



Karizia

ANNUAL SUSTAINABILITY REPORT

2020





Karizia

**“Nothing is lost,  
nothing is created,  
everything is transformed”**

Antoine Lavoisier



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## Letter to the Stakeholders

Dear readers,

Karizia is pleased to officially introduce its first Sustainability Report, for the year 2020. In this report you will find our Sustainability Vision and our corporate values.

We are extremely proud to show our achievements so far and our future goals for a sustainable development, to ensure a better world for future generations and a better life for the current ones. This document follows the guidelines of the Global Reporting Initiative (GRI Standard), taking into account some CDP (Carbon Disclosure Project) indicators and incorporating some of the 17 Sustainable Development Goals set in the 2030 Agenda of the United Nations.

Since its foundation, Karizia has always taken tangible actions for an increasingly responsible production, pursuing a reduction of emissions, to safeguard the health of the community and reduce the consumption of water resources.

And it is precisely because Karizia is attentive to the needs of its stakeholders and its interaction with them, that it has decided, starting from 2020, to publish its own annual sustainability report, with the object of involving all those who work for the company, for a more transparent collaboration and to identify and pursue objectives and methods that will ensure a more sustainable production.

Karizia has always placed the individual at the centre, to ensure their financial and moral dignity. The year 2020 was dominated by the Covid-19 pandemic, an unprecedented health emergency that affected all businesses on a global scale. Karizia reacted to such an unusual occurrence by putting the health of its employees and their safety first, offering psychological support to everyone, while at the same time guaranteeing their personal privacy. Despite such a difficult year, Karizia confirmed once more its commitment to developing local projects and initiatives through the ELIOS Karizia association: a digital operating theatre for precision and minimally invasive surgery that will give the possibility to connect with any surgery or operating theatre in the world, for real-time consultations with leading experts.

Karizia lives in the present, learns from the past and dreams of the future: what was a dream yesterday, is now reality. What was a problem, has now become a resource for looking positively to the future.

Progress at its best.

Happy reading,  
Luigi and Carlo, owners of Karizia





# 1

## Sustainability Report



# 1 Sustainability Report

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## 1.1 Methodological Note

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This document is the first Sustainability Report produced by Karizia S.p.A.

It contains information relating to economic, environmental, social, personnel and human rights issues, and which are useful to ensure the understanding of the activities carried out by Karizia and to provide the stakeholders with an accurate, comprehensive and transparent view of strategies, activities undertaken, trends and results achieved.

The Karizia 2020 Sustainability Report is the first published sustainability report of the company. It represents the start of a journey for the improvement of the sustainability model.

The Sustainability Report provides information on performance levels in connection with a selection of the “GRI Sustainability Reporting Standards” published by the Global Reporting Initiative (GRI), as indicated in the GRI Content Index of this document and following the “Core” reporting option.

It should be noted that Karizia S.p.A. does not fall within the scope of Legislative Decree No. 254 of 30 December 2016, which in acknowledging Directive 2014/95/EU provided for the obligation to prepare a Non-Financial Statement (“NFS”) for public interest entities exceeding certain quantitative thresholds<sup>1</sup>. This Sustainability Report is therefore issued on a voluntary basis and

should not be considered a Non-Financial Statement.

The information included in the Sustainability Report follows the principle of materiality or relevance, a requirement provided for by the reference legislation and characteristic of the GRI Standards: the issues discussed in the Declaration are those considered relevant - following a materiality analysis and assessment described on pages 19-20 of this document -, due to their capability to outline the social and environmental impact of the activities of the company, or influence the decisions of its stakeholders.

The Sustainability Report is issued annually. In order to allow the comparison of data in the long term, and assess the performance of Karizia S.p.A., the figures for the previous year are also included in the report.

The Sustainability Report was approved by the Board of Directors of Karizia S.p.A. on the date.

The Sustainability Report is published on the institutional website of the company at the following address. For further information, please contact the following e-mail address: [etichs@karizia.it](mailto:etichs@karizia.it)

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<sup>1</sup> public interest undertakings with on average more than 500 employees during the financial year, and which on the balance sheet date have exceeded at

least one of the following two size limits: a) balance sheet total, € 20,000,000; b) total net revenue from sales and services, € 40,000,000.



## 1.2 Reporting boundaries

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The scope of the reporting of the qualitative and quantitative data and information is the performance of the company Karizia S.p.A. as at 31 December 2020.

It should be noted that the details relating to the electricity consumption of the subsidiary (American branch) are not included in the overall calculation. Any further limitations to the scope are appropriately indicated throughout the document.

For the purposes of comparison or contextualisation of information, data referring to the 2019 financial year have also been included and appropriately indicated.

For further information or comments regarding this document, please contact: [etichs@karizia.it](mailto:etichs@karizia.it)

## 1.3 Reporting Principles

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The identification and reporting of the contents of the Sustainability Report take into account the following principles:

<b>Stakeholder identification</b>	The organisation should identify its stakeholders and explain how it has responded to their reasonable interests and expectations.
<b>Sustainability context</b>	The report should discuss the performance of the organisation in the wider context of sustainability, outlining how it contributes, or intends to contribute in the future, to the improvement or deterioration of economic, environmental and social conditions, and to the local, regional or global developments and trends.
<b>Materiality</b>	The report should include topics that reflect the significant economic, environmental and social impacts of the organisation, and which strongly influence the assessments and decisions of the stakeholders.
<b>Completeness</b>	The report should address material issues and their boundaries in a way that can highlight significant economic, environmental and social impacts and enable the stakeholders to assess the performance of the organisation during the reporting period.
<b>Accuracy</b>	The information reported should be sufficiently accurate and detailed to allow the stakeholders to assess the performance of the organisation.



<b>Balance</b>	The data reported should indicate both the negative and positive aspects of the performance of the organisation, to enable a considered assessment of the overall performance.
<b>Clarity</b>	The organisation should make the information available in such a way that it can be understood and accessed by the stakeholders using it.
<b>Comparability</b>	The organisation should select, compile and report information in a consistent manner. The information should be presented in a way that allows the stakeholders to analyse changes in the performance of the organisation over time and that could support analysis relating to other organisations.
<b>Reliability</b>	The organisation should collect, record, compile, analyse and present the information and processes used in the preparation of the report in such a way that they can be reviewed and their quality and materiality can be defined.
<b>Timeliness</b>	The organisation should publish reports on a regular basis. so that data is available in a timely manner, to enable the stakeholders to make informed decisions.

## 1.4 GRI content index

### Index of “compliant” GRI contents - core option

For more information on this Sustainability Report, please contact [etichs@karizia.it](mailto:etichs@karizia.it)



Figure 1: [Click here to go directly to the table](#)





**About us**



## About us

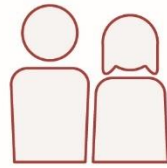
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Karizia Spa is an Italian manufacturer of machine-made silver jewellery chains with a long tradition of respect for Italian history and nature in general. Our facilities meet the highest environmental sustainability standards in Europe. We believe in recycling and in the value of investing in the world of the future: the world of our children and grandchildren.



### REGISTERED OFFICE

Via Perosi 18  
Cassola (VI) - Italy



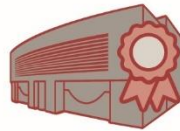
### 60

Employees at  
the end of 2020



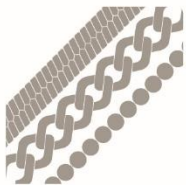
### 7

Certificates



### ISO 45001

certified plant



### 8.000

Items in product range



### LA DEA BENDATA

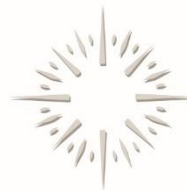
own brand



CERTIFIED MEMBER  
0000 1483

### RJC Member

Responsible  
Jewellery Council



### IT ProLux

Patent



### +50

Countries where  
**Karizia** is present



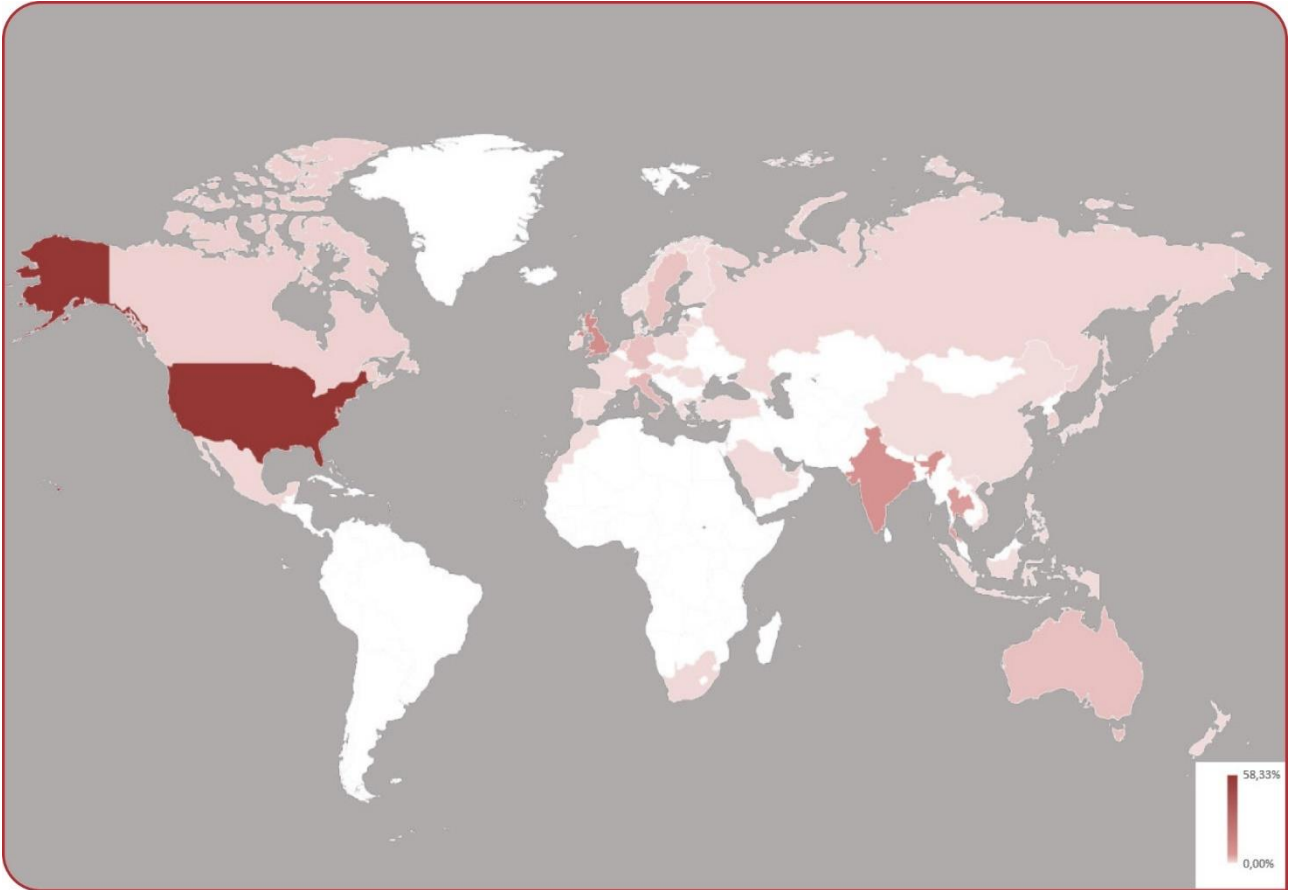
### 58.287.946 €

Turnover in 2020



## 2

### 2.1 Market presence



Karizia works with the largest jewellery retailers in more than 50 countries around the world<sup>2</sup>. Around 59% of our production is exported to the USA, where Karizia works with major retailers.

Karizia produces both on behalf of third parties, and under its own trademark: **La Dea Bendata**.



<sup>2</sup> The heat map reflects our exports for the year 2020





## 2.2 Our history



**1987**

### Company foundation

**Karizia** was established in Bassano del Grappa, the heart of the Italian jewellery district near Vicenza, in Italy



**1991**

Start of attendance to international jewellery fairs



**1992**

Start of teleshopping activities



**1993**

Direct business with retailers



**2008**

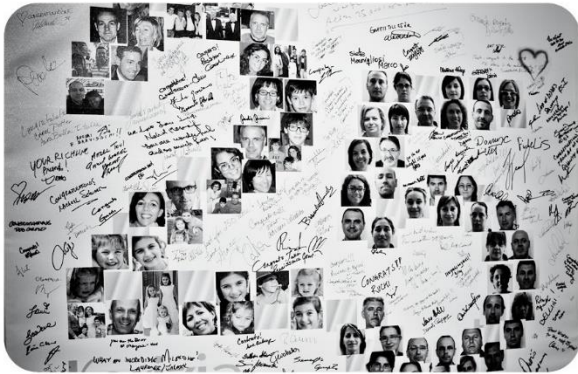
Commitment to sustainability



**2011**

**IT ProLux patent**

An antioxidant process that gives products a long-lasting shine. A revolutionary solution, far better than traditional systems, such as anti-tarnish and e-coating.



**2012**

**Karizia celebrates its 25th Anniversary**



**LA DEA BENDATA**  
MADE IN ITALY

**2015**

**La Dea Bendata**

The line entirely designed by Karizia becomes famous in the United States, where it is distributed by the main television networks.



**2016**

**RJC Responsible Jewellery Council**

An international non-profit organisation aimed at promoting responsible ethical, social and environmental practices, respectful of the human rights of all workers involved in the supply chain, from extraction to sale.

**2017**

**30th Anniversary**

The company has chosen to remain faithful to both its territory of origin, rich in culture and creativity, with a long goldsmith tradition and a continuous source of inspiration, and also to its promise to become a sustainable company.

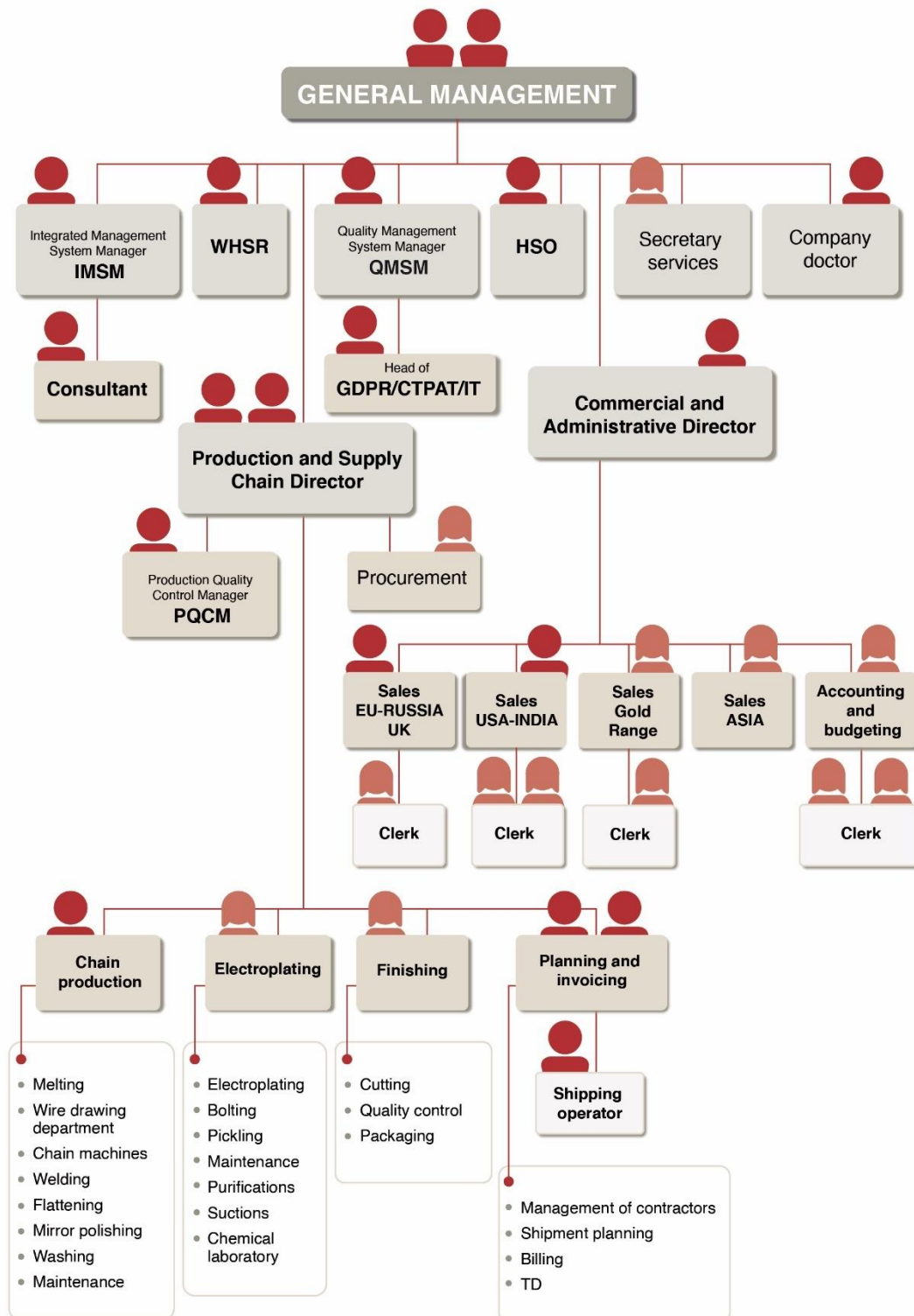




## 2.3 The organisation

Karizia Spa is an Italian SME (small-medium enterprise). The two owners are directly involved in all the strategic decisions, including on sustainability issues.

In specific, together with company employees, the two partners/owners constantly monitor the implementation and performance of self-imposed objectives. Climate change strategies are also frequently assessed.

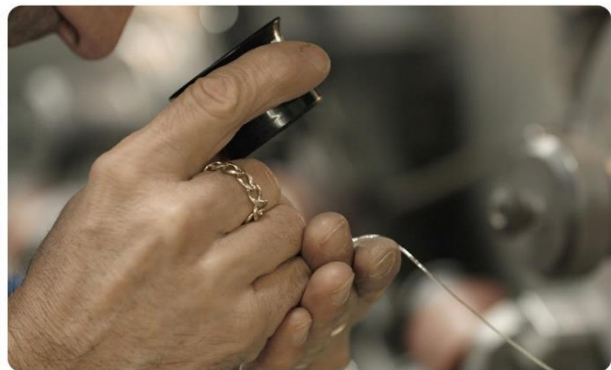






## 2.4 Karizia's Values

The company values - **Respect, Passion, Focus, Commitment, Transparency and Support** -, listed in the Code of Ethics, constitute the shared heritage of **Karizia's** culture and represent the **points of reference of the policy of the company**





## 2.5 Stakeholders

Karizia believes that it is of fundamental importance to establish an active and constant dialogue with all its stakeholders: a solid and lasting relationship based on the values of transparency, trust and consensus in decisions. This allows us to obtain important information that helps us to ensure continuous improvement.

The prerequisites for consolidating an improvement strategy are:

- the identification of key stakeholders with whom to promote periodic discussion initiatives; in this respect, a map of the stakeholders, including relevant expectations, was drawn up through internal surveys with the company functions responsible for the daily management of relations with the respective categories of stakeholders;
- definition of the expectations and interests of the stakeholders





<b>Interlocutors</b>	<b>Expectations and interests of the stakeholders</b>
<b>Shareholders</b>	<ul style="list-style-type: none"><li>• Corporate value growth</li><li>• Transparency regarding corporate governance structures, strategy and long-term objectives, the work of the management team, company performance, also as far as environmental and social performance</li></ul>
<b>Customers</b>	<ul style="list-style-type: none"><li>• Reliability and flexibility of production processes, to ensure business continuity and compliance with delivery schedules</li><li>• Product reliability and safety</li><li>• Continuous product innovation, also with regard to improving environmental performance and attention to product design</li><li>• Safeguard of the value of the brand</li></ul>
<b>Confindustria Federorafi</b>	<ul style="list-style-type: none"><li>• Involvement in the analysis of the trends and needs of the sector, for the definition of common strategies, for its strengthening and the development of sector policies</li><li>• Strengthening of industrial relations, also with a view to ensure pre-competitive collaboration on key aspects, such as the improvement of the sustainability of the sector</li></ul>
<b>Local Communities</b>	<ul style="list-style-type: none"><li>• Provide transparent and merit-based job opportunities and personnel selection processes</li><li>• Development of production and logistic processes that safeguard environmental conditions and the health of the populations around the production sites</li><li>• Participation and support of Karizia in health development projects, for local communities and beyond</li></ul>
<b>Suppliers</b>	<ul style="list-style-type: none"><li>• Timely and correct compliance with contractual conditions</li><li>• Continuity of supplies</li><li>• Possibility of developing strategic partnerships for the improvement of its own activities</li></ul>
<b>Employees</b>	<ul style="list-style-type: none"><li>• Safe working environment, where the health and the mental and physical well-being of people are safeguarded</li><li>• Employment stability</li></ul>





- Opportunities for personal and professional growth
- Training and skill development paths
- Remuneration policies and incentive schemes based on merits
- Inclusion and valorisation of diversity
- Transparency and involvement in the objectives and the performance of the company

## 2.6 Materiality Analysis

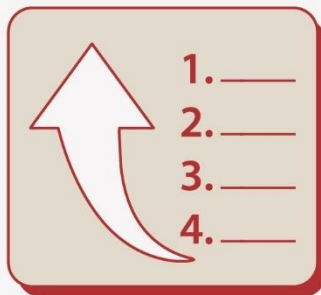
Karizia considers the definition of issues relevant to its stakeholders to be very important for the identification of the contents of this Declaration and to focus its sustainability strategy in the right direction. In view of all this, Karizia follows the principles of relevance, inclusiveness, sustainability context and completeness promoted by the GRI Standards, so that all its stakeholders can gain a proper understanding of the activities, objectives and results of the company, and related environmental and social impacts.

For this reason, Karizia will undertake to carry out an annual materiality analysis, aimed at identifying the areas in which its activities may have the greatest impact on natural ecosystems and on the well-being of communities, people and all its stakeholders.

In application of the standard of completeness of sustainability reporting defined by the GRI, an assessment of the material aspects was carried out, in order to ascertain their ability to significantly affect the decisions and opinions of the stakeholders, and their impact on company performance.



**IDENTIFICATION  
OF SUSTAINABILITY  
ISSUES**



**PRIORITISATION**



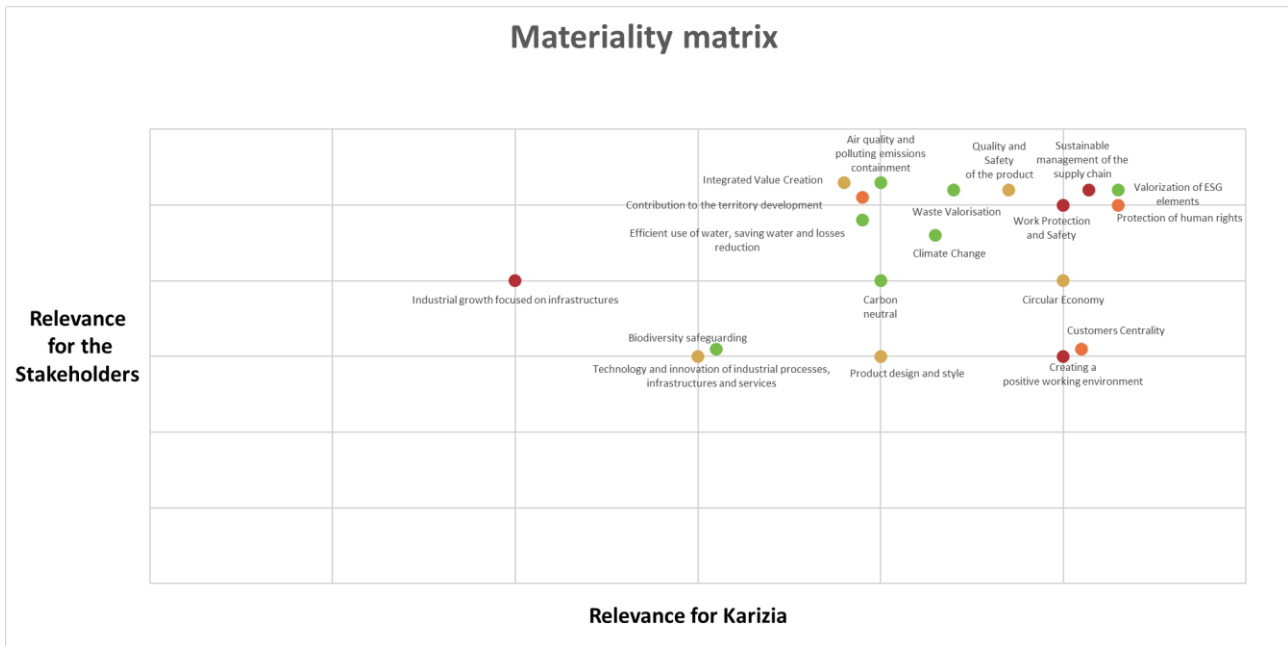
**PUBLICATION**



The 2020 Materiality Matrix focused on 23 material themes, which were examined and scored on a scale from 1 to 5.

The combination of all the gathered evaluations finds its own graphical representation along two axes:

- the x-axis reflects the significance of the aspects for Karizia;
- the y-axis reflects the significance of the aspects for the main stakeholders



## 2.7 Objectives

The 2030 Agenda for Sustainable Development is a program of action for people, the planet and prosperity. It was undersigned in September 2015 by the governments of the 193 United Nations member states. An integral part of the 2030 Agenda are the SDGs (Sustainable Development Goals). The SDGs are a tool to help companies to identify business objectives that can contribute to achieving the goals set by the 2030 Agenda. The use of the SDGs allows companies to commit and highlight their commitment to contribute to the global goals set by the 2030 Agenda.

Despite the lockdowns and the slower pace of industrial activity due to the Covid pandemic, global pollution continues to pose a serious threat to the planet. Fortunately, there are positive signs across the board: there is a strong desire to reverse the trend, among young people in particular; many are expressing an interest in a greener lifestyle; and governments and companies are being called upon to firmly commit themselves to environmental protection and the saving of energy. Karizia, for its part, has always stood out for its innovation and sustainability in its daily care for the ecosystem.

For Karizia, the SDGs represent the guidelines for its sustainability policy. Within this framework, the company has identified those goals which, from a preliminary investigation, appear consistent with its own business model and strategic objectives.



# SUSTAINABLE DEVELOPMENT GOALS



## Selected objectives:

3 GOOD HEALTH AND WELL-BEING



"3.3: By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases"

"3.9: by 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination."

5 GENDER EQUALITY



"5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life"

6 CLEAN WATER AND SANITATION



"6.3: By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally."

"6.4: By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity"





7 AFFORDABLE AND CLEAN ENERGY



"7.2: By 2030, increase substantially the share of renewable energy in the global energy mix"

8 DECENT WORK AND ECONOMIC GROWTH



"8.2: achieve higher levels of productivity of economies through diversification, technological upgrading and innovation, including through a focus on high value added and labor-intensive sectors"

"8.4: improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation"

10 REDUCED INEQUALITIES



"10.3: ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard"

11 SUSTAINABLE CITIES AND COMMUNITIES



"11.4: strengthen efforts to protect and safeguard the world's cultural and natural heritage"

"11.6: By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management"

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



"12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse"

15 LIFE ON LAND



"15b: mobilize significant resources from all sources and at all levels to finance sustainable forest management and provide adequate incentives to developing countries to advance such management, including for conservation and reforestation"

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



"16.5: Substantially reduce corruption and bribery in all their forms"



**Social Part**





## 3 Social part

### 3

#### 3.1 Employees

Can one combine inner calm and professional success? Yes, according to the theory of work-life balance. It involves finding the right balance between your work and private life: a goal you can consider achieved when you have a feeling of overall satisfaction with regard to what you have done, the energy you used, and the objectives you fulfilled. For this reason, Karizia pays great attention to the well-being of its employees, helping them to achieve their professional ambitions without neglecting their private lives by ensuring a comfortable and responsible working environment, fostering a strong team spirit, and implementing a system of company benefits. Each day Karizia offers a coffee to all personnel, because it still believes in small gestures. When added to the normal salary, these extra benefits help to meet the needs of workers, and make life easier for them outside the workplace. We provide assistance during important times, such as during maternity leave, which Karizia actively supports because the well-being of our people is fundamental for the well-being of a company.



The 4 new recruits were appointed in compliance with the law on equal opportunities - Italian Legislative Decree no. 165/2001, art. 7 - paragraph 1. Our commitment to gender equality is constant. In recent years, at Karizia the number of female staff has always been around 50% of the total number of staff. There are women also among the members of the Board of Directors.

To ensure equal opportunities, recruitment at Karizia does not favour one gender over another, and does not take into account the age of the candidate. Karizia believes in meritocracy. The 4 individuals recruited in 2020 were males, and the selections were made on the basis of skills and capabilities when compared with other candidates.





	Year 2019	Year 2020
<b>Females</b>	30	30
<b>Males</b>	26	30



Karizia gives parenting support to its employees who become parents, and promotes work-life balance in all daily activities.

	Year.2019		Year.2020	
	♀	♂	♀	♂
total number of employees who were entitled to parental leave	1			1
total number of employees who took parental leave	1			1*

- The fact that men exercise their parental leave right has a positive impact on women, who can consequently also take advantage of it without fear of jeopardising their careers.

Karizia also encourages the integration of different age groups, giving voice to young people and promoting the skills of senior individuals.

	Year.2019	Year.2020
<b>Total employees</b>	<b>56</b>	<b>60</b>
< 30 years	27%	27%
30 to 50 years	46%	48%*
> 50 years	27%	25%

- 3/4 of people employed in 2020 are aged between 30 and 50

Karizia offers a stable and continuous employment relationship. At the end of 2020, 88.33% of employees were on a permanent employment contract. The percentage is slightly lower than 2019, but higher by one contract in absolute terms when compared with the same year. This is explained by the fact that 4 new people were recruited from 2019 to 2020: 1 on a permanent contract and 3 on a fixed-term contract.



	Year 2019		Year 2020	
<b>Permanent contract</b>	92.86%	52 d.	88.33%	53 d.
<b>Fixed-term contract</b>	3.57%	2 d.	8.33%	5 d.
<b>Apprentices</b>	3.57%	2 d.	3.33%	2 d.

\*d. = employees

As it can be seen from the absolute values in the table above, there was a 7% increase in total number of staff. This brings the total from 56 in 2019 to 60 at the end of 2020.

Even during a global pandemic that had a major negative impact on the economy, Karizia managed to recruit new workforce.

At the end of 2020, 75% of our staff was on a blue collar contract, and 25% on a white collar contract. Karizia Spa is an Italian manufacturer of machine-made precious metal chains in the jewellery sector. The production process starts with the melting of the silver, which is then turned into wire, and finally transformed into ornamental jewellery chains using proprietary machinery, which is why the main workforce is made up of skilled blue collar workers.

	Year 2019	Year 2020
<b>Overall Turnover Rate<sup>3</sup></b>	21%	10%
<b>Negative Turnover Rate<sup>4</sup></b>	5%	3%
<b>Positive Turnover Rate<sup>5</sup></b>	16%	7%
<b>Turnover compensation rate<sup>6</sup></b>	300%	200%

**3 Total staff turnover rate:** This is the indicator that takes into account voluntary turnover (individuals who independently decided to leave the company) and involuntary turnover (individuals who were dismissed, or whose contracts were not renewed), plus new arrivals. The formula consists of:  $(\text{No. in} + \text{No. out during period} / \text{Average No. of staff during period}) \times 100$

**4 Negative staff turnover rate.** This is used to only obtain the turnover associated with staff who have left the company, and is calculate as follows:  $(\text{No. out during period} / \text{No. staff at beginning of period}) \times 100$

**5 Positive staff turnover rate.** Unlike the negative rate, this is used to measure new recruits:  $(\text{No. in during period} / \text{No. staff at beginning of period}) \times 100$

**6 Staff turnover compensation rate.** This is useful to calculate the difference between new recruits and individuals who have left the company; the formula is as follows:  $(\text{No. in during period} / \text{No. out during period}) \times 100$



- The Turnover Compensation Rate and the Positive Turnover Rate are highly positive, indicating that the company is expanding and growing.

## 3.2 Safeguard of health and well-being

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The well-being of our people is a key factor in our business strategies.

The Risk Assessment Document, which meets the provisions of Art. 28 and 29 of Legislative Decree no. 81/08 and subsequent amendments and integrations, was updated on 5/11/2019. Document produced by a certified third party; it contains the assessment of all risks and the necessary measures that must be put in place to minimise them:

- Process assessment: description of the company, the activities and homogeneous tasks
- Risk assessment: identification and evaluation of all risks
- Risk management: identification of a proper safety organisation chart, indicating prevention and protection measures, Personal Protective Equipment (PPE) for specific tasks, and the necessary preventive information and training activities

The risk document does not highlight any worrying conditions. Most of the production stages have been assessed as having a medium/low risk for the health of our staff. There are only very few high risk procedures, for which the implemented prevention and protection measures have been assessed as more than adequate to ensure a safe workplace.

### Climate Survey Workplace: Objective



Karizia has decided to introduce in 2021 a “Climate Survey Workplace” questionnaire.

Used for training and organisational development purposes, employee climate surveys provide a picture of the needs of the organisation. The aim of this tool is to understand what the company can still do to create a comfortable workplace for its people.

“The general mood of personnel can affect performance by 20-30 percent.” Cit. Daniel Goleman





In January 2020, Karizia obtained the Occupational Health and Safety Management System certification in accordance with the new principles defined by the recent ISO 45001 standard.

We care about the health of our staff and constantly work to ensure a healthy working environment, by constantly monitoring the noise levels they are subjected to, in order to avoid damage caused by noise pollution. We are currently following the specific ISO 45001:2018 requirements for occupational health and safety.

The introduction of the ISO 45001 principles is consistent with the new corporate vision that expresses Karizia's desire to be recognised as a trusted partner for all its staff. The primary object is to prevent accidents or work-related illnesses, for all personnel and stakeholders, sharing responsibility for the implementation, maintenance and continuous improvement of the new Management System with the entire company organisation. We look beyond short-term issues, taking into account what our workers and all the stakeholders expect today.



Karizia's commitment to health and safety in the workplace is also reflected in a systematic approach to monitoring accident trends.

The accident frequency index <sup>7</sup>for the year 2020 is 0, with a positive trend compared to 2019, when only one accident occurred. Such accident occurred on the way from work to home. By law, any accidents occurring within half hour from working hours automatically count as accidents at work. This resulted in 153 sick days. The frequency index for accidents with serious consequences is 0, confirming the figures for 2019.

<sup>7</sup> Incident Rate (Index of frequency of accidents with serious consequences): (No. of workplace accidents with serious consequences/No. of hours worked) x 200,000



Health first and foremost This basic principle has guided all Karizia's actions during these months of the Covid-19 emergency. The company has implemented measures that allow staff and contractors to work without taking risks.

New safety procedures were issued, strictly applying the 'Shared protocol for the regulation of the measures to combat and contain the spread of the Covid-19 virus in the workplace'. Starting from the entrance, where we installed body temperature readers, to the individual workstations, equipped with sanitisers available to all workers. Also, in the offices Every morning each employee is supplied with two surgical masks, and gloves and hand sanitising gel are available in every company department. The rooms are regularly sanitised by a specialist company, and a special safety procedure has also been created for external collaborators. A major but vital feat of organisation to protect everyone's health. At the beginning of the pandemic, all employees were trained in the Covid emergency.

For added security, free tests were offered weekly to all employees. This allowed Karizia to detect a couple of cases, preventing significant spreading of the virus in its offices.





**Karizia** has always paid a lot of attention to the health and well-being of its people, even more so during the past year.

The situation we are currently facing will be remembered as an epoch-making moment from many points of view: a time that has profoundly changed the way in which we usually relate to each other. The physical distancing measures required to stem the contagion, and the consequent increase in social isolation, have come at a high cost in terms of their psychological impact over the short or longer term.

To help cope with this period of worry, anxiety, unease and uncertainty, **Karizia** has set up an online psychological support service for its workers, provided completely free of charge. Employees can make an appointment with a psychotherapist in a completely private manner, and have a one-to-one talk about their concerns. This is a small gesture of support for our workforce, also from an emotional standpoint, because we believe that the physical and psychological health and well-being of our people are basic values that we should cherish and protect.







### 3.3 Training and skill development

Our team is made up of people who have followed different training paths, in many cases specialising through experience in our sector. As part of our activities, we always try to stimulate our people, whilst at the same time promoting continuous training by providing different kinds of courses to meet their needs, and therefore those of our company, at all levels.



\*Due to Covid-19, all face-to-face training activities have temporarily been suspended. However, we promoted webinar training initiatives such as “Privacy in the company. Webinar on the organisational models adopted in the company” and “Cash flows, forecasts and sustainability of the debt”.



### 3.4 Code of Ethics - Privacy

#### Code of Ethics

Proper management of business activities means transparent, ethical and appropriate behaviour in all respects. This means not only compliance with applicable laws and regulations, but also consideration of the expectations and aspirations of the various stakeholders, especially company personnel.

In order to promote a preventive policy, Karizia has produced the Code of Ethics and Conduct. With this document, the General Management of Karizia Spa wishes to highlight the fundamental ethical



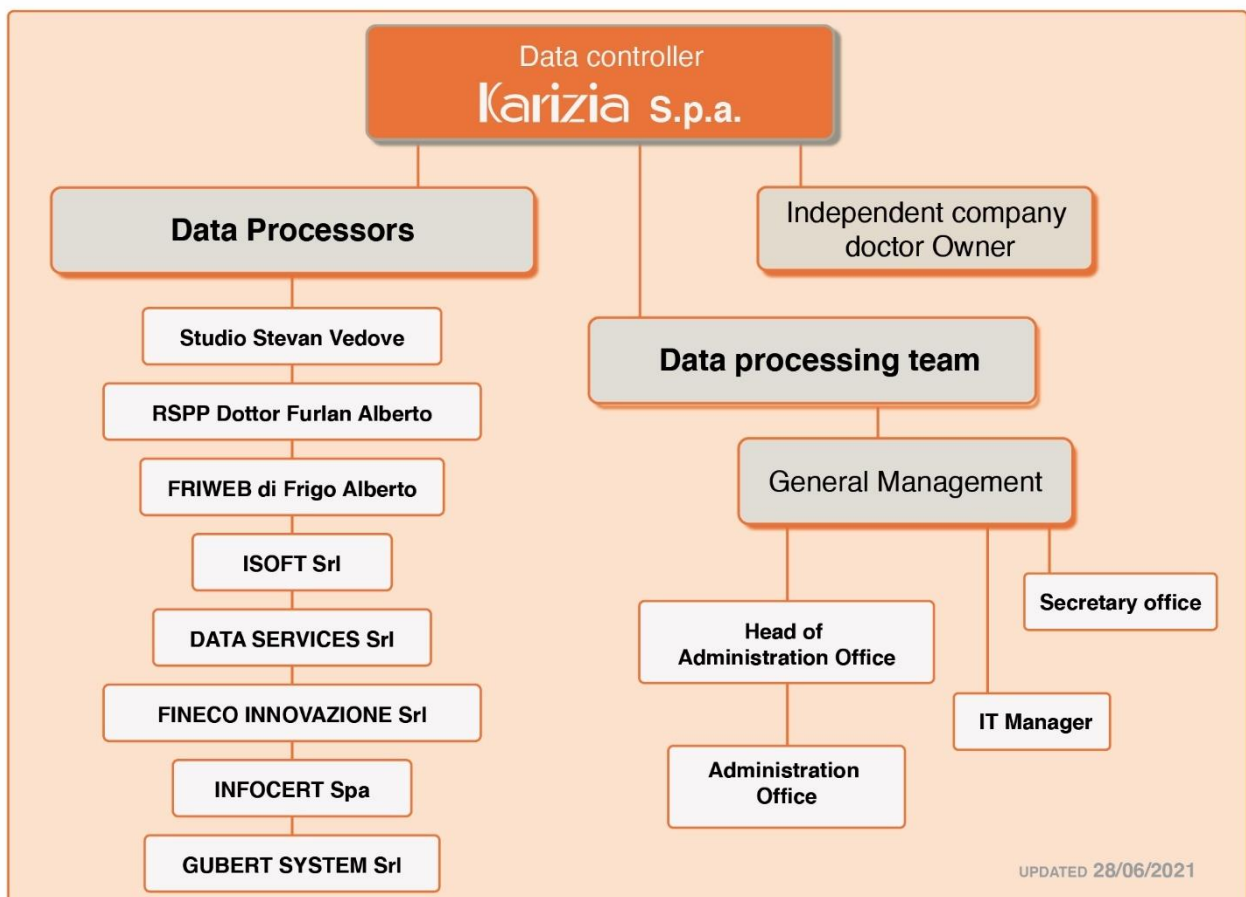
values to which it aspires, and to which all employees and external contractors (consultants, agents, service providers) must adhere while carrying out the tasks and functions entrusted to them. This publication summarises the commitment of Karizia Spa to ethical business conduct and practices. Our organisation invariably demands fair, honest and ethical conduct in all day-to-day activities, and Karizia is particularly against all forms of discrimination. Part of our Code of Ethics takes cues from the anti-corruption standard: ISO 37001 OF 2016. Maintaining these rigorous standards is crucial to our success. Management is always vigilant, to ensure that the contents of the Code are respected. During 2020, Karizia did not record any cases of discrimination or violence among its personnel and collaborators.

### Privacy GDPR

In 2018, European Regulation 679/2016/EU GDPR (General Data Protection Regulation), the new regulation that sets the guidelines to be followed for the protection of personal data of natural persons, came into force across Europe.

The measures aim at protecting the personal data of users in a more appropriate, effective and secure way, without any distinction between paper and digital format processing. Karizia has also initiated and completed all the necessary paperwork to comply with the new regulations, making the company secure also in this respect. The persons involved in the processing of personal data, their respective roles and responsibilities, have all been defined and identified.

During 2020, Karizia did not record any cases of breach of privacy or loss of personal data of its customers.





### 3.5 Support for Society

Karizia pays attention not only to energy and technology efficiency, but also to solidarity.

For several years now, Karizia has been promoting initiatives and sponsoring projects that aim at supporting local communities and various charitable organisations, both through cash donations and organisational support during national cultural programmes. We have an ongoing dialogue with the local community, in order to assess its needs, expectations and the impact that Karizia can have on the local social context.

Karizia actively collaborates with Confindustria Federorafi, of which the CEO of Karizia is the vice-president.

During the year 2020 Karizia was involved with several associations.



**F.C. Bassano 1903**, established in the summer of 2018. The club also works in the youth sector, collaborating with the Atalanta Technical Centre to offer as many children as possible the opportunity to play football.

**Karizia** is one of the sponsors of this project, which also has links to many non-sporting events and social initiatives, including the new “Bambini allo Stadio” (Children at the Stadium) project, the “Bassano da Sogno” (Bassano Dream Team) event, and the “Diamo il meglio a Giovanni” (Let’s give the best to Giovanni) and “Aiutiamo Ray” (Let’s help Ray) charitable schemes to fund costly but essential operations in the USA for two children from the region of Piedmont.



**Diversity Life Foundation** and **Viviautismo Onlus Association**, established in Padua more than 10 years ago following the initiative of five parents of children with autism. With the collaboration of 15 young specialised operators, they support today 70 families of people affected by autism.

They care for people with autism and their families. They have set up an Autism Centre, which provides effective but affordable solutions, and takes care of the whole family. In order to achieve the objectives, they work in several areas: rehabilitation activities, home life, school life, development of personal independence, experiences in the territory, introduction to work life, recreational activities.





**ELIOS** - which stands for **Esperienza, Lavoro, Impresa, Obiettivo, Sanità (Experience, Work, Enterprise, Objective, Health)** - is an association of entrepreneurs and freelancers based in the Veneto foothills. Their aim is to promote health projects by working with examples of scientific excellence in both the medical field and local health facilities.

In 2019, the non-profit organisation, of which Karizia is a founding member, donated two important new facilities to the San Bassiano hospital. The urology department of ULSS 7 is now the third European facility to use the real-time confocal laser endomicroscopy (CELLVIZIO) system for the early diagnosis of urinary tract cancer.

This equipment allows for improved diagnosis of tumour formation at an early stage, and enables treatments to be carried out at the same time as the diagnostic procedure, producing considerable advantages for both

patients and hospital departments. A new-generation 3D CAD software was also donated to the breast treatment department, capable of identifying even the smallest breast tumours, bringing the San Bassiano hospital at the forefront of technology in key areas of cancer diagnosis and prevention.

Through the **ELIOS association**, for the year 2021 Karizia has set itself the objective of a new generation integrated operating theatre at the Bassano del Grappa hospital. The digital operating theatre will provide precision non-invasive surgery, and therefore faster post-surgery recovery for the patient. The fibre optic system will ensure the possibility of connecting all over the world.



The **“Città della Speranza” (City of Hope) Foundation**, established in 1994 in memory of Massimo, had the primary objective of raising funds to build a new and modern paediatric oncohaematology ward. Today, the Paediatric Oncohaematology Clinic is linked to the most important national and international centres. Thanks to funding provided by Città della Speranza, it has become a national benchmark for the diagnosis of acute leukaemia and the molecular characterisation of lymphomas and sarcomas, as well as a Centre for the coordination of national and European protocols for the diagnosis and treatment of lymphomas, sarcomas, brain and liver tumours and rare tumours.





The “**Altre Parole**” (**Other Words**) **Association** contributes to the dissemination of a culture of humanization of oncology care, not only by promoting the importance of listening to the sick, but also by introducing lightness elements into daily care, to help people regain possession of a life that seemed lost.

It helps to train doctors and medical staff to humanise the cancer patient; and the patient is shown how to cope with the disease in a more serene manner, and to express what often remains unexpressed.

**Ponte degli Alpini (Alpinist Bridge)** is considered one of the most characteristic bridges in Italy. It’s a covered wooden bridge, built to a design by Andrea Palladio and recognised by the Ministry of Culture as a National Monument.

**Karizia** contributed as a sponsor of the inauguration of Ponte degli Alpini, at the end of its important restoration.





# 4

Product



## 4 Product

### 4

#### 4.1 Production process

Karizia Spa is an Italian manufacturer of machine-made metal chains for the jewellery sector.

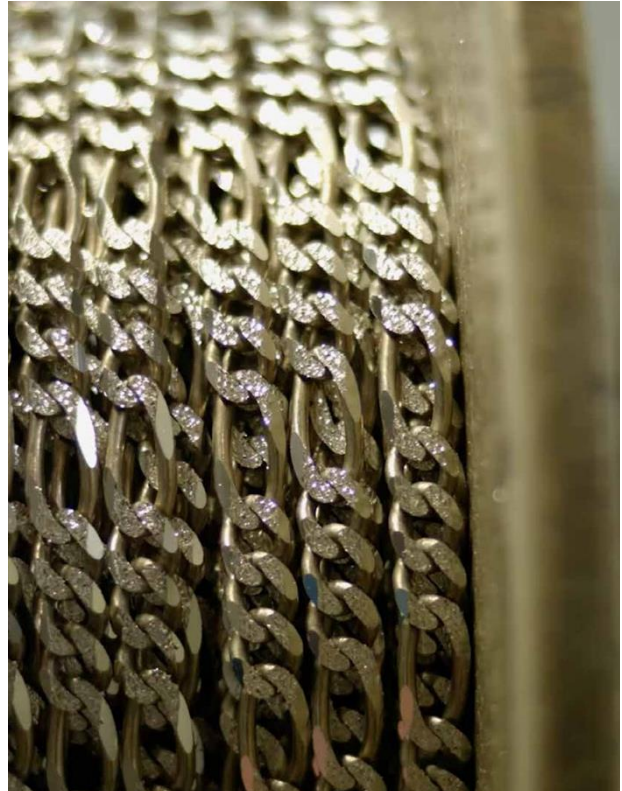
The production process starts with the melting of the metal, which is then turned into silver/gold wire, and finally transformed into ornamental jewellery chains using proprietary machinery.

The chains are then welded and mirror-polished using high-precision machinery.

They are then cut to the desired length and welded, and the clasp is fitted, followed by polishing and electroplating.

The products are checked for quality, weighed, bagged and labelled, and prepared for shipment. Karizia is one of the most recognised names in jewellery production in Italy, and one of the leading manufacturers of silver/gold chains, all made with one eye on style and Italian fashion tradition, and one on product quality and durability, ensuring the perfect combination of look and price.

Karizia's entire product range includes over 8000 different basic items in silver and other precious metals, gold, brass, bronze. In addition to this, a range of trendy fashion chains completes the catalogue.



**100% ITALIANO**



**Codice di tracciabilità n° AGR0054A**

The traceability of raw materials, the production process and recyclability are constantly checked against good environmental sustainability practices. Karizia has been voluntarily certifying its traceability system since 2012. The validity of the certificate is subject to regular monitoring of the adopted Traceability System.

We therefore ensure transparency in our procurement and production processes.

We constantly monitor Italian and European regulations. Karizia adheres to national and international standards, which are the same as those adopted by Federorafai. Given the high level of





exports, we also raise local standards when the standards of the countries of destination of our products are higher.

We annually carry out spot checks in our internal lab, to confirm the quality of the precious metal processing activities. Analyses are carried out according to the following technical standards: ISO EN UNI 11426:2000 for gold alloys; EN UNI 31427:1997 for silver alloys.



Camera di Commercio  
Vicenza  
**LABORATORIO METALLI PREZIOSI**

#### Sustainable design: Objective

For 2021, Karizia has set for itself the objective to only use recycled silver and material recovered from its own creations. The use of recycled precious metals helps to reduce not only carbon dioxide emissions but also water consumption, limiting the production of waste and saving energy: in other words, the company is doing its bit to tackle climate change. The chains produced with recycled silver still bear all the original and extraordinary signs of mining, but also offer the advantage to the customer of having the certainty of wearing a quality, ethical and sustainably designed item of jewellery.



## 4.2 Promoting sustainable business models

The mining and processing of precious metals has a high environmental impact.

We are certainly aware that we need to foster sustainable business models through responsible purchasing practices.

Karizia guarantees 100% use of Conflict Free Metal according to CFS (Conflict Free Foundry) rules.

All the sterling silver and other precious metals processed by Karizia meet the requirements of the ISO 9001:2008 quality certification, which sets the parameters for a proper quality policy to be followed throughout the production process.

At the same time, the company is also committed to research and the development of innovative processing techniques aimed at ensuring the quality of the final products, whilst also taking into account sensitive issues such as health and safety, and environmental management.

In this respect, also fundamental is the relationship of trust and mutual exchange established with suppliers, based on transparency and the sharing of the same ethical values.







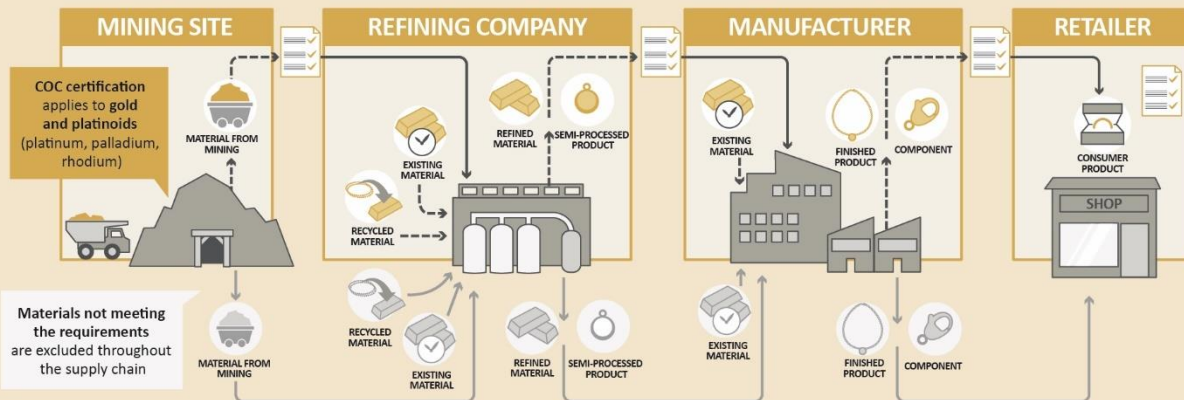
Since 2016, Karizia has been a member of the RJC, and one of the first Italian companies to obtain RJC certification. The Responsible Jewellery Council (RJC) is a non-profit organisation created to strengthen consumer confidence in the jewellery industry, by promoting ethically, socially and environmentally responsible practices that respect human rights throughout the jewellery supply chain.



### Karizia intends to obtain COC certification (Chain of Custody certification) by 2021.

The **RJC Chain of Custody** is a documented sequence of the custody of materials throughout RJC CoC certified companies in the supply chain, therefore ensuring their traceability.

This is the way for Karizia to ensure full traceability and responsible sourcing of precious metals.





## 4.3 Packaging

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Karizia has taken the step to ship all its product only using completely recyclable packaging cartons. This decision is in line with the ongoing effort to reduce deforestation by optimising the reuse of existing paper and cardboard.

The plastic bags used by Karizia for its products are always recyclable and in compliance with the EN 13432 standard. The company is constantly alert about the developments of the sector, with a special eye on the reduction of the use of packaging materials. Environmentally friendly packaging that avoids the damage caused by the use of traditional plastics, which can last in nature in excess of four hundred years.

Moreover, Karizia has chosen to minimise all packaging, also by working together with its suppliers to devise the best practices for reducing waste and polluting materials.

And that's not all: for the packaging of all its products, from tissue, to paper and cardboard, the company tries to only use 100% recyclable lead-free materials that are easy to dispose of, minimising the use of raw materials as much as possible.

The production of 100% recycled paper uses in fact more than 60% less water and electricity than paper made from virgin raw materials, therefore resulting in lower use of precious resources for the planet.







5

**Environmental  
Performance**

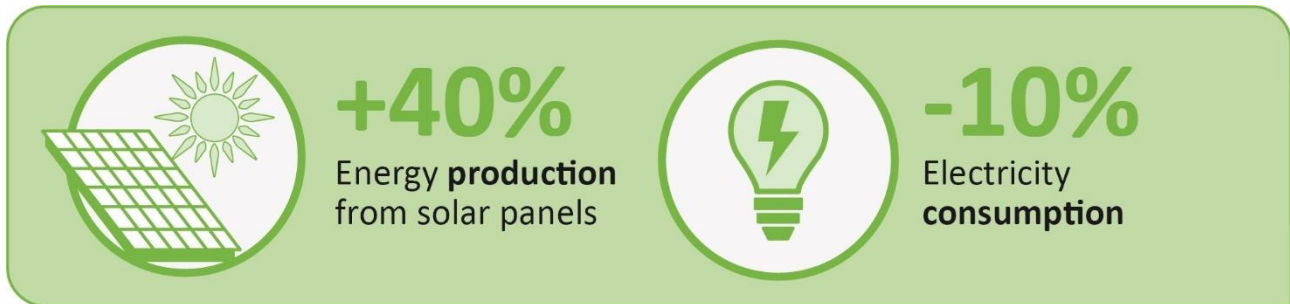




## 5 Environmental Performance

### 5

#### 5.1 Energy - Fuel



Climate change, pollution, the destruction of forests and oceans, and the loss of biodiversity, are all big threats for Europe and the world. In 2019, the European Commission presented the European Green Deal, a new growth strategy aimed at addressing the challenges posed by climate change, and at ensuring the green transition of the EU into an equitable society with a modern and resource-efficient economy and no net greenhouse gas emissions by 2050.

In recent years, Karizia has been at the forefront of the fight against global warming, committing to reduce its impact caused by the use of electricity from unsustainable and highly polluting sources.

When it comes to energy supply, we prefer renewable energy sources to fossil fuels, also through the installation of photovoltaic panels, which have been in use in our company for several years. Our goal for 2030 is to increase the use of energy from this latter source, which will entail substantial investments for the increase of the production capacity of the photovoltaic system.

Given the high energy consumption resulting from large production numbers, energy from solar panels is only 4.09% of the total consumption. However, with a positive trend of +0.40% when compared with the previous year. Thanks to the various strategies that Karizia has been adopting in recent years, this figure is set to raise.

The promotion of energy savings, which translates into rational use of energy and consequently the reduction of consumption levels, is the common denominator of all operating units. With this in mind, a series of strategies have been defined that have led and will continuously lead to the implementation of new energy efficiency measures.

We are investing considerable time and funds to further reduce electricity consumption. The modernisation of old technologies has been ongoing for a couple of years. The old chain machines are being replaced by latest generation equipment which, as well as being more efficient in terms



of energy consumption, also offers savings during the production stages, further reducing Co2 emissions.

We currently have 50 latest generation machines and 130 older ones. Karizia aims at equalising these numbers by 2030, knowing that high investment costs will pay off in the long run, not just in terms of profits but also in terms of benefits for the environment in which we live.

In addition to this small revolution in the production process, for a couple of years our car park has been fitted with electric car charging stations.

All the electricity not obtained from the photovoltaic panels, comes from certified suppliers of clean energy, produced from certified renewable sources. Karizia is supplied by Energia Dolomiti, a company that offsets carbon dioxide emissions through projects that help the environment and people in developing countries.

	Year.2019	Year.2020	2020 Vs.2019
<b>Total consumption Kw/h</b>	1,359,616	1,222,816	-10%
<b>Total consumption GJ<sup>8</sup></b>	4,894.62	4,402.14	-10%
<b>Solar panel production Kw/h</b>	50,162	50,000	-0.32%
<b>Solar panel production GJ</b>	180.58	180	-0.32%
<b>GJ used</b>	180.58	180.00	0%
<b>GJ sold</b>	*all the solar panel energy produced was used for Karizia's own production	*all the solar panel energy produced was used for Karizia's own production	

Having started its own path of progressive transition towards an increasingly "carbon neutral" model, Karizia is certain to guarantee both operational efficiency and the containment of polluting emissions, and a positive response to the "call to action" from the international scientific community for the fight against climate change.

	Year.2019	Year.2020	2020 Vs.2019
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<sup>8</sup> The Giga Joule (abbreviated to **GJ**) is a multiple of the joule (J) unit of measure: according to the parameters defined by the International System, it equals one billion joules. The Joule is the main unit of measurement for work, energy and heat.



<b>Total consumption Smc</b>	25,397	28,985	+14%
<b>Total consumption (GJ)</b>	1,000.6418	1,142.009	+14%

Converter: <https://www.snam.it/it/stoccaggio/strumenti/convertitore.html>

In 2012, thermal insulation was installed on the building, in order to limit dispersions as much as possible. This insulation covers over 50% of the surface area, with a reduction in heating, lighting and air conditioning consumption levels, therefore also reducing CO2 emissions. However, as the table shows, a fuel increase has been recorded in 2020 when compared with 2019. With the ongoing pandemic, we had to ensure proper distancing of our personnel. Some areas that were kept closed had to be reopened, and therefore required proper heating, to ensure the comfort of employees and avoid them getting cold and developing illnesses that could have prevented them from working. This has led to an increase in CO2 emissions related to the heating of the plants.

## 5.2 Water and drains



	Year.2019	Year.2020	2020 Vs.2019
<b>Total consumption of water withdrawn m3</b>	2,744	2,191	-25%
<b>Water consumed m3</b>	1,776	994	-79%
<b>Water discharged*</b>	968	1,197	19%

\*The breakdown of purified discharged water and non-purified discharged water is omitted for the years 2019 and 2020 as there is no documented data in this respect. However, approximately 99%

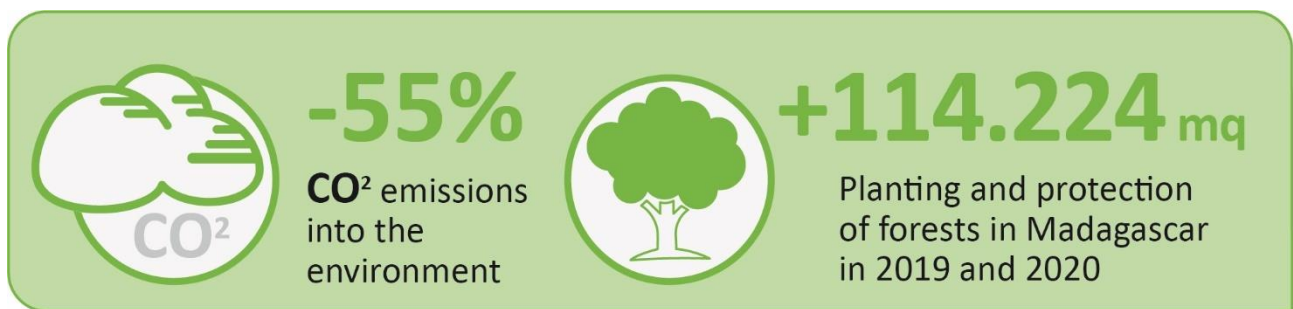




of the discharged water is discharged in the white water drain system. An internal pH value check is carried out before discharging the water, in addition to an unannounced check carried out by an external company (Etra) on a quarterly basis. This allows us to say that almost all the water that we dispose of is purified. The analysis below confirms this assumption. For the next reports, Karizia will aim at measuring purified vs. non-purified discharged water.

The data entered above are obtained from the invoices for the two meters. As far as invoices for the period spanning across the two years, consumptions have been extracted for the days of the year under review. From the table above, we can see that the consumption of total water withdrawn has decreased by 25%. There has also been a +19% an increase in purified discharged water, against a drastic decrease in water consumed of -79%. Karizia has not only succeeded in decreasing water consumption but has also managed to purify a larger volume, bringing the purified water to total water consumption ratio from 35% in 2019 to 54% in 2020.

### 5.3 Emissions



	Year.2019	Year.2020	2020 Vs.2019
<b>Electricity Kg/Co2</b>	486,839	336,845	-25%
<b>Direct gas combustion Kg/Co2</b>	20,510	59,937	+41%
<b>Total Kg/Co2</b>	507,349	396,782	-20%
<b>Turnover €</b>	<b>52,233,108€</b>	<b>58,287,946 €</b>	+12%



Due to the pandemic and all the safety measures implemented, there has been an increase in CO2 emissions related to the heating of the plants. Thanks to other measures implemented, such as renewable energy production, etc., total GHG emissions in 2020 were 20% lower than in 2019.

In 2019 and 2020, Karizia adhered to the “ZERO IMPACT” project of LifeGate, taking part in their third pillar: offsetting CO2 emissions by purchasing carbon credits generated through the planting and protection of growing forests, or from energy efficiency projects.

The period of participation runs from 01/09/2019 to 31/08/2021, with carbon credits for 153,403 kg/Co2.

Considering the carbon credits for the period under review, we can say that in 2020 Kg/Co2 emissions were reduced by 55% compared to 2019

	Year.2019	Year.2020	2020 Vs.2019
<b>Total Kg/Co2 Produced</b>	507,349	396,782	-20%
<b>Carbon Credit</b>	51,274	102,129	
<b>Total Kg/Co2 emissions by KARIZIA</b>	456,075	294,653	-55%



## 5.4 Drains and waste



All values in the following table are in tonnes. We decided to maintain the CER-.... (European Waste Code) coding, for easy consultation of the documents under review. A proper comparison between the years 2019 and 2020 is not possible, as there is no clear frequency for disposal. All the waste listed below was generated by the production process.

As it can be seen from the table, 100% of waste was handed over to disposal companies, which recycle the entire contents.

Type of waste	CER code	2019	2020	Disposal company
CER 060502 (Sludge from on-site effluent treatment containing hazardous)	<b>CER 060502 waste</b>	<b>11.46</b>	<b>11.82</b>	AMBIENTE ENERGIA SRL * (in 2019)
	<b>Recycled waste</b>	<b>11.46</b>	<b>11.82</b>	ECOSTRASPORTI SRL *(in 2020)





substances) disposal company:	<b>Waste handed over for disposal</b>	<b>11.46</b>	<b>11.82</b>	
Code CER 061302 (spent activated carbon), disposal company:	<b>CER 110113 waste</b>	<b>1.96</b>	<b>1.1</b>	ECOSTRASPORTI SRL
	<b>Recycled waste</b>	<b>1.96</b>	<b>1.1</b>	
	<b>Waste handed over for disposal</b>	<b>1.96</b>	<b>1.1</b>	
Code CER 110113 (degreasing waste containing dangerous substances) (galvanic baths), disposal company:	<b>CER 110113 waste</b>	<b>5.4705</b>	<b>0.5927</b>	SAFIMET SPA
	<b>Recycled waste</b>	<b>5.4705</b>	<b>0.5927</b>	
	<b>Waste handed over for disposal</b>	<b>5.4705</b>	<b>0.5927</b>	
Code CER 160303 (inorganic waste containing dangerous substances) (goldsmiths welds, Chinese industrial talc), disposal company:	<b>CER 160303 waste</b>	<b>2.01</b>	<b>4.68</b>	ECOSTRASPORTI SRL
	<b>Recycled waste</b>	<b>2.01</b>	<b>4.68</b>	
	<b>Waste handed over for disposal</b>	<b>2.01</b>	<b>4.68</b>	
Code CER 190807 (solutions and regeneration sludge of ion exchange resins), disposal company:	<b>CER 190807 waste</b>	<b>28.62</b>	<b>17.34</b>	AMBIENTE ENERGIA SRL *(in 2019)
	<b>Recycled waste</b>	<b>28.62</b>	<b>16.32</b>	MARCON SRL *(in 2020)
	<b>Waste handed over for disposal</b>	<b>28.62</b>	<b>17.34</b>	
Code CER 190905 (saturated or spent ion exchange resins), disposal company:	<b>CER 190905 waste</b>	<b>0.63</b>	<b>0.31</b>	ECOSTRASPORTI SRL
	<b>Recycled waste</b>	<b>0.63</b>	<b>0.31</b>	
	<b>Waste handed over for disposal</b>	<b>0.63</b>	<b>0.31</b>	
Code CER 100704 (other dust and particulate matter) (talc), disposal company:	<b>CER 100704 waste</b>	<b>4.64</b>	NA	ECOTRASPORTI SRL
	<b>Recycled waste</b>	<b>4.64</b>	NA	
	<b>Waste handed over for disposal</b>	<b>4.64</b>	NA	



Code CER 110111 (aqueous rinsing solutions containing dangerous substances), disposal company:	<b>CER 110111 waste</b>	<b>0.1417</b>	NA	SAFIMET SPA
	<b>Recycled waste</b>	<b>0.1417</b>	NA	
	<b>Waste handed over for disposal</b>	<b>0.1417</b>	NA	
Code CER 130802 (other emulsions) (in our case synthetic emulsifiable oil), disposal company:	<b>CER 130802 waste</b>	<b>1.45</b>	NA	ECOTRASPORTI SRL
	<b>Recycled waste</b>	<b>1.45</b>	NA	
	<b>Waste handed over for disposal</b>	<b>1.45</b>	NA	
Code CER 140603 (other solvents and solvent mixtures) (residual metal washing product), disposal company:	<b>CER 140603 waste</b>	<b>0.32</b>	NA	ECOTRASPORTI SRL
	<b>Recycled waste</b>	<b>0.32</b>	NA	
	<b>Waste handed over for disposal</b>	<b>0.32</b>	NA	
Code CER 150101 (paper and cardboard packaging), disposal company:	<b>CER 150101 waste</b>	<b>2</b>	NA	ECOTRASPORTI SRL
	<b>Recycled waste</b>	<b>2</b>	NA	
	<b>Waste handed over for disposal</b>	<b>2</b>	NA	
Code CER 160305 (organic waste containing dangerous substances) (tanks used in electroplating), disposal company:	<b>CER 160305 waste</b>	<b>0.4</b>	NA	MARCON SRL
	<b>Recycled waste</b>	<b>0.4</b>	NA	
	<b>Waste handed over for disposal</b>	<b>0.4</b>	NA	
Code CER 170401 (copper, bronze, brass), disposal company:	<b>CER 170401 waste</b>	<b>0.402</b>	NA	V.F. SPA
	<b>Recycled waste</b>	<b>0.402</b>	NA	
	<b>Waste handed over for disposal</b>	<b>0.402</b>	NA	
Code CER 160213 (discarded equipment)	<b>CER 160213 waste</b>	NA	<b>0.26</b>	ECOSTRASPORTI SRL



containing hazardous components other than those indicated in 160209 and 160212), disposal company:	<b>Recycled waste</b>	NA	<b>0.26</b>		
	<b>Waste handed over for disposal</b>	NA	<b>0.26</b>		
Code CER 130205 (mineral-based non-chlorinated motor, gear and lubricating oils) chlorinated, disposal company:	<b>CER 130205 waste</b>	NA	<b>0.41</b>		ECOSTRASPORTI SRL
	<b>Recycled waste</b>	NA	<b>0.41</b>		
	<b>Waste handed over for disposal</b>	NA	<b>0.41</b>		
Code CER 150106 (mixed material packaging), disposal company:	<b>CER 150106 waste</b>	NA	<b>1.28</b>		ECOSTRASPORTI SRL
	<b>Recycled waste</b>	NA	<b>1.28</b>		
	<b>Waste handed over for disposal</b>	NA	<b>1.28</b>		
Code CER 120199 (waste not otherwise specified), disposal company:	<b>CER 120199 waste</b>	NA	<b>0.97</b>		CHIMET SPA
	<b>Recycled waste</b>	NA	<b>0.97</b>		
	<b>Waste handed over for disposal</b>	NA	<b>0.97</b>		

ISO 14001 certification: Objective

Karizia has set itself the objective of being ISO14001 certified by 2021, and is also working on strengthening its internal reporting on the sustainability measures already implemented.







**Summary table**






# 6 Summary table: GRI content index

Index of “compliant” GRI contents - core option

For more information on this Sustainability Report, please contact (e-mail:)



GRI 102: GENERAL DISCLOSURES 2016			
GRI STANDARD DISCLOSURE	Notes/Omissions	Page no. References	SDG
<b>Organisational profile</b>			
102-1 Name of organisation	KARIZIA Spa		
102-2 Activities, brands, products and services	Goldsmith company with own brand 'LA DEA BENDATA'		
102-3 Legal offices	Via Perosi 18/20 36022 Cassola (VI)		
102-4 Operating premises	Via Perosi 18/20 36022 Cassola (VI)		
102-5 Ownership and legal form	Karizia Spa, single member company subject to the management and coordination of Karizia S.r.l.		
102-6 Markets served		Page 12	
102-7 Scale of the organisation		Page 15	
102-8 Information on staff and other workers		Page 24-26	
102-9 Supply chain	By subscribing to the Code of Ethics, all suppliers declare that they share and follow Karizia's values. If Karizia becomes aware of a failure of the supplier to comply with the Code of Ethics, all contracts will become null and void	Page 37-39	
102-10 Significant changes in the organisation and its supply chain	No significant changes took place in the organisation and its supply chain in the year 2020		
102-12 External initiatives		Page 33	





102-13 Membership to associations		Page 33-35	
<b>Strategy</b>			
102-14 Statement of the senior decision-maker		Page 4	
<b>Ethics and integrity</b>			
102-16 Values, principles, standards and rules of conduct	Every employee, external contractor and supplier of Karizia is provided with and asked to adhere to the Code of Ethics before the beginning of the relationship. Subsequent failures to subscribe to its values will result in the contract becoming null and void	Page 31	
<b>Governance</b>			
102-18 Governance structure		Page 15	
102-20 Management responsibility regarding economic, environmental and social issues	Chief Executive Officer (CEO) Karizia Spa is an SME whose owners are directly involved in defining environmental strategies and related investments		
102-21 Consultation with the stakeholders on economic, environmental and social issues	*The future goal is to publish targeted evaluation questionnaires on economic, environmental and social issues	Page 17-18	
102-28 Evaluation of the performance of the highest governance body	*An analysis will be carried out in order to define productivity bonuses to be paid to administrators on the basis of long-term environmental and social results achieved		
102-29 Identification and management of economic, environmental and social impacts	Since 2020, Karizia has begun a process of internal analysis for the assessment of the level of corporate sustainability, in order to define its own strategy for improvement		
<b>Stakeholder involvement</b>			
102-41 National Collective Work Contracts	All Karizia's employees are appointed in accordance with the Goldsmiths and Silversmiths National Collective Work Contract		
102-42 Identification and selection of stakeholders		Page 17-18	
102-43 Approach to the engagement of stakeholders	Use of a newsletter		






Reporting practice			
102-46 Definition of the report content and subject boundaries	A limitation encountered is the full knowledge of the environmental and social impact of the supply chain		
102-47 List of material topics		Page 19-20	
102-50 Reporting period	2019-2020		
102-51 Date of most recent report	This document is the first analysis according to GRI standards		
SERIES 300: ENVIRONMENTAL PERFORMANCE			
GRI STANDARD DISCLOSURE	Notes/Omissions	Page no. References	SDG
GRI 302: Energy			
103-1, 103-2, 103-3 - Management procedures	All data in the energy section have been taken from the report produced by Eng. Rigoni <<Calculation of "specific" greenhouse gas (CO2) emissions. Year 2020.>>		
302-1 Energy consumption within the organisation		Page 42-44	
302-2 Energy consumption outside the organisation	*data not available due to the complexity in retrieving and tracking third-party data		
302-4 Energy consumption reduction		Page 42-44	
302-5 Reduction of energy requirements of products and services	*there is currently no analysis by product		
GRI 303: Water and drains			
103-1, 103-2, 103-3 - Management procedures	All data reported in the water and waste water section are derived from the readings of the invoices for the water consumed		
303-3 Water withdrawal		Page 44-45	
303-4 Water discharge	*there is currently no differentiation between discharge of purified and non-purified water	Page 44-45	
303-5 Water consumption		Page 44-45	




<b>GRI 305: Emissions</b>			
103-1, 103-2, 103-3 - Management procedures	All data in the emissions section have been taken from the report produced by Eng. Rigoni <<Calculation of “specific” greenhouse gas (CO2) emissions. Year 2020.>>, from invoices and other reported documents		
305-1 Direct emissions of GHG (Scope 1)		Page 45-46	
305-2 Indirect energy (Scope 2) GHG emissions		Page 45-46	
305-3 Other indirect GHG emissions (Scope 3)	*data not available due to the complexity in retrieving and tracking third-party data **We are working on a more detailed environmental impact assessment for shipping partners, an explicit request from many of our partners		
<b>GRI 306: Drains and waste</b>			
103-1, 103-2, 103-3 - Management procedures	All data in the emission section have been taken from waste invoices		
306-2 Waste by type and method of disposal		Page 47-50	
<b>GRI 307: Environmental compliance</b>			
307-1 Non-compliance with environmental laws and regulations	In the years 2019 and 2020, there were no failures to comply with environmental laws or regulations in any country in which Karizia operates as a producer and/or seller. Where two regulations, from two different countries, are partially complementary, Karizia follows the highest standards for all the countries to which it exports		

<b>SERIES 400: SOCIAL PERFORMANCE</b>			
<b>GRI STANDARD DISCLOSURE</b>	<b>Notes/Omissions</b>	<b>Page no. References</b>	<b>SDG</b>
103-1, 103-2, 103-3 - Management procedures	All data in the Social section are derived from Karizia’s management software and audited internal procedures		
<b>GRI 401: Employment</b>			




401-1 New recruitments and staff turnover		Page 24-26	
401-2 Benefits provided to full-time staff that are not available to temporary or part-time staff		Page 25	
401-3 Parental leave		Page 25	
<b>GRI 402: Industrial relations/management</b>			
402-1 Minimum notice periods for operational changes	All stakeholders are kept up-to-date by newsletter on the developments of the company strategy		
<b>GRI 403: Occupational health and safety</b>			
403-1 Occupational health and safety management system		Page 27-29	
403-2 Hazard identification, risk assessment and accident investigation	Please refer to the document regarding the results of the assessment of the risks for the health and safety of workers in the workplace REVISION OF 05/11/2019		
403-3 Occupational health services		Page 24-30	
403-4 Workers participation, consultations and communications on occupational health and safety	All employees are trained and constantly updated on occupational health and safety issues		
403-5 Workers training on occupational health and safety		Page 31	
403-9 Accidents at work		Page 27-28	
403-10 Work-related illnesses	Please refer to the document regarding the results of the assessment of the risks for the health and safety of workers in the workplace REVISION OF 05/11/2019		
<b>GRI 404: Training and Education</b>			
404-1 Average hours of training per employee per year		Page 31	



404-2 Upgrade of personnel skills and transition support programmes		Page 31	
<b>GRI 405: Diversity and equal opportunities</b>			
405-1 Diversity of governing bodies and employees		Page 15 Page 24-26	
405-2 Women to men basic salary and pay ratio	All Karizia's employees are managed according to the Goldsmiths and Silversmiths National Collective Work Contract; there is no difference in salary between men and women.		
<b>GRI 406: Non-discrimination</b>			
406-1 Cases of discrimination and corrective actions taken	No discrimination events occurred among Karizia's employees in 2020		
<b>GRI 408: Child labour</b>			
408-1 Operations and suppliers at significant risk of incidents of child labour	Karizia will immediately interrupt any relations if it becomes aware of the use of child labour		
<b>GRI 409: Forced or mandatory labour</b>			
409-1 Operations and suppliers at significant risk of incidents of forced or mandatory labour	Karizia will immediately interrupt any relations if it becomes aware of forced or mandatory labour		
<b>GRI 410: Security practices</b>			
410-1 Security personnel trained in human right policies or procedures	All employees are trained and constantly kept up-to-date on safety procedures		
<b>GRI 413: Local Communities</b>			
413-1 Operations with local community involvement, impact assessments and development programmes		Page 33-35	
413-2 Operations with significant actual and potential negative impact on local communities	No negative impact on surrounding communities has been detected		
<b>GRI 417: Marketing and labelling</b>			





417-1 Requirements for information and labelling of products and services	Karizia follows national and international standards and the advice of Federorafi. Where two regulations, from two different countries, are partially complementary, Karizia follows the highest standards for all the countries to which it exports	Page 37-39	
417-2 Cases of non-compliance relating to information and labelling of products and services	In 2020, there were no cases of non-compliance relating to information and labelling of products and services in any of the markets in which Karizia operates		
417-3 Cases of non-compliance relating to marketing communications	In 2020, there were no cases of non-compliance relating to marketing communications in any of the markets in which Karizia operates		
<b>GRI 418: Customer privacy</b>			
418-1 Justified complaints concerning breaches of customer privacy and loss of customer data	Please refer to the TREATMENT REGISTER DOCUMENT Pursuant to Art. 30 of the European personal data protection regulation. No breaches of customer privacy or loss of customer data were detected in 2020		



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