



Karizia

ANNUAL SUSTAINABILITY REPORT
2021



**"Knowing your planet
is a step towards
protecting it."**

Jacques-Yves Cousteau



1	Sustainability Report	6
1.1	Methodological Note	6
1.2	Scope of reporting	8
1.3	Reporting Principles	8
1.4	GRI content Index	9
2	About Us	11
2.1	Market Presence	12
2.2	La nostra storia	13
2.3	The organization	15
2.4	Karizia's Values	16
2.5	Stakeholders	17
2.6	Materiality Analysis	19
2.7	Objectives	21
3	Social Part	25
3.1	Employeee	25
3.2	Protection of Health and Wellbeing	28
3.3	Training and skill development	31
3.4	Ethics Code - Privacy	32
3.5	Society Support	34
4	Product	38
4.1	Production process	38
4.2	Promoting sustainable business models	39
4.3	Packaging	41
5	Enviromental Performance	43
5.1	Energy - Consumption	43
5.2	Water and drains	45
5.3	Emissioni	46
5.4	Scarichi e rifiuti	48
6	Summary table: GRI content index	52



Letter to the Stakeholders

Dear all,

Karizia, for the second consecutive year, is pleased to present the 2021 Sustainability Report. The decision to pursue this report annually arises from the desire to transmit the principles and values we have believed in for over 30 years and from a deeper awareness of the impacts that our company can generate on people, on the supply chain and on the environment.

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**), considering 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 concrete actions for an increasingly responsible production, pursuing a reduction in emissions to guarantee the health of the community and a reduction in the consumption of water resources.

Precisely because Karizia is attentive to the needs and interactions that take place with its interlocutors, it has decided that from the year 2020, annually, we will publish the sustainability report to make all those who work with the company and for the company employers, for a more transparent collaboration and to identify and pursue objectives and methods of action for a more sustainable production.

2022 promises to be a year of uncertainty but looking to the future with resilience and with a new awareness we want to invest in innovation and sustainability of the company.

2022 will be a great year, the year of change.

Karizia is planning a **Revamping** of the photovoltaic system, with an upgrade of 108kW and an upgrade of the purification plant replacing it with a "**zero discharge**" plant, which by combining different treatment technologies, realizes a total recycling of the water coming from the various production processes before discharging them.

Happy reading,
Luigi and Carlo, owners of Karizia



1

Sustainability Report



1 Sustainability Report

1.1 Methodological Note

This document represents the second Sustainability Report of Karizia S.p.A.

This document contains information relating to economic, environmental, social, personnel issues, respect for human rights, useful to ensure the understanding of the activities carried out by Karizia and to provide stakeholders with an accurate view, comprehensive and transparent strategy, activities undertaken, performance and results achieved.

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.

Please note that Karizia s.p.a. does not fall within the scope of Legislative Decree No. 254¹ of 30 December 2016 which, pursuant to Directive 2014/95/EU, provided for the obligation to draw up a Non-financial Declaration ("DNF") for public-interest entities exceeding certain quantitative thresholds. As such, this sustainability report is voluntary and does not represent a DNF.

The information included in the Sustainability Report reflects the principle of materiality or relevance, an element provided for by the relevant legislation and characterizing the GRI Standards: the issues dealt with in the Declaration are those that, following analysis and assessment of materiality, described on pages 19-21 of this document, have been considered relevant, as they can reflect the social and environmental impacts of the company's activities or influence the decisions of its stakeholders.

The Sustainability Report is drawn up annually. In order to allow the comparison of data over time and the evaluation of the performance of the activities of Karizia s.p.a. the data relating to the previous year are presented for comparative purposes.

The Sustainability Report was approved by the Board of Directors of Karizia S.p.A. on 29/04/2022.

The Sustainability Report is published on the Company's institutional website to request more information about it, please contact: **etichs@karizia.it**

¹public 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) balancesheet total, € 20,000,000; b) total net revenue from sales and services, € 40,000,000.



1.2 Scope of reporting

The reporting perimeter of qualitative and quantitative data and information refer to the performance of the company Karizia s.p.a. in the calendar year 2021

Please note that the electricity consumption data of the subsidiary (subsidiary in America) is not included in the total count. Any further restrictions on the perimeter are indicated in the document.

For the purpose of comparing or contextualizing the information, data relating to the financial year 2020 have been inserted and appropriately indicated.

For information or comments to this document you can send a request to etichs@karizia.it

1.3 Reporting Principles

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

Stakeholder identification	The organization should identify its stakeholders and explain how it has responded to their reasonable interests and expectations.
Sustainability context	The report should discuss the performance of the organization 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.
Materiality	The report should include topics that reflect the significant economic, environmental, and social impacts of the organization, and which strongly influence the assessments and decisions of the stakeholders.
Completeness	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 organization during the reporting period.
Accuracy	The information reported should be sufficiently accurate and detailed to allow the stakeholders to assess the performance of the organization.



Balance	The data reported should indicate both the negative and positive aspects of the performance of the organization, to enable a considered assessment of the overall performance.
Clarity	The organization should make the information available in such a way that it can be understood and accessed by the stakeholders using it.
Comparability	The organization 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 organizations.
Reliability	The organisation should collect, record, compile, analyze 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.
Timeliness	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





About us



2 About Us

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.



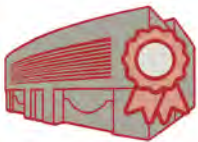
REGISTERED OFFICE

Via Perosi 18
Cassola (VI) - Italy



~50

Countries where
Karizia is present



Factory with
certification

ISO 45001



8.000

Products in the portfolio



8

Certificates



LA DEA BENDATA

Own Brand



CERTIFIED MEMBER
0000 1483

RJC Member

Responsible
Jewellery Council



103.648.684 €

Turnover in 2021



IT ProLux

Patent



62

Employees at the
end of 2021



2.1 Market Presence



Karizia is present in about fifty countries adopting a strategy of diversification of the market in which to operate thus reducing credit risk.

Karizia is not only a producer of third parties but has its own brand, **La Dea Bendata**. Brand born in 2015.

All the jewels of the line are designed entirely by Karizia and sold on all major American television networks.





2.2 La nostra storia



1987

Fondazione dell'azienda

Karizia nasce a Bassano del Grappa, il cuore del distretto italiano della gioielleria vicino a Vicenza, Italia



1991

Inizio della partecipazione a fiere internazionali della gioielleria



1992

Inizio delle televendite



1993

Affari diretti con i rivenditori



2008

Impegno per la sostenibilità



2011

Brevetto IT ProLux

Processo antiossidante che conferisce una luminosità duratura ai prodotti. Rappresenta una soluzione rivoluzionaria, di gran lunga migliore dei tradizionali sistemi come l'antitarnish e l'e-coating.



2012

Karizia festeggia il suo 25° Anniversario

2015

La Dea Bendata

Linea interamente disegnata da Karizia diventa famosa negli Stati Uniti dove viene distribuita dai principali networks televisivi.



LA DEA BENDATA
MADE IN ITALY



2016

RJC Responsible Jewellery Council

Organizzazione no profit internazionale nata con l'obiettivo di promuovere pratiche responsabili sul piano etico, sociale e ambientale, che rispettino i diritti umani di tutti i lavoratori coinvolti nella filiera, dall'estrazione alla vendita.

2017

30° Anniversario

La società ha scelto di restare fedele non solo al territorio in cui è nata, luogo ricco di cultura e creatività dalla lunghissima tradizione artigianale orafa e continua fonte di ispirazione, ma anche alla promessa di fare di Karizia un'azienda sostenibile.



30
Karizia



2021

1° Report di Sostenibilità

Il documento è stato redatto su base volontaria per testimoniare la trasparenza e l'impegno di Karizia verso la sostenibilità. Con una costante analisi delle proprie performance sostenibili, ci impegniamo in un costante miglioramento.

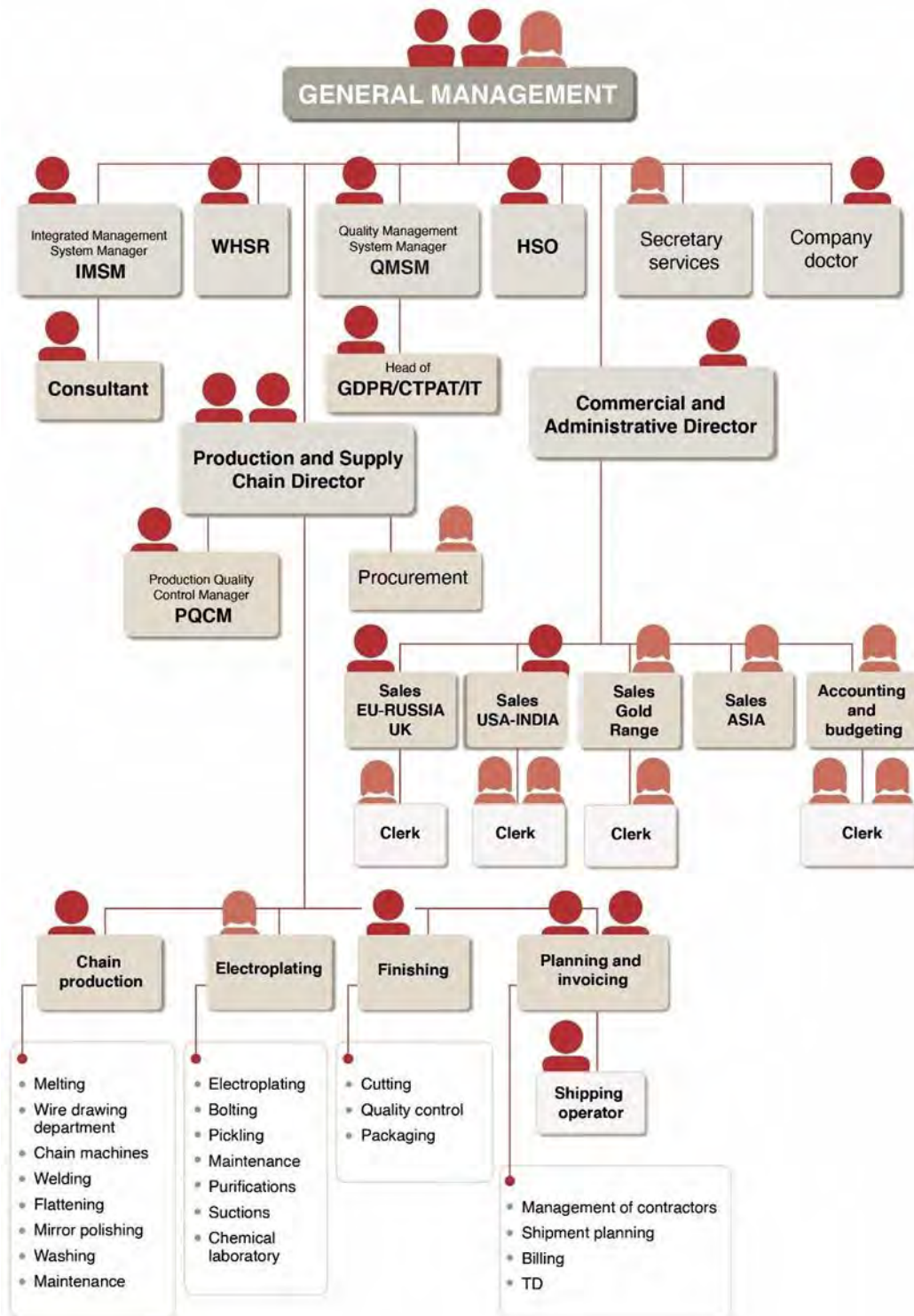


2.3 The organization

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 point of reference of the policy of the company





2.5 Stakeholders

Karizia considers it 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 allows us to ensure continuous improvement.

The conditions for consolidating an improvement strategy are:

- the identification of key stakeholders with which to promote the initiatives of periodic comparison, in this regard the map of stakeholders, including the relevant expectations, has been detected through internal investigations with the business structures responsible for the daily management of relations with the respective categories of stakeholders;
- defining stakeholder expectations and interests





Interlocutors	Expectations and interests of the stakeholders
Shareholders	<ul style="list-style-type: none">• Corporate value growth• 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
Customers	<ul style="list-style-type: none">• Reliability and flexibility of production processes, to ensure business continuity and compliance with delivery schedules• Product reliability and safety• Continuous product innovation, also with regard to improving environmental performance and attention to product design• Safeguard of the value of the brand
Confindustria Federorafi	<ul style="list-style-type: none">• 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• 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
Local Communities	<ul style="list-style-type: none">• Provide transparent and merit-based job opportunities and personnel selection processes• Development of production and logistic processes that safeguard environmental conditions and the health of the populations around the production sites• Participation and support of Karizia in health development projects, for local communities and beyond
Suppliers	<ul style="list-style-type: none">• Timely and correct compliance with contractual conditions• Continuity of supplies• Possibility of developing strategic partnerships for the improvement of its own activities
Employees	<ul style="list-style-type: none">• Safe working environment, where the health and the mental and physical well-being of people are safeguarded• Employment stability

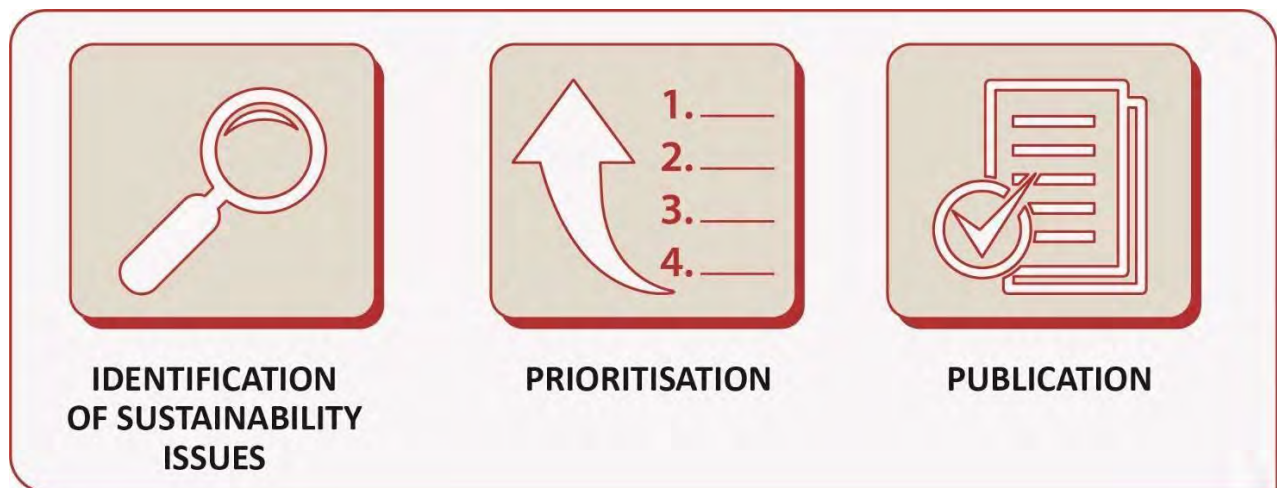


2.6 Materiality Analysis

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.





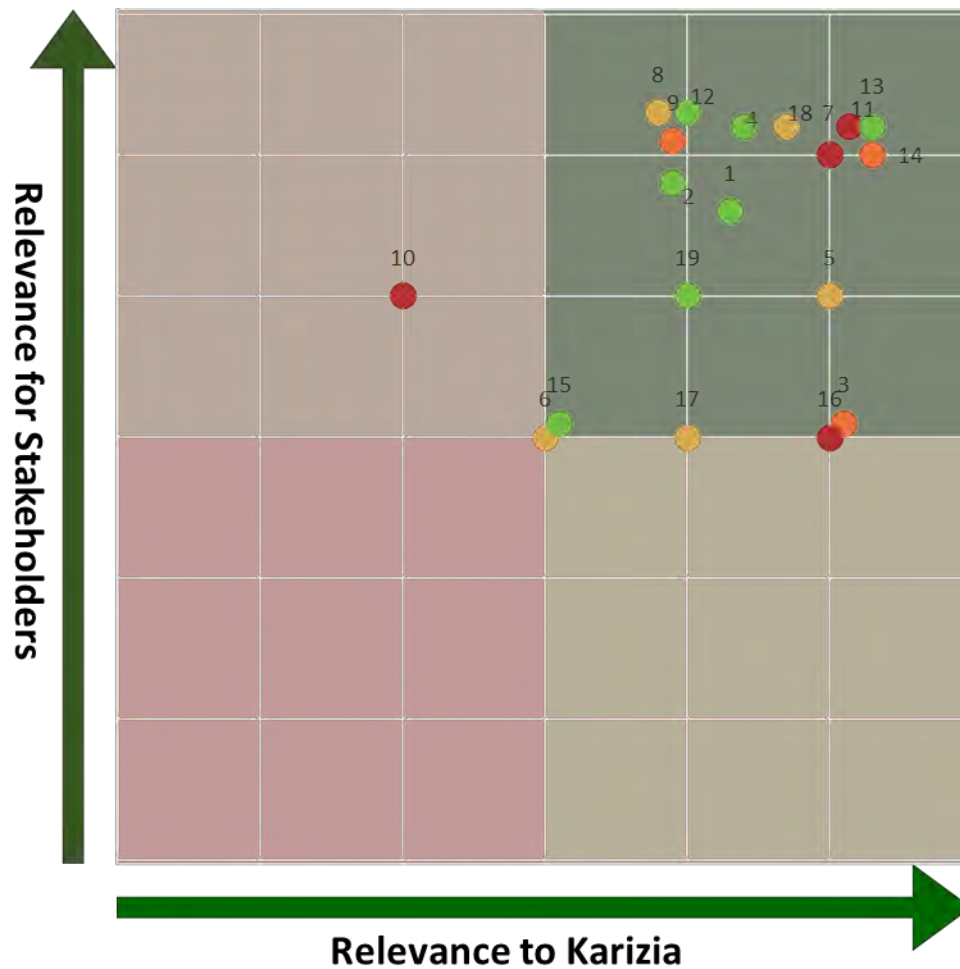
The 2020 Materiality Matrix focused on 23 material themes, which were examined and scored on a scale from 1 to 5.

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

Components of the materiality table:

●	1	Climate Change
●	2	Efficient Use of Water, Water Saving and Loss Reduction
●	3	Customer income
●	4	Waste Valorisation
●	5	Circular Economy
●	6	Technology and innovation on Industrial processes, infrastructures and services
●	7	Protection and safety at work
●	8	Integrated Value Creation
●	9	Contribution to the development of the territory
●	10	Industrial Growth focused on infrastructure
●	11	Sustainable supply chain management
●	12	Air quality and containment of polluting emissions
●	13	Enhancement of ESG elements
●	14	Protection of human rights
●	15	Safeguarding biodiversity
●	16	Creating a positive work environment
●	17	Product design and style
●	18	Product Quality and Safety
●	19	Carbon neutral



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"



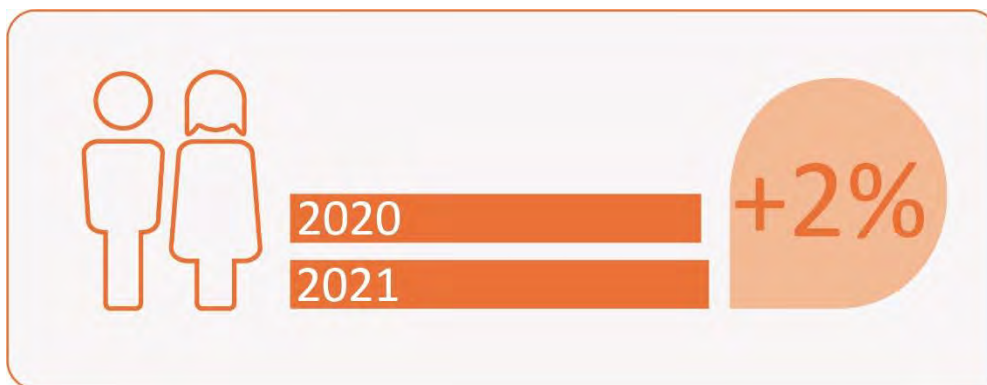
Social Part



3 Social Part

3.1 Employeey

Is it possible to combine personal serenity and professional success? According to the concept of work-life balance, yes. It is the ability (or the possibility) to balance work and private life in a balanced way, a goal that can be considered achieved when you feel a feeling of overall satisfaction with what has been done, the energy spent and the goals achieved. For this reason, Karizia pays great attention to the well-being of her employees, so that they can realize their professional ambitions without neglecting their private lives, thanks to a comfortable and responsible working environment, a strong team spirit and the introduction of corporate benefits. Every day Karizia offers a coffee to all her employees because she still believes in small gestures. After two years of covid and with in between the problem of energy increases and raw materials Karizia has managed to give its employees an extra production premium. These are ancillary benefits that are added to the ordinary salary, to meet the needs of workers and facilitate their lives, even outside the workplace. A support for the most complex and important moments, such as motherhood and leave for fathers, which Karizia supports because the well-being of employees is the foundation of the well-being of a company.

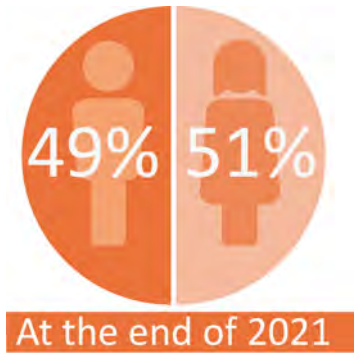


In 2021, after seven resignations, three of them due to retirement, 8 new employees were hired. A figure higher than in 2020, this demand was dictated by a continuous growth in orders received. The 8 new hires took place in compliance with the law on equal opportunities D. Lgs. 165/2001, art. 7 - paragraph 1. Our commitment to gender equality is constant. The percentage weight of the "pink quota" has always been high in Karizia, turning around a 50% of the total number of employees in recent years; 51% with precision, for the year 2021. The Board of Directors also has quotas for women.

In order to guarantee equal opportunities, recruitment in Karizia does not take place by preferring one sex over the other, nor by considering the candidate's age. Karizia prefers meritocracy, a predilection for hiring skills and capabilities over all other candidates.



	Year 2020	Year 2021
Females	30	32
Males	32	31



Karizia supports the parenting of employees when they become parents and promotes, in daily activities, the reconciliation of work life.

	Year.2020		Year.2021	
	♀	♂	♀	♂
total number of employees who were entitled to parental leave		1	1	3
total number of employees who took parental leave		1*	1	3*

- The fact that men exercise their right to leave has a positive impact on women, who can therefore benefit from it without jeopardizing their careers.

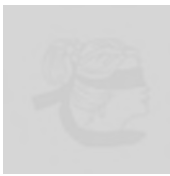
Karizia also promotes the integration of different age groups, giving voice to young people and enhancing the skills of seniors.

	Year.2020	Year.2021
Total employees	62	63
< 30 years	29%	24%
da 30 a 50 years	47%	49%
> 50 years	24%	27%

Karizia offers a stable and continuous working relationship, 90% of employees have an indefinite employment contract at the end of 2021; Percentage up compared to 2020, some determined contract has been transformed into indefinite time

As you can see from the absolute values of the table below there has been an increase of 2% of total employees. It increased from 62 employees in 2020 to 63 at the end of 2021.

Even during a global pandemic that caused severe negative consequences for the economy, Karizia was able to recruit new workers, granting 90% of her employees a permanent contract.



	Year 2020		Year 2021	
Indefinite	85%	53 e.	90%	57 e.
Fixed term	11%	7 e.	6%	4 e.
Trainees	3%	2 e.	3%	2 e.

*e. = employees

At the end of 2021, 73% of the contracts were classified as blue-collar and 24% as clerk.

Karizia Spa is an Italian manufacturer of machine-made precious metal chains in the jewelry industry. The production process starts from the fusion of silver, to proceed to the creation of a silver wire that is finally transformed into chains of ornamental jewelry by proprietary machinery, for this reason, the main value force is made up of skilled blue-collar.

	Year 2020	Year 2021
Overall Turnover Rate²	10%	24%
Negative Turnover Rate⁴³	3%	11%
Positive Turnover Rate⁴	7%	13%
Turnover compensation rate⁵	200%	114%

Turnover Compensation Rate and the Positive Turnover Rate are highly positive, a sign that the company is in an expansive and growth phase.

2Total staff turnover rate: This is the indicator that considers 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: $(\text{No. in} + \text{No. out during period} / \text{Average No. of staff during period}) \times 100$

3Negative staff turnover rate. This is used to only obtain the turnover associated with staff who have left the company, and is calculate as follows: $(\text{No. out during period} / \text{No. staff at beginning of period}) \times 100$

4Positive staff turnover rate. Unlike the negative rate, this is used to measure new recruits: $(\text{No.in during period} / \text{No. staff at beginning of period}) \times 100$

5Staff 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: $(\text{No. in during period} / \text{No. out during period}) \times 100$



3.2 Protection of Health and Wellbeing

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.



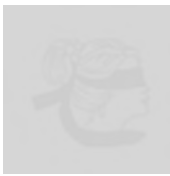
Workplace Climate Survey: Target

Karizia's goal is to introduce a 2022 'Workplace Climate' questionnaire.

Used for organizational training and development, employee climate surveys provide an insight into the needs of the organization. With this tool, we want to understand what the company can still do to create a comfortable workplace for our employees.

""The general mood of the employees can affect the extent of 20-30 percent on performance.""

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 injury frequency index ⁶for 2021 is 0, confirming the trend for 2020.

⁶ 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 of all. It is from this assumption that Karizia acted in these months of emergency Covid-19. The Venetian company has organized itself to allow employees and collaborators to work without risk.

New safety procedures have therefore been created by strictly applying the "Shared Protocol for the regulation of measures to combat and contain the spread of Covid-19 virus in the workplace". Starting from the entrance, where thermal facial readers have been installed to detect body temperature, up to the individual stations, equipped with a sanitizing detergent with which each operator can perform sanitization. In the offices, too. In the morning each employee is provided with two surgical masks and sanitizing gel for hands, present in every department of the company. The rooms are constantly sanitized by a specialized company and a special safety procedure has been created for external collaborators. An important but essential organizational effort to protect the health of all.





3.3 Training and skill development

Our team is composed of individuals who have followed different training paths, specializing in many cases through experience in this field. Within our activities we always try to stimulate our staff, at the same time we promote a continuous training ensuring courses of various kinds to meet the needs of our people and therefore of our company, at all levels.



* Due to Covid-19, in 2020, all training activities in attendance had been temporarily suspended. With the slow resumption also the formation of the own employees is returned to being usable, with a + 237 hours distributed, regarding 2020.

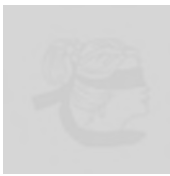
Training Provided	
● Specific safety training	200 hours
● General safety training	4 hours
● Supervisor training	32 hours
● Company first aid training	20 hours
● Fire Training	18 hours
● Forklift driver course	12 hours

Cultivating the talent of its employees is an added value for Karizia; in 2021 the Executive Master in Supply Chain Management, delivered by the Politecnico di Milano, to a Karizia employee was funded.

We strongly believe that to remain competitive and innovative, companies must continuously invest in improving the corporate culture.

What better way than to increase the skills of its employees.





3.4 Ethics Code - 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.

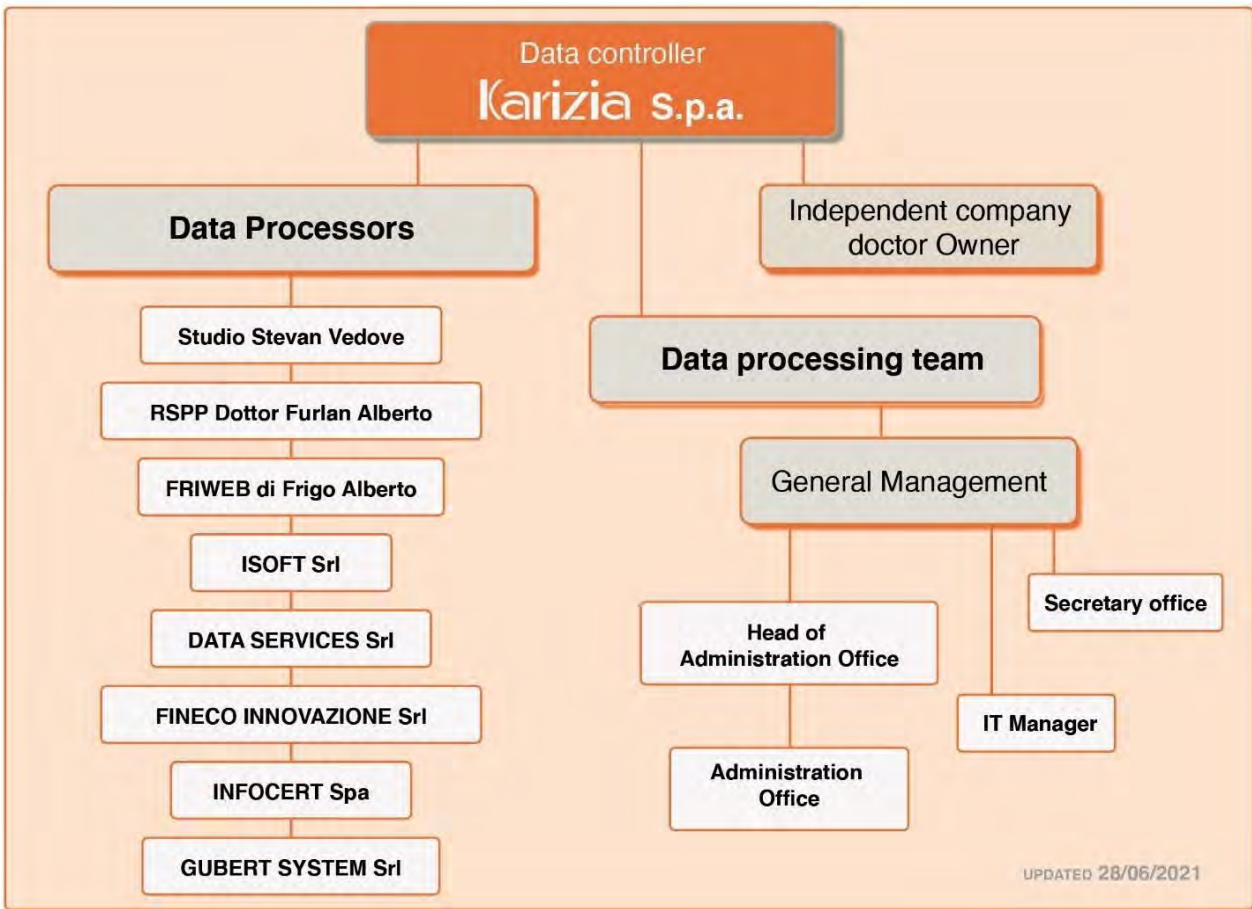
In order to promote a preventive policy, Karizia has produced the Code of Ethics and Conduct. With this document, the General Management of Karizia Spa wishes to highlight the fundamental ethical values to which it aspires, and to which all employees and external contractors (consultants, agents, service 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 Society Support

Karizia is not only interested in energy efficiency and technology, but also in solidarity.

For many years, Karizia has been promoting initiatives and sponsoring projects aimed at supporting local communities and various charities through cash donations and organizational support for national cultural programs. We have an ongoing dialogue with the local community to assess their needs, expectations and the impact Karizia may have in the local social context.

Karizia actively collaborates with Confindustria Fedeorafi, where the CEO of Karizia is vice president of Fedeorafi.

During the year 2021 there are several associations in which Karizia has participated.



Karizia strongly believes in social that's why together with other entrepreneurs and freelancers of the Venetian foothills they founded Elios, an acronym for **Esperienza, Lavoro, Impresa, Obiettivo, Sanità (Experience, Work, Company, Goal, Health)**

In 2019 the non-profit organization, of which Karizia is one of the founding members, donated two important new endowments 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 system (Cellvizio), for the early diagnosis of urinary tract cancer.

This tool allows to improve and anticipate the diagnosis of neoplasm in the still superficial stage and to treat patients suffering from this neoplasm at the same time as the diagnostic procedure producing considerable advantages for patients and departments.

A latest generation 3D CAD software was also donated to the senology department, capable of detecting even the smallest breast cancers, making the San Bassiano hospital even more advanced in the crucial areas of cancer diagnostic prevention.

Thanks to the ELIOS association, in 2021, a new generation integrated operating room was built at the Bassano del Grappa hospital. The digital operating room will ensure precision, minimally invasive surgery that allow the patient undergo much more rapid postoperative treatment. Thanks to optical fiber, it will give the possibility to connect all over the world.





The Association "**Altre Parole**" contributes to the spread of a culture of humanization of care in oncology. Not only by promoting the importance of true listening to the sick, but also by including in the daily care, elements of lightness that help people to take back a life that seemed lost.

It helps to train doctors and medical staff in the humanization of the cancer patient; and at the patient is learned how to deal with the disease more serenely and to express what often remains unexpressed.



In 2021, physiotherapy equipment and recreational equipment were donated to the children of the **Infant Neuropsychiatry Department** of the Bassano Del Grappa Hospital

Not only physiotherapy equipment but also games. The importance of the game, in the hospital is fundamental: it reduces stress, relieves pain and fear and guarantees the right to young patients to remain children even during the period in which they are hospitalized.

The hospitalization of a child represents an abrupt and often painful interruption of daily life, a sudden loss of their reference points. In this condition play and recreation become important dimensions to deal with the disease. For this reason, Karizia wanted to donate to the Child Neuropsychiatry department of the Bassano Del Grappa hospital.

«ADOPT A DEPARTMENT»



Thanks to the fundraising campaign "Adopt a department", the hospital of Bassano del Grappa raised funds to promote 360 degrees, through the Veneta Medianordest network, all departments of the hospital.

In these short films, broadcast throughout Veneto, the work of each department was underlined. to be able to share the work of the structure with others and ask for additional funding.



Jewelers for Children was founded by the U.S. jewelry industry with a mission to help children in need. Since its inception, JFC has donated more than \$58 million to programs to help children whose lives have been affected by illness, abuse, or neglect. JFC also provides support to Make-A-Wish® International, the Autism Research Organization, and the Santa-America Fund.



In 2021, Karizia officially became a sponsor of Ezzelina Volley. Amateur sports association, which practices women's volleyball, participating in tournaments and championships FIPAV (Italian Volleyball Federation). Within it, generations of girls grew up, who learned the fundamental values of sport and the importance of teamwork.



4

Product





4 Product

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 recognized 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 Federorafafi. 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: Goal Achieved

Karizia’s goal for 2021 was to use only recycled silver for her creations. Working with precious metals from recycling means helping to reduce not only carbon dioxide emissions but also water consumption, limit waste production and save energy: in other words, to fight climate change. The chains produced with recycled silver, in addition to maintaining all the extraordinary peculiarities of the new extraction, offer the advantage, to the wearer, to have the certainty of bringing on the skin a jewel of quality, ethical and sustainable design. The production of recycled silver, compared to the mining of the same, helps to produce from 92% to 97% less CO2.

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 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.



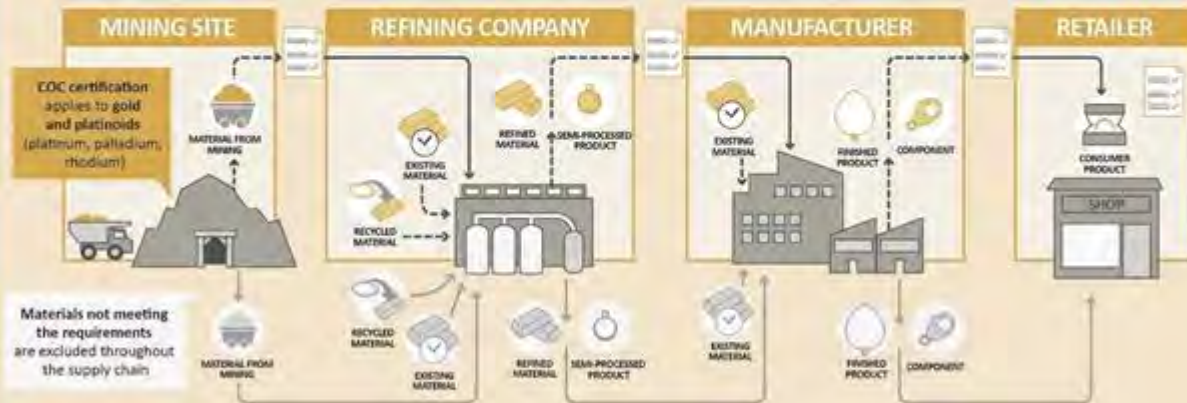
COC certification: Goal Achieved



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

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, minimising the use of raw materials as much as possible.

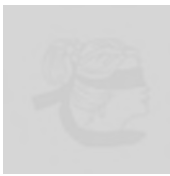
The production of 100% recycled paper uses in fact more than 60% less water and electricity than paper made from virgin raw materials, therefore resulting in lower use of precious resources for the planet.





5

**Environmental
Performance**



5 Enviromental Performance

5.1 Energy - Consumption



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, the jewelry industry is an energy-intensive sector, the energy from **solar panels covers 6% of Karizia's energy needs**; two percentage points more than the previous year. This last data is destined to grow thanks to the various strategies that Karizia is adopting in recent years.

In fact, Karizia, for the year **2022**, will adopt a plan of **Revamping of the photovoltaic** system with an upgrade up to 108Kw: the entire plant installed in 2011 will be entirely replaced by more advanced technology with the same peak power, 118 additional modules, 2 new inverters and a new M2 measuring group will also be installed.

The promotion of energy saving, which is expressed in the rational use of energy and consequently in the reduction of consumption, is the theme that involves all operating units. Therefore, a series of strategies have been defined that have led, and will continuously lead to the implementation of new energy efficiency interventions.

We are investing considerable time and funding to reduce electricity consumption more and more. For a couple of years, the modernization of old technologies has been underway. The old chain machines are giving way to state-of-the-art machines that, in addition to being more efficient in terms of energy consumption, have a significant saving even in the production phases, saving additional CO₂.



Currently in the company there are 50 machines of the latest generation and 130 of the old. Karizia's goal is to equate these numbers for 2030, aware that at high investment costs will match long-term benefits not only looking at profits but the environment in which we live. In 2021, a considerable number of new machines were purchased, both to replace the more obsolete ones and for new production phases.

In addition to this small revolution in the production process, there has been a charging station for electric cars in the parking lot from a couple of years.

All sources of electricity not derived from photovoltaic panels derive from certified companies for the supply and sale of only clean energy, produced from certified renewable sources. Karizia is supplied by Energia Dolomiti, a company that compensates for carbon dioxide emissions, through projects that help the environment and the populations of developing countries.

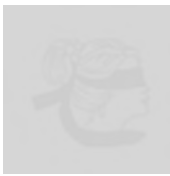
	Year.2020	Year.2021	2020 Vs.2021
Total consumption Kw/h	1.222.816	1.249.567	2%
Total consumption GJ⁷	4.402	4.498	2%
Solar panel production Kw/h	50.000	76.951	54%
Solar panel production GJ	180	277	54%
GJ used	180	260	44%
GJ sold	*dato non disponibile	17	ND

At the macro level, the data show a worsening trend; however, **if we consider the 44% increase in production**, compared to the previous year, here is how the data change significantly.

In fact, **the total energy consumption**, if compared to the increase in production shows **a reduction of 29%**.

Karizia is sure to guarantee both operational efficiency and containment of pollutant emissions, responding positively to the "call to action" coming from the international scientific community to combat climate change, having started its own path of progressive transition towards an increasingly "carbon neutral" model.

⁷ 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.



	Year.2020	Year.2021	2020 Vs.2021
Total consumption Smc	28.985	28.856	-0,45%
Total consumption (GJ)	1.142	1.136	-0,45%

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

In 2012, a thermal cover was applied to the building, which ensures insulation to avoid leakage as much as possible. This is a coverage of more than 50% of the surface, which reduces the consumption of heating, light and air conditioning with a consequent reduction in CO2 emissions.

5.2 Water and drains



	Year.2020	Year.2020	2020 Vs.2021
Total consumption of water withdrawn m3	2.191	3.085	40,80%
Water consumed m3	994	1.401	40,80%
Water discharged*	1.197	1.684	40,69%

*The subdivision of purified and untreated discharged water is omitted as there is no documented data for their subdivision. However, about 99% of the water discharged is returned to the waste water system. Before their discharge there is an internal control on the ph values and a quarterly control by an external agency (ETRA) with a surprise visit. This allows us to say that almost all the water, discharged by us is purified. The analysis below takes this hypothesis. For the next reviews, Karizia's goal is to measure the treated and untreated water discharged.



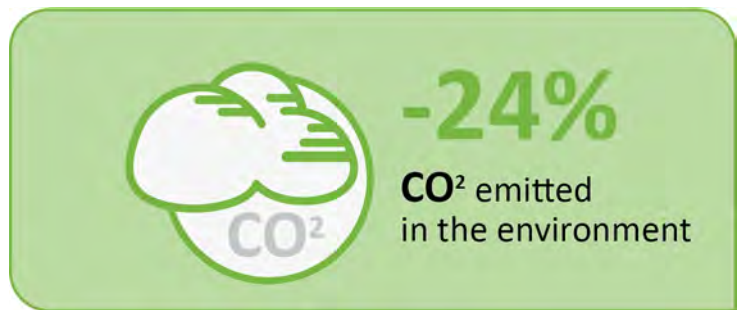
The above data shall be obtained from the invoices for the two counters. The consumption of invoices with effect from two years have been weighted for the days of the year under consideration. From the table above, the macro data show a drastic worsening, however, if we compare water consumption to the **44% increase in production**, between the year 2020 and the year 2021, we can see that there is a **2% reduction in water consumption**.

Both in 2020 and 2021 the ratio of the discharged water to the total water taken is 55%, this number is explained by the fact that all the water used for the galvanization phase is completely purified before being discharged. The remaining part of water picked up during the other various production phases is mixed with other substances suitably disposed of, from which it is not possible to remove it.

To reduce its water consumption, at the end of 2021, early 2022 was developed a system "zero discharge" so the production water will be filtered and reused several times before being disposed of. This will result in a significant reduction in the amount of water consumed and therefore a lower environmental impact.



5.3 Emissions





	Year.2020	Year.2021	2020 Vs.2021
Electricity Kg/Co2	336.845	374.872	11%
Direct gas combustion Kg/Co2	59.937	53.697	-10%
Total Kg/Co2	396.782	428.569	+8%
Turnover €	58.287.946 €	103.648.684	+78%

* Direct gas combustion Kg/Co2 = from LPG

At the macro level, the total Kg/Co2 produced increased by 8% compared to the previous year. However, **if compared to the 44% increase** in production there is an actual **25% decrease in total Kg/Co2 produced.**

Karizia is focused on evaluating and stimulating engagement on the climate issues of the company's supply chain.

From 2021 we will implement the sustainability report with the emissions grouped in Scope 3. Scope 3 are indirect emissions resulting for example from stationery and mobility combustion not owned by the company, as well as those due to the extraction and production of purchased materials and fuels, the transport of products and materials, and the external management of the waste produced.

Given the difficulty in finding the relative data for this analysis, it will be proceeded from the level with greater impact (materials used) in order then to proceed to all the auxiliary services that we could have in the supply chain.

In this way, it will be possible to understand and implement strategies in the short term with a strong environmental impact.

In 2021 we can see a first important step in this direction.

We started to analyze the material with the greatest presence in our production: silver.

The analysis carried out showed that it is not one of the metals with the greatest impact on a global level, but for the production of Karizia, compared to all the other metals, silver is the metal with the greatest environmental impact.



For this metallic analysis, Karizia used data from two research projects: one American ⁸and one Thai⁹.

From these two researches, it has emerged that the production of Co2 deriving from a Ton of Silver is equivalent to about **520/196 Tons on 1 ton of Silver Mined, compared to 14.5 Tons on 1 Ton of Recycled Silver.**

The information about the silver mined may vary, depending on the technologies used for the extraction and their production of CO2.

Karizia since 2021, **uses only Recycled Silver**; in this way, based on the production data of 2021 of only silver, we can say that we had a saving of about 9.103/25.353 Ton of Co2 indirect emissions, a **93-97% savings.**

About 9,830/26,080 Tons of co2 if we used Silver from mining against **727,256 Tons of Co2 for using Recycled Silver Only.**

Silver is a beautiful material that can be recycled endlessly, without losing its quality. The metal extracted centuries ago is still as good as new.

Further initiatives are underway to promote an energy-saving culture and minimize indirect emissions associated with Karizia's activities.

5.4 Discharges 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.

⁸ "Life Cycle Assessment of Metals: A Scientific Synthesis - Center for Industrial Ecology, School of Forestry and Environmental Studies, Yale University, New Haven, Connecticut, United States of America, Department of Civil and Environmental Engineering, Northeastern University, Boston, Massachusetts, United States of America"

⁹ "Greenhouse Gas Emission in Jewelry Industry: A Case Study of Silver Flat Ring - Environmental Research Institute, Chulalongkorn University, Bangkok, Thailand & Faculty of Engineering, Chulalongkorn University, Bangkok, Thailand"



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	2020	2021	Disposal company
CER 060502 (Sludge from on-site effluent treatment containing hazardous substances) disposal company:	CER 060502 waste	11,82	11,82	ECOSTRASPORTI SRL
	Recycled waste	11,82	11,82	
	Waste handedover for disposal	11,82	11,82	
Code CER 061302 (spent activated carbon), disposal company:	CER 110113 waste	1,1	1,149	ECOSTRASPORTI SRL (nel 2020) e CAURUM SRL (nel 2021)
	Recycled waste	1,1	1,149	
	Waste handedover for disposal	1,1	1,149	
Code CER 110113 (degreasing waste containing dangerous substances) (galvanic baths), disposal company:	CER 110113 waste	0,5927	4,9708	SAFIMET SPA + CHIMET SPA
	Recycled waste	0,5927	4,9708	
	Waste handedover for disposal	0,5927	4,9708	
Code CER 160303 (inorganic waste containing dangerous substances) (goldsmiths welds, Chinese industrial talc), disposal company:	CER 160303 waste	4,68	4,46	ECOSTRASPORTI SRL
	Recycled waste	4,68	4,46	
	Waste handedover for disposal	4,68	4,46	



Code CER 190807 (solutions and regeneration sludge of ionexchange resins), disposal company:	CER 190807 waste	17,34	16,98		MARCON SRL
	Recycled waste	16,32	16,98		
	Waste handedover for disposal	17,34	16,98		
Code CER 110111 (aqueous rinsing solutionscontaining dangerous substances), disposal company:	CER 110111 waste	NA	0,2492		SAFIMET SPA
	Recycled waste	NA	0,2492		
	Waste handedover for disposal	NA	0,2492		
Code CER 130802 (other emulsions) (in our case synthetic emulsifiable oil), disposal company:	CER 130802 waste	NA	1,74		ECOTRASPORTI SRL
	Recycled waste	NA	1,74		
	Waste handedover for disposal	NA	1,74		
Cod. CER 130205 (mineral oils for engines, gears and lubrication, not chlorinated) chlorinated disposal company :	CER 130205 waste	0,41	0,46		ECOSTRASPORTI SRL
	Recycled waste	0,41	0,46		
	Waste handedover for disposal	0,41	0,46		
Cod CER 110116 (Resine a scambio ionico saturate o esaurite) societa smaltimento:	CER 150106 waste	NA	1,098		CAURUM SRL
	Recycled waste	NA	1,098		
	Waste handedover for disposal	NA	1,098		
Cod. CER 120199 (Waste not otherwise specified) disposal company :	CER 120199 waste	0,97	1,03		CHIMET SPA
	Recycled waste	0,97	1,03		
	Waste handedover for disposal	0,97	1,03		





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: etichs@karizia.it

GRI 102: GENERAL DISCLOSURES 2016			
GRI STANDARD DISCLOSURE	Notes/Omissions	Page no. References	SDG
Organisational profile			
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 24-31	
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 38-40	



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 34-36	
102-13 Membership to associations		Page 39-40	
Strategy			
102-14 Statement of the senior decision-maker		Page 4	
Ethics and integrity			
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 32	
Governance			
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	*Goal for 2022, revising the materiality matrix by updating the priorities of the main stakeholders	Page 17-18	
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		
Stakeholder involvement			
102-40 List of stakeholder		Pag. 17-18	



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 thereport 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 19-21	
102-50 Reporting period	2021 with 2020 comparison		
102-51 Date of most recent report	This document represents the second Annual Report, the previous report was presented in the year 2021		

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 producedby Eng. Rigoni <<Calculation of “specific” greenhouse gas (CO2) emissions. Year 2020.>>		
302-1 Energy consumption within the organisation		Page 43-45	
302-2 Energy consumption outside the organisation	*data not available due to the complexity in retrieving and trackingthird-party data		
302-4 Energy consumption reduction		Page 43-45	




302-5 Reduction of energy requirements of products and services	*There is currently no 360-second analysis specific to each product, however Karizia, from the year 2021 uses only Recycled Silver, which produces significantly less pollution than virgin silver. It can be considered as part of the analysis the consumption of banchmarch of the various materials used	Page.	
---	--	-------	--


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 fromthe readings of the invoices for the water consumed		
303-3 Water withdrawal		Page 45-46	
303-4 Water discharge	55% of the water taken is discharged. All the water discharged is purified. The remaining part of water taken for productive use, at the end of the cycle, is mixed with other chemicals, disposed of separately by specialized companies.	Page 45-46	
303-5 Water consumption		Page 45-46	


GRI 305: Emissions

103-1, 103-2, 103-3 - Management procedures	All data in the emissions sectionhave been taken from the reportproduced 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 46-47	
305-2 Indirect energy (Scope 2) GHG emissions		Page 46-47	




305-3 Other indirect GHG emissions (Scope 3)	*Due to the complexity of the analysis, Karizia started to calculate these data slowly.	Page 47-48	
GRI 306: Drains and waste			
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 48-50	
GRI 307: Environmental compliance			
307-1 Non-compliance with environmental laws and regulations	In the years 2020-2021, no non-compliance with environmental laws or regulations was found in any country where Karizia operates as a producer and/or seller. Where two regulations, from two different countries, are partially complementary Karizia follows, for all the countries in which it exports, the highest standards		

SERIES 400: SOCIAL PERFORMANCE

GRI STANDARD DISCLOSURE	Notes/Omissions	Page no. References	SDG
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		
GRI 401: Employment			
401-1 New recruitments and staff turnover		Page 25-27	
401-2 Benefits provided to full-time staff that are not available to temporary or part-time staff		Page 26	
401-3 Parental leave		Page 26	
GRI 402: Industrial relations/management			



402-1 Minimum notice periods for operational changes	All stakeholders are kept up-to-date by newsletter on the developments of the company strategy		
GRI 403: Occupational health and safety			
403-1 Occupational health and safety management system		Page 28-32	
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	Page 28-30	
403-3 Occupational health services		Page 25-33	
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	Page 31	
403-5 Workers training on occupational health and safety		Page 31	
403-9 Accidents at work		Page 29	
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		
GRI 404: Training and Education			
404-1 Average hours of training per employee per year		Page 31	
404-2 Upgrade of personnel skills and transition support programmes		Page 31	
GRI 405: Diversity and equal opportunities			
405-1 Diversity of governing bodies and employees		Page 15 Page 25-27	



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.		
GRI 406: Non-discrimination			
406-1 Cases of discrimination and corrective actions taken	No discrimination events occurred among Karizia's employees in 2020		
GRI 408: Child labour			
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		
GRI 409: Forced or mandatory labour			
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		
GRI 410: Security practices			
410-1 Security personnel trained in human right policies or procedures	All employees are trained and constantly kept up-to-date on safety procedures		
GRI 413: Local Communities			
413-1 Operations with local community involvement, impact assessments and development programmes		Page 31 Page 34-36	
413-2 Operations with significant actual and potential negative impact on local communities	No negative impact on surrounding communities has been detected		
GRI 417: Marketing and labelling			
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 38-40	



417-2 Cases of non-compliance relating to information and labelling of products and services	In 2021, 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 2021, there were no cases of non-compliance relating to marketing communications in any of the markets in which Karizia operates		
GRI 418: Customer privacy			
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		



KARIZIA Spa

Via Perosi 18/20

36022 CASSOLA (VI)

Ph. +39 0424 511442

Fax +39 0424 511286

info@karizia.it

www.karizia.it