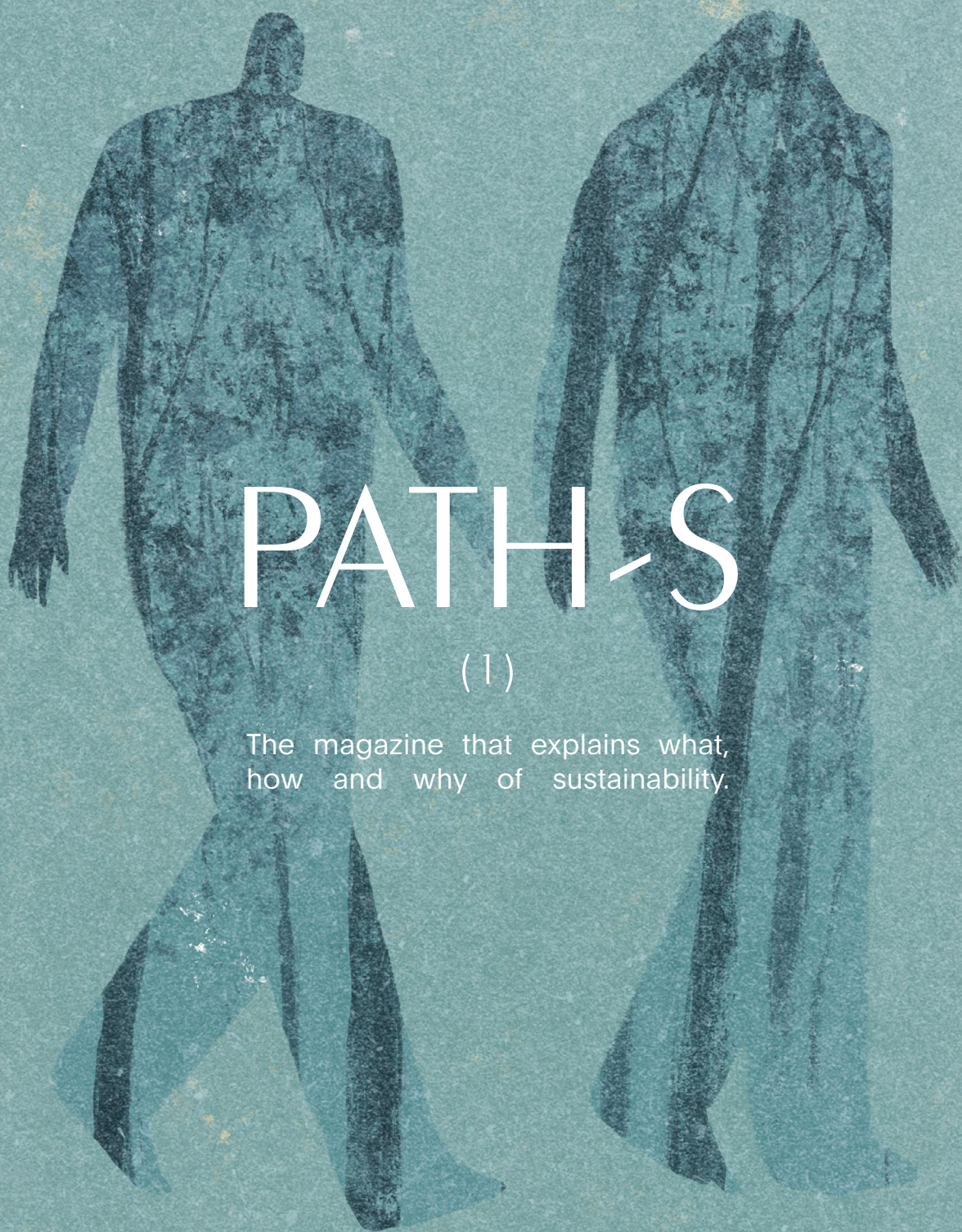


NEO  
DECOR  
TECH



# PATH-S

(1)

The magazine that explains what,  
how and why of sustainability.

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Analysis, insights, innovative solutions,  
good practices and some forecasts.  
Motivations, thoughts, goals, choices, results.  
To inform, share, understand, inspire.



**What sustainability means for our Group is what we explore in this first issue of our new magazine, called PATH-S, referring to the path that we are following towards a sustainable development.**

**This magazine was born from the desire to have a tool to write down concrete facts regarding the company activities and share the journey of projects and initiatives we are focusing on for some time, making sure to vouch the wellbeing of the people, the environment protection and the development of an ethic business.**

We felt the need for a smart publication to clarify the meanings behind what we do and clear the air from false beliefs or mis-interpretations.

What is the difference between carbon neutral and carbon zero?

Can ones consider itself sustainable while producing PVC? Is charity a part of sustainability? How much does the sustainability cost and what perks does it bring to the company?

We are sure that, if we understand how much it is already a part of our daily actions, the issue would be less complex than it seems.

That's why PATH-S wants to give voice (and face) to those who deal with those projects in person, make a language that is often still reserved for professionals more familiar and provide a recognizable context to the data abundantly reported in the more than 200 pages of our latest Sustainability Report, which we invite you to browse for the necessary insights.

**We are aware that the road to sustainable growth is still very long, but it is necessary to travel it together and with this magazine we hope to make some new step forward.**

**Enjoy.**

Luigi Cologni,  
CEO Neodecortech Group





Luigi Cologni  
CEO Neodecortech Group



Marco Airoidi  
Health, Safety and  
Environment Manager  
Neodecortech



Massimo Giorgilli  
CEO Cartiere di Guarcino



Francesco Giansante  
Assistant Plant Manager  
Neodecortech Teramo

EDITORIAL  
BY LUIGI COLOGNI

04  
**The company as a development body.**  
INTERVIEW WITH LUIGI COLOGNI, CEO NEODECORTECH GROUP  
06  
THE GROUP

08  
**Green commitment.**  
CONVERSATION WITH MARCO AIROLDI,  
HEALTH, SAFETY AND ENVIRONMENT MANAGER NEODECORTECH  
09  
TAXONOMY

10  
**A matter of supply chain.**

12  
**An economy designed  
to regenerate itself.**

14  
**Mission emissions.**  
14  
NDT Energy

16  
**Carbon neutrality,  
target achieved.**  
BY MASSIMO GIORGILLI, CEO CARTIERE DI GUARCINO

18  
**Energy consumption  
towards efficiency.**  
19  
PHOTOVOLTAIC



Silvia Cecchetti  
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and Safety Department CdG



Rachele Cattaneo  
Human Resources  
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Giorgio Saccardo  
Sales Director  
Neodecortech



Angelica Besana  
Neodecortech Lab



Laura Bellezza  
Compliance and Risk Manager  
Neodecortech Group

20  
**Every drop counts.**  
21  
BIODIVERSITY, A RESOURCE  
TO BE PRESERVED  
21  
OZONE SYSTEM

22  
**The most valuable capital.**  
CONVERSATION WITH RACHELE CATTANEO,  
HUMAN RESOURCES

23  
The training  
23  
AWARDS

24  
**Quality + Reliability = Sustainability.**  
INTERVIEW WITH GIORGIO SACCARDO,  
SALES DIRECTOR NEODECORTECH

25  
THE FAIRS  
26  
ADVERTISING  
26  
THE LAB

28  
**G as Governance.**  
CONVERSATION WITH LAURA BELLEZZA,  
COMPLIANCE AND RISK MANAGER NEODECORTECH GROUP

29  
The Code of Ethics  
30  
The certifications

32  
SUSTAINABILITY GLOSSARY  
32  
THE HISTORY OF THE GROUP



# The company as a development body.

Sustainability in Neodecortech,  
between innovation and investments.

INTERVIEW WITH LUIGI COLOGNI, CEO NEODECORTECH GROUP

**Sustainability is a dogma today. What is the Group's strategy in this regard?**

**(L.C.)** It is a theme that we have been addressing for years, with great seriousness and awareness. We are committed to acting responsibly, whether it is energy supply or production processes, striving to go beyond mere compliance with social and environmental requirements. In our business model, sustainability is one of the main drivers of a strategy focused on excellence, efficiency in resource management and continuous improvement of all performance, both of process and product.



**Luigi Cologni**  
CEO Neodecortech Group

**A driver so important to have it included in the payoff that accompanies the brand "Decors and surfaces for sustainable living".**

Exactly. It is the purpose of the brand, to create products of high aesthetic level that contribute to the culture of conscious living. The design of Neodecortech products has always been the result of a careful search for beauty combined with the functionality and quality of every single material of which the product is composed. Sophisticated systems and a lot of research allow us to offer solutions that last over time and that guarantee a containment of the environmental impact. Returning to the strategy, therefore, environment, people, ethical business are the fronts that see us engaged, in full respect of the Sustainable Development Goals, the well-known 2030 UN SDG's, that we have integrated into the industrial plan.

**Any examples?**

The number 7, for example: "Ensuring everyone has access to affordable, reliable, sustainable and modern energy systems". Our activity consists in implementing solutions and technologies for the use of clean energy; in developing initiatives to use clean energy for production and business sites.

Or number 12, "Ensuring sustainable production and consumption patterns". One of the corresponding actions is to promote waste reduction and reuse through circular economy initiatives.



## Hi-lights

300m<sup>3</sup> recovered water

6,5 million euro invested

390 employees  
at 31.12.2023

14.354 hours  
of training provided

100% electricity  
from renewable sources

100% FSC® or PEFC  
certified cellulose

Achievement of  
Carbon Neutrality  
SCOPE 1 and SCOPE 2

**All this presupposes a certain capacity for innovation. How is it substantiated in Neodecortech?**

**(L.C.)** Supported by investments in Research and Development, the innovative capacity of the company is realized on one hand in a particularly large and diversified production, on the other, with the cogeneration of energy through the plants owned.

An approach that involves constant and synergistic commitment of the Group's companies and that has led us this year to achieve important objectives.

Such as the neutrality of Scope 1 and 2 carbon emissions, achieved ahead of schedule, or the considerable reduction of our water footprint, due to the upgrading of existing sewage treatment plants. Or else, the NDT Energy project, the cogeneration plant for the recovery of production waste, located in Casoli d'Atri (TE), that aims to meet almost completely the thermal needs of the laminate division.

**Does sustainability and technology get along?**

Completely, but to take advantage of the new technologies, we dedicate time and energy to the development of new production processes, more functional and efficient. Our goal is to do better and better by using fewer and fewer starting resources.

**Does this also apply to people?**

We make sure that our definition of sustainability includes people, who are the heart and engine of change. This means working with honesty, integrity and openness, respecting human rights and the interests of our community, to ensure well-being and promote a culture of inclusion.

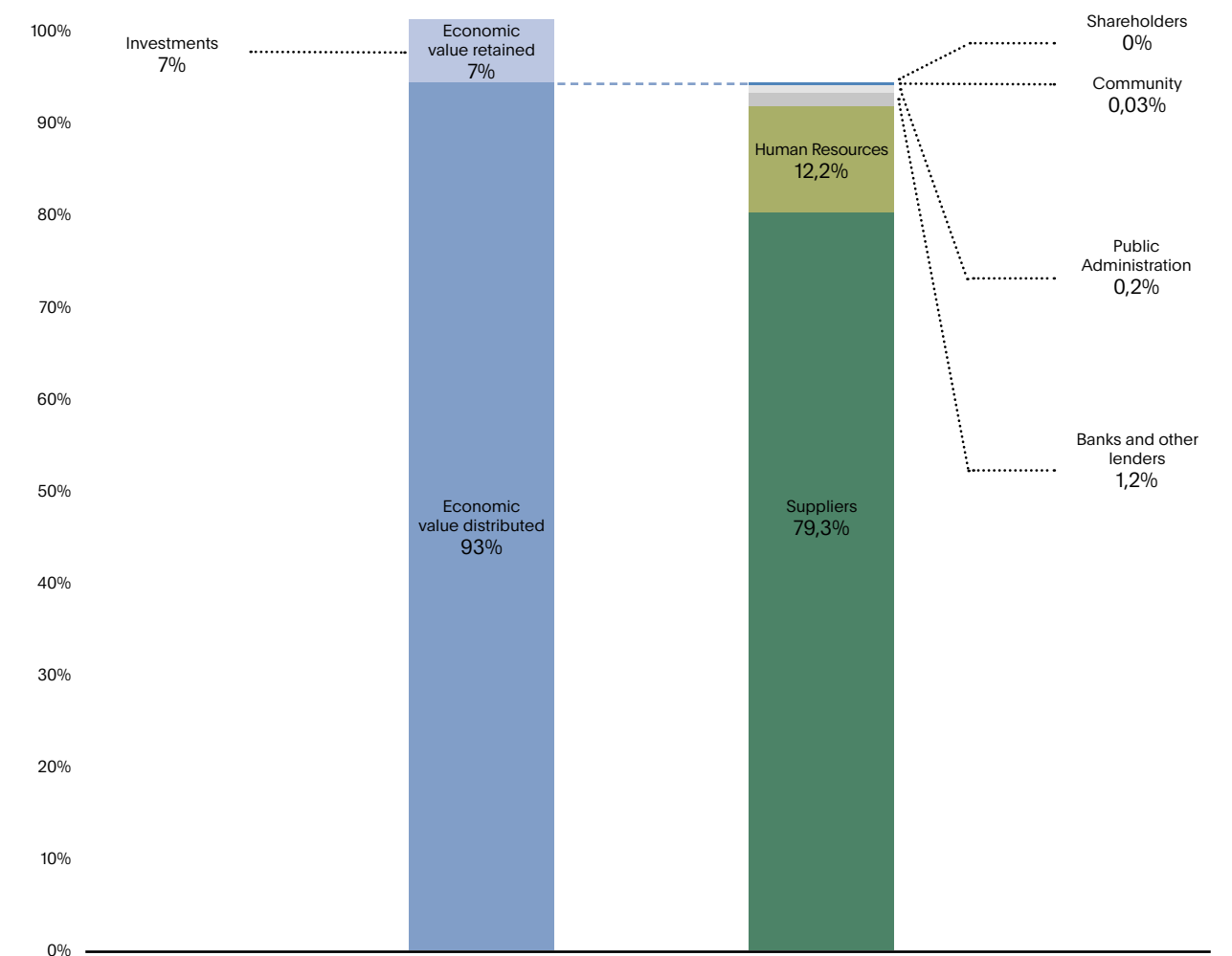


Neodecortech is a Group consisting of four companies, integrated into a supply chain, that share the same vision and a clear industrial strategy: to provide the interior design sector with high-end products with a typically Italian style. The Group's activity consists in the production of decorative surfaces for laminated panels and flooring, with constant research aimed at improving and innovating both products and production processes.

A 100% Made in Italy reality that operates on the market with different brands but all aimed at the furniture and interior design industry:

Cartiere di Guarcino: Decorative paper	Confalonieri: Printed and impregnated decorative paper	Texte: Paper-based laminates	Plana: Printed and laminated polymer films
---	--	------------------------------------	--

The economic value generated and distributed



Adriano Olivetti, a forerunner of sustainability, defined enterprises as “organs of society, not for their own sake, but organs of development”. How do you feel about that?

(L.C.) I couldn't agree more. In 2023, the Group generated economic value - that is, the total wealth created and then distributed among the various stakeholders - of 172 million euros. Most of this value (79%) is represented by operating costs, raw materials, energy sources, purchase of services, followed by staff remuneration (12.2%). 2.1 million euros (1.2%) represent the remuneration of the investors, 0.2% is constituted by the payment of taxes, while 52 thousand euros have been distributed in support of charities and cultural associations. In 2023 no dividends were distributed and therefore the remuneration of the Shareholders was nothing: a concrete example of how their focus is on creating value in the long term. The remaining 7% was allocated to investments in plants, software and innovative technologies. A renunciation today to ensure benefits in future years. This sense of responsibility at Neodecortech is sustainability.



“We are committed to the actions that must be taken now to safeguard the future, not only because we need it, but because we believe in the responsibility of companies to promote positive change for all”.



# Green commitment.

## Environmental responsibility in Neodecortech.



A TALK WITH MARCO AIROLDI,  
HEALTH, SAFETY AND ENVIRONMENT MANAGER NEODECORTECH

What has been your path of environmental sustainability in these years?

**M.A.** The Group has long begun a path of growth in the field of sustainable development, an increasingly central theme for the company and for the industry. Sustainable growth, social responsibility and attention to the environment have become core values in recent years, on which we have committed ourselves concretely, believing in it and investing resources.

How does Neodecortech’s attention to the environment express itself?

Regarding the protection of the environment, which is essential for sustainable development, we operate on three fronts: attention to minimize impacts, adoption of best available practices, concrete collaboration with suppliers and partners. With this in mind, since 2021 the Group has been participating in the assessment of the Carbon Disclosure Project (CDP), an international non-profit organization that annually evaluates the performances in terms of climate change and environmental reporting. With the questionnaire “Climate change 2023”, based on the 2022 data, CDP gave Neodecortech the score B. A score that places the Group in the European average, but slightly higher than the average of the reference industry, Wood & Paper materials, which has a score equal to B-. The world average has achieved a score C.

What impact does the supply of raw materials have on the environment?

In purchasing pulp for the manufacture of paper, the Group’s main raw material, Neodecortech is committed to a responsible and sustainable forest management. The Group companies purchase exclusively FSC® certified paper and cellulose and verify the actual certification of the supplier directly on the site of the organization. But the Group’s commitment to the use of renewable raw materials is not limited to the materials used in the production: all the cardboard used for packaging is also FSC® certified.



**Marco Airoidi**  
Health, Safety and Environment Manager  
Neodecortech

The Taxonomy Regulation identifies the uniform criteria at EU level for defining eco-sustainable economic activities, in relation to the six environmental goals:

Climate Change Mitigation (CCM)

Climate Change Adaptation (CCA)

Sustainable use and protection of water and marine resources (WTR)

Transition to a circular economy (EC)

Pollution Prevention and Control (PPC)

Protection and restoration of biodiversity and ecosystems (BIO)

For the year 2023, the reporting of the KPIs of Turnover, CAPEX and OPEX, as defined by the Delegated Regulation (EU) 2021/2178 and subsequent amendments provided for by Reg. (EU) 2023/2486, associated with eligible activities and aligned with climate mitigation and adaptation objectives. In addition, this is the first year for which only eligibility for the four additional environmental objectives is provided for.





# A matter of supply chain.

The circular economy as a model of innovation and resilience.

**With three companies, four plants in Italy and a perfectly integrated production chain, Neodecortech can count on self-sufficiency, autonomy and industrial complementarity.**

At the beginning of the supply chain there is BEG, or Bio Energia Guarcino, which produces functional energy at Cartiere di Guarcino, where decorative paper is made. This production requires the use of large quantities of water and energy. The first, spring, is reused during several production processes to limit the exploitation. At the end, it is purified and filtered to be returned to the environment totally unchanged. The second, particularly expensive in Italy compared to the rest of Europe, more than ever at this time of extraordinary inflation, is generated in a plant powered by biofuel, according to precise logic of circular economy. We are talking about bioliquids, in particular vegetable oils and animal by-products, which since 2015 come exclusively from Italian suppliers, in the awareness of the benefits of a short supply chain.

Clean and safe electricity from natural fuel, therefore, without the use of methane or other carbon-based sources. Cartiere di Guarcino, which turns out to be one of the few paper mills

in the world fed exclusively with this type of renewable fuel, in turn uses only cellulose from controlled forests (FSC®) in addition to - for 25% of its needs - waste paper.

The paper thus produced is then supplied to Neodecortech, which is dedicated to the research and printing of the final product in the plant of Filago (BG) and then used for impregnation or lamination, in the latter case produced at the plant of Casoli di Atri (TE) able to meet every need of the flooring and furniture sectors.

Waste is recycled and the same applies to plastic: both PVC and PET are delivered for reuse. A care that also extends to the packaging: the wooden ones come from FSC® forests, the plastic ones only from recycled materials.

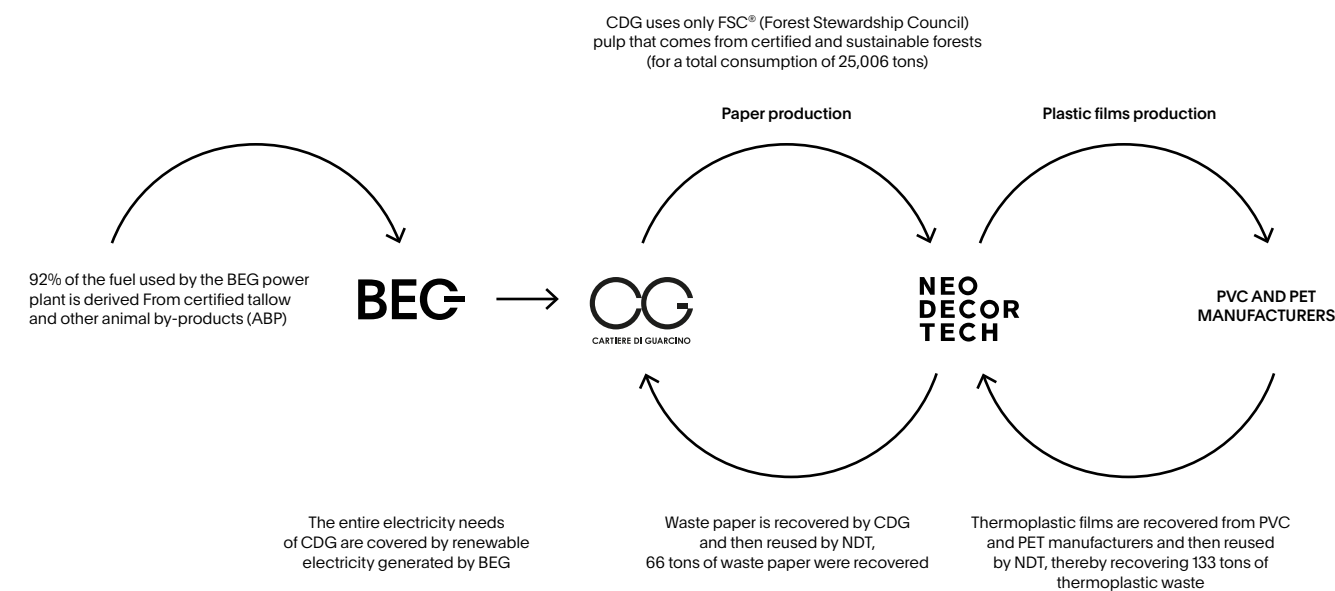
Three companies interconnected according to the logic of circular economy and united by a precise industrial strategy, which for energy supply rely on recyclable sources with increasing conviction.



# An economy designed to regenerate itself.

THE IMPORTANCE OF REVIEWING ALL PRODUCTION PROCESSES ACCORDING TO THE PRINCIPLES OF THE CIRCULAR ECONOMY.

“Adopting a circular and clean economy, using resources efficiently” is one of the objectives of the European Green Deal, the ambitious set of measures to combat climate change and environmental degradation.



CDG includes among its products balancing papers, a particular type of product created to meet the needs of the flooring market. The main raw material in this case consists of cellulosic waste and by-products.

All waste paper generated at Neodecortech’s sites is carefully separated from possible pollutants, and then reused in CDG’s production processes.

In 2023 about 66 tonnes of waste paper were withdrawn from Filago’s plant and transferred to CDG for recovery. However, CDG has recovered about 1000 tons of paper from other printers customers as well, having purchased just under 90,000 tons of waste paper. The share of the final balance product obtained using recycled paper and waste paper, was 8.4% of the total paper produced.

The production of balancing paper requires the presence of 80% of recovered material. Specifically, 40% from printed paper, 32% from waste of CDG production and finally 8% from by-product from impregnation process recovery.

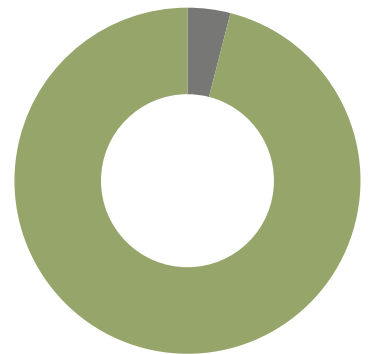
The same applies to printing PVC and rPET, the waste of which is transferred to the same company from which Neodecortech buys them for reuse. During 2023, 133 tons of material were recovered and reused out of a total of about 1,190 tons purchased. In addition, with regard to the rPET used for EOS anti-fingerprint surfaces, it is purchased with a 70% component obtained from recycled material (beverage bottles).

The principles of circular economy are also applied to packaging, which in 2023 were mapped and, those from non-recycled material, replaced.

The new packaging was then included in the production process bringing the percentage of recycled/certified packaging to 90% of the total packaging purchased during 2023. In particular, 98% of the paper and cardboard and 58% of the plastic used as packaging comes from recycled materials. As for the wooden packaging (pallets, crates, panels, etc.) are composed of 94% of wood from certified forests. Work will continue into 2024 with the aim of phasing out all non-recycled/certified packaging materials.

## THE WASTE

Proper waste management can improve the efficiency of your production processes and reduce environmental impact. For this reason, in Neodecortech the theme is managed with great attention, monitoring waste and carefully selecting the companies in charge of transport and disposal. 96% of the waste produced by the Group falls into the category of non-hazardous waste (719 tons) and only 4% (287 tons) into the category of hazardous waste, solvents, lacquers, etc. which are scrupulously managed in accordance with the relevant legal provisions. The waste produced by the Group is largely recoverable and only a small part is to be transferred to destruction/incineration.



Percentage composition of waste from the Neodecortech Group in 2023

96 %	Total non-hazardous
4 %	Total hazardous waste



# Mission emissions.

In 2023, the Group's direct emissions (Scope 1) amounted to 26,120 tonnes of CO2 eq resulting from the consumption of natural gas and diesel fuel for production activities and the transport of company vehicles, an increase of 2% compared to 2022. Indirect emissions from electricity purchased (Scope 2) amounted to 6,489 tonnes of CO2 eq based on the Location based calculation method and zero tonnes of CO2 eq calculated by the Market based method, as all the electricity consumed comes from renewable sources. In 2023, Neodecortech carried out the neutralization of the emissions of Scope1 and 2 (location based) of Filago and Casoli, CDG and BEG of about 15,000 tons of CO2 eq.

Total emissions (Scope 1 and Scope 2 Location based) amounted to 32,609 tonnes of CO2 eq, slightly up on the previous year.

STATISTA 2023

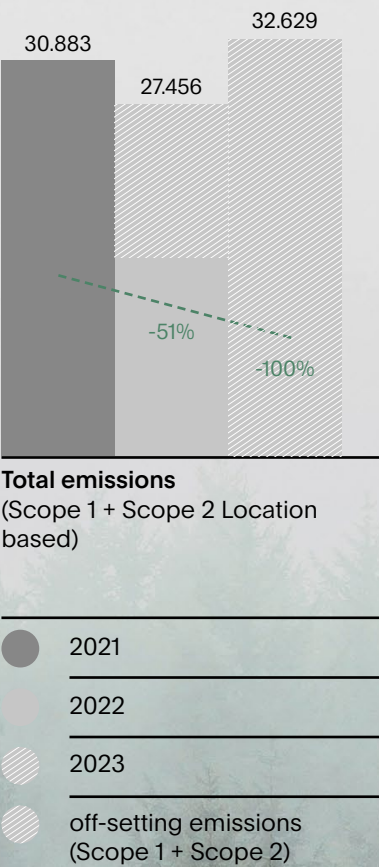
Neodecortech among the most climate-conscious Italian companies.  
In collaboration with Corriere della Sera, Pianeta 2030 publishes the 2023 ranking of the most climate-conscious companies compiled by Statista, a company specialized in market research ranking and analysis of company data, based in Hamburg. An important recognition for Neodecortech, which appears among the 131 major Italian companies that have reduced the ratio between their CO2 emissions and the respective turnover.

## NDT ENERGY

The cogeneration project is currently being evaluated by the competent authorities through the waste-to-energy production of the production site of Casoli di Atri, which saw the creation of a new company NDT energy srl with the main purpose of installing a biomass boiler powered by production waste in order to achieve almost total self-sufficiency for thermal consumption.

The project, which is currently in the authorization phase, provides for the use of 100% of waste powder and laminate as fuel for the biomass boiler: this initiative would lead to significant energy savings due to the replacement of the current natural gas boiler (which would remain in operation only for the activity of switching on and off the plant - stages that must take place with traditional fuel) and economic savings, due to the reduction in the disposal of powder and laminate currently treated as waste.

## Energy consumption of the Group



## 2023 Neutralization and Offsetting of the Tons of CO2 eq Scope 1 and Scope 2





# Carbon neutrality, target achieved.

The entire Neodecortech Group can start from scratch (emissions).

BY MASSIMO GIORGILLI,  
CEO OF CARTIERE DI GUARCINO



"In May 2023, ahead of schedule (end 2023), the Neodecortech Group reached the status of Carbon neutrality (Scope 1 + 2).

This important milestone has been realized thanks to the sustainable initiatives already accomplished in recent years and the current industrial plan, aligned with the United Nations Sustainable Development Goals. The goal, reached earlier than expected, is the result of actions that have led the Group, on one hand, to reduce CO2 emissions thanks to the produc-

tion of electricity from biomass with Bio Energia Guarcino, the use of photovoltaic systems in both the Filago and Casoli plant and the supply of additional electricity from renewable sources; on the other hand, to fully offset the residual CO2 emissions by purchasing equivalent carbon credits.

A significant achievement, the result of clean technologies and a lot of commitment, of which we are particularly proud."



Massimo Giorgilli  
CEO Cartiere di Guarcino

The Group had set itself the objective of conducting in the three-year period 2021-2023 an optional off-setting program that gradually provided for the achievement of carbon neutrality first of Neodecortech Spa (2021), then of Neodecortech Spa and Beg Srl (2022) and finally of the entire Group (2023). Specifically, for 2023 were off set about 15,000 tons of CO2 eq (Scope 1 + Scope 2 location based).

## FORECAST

THE CARBON CREDITS PURCHASED DURING 2023 WILL BE SUFFICIENT TO OFFSET THE REMAINING EMISSIONS IN THE YEAR 2024. THE NEXT STEPS INCLUDE THE EVALUATION OF THE POSSIBLE WAYS OF PARTICIPATING IN THE PROJECTS DEVELOPED BY THE SENDECO PARTNER FOR THE OFF-SETTING OF RESIDUAL CO2 EQ TONS FROM 2025.

**CO2 0%**

The Group achieved the result in 2023, ahead of the end of the year.



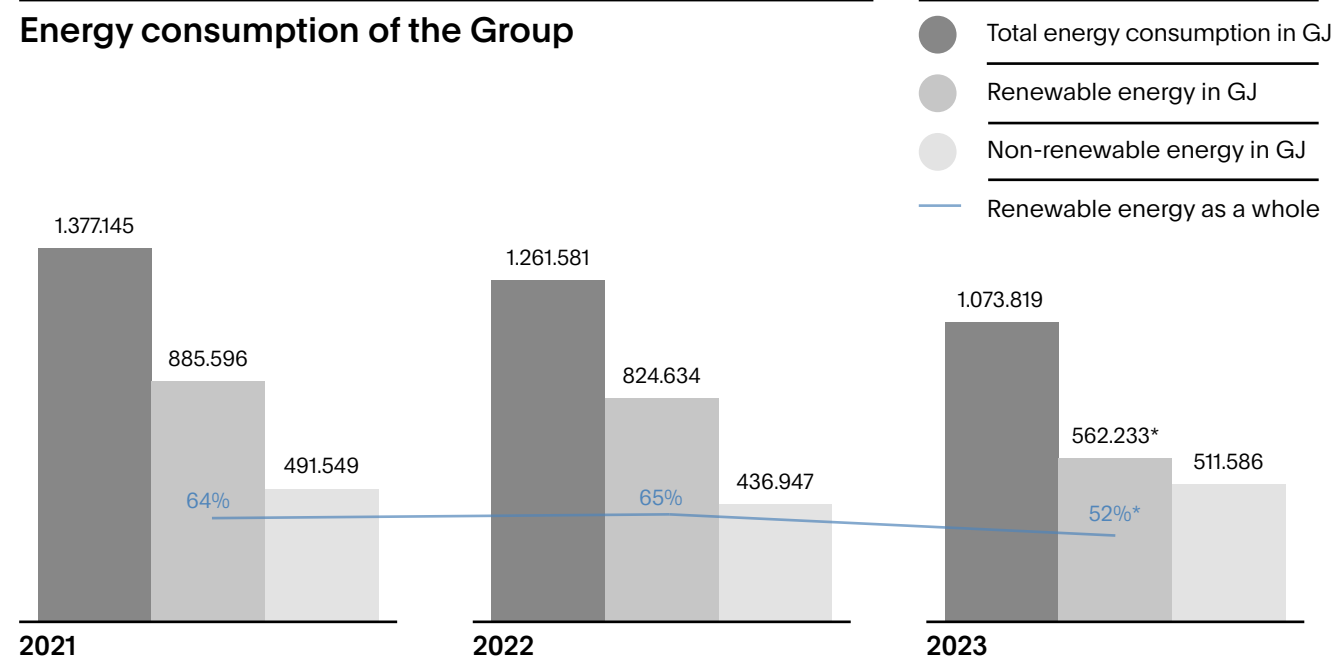
# Energy consumption towards efficiency.

The increase in the concentration of greenhouse gases in the atmosphere is one of the main factors in raising the average temperature of our planet.

Neodecortech aims to improve and improve the production processes of its companies in order to reduce the impact on the environment. Although the Group Companies carry out production activities that generate significant total greenhouse gas emissions, albeit contained, per unit of product, the negative impact in terms

of climate-altering emissions has been reduced over the years mainly due to the increasing use of renewable energy sources. In 2023, the Group neutralized about 15,000 tons of CO<sub>2</sub> thanks to the production of electricity from biomass with Bio Energia Guarcino and the use of photovoltaic systems in both the Filago and Casoli plants.

## Energy consumption of the Group



\* this value is decreasing compared to the average of the previous 2 years due to the non-operation of BEG of 4 months during 2023.

### PHOTOVOLTAIC

With more than 1,200 panels and a power of 500 kwp, the photovoltaic system of the Neodecortech plant in Casoli di Atri started in January 2023 is able to provide energy equal to 20% of the electrical needs of the production site, where the Group concentrates its surface lamination activities. "We are witnessing a technological acceleration - explains Francesco Giansante, Assistant Plant Manager Neodecortech in Teramo -. The photovoltaic system that covers the roof of both buildings of the plant avoids the production of 165 tons of CO<sub>2</sub>/year from fossil fuels."

The Casoli photovoltaic system joins the already existing photovoltaic plant of the Filago headquarters active since 2012 and the biomass power plant needed for the paper mill. With the conviction that pursuing sustainability objectives in the medium and long term is also economically worthwhile, the investment represents a step forward on the path towards energy self-production started by the Group some time ago, that continues to focus with great force on renewable sources.



**Francesco Giansante**  
Assistant Plant Manager  
Neodecortech Teramo



Over the years Neodecortech has progressively increased the share of renewable electricity consumed, through production in BEG.

In 2023 the Group's energy consumption amounted to 1,073,819 GJ (1,261,581 GJ in 2022), 52% of which is energy from renewable sources. With reference to BEG, the most relevant fuel category necessary to obtain the energy source is the animal by-product with a consumption in 2023 of 928,293 GJ (986,203 GJ in 2022).



# Every drop counts.

Reuse, savings and respect for the queen of resources.

It is no coincidence that Cartiere di Guarcino, where the decorative paper is made, is located next to the river Cosa. Production requires the use of large quantities of water, which is drawn directly from the river and has always been used responsibly: after having used it during the production process, it is purified and then returned to the environment. Over the years, the Group has been equipped with increasingly sophisticated devices, waste water filtering systems, tanks, detectors and alarms that prevent potential pollution of the surface watercourse and the aquifer.

The Neodecortech Group applies the concept of circularity to the use of water, a precious and indispensable resource within its production cycles.

A virtuous approach, which at the Filago site uses a further enhanced sewage treatment plant, the result of continuous research and constant commitment to sustainability.

Thanks to the innovative technological solutions used by the plant, waste water, both the so-called standard that is used for the colors of the print on paper and that for printing on PVC, is subjected to a chemical-physical process that causes the pollutants to coagulate, separating them more easily from the liquid.

The water thus obtained can be reused in the impregnation phase to dilute the resins. Afterwards, it undergoes a passage inside a sand filter, a treatment with activated carbon and another chlorine; at that point it comes out completely clean and the cycle can start again.

Considering the total consumption of water per year - 17,000mc between well and drinking, 2,100mc of which intended for impregnation - it is easy to deduce the dual advantage offered by the renewed system: less water to be purchased from scratch and less waste to be disposed of. For the Group, a further good practice, which combines water savings with significant economic savings.

## BIODIVERSITY, A RESOURCE TO BE PRESERVED

It can be defined as the richness of life on earth, the loss of which derives significantly from human activities, such as deforestation, pollution, exploitation of natural resources. 90% of the loss of biodiversity is due to our production and consumption patterns. In May 2021, the Group adopted a biodiversity policy to contribute to the objectives of the United Nations Convention on Biological Diversity (CBD-1992) and the National Biodiversity Strategy (September 2011). Through dialogue with local realities and impact analysis, the Group is committed to ensuring the survival of animal and plant species of genetic diversity and natural ecosystems. The company also does not have facilities near protected or with high biodiversity value areas.

**CDG is responsible for 99% of the Group's water consumption, but 100% of the water used in the paper production process is returned purified and filtered at the source river without altering any chemical or physical characteristics.**

**95%**

Water represents 95% of the raw material for the production of paper.

## FORECAST

IN THE FIRST HALF OF 2024, THE NEW OZONE WATER TREATMENT PLANT IS EXPECTED TO BE OPERATIONAL AT THE GUARCINO PAPER MILL. THE PLANT WILL BE ABLE TO IMPROVE THE QUALITY OF THE WATER RETURNED TO THE RIVER BY SIGNIFICANTLY REDUCING THE CONCENTRATION OF CRITICAL PARAMETERS SUCH AS SURFACTANTS AND COD IN THE DRAIN, THANKS TO THE ACTION OF AN ADVANCED OXIDATION PROCESS (AOP). MOREOVER, THE IMPROVEMENT OF THE QUALITY CHARACTERISTICS OF THE TREATED WATER WILL REDUCE THE USE OF FRESH WATER, WHICH IN THE THREE YEARS 2024-2026, WITH EQUAL PRODUCTION VOLUMES, IS ESTIMATED AT ABOUT 25%. SILVIA CECCHETTI, OF THE DEPARTMENT OF QUALITY, ENVIRONMENT, HEALTH AND SAFETY AT CDG, IS CONDUCTING AN ANALYTICAL RESEARCH OF CONTAMINANTS ON WATER IN THE LABORATORY, SAYS: THE IMPLEMENTATION OF THE PLANT WILL FURTHER REDUCE THE PRESSURE ON THE WATER RESOURCE THROUGH THE INCREASE IN THE VOLUME OF RECYCLED WATER IN THE PRODUCTION PROCESS WITH A CONSEQUENT DECREASE IN THE USE OF FRESH WATER UPSTREAM OF THE PROCESS.



**Silvia Cecchetti**  
Quality, Environment, Health  
and Safety Department CdG

**The new waste water treatment plant in Filago allows reuse in other production processes, reducing by 80% the emissions of its water discharges.**



# The most valuable capital.

The importance of Human Capital: intangible, yet fundamental for a successful business.

Straddling economics, psychology and human resources, the concept of **human capital** expresses the set of knowledge, skills, abilities and other intangible qualities possessed by individuals. The term was coined in the 1960s by Nobel Prize winner Theodore Schultz, who said that human capital could be considered the hallmark of the entire modern economic system. Following Schultz's theory, the employee ceases to be considered interchangeable and progressively becomes the crucial resource that is today in the differentiation strategies of companies.

"People are the beating heart of Neodecortech: 390 in total, 333 men and 57 women, of which 60% under 50, 98% hired indefinitely - explains Rachele Cattaneo, Human Resources Neodecortech. Obviously, having four plants, the majority of the company's population consists of specialized figures. As Human Resources, we aim to involve, support and listen to the needs and interests of all the staff who lend their professionalism to the company. We believe that people make the difference in a competitive environment and that human capital must be attracted, developed, maintained and monitored. Among the initiatives implemented, a dedicated communication channel, training programs aimed at building growth paths and welfare projects aimed at improving the quality of life of employees and their families.

To name a few: tax or social security assistance, the provision of scholarships to the children of employees, insurance cover, smart working, result bonuses."

The Remuneration Plan, which has been in force for years, also provides for the presence of non-financial targets and targets consistent with the ESG strategy adopted by the individual Company and/or the Group during 2020.



Rachele Cattaneo  
Human Resources  
Neodecortech

## RECOGNITIONS

The Bergamo Chamber of Commerce has awarded Neodecortech the Award for "the Recognition of Work and Economic Progress 2023", by virtue of the actions based on the principles of sustainability and continuous improvement introduced by the company in recent years. A further award has been given to three of its employees in the commercial area for about 30 years, for the loyalty to work. Similar recognition by the Teramo Chamber of Commerce is followed for a long-time collaborator of the Abruzzo production site of Neodecortech, and represents a further confirmation of the value of people, who are the heart and engine of Neodecortech.

Neodecortech is committed to the development of a working environment based on equity and the protection of **diversity**, as formalized in the Policy, in line with the principles expressed in the Code of Ethics as well as the Universal Declaration of Human Rights of the United Nations. Examples in this direction are: the Group facilitates the inclusion of people with disabilities in its activities and ensures that the composition of the Board of Directors is adequately diversified by age, gender, educational and professional path.

Neodecortech also places the **health and safety** of workers at the centre of its activities and has adopted a Quality, Environment, Safety and Energy Policy. Workers shall have the opportunity to report dangerous situations at work at regular meetings or within the safety committees and shall be invited and urged by reason of their duties and competence to promote proposals for improvement.

Ref. Sustainability report 2023 pag. 135-138

In 2023, the Group Companies provided more than **14,350 hours of training**, more than tripled the number of hours compared to the previous year (3,844 in 2022).

Divided between security and technology, the training is mainly delivered online, through the digital platform dedicated to the purpose. People are supported in building new skills in order to make processes more fluid and efficient.

At the same time, the technical on-the-job training continues throughout the Group, involving junior staff employed on the production lines, with the aim of bringing them to manage the plant and its personnel.

Neodecortech's focus on people extends to dialogue with the local communities in which it operates. For twenty years, in fact, the Group Companies have been running training courses, aimed at both high school and university students. In 2023, 7 internships were activated at the Filago headquarters and 2 at the Cartiere headquarters. The definition of the role of Neodecortech in society also passes through philanthropy in favor of other projects designed for the territory. Its name appears among the supporters of the Donizetti Theatre in Bergamo, among the donors for the purchase of a bus for people with special needs in Atri (TE), among the proponents of the project 'Adopt a flower bed' at the Park of Remembrances in Guarino (FR).



# Quality + Reliability = Sustainability.

Whether customers, suppliers, product or communication, the common denominator is the same.

INTERVIEW WITH GIORGIO SACCARDO, SALES DIRECTOR

## What distinguishes your product?

**G.S.** At Neodecortech we produce high-end decorative surfaces for the interior design industry. We do this using innovative technologies and modern systems, placing a high attention to quality.

Our vision is to create beautiful, performing and sustainable surfaces. The range is divided into three brands: CONFALONIERI, which produces decorative papers resulting from the interpretation of contemporary living of our designers and customers. TEXTE, which transforms the papers produced by Confalonieri into products for furniture and panels, adding an additional touch of naturality thanks to the three-dimensional finishings. PLANA, which processes polymeric films making them beautiful, resistant and suitable for increasingly sophisticated uses.

## How does sustainability translate into Neodecortech collections?

First, we make sure we make careful choices about raw materials and then adopt technologies that reduce energy consumption. In our Group's paper mill, we use biomass to produce the energy needed to produce the paper that is the basis of most of our processes; recycled and recyclable materials, as cellulose from sustainably managed forests or recycled PET are regularly used by Neodecortech in production.

## How are suppliers selected?

The selection of suppliers is carried out with particular care, since it contributes significantly to determinate the quality of a production process or a product.

Since 2021 the Group has adopted its own Supplier Code of Conduct; for Neodecortech, it is essential that every supplier respects the laws and standards of reference. The purchasing processes are based on an indispensable and mutual loyalty, transparency and collaboration.

## Do customers perceive your commitment?

We believe that companies like ours must take care to convey to their users the message that sustainably producing is not only a duty but also often a source of efficiency and economic benefits. At Neodecortech we believe that a conscious clientele oriented towards ethical choices is the best possible target for our products.



**Giorgio Saccardo**  
Sales Director  
Neodecortech

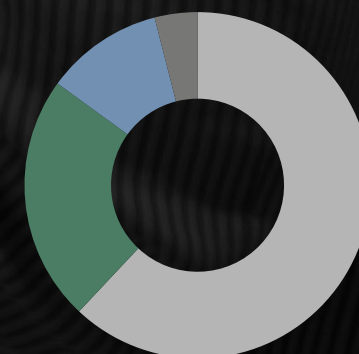
## What opportunities do you have to convey the message?

Direct contact/direct sales through our area managers, trade fair participation, traditional and digital communication. Sustainability is expressed transversally in marketing activities.

### THE FAIRS

The company considers its participation in trade fairs a strategic lever to develop new markets and confront the industry at an international level.

In 2023, the Group took part in Interzum, the biennial fair held in Cologne in May, with 3 stands presenting the products respectively of Neodecortech, Cartiere di Guarcino and a focus on the sustainable characteristics of its products, within an area dedicated to the theme. The second appointment was with Sicam, the annual fair hosted in Pordenone in October.



**Suppliers of  
Neodecortech in 2023**

- 62 % Paper
- 23 % Resins
- 11 % Plastics
- 4 % Other





#### ADVERTISING

The “Our future” communication campaign underlines the company’s path towards sustainability as a precise commitment to the new generations. The protagonists are two children who, in a rarefied environment, play with cubes and wood tiles with multiple coatings, an explicit reference to the wide range of Neodecortech surfaces and finishes. Children build towers, bridges and new shapes suggested by their imagination: a metaphor of the constant work of the company to combine sustainability with excellent design, represented here as a unicum that projects it towards the future.

**“The inspiration for our decors comes from the elements spontaneously present in nature. Being able to express its essence with more true decors that transmit emotions and sensations of pleasant harmony is our challenge, every day”.**

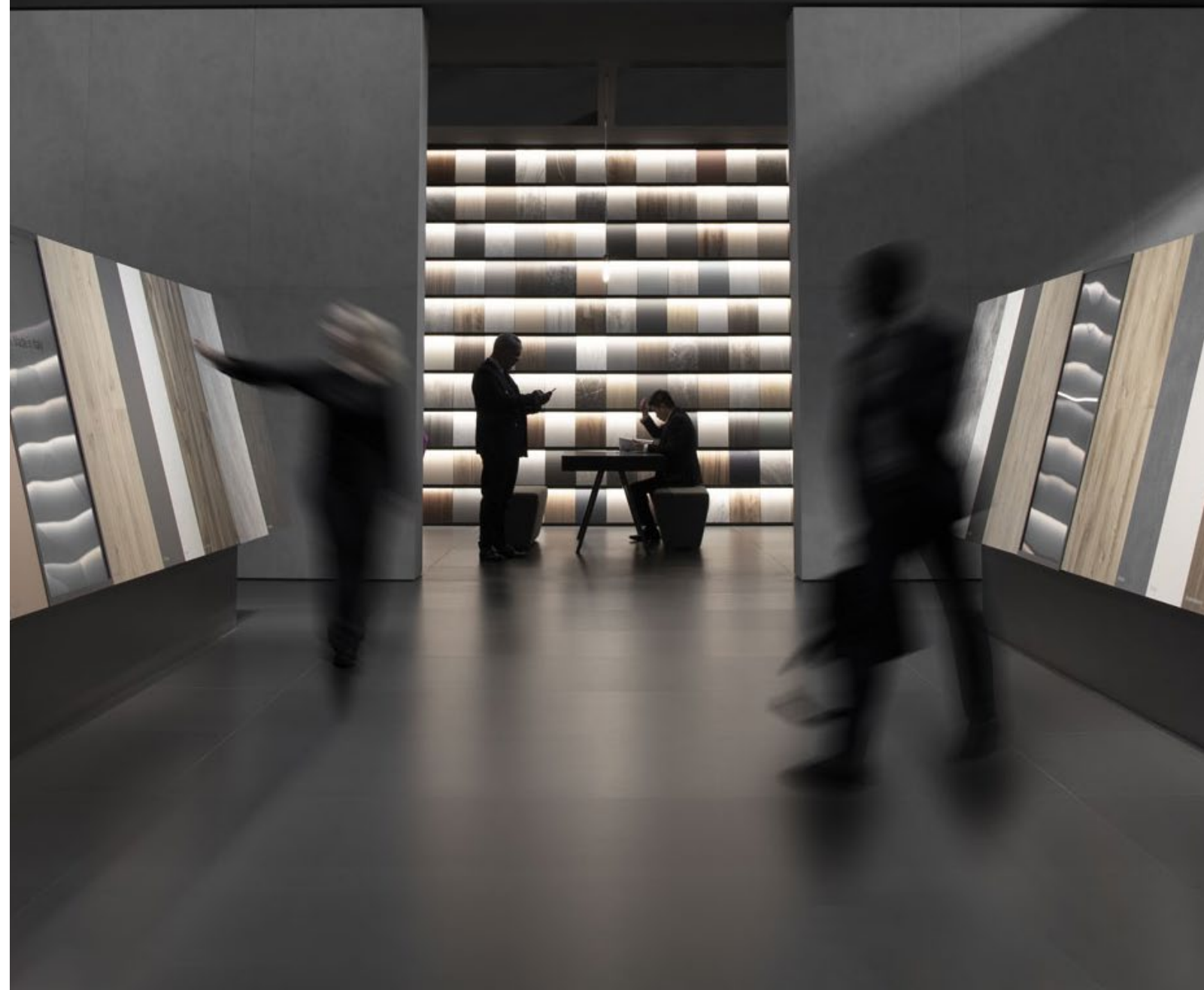


**Angelica Besana**  
Neodecortech Lab

#### THE LAB

Sustainability is the slogan also within the Neodecortech Lab, the company’s technical department dedicated to the analysis of stylistic trends and the development of decors. The possibility of reproducing natural textures without resorting to materials taken from forests or coasts is a strong point that allows Neodecortech to propose sustainable products by definition, from wooden floorings to stone wall coverings.

**Recognition for Neodecortech’s commitment to sustainability comes from the Esg Observatory of Plus24-Università di Milano Bicocca, which for 2023 places it at the “excellent” level among the companies listed in Piazza Affari.**





# G as Governance.

**When we talk about sustainability, we focus mostly on the environmental, then on the social, less on the letter G.**

In fact, it is starting from Governance that we can better consolidate the activities and business processes related to sustainability. Having a focus on Governance allows companies to promote responsible behaviour throughout the value chain.

"Neodecortech has definitively integrated sustainability into Governance - says Laura Bellezza, Compliance and Risk Manager of the Group - to give maximum attention not only to financial aspects, but also to environmental, social and ethical ones.

The Group, in line with Decree 231/2001, adopted the Code of Ethics, updated in 2023, and the Organizational Model, which aim to promote corporate ethics and combat all forms of illegality. The Code of Ethics also includes the recent Whistleblowing legislation, for the protection of those who report irregularities within the company.



**Laura Bellezza**  
Compliance and Risk Manager  
Neodecortech Group

The reputation that Neodecortech can boast is the result of a constant operational and management correctness over time.

The Group, which operates in an international context, also takes a rigorous approach to compliance issues, consciously managing the risks to which it is exposed. Risk management includes identification, analysis and monitoring of environmental, social, economic/financial and business ethics threats directly or indirectly linked to the company along the supply chain.

The impact of the new EUDR Directive, the so-called "deforestation regulation", for example, requires all companies importing certain raw materials, including wood pulp from forests, to adapt by 1 January 2025, carrying out due diligence in its purchases. Today the Group's companies are subject to the European Union Timber regulation, and thanks to the FSC® certification, we are already managing the risk of non-compliance with the standard, but what does it mean in practice? Trace the risk, calculate the impact and take all possible actions to get to the date of implementation prepared."

## The Code of Ethics.

The business model of Neodecortech, characterized by a holistic approach, concrete and attentive to the expectations of stakeholders, is based on the Code of Ethics, source of corporate culture, that embodies the Group's commitments and ethical responsibilities in the conduct of business and defines the set of values and principles, as well as the lines of conduct, which must be adopted by directors and, in general, by all those who work for the Company. Neodecortech adopted its Code of Ethics in 2009 and in 2023 decided to update it to associate the contents of the 17 Sustainable Development Goals (SDG's) of the 2030 UN agenda. The values on which the Group Code is based are: Integrity, fairness and transparency / Personal attention, reliability and expertise / Respect for the environment / Quality, punctuality, efficiency / Research and continuous improvement.



## The certifications

Neodecortech’s strategic approach to sustainability issues and the Group’s daily commitment at all levels have led to the acquisition of a series of product and process certifications. All obtained on a voluntary basis, are a guarantee of reliability for customers, suppliers, employees and collaborators.

### 100% Made in Italy

Issued by the Institute for the Protection of Italian Manufacturers, certifies the original Italian quality of the products, which must be: manufactured entirely in Italy, made with Italian semi-finished products, made of top-choice high quality materials, created with exclusive projects and designs of the Company, developed using traditional Italian manufacturing.

### FSC®

Forest certification system that identifies products containing wood from sustainably managed forests. The wood is used to make the paper: the Chain of Custody certification guarantees that the paper certified by the FSC® is labelled and stored separately from the non-certified paper, in order to make the final product traceable.

### PEFC

Acronym of Programme for Endorsement of Forest Certification schemes, is a product certification that guarantees the origin of cellulose raw material from certified and sustainably-managed forests.

### MED

The EU Marine Equipment Directive 2014/90/EU provides for the product certification of certain marine equipment and defines the basic requirements for manufacturers and products. This conformity assessment procedure applies to the design and production phases.

### UNI EN ISO 9001

On “Quality Management Systems”, a guideline that aims to lead business processes on a path of ongoing improvement and efficiency in product creation, as well as in increasing customer satisfaction.

### UNI EN ISO 14001

Concerning “Environmental Management Systems” which gather the requirements, principles and techniques to support the environmental management system, in order to implement, maintain and improve the control system of environmental impacts produced by the Company.

### UNI EN ISO 45001

On “Health and Safety in the workplace Management Systems”, a guideline that sets the criteria to help organizations to provide safe and healthy jobs by preventing occupational accidents and health problems.

### UNI CEI EN ISO 50001

A regulation related to “Energy Management Systems - Requirements and Guidelines for Use”. The regulation specifies the requirements for the creation, start, maintenance and improvement of an effective and efficient energy management system.

### Timber Regulation (EUTR 995/2010)

Regulation to prevent trade in illegal timber in Europe entered into force in March 2013. It applies to wood and all wood products, including paper.

### EUDR

(European Deforestation-free products Regulation) This Regulation introduces significant changes compared to the previous EUTR, extending the prohibition on the import and export of products linked to deforestation and forest degradation. The new legislation will become effective from 30 December 2024. The Group companies are considering in which terms to join.

	NEO DECOR TECH	CG <small>CANTIERE DI GUARCINO</small>	BEG
2007	UNI EN ISO 14001		
2009	UNI EN ISO 9001		
2010	FSC® CHAIN OF CUSTODY	FSC® CHAIN OF CUSTODY FSC® RECYCLED WOOD	
2011	OHSAS 18001		
2012		UNI ISO 14001	UNI ISO 14001
2015	100% MADE IN ITALY	PEFC	
2016	SUSTAINABILITY REPORT		
2017	ISO 50001	UNI EN ISO 9001	UNI EN ISO 9001
2018		ISO 50001	ISO 50001
2019		UNI ISO 45001	UNI ISO 45001
2020	UNI ISO 45001 RATING CDP		
2021	NON FINANCIAL REPORT		



SUSTAINABILITY GLOSSARY

**SDGs**  
Sustainable Development Goals, the 17 Sustainable Development Goals and the 169 sub-objectives associated with them, constitute the pillars of the UN 2030 Agenda according to the three dimensions, economic, social and environmental.

**ESG**  
Environmental, Social and Governance, indicates a real rating that expresses the environmental, social and governance impact of a company operating on the market.

**SCOPE 1**  
Direct greenhouse gas (GHG) emissions from sources owned or controlled by these companies, as established by the Greenhouse Gas Protocol.

**SCOPE 2**  
Indirect emissions from electricity, steam or heat purchased and used by a company.

**SCOPE 3**  
Indirect emissions related to the upstream or downstream activities of the company's operations from the company's value chain.

**NET ZERO**  
"Reducing greenhouse gas emissions as close to zero as possible by absorbing remaining emissions from the atmosphere, oceans and forests", as defined by the United Nations.

**CARBON NEUTRALITY**  
Final outcome of a process of quantification, reduction and compensation of CO2 and greenhouse gas emissions generated and reabsorbed.

**WATER FOOTPRINT**  
Environmental indicator measuring the volume of fresh water consumed, directly and indirectly, to produce goods and services by an undertaking.

**D&I**  
Diversity & Inclusion, approach that aims to enhance the characteristics of each individual within the work contexts, which may relate to gender, skills, age, origin, and more.

**CORPORATE WELFARE**  
The set of all initiatives, benefits and plans put in place by the employer to improve the quality of work and life of the employee. Basically, his well-being.

**COMPLIANCE**  
Adherence to applicable rules and laws, both country-specific laws and regulatory requirements and company internal directives.

**ERM**  
Enterprise Risk Management, corporate risk management discipline that keeps the organization aligned with strategies for the pursuit of the company's objectives.

**ENTERPRISE PHILANTHROPY**  
The set of economic and other initiatives aimed at improving people's quality of life or at achieving objectives of general interest such as support for culture, health, social inclusion and education.

THE HISTORY OF THE GROUP

**1947** Confalonieri was founded in Filago (BG), a company specialized in the production of printing inks.  
**1960** Confalonieri focuses on decorative papers for plastic laminates and laminated panels, starting printing and impregnation activities.  
**1991** Cartiere di Guarcino was founded, specialized in the production of decorative paper for lamination.  
**2003** Finanziaria Valentini acquires Confalonieri and Cartiere di Guarcino.  
**2006** Set up of Bio Energia Guarcino, a bio-mass powered cogeneration plant of electric and thermal energy for CDG.  
**2015** Confalonieri starts printing PVC.  
**2016** First Sustainability Report of Neodecortech S.p.A..  
**2017** Reorganization of the Group, name change from Confalonieri S.p.A. to Neodecortech S.p.A., and admission to the Italian stock exchange on the AIM Italia market.  
**2018** Acquisition of Corbetta FIA S.r.l., a manufacturer of laminates.  
**2019** First Neodecortech Group Sustainability Report 2018 issued.  
**2020** Admission to trading on the Euronext Milan segment of Borsa Italiana.  
**2021** Transition to the STAR segment of the Euronext STAR Milan market of Borsa Italiana. Achievement of Carbon Neutrality Scope 1 and Scope 2 for Neodecortech S.p.A..  
**2022** Establishment of NDT energy S.r.l., a company for the production of thermal energy at the Casoli plant.  
**2023** Achievement of Group Carbon Neutrality Scope 1 and Scope 2.

PATH-S — (1)  
Credits

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