



# **FUTURE FOR LIFE**

**2022 SUSTAINABILITY REPORT**



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# LETTER TO STAKEHOLDERS

## An Italian story, a family history, and a tale of success.

Our Group has dedicated more than 55 years to the work of **spreading and promoting Made in Italy products and ideas throughout the world.**

In 2022 we launched our “Tiles For Life” slogan to share our vision of balancing the economic aspect of our work with the environmental and social spheres, underscoring the influence our work can have on daily life. Today, we are delighted to present the first edition of our Sustainability Report to give our stakeholders an idea of the attention we have been dedicating since 1968 **not only towards the achievement of financial goals but also, and in equal measure, towards the promotion of healthy communities, innovation, and green thinking.** At Gruppo Romani we see our steadfast commitment to these areas as a tangible expression of our core values, and also as an insatiable desire to grow and to manifest the vision of our founder, Lamberto Romani: “A firm is a man who believes in human future”. Today, we are still proving that operating as an enterprise means **believing in the future of the community, in Italian excellence and that of the world around us, working tirelessly to integrate sustainable practices in each aspect of our operations, bringing them into line with the tenets of holistic wellness.**

Like the rest of the world, in recent years we have been buffeted by unexpected turbulence, which placed considerable pressure on the entire industrial sector throughout the production chain. Our investments in processes and people have allowed us to face these external complexities with resilience, thus guaranteeing tangible and substantial benefits for all our stakeholders. **Our goals remain ambitious. We intend to continue our path of growth in defending the excellence of Italian products from the ceramic valley worldwide, generating value and continuing with our dedication to innovation, in our processes and in the design of our products.**

To respond to the challenges of today’s complex economic and geopolitical scene, Gruppo Romani remains committed to **investing in technology and digitalization**, to continue a process of improvement aimed at constantly raising the standards of the service offered to our customers. Only this year, we redesigned our commercial processes, using an advanced CRM system to establish a multi-channel approach with positive repercussions on customer experience. We have also embarked on a digitalization drive in Operations, to allow the implementation of IoT processes from production to logistics.

The Group also plays a pioneering role in adopting and testing innovative technologies in the field of production with a strong focus on efficiency and sustainability, standing as a **point of reference in the sector in relation**

**to innovation, safety, and environmental impact reduction:** gas consumption efficiency has been optimized to the nth degree, thanks to the installation of the latest generation production, while electricity consumption has been completely eliminated thanks to the investment in cogeneration systems. All suitable surfaces have been used to install solar photovoltaic panels, maximizing our existing capacity to generate clean energy and, finally, waste materials and effluents are recycled fully in our production process, minimizing inefficiencies and industrial waste. Like the entire ceramic district, our group has been investing heavily for many years to make the production process more sustainable and, despite the industry’s “hard-to-abate” classification, we have achieved impressive results considering emission levels in relation to the product life cycle. **We take pride in the milestones reached, but our journey continues towards new even more ambitious goals.**

**We are also still awarding the utmost importance to the health of our relations with vendors and with the entire production chain with which we interact daily.** Also the quality and health of the value chain in which we work are core themes on our agenda, placing sustainability and conservation front and centre, choosing partners of excellence and developing long-term relationships with them.

Our commitment **to integrate advanced technology and sustainability in every facet of our work** is our tangible contribution to building a better future. We will continue to push the boundaries of innovation and corporate responsibility, spurred by the conviction that our success is inextricably linked to sustainable growth and the achievement of a positive impact on society and on the environment.

**Thank you for your constant support as we advance together towards this exciting goal; we trust you will find this document useful.**

Giorgio and Paolo Romani

# “A FIRM IS A MAN WHO BELIEVES IN HUMAN FUTURE”



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# GRUPPO ROMANI

**A major industrial group created by the Romani family, whose third generation members remain at the helm of the business today.**

## DEEP ROOTS AND INNOVATIVE PERSPECTIVES

A close-knit family with time-honoured traditions and modern ideas, with resolve and honesty as its foundational values, representing a successful example of generational succession.

## A LONG FAMILY TRADITION

Founders Lamberto Romani and his wife Alba Maria Spadazzi created and shaped the company, which went on to garner commercial successes all over the world. Sons Giorgio and Paolo shared the vision and projects, building one of the most important companies for the ceramic industry, and for the surrounding area.

## 50 YEARS OF MILESTONES REACHED AND NEW GOALS TO ACHIEVE

Fifty years of history, expressed in the parallel and distinctive realities of the brands, reveal a Group that has always looked forwards, relying on continuous innovation, in the conviction that each goal reached becomes the new point of departure.

## DEEP-ROOTED TIES WITH THE LOCAL AREA

A constant unwavering commitment to reconciling industrial needs with extreme care for the place that nurtured our birth and supported the growth of our business, shaping the identity of both product and company.

**OUR  
ROOTS  
GIVE US  
THE STRENGTH  
TO LOOK  
FORWARD**



## HIGHLIGHTS



## PURPOSE

# TILES FOR LIFE

Producing ceramic products for daily life, anywhere in the world, means taking from the Earth only what it can give us, and processing it by combining technical, aesthetic and energy-performance aspects. Finally, it means returning the materials to the earth after many years of useful service, using every effort to limit the environmental footprint.

## VISION

We love beauty and seek it in the world around us, drawing inspiration for the aesthetic originality of our surfaces, designed to inspire and to offer reliable answers to an increasingly global market.

## MISSION

We start from clay to create exquisitely elegant and functional ceramic surfaces with advanced technical characteristics, that respect the planet and define unique spaces, forever part of our life. In doing this, we intend to act as a point of reference all over the world for the excellence of Made in Italy.





# 1968

**Cavaliere  
Lamberto Romani  
incorporates  
Ceramica  
Serenissima S.p.A.  
in Casalgrande,  
Reggio Emilia.**

## 1993

With the entry of sons Giorgio and Paolo into the management team, the company acquires **Ceramica Cir S.p.A.**, founded in 1967 in Rubiera, Reggio Emilia, a leader in the production of smaller ceramic tiles.

## 2002

Ceramica Cir S.p.A. acquires **Cerasarda S.p.A.** "La Ceramica della Costa Smeralda".



## 2003

Incorporation of the **Serenissima Cir Industrie Ceramiche S.p.A. Group.**

## 2005

The Group acquires **Ceramica Cercom**, specialized in the production and sale of technical porcelain tiles.

## 2008

The Cerasarda brand is absorbed by the Group. With an outlay of more than 3.5m Euro, the Group sets up the **new Cerasarda factory**, on the road that connects Golfo Aranci to Costa Smeralda.

## 2010

The Group acquires the **Rubiera plant** to increase production capacity.

## 2012

The Group acquires the **Isla Tiles** brand through its subsidiary NGT S.p.A.

## 2013

The Rubiera production plant is refurbished with an **investment of over 20m Euro.**

# 2016

**Incorporation of GRUPPO ROMANI S.p.A., with the aim of delivering a clear message of continuity, with the family surname as the distinctive element. A year of change that saw a series of production investments totalling around 8m Euro.**



## 2019

With an investment of around 9m Euro the Rubiera plant carries out a series of works in a process of **complete restructuring of the production site**, implementing new energy-saving kilns with inter-departmental heat recovery, new storage systems and new handling solutions.

## 2022

**Investing around 9m Euro**, Gruppo Romani equipped the Rubiera factory with a 6 MW **cogeneration system** that produces 35 million kWh of electricity/year and recovers heat inside the two spray dryers. In parallel, the company installed **3.5 MWp of photovoltaic power systems over an area of 45,000 m² of the roof space of existing buildings.**

## 2020

An investment of around 6m Euro is allocated to **complete restructuring of the Roteglia plant**, with high attention paid to energy-related and environmental aspects.

## 2021

Gruppo Romani acquires **Ceramica Verde 1999**, a company in Fiorano Modenese.

## 2017

**Further production investments** in presses, glazing and rectification that allow the Group to start making the new extra-large sizes, for an investment value of around 12m Euro, shifting Gruppo Romani and its brands into a steep upward trend. The Group secures **ISO 9001:2015 certification.**





## GROUP STRUCTURE



## GOVERNANCE

**Sustainable development is a central pillar of Gruppo Romani's business model, because value creation depends on the ability to reconcile economic aims with social and environmental considerations, and on the ability to generate lasting value for all stakeholders.**

The Group's organizational structure follows the traditional model, with a Board of Directors and a Board of Statutory Auditors.

The Board of Directors is vested with powers of strategic decision making for correct and efficient management.

The Board of Statutory Auditors is responsible for monitoring compliance with the law and the articles of association, supervising compliance with the principles of correct administration and the adequacy of the internal control system.

The Board of Directors is composed of Chairman Giorgio Romani and a further six members.

**ROMANI GIORGIO** Chairman of the Board of Directors

**ROMANI PAOLO** Executive Director

**MATTIOLI ALESSANDRO** Executive Director

**BERSELLI ALESSANDRO** Executive Director

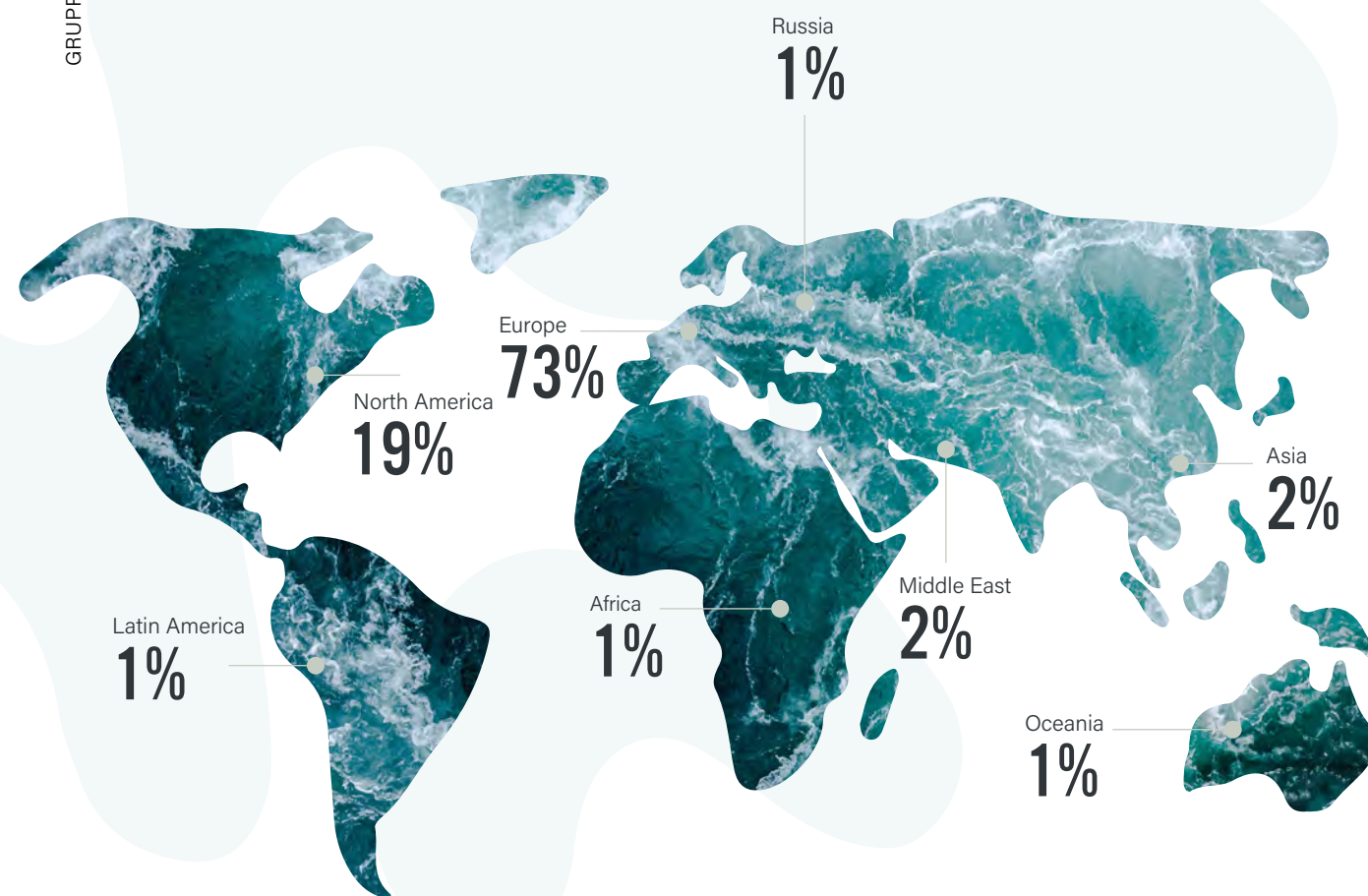
**SPADAZZI ALBA MARIA** Director

**CAPPELLI MAURO** Director

**GIANOTTI MAURIZIO** Director



## WORLD PRESENCE



### Headquarter

Casalgrande (Reggio Emilia), Italia

### Showrooms

Casalgrande, (Reggio Emilia) Italy  
Olbia, Italy

### Outlets

Olbia, Italy  
Modena, Italy

### Production plants

Rubiera (Reggio Emilia), Italy  
Roteaglia (Reggio Emilia), Italy  
Olbia, Italy

### R&D laboratory

Rubiera (Reggio Emilia), Italy  
Roteaglia (Reggio Emilia), Italy  
Olbia, Italy

### Quality and Customer Care Laboratory

Rubiera (Reggio Emilia), Italy

### Logistic Hubs

Casalgrande (Reggio Emilia), Italy  
Rubiera (Reggio Emilia), Italy  
Olbia, Italy

## ETHICS AND INTEGRITY

Gruppo Romani has always founded its operations on **a series of ethical principles and values** that constitute an indispensable style of acting in the professional world, **reflecting the Romani family's deepest convictions**.

Above all, the company sees professionalism, respect and honesty as essential conditions in order to establish any type of work relationship.

Quality and innovation are aspects of fundamental importance, not mere points of arrival but rather **the engine that drives the entire company system**. The Group's core principles are an increasingly efficient organization, continuous evolution to anticipate market trends, and a relentless search for originality in finding new solutions.



### Originality

Each collection comes from a careful process of study and synthesis, to generate original interpretations of the most trend-setting looks.



### Excellence

Focusing on the excellence of products and processes is absolutely critical. The goal can be reached only if it becomes a mindset that governs every aspect of corporate life.



### Innovation

Product and process innovation is a priority. It is essential to keep abreast of technological evolution to remain competitive, offer high performance products, and become increasingly green in our operating activities.



### Professionalism

We model our relations on respect of commitments and deadlines, identities and roles.



### Made in Italy

We are advancing a culture centred on quality, safety and aesthetic value, seen as the fusion of appeal, culture, and function, with commitment, passion and without compromise.



### Sustainability

Sustainability must balance economic aspects with environmental and social considerations. Apart from reducing the impact of our activities on the planet, we plan to increase the positive effects on the local area and our stakeholders.



# STRATEGY FOR SUSTAINABILITY

**Maintenance of a constant, solid and transparent relationship with stakeholders is the sine qua non for correct development of business activities and shows the level of responsibility the company adopts in relation to the economic and social framework with which it interacts.**

The Group companies make constant efforts to gradually build a culture centred on shared value for stakeholders by identifying the most suitable channels of communication with the various counterparts.

The system of approaches, communication and brainstorming tools implemented by the company makes it possible to maintain **constant interaction between the parties and to assure continuous monitoring of topics** directly or indirectly connected to ESG aspects.

ESG aspects of material relevance for Gruppo Romani were identified starting from a structured analysis broken down into the following steps:

- **analysis of existing company documentation;**
- **analysis of public documents, articles, statistics, and results of observatories concerning the type of international GRI and SASB standards and frameworks used in sustainability reporting;**
- **analysis of the characteristics of the sector in order to identify the level main topics on which also our competitors tend to focus.**

An internal discussion with the work team allowed us to assess the relevance of the topics in relation to the company's strategic aims. From the stakeholder perspective, the level of relevance was defined by bringing in a hand-picked team of managers (Finance, Industrial QHSE, HR, Procurement, Planning and Control).

**The resulting issues, submitted to the proprietorship and internal stakeholders for assessment, were as follows:**

## Economic and governance responsibility

Economic sustainability
Ethics, business integrity and corporate governance
Responsible and sustainable procurement
Innovation and development
Product quality and safety
Brand reputation and communication

## Environmental responsibility

Energy consumption management
Atmospheric emissions and combating climate change
Water consumption management
Waste management
Raw materials management
Sustainable mobility

## Social responsibility

Employee training and skill development
Company welfare and well-being
Diversity and equal opportunities
Worker health and safety
Local community support
Talent attraction

# MATERIALITY MATRIX

RESPONSABILITÀ AMBIENTALE



From an analysis of the ideas of the proprietorship and those of the management team it emerges that the company is continuously engaged in all relevant topics, but the critical part of the analysis was that of identifying topics that call for extra investments.

In terms of economic and governance topics, the priorities are economic and financial sustainability, brand reputation and communication, innovation and development and responsible and sustainable procurement. Internal stakeholders have stressed the importance of investing more intensively in internal and external communication and in strengthening the corporate image.

Since the company has invested heavily over the years in all aspects concerning consumption, water resources, waste and emissions, the environmental aspects were not found to be among the most pressing. The aim however is to maintain a high level of attention, despite the major investments already made.

Among social topics, employee empowerment, training and upskilling, occupational health and safety and talent attraction were found to be relevant issues; the Group considers these topics as strategic for the future of its operations.





# ECONOMIC RESPONSIBILITY

**Information on economic value distribution provides a basic indication of the organization's creation of value for stakeholders.**

90.7% of economic value generated has been distributed to the main stakeholders, with the remaining 9.3% retained by the company.

In this context, the economic value generated by Gruppo Romani is primarily distributed to the stakeholders with which the company comes into contact in its operations, in compliance with cost effective management principles and stakeholder expectations.

Conversely, retained economic value, resulting from the difference between generated and distributed economic value, represents the set of financial resources dedicated to economic growth and to the capital and financial stability of the business.

**THE  
ECONOMIC  
VALUE  
GENERATED  
IS MOSTLY  
DISTRIBUTED  
TO THE VARIOUS  
STAKEHOLDERS**

2



## DIRECTLY GENERATED ECONOMIC VALUE

Euro thousands in 2022

Gruppo Romani economic value generated*	€/1,000
Sales revenue	132,528
Total revenue	138,221
Total economic value generated	138,221

\* The scope of incorporation of Gruppo Romani Spa.

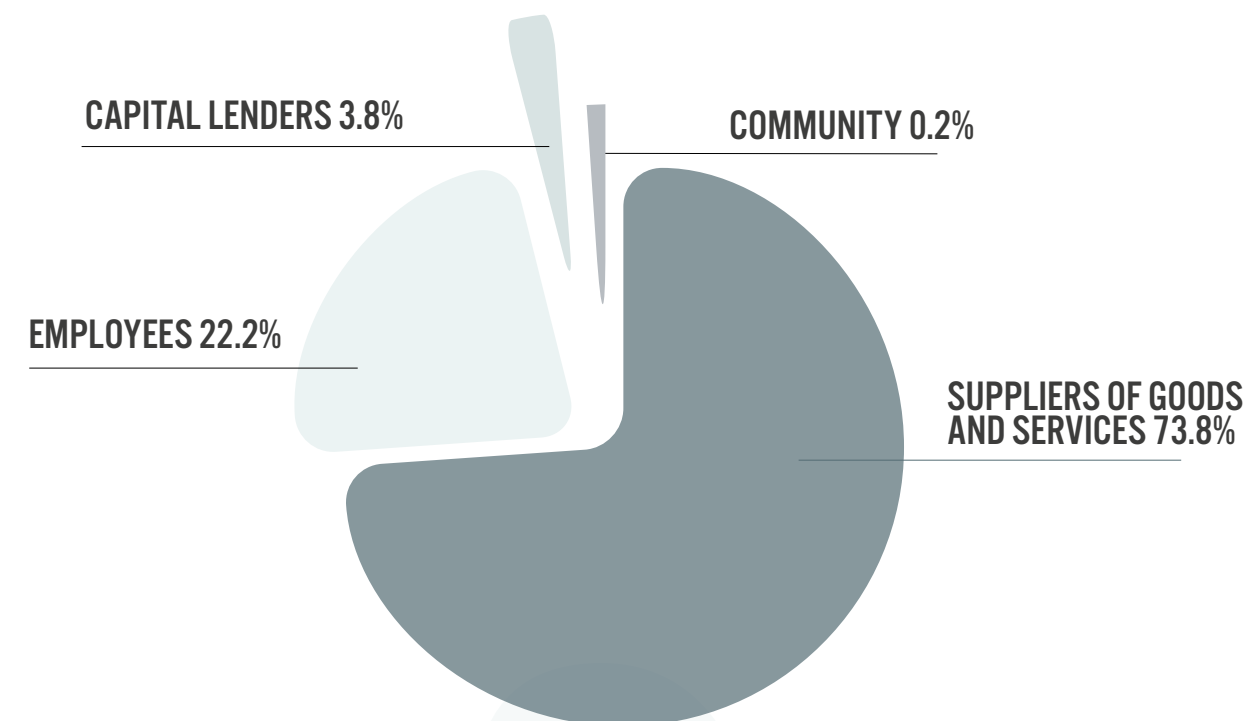
## CONSOLIDATED ECONOMIC VALUE GENERATED

Euro thousands in 2022

Consolidated economic value generated*	€/1,000
Sales revenue	146,783
Total revenue	153,959
Total economic value generated	153,959

\* Construed as the entire perimeter including consolidated subsidiaries.

## DISTRIBUTED ECONOMIC VALUE BY STAKEHOLDER





On the heels of a 2021 with double digit overall growth in terms of volume and value, 2022 saw a slight downturn in production quantities and volumes, sales, and exports compared to the prior year. Also, average selling prices have risen due to disproportionate increases in the price of production ancillaries, natural gas above all.

Operating in several world countries, **the company has had to face difficult conditions but has always proved capable of coping with the criticalities encountered.** In particular, it had to deal with the sudden interruption of clay supplies from Ukraine and the massive hike in energy costs.

In relation to Ukrainian clay purchases, the company managed to identify and assess alternative raw materials and draw up new body formulations with zero negative impact on production.

In relation to energy costs, the big increase was partially offset by the hedging instruments in place, by start-up of the turbine for electricity generation, and by the Italian government tax credits for energy-intensive companies.

### **In 2022, total ceramic tile sales grew by +17.1% versus the prior year.**

Sales results for the year were indubitably aided by the **company's ability to satisfy its customers, thanks to the internal production of all sizes in the range, while meeting the needs of all application environments.**

Gruppo Romani has continued its export sales strategy, renewing the product range, eliminating obsolete unprofitable lines and replacing them with new higher value added collections.

## INVESTMENTS

In compliance with the investment programme launched in 2021/2022, we finished installing the **turbine for electricity generation** in the year; the unit is allowing significant savings.

**The new gas turbine, 6 MW electrical power rating, allows the production of around 35,000,000 kWh/year, recovering exhaust gas, in the form of thermal energy, inside the two existing spray dryers.**

In parallel, 3.5MWp of photovoltaic solar power systems were installed for an anticipated annual production capacity of 4 million kWh.

Major investments were also allocated to hardware and software purchases in order to keep the **company fully compliant with the requirements of today's IT environment while guaranteeing data integrity.**

## RESPONSIBLE BUSINESS MANAGEMENT

In early 2023 the company launched the process of preparing an Organization, Management and Control Model ("MOG", pursuant to Italian decree 231/2001) to prevent criminal acts in relation to health, occupational safety, and the environment. We aim to have the MOG model up and running in 2023. The company has also appointed a supervisory board, pursuant to art. 6 of Italian legislative decree 231/2001. The board is tasked with oversight of the MOG implementation process. The Company is also planning to prepare and implement a Professional Code of Ethics.

No cases of bribery were recorded in 2022 and there was no legal action taken in respect of unfair competition, violation of antitrust rules, or monopolistic practices.





**OUR SEVEN  
BRANDS,  
WITH THEIR  
PERSONALITIES, OFFER  
THE PERFECT FIT  
FOR THE MANY NEEDS  
OF A CONSTANTLY  
EVOLVING INTERNATIONAL  
MARKET**

# TILES FOR LIFE

**Gruppo Romani faces the world market today as one of the leading specialists in the production and sale of ceramic surfaces for the creation of residential and commercial spaces.**

The Group's strength lies in its variegated proposals, eclectic, innovative, and trendsetting, expressed in an **extensive range of sizes**, from 10x20 cm to 80x180 cm and available also as a 120x280 maxi tile as of 2023.

Combined with different installation methods, the technical characteristics of porcelain stoneware in different thicknesses allow customers **to create environments that match complex requirements**. A host of practical advantages backed up by a full range of trims for pools and raised floors. Each need has an answer that provides technical and aesthetic solutions for the most complex applications to create beautiful, safe and indestructible spaces.

**7 BRANDS**

**60+ SIZES**

**5 FINISHES**

**60 COLLECTIONS**

**6 THICKNESSES**

**7.5 MILLION M<sup>2</sup>**



# THE BRANDS

**Gruppo Romani's seven brands cover the main market segments and channels with recognisable surfaces designed to meet commercial requirements, from residential to interior design.**

## SERENISSIMA EXPRESS YOURSELF

A reference brand **for distributors and showrooms**, Serenissima encodes the timeless beauty of the natural world, re-created with the aid of front-line technology in ceramic production processes. The products arise from a creative spirit combined with the constant research that produces surfaces of exceptional aesthetic refinement and technical excellence.



## FREE YOUR IMAGINATION

A Made in Italy quality guarantee **for small size tiles** to meet the latest stylistic taste, combining good looks with top performance. The brand offers high decorative-impact glazed porcelain tiles in sizes dedicated to the domestic market. One of the first brands to add hex tiles to its collections.



## DESIGN YOUR LIFE

Quality design and high-spec performance for **complete and versatile ceramic collections**, created as indoor and outdoor surface solutions for any space, from urban furniture to interior design.



## LA CERAMICA DELLA COSTA SMERALDA

A luxury brand that **pours the sunlit colours of Sardinia's breathtaking Emerald Coast into products dressed in sumptuous glazes and evocative decors**: contemporary surfaces that benefit from the legacy of care and dedication of **the island's fine craftsmanship traditions**.



## FASCINO ITALIANO

Nature inhabits chic and contemporary spaces thanks to **collections in harmony with lifestyles**; the surfaces were created primarily for the European and US markets. Isla endues the product with classic beauty and devotes exceptional care to the choice of decors and accessories.



## AN ITALIAN STORY

A thorough investigation of style and quality aspects makes every collection a refined example of **Italian ceramic excellence**, produced with technology at the crest of evolution in terms of environmental respect.



## ELEGANZA E RAFFINATEZZA

A brand that embodies a concept of ceramic style that maximizes the elegance and refinement of each proposal, always aligned with **the very latest design and fashion trends**.

## QUALITY AND CERTIFICATIONS

**Quality certification is an additional guarantee of absolute respect for procedures and operating practices aimed at ensuring products are made to the very highest standards.**

**Gruppo Romani holds UNI EN ISO 9001:2015 certification.** The Management and Quality System establishes the basic requirements to supply products and services while building customer satisfaction, forever one of the main pillars of the Romani family's business style.



UPEC is a functional classification system that certifies whether a given flooring product is suitable for use in a given space for a sufficient and reasonable lifetime, with tests to determine product strength and performance in respect of four basic parameters: resistance to wear (U), mechanical stress (P), water (E), and chemical attack (C).



The **CE** mark functions as a passport for products sold on the EU market. The CE mark is the product safety certificate required by the EU in order to protect persons and property in construction works by introducing a Declaration of Performance (DOP) in which the manufacturer discloses the safety requisites of its materials.



**VOC-COV** This classification allows assessment of the pollution level that a given product can impart to the air of an enclosed space. In this case, ceramic tiles are mineral (inorganic) products and fired at 1200°C, ensuring total destruction of potential pollutants such as volatile organic compounds (VOC). All ceramic tiles are classified A+ because they release zero toxic substances into the environment.



**CCC – China Compulsory Certification** is the product certification for the sale of porcelain stoneware tiles (B1a with absorption < 0.5%) in force throughout the Chinese market. The certification concerns requirements linked to the health and safety of the end user, and it is issued by institutes accredited by the Chinese authorities.

## TECHNOLOGY AND INNOVATION

A vocation for technological innovation has always been part of Gruppo Romani's history. This awareness results in the new Industry 4.0 oriented configuration of our systems, constant evolution of advanced laboratories, and the implementation of quality controls using internal test equipment.

**The Group's products originate from a virtuous blend of creative energy and industry-leading technology. Major industrial investments have been made in recent years, including a series of capital equipment operations at several levels and in different departments, thus producing a technological upgrade, a global rise in the efficiency of the first grade parameters, and a simultaneous reduction in process scrap.**

## MATERIALS USED

Raw materials play the core role in making our products; they are sourced directly by quarrying (clays, feldspars and sand) or from the chemical industry (pigments, glazes and additives), and have a significant environmental impact in all stages of use. Finished product quality is largely dependent on the quality of raw materials used.

**That's why all materials are subjected to physical and chemical testing at every stage of the process.**



**MATERIALS USED**

t in 2022

Natural raw materials for body preparation	211,416
Raw materials for glazes and additives	5,787

**In 2022 Gruppo Romani purchased 211,416 tonnes of raw material for body mix and 5,787t of glaze and additives. Recycled material stands at around 64,000 tonnes, approximately 23% of total production materials used in 2022.**

**RECYCLED MATERIALS**

t in 2022

Recycled material from particulate matter recovered from fluids (liquids and gases)	29,696
Recycled unfired scrap	6,282
Recycle fired scrap (fireclays)	6,330
Recycled flotation separated feldspar	22,073
Recyclate percentage	23.34%

**In the report year, Gruppo Romani produced 7,545,362 m<sup>2</sup> of porcelain tiles and 247,465t of spray-dried ceramic powder.**

**SPRAY-DRIED POWDER PRODUCTION**

t in 2022

Total spray-dried powder production	247,467
Spray-dried powder sold	57,514

**TILE PRODUCTION**M<sup>2</sup> in 2022

Finished ceramic product	7,545,362
of which Rubiera BU	5,626,800
of which Roteaglia BU	1,810,943
of which Olbia BU	107,619

**25% of 2022 turnover is from sales on the Italian market, 44% from EU markets while 31% is from non-EU.**

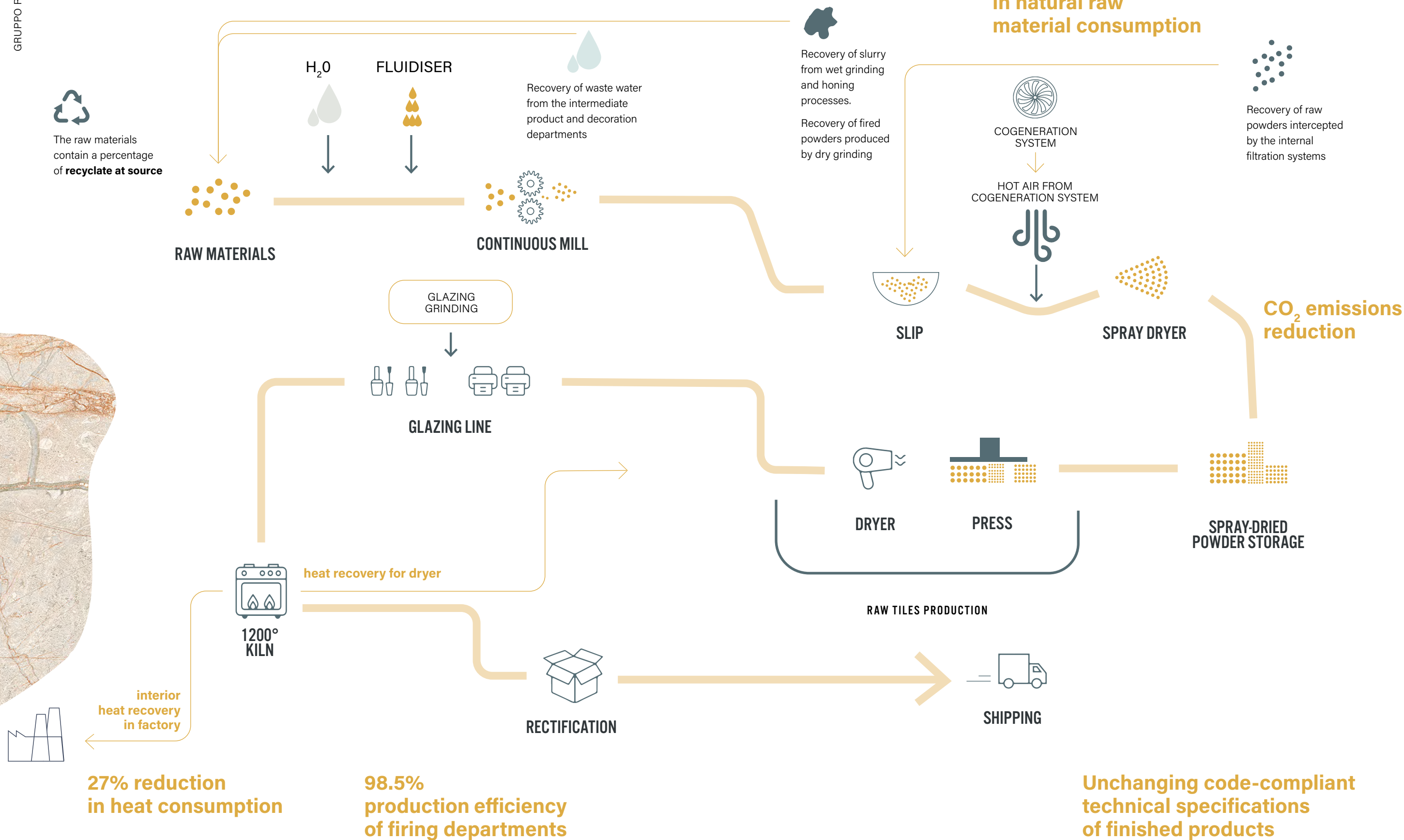
**MARKETS**

% of total value in Euro


Italy	35,793,955	25%
EU	61,096,684	44%
NON-EU	43,260,239	31%
Total	140,150,878	100%

The values refer to consolidated finished ceramic product sales; the scope of consolidation is inclusive of subsidiaries.

# PRODUCTION PROCESS







**ALWAYS  
IN THE  
FOREFRONT  
IN THE ARTFUL  
FUSION OF BEAUTY,  
QUALITY, AND  
SUSTAINABILITY**

4

# GREEN FOR LIFE

**Gruppo Romani has embarked on a journey it calls *Greenification*, aimed at improving its environmental sustainability related performance.**

The company focuses every day on minimizing the environmental impact of its production facilities, maximizing process efficiency, reducing energy consumption and extending the use of renewable resources. This is a basic and indispensable commitment, especially for a company making products that interact with the daily lives of millions of people all over the world, in their homes and in public spaces.

Numerous actions have been taken to guarantee optimal energy efficiency, in compliance with legislation aimed at reducing consumption and costs in a green focused perspective. The initiatives include revamping of production facilities, offices, and warehouses with the installation of low consumption LED lighting, introducing IE1 motors for low loads, installing inverter drives to control medium/high load motors, and optimizing the efficiency of air compressors and dryers.

**100% WATER RECYCLED**

**-20 GWh ENERGY REQUIREMENTS**

**3.5 MWp OF SOLAR PANELS**

**100% SCRAP RECOVERY**



## RESPONSIBLE PROCUREMENT

**Gruppo Romani is committed to strengthening relations with its vendors in order to work together to create a sustainability-oriented system throughout its entire value chain.**

Careful selection of vendors based on principles of correctness and transparency is a cornerstone of the company's strategy. The choice is made based on criteria of sustainability and social responsibility. Notably, attention is focused on competitive values and parameters, impartiality, price, technical value and the quality of products and the service provided, and assistance guarantees, favouring vendors that adopt sustainable practices and respect human rights.

**34.5% of procurement expenses are related to energy costs**, one of the main items of expenditure in the ceramic industry. The company's attention, aided by the contribution of specialized vendors, is focused on the best use of energy resources, a stance that has led to investments in advanced low energy impact cogeneration and solar photovoltaic systems.

**The percentage of spending for the purchase of raw materials is around 22%** of total procurement costs. The choice of products and vendors in this sector is made with the utmost attention to the use of secondary raw materials originating from recycled primary materials.

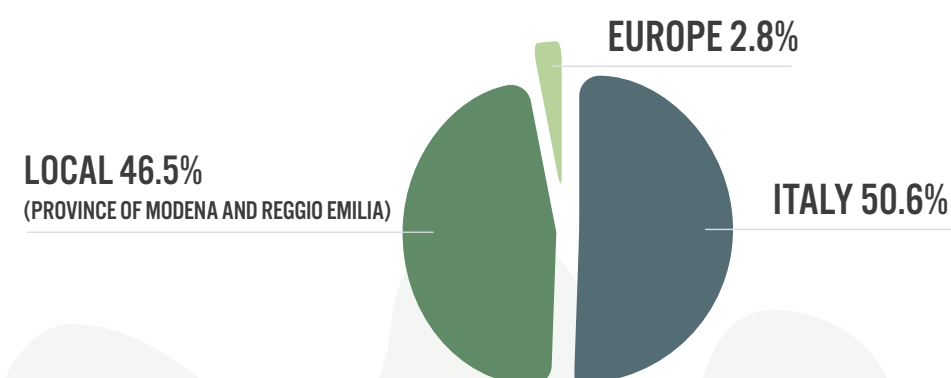
With regard to **packaging, which accounts for 7.6% of procurement costs**, the accent is placed on the use of recycled products, with the aim of reducing packaging material quantities, resulting in less storage space requirements and lower environmental impact. Special attention is placed on adopting evolved procedures aimed at protecting the safety of personnel and ensuring environmental respect.

**In relation to logistics, in 2022 Gruppo Romani completed the replacement of its entire fleet of IC forklifts with full electric trucks.**

Gruppo Romani recognizes the importance of supporting and promoting the local economy. The pie chart below shows spending concentrated on local vendors, i.e. based in the provinces of Reggio Emilia and Modena, which accounted for 46.5% of total spending in 2022. Over 97% of procurement spending is on the domestic market, with the remaining 2.8% in other European countries.

**The decision to prioritize local markets when procuring materials, products and services is a consequence of our stated commitment to promote environmental and social sustainability also beyond the confines of the organization.**

### VENDORS BY ORIGIN





## VENDOR ASSESSMENT

**The supply chain is one of the basic elements of the production process and hence the path towards sustainability.**

Gruppo Romani has decided to embark on a **study and analysis of its supply chain from the sustainability** perspective with the twofold aim of engaging and leading its vendors in a virtuous process to aid the achievement of sustainability goals, and to share the path and the goals adopted by the Group.

In this context, the vendor qualification questionnaire **will include several questions concerning environmental, social, and product certifications, sustainability reporting, and the code of ethics or code of conduct.**

## CUSTOMER SATISFACTION

**Customer satisfaction advances in step with innovation and sustainability.**

The company's innovative potential is based on constant experimentation that, thanks to the development of advanced production systems and technologies, allows Gruppo Romani to offer customers **a vast array of top quality products with excellent technical and aesthetic features.**

It follows therefore that synergy between products, research and design allows us to offer a broad range of articles that can meet the most diverse project requirements, in a vision of sustainability and elevation of architectural design.

The Group acts to manage any product problems that may emerge, with **proactive and scrupulous after-sales service that is constantly updated** with ever more highly evolved monitoring and feedback tools.

## CONSUMPTION

The energy used within the organization derives from the use of natural gas (CH<sub>4</sub>), electricity withdrawals from the national power grid, and independently generated power.

**Total annual consumption of natural gas for our facilities is 25,685,101 m<sup>3</sup>, while annual electricity consumption stands at 37,374,947 kWh.**

Natural gas fuel SCM 2022	25,685,101
Rubiera BU	22,873,661
Roteglia BU	2,811,440
Electricity withdrawals kWh 2022	17,332,631
Rubiera BU	12,515,642
Roteglia BU	4,816,989
Electricity produced internally from non-renewable sources kWh 2022	23,419,956
Electricity sold	3,377,640
Self-consumed electricity	20,042,316
Consumed electricity total	37,374,947

Self-production in 2022 is exclusively related to approximately 7 months of gas turbine operation.

**The solar photovoltaic system installation was completed in 2022 with the system due to come fully on stream in 2023.**

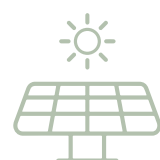
# ENERGY INTENSITY

The energy intensity figure was obtained by dividing total energy (in GJ) by finished products placed in the warehouse, expressed in equivalent tonnes and in m².

Total consumption GJ/t 2022	5.36
Total consumption GJ/ M² 2022	0.12

# ENERGY SAVING

In 2022 the Group invested over 9m Euro.



## COGENERATION

Around two thirds of the investment concerned preparation for installation of a **new cogeneration system, using a 6 MW gas turbine** which, operating in synchrony with the two existing spray dryers, recovers exhaust gas enthalpy in the dryers and uses it to generate electricity, making the business unit completely self-powered and independent from the grid.



## PHOTOVOLTAIC SYSTEMS

Almost one third of the investment concerned **the installation of several high-efficiency solar photovoltaic systems**, on some 45,000 m² of industrial and service building roof space, with total peak power of around 3.5 MWp meaning projected annual power generation capacity in the region of 4,000,000 kWh, as from 2023.



## VOLTAGE REGULATOR MODULE ON MV/LV SUBSTATIONS

Finally, the Group is implementing new technology, again aimed at reducing electricity consumption, with the installation of **voltage regulators downline** from the MV/LV substations on the Rubiera and Roteglia industrial sites; from the feasibility studies carried out, these additional investments will allow both plants **to further reduce their electrical energy requirements by around 5% in absolute terms**, thereby increasing the proportion of output sold to the grid operator.

On a provisional basis, these investments close a circle of steps taken by the Group in relation to electrical energy, plus earlier investments on the thermal energy side. These latter investments are designed to achieve a **significant reduction in natural gas consumption** by replacing the kilns with the latest generation of less energy intensive and higher performance systems, and by maximizing all necessary aspects to allow inter-departmental residual heat recovery, across the production business units.

The actions taken allow a significant reduction in specific thermal energy consumption and specific electrical energy consumption per processed product unit.

Thanks to investments in recent years, the Group is equipped with technological solutions that have allowed an overall reduction of energy requirements of around 20 GWh/year.

	2019	2022
Energy requirements	332 GWh	312 GWh
Electricity	43,000,000 kWh	37,374,947 kWh
Gas	27,000,000 SCM	25,685,101 SCM





# WATER

**Water is an essential resource for the ceramic production cycle.**

Water withdrawal is limited to requirements for washing the equipment and the waste water deriving from the process is entirely recovered and used for ceramic body grinding, eliminating any discharge to drains and sewers. Cooling water for rectification and honing processes is in a closed circuit system.

**Potable water is used exclusively for civil purposes on the main industrial site. Well water is not used, except for irrigation.**

## WATER CONSUMPTION

m<sup>3</sup> in 2022

Water for miscellaneous uses	98,485
Potable water	8,564

# WASTE AND SCRAP RECOVERY

**The Group has long been recycling all types of process wastes internally, whether solid, liquid, or airborne particulate matter, with no external intermediaries.**

## AIRBORNE PARTICULATE MATTER

Airborne particulate matter from filtration processes is **turbo dispersed, dosed and homogenized in the slip tanks.**

## UNFIRED AND FIRED SCRAP

All raw and fired scrap is **fully returned to the cycle and dosed as primary components of the ceramic body recipes.**

## CUTTING PROCESS SCRAP

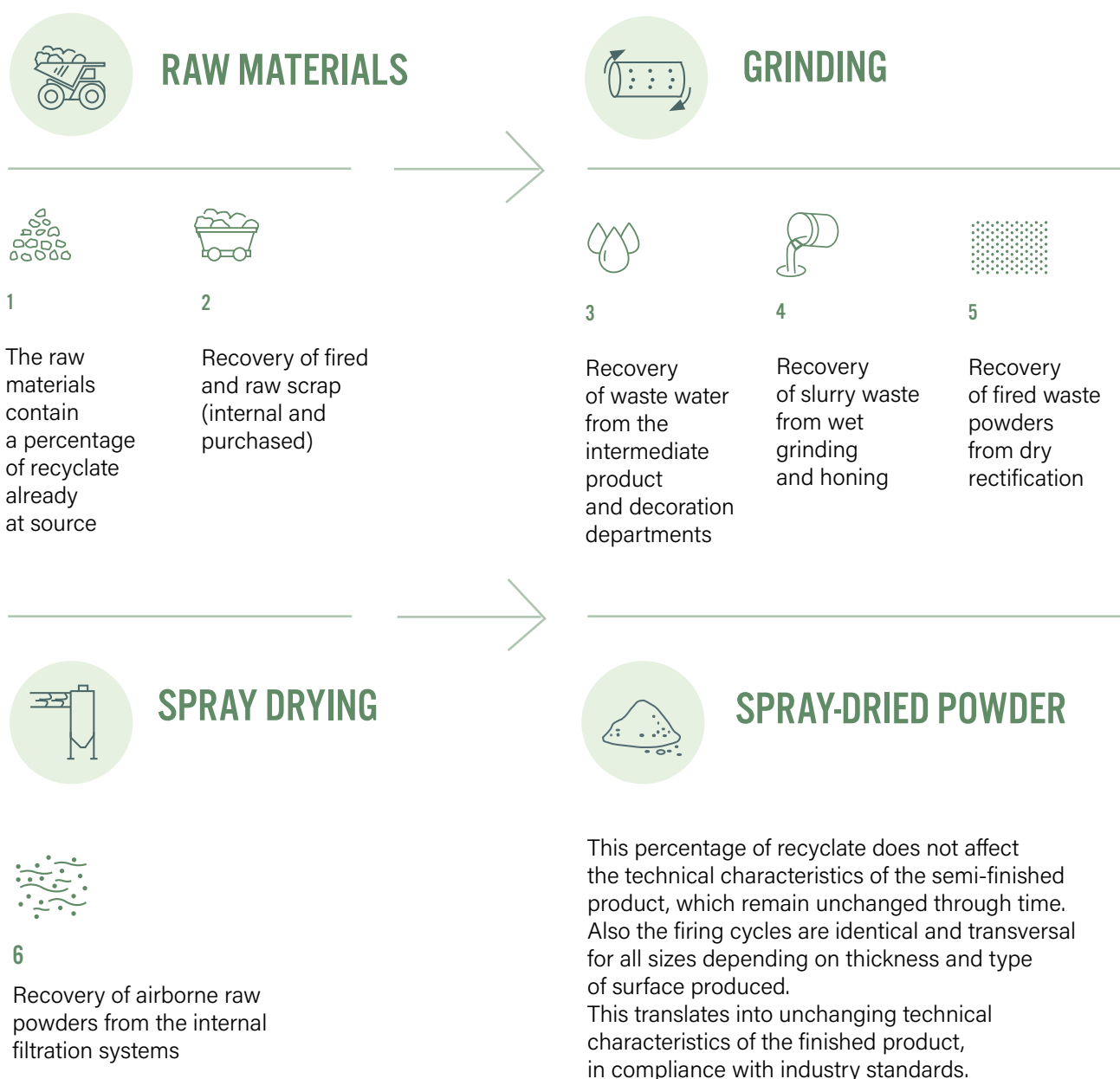
All scrap from the tile cutting and rectification process is **fully recovered and dosed, on a fluid dynamic basis, in the ceramic body grinding shop.**

## WASTE FLUID

A special and unique **pre-filtration and just-in-time transfer system is used to deliver waste fluid** to the waste water pre-storage tanks that will supply the continuous mills.

Around one quarter of the ceramic material produced is composed of equivalent raw materials having no impact on the planet's natural resources.

## PRODUCTION SCRAP RECOVERY



100% of the scrap resulting from the various production operations is recycled.

This makes it unnecessary to move materials that would otherwise be sent to landfill or other treatment and disposal centres. Furthermore, the Rubiera plant is authorised to accept five waste codes, also from other companies.

## WASTE GENERATED

T in 2022

Externally supplied waste	10,396
Waste recovered	5,494
Waste not destined for landfill/disposal	10,235
Waste for landfill/disposal	161



# EMISSIONS

Atmospheric emissions constitute a major environmental aspect for Gruppo Romani's business: the production process and related activities result in the emission of substances that require a treatment process, especially during firing operations.

The Group has launched a process of monitoring and quantifying its GHG emissions, especially with regard to Scope 1 emissions i.e. generated directly by the company, the intensity of GHG emissions, and emissions of nitrous oxide, sulphur and other components.

## SCOPE 1 t CO<sub>2</sub> in 2022

GHG emissions	51,592
Rubiera BU	45,960
Roteglia BU	5,632

The emissions intensity value was obtained by dividing Scope 1 emissions by finished products in the warehouse expressed in equivalent tonnes and in m².

## EMISSIONS GHG in 2022

Emissions intensity t CO <sub>2</sub> /t	0.287
Water consumption t CO <sub>2</sub> /m2	0.0064

The main atmospheric pollution parameters regulated by environmental authorizations are particulate matter, VOCs, fluorine and nitrous oxides. The numbers are obtained by means of process sample analysis.

Thanks to the dedusting technologies installed, all atmospheric emission tests always confirm values within the legally authorized limits.

## ATMOSPHERIC EMISSIONS

	Kg 2022	Kg/T 2022
PARTICULATE MATTER	5,962	0.036
FLUORINE	463	0.003
VOC	5,494	0.033
NITROUS OXIDES	23,919	0.145





# VIRTUOUS CHOICES, STANCES AND ACTIONS

FOR PERSONAL  
WELLNESS  
ON EVERY LEVEL

# HUMANS FOR LIFE

The Group has always paid the maximum attention to its personnel, understanding that people constitute the main driver of development and the core strength of the business: a tried and tested team, open to the challenges of innovation and sustainability.

The Group promotes **respect of personal physical and cultural integrity**, guaranteeing **working conditions compatible with personal dignity and safe workplaces**.

Recruitment activities are carried out according to the correspondence between candidates' profiles and the company's needs, in compliance with the **principles of impartiality and equal opportunities** for all interested parties. All personnel are hired with **normal employment contracts**, applying the terms of collective bargaining agreements in the ceramic sector.

**397 EMPLOYEES**

**1237 TRAINING HOURS**

**98,5% EMPLOYEES ON OPEN-TERM CONTRACTS**

**36% WOMEN 64% MEN**



Gruppo Romani **rejects any form of abuse, intimidation, threat, or actual violence** towards its personnel, refuses illegal labour, and never supports the use of child labour or of forced or compulsory labour.

In the management of hierarchical relationships, **authority is exercised in an equitable and fair manner**, avoiding all forms of abuse. **Human value is recognised and nurtured** using a series of levers to stimulate individual growth and development.

**A high level of attention has always been devoted to gender equality. For the second consecutive year the Group stood out as a positive workplace in the view of its female staff.**

This emerged in the classification drawn up by the "Italy's Best Employers for Women 2022" survey carried out by 'Istituto Tedesco Qualità Finanza (ITQF), one of Europe's top independent quality survey specialists, conducted in partnership with La Repubblica – Affari & Finanza (the newspaper's economy and finance supplement).

## ORGANIZATION

**In 2022 the Group headcount stood at 404, including 7 external Board Members. The gender split of the 397 employees is 36% women, 64% men.**

**98.5% of employees are on open term contracts** and more than **92% have a full time contract**, thus underscoring the company's commitment to seeking **long-term relationships** and promoting stability in the workforce.

## PERSONNEL

Total 404 - women 145 (36%) - men 259 (64%)

### 397 EMPLOYEES

144 (36%) WOMEN

253 (64%) MEN

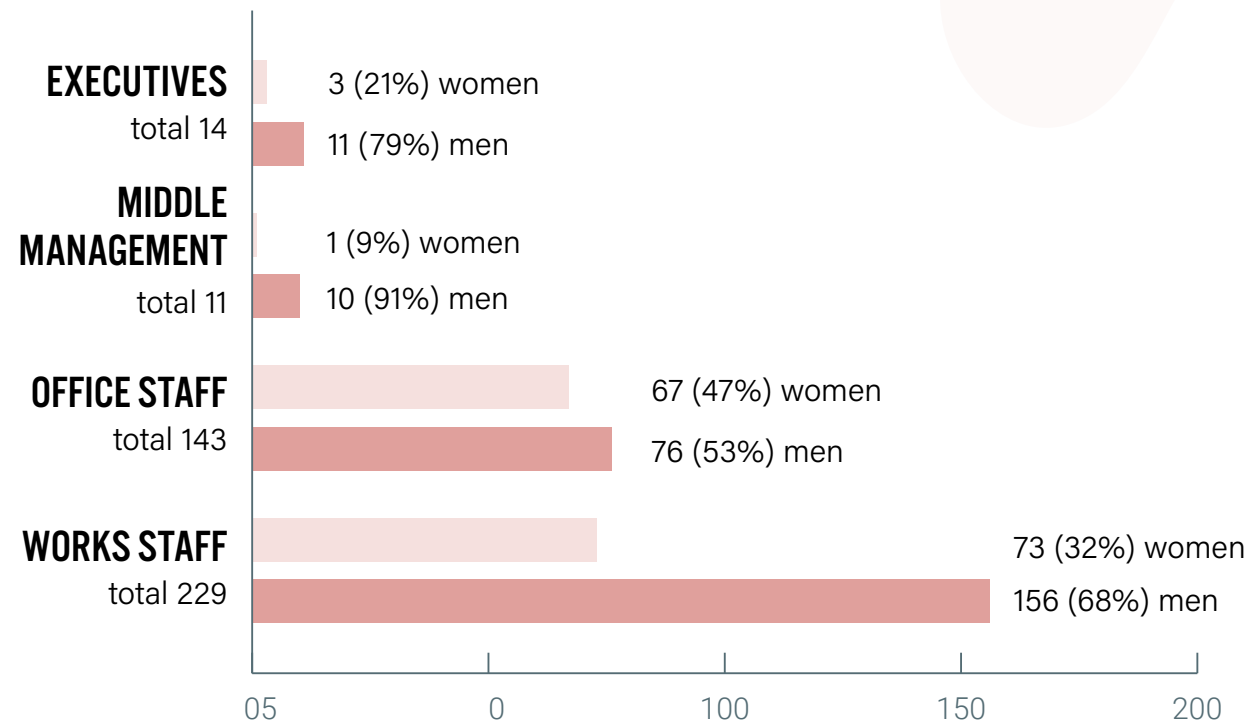
### 7 EXTERNAL CONSULTANTS

1 (14%) WOMEN

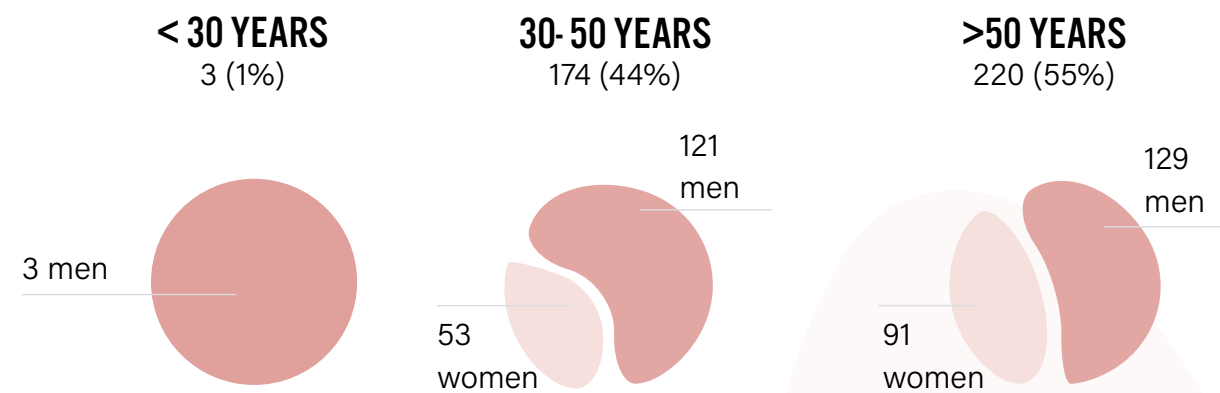
6 (86%) MEN

## EMPLOYEES BY ROLE AND GENDER

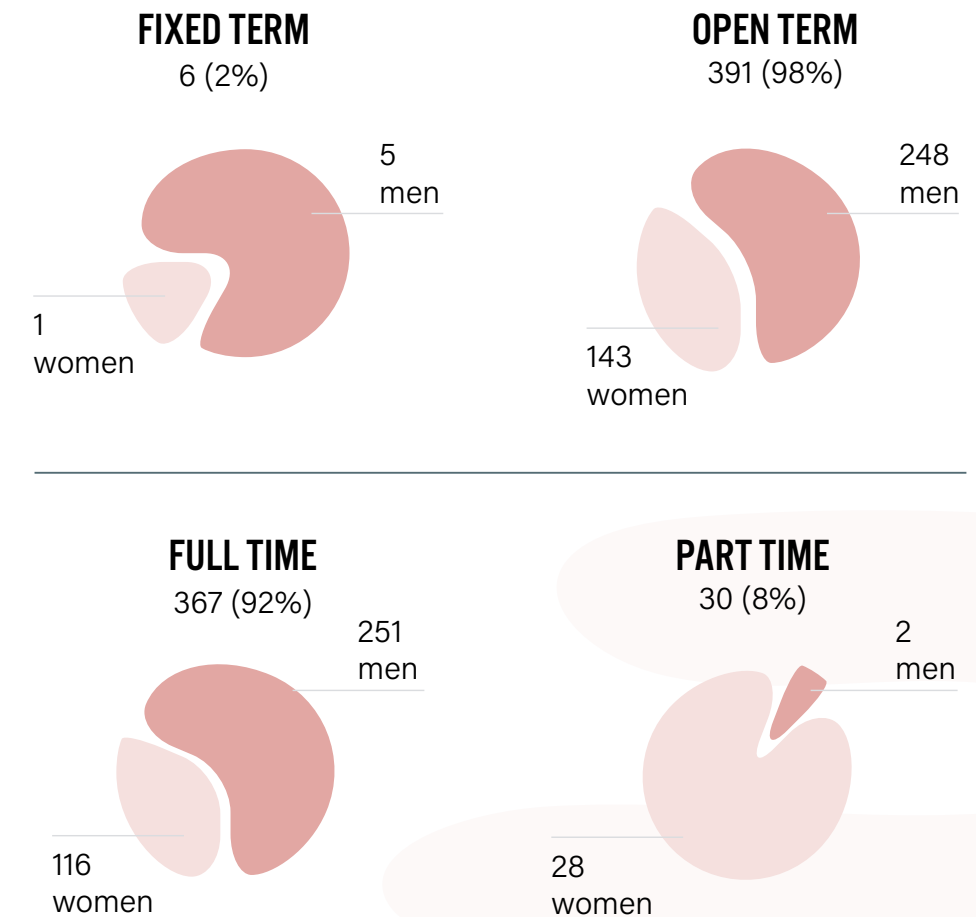
Total 397 - women 144 (36%) - men 253 (64%)



## EMPLOYEES BY AGE GROUP



## EMPLOYEES BY CONTRACT TYPE



The headcount gain (calculated by correlating 2022 hires with the headcount at the start of 2021) is 5%, while headcount loss (calculated by correlating 2022 resignations/dismissals with the headcount at the start of 2021) is 7%.

	TOTAL	WOMEN	MEN	% WOMEN	% MEN
<b>Terminations</b>	27	4	23	15%	85%
< 30	1	0	1	0%	100%
30-50	12	1	11	8%	92%
> 50	14	3	11	21%	79%
<b>New recruits</b>	20	3	17	15%	85%
< 30	1	0	1	0%	100%
30-50	16	2	14	13%	87%
> 50	3	1	2	33%	67%



# TRAINING

The company understands the importance of both internal and external training and has therefore launched a variety of training initiatives at different levels.

Professional, managerial and technical training is increasingly viewed as an essential lever with the ability to empower people and so assure a perpetual alignment of skill sets with the requirements of international markets and also achieve constant gains in production quality.

To guide and facilitate school-leavers and graduates entering the workforce, in 2016 the Group created its **Progetto Giovani** (youth program) in order to insert new roles in several sectors, from marketing to sales, R&D, and logistics, after **an in-house training period of around 800 hours**.

The company is always keen to employ younger candidates, in order to create new employment opportunities while guaranteeing an adequate level of generational turnover in the workforce. This was the background to the 2022 launch of the **Growth** project, a complete Academy dedicated to **training newcomers to the world of work and to disseminating ceramic and architectural culture**. The project was built on our awareness of the central importance of human capital for the economic development and cultural advancement of the community.

Also in 2022, Gruppo Romani worked with Confindustria Ceramica and Federchimica **to create a 2nd level master's degree in Ceramic Enterprise and Technology**, organized in liaison with the University of Modena and Reggio Emilia and the University of Bologna.

In relation to internal training activities, in 2022 the company provided **1,237 training hours in total, involving 180 employees**. Notably, the company offered a specific cyber security course to spread awareness of computer crime.

TRAINING AREA	NO. OF PARTICIPANTS	TOTAL HOURS
Occupational safety	103	773
Work organization	46	92
Quality	22	88
Information technology	2	36
Sales and marketing	7	248
Total	180	1,237

# OCCUPATIONAL HEALTH AND SAFETY

The Group undertakes to ensure that all internal and external persons are correctly trained and informed in relation to occupational health and safety, guaranteeing a safe, healthy workplace and paying attention to risk management.

The Group distributed 28,355 items of personal protective equipment (PPE) in 2022. **None of the 22 accidents recorded in the year had serious consequences.**

The Group promotes a **medical service in the workplace** and defines the methods of managing relations between the medical officer and **company personnel to guarantee a suitable level of preventive health surveillance**.

The company is engaged in continuous personnel training from several perspectives: **2023 objectives include that of delivering around 700 training hours to 300 employees for an overall total of 2,300 hours.**

Another of the 2023 objectives is implementation of the **MOG 231**, after which the Group intends to evaluate also **45001 Certification in the field of Health, Safety, and the Environment.**

## SOCIAL RESPONSIBILITY

**Gruppo Romani establishes relationships of trust with its collaborators, designed to strengthen loyalty to the company and maximise productivity levels, constantly strengthening the work team, at both the professional and personal level.**

**A challenge and also an opportunity from the strategic standpoint,** in terms of innovation and value creation within the company and **in the wider community with which we interact**, with positive repercussions benefiting society at large.

The Group promotes a **policy of work-life balance and access to work flexibility systems for maternity/paternity requirements.** The Group applies the utmost care in supporting its people, especially at critical times of life, such as the birth of a child: **in 2022 there were 18 cases of parental leave related to 8 applications, 3 from men and 5 from women.**

The return to work rate in 2022 was 100%, in line with the Group's retention rate, calculated as the number of employees who have taken parental leave and remain in the workforce after 12 months.

**Attention for the health, well-being and social fabric within and outside the organization is a key commitment for Gruppo Romani, expressed by implementing best practices and tangible actions to protect the workforce and alleviate any difficulties encountered.**

The Group has equipped the two Casalgrande sites and the Roteglia, Rubiera and Olbia plants with **defibrillators** to provide emergency medical response capability, and has **developed** a training **programme to teach internal personnel how to use the equipment.** This action, based on the conviction of the Romani family rather than on any legal requirement, **reflects sensitivity to the needs of people who will thus acquire skills that can benefit both the Organization and the community.**

**The company actively contributes to the growth, development and improvement of local community conditions by participating in initiatives, making donations, and setting up sponsorships.**

Gruppo Romani has expressed its **solidarity over the years by donating hospital vehicles and equipment** and, in response to the **World Vision humanitarian organization** appeal, donating a service vehicle to the municipality of San Ginesio in Macerata, following the 2016 earthquake.

Combined with the voluntary contribution of its personnel, the Group was more than ready **to assist the victims of the 2016 disaster**, mindful also of the devastation caused by the 2012 earthquake in Emilia.



# OBJECTIVES

The decision to publish this first edition of the Sustainability Report reflects Gruppo Romani’s growing need to report to all its stakeholders not only in relation to the Group’s economic and financial performance, but also in terms of performance related to the set of environmental and social impacts generated by the organization and its business operations.

The document was drafted in compliance with the guidelines of the 2021 GRI Sustainability Reporting Standards published by the Global Reporting Initiative. The GRI Content Index is included at the end of this Sustainability Report to help readers find the information they need.

The topics covered in this Sustainability Report are the ‘material issues’ identified by means of a structured materiality analysis.

The scope of reporting of data and qualitative / quantitative information is referred to Gruppo Romani’s 2022 performance. The document will be prepared annually based on the sustainability policy, which was prepared with the participation of the heads of the various company functions.

The company discloses its Sustainable Development Goals and contributes to their achievement by means of tangible projects and actions, in pursuit of the following 8 goals:

GOAL	GRUPPO ROMANI PLEDGE	GOAL	GRUPPO ROMANI PLEDGE
 Guarantee health and promote well-being of people of all ages	Preventive practices and measures for health and safety	 Promote lasting, inclusive and sustainable economic growth, full and productive employment and a dignified job for all	Protect worker rights by promoting safe and protected workplaces
 Guarantee that all children, young people and adults, especially the most marginalized and vulnerable, have access to adequate education and training	Training and school-work alternation project	 Build resilient infrastructure and promote fair, responsible and sustainable innovation and industrialisation	Reduction of energy consumed by the production processes
 Guarantee availability and sustainable management of water and hygiene-sanitary facilities for all	Recovery of waste water with a reduction of aquifer withdrawals	 Guarantee sustainable production and consumption models	Reduction of atmospheric emissions and consumption of water, raw materials and energy. Use of innovative digital printing products, safer for health and the environment
 Universal access to reliable, modern and economically viable energy supply services	Use of cogeneration systems and renewable energy	 Adopt urgent measures to combat climate change and its consequences	Reduction of GHG emissions of CO <sub>2</sub> and participation in the Emission Trading System.

## ECONOMIC SUSTAINABILITY

### IMPLEMENTATION OF THE MOG 231

We believe that, combined with the Code of Ethics, our decision to adopt the Model can help to raise awareness, promoting the spread of virtuous and socially responsible conduct among all those who act on the company's behalf. The purpose of the Model is to create a structured and organic system of procedures and rules to be followed in order to reduce the risk of commission of the offences regulated by Italian legislative decree 231/2001.

### PREPARATION OF A VENDOR QUESTIONNAIRE WITH ENVIRONMENTAL AND SOCIAL CRITERIA

Mapping of the supply chain by means of a questionnaire integrated with a social and environmental sustainability section (code of ethics, working conditions, environmental policy, energy management, vendor selection, ...).

### EXTERNAL STAKEHOLDER ENGAGEMENT

Engagement of external stakeholders to identify the most important and highest priority ESG criteria on which to focus in operating activities.

## ENVIRONMENTAL SUSTAINABILITY

### COMMITMENT TO SECURE UNI CEI EN ISO 50001:2018 CERTIFICATION

The aim of ISO 50001 is to allow organizations to build and maintain an energy management system (EMS) in order to benefit from constant gains in their energy performance. The new standard focuses on the organization's performance and, above all, it calls for consideration of energy efficiency throughout the entire production chain in order to achieve continuous improvements in energy performance with consequent cost savings. Continuous performance analysis must therefore be integrated within Group daily operations management in order to secure UNI CEI EN ISO 50001:2018 certification in 2024.

## SOCIAL SUSTAINABILITY

### SOLAR PHOTOVOLTAIC SYSTEM START-UP AND EMISSIONS REDUCTION DUE TO THE USE OF GAS

### INCREASE IN PERSONNEL TRAINING

Planning of around 700 training hours, to involve 300 employees for 2,300 hours in total.

### CONSOLIDATION OF RELATIONS WITH SCHOOLS AND UNIVERSITIES

Strengthening collaboration with senior secondary high schools in the area, and the universities of Modena and Reggio Emilia and Bologna to stimulate awareness and interest in ceramic culture among young people.



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