

SUSTAINABILITY REPORT

FY 2023

ADOTTA



Letter to stakeholders

In a global context defined by efforts to tackle climate change, manage limited natural resources, and balance economic growth with social welfare, the sustainability report emerges as a key instrument for enhancing transparency and facilitating dialogue.

It is with great pleasure that we present our inaugural Sustainability Report. This report details our actions, results, and future goals in the environmental, social, and governance areas, offering a comprehensive view that extends beyond the financial statement.

Our commitment to sustainability is reflected in concrete actions, including the use of ecological materials, efficient resource management, improved working conditions, and the promotion of a responsible and inclusive corporate culture. This strategic approach will enable us to reduce our environmental impact, respect the territories in which we operate, and promote collective well-being. The preparation of our first sustainability report is a significant milestone for us, as it provides an opportunity to communicate transparently and establish a constructive dialogue with all of you.

We invite you to review this document as a foundation for creating a shared future that integrates excellence, innovation, and responsibility.

With Gratitude,

Luigi Giovanni Zannier
ADOTTA President

WE ARE ADOTTA

"We build collaborative environments where innovative ideas are born. Transparency is innate within our glass products, designed to promote dialogue and collaboration.

Our partitions are catalysts for teamwork, a gateway to design your future"

Reading Guide

This document constitutes the Sustainability Report of Adotta Italia Srl, detailing its environmental, social, and governance performance for the year 2023 (January 1 to December 31). It is prepared in accordance with the standards of the Global Reporting Initiative (GRI), aligning with the company's economic and financial statements.

The scope of the non-financial analysis and reporting encompasses the activities of Adotta Italia Srl at its Italian headquarters in Thiene, located in the province of Vicenza. The report will be published on an annual basis and has been prepared in accordance with the

Global Reporting Initiative (GRI) Standards, using the "With reference to" option. It also aligns with the 2030 Agenda Action Program and the 17 Sustainable Development Goals, approved by the United Nations in 2015, to ensure that business actions and strategies are in line with global commitments. This approach ensures transparency and comparability in sustainability performance, allowing for the identification of metrics, both quantitative and qualitative, for measuring impacts. To identify, select, and report the key issues determining the ESG performance of Adotta Italia Srl for the year 2023, a materiality analysis was conducted.

This process, involving both the company's internal and external stakeholders, enables the identification of relevant environmental, social, and governance issues for stakeholders and the company itself. This Sustainability Report has not undergone external assurance and has been approved by the Board of Directors on 31/12/2024.

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Adotta: the business context

01 | Adotta: the business context

Adotta has been founded in the early 2000s as a manufacturer, innovator, and **leader in the field of office partition walls**. Over the first 25 years of operation, the company successfully completed and managed more than 1.500 projects **worldwide**, ranging from small configurations of wall modules to multiple floors commercial buildings. Adotta's products are installed on many continents and in several countries, showcasing the company's ability to operate across diverse international contexts. The company's clientele ranges from small businesses to large multinational corporations, from investment banks to law firms, entertainment industry, as well as architects, designers, and professionals, all sharing a bold focus on interior design and functionality.

Corporate identity

The company's "mission" is to enhance interior architecture through design-focused, innovative, and environmentally conscious partition walls. Adotta is a privately owned company, with its registered office in Thiene, in the province of Vicenza. Adotta's primary markets are the United States and Canada, with minor operations in Italy and Latin America. The company's headquarters in Vicenza serve as the core of its product design, engineering, and technical departments, as well as its production facilities.

Adotta has extensive experience in the field of demountable partition solutions. The company has developed an operational approach focused on meeting the needs of three main customer groups: architects, designers, and general contractors. This philosophy has enabled the successful completion of **numerous international projects**, ranging from small-scale configurations to complex installations across multiple floors.



Adotta is backed by a **highly skilled team of architects, technicians, and engineers** who bring extensive expertise and precision to every project. Leveraging cutting-edge **3D architectural, modeling, and mechanical software**, they ensure the highest standards of **quality, accuracy, and efficiency** throughout the design and production process. This commitment to excellence allows Adotta to deliver **innovative and reliable solutions** tailored to meet the specific needs of each client.

2023

Release of the **First Sustainability Product Certification**.
Strengthening of the production department through the acquisition of 4.0 CNC machinery

2018

Second moving. Headquarters move to Thiene (VI) for bigger manufacturing facilities.

Group evolution

Adotta is a young company, established in the very early 21st century and attributing it's fast growth through the ability to adapt to the needs of demanding and evolving markets. **During the years the company successfully integrate technology and innovation into its portfolio to foster functionality, flexibility and competence to serve a variety of international market. Adotta has become a leader in its sector thanks the following chronological steps:**

2014

Integration of **BIM** (Building Information Modeling) technology in the design and production processes.

2016

Launch of the **first natural wooden partition wall**, subsequently award-winner in 2017, WALLEN with Geza Studio.

2017

Implementation of the new ERP management system: **SAP Business One**.

2012

First moving. Headquarters moved to Molina di Malo (VI) for larger production and offices.

2010

Adotta enters the **European market** (France, Switzerland, Germany)

2000

Establishment of Adotta Italia Srl based in **Vicenza**

2007

Luigi G. Zannier took over the property of Adotta Italia Srl. Entering the **North-American Market**.

Products

Adotta offers a range of partition wall solutions for offices and commercial spaces, characterized by **innovative designs and high performance**, with a strong emphasis on acoustics and aesthetics. Each product is carefully designed to meet the demands of modern spaces in terms of design, functionality and sustainability.

Adotta's offer includes **high-quality products made from recyclable materials to reduce environmental impact**. In this regard, most of Adotta's products are certified by an **Environmental Product Declaration (EPD)**, which transparently and objectively outlines the environmental impact of each product, allowing for easy comparison.



Partition walls, single and double glazed, with a unique and elegant design. The aluminum frame has a minimalistic shape that enhances the aesthetics of contemporary office spaces.

Designed to reach the real essence of the demountable partition. Years of expertise and research led to an affordable yet sophisticated system suitable for large-scale projects.

Designed by GeZa architect. A careful combination of glass transparency and the warmth of wood. The aluminum telescopic core enclosed in a veneered wooden shell brings the charm of this natural element as a key decorative component to the interior spaces.

**Metafora / Metafora Duo
Original Partition Wall**

**Thesis / Thesis Duo
Essential Wall**

**Wallen / Wallen Duo
Wooden Wall**



**Armonica
Dynamic Wall**

Fluid and elegant telescopic system for dynamic spaces. Made of framed glass panels, it allows reconfiguration of private areas into open spaces for meetings and events.

**Integra
Solid Wall**

Modular partition that serves to include decorative cladding and shelves into office spaces. Perfectly integrated with every other Adotta glass wall system, allows hanging of a wide selection of aesthetic panels such as acoustic, wood, felt, fabric or metal panels, magnetic whiteboards, and technological devices.

Company Structure Overview

Adotta's headquarters are located in Thiene (VI), Northern Italy, where product engineering, design, estimating and manufacturing activities are based. In the United States, in Englewood (NJ), Adotta has a manufacturing facility that handles production, warehousing and logistics for the North American market.

The chart below shows the structure of the **Italian organization**, which is overseen by the Board of Directors, which is responsible for **strategic decisions and planning**. Under the Board of Directors, the Management Team is responsible for the organizational coordination of the various operating departments, including finance, product development, technical design, logistics, production and estimating.



Key Priorities for Adotta: Material Issues

To define the contents analyzed in this document, the Thiene-based company conducted a **materiality analysis**, a process involving both **internal and external stakeholders**. This analysis identifies and values the **positive and negative impacts** generated by the company's activities across **economic, social, and environmental dimensions**. These impacts significantly influence stakeholder decisions and, consequently, the company's business strategy. This approach enables the company to focus on issues that not only align with business objectives but are also recognized as priorities by stakeholders.

This analysis will be conducted on a regular basis, involving all stakeholders, to ensure that the company's sustainability strategy remains up to date, adapting to regulatory changes and market expectations. **Through an online survey, stakeholders rated the sustainability issues identified by Adotta**, assigning a priority level based on their expectations of the company and their relationship with it (on a scale of 1 to 4). The summary of the responses collected from internal and external stakeholders led to the identification of **8 material issues**.

During the analysis of the results, the company decided to expand the list of material topics by including **four additional aspects deemed relevant** to both the sector and the organization itself. The issues identified as material, on which non-financial reporting will focus, reflect the economic, social, and environmental dimensions of the company's activities.

From a graphic perspective, **the outcome of the process is illustrated through the materiality matrix**, which highlights the key material issues most relevant to Adotta and its stakeholders.

Color Legend

- Environment
- Social
- Governance

Relevance Legend

- ● ● **High relevance:** the issue is considered relevant by both external and internal stakeholders.
- ● ● **Medium-high relevance:** the issue is considered material for a specific type of stakeholder.
- ● ● **Medium relevance:** the issue is not considered material by either internal or external stakeholders, but is deemed worthy of being reported by the company.

Certified suppliers	●	●	●
Sustainable materials	●	●	●
Energy efficiency	●	●	●
Employee professional development	●	●	●
Employee well-being	●	●	●
Research and innovation	●	●	●
Sustainable product development	●	●	●
Supply chain continuity	●	●	●
Economic performance	●	●	●
Privacy and digital security	●	●	●
Integrity and fairness in business relationships	●	●	●
Carbon Footprint	●	●	●

Our Commitment to Carbon management

Reducing our carbon footprint is a key strategic priority for our company. While it was not initially highlighted in the materiality analysis, we have consciously made it a core commitment. This decision reflects both its environmental importance and our strong dedication to sustainability. Lowering CO₂ emissions is a cornerstone of our strategy and essential to our vision for a healthier planet.

Our commitment is deeply embedded in our values, driving a strategic, data-driven approach to minimizing our environmental impact with a focus on measurable results.



Environment

Certified Suppliers: Ensuring quality and sustainability throughout the supply chain by sourcing raw materials from certified suppliers.

Sustainable Materials: Demonstrating a commitment to sustainable innovation by investing in research and development for the use of materials with a low environmental impact.

Energy Efficiency: Focusing on energy efficiency and the use of renewable energy sources.

Carbon Footprint: Calculating and working to reduce CO2 emissions.

Social

Employee Professional Development: Investments in continuous training and skill enhancement.

Employee Well-Being: Commitment to the well-being and satisfaction of employees.

Governance

Economic Performance: Strengthening economic and financial performance while ensuring transparency in the communication of results.

Research and Innovation – Investing in research and innovation to continuously enhance products and processes, meeting evolving market demands.

Privacy and Digital Security: Implementing advanced digital security systems to protect sensitive data and ensure the privacy of customers and stakeholders.

Integrity and Fairness in Business Relationships: We are committed to maintaining business relationships based on principles of legality, fairness, and transparency, thereby building trust with stakeholders.

Sustainable Product Development: Developing products that meet sustainability criteria, in response to market demands, and contributing positively to the ecological transition.

Supply Chain Continuity: Ensuring the resilience and continuity of the supply chain to maintain stable production even during crisis situations.

02

Environment

02 | Environment

Waste management and use of materials

Adotta is committed to the responsible management of materials and the related waste produced during business activities, **with the goal of advancing and implementing the principles of the circular economy**. This includes efforts to reduce the environmental impacts of both the supply chain and products throughout their entire life cycle.

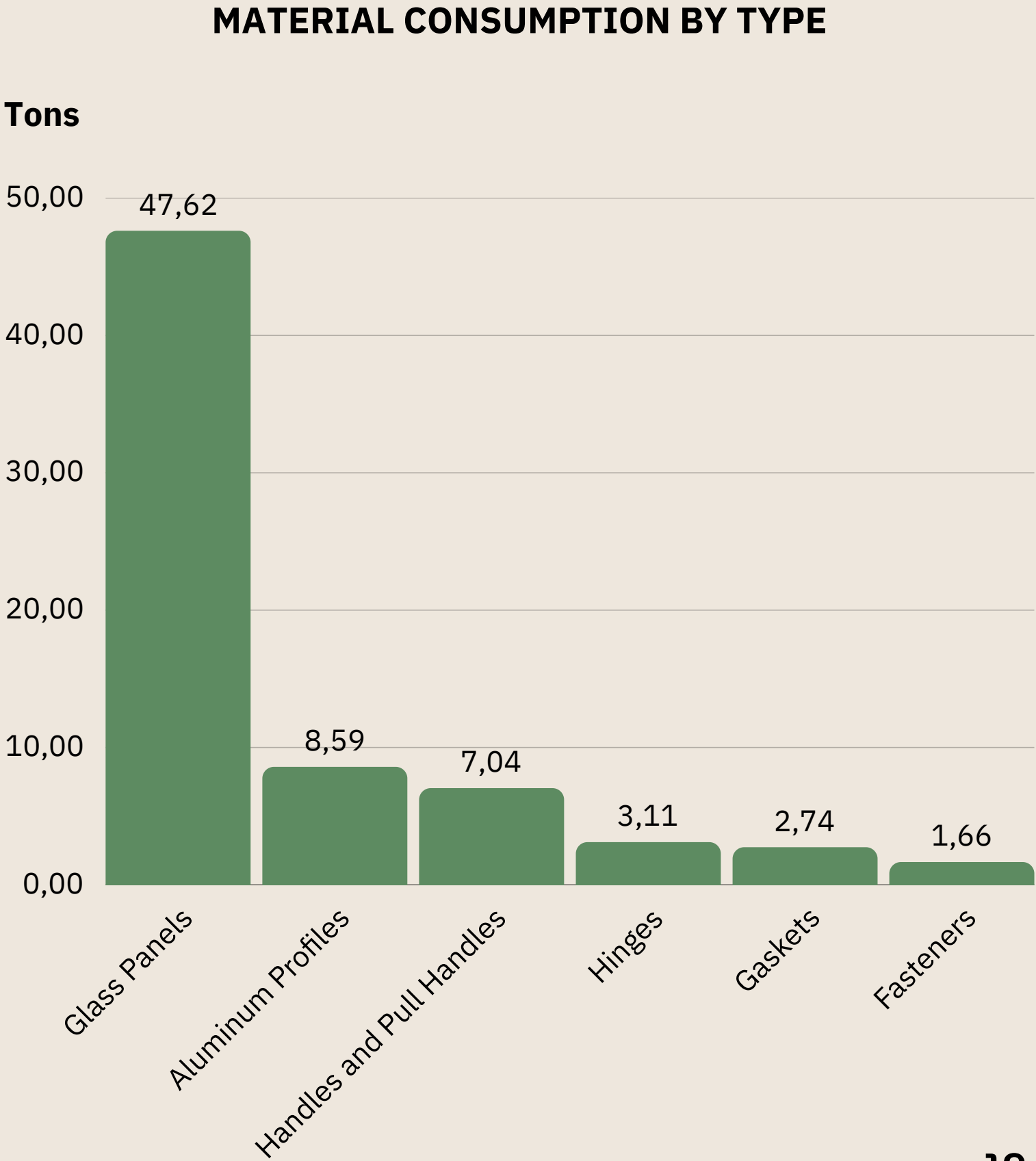
As part of this commitment, **98% of the materials used** by the company, including glass, wood, aluminum, and steel handles, **are 100% recyclable**.

Adotta's commitment to sustainability is further underscored by **the company's products being certified with a carbon footprint through an Environmental Product Declaration (EPD), making them suitable for contribution to LEED-certified projects**. The EPD provides transparent and comparable information on the environmental impacts of a product or service throughout its life cycle. The EPD is based on the **Life Cycle Assessment (LCA)** methodology and quantifies various parameters, such as energy consumption, CO₂ emissions, use of natural resources, and other relevant environmental aspects.

These certifications confer a competitive advantage and contribute to improved LEED-certified project scores. LEED (Leadership in Energy and Environmental Design) is a voluntary certification program applicable to both commercial and residential buildings. It promotes a sustainability-focused approach by requiring key performance criteria such as energy and water efficiency, reduction of CO₂ emissions, improvement of ecological quality of interiors, and responsible use of materials and resources. The comprehensive scope of LEED certification encompasses the entire life cycle of a building, from its initial design to its construction.

With regard to the reporting of material usage, the Pareto principle has been applied to identify the 80% of materials that account for the majority of the total value. As demonstrated in the table and graph, **glass is the most commonly used material**, making up almost half of the total. It is followed by aluminum profiles and handles, which are also made of metal materials.

MATERIAL CONSUMPTION BY TYPE	
TYPE	WEIGHT (TONS)
Glass Panels	47,62
Aluminum Profiles	8,59
Handles and Pull Handles	7,04
Hinges	3,11
Gaskets	2,74
Fasteners	1,66



Adotta's management and disposal of waste, including materials used, is a crucial step in supporting LEED projects. Adotta conducts waste management in full compliance with current regulations, **monitoring and reporting the quantities of waste generated. The data take into account the diversity, type, and recyclability of each waste stream.**

The results related to waste production during the reporting period are below:

WASTE PRODUCED BY TYPE

CER CODE	DESCRIPTION	DESTINATION	WEIGHT (TON)
12 01 03	Non-ferrous metal turnings and shavings	R13	9.38
15 01 03	Wooden packaging	R13	2.7
17 09 04	Mixed waste from construction and demolition activities	R13	1.89
16 02 14	Waste electrical and electronic equipment (WEEE)	R13	1.41
16 03 05	Organic waste containing hazardous substances	R13	0.12

WASTE PRODUCTS	WEIGHT (Ton)
TOTAL WASTE	15,51
Of which non-hazardous waste	99,16%
Of which hazardous waste	0,84%
Of which waste destined for recovery	100%
Of which waste destined for disposal	0%

The data indicates that **the majority of the waste generated is non-hazardous and fully destined for recovery**, demonstrating the company's commitment to promoting the recycling of its waste.

Energy Management

Monitoring Adotta's energy consumption is a key step in quantifying the energy requirements used during the production process. This process identifies areas for improvement and develops a plan to reduce energy use or increase investment in energy from renewable sources.

Adotta's production activities are based on **three basic energy carriers: electricity, natural gas, and fuel** for the company fleet. These represent the essential resources for the functioning of daily operations and production processes. Energy consumption data is presented alongside these vectors to provide a clear and concise view of their use.

ENERGY CONSUMPTION		
Energy Source	Quantity	UoM
Electricity	65546,1	kWh
Natural Gas	9628,0	Smc
Diesel	5564,0	l
Petrol	1611,0	l

Carbon footprint

For its first non-financial report, Adotta decided to calculate its carbon footprint, with the aim of identifying and monitoring its climate impact.

An organization's carbon footprint represents the **total greenhouse gas** (GHG) emissions measured annually. To ensure accurate and timely emissions detection, the company follows international standards.

In compliance with GRI requirements, **the carbon footprint is reported in accordance with the GHG Protocol**. The calculation has been based on the principles and standards outlined in the UNI EN ISO 14064-1 standard, which pertains to the reporting of greenhouse gas emissions and absorption by organizations. The primary distinction between the ISO standard and the GHG Protocol lies in the classification of emissions. While the ISO standard categorizes emissions into six types, the GHG Protocol separates them into three scopes. However, both methods are compatible, and results can be seamlessly converted between systems.

The GHG Protocol differentiates between direct emissions (Scope 1) and indirect emissions (Scope 2 and 3).

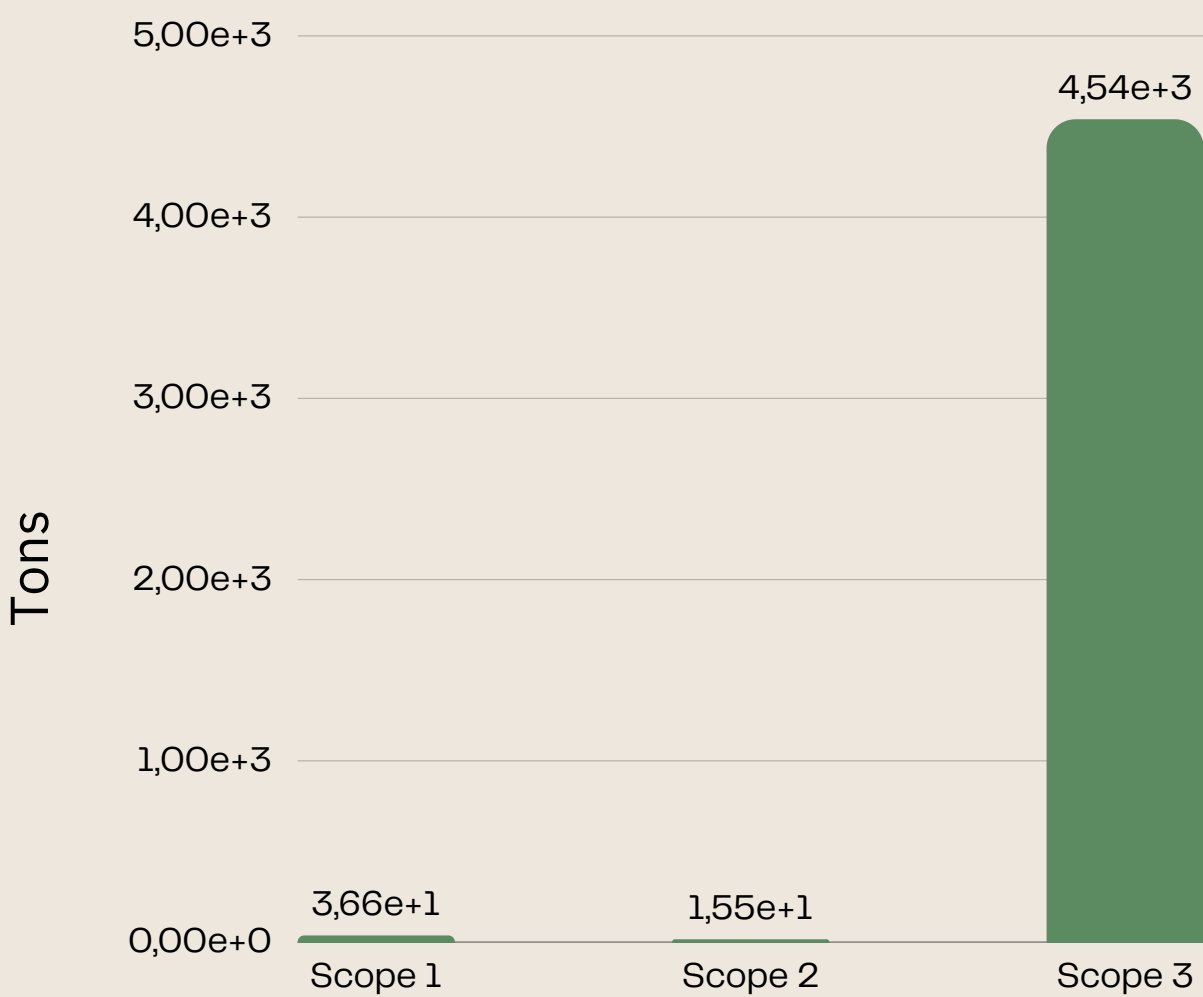
Scope 1 emissions refer to **direct greenhouse gas (GHG) emissions** from sources controlled by the organization, specifically from activities within the organizational boundaries, such as consumption generated by stationary and mobile combustion processes.

Scope 2 emissions include **indirect emissions from the consumption of grid-supplied electricity**.

Scope 3 emissions encompass **indirect GHG emissions** from sources not directly controlled by the organization. These emissions **are associated with the company's value chain** and include activities both upstream and downstream of business operations, such as transportation, raw material procurement, distribution, employee commuting, waste disposal, and the use of auxiliary materials in production.

The graph illustrates that **Scope 3 emissions**, which are associated with indirect emissions from sources outside the company's direct control, **represent the largest share of the carbon footprint**. This highlights the substantial impact of the value chain on emissions in comparison to the company's operational activities.

ORGANIZATIONAL CARBON FOOTPRINT (tCO2eq)



ENVIRONMENTAL IMPACT CATEGORY		CLIMATE CHANGE	
Indicator		Global Warming Potential (GWP)	
Unit of Measure		tCO2 eq/year	

ORGANIZATIONAL CARBON FOOTPRINT (tCO2eq)	
Scope	Total
Direct emissions (Scope 1)	3,66E+01
Indirect emissions from imported energy (Scope 2)	1,55E+01
Indirect emissions from the value chain (Scope 3)	4,54E+03
Total	4,60E+03

03

Social

03

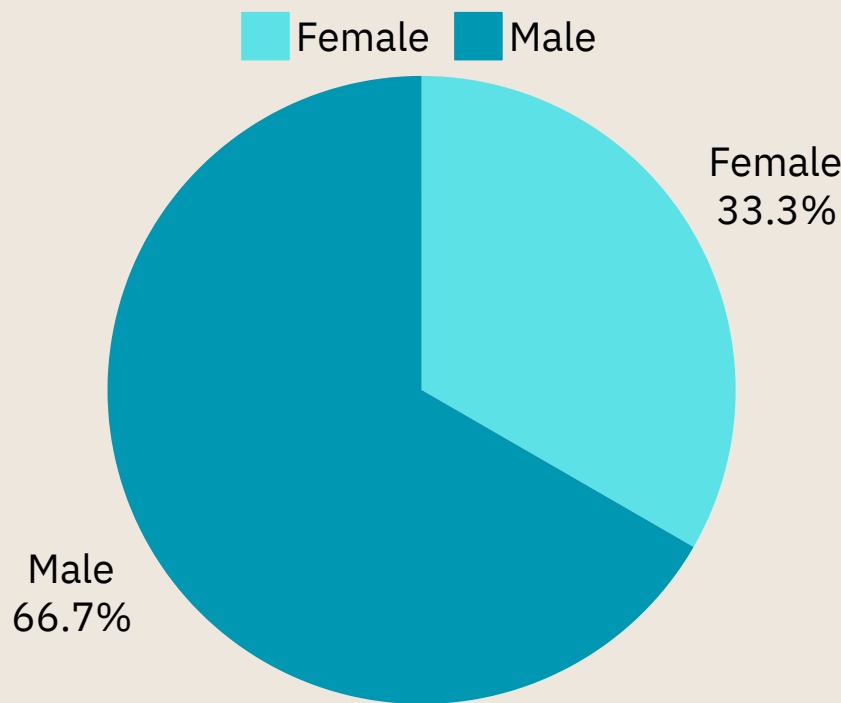
Social

Human capital

Adotta prioritizes the **well-being of its employees**, recognizing them **as a key asset in delivering high-quality products and services to customers**. Employees are protected by a national collective labor agreement (CCNL), adhering strictly to its provisions and internal company policies.

The following section provides detailed information on the workforce composition.

WORKFORCE COMPOSITION BY GENDER		
Female gender	13	33,33%
Male gender	26	66,67%
Tot	39	100%



WORKFORCE COMPOSITION BY AGE		
< 30 years	8	20,51%
30 – 50 years	19	48,72 %
> 50 years	12	30,77%

The above table illustrates the workforce composition by age, showing a significant presence of employees over 30, reflecting the **professionalism and experience** within the company. Additionally, the company benefits from a significant proportion of employees under 30, contributing to **innovation and dynamism**.

The following table provides an overview of full-time and part-time, fixed-term and open-ended contracts by gender, showing that, compared to men, a part of the female workforce is employed under short-time contracts.

COMPOSITION BY TYPE OF CONTRACT	FIXED-TERM	PERMA NENT	FULL TIME	PART TIME
Female gender	3	10	10	3
% of female gender component	100%	27,78%	27,78%	100%
Male gender	0	26	26	0
% of male gender component	0%	72,22%	72,22%	0%
Total	3	36	36	3

The table illustrates that the workforce is almost evenly divided between employees with more than three years of seniority and those hired for less than three years. This distribution highlights the company's balance between experience and expertise, alongside its focus on innovation, creativity, and flexibility.

The calculated **turnover rate**, defined as the ratio of the sum of outgoing and incoming employees to the average workforce, stands at 30,77%. This indicates a medium-high staff turnover during the reporting period.

SENIORITY OF SERVICE	
< 3 years	22
3 - 7 years	10
> 7 years	7

TURNOVER	
New Hires	6
Departures	6
Turnover Rate	30,77 %

Training and development of human capital

Technical training and strategic skill development are fundamental to Adotta's approach, propelling the professional advancement of each employee and enabling the company to deliver a more precise, innovative, and efficient service, thereby enhancing its competitiveness in the market.

In 2023, a total of 1.950 training hours were provided, of which 450 hours were dedicated to health and safety, and 1.500 hours were focused on preparation and professional development, with an average of 50 hours per employee. This extensive training commitment reflects Adotta's dedication to the professional development of its employees.

CATEGORY	TOTAL HOURS	HOURS PER EMPLOYEE
Total Training Hours	1.950	50 hours
Of which Health & Safety	450	11.54 hours
Of which Professional Development	1.500	38.46 hours

Health and Safety

Adotta fosters a culture of safety within its workforce by promoting working conditions that safeguard the integrity of its employees. The company increases awareness of potential risks and encourages responsible behaviors.

Adotta's management of employee health and safety is in full compliance with the provisions of **Legislative Decree 81/2007**.

Adotta recognizes the proper application of current legislation, adherence to relevant laws, and the provision of essential safety equipment as key tools to reduce risks and prevent accidents. The company also defines clear behaviors to be followed in the event of an emergency, with the primary goal of protecting the health and safety of employees and collaborators.

As illustrated in the side table, the company provided a total of 450 hours of health and safety training. During the reporting period, there was only one minor accident, resulting in a **minimal accident rate**, calculated by the ratio between the number of accidents and the total hours worked per 200.000 hours.

HEALTH AND SAFETY INDICATORS	
Health and Safety Training Hours	450
Total Injuries	1
Injury Rate (number of injuries x 200,000 / number of hours worked)	2,56

04

Governance

04 Governance

Governance of Adotta

Governance refers to the system of rules, practices, internal processes, and business tools through which an organization's decisions and actions are shaped. It is a fundamental pillar of the three ESG dimensions, essential for **establishing the structures, rules, and processes needed to manage the company's environmental, social, and economic impacts**. In its operations, the company promotes anti-money laundering practices and **ethical conduct** through internal policies. These policies enable the identification and analysis of opportunities and risks, steering business decisions toward a more conscious and responsible business model.

Adotta's governance model is based on a **traditional structure**, consisting of a management and control body, the Board of Directors (BoD), and a supervisory body, the Board of Statutory Auditors.

The Board of Statutory Auditors is responsible for overseeing compliance with applicable laws and the company's Articles of Association, ensuring adherence to the principles of sound management, and evaluating the adequacy of the organizational, administrative, and accounting structure in relation to its actual functioning.

The Board of Directors holds strategic and decision-making powers, following a **top-down approach** that integrates **ethical and sustainability principles** into the company's operations, ensuring effective and efficient management across the entire corporate structure. The Board of Directors also has the responsibility of approving the Consolidated Financial Statements and the Sustainability Report.

Mr. Luigi Giovanni Zannier is the Chairman of the Board of Directors. He was appointed on April 4, 2007, and currently for an indefinite term. The Board of Directors is comprised of two members: Mr. Luigi Giovanni Zannier and Mr. Jacopo Giovanni Zannier, who serves as the managing director.

The supervisory body is chaired by Dr. Mauro Giacomazzi, an external statutory auditor, appointed on May 30, 2022, for a term ending with the approval of the financial statements for the year ending December 31, 2024.

Research and innovation

Adotta Italia Srl has outlined a **two-year program aimed at implementing concrete actions to contribute to sustainable development**. The objectives of the 2024-2025 plan are to define, study, and execute actions primarily related to product development and management.

The actions included in the plan involve the **adoption of international standards**, such as ISO 9000 and ISO 14000, which will be integrated into the company's internal processes. These measures will align Adotta's projects and products with the most stringent environmental criteria required by industry standards.

In addition, these actions are driven by a **commitment to innovation and development**, with the aim of enhancing the company's brand reputation, increasing the economic value generated, and fostering responsible business practices.



Quote &
Pricing



Sample
Approval



Shop
Drawing



Field
Verification



Production



Shipment &
Deliveries



Installation
& Site
Management



Quality Control
& Punch Lists



Project
Completion

Adotta has identified key areas for future development and has established specific targets and objectives to be achieved. These include mapping suppliers, implementing new sustainable models, and establishing key performance indicators (KPIs) to drive the development of sustainable strategies.

FY 2024

Assessment Questionnaire Decarbonization Strategies	Implementation of Management Models and ISO 9001 & ISO 14001 Certification	Drafting of the First Sustainability Report FY 2024	Matrix Mapping Report Adotta LEED	Assessment Recycled Content
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FY 2025

Certification Process with Independent Qualified Third Party	Certification Process with Independent Qualified Assessment Consultant	Circularity Level Assessment According to UNI 59020	Process with HPD Institute
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INTEGRATION OF SUSTAINABILITY STRATEGIES AND ENHANCEMENT OF THE ENVIRONMENTAL CONSCIOUSNESS OF THE ADOTTA BRAND



Mapping Products/Services of Sustainability Requirements on the International Drivers of the Reference Markets

Implementation of Management Models Consistent with Sustainability Principles and Development of ISO Certifications

Involvement of the Supply Chain Integration of Sustainability Principles into Governance - First Sustainability Report

Identification of KPIs and Indicators for Sustainable Development Strategies Setting Up New Circular Economy Models



Privacy and digital security

Adotta is committed to protecting the privacy and rights of its customers in compliance with the General **Data Protection Regulation** (GDPR). The company has implemented internal measures to ensure that **personal data is processed transparently, securely**, and in full adherence to applicable regulations. Protecting personal data, which includes any information that identifies or can identify an individual—such as names, contact details, online identifiers, or other identity-related data—is a top priority for Adotta. To this end, Adotta requires the signing of privacy consent forms by collaborators, customers, and employees. The data collected is used exclusively to manage user requests and for the purposes for which it was originally provided. In 2023, Adotta received no complaints regarding privacy violations, further demonstrating its commitment to data protection and regulatory compliance.

Integrity and fairness in business relationships

Adotta's corporate culture is founded on the principles of ethics, integrity, and fairness. These values reflect the company's **commitment to adopting business practices that promote social responsibility, ethics, and transparency** within its operational environment. Adotta has always prioritized integrity and ethical conduct, and the company has set the goal of adopting a formal Code of Ethics. This initiative aims to solidify its dedication to fostering a culture of integrity and transparency, grounded in the values of honesty, loyalty, and solidarity. The Code will support the well-being of employees, the creation of value for stakeholders, and the protection of the environment.

Supply chain

The supply chain encompasses the network of suppliers, intermediaries, and other stakeholders involved in the production process, from the procurement of raw materials to the manufacturing, distribution, and sale of the product across various channels.

It plays a critical role in corporate sustainability, aiming to enhance awareness, responsibility, and collaboration among all parties in the supply chain. **The goal is to reduce inefficiencies, mitigate risks, and minimize socioenvironmental impacts. Adotta is preparing to undertake a comprehensive supplier mapping process.** This initiative will identify critical areas and provide opportunities for collaboration with supply chain partners to enhance social and environmental outcomes.

This decision follows the analysis of the Carbon Footprint for the reporting period, which showed that the supply chain is responsible for the highest emissions. By mapping suppliers, Adotta will gain a more transparent and detailed view of its production ecosystem, integrating greater awareness of ESG (Environmental, Social, and Governance) factors across all activities.



more transparency →

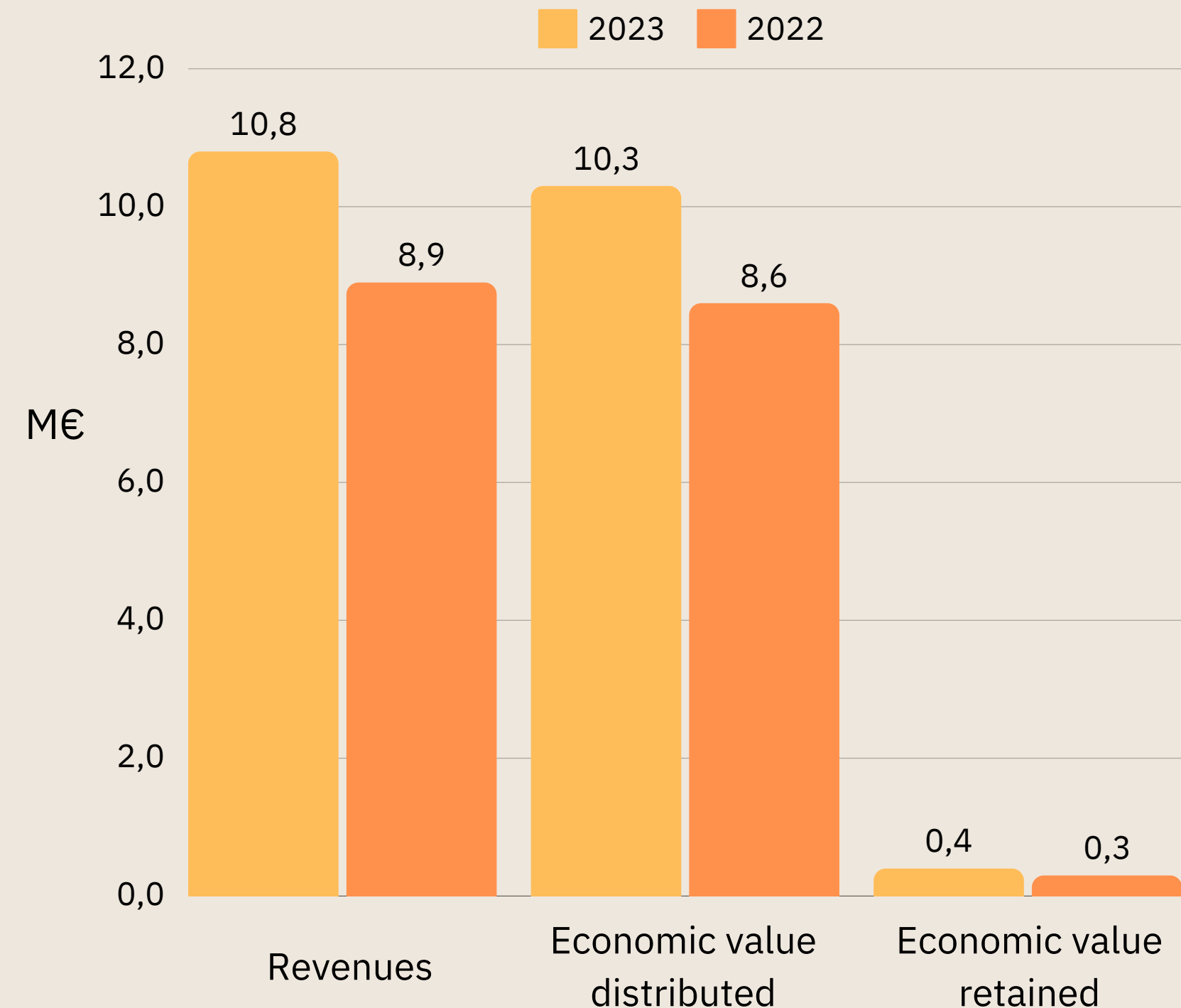
Economic performance

As a leader in the field of partition walls, Adotta Italia Srl has experienced steady growth in both production and demand for design and space reorganization services over the years.

The company's economic performance has been analyzed by comparing the results of the financial reporting period for 2023 with those of the previous year, 2022.

The data reveals a clear upward trend in the company's value creation. Specifically, revenues increased by 21% in 2023 compared to 2022.

Additionally, the value distributed to stakeholders rose by 20%, and the value retained by the company saw a remarkable growth of nearly 50%. These results underscore the strong performance and high added value of Adotta's business.



05

Our Future Plan

Our Future Plan



	Topics	Goals	Actions	SDGS
E N V I R O N M E N T	Emissions Management	Reduction of Greenhouse Gas (GHG) Emissions	Implementation of a Greenhouse Gas (GHG) Emission Reduction Plan	13 CLIMATE ACTION
	Energy Management	Reduction of Carbon Emissions from Electricity Consumption	Investments in Infrastructure for Self-Generation of Electricity from Renewable Sources Purchase of Certified Renewable Energy	7 AFFORDABLE AND CLEAN ENERGY
	Circular Economy	Reduction of Virgin Raw Material Consumption	Conduct an Assessment of the Recycled Content of Products	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
S O C I A L	Employee Well-being	Reduction of Employee Turnover Rate and Enhancement of Employees' Physical and Mental Well-being	Conducting a workplace climate analysis to identify specific areas for improvement	3 GOOD HEALTH AND WELL-BEING
			Implementation of a corporate welfare program	8 DECENT WORK AND ECONOMIC GROWTH

	Topics	Goals	Actions	SDGS
G O V E R N A N C E	Statement on Sustainable Development Strategy	Pervasive Integration of the Concept of Sustainability Across All Business Functions and the Business Model	Identify and Develop a Strategic Plan that Encompasses All ESG Objectives, Evaluating the Progress of the Actions Taken	12 RESPONSIBLE CONSUMPTION AND PRODUCTION  9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 
	Integrity and Business Ethics	Promotion of Business Practices That Foster Social Responsibility, Ethics, and Transparency in Business Operations	Development and Adoption of a Corporate Code of Ethics	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
	Management Systems	Improving the Company's Approach to Sustainability	Adoption of ISO Management Models	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
	Supply Chain Mapping	Ensuring High Environmental and Social Standards Across the Supply Chain	Mapping and Assessment of the Supply Chain, Developing a Supplier Qualification Metric	12 RESPONSIBLE CONSUMPTION AND PRODUCTION  8 DECENT WORK AND ECONOMIC GROWTH 

06

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“Together for a better future”



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Technical and scientific coordination



A modern office hallway with a wooden slatted ceiling and large glass walls. On the left, a glass-walled room contains three people sitting around a table. On the right, another glass-walled room shows two people sitting at a table. A person is walking in the distance down the hallway. An 'EXIT' sign is visible above a glass door on the left.

ADOTTA WALLS

We appreciate your collaboration in building a sustainable future together.