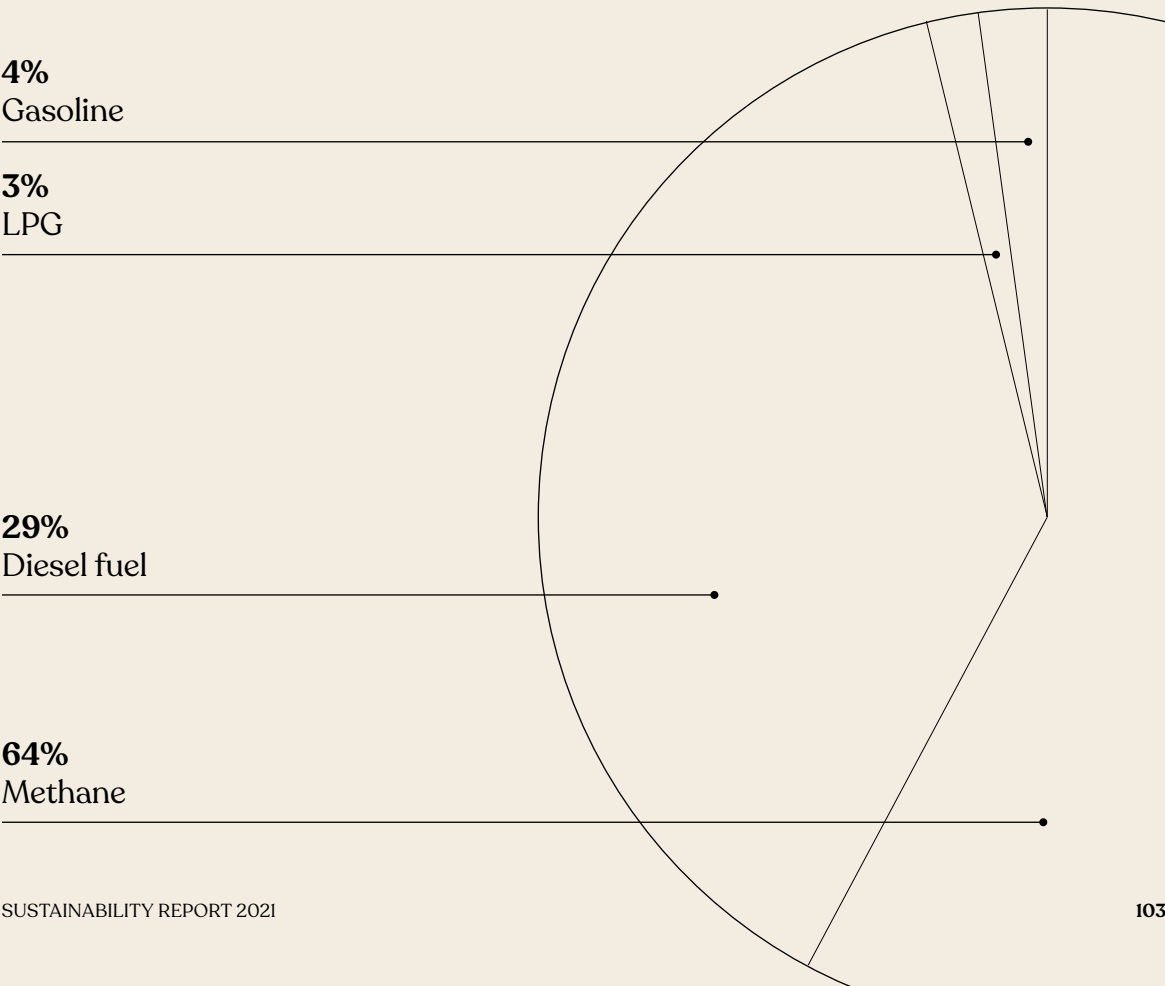
indirect emissions resulting from the consumption of electricity purchased by the Company. In particular, in compliance with the requirements of the GRI reporting standards, they are calculated according to the Location and Market based methodologies, using appropriate emission factors.

DIRECT (SCOPE 1) GHG EMISSIONS [GRI 305-1]<sup>3</sup>

SCOPE 1	Unit of measurement	2021
Methane	tCO2	204.85
Diesel fuel	tCO2	94.79
Gasoline	tCO2	13.47
LPG	tCO2	9.85
Total emissions Scope 1	tCO2	322.96

<sup>3</sup>The sources of emission factors used for Scope 1 calculation are "Min. Environment - Table of national standard parameters for greenhouse gas monitoring and reporting"; "ISPRA - National Inventory Report. Scope 1 emissions from fuel consumption are expressed in tons of CO2 because the source used does not report emission factors for gases other than CO2. Scope 2 emissions are expressed in tons of CO2, however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO2 equivalents) as inferred from the relevant technical literature.

COMPOSITION OF SCOPE 1





ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS [GRI 305-2]<sup>4</sup>

SCOPE 2		Unit of measurement	2021
Purchased electricity – Location Based		tCO2	403.27
Purchased electricity – Market Based		tCO2	587.63
TOTAL EMISSIONS		Unit of measurement	2021
TOTAL EMISSIONS	(SCOPE 1 + SCOPE 2 - Location Based)	tCO2	726.23
TOTAL EMISSIONS	(SCOPE 1 + SCOPE 2 - Market Based)	tCO2	910.58

<sup>4</sup>For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both of the following calculation methodologies were used: the Location-Based method is based on average emission factors related to power generation for well-defined geographic boundaries, including local, subnational or national boundaries (methodology used with Italy emission factor from "TERNA 2019" source); the Market-based is based on CO2 emissions generated by energy suppliers from whom the organization purchases, through a contract, electricity and can be calculated by considering: Energy Guarantee of Origin certificates and direct contracts with suppliers, supplier-specific emission factors, emission factors related to the "residual mix," i.e., energy and emissions not monitored or unclaimed (methodology used with emission factor from source "AIB - European Residual Mixes").

In 2021, Scope 1 emissions produced by the Group amounted to 322.96 tons of CO2, mainly generated by methane gas consumption (64%). Scope 2 emissions calculated using the market-based method were 587.63 tons of CO2.

Using the location-based method, Scope 2 emissions were 403.27 tons of CO2. With a percentage perspective, 65% of emissions are referable to electricity consumption (Scope 2-Market based) while 35% to fuel use (Scope 1).

The total emissions (Scope 1 + Scope 2) are therefore 910.58 using the Market based method, while 726.23 using the Location based method.



# WASTE MANAGEMENT

Rubelli is committed to the timely respect of the laws and regulations applicable in environmental matters, as well as to planning actions aimed to protect the environment in waste management seeking opportunities for the reduction, re-use and recycling of waste. The Group recognizes that less waste production leads to a reduction in costs as well as a lower environmental impact: in this perspective, the adopted strategy aims to optimize production processes and specifications to reduce waste.

During 2021, the main actions implemented by Rubelli in order to manage the significant impacts of the produced waste are:

- definition of a maximum limit of kg of produced waste for disposal;
- strengthening of the differentiated collection at all locations, also inside the offices;
- circular economy initiatives (for more details see the next paragraph “Innovation and circular economy”).

It should be noted that Rubelli selects external companies for the management of the waste cycle, all accredited and certified ISO 9001:2015 and ISO 14001:2015.

In 2021, Rubelli generated a total of 68,011 tons, mainly consisting of textile waste from the production process and household waste, and therefore 100% of “non-hazardous” waste.

## WASTE GENERATED [GRI 306-3]

WASTE GENERATED [TONS]	2021 TOTAL
Hazardous	-
Non-hazardous	68,011
Total	68,011



# INNOVATION AND CIRCULAR ECONOMY

Innovation is a multidisciplinary topic that is very significant within Rubelli, such as to involve at 360° the individual functions of the company, through a continuous attention on the product, on the organization, on the processes and markets. This importance also derives from the fact that Rubelli is the leader of the industry: it must always keep up to date with innovation in order to meet the expectations of the stakeholders in a vision of shared value creation.

Because innovation has cross-cutting impacts, within the Group there are several cross-function working groups dealing with innovation through research and development. In the product development, for example, research is carried out starting from historical fabrics to create new ones in style, dyes and finishing and, above all, in order to find solutions for the process, logistic flows and quality improvement. Then the results are transferred from the different working groups to the design department, which assembles them and gives life to new fabrics.

In order to support innovation, Rubelli also focuses on the circular economy: the circular economy, central to sustainable development that combines economic needs with environmental and social needs, is a process that can integrate innovation and sustainability, with the aim of optimizing the raw materials used in production through a regenerative approach providing for the reuse or recycling of products in order to improve their life cycle, as well as the increase in the

use of resources with environmental impact. The main initiatives implemented by Rubelli with the aim of creating a circular economy are as follows.





WASTE RECOVERY PROJECT

Based on the principle of circular economy the project of the production waste recovery began; developed during the pilot phase at the Cucciago mill: production waste means the false selvages, the subbases of the beams and all the small leftovers after warping and weaving process.

The project was conceived and developed in collaboration with Calligaris S.p.A., a company that deals with the preparation and spinning of textile fibers based in the province of Biella. The experience of Calligaris helped Rubelli defining the perimeter within which to begin a "circular" path and to arrive at a new yarn used for the first time for some fabrics of the Rubelli 2022 collection.

The project was started in the “pilot” phase by defining criteria for the selection of the weaving waste from the false selvages of the production and the articulation of 9 steps suitable to recover the rejected material, described below:

STEP01

Waste collection

On the basis of the criteria established, Rubelli's weaving has collected the production waste directly from the various looms, concentrating them in special binders.

STEP02

Packaging and shipping

The waste is prepared by squeezing them inside a compactor press at the mill.

STEP03

Deconstruction processing

During this phase the waste is subjected to deconstruct, which, through suitable machines, it allows to return the false selvages and then the yarns to the fiber stage. At the end of the deconstruction step, the material is similar to a mat of mixed and cohesive fibers.

STEP04

Blending material

The deconstructed fiber material is partly blended with virgin fibers. The virgin fibers can be made of recycled polyester GRS or raw viscose fibers. This allows a yarn to be created by blending the regenerated fibers with a 25% recycled GRS certified polyester.

STEP05

Carding process

In this step the blended material is inserted inside a dedicated machine that opens the fibers and parallelizes them, transforming them into a carding strip, which is arranged in a circular shape into a container.

STEP06

Backing of the carding strip on the lap drafter

The carding strip is stretched and backed, generating a cord of cohesive fibers which are more resistant, in order to cope with the traction forces of spinning and of the subsequent processing.

STEP07

Open end spinning process

Through spinning units, the strip is transformed into yarn cone.

STEP08

Vaporize

Vaporize is the last step of yarn processing, which is used to give greater stability and softness to the yarn.

The final result is a yarn which is suitable to be used as a yarn for padding. It comes from a minimum of 1,000 kg of recovery material and allows to regenerate almost entirely the rejected material.

Finally, the yarn cones are packed, weighed, labeled and palletized.



PROJECT “BACK TO LIFE”

Rubelli joined the “Back to life” project promoted by McArthurGlen Designer outlet of Noventa di Piave (Venice), which combines the discipline of design with sustainability and inclusion. The project involved the San Pio X family-house in Venice, and the people who are responsible for the realization of hand-made bags starting from fabric waste in order to give “new beauty to the lives and objects”. Rubelli has made available fabric waste - otherwise unused - to make bags for sale at the outlet of Noventa. A “back to life” for the guests of the family-home, involved in the realization of bags and a “back to life” for the fabric, an example of creative upcycling in a perspective of sustainability, also related to environment.



USE OF ENVIRONMENTALLY SUSTAINABLE MATERIALS

In the 2021 collection, Rubelli presented five new fabrics that can be considered “100% Green”: Java, Martinique, Lollipop, Cuba Libre and Vibrations, all made with an innovative bio-sourced fiber, a yarn produced from biological extracts of castor seeds, and with an ecological viscose in weft.

Bio-sourced fiber (PAE, ecological polyamide) refers to a yarn produced from biological extracts of castor seeds. Castor is a non-food plant that grows spontaneously in arid and semi-arid areas: a totally renewable resource that does not require high quantities of water or subtract arable land for food use.

Eco-viscose (VIE label) is a viscose fiber derived from sustainable wood and pulp, because it is derived from responsibly managed forests. This viscose, produced with significantly lower fossil energy and water consumption than general viscose, meets high environmental standards throughout its life cycle. In the manufacturing process of this viscose all the waste is immediately recovered and reintegrated within the manufacturing cycle reducing the waste to zero.

Rubelli plans to expand the use of ecological materials further in 2022.



# BOUNDARY OF MATERIAL TOPICS

The following table presents the sustainability topics considered relevant for Rubelli, related to the corresponding “GRI Sustainability Reporting Standards” that have been reported within this document. For these topics, the column “perimeter of material topics” shows the subjects that can generate an impact with respect to each topic, both internally and externally to the organization. In addition, the “Type of impact” column also indicates Rubelli’s role in relation to the impact generated with respect to each material topic.





MATERIAL TOPIC BY RUBELLI	CORRELATION WITH STANDARD GRI	PERIMETER OF MATERIAL TOPICS	TYPE OF IMPACT
Governance, compliance and business ethics	Anticorruption (GRI 205-3) Environmental Compliance (GRI 307-1) Socio-economic compliance (GRI 419-1)	Rubelli	Generated by Rubelli
Value creation and economic performance	Economic performance (GRI 201-1)	Rubelli	Generated by Rubelli
Brand and reputation	N.A.	Rubelli	Generated by Rubelli
Human capital management and development	General Information – Organization Profile (GRI 102-8) Employment (GRI 401-1; 401-2) Training and education (GRI 404-1)	Employees and external collaborators of Rubelli	Generated by Rubelli
Diversity and respect for human rights	Non-discrimination (GRI 406-1) Diversity and equal opportunities (GRI 405-1)	Employees and external collaborators of Rubelli	Generated by Rubelli
Occupational health and safety	Health and safety at work (GRI 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-7; 403-9)	Employees and external collaborators of Rubelli	Generated by Rubelli
Local community involvement	Local communities (GRI 413-1)	Rubelli	Generated by Rubelli
Sustainable supply chain management	Procurement practices (GRI 204-1)	Rubelli and suppliers of Rubelli	Generated by Rubelli
Energy management and consumption	Energy (GRI 302-1)	Rubelli and suppliers of Rubelli	Generated by Rubelli
Atmospheric emissions	Emissions (GRI 305-1; 305-2)	Rubelli and suppliers of Rubelli	Generated by Rubelli
Waste management	Waste (GRI 306-1; 306-2; 306-3)	Rubelli and suppliers of Rubelli	Generated by Rubelli
Innovation and circular economy	N.A.	Rubelli and suppliers of Rubelli	Generated by Rubelli
Product quality and safety	Customer Health and Safety (GRI 416-2)	Rubelli and Rubelli's clients	Generated by Rubelli
Customer satisfaction	Marketing and labeling (GRI 417-2)	Rubelli and Rubelli's clients	Generated by Rubelli

# GRI

# CONTENT INDEX

Each indicator is provided with a reference to the section of the Sustainability Report in which the indicator can be found. This material refers to the following Disclosure:

GRI STANDARDS	DISCLOSURE	PAGE	OMISSION
GRI 102: GENERAL STANDARD DISCLOSURES (2016)			
ORGANIZATIONAL PROFILE			
102-1	Name of the organization	8; 24	
102-2	Activities, brands, products and services	15	
102-3	Location of headquarters	130	
102-4	Location of operations	30-31	
102-5	Ownership and legal form	8; 24	
102-6	Markets served	30-31	
102-7	Scale of the organization	12-13	
102-8	Information on employees and other workers	58-60	
102-12	External initiatives	54-55	
102-13	Memberships of associations	36-37	
STRATEGY			
102-14	Statement from senior decision-maker	6-7	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards and norms of behavior	20-21	

GOVERNANCE			
102-18	Governance structure	24-29	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	46-49	
102-41	Collective bargaining agreements	60	
102-42	Identifying and selecting stakeholders	46	
102-43	Approach to stakeholder engagement	48-49	
102-44	Key topics and concerns raised	48	
REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statement	8	
102-46	Defining report content and topic Boundaries	50-52; 116-117	
102-47	List of material topics	52	
102-48	Restatements of information	8	
102-49	Changes in reporting	8	
102-50	Reporting period	8	
102-51	Date of most recent report	8	
102-52	Reporting cycle	8	
102-53	Contact point for questions regarding the report	9	
102-54	Claims of reporting in accordance with the GRI standards	8	
102-55	GRI content index	118-127	
TOPIC-SPECIFIC STANDARDS			
TOPIC: ECONOMIC PERFORMANCE			
GRI 103: MANAGEMENT APPROACH (2016)			



103-1	Explanation of the material topic and its Boundary	40-41	
103-2	The management approach and its components	40-41	
103-3	Evaluation of the management approach	40-41	
GRI 201: ECONOMIC PERFORMANCE (2016)			
201-1	Direct economic value generated and distributed	40-41	
TOPIC: PROCUREMENT PRACTICES			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	84-89	
103-2	The management approach and its components	84-89	
103-3	Evaluation of the management approach	84-89	
GRI 204: PROCUREMENT PRACTICES			
GRI 204-1	Proportion of spending on local suppliers	84-89	
TOPIC: ANTI-CORRUPTION			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	22-23	
103-2	The management approach and its components	22-23	
103-3	Evaluation of the management approach	22-23	
GRI 205: ANTI-CORRUPTION (2016)			

205-3	Confirmed incidents of corruption and actions taken	In 2021 no incidents of corruption have been registered.	
TOPIC: ENERGY			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	100-101	
103-2	The management approach and its components	100-101	
103-3	Evaluation of the management approach	100-101	
GRI 302: ENERGY (2016)			
302-1	Energy consumption within the organization	101-102	
TOPIC: EMISSIONS			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	102-105	
103-2	The management approach and its components	102-105	
103-3	Evaluation of the management approach	102-105	
GRI 305: EMISSIONS (2016)			
305-1	Direct (Scope 1) GHG emissions	102-105	
305-2	Energy indirect (Scope 2) GHG emissions	102-105	
TOPIC: WASTE			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	106-107	

103-2	The management approach and its components	106-107	
103-3	Evaluation of the management approach	106-107	
GRI 306: WASTE (2020)			
306-1	Waste generation and significant waste-related impacts	106-107	
306-2	Management of significant waste-related impacts	106-107	
306-3	Waste generated	106-107	
TOPIC: ENVIRONMENTAL COMPLIANCE			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	98	
103-2	The management approach and its components	98	
103-3	Evaluation of the management approach	98	
GRI 307: ENVIRONMENTAL COMPLIANCE (2016)			
307-1	Non-compliance with environmental laws and regulations	During 2021 there were no cases of non-compliance with environmental laws.	
TOPIC: EMPLOYMENT			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	61-62	
103-2	The management approach and its components	61-62	
103-3	Evaluation of the management approach	61-62	

GRI 401: EMPLOYMENT (2016)			
401-1	New employee hires and employee turnover	61-62	
TOPIC: OCCUPATIONAL HEALTH AND SAFETY			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	70-77	
103-2	The management approach and its components	70-77	
103-3	Evaluation of the management approach	70-77	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)			
403-1	Occupational health and safety management system	70-77	
403-2	Hazard identification, risk assessment, and incident investigation	70-77	
403-3	Occupational health services	70-77	
403-4	Worker participation, consultation, and communication on occupational health and safety	70-77	
403-5	Worker training on occupational health and safety	70-77	
403-6	Promotion of worker health	70-77	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	70-77	
403-9	Work-related injuries	77	
TOPIC: TRAINING AND EDUCATION			
GRI 103: MANAGEMENT APPROACH (2016)			



103-1	Explanation of the material topic and its Boundary	63-64	
103-2	The management approach and its components	63-64	
103-3	Evaluation of the management approach	63-64	
GRI 404: TRAINING AND EDUCATION (2016)			
404-1	Average hours of training per year per employee	63-64	
TOPIC: DIVERSITY AND EQUAL OPPORTUNITY			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	24-29; 66-69	
103-2	The management approach and its components	24-29; 66-69	
103-3	Evaluation of the management approach	24-29; 66-69	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)			
405-1	Diversity of governance bodies and employees	24-29; 66-69	
TOPIC: NON-DISCRIMINATION			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	66	
103-2	The management approach and its components	66	
103-3	Evaluation of the management approach	66	
GRI 406: NON-DISCRIMINATION (2016)			

406-1	Incidents of discrimination and corrective actions taken	During 2021 there were no episodes of discrimination and no corrective actions taken.	
TOPIC: LOCAL COMMUNITIES			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	80-83	
103-2	The management approach and its components	80-83	
103-3	Evaluation of the management approach	80-83	
GRI 413: LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments, and development programs	80-83	
TOPIC: CUSTOMER HEALTH AND SAFETY			
GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	90-93	
103-2	The management approach and its components	90-93	
103-3	Evaluation of the management approach	90-93	
GRI 416: CUSTOMER HEALTH AND SAFETY (2016)			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	93	
TOPIC: MARKETING AND LABELING			

GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	94-95	
103-2	The management approach and its components	94-95	
103-3	Evaluation of the management approach	94-95	

GRI 417: MARKETING AND LABELING (2016)			
417-2	Incidents of non-compliance concerning product and service information and labeling	During 2021, there were no episodes of non-compliance with regard to information and labeling of products and services.	

**TOPIC: SOCIOECONOMIC COMPLIANCE**

GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	22-23	
103-2	The management approach and its components	22-23	
103-3	Evaluation of the management approach	22-23	

GRI 419: SOCIOECONOMIC COMPLIANCE (2016)			
419-1	Non-compliance with laws and regulations in the social and economic area	During 2021 there were no cases of non-compliance with laws and regulations in social and economic matters.	

**BRAND AND REPUTATION: MATERIAL TOPIC NOT RELATED TO A SPECIFIC GRI STANDARD**

GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	32-34; 38	
103-2	The management approach and its components	32-34; 38	

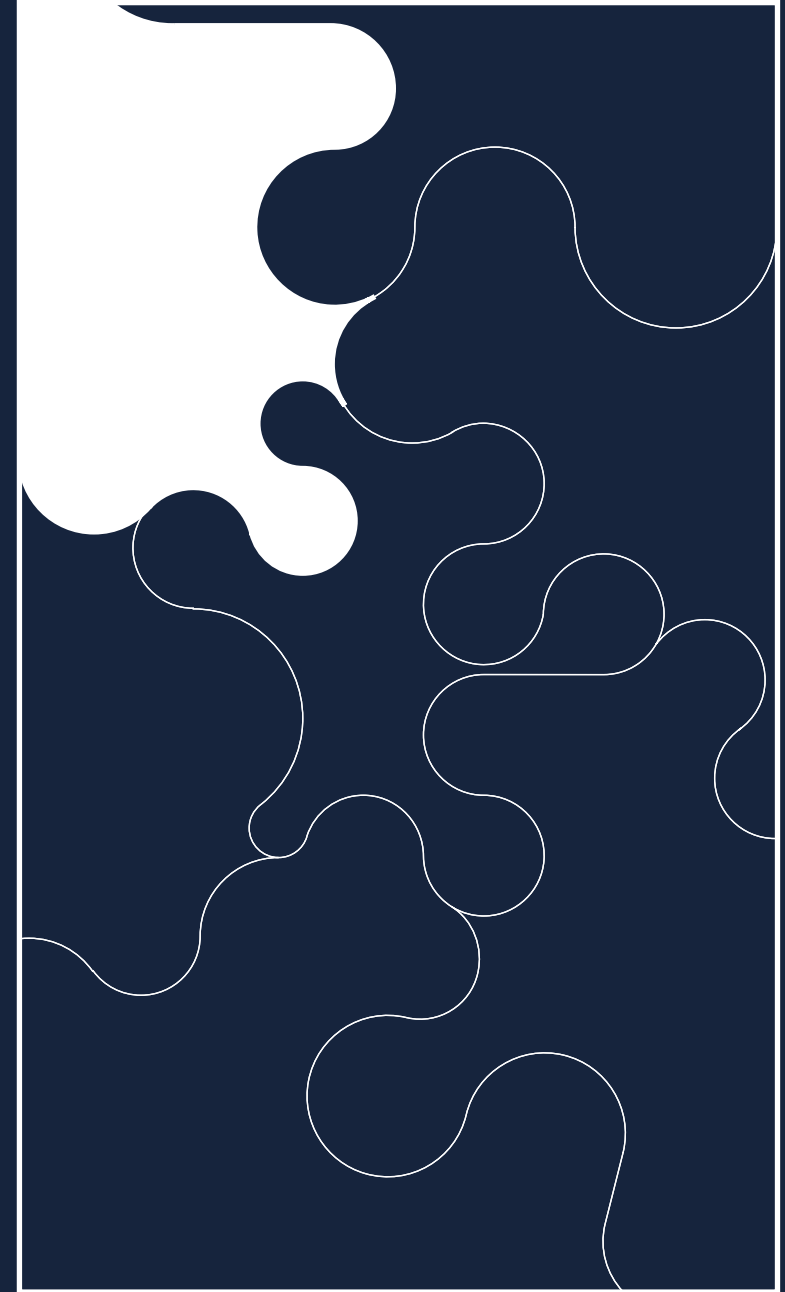
103-3	Evaluation of the management approach	32-34; 38	
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**CIRCULAR ECONOMY: MATERIAL TOPIC NOT RELATED TO A SPECIFIC GRI STANDARD**

GRI 103: MANAGEMENT APPROACH (2016)			
103-1	Explanation of the material topic and its Boundary	108-113	
103-2	The management approach and its components	108-113	
103-3	Evaluation of the management approach	108-113	



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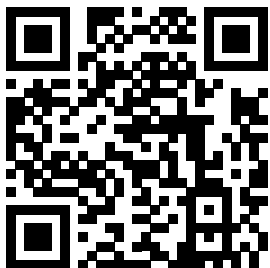


# SU- STAI- NABI- LITY RE- PORT 2021

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