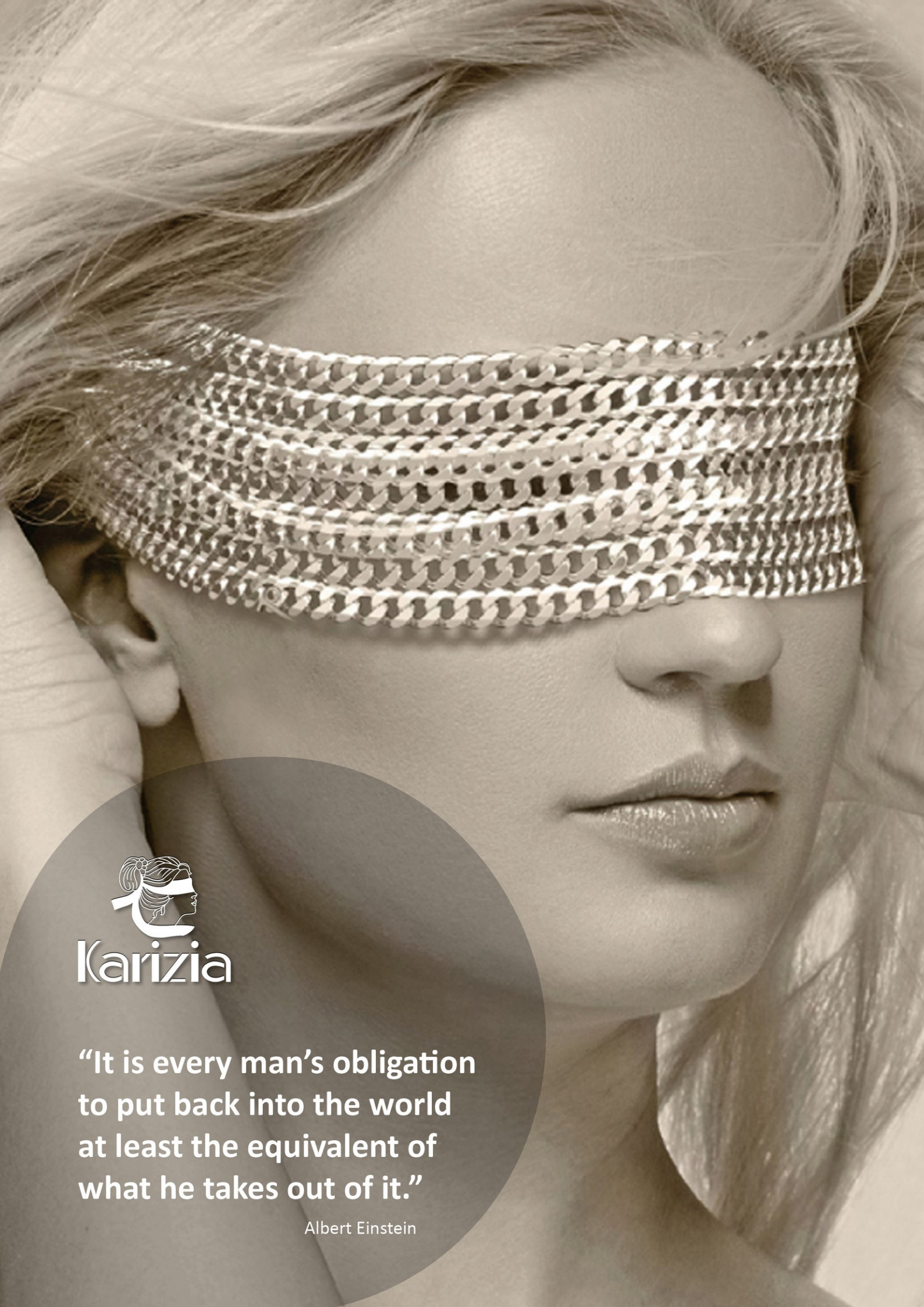




Karizia

ANNUAL SUSTAINABILITY REPORT

2022



Karizia

**“It is every man’s obligation
to put back into the world
at least the equivalent of
what he takes out of it.”**

Albert Einstein



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Letter to the Stakeholders

Dear Readers,

we are pleased to present our third sustainability report. This report reflects our constant efforts to promote sustainability in our business operations and our whole supply chain, and outlines the achievements we have made during the past year.

Our commitment to sustainability is demonstrated in a range of practical actions, including reducing the environmental impact of our activities, protecting human rights and promoting social responsibility. Over the past year, we have continued to adopt sustainable practices in our production and supply chain, and have worked closely with our suppliers to ensure protection for human rights at every stage of the production process.

We are proud of the progress we have made so far, but we know there is still much more to do. We will continue to work hard to promote sustainability in our company and in the sector in general, and we will strive to achieve the long-term goals we have set ourselves.

This document has been drawn up in accordance with the guidelines of the Global Reporting Initiative (GRI Standard), taking account of some of the key indicators of the CDP (Carbon Disclosure Project) and including some of the 17 Sustainable Development Goals set out in the United Nations 2030 Agenda.

I want to thank all our stakeholders for their support and for the trust they have placed in us. We are grateful for your cooperation.

Happy reading,
Luigi and Carlo, owners of Karizia



1

Sustainability Report



1 Sustainability Report

1.1 Methodological Note

This document represents the third 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.

This document constitutes the third Sustainability Report by Karizia S.p.A., and provides an accurate, full and transparent account of the company's strategies, activities and results relative to economic, environmental and social issues, and those regarding personnel and respect for human rights. The financial statements have been drawn up in accordance with the best international practices for sustainable reporting, using the Sustainability Reporting Standards published by the Global Reporting Initiative (GRI), with the Core reporting option. Details can be found in the GRI Content Index of this document.

Please note that Karizia s.p.a. does not fall within the scope of Legislative Decree No. 254 1of 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 19-22 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 24/05/2023.

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



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

This document has been prepared in accordance with the GRI Standards: Core option. With respect to previous reports, GRI standard 303: Water and effluents, and standard 306: Waste, have been updated in relation to the 2018 and 2020 versions, respectively. For more information on this Sustainability Report, please contact etichs@karizia.it



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



About us



About Us

Karizia Spa is an Italian goldsmith's business based in Cassola (VI), which specialises in producing machine-made gold and silver chains for the jewellery sector. The company was founded in 1987, and has always placed a particularly strong emphasis on environmental sustainability and the protection of human rights.

As part of its drive towards sustainability, Karizia is committed to respecting the highest environmental standards in Europe, and adopting sustainable production methods with a low environmental impact. In addition, the company encourages the recycling of materials and the use of clean technologies to reduce the environmental impact of its activities.

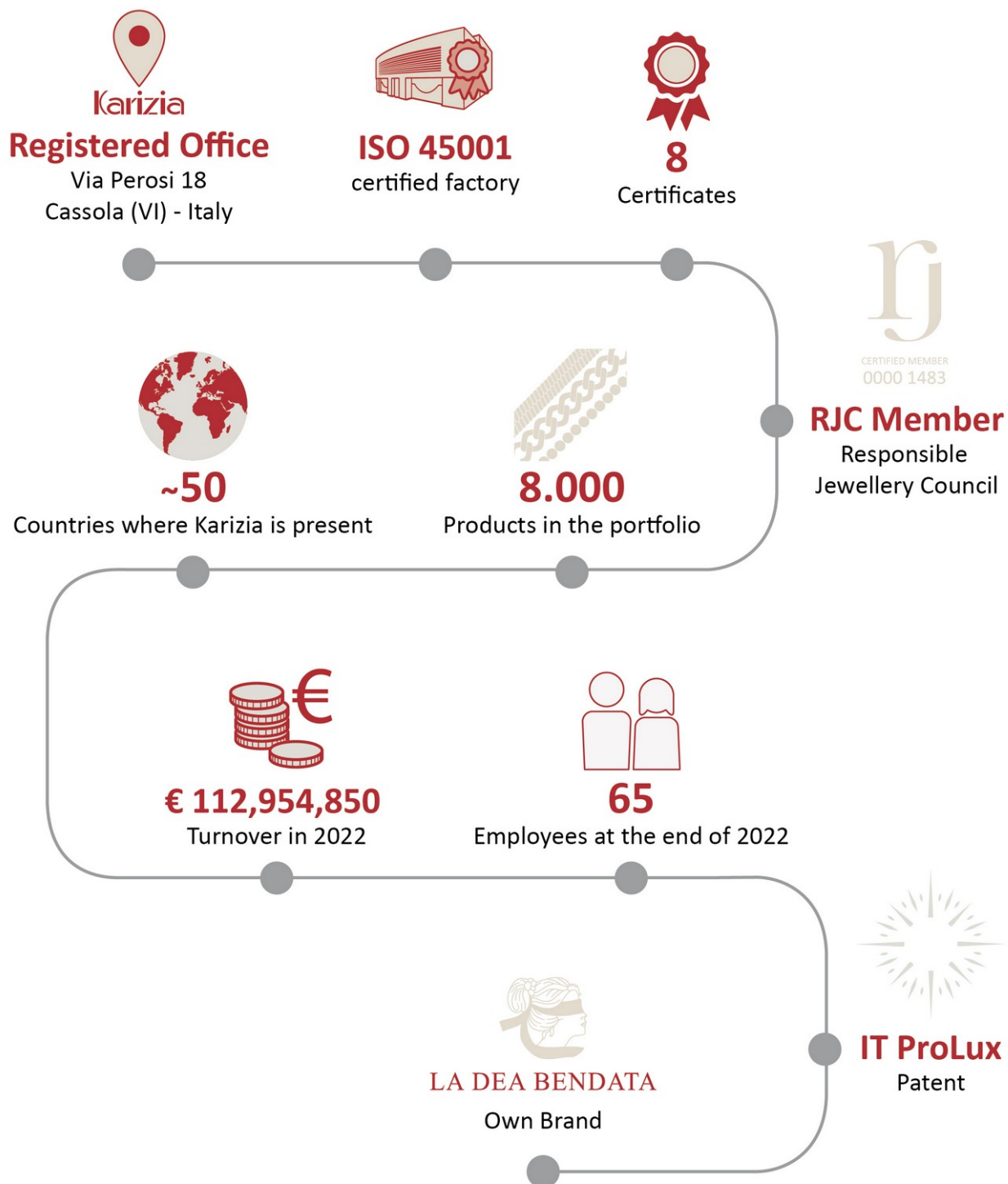
The company's turnover has been growing in recent years, thanks to the quality of its products and its ability to adapt to the needs of the market. Karizia Spa has a strong presence both in the European and international markets.

The company believes in the value of investing in the future, both through the adoption of sustainable practices and through the promotion of innovation and technological development. Karizia Spa is convinced that these play a key role in building a better future for our children and grandchildren.





Infographic:





2.1 Market Presence



In 2022, we achieved some excellent results, with a strong increase in sales compared to the previous year. Karizia has a presence in about fifty countries, having deliberately adopted a strategy of market diversification in order to reduce credit risk. Sustainability is already an important issue in the market, and is an area of competitive advantage and potential growth on which Karizia intends to focus.

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





2.2 La nostra storia



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.



30
Karizia



2021

1st Sustainability Report.

This document was drawn up on a voluntary basis, to demonstrate Karizia's transparency and commitment to sustainability. We are constantly examining our performance with regard to sustainability, and are always looking for ways to improve.

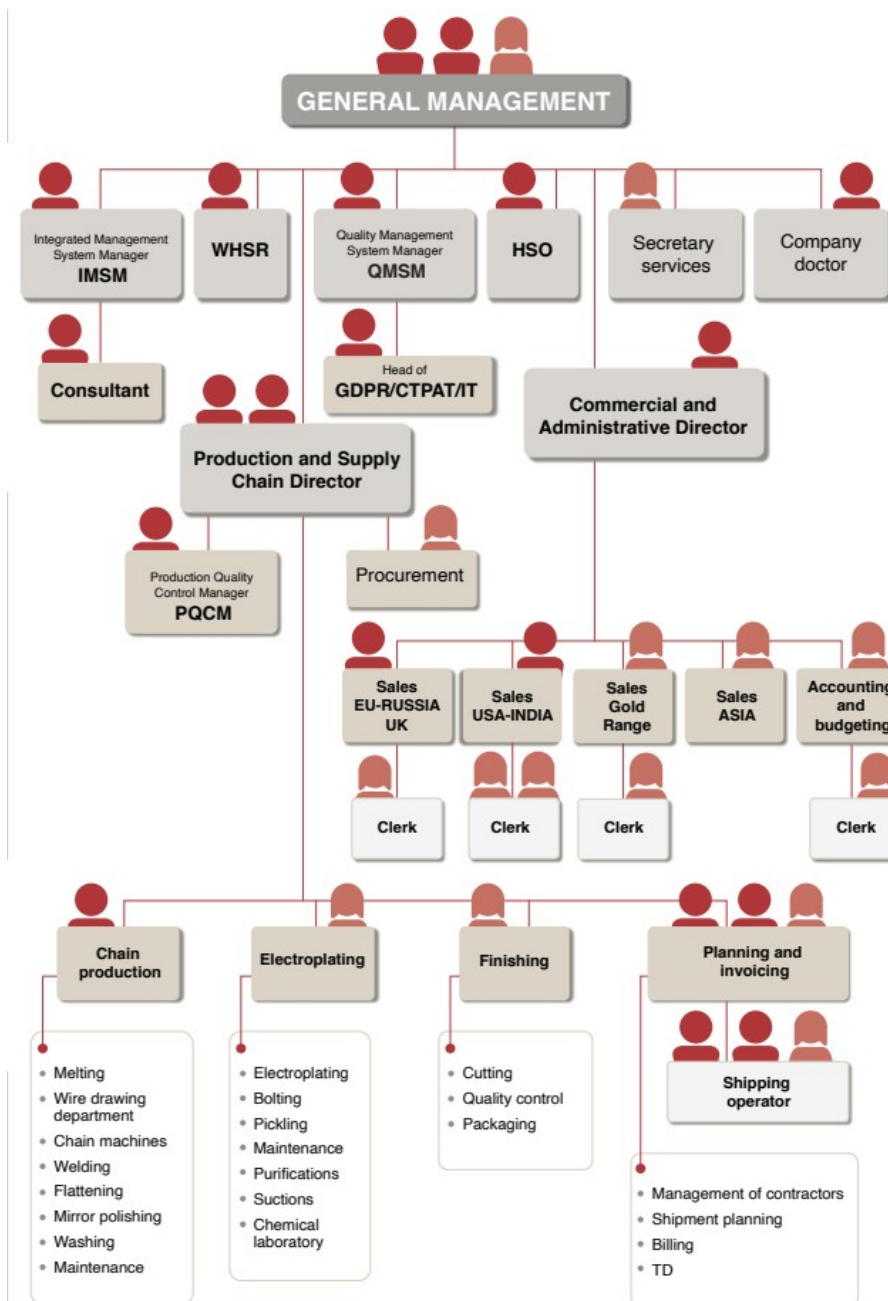


2.3 The organization

The Italian goldsmith's business of Karizia Spa is classified as a small to medium-sized enterprise (SME). It is managed by two owners who are directly involved in all the strategic decisions inside the company, including those related to sustainability.

The two partners/owners, together with company's collaborators, play a key role in monitoring the implementation and performance of the objectives that the company has set itself in this regard. This direct involvement demonstrates the commitment and importance that the company attaches to issues related to this topic.

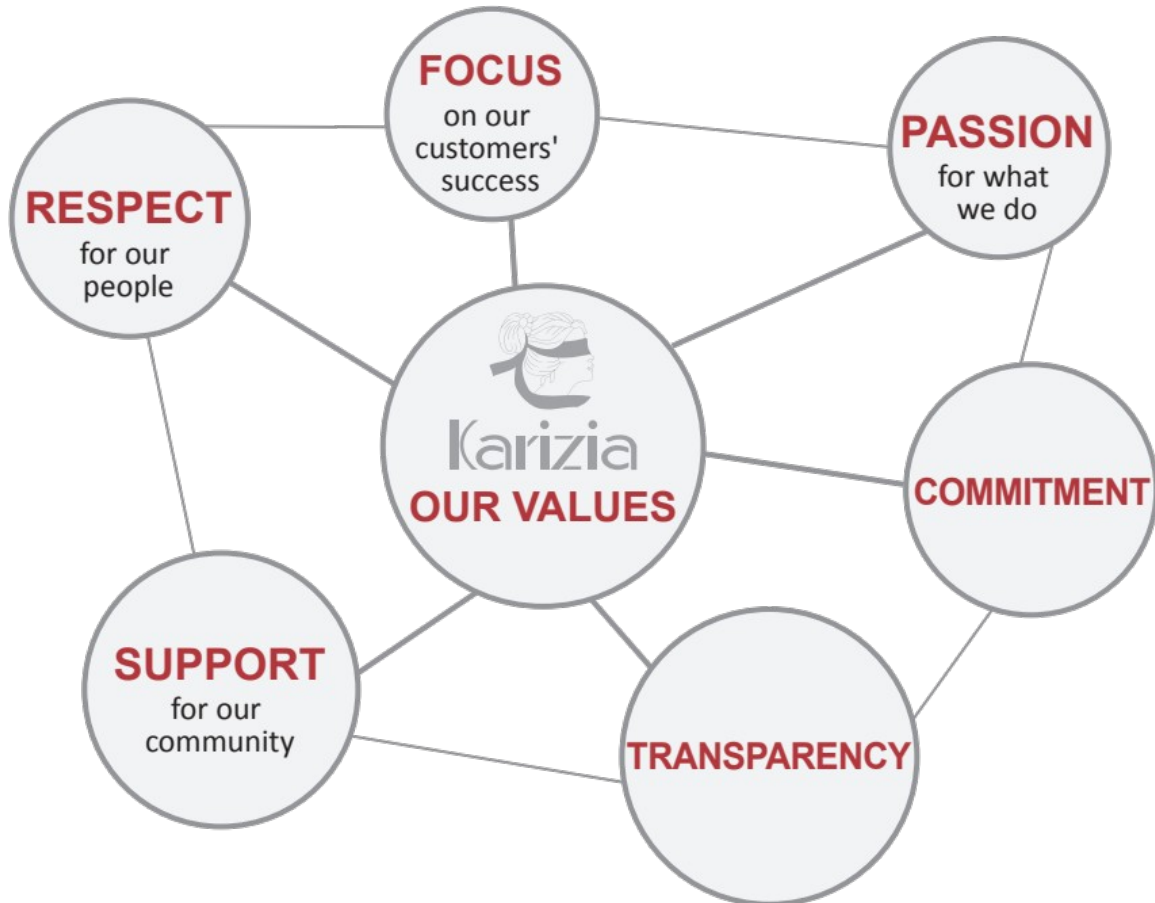
Karizia Spa is well aware of the impact that climate change can have on the environment and on the goldsmith's industry, and therefore focuses considerable attention on identifying opportunities for reducing environmental impacts and adopting sustainable practices.





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 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
- Opportunities for personal and professional growth
- Training and skills development
- Wage policies and incentive schemes based on merit
- Inclusion and promotion of diversity
- Transparency and involvement in company objectives and performance

2.6 Materiality Analysis

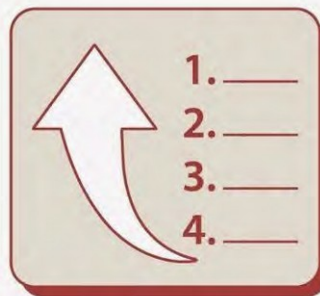
Karizia considers the definition of issues relevant to its stakeholders to be very important for the identification of the contents of this Declaration and to focus its sustainability strategy in the right direction. In view of all this, Karizia follows the principles of relevance, inclusiveness, sustainability 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



Study:

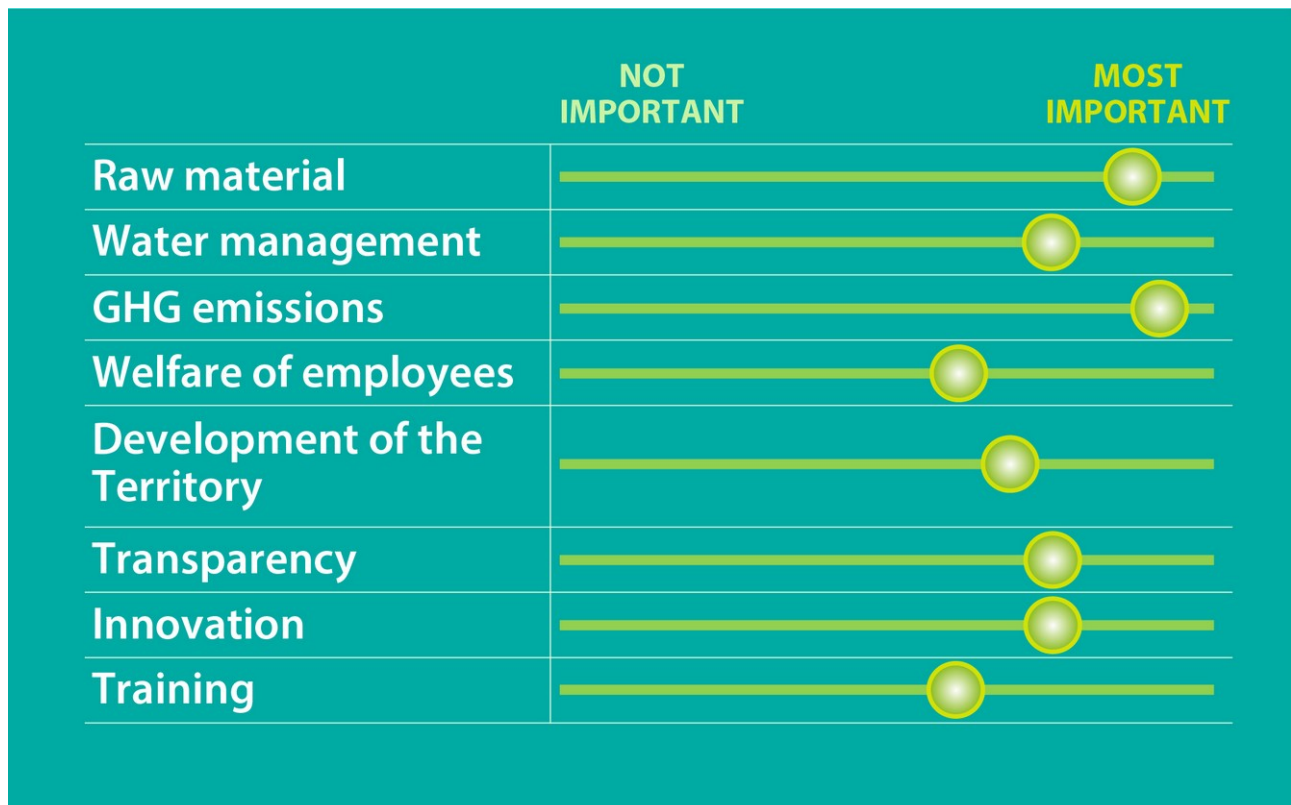
In keeping with its business strategy, Karizia established a process for examining priorities, with the aim of identifying and assessing the highest priority issues for stakeholders on the basis of their importance. These were then compared with the Group's priorities in order to see how they align, and to identify any areas for improvement.

The results of this study are shown in the materiality matrix, and support the way the contents were defined when drafting this document, in accordance with the GRI's international reporting standards.

Those aspects that have a significant impact on the economic, social and environmental performance of the Company and that could substantially influence the assessments and decisions of stakeholders are therefore considered material or relevant to this sustainability report. For this reason, we reduced the number of themes this year to 8 instead of 23.

We also used the following methods to help identify which aspects to cover and what material to include:

- An internal study based on company documentation and involving important interlocutors such as the CEO.
- An external study using industry benchmarks, conducted on a select sample of competitors operating in both the domestic and international market.
- The use of external documentation relevant to the scenario.





Results:

A close examination of the chart with its research into benchmarks reveals the very issues that have had a significant impact on Karizia's operations. What makes these issues even more interesting is the fact that Karizia has been addressing them for a long time, demonstrating its constant commitment to meeting the challenges that arise along the way.

This chart is a reflection of Karizia's hard work and its drive to take practical actions to address these high priority themes. It is clear that the company has taken this study of its priorities seriously, and has adopted a strategic approach to ensure it is constantly adjusting to the needs of its stakeholders.

Karizia is aware of the importance of addressing these key issues, as it recognises that the success of the company depends on its ability to anticipate challenges and take proactive action. Through its study of benchmarks, the company gained considerable insight into the industry's best practices, and has been able to incorporate that knowledge into its operational strategies.

It is encouraging to see that Karizia is already working on these issues, as it shows the company's willingness and commitment to constantly improve its performance. This also underlines its capacity to adapt to the changing needs of the market and to successfully address any challenges that it faces.

In conclusion, this chart not only highlights the priority issues for Karizia, but also shows its long-term commitment to managing these concerns. Karizia is right at the forefront in tackling the most important challenges for its industry, and continues to look for innovative ways to overcome obstacles and achieve sustainable outcomes.

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 Employee

Given the hectic pace of modern life, we often wonder whether it is possible to achieve a balance between individual peace of mind and professional success. However, the concept of work-life balance seems to offer a positive solution. It is about finding a harmonious balance between your work and private life, a very important goal. It implies feeling general satisfaction with what you have achieved, with the energy you have invested and the aims you have accomplished.

Karizia is well aware of the importance of this balance, and pays great attention to the well-being of its employees. The company understands how critical it is to allow employees to achieve their professional ambitions without neglecting their personal lives. It has therefore created a comfortable and accountable working environment, fostered a strong team spirit and introduced a series of fringe benefits. Karizia is committed to ensuring good working conditions not only for its own employees, but also for all those who collaborate along the supply chain. It promotes a culture based on sharing and participation: values that are reflected in all its business processes, including its sustainable approach.

Karizia is committed to helping achieve the Sustainable Development Goals (SDGs) through practical actions. For Karizia, a dignified work ethic and economic growth go hand in hand. The company invests in its

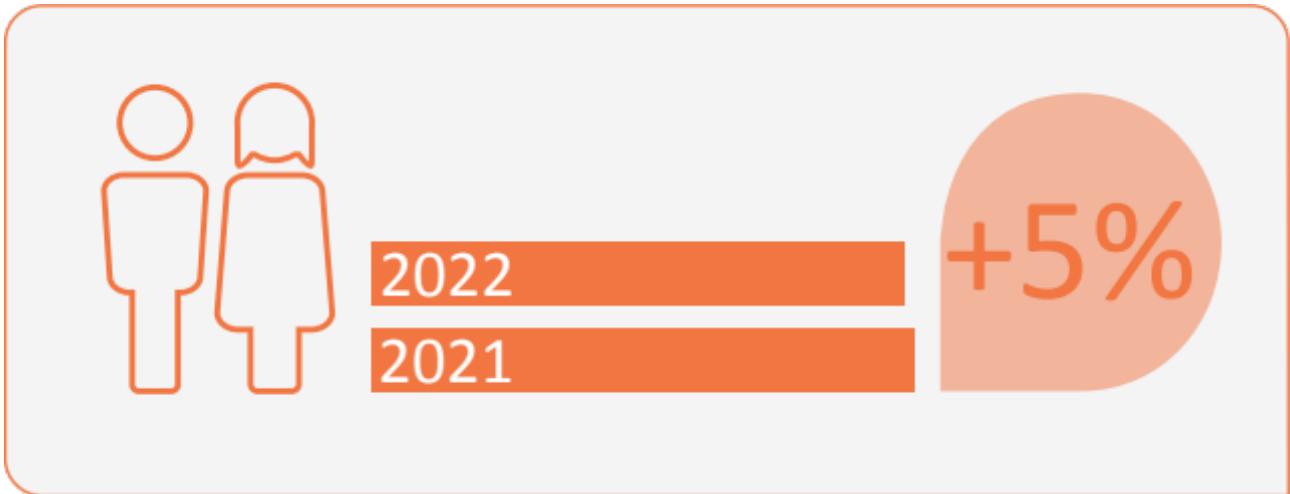
human capital through its training courses, encouraging inclusive economic growth and ensuring full and productive employment for all. It also involves its suppliers in a shared process of growth, while pursuing sustainable goals together. Gender equality is another very important principle for Karizia. There is no room for any form of discrimination in the company, which offers equal employment opportunities without making any distinctions based on ethnicity, religion, opinions, nationality, sex, physical condition, age or social status. Karizia condemns any form of violence and will not accept any differences in pay between genders, guaranteeing equal pay in terms of role and seniority.

But Karizia goes beyond the normal company standards, knowing that even the smallest gestures can make a difference to the daily lives of its employees. For example, every day the company offers a free coffee to all its workers, because it still believes in the power of simple gestures. Also, despite the three difficult years of the COVID-19 pandemic, and the problems in relation to energy prices and raw materials caused by the Russia-Ukraine conflict, Karizia has still managed to offer its employees an extra productivity bonus of up to €2,700. Spending on this operation included: € 57,000 on Shopping/Food Vouchers, and € 43,700 on Fuel Vouchers.



The vouchers were chosen by the employees themselves, allowing them to choose whatever they most needed or wanted. This provides another example of how Karizia

values and listens to the needs of its workers, encouraging a culture of participation and well-being within the company.



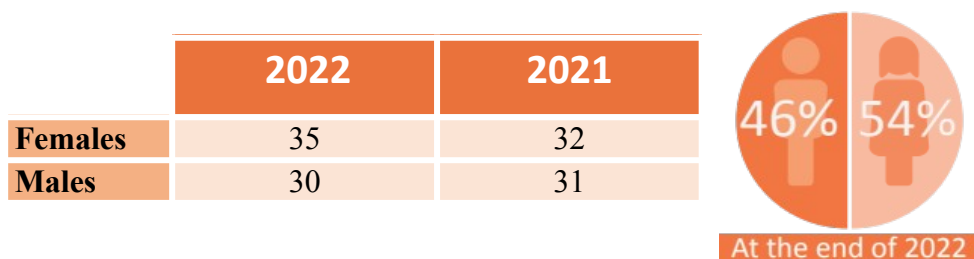
Five people resigned in 2022, three of whom were due for retirement, and 7 new workers were hired. Three of these new recruits took the place of retired colleagues (all were under the age of 35). This means the workforce has increased by three since 2021, a need dictated by the continuous growth in incoming orders.

The 7 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. Karizia has always employed a large number of women: around 50% of the total workforce in recent years, rising to 54% in 2022.

To ensure equal opportunities, Karizia never prefers one sex over the other when taking on new workers, and never considers the age of the candidate.

Karizia promotes a system of meritocracy, selecting new workers on the basis of the skills and abilities that they offer.



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



	Year.2022		Year.2021	
	♀	♂	♀	♂
total number of employees who were entitled to parental leave	2	2	1	3
total number of employees who took parental leave	2	2*	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.2022	Year.2021
Total employees	65	63
< 30 years	23%	24%
between 30 and 50 years	52%	49%
> 50 years	25%	27%

Karizia offers a stable, on-going form of employment, 92% of its employees had a permanent contract of employment at the end of 2022. This was a higher percentage than in 2021, as some workers on fixed-term contracts were given permanent status.

As can be seen from the figures in the table below, there has been a 2% increase in the total number of employees. It went from 63 employees in 2021 to 65 at the end of 2022. Even during a war with severe negative impacts on the economy, Karizia has managed to take on new workers.

	Year 2020		Year 2021	
	%	e.	%	e.
Indefinite	92%	60 e.	90%	57 e.
Fixed term	8%	5 e.	6%	4 e.
Trainees	0%	- e.	3%	2 e.

*e. = employees

The first stage in the production process is to melt down the silver or gold, after which a thread that or net fabric is produced. This is finally made into chains for ornamental jewellery, using our own specialist machinery. It is because of this that the main driving force of the company consists of its skilled workforce.



	Year 2022	Year 2021
Overall Turnover Rate¹	18,5%	24%
Negative Turnover Rate²	8%	11%
Positive Turnover Rate³	11%	13%
Turnover compensation rate⁴	14%	11,4%

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

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.

1 Total 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: $(\text{No. in} + \text{No. out during period} / \text{Average No. of staff during period}) \times 100$

2 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: $(\text{No. out during period} / \text{No. staff at beginning of period}) \times 100$

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

4 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 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 ⁵for 2022 is 0, confirming the trend for 2021.

⁵ Incident Rate (Index of frequency of accidents with serious consequences): (No. of workplace accidents with serious consequences/No. of hours worked) x 200,000



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.



*During the Covid-19 emergency in 2020, all face-to-face training sessions had to be temporarily suspended. During the slow recovery, staff training was also able to resume, with an additional 237 hours provided in the aftermath of the pandemic, to make up for all the training sessions lost during lockdown. In 2022, we returned to pre-pandemic levels, and so there was a decrease in the number of hours of training provided.

Training Provided	
Safety training	58 hours
ISO 9001 + ISO 45001	20 hours
Master in Management	1 employee

Cultivating the talents of its employees is a definite added value for Karizia. In 2021, the company financed one of its employees to take an Executive Master's Degree in Supply Chain Management at the Politecnico di Milano.

This offer was repeated in 2022, with another employee receiving funding for a Master's in Global Family Business Management at LUISS University in Rome.

We strongly believe that to remain competitive and innovative we need to constantly invest in improvements to our company culture.

And there is no better way to do this than increasing the skills of our workforce.





3.4 Ethics Code - Privacy

Ethics Code

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.

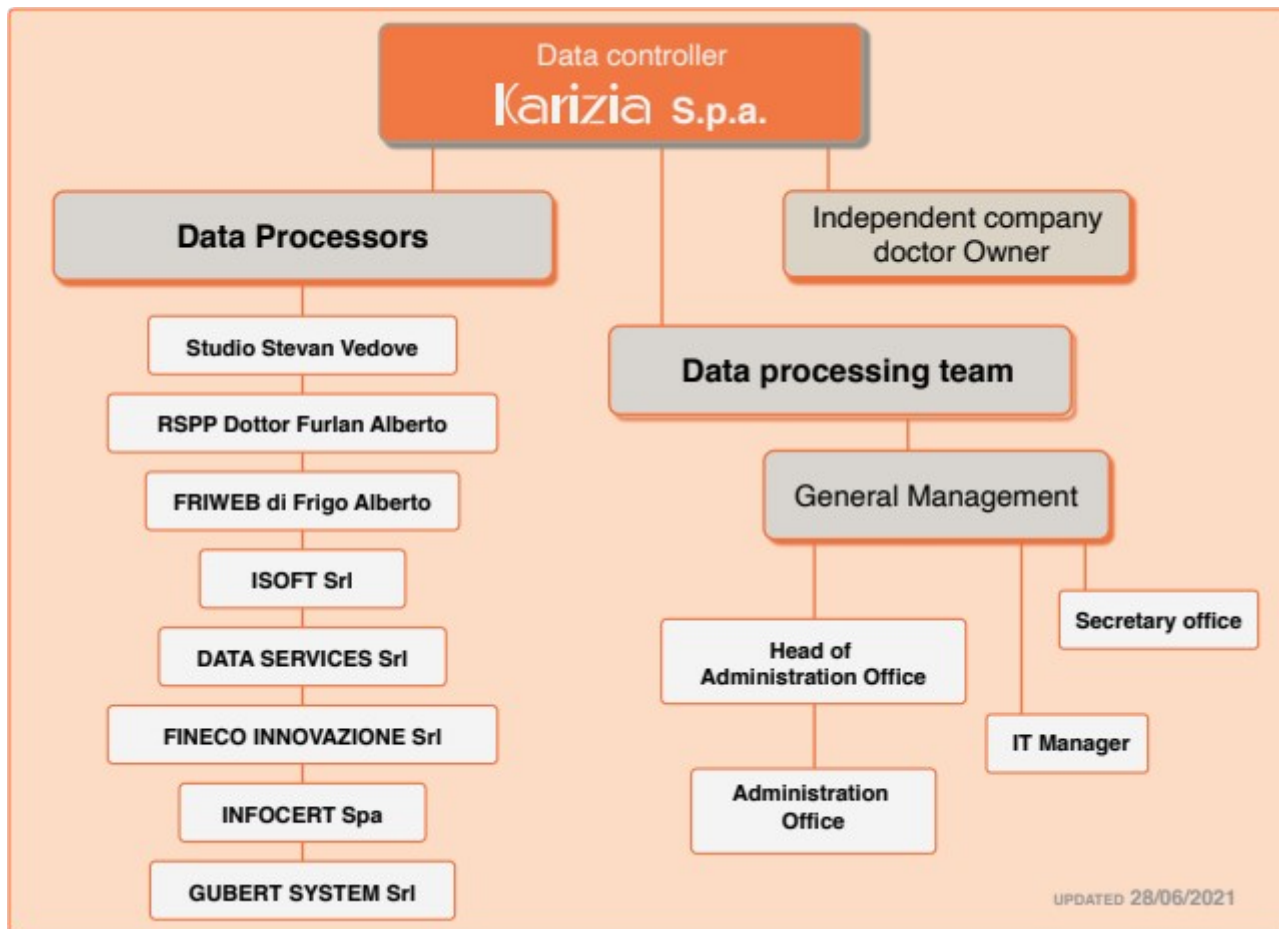
Privacy GDPR

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 2022, Karizia did not record any cases of breach of privacy or loss of personal data of its customers.





3.5 Society Support

Karizia focuses attention not only on the issues of energy and technical efficiency, but also on the theme of solidarity. The company has been committed for many years to promoting initiatives and sponsoring projects aimed at supporting local communities and charities. In addition to cash donations, we also offer support in organising cultural programmes of national importance. The aim is to establish an on-going dialogue with the local community, in order to understand the needs, expectations and impact that Karizia could create in the local social context.

In line with this policy, the company works in collaboration with Confindustria Fedeorafi, and Karizia's CEO is also the association's vice president. This collaboration allows us to take an active role in projects and initiatives in the goldsmith's sector, encouraging excellence and progress in the field.

During the course of 2022, Karizia lent its support to various associations, demonstrating its real commitment to solidarity and to the well-being of communities. These collaborations show the company's long-term commitment to helping make improvements in society, and to promoting useful initiatives that have a real impact on the people and communities concerned.



JEWELERS FOR CHILDREN
A GIFT OF LOVE FOR CHILDREN IN NEED

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.





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.



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.

Several short films were broadcast throughout the Veneto region, focusing on the work of each department and so making it possible to inform people about the work of the hospital and request additional funds. During the year, Karizia showed its support for the nephrology department by making its own kind gesture; we were pleased to donate a personalised sweatshirt to every member of staff. This small gift indicated how we recognise and appreciate all their dedicated work.



Photo: ArtPhoto_studio su Freepik



La Profondità del Benessere in Oncologia

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 a the patient is learned how to deal with the disease more serenely and to express what often remains unexpressed.

During the year, **Karizia** demonstrated its commitment to social responsibility by actively helping the Altre Parole (Other Words) association, both through financial support and direct participation, contributing to important projects aimed at improving the quality of cancer care.

In particular, we helped to humanise the care setting in the newborn radiotherapy department at Treviso Hospital and the new Oncology Department at Cittadella. These actions have helped create welcoming, comfortable environments, providing tangible support for patients with difficult pathways ahead. We also supported the project on sexuality in cancer care, recognising the importance of emotional relationships in the lives of patients suffering from this disease. Other important initiatives Karizia has supported include a project on sleep for the oncology department, the psychology service, the Viet Tai Chi exercises, the reading groups, the writing workshops and the “HK esteticamente” project.

These initiatives aim to offer holistic support to cancer patients, promoting their overall well-being and quality of life during the course of their therapy. We are proud that our continued support for **Altre Parole** contributes to a positive change in the lives of cancer patients and their families, showing that Karizia is not just a goldsmith’s business but also a responsible social actor.





FOOTBALL TEAM

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.



EZZELINA VOLLEY CARINATESE

In 2021, the **Karizia** company extended its support for the local community by becoming a patron of **Ezzelina Volley**, an amateur sports association that encourages involvement in women’s volleyball. This partnership was a further way to realise our company philosophy, which regards sport as a vehicle for personal growth and a means to promote important values such as teamwork, discipline and determination.

Ezzelina Volley has taken part in tournaments and championships organised by the Italian Volleyball Federation (FIPAV), and has offered many girls a unique opportunity to develop their technical skills and learn the principles of cooperation and mutual respect. We are proud to partner with an organisation that has contributed to the growth and success of several generations of athletes.

By offering our support as a sponsor, we not only intend to make a financial contribution, but also to build a lasting relationship with **Ezzelina Volley** and its players. We know that sport can have a positive influence on people’s lives, promoting an active lifestyle and a winning mentality.

Karizia is pleased to support **Ezzelina Volley** in its mission to provide training for young people and encourage the practice of sport and social interaction, in the hope that the players can draw inspiration from these experiences and apply the values they learn in their personal and professional lives.





4

Product

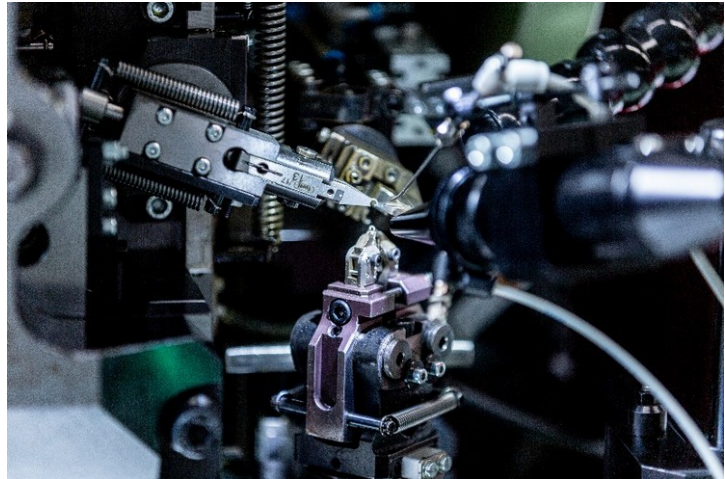


4 Product

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 Federorafi. 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.

Recycled gold was also introduced in 2022. 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.

We are proud to use sustainable practices in the production of our jewellery, thus making a contribution towards conserving the environment and combating climate change. The use of recycled silver and gold is part of our commitment to promoting social responsibility and ethics in the production of jewellery.

We offer our customers the assurance that they are wearing high quality jewellery, made in a sustainable and environmentally friendly way.

The jewellery industry has a significant environmental impact, because of the greenhouse gas emissions produced during mining, processing and production. It also has a considerable negative impact on the earth itself, through the excavations made when mining precious stones, diamonds, and precious metals such as gold, platinum and silver.

It is important to note, however, that the jewellery industry is relatively small compared to such sectors as electricity generation, agriculture and transport, which make the largest contribution to greenhouse gas emissions and other environmental problems.

Another aspect to consider is that, relative to their weight, the ingredients used in jewellery production have a much higher carbon cost than many other everyday items.

Although this may seem to be a negative factor, it also offers a positive opportunity. Indeed, if you are fully aware of what you are doing when buying jewellery, even a small purchase can make quite a big difference if you choose responsibly. You can have a positive effect by considering the origin of the materials used, and by opting for producers who use sustainable and environmentally responsible practices.



Our chains made from recycled silver still have all the amazing features of the newly mined metal, with the added advantage for the wearer of owning a high-quality item, ethically produced and with a sustainable design. Using recycled silver instead of the newly mined metal helps reduce CO2 emissions by up to 92-97%.

Recycling is an extremely effective way to reduce greenhouse gas emissions from both precious and non-precious metals.

The importance of this practice is highlighted in the following chart, which shows the size of the possible savings:

Greenhouse Gas Emission from Recycled vs Mine-Oigin

Metal Type	Co2e Mining	Co2e from recycled metals	% Co2e reduction
Silver	196 Ton/Ton	14,5 Ton/Ton	92%
Gold	16.300 Ton/Ton	29 Ton/Ton	99,8%

Fonti: <https://www.thaiscience.info/journals/Article/APER/10979994.pdf>

It is hard to imagine the impact of the many tons of gas either produced or saved. So, to make the importance of recycling rather clearer to the layman, we would like to refer to some examples from a study conducted by Benn Harvey-Walker in 2019.

Most of us are familiar with everyday objects, and recognise their relative appearance and size. But we now need to estimate the difference that recycling any of these items could make.

Take, for example: a pair of simple button earrings, a chain 45 cm long and 1.5 mm wide, and a ring similar to a simple wedding band.

Each object will have a different specific weight depending on the type of metal used - as shown in the Table:

Weight of (g)	Silver	Gold
Earrings	0,65g	1,29g
Necklace	2,26g	4,48g
Ring	1,87g	4,01g



The following table gives approximate estimates of the CO2 emissions associated with each item of jewellery, on the basis of the type of metal used. However, the main aim here is to show the significant savings that can be obtained by using metals from recycled sources.

Table: CO2 emissions associated with various jewellery items according to type of metal, and savings achievable through recycling.

Metal Type		Earrings	Necklace	Ring
Silver	Mine	0,068 Kg Co2e	0,235 Kg Co2e	0,194 Kg Co2e
	Recycled	0,009 Kg Co2e	0,33 Kg Co2e	0,026 Kg Co2e
Gold	Mine	13,37 Kg Co2e	46,45 Kg Co2e	45,64 Kg Co2e
	Recycled	0,024 Kg Co2e	0,083 Kg Co2e	0,081 Kg Co2e

These data exclude manufacturing, source: EdelMetall Blog, November, 2019

Environmental Certification: Goal for 2023

As its goal for 2023, Karizia will be adhering to the ISO 14001 standard for an environmental management system. In order to achieve compliance, the company carried out an environmental study, defined its integrated environmental policy and set out goals for improvement. Recent improvements include purchasing recycled metal, improving the water management process, and training an employee to be an Auditor/Lead Auditor for ISO 14001:2015. In addition, all our employees have received general training about the importance of environmental sustainability.



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.



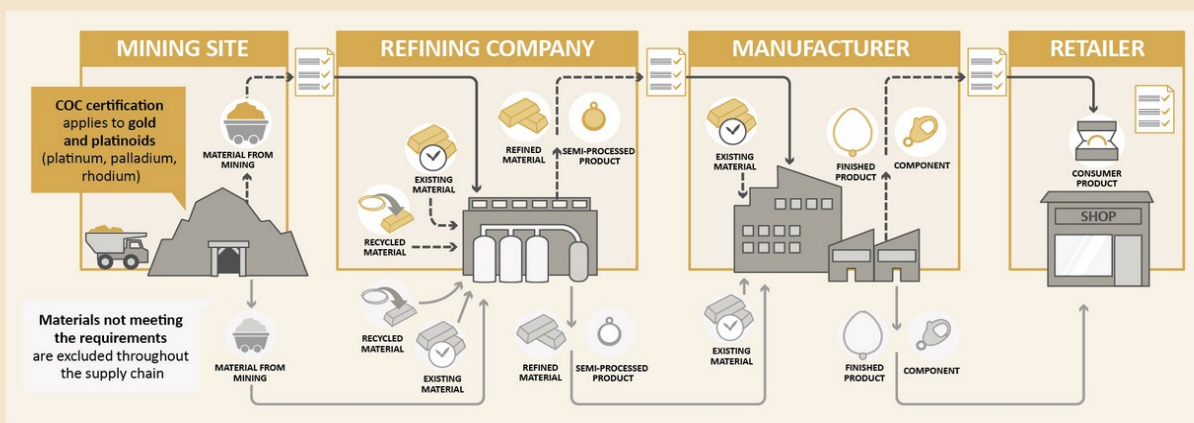
Karizia intends to obtain COC certification (Chain of Custody certification) by 2021.



Another goal reached, Karizia obtained the COC certificate, **Chain of Custody certification**.

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 Environmental 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.

The goldsmith's industry is an energy-intensive sector, and our high levels of production necessarily involve high energy consumption. Energy from solar panels now covers 5% of Karizia's energy needs: an upward trend over recent years.

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 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.

And as from this year, we will be using energy from certified renewable sources.

	Year.2022	Year.2021	2022 Vs.2021
Total consumption Kw/h	1.235.060	1.249.567	-1%
Total consumption GJ⁰	4.446	4.498	-1%
Solar panel production Kw/h	77.312	76.951	0,5%
Solar panel production GJ	278	277	0%

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.

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.

In 2021, Karizia undertook an important project of sustainable improvement, focusing on the upgrading of its solar panel plant. We are very aware of the importance of renewable energy and energy efficiency, and have invested significant resources in upgrading our solar panels, and as a result we have doubled our energy production capacity.

Through this improvement process, we have also made our system much more efficient, exploiting the available solar energy to the full. This has led to a significant increase in clean energy production, reducing our reliance on traditional energy sources and diminishing the overall environmental impact of our business.

The investments we have made in revamping our solar panels show our commitment to environmental sustainability and social responsibility. Karizia is committed to reducing its ecological footprint and to promoting the use of renewable energy as an integral part of the company's strategy.

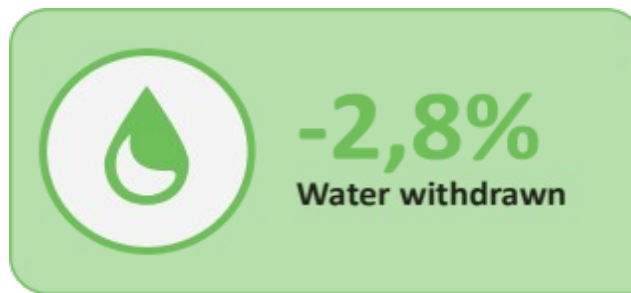
⁰ The gigajoule (GJ) is a multiple of the unit of energy known as the joule (J). According to the International System of Units, a gigajoule is equivalent to one billion joules. The Joule is the main unit of measurement for work, energy and heat.



In addition to the environmental benefits it brings, the upgrading of our solar panels also opens up new opportunities for growth and development. By doubling our energy production capacity, Karizia can now meet its internal energy needs, thus reducing its operating costs and improving its competitiveness in the market.

Karizia is proud to have carried out this important sustainable improvement project, which reflects our constant search for innovative solutions and our desire to be right at the forefront in the field of sustainability. The company will continue to adopt measures and initiatives designed to conserve the environment and promote a cleaner and more sustainable energy future for all.

5.2 Water and drains



	Year.2022	Year.2020	2022 Vs.2021
Total consumption of water withdraw m3	2.999	3.085	-2,8%
Water consumed m3	1.783	1.401	27%
Water discharged*	1.216	1.684	-28%

*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 wastewater 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 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. The macro data in the table above show a slight improvement.

In 2022, the amount of water discharged was 41% of the amount of water drawn from the mains. This is because all the water used in the galvanisation process is totally purified before it is

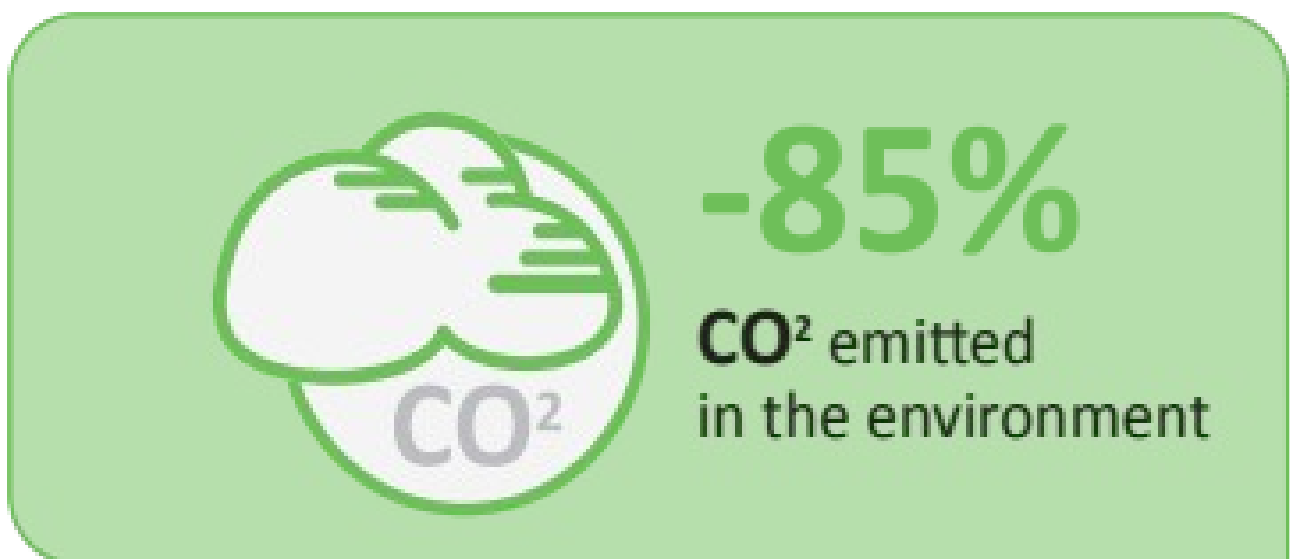


discharged. The rest of the water drawn off during the other stages of production is mixed with other substances from which it cannot be separated, and which need to be disposed in an appropriate way.

To reduce its water consumption, the company introduced a “zero discharge” system at the end of 2021 and start of 2022, whereby the water used in production is filtered and reused several times before being disposed of. This will result in a significant reduction of water consumed and therefore a lower environmental impact.



5.3 Emissions





	Anno.2022	Anno.2021	2022 Vs.2021
Electricity resulting from photovoltaic panels Kg/Co2	0	0	0%
Electricity resulting from purchase Kg/Co2	18.526	374.872	-95%
Direct gas combustion Kg/Co2*	42.988	53.697	-20%
Total Kg/Co2	61.514	428.569	-85%
Turnover €	112.954.850 €	103.648.684	+9%

* Direct gas combustion Kg/Co2 = from LPG

Thanks to its solar panel installation, Karizia is able to produce 5% of its electricity without emitting CO2. However, to cover the remaining 95% of its energy consumption, the company has made significant progress in reducing its environmental impact. Right from the start, Karizia used suppliers of energy from renewable sources, but in 2022 it began to purchase energy from certified renewable sources.

The use of energy from renewable sources, even though it is bought in, has led to a significant drop in our CO2 production, as shown in the table. Although this certified energy has no less of an environmental impact than that from our own solar panels, the purchase of this type of energy shows Karizia's commitment to supporting and promoting the transition to a low-carbon economy.

It is important to stress that the purchase of energy from renewable sources has been shown to have a much lower impact, if we apply the conversion factor of KWh per CO2-eq, as provided by the Italian Institute for Environmental Protection and Research (ISPRA). It should also be noted that for calculating the quantity of emissions, Karizia used a conversion factor provided by the Dolomiti energy company. This allows us to make a more accurate assessment of our company's overall environmental impact, highlighting our effective reduction of CO2 emissions through the purchase of energy from certified renewable sources.

Karizia's commitment to reducing CO2 emissions is clearly shown through its use of its own solar panels and the purchase of energy from renewable sources. The company continues to evaluate and adopt measures to make further improvements to its energy sustainability and to reduce CO2 emissions.



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.

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	2022	2021	Disposal company
CER 060502 (Sludge from on-site effluent treatment containing hazardous substances) disposal company:	CER 060502 waste	5,18	11,82	ECOSTRASPORTI SRL
	Recycled waste	5,18	11,82	
	Waste handed over for disposal	5,18	11,82	
Code CER 061302 (spent activated carbon), disposal company:	CER 110113 waste	1,0165	1,149	CAURUM SRL
	Recycled waste	1,0165	1,149	



	Waste handed over for disposal	1,0165	1,149	
Code CER 110113(degreasing waste containing dangerous substances) (galvanic baths), disposal company:	CER 110113 waste	4,344	4,9708	CAURUM SRL + CHIMET SPA
	Recycled waste	4,344	4,9708	
	Waste handed over for disposal	4,344	4,9708	
Code CER 160303(inorganic waste containing dangerous substances) (goldsmiths welds, Chinese industrial talc), disposal company:	CER 160303 waste	2,17	4,46	ECOSTRASPORTI SRL
	Recycled waste	2,17	4,46	
	Waste handed over for disposal	2,17	4,46	
Code CER 190807(solutions and regeneration sludge of ion exchange resins), disposal company:	CER 190807 waste	103,87	16,98	MARCON SRL + ECOTRASPORTI SRL
	Recycled waste	103,87	16,98	
	Waste handed over for disposal	103,87	16,98	
Code CER 110111(aqueous rinsing solutions containing dangerous substances), disposal company:	CER 110111 waste	0,2162	0,2492	SAFIMET SPA
	Recycled waste	0,2162	0,2492	
	Waste handed over for disposal	0,2162	0,2492	
Cod. CER 140603 (waste oil), other solvents and solvent mixtures:	CER 130802 waste	0,15	NA	ECOTRASPORTI SRL
	Recycled waste	0,15	NA	
	Waste handed over for disposal	0,15	NA	
Cod. CER 130205 (mineral oils for engines, gears and	CER 130205 waste	0,64	0,46	ECOSTRASPORTI SRL



lubrication, not chlorinated) chlorinated disposal company :	Recycled waste	0,64	0,46		
	Waste handed over for disposal	0,64	0,46		
Cod CER 110116 (Resine a scambio ionico saturate o esaurite) società smaltimento:	CER 150106 waste	0,689	1,098		CAURUM SRL
	Recycled waste	0,689	1,098		
	Waste handed over for disposal	0,689	1,098		
Cod. CER 120199 (Waste not otherwise specified) disposal company :	CER 120199 waste	1	1,03		CHIMET SPA
	Recycled waste	1	1,03		
	Waste handed over for disposal	1	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	Pag. no. References	SDG
Profilo organizzativo			
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		Pag. 13	
102-7 Scale of the organisation		Pag. 16	
102-8 Information on staff and other workers		Pag. 26-34	
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	Pag. 40-44	
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 2022		
102-11 Precautionary principle		Pag. 33	
102-12 External initiatives		Pag. 35-38	



102-13 Membership to associations		Pag. 35-38	
Strategy			
102-14 Statement of the senior decision-maker		Pag. 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	Pag. 33	
Governance			
102-18 Governance structure		Pag. 16	
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	Pag. 19-24	
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. 19-20	
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		Pag. 19-20	
102-43 Approach to the engagement of stakeholders	Use of a newsletter		
Reporting practice			
102-46 Definition of the	A limitation encountered is the full		




report content and subject boundaries	knowledge of the environmental and social impact of the supply chain		
102-47 List of material topics		Pag. 19-24	
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		

SERIE 300: ENVIRONMENTAL PERFORMANCE

GRI STANDARD DISCLOSURE	Notes/Omissions	Page no. References	SDG
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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		Pag. 47-49	
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		Pag. 47-49	
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 benchmark of the various materials used	Pag. 42-43	

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		
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303-3 Water withdrawal		Pag. 48-49	
303-4 Water discharge	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.	Pag. 48-49	
303-5 Water consumption		Pag. 48-49	
GRI 305: Emissions			
103-1, 103-2, 103-3 - Management procedures	All data in the emissions section have been taken from the ISPRA and supply company conversion factors		
305-1 Direct emissions ofGHG (Scope 1)		Pag. 49-50	
305-2 Indirect energy(Scope 2) GHG emissions		Pag. 49-50	
305-3 Other indirect GHG emissions (Scope 3)	*data not available due to complexity in finding and tracking third-party data **We are working to deepen the environmental impact assessment of some key partners		
GRI 306: Drains and waste			
103-1, 103-2, 103-3 - Management procedures	All data in the emission section havebeen taken from waste invoices		
306-2 Waste by type andmethod of disposal		Pag. 51-53	
GRI 307: Environmental compliance			
307-1 Non-compliance with environmental laws and regulations	In the years 2021-2022, 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		

SERIE 400: SOCIAL PERFORMANCE



GRI STANDARD DISCLOSURE	Notes/Omissions	Page no.Referen ces	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		Pag. 26-28	
401-2 Benefits provided to full-time staff that are not available to temporary or part-timestaff		Pag. 26	
401-3 Parental leave		Pag. 28	
GRI 402: Industrial relations/management			
402-1 Minimum notice periods for operationalchanges	All stakeholders are kept up-to-date by newsletter on the developmentsof the company strategy		
GRI 403: Occupational health and safety			
403-1 Occupationalhealth and safety management system		Pag. 29-33	
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 workplaceREVISION OF 05/11/2019	Pag. 29-31	
403-3 Occupationalhealth services		Pag. 26-33	
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	Pag 32	
403-5 Workers training on occupational health and safety		Pag. 32	
403-9 Accidents at work		Pag. 30	
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		Pag. 32	
404-2 Upgrade of personnel skills and transition support programmes		Pag. 32	
GRI 405: Diversity and equal opportunities			
405-1 Diversity of governing bodies and employees		Pag. 16 Pag. 28-30	
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 2022		
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		Pag. 35-38	
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		
417-2 Cases of non-compliance relating to information and labelling of products and services	In 2022, 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 2022, 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 2022		



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