

**SUSTAINABILITY REPORT**  
..... 2018 .....

— **WHAT** —  
=====  
**We**  
=====  
**DO** —



**MARCHESINI**  
— **GROUP** —



## DEAR STAKEHOLDERS

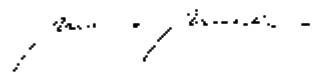
We are voluntarily publishing the fourth edition of our Sustainability Report in order to share our sustainable approach with our *stakeholders*: the report illustrates how we work successfully on the long term. We strive to maintain a balance between the resources we have and the challenges of the marketplaces where we do business.

Our Sustainability Report details how we operate in an increasingly complex global context. It shows how regulatory integrity and responsible behaviour have underpinned our business scope for years, not only to support our reputation, but also to strengthen competitiveness and to confirm customer fidelity.

It also highlights our commitments to research and innovation, where we are a flagship. We are known as a key technological player because we design the future exploiting ongoing innovation.

The Report boosts our willpower to achieve Sustainable Development Goals, thanks to our role within the industrial chain, where we contribute to the growth of local districts and to the development of suppliers' competences, and our own communities where we foster our values.

To persevere along the road of sustainable development our plans must be converted into substantial results. We have everything it takes to reach this goal, but more importantly, we trust in the commitment of our people who, through willingness, devotion and passion, contribute daily to encouraging the prosperity and evolution of the communities where we work. Together, we create a priceless patrimony of skills and know-how to pass down to future generations.



Maurizio Marchesini  
PRESIDENT



Dear stakeholders,

Sustainability and innovation are the two key factors that a company needs to pursue competitiveness. Today, without these, it would be difficult to gain positive results and hold them over time.

Here at Marchesini, we believe that being sustainable prompts shared and lasting values with all our stakeholders and it ensures customer satisfaction. We invest in talent, proactiveness and teamwork, which are the strongholds of about 1635 employees who work directly for the group. Such awareness has helped to make Marchesini one of the top manufactures of automatic packaging machines throughout the world, reaching a turnover of over 350 million Euro in 2018 (+24% more than 2017).

Internationalization, Research, Development and Specialisation in mechatronics are the mainstays of our expansion strategy. It is thanks to these that we can look to the future to fully satisfy all the new, and sometimes still-to-be-expressed needs of our customers and collaborators, but also of the communities and areas where we operate.

The only way forward is to combine mechanics and digitalisation. 4.0 intended as the digitalization of automated processes is an epochal revolution. Marchesini's interpretation focuses particularly on the prerequisites of Artificial Intelligence, thanks to its competences in the field of software programming and vision and inspection systems, backed by the group's new members SEA Vision, PROTEO and CMP.

The project foresees self-learning systems to better manage transitory regimes and to improve performance to maximise efficiency.

None of us think that 4.0 is just a mere technological approach but that it is actually much more. It is a culture that focuses on people and the organisation, being certain that the determination and enthusiasm of our people will take the Marchesini Group toward new goals of satisfaction for the companies and the communities that work with us.

Pietro Cassani  
CHIEF EXECUTIVE  
OFFICE

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SUSTAINABILITY REPORT MARCHESINI GROUP	PAG.	GRI 4	CONTENTS GRI 4	AGENDA 2030	GOALS
SUSTAINABILITY APPROACH	15	G4-1	PROVIDE A STATEMENT FROM THE MOST SENIOR DECISION-MAKER OF THE ORGANIZATION (SUCH AS CEO, CHAIR, OR EQUIVALENT SENIOR POSITION) ABOUT THE RELEVANCE OF SUSTAINABILITY TO THE ORGANIZATION AND THE ORGANIZATION'S STRATEGY FOR ADDRESSING SUSTAINABILITY.	3 - ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES 6 - ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL 7 - ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL 11 - MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE 12 - ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS 13 - TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS 15 - PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS	      
		G4-2	PROVIDE A DESCRIPTION OF KEY IMPACTS, RISKS, AND OPPORTUNITIES.		
		G4-24	PROVIDE A LIST OF STAKEHOLDER GROUPS ENGAGED BY THE ORGANIZATION.		
		G4-25	REPORT THE BASIS FOR IDENTIFICATION AND SELECTION OF STAKEHOLDERS WITH WHOM TO ENGAGE.		
		G4-26	REPORT THE ORGANIZATION'S APPROACH TO STAKEHOLDER ENGAGEMENT, INCLUDING FREQUENCY OF ENGAGEMENT BY TYPE AND BY STAKEHOLDER GROUP, AND AN INDICATION OF WHETHER ANY OF THE ENGAGEMENT WAS UNDERTAKEN SPECIFICALLY AS PART OF THE REPORT PREPARATION PROCESS.		
		G4-27	REPORT KEY TOPICS AND CONCERNS THAT HAVE BEEN RAISED THROUGH STAKEHOLDER ENGAGEMENT, AND HOW THE ORGANIZATION HAS RESPONDED TO THOSE KEY TOPICS AND CONCERNS, INCLUDING THROUGH ITS REPORTING. REPORT THE STAKEHOLDER GROUPS THAT RAISED EACH OF THE KEY TOPICS AND CONCERNS.		
		G4-28	REPORTING PERIOD (SUCH AS FISCAL OR CALENDAR YEAR) FOR INFORMATION PROVIDED.		
		G4-29	DATE OF MOST RECENT PREVIOUS REPORT (IF ANY).		
		G4-30	REPORTING CYCLE (SUCH AS ANNUAL, BIENNIAL).		
		G4-56	DESCRIBE THE ORGANIZATION'S VALUES, PRINCIPLES, STANDARDS AND NORMS OF BEHAVIOR SUCH AS CODES OF CONDUCT AND CODES OF ETHICS.		

SUSTAINABILITY REPORT MARCHESINI GROUP	PAG.	GRI 4	CONTENTS GRI 4	AGENDA 2030	GOALS
ECONOMIC AND FINANCIAL RESPONSIBILITY	28	G4-3	REPORT THE NAME OF THE ORGANIZATION.	8 - PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL 12 - ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS	 
		G4-4	REPORT THE PRIMARY BRANDS, PRODUCTS, AND SERVICES.		
		G4-5	REPORT THE LOCATION OF THE ORGANIZATION'S HEADQUARTERS.		
		G4-6	REPORT THE NUMBER OF COUNTRIES WHERE THE ORGANIZATION OPERATES, AND NAMES OF COUNTRIES WHERE EITHER THE ORGANIZATION HAS SIGNIFICANT OPERATIONS OR THAT ARE SPECIFICALLY RELEVANT TO THE SUSTAINABILITY TOPICS COVERED IN THE REPORT.		
		G4-7	REPORT THE NATURE OF OWNERSHIP AND LEGAL FORM.		
		G4-8	REPORT THE MARKETS SERVED (INCLUDING GEOGRAPHIC BREAKDOWN, SECTORS SERVED, AND TYPES OF CUSTOMERS AND BENEFICIARIES).		
		G4-9	REPORT THE SCALE OF THE ORGANIZATION, INCLUDING EMPLOYEES, OPERATIONS,...		
		G4-13	REPORT ANY SIGNIFICANT CHANGES DURING THE REPORTING PERIOD REGARDING THE ORGANIZATION'S SIZE, STRUCTURE, OWNERSHIP, OR ITS SUPPLY CHAIN.		
		G4-15	LIST EXTERNALLY DEVELOPED ECONOMIC, ENVIRONMENTAL AND SOCIAL CHARTERS, PRINCIPLES, OR OTHER INITIATIVES TO WHICH THE ORGANIZATION SUBSCRIBES OR WHICH IT ENDORSES.		
		G4-17	LIST ALL ENTITIES INCLUDED IN THE ORGANIZATION'S CONSOLIDATED FINANCIAL STATEMENTS OR EQUIVALENT DOCUMENTS.		
		G4-18	EXPLAIN THE PROCESS FOR DEFINING THE REPORT CONTENT AND THE ASPECT BOUNDARIES. EXPLAIN HOW THE ORGANIZATION HAS IMPLEMENTED THE REPORTING PRINCIPLES FOR DEFINING REPORT CONTENT.		
		G4-EC1	DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED.		
		G4-34	REPORT THE GOVERNANCE STRUCTURE OF THE ORGANIZATION, INCLUDING COMMITTEES OF THE HIGHEST GOVERNANCE BODY. IDENTIFY ANY COMMITTEES RESPONSIBLE FOR DECISION-MAKING ON ECONOMIC, ENVIRONMENTAL AND SOCIAL IMPACTS.		

SUSTAINABILITY REPORT MARCHESINI GROUP	PAG.	GRI 4	CONTENTS GRI 4	AGENDA 2030	GOALS
PRODUCT, R&S AND INDUSTRIA 4.0 RESPONSIBILITY	32	G4-DMA	A. REPORT WHY THE ASPECT IS MATERIAL. REPORT THE IMPACTS THAT MAKE THIS ASPECT MATERIAL. B. REPORT HOW THE ORGANIZATION MANAGES THE MATERIAL ASPECT OR ITS IMPACTS. C. REPORT THE EVALUATION OF THE MANAGEMENT APPROACH.	4 - ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL 8 - PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL	 
		G4-PR5	RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION.		
OPERATIONS	35	G4-EC9	PROPORTION OF SPENDING ON LOCAL SUPPLIERS AT SIGNIFICANT LOCATIONS OF OPERATION.	13 - TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS 17 - STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT	 
		G4-EN1	MATERIALS USED BY WEIGHT OR VOLUME.		
ENVIRONMENTAL RESPONSIBILITY	37	G4-EN27	EXTENT OF IMPACT MITIGATION OF ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES.	12 - ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS 13 - TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS	 
ENERGY	38	G4-EN3	ENERGY CONSUMPTION WITHIN THE ORGANIZATION.	7 - ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL	
WASTE	38	G4-EN2	PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS.	3 - ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES 11 - MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE 12 - ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS	  
		G4-EN23	TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD.		
		G4-EN28	PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING MATERIALS THAT ARE RECLAIMED BY CATEGORY.		
WATER	40	G4-EN8	TOTAL WATER WITHDRAWAL BY SOURCE.	6 - ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL	

SUSTAINABILITY REPORT MARCHESINI GROUP	PAG.	GRI 4	CONTENTS GRI 4	AGENDA 2030	GOALS
CARBON FOOTPRINT	40	G4-EN3	ENERGY CONSUMPTION WITHIN THE ORGANIZATION.	7 - ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL 12 - ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS 13 - TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS 15 - PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS	   
		G4-EN4	ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION.		
		G4-EN15	DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1).		
		G4-EN16	ENERGY INDIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 2).		
		G4-EN19	REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS.		
SOCIAL RESPONSIBILITY	43			4 - ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL 8 - PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL	 
WORK FORCE AND ORGANIZATIONAL STRUCTURE	46	G4-LA1	TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION.	8 - PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL	
INVESTING IN PEOPLE; TALENT ACQUISITION; TRAINING AND DEVELOPMENT; PERFORMANCE MANAGEMENT	52	G4-LA9	AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER, AND BY EMPLOYEE CATEGORY.	4 - ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL 5 - ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS 8 - PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL	  
		G4-LA10	PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS.		

SUSTAINABILITY REPORT MARCHESINI GROUP	PAG.	GRI 4	CONTENTS GRI 4	AGENDA 2030	GOALS
WELFARE AT MARCHESINI GROUP; IN-HOUSE COMMUNICATIONS AND INVOLVEMENT ACTIVITIES	56			<p>1 - END POVERTY IN ALL ITS FORMS EVERYWHERE</p> <p>3 - ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES</p> <p>4 - ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL</p> <p>5 - ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS</p>	   
HEALTH AND SAFETY	60	GA-LA6	TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER.	3 - ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES	
CHARITY COMMITMENTS - A YEAR OF SUSTAINABILITY	66			<p>1 - END POVERTY IN ALL ITS FORMS EVERYWHERE</p> <p>2- END HUNGER, ACHIEVE FOOD SECURITY AND IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE</p> <p>3 - ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES</p> <p>4 - ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL</p> <p>5 - ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS</p> <p>9 - BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION</p> <p>10 - REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES</p> <p>11- MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE</p> <p>16 - PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS</p> <p>17 - STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT</p>	         

# PREFACE

By FRANCESCO UBERTINI<sup>1</sup>

Marchesini Group S.p.A. voluntarily publishes its Sustainability Report for the fourth year running, according to the guidelines of the GRI-4 (*Global Reporting Initiative 2013*), highlighting the links to the SDGs of the Agenda 2030.

Even though Marchesini Group is not legally obliged to publish a non-financial declaration (NFD), it shares a Sustainability Report with its *stakeholders* that well exceeds the indications of the NFDs envisaged by current standards.

The Marchesini group is our industrial flagship. Guided by its founders, initially Massimo, and later his sons Maurizio and Marco, it soon exceeded the concept of “creating economic value”, focusing naturally on sharing with *stakeholders* and coherent cultural foundations of a sustainable business.

Marchesini Group believes that *Corporate Social Responsibility* (CSR) is a competitive strategy that creates systematic trustworthiness among its stakeholders, consolidates its reputation and pinpoints new business opportunities.

The link between CSR and *intangible assets* is crystal clear. They are all the elements which, in the current economic context, create the intellectual capital of the business. Speaking of circular economy, the *intangible aspects* linked to knowledge, technology and marketing have become a “MUST” to be able to create values that can be exploited in performance monitoring systems and in planning future activities aimed at constant improvement.

The *intangible assets* are even more important when speaking of the so-called “fourth industrial revolution”, because the widespread use of new technologies demands an increasingly transversal approach that goes beyond mere conventional task/role schemes, but rather toward those of the owner of a process that dominates and resiliently coordinates an organisation permeated by business quality, *lean culture* and *big data*.

The people within the company, the entrepreneurs, the *managers* and all the collaborators are called-upon to promote operational flexibility and creativity, but also to develop human resources through constant formation and training in formal and informal contexts to reach increasingly ambitious goals of corporate innovation.

Corporate organisation is changing powerfully and this consequently changes how human resources are employed in combination with new technologies to amplify connectivity and productivity.

Thanks to its Sustainability Report, Marchesini highlights all the characteristics needed to remain a proactive player in its field of business and within the sphere of Industry 4.0. It shares with its stakeholders the financial economic results and the social and environmental variables that make them sustainable in a virtuous perspective of doing business.

<sup>1</sup> Rector of the Alma Mater Studiorum – University of Bologna since 1<sup>st</sup> November 2015 and Full Professor of Building Science since 2007.





# 1. METHODOLOGICAL NOTE AND SUSTAINABLE APPROACH



Marchesini Group<sup>2</sup> is publishing its fourth Sustainability Report, referred to 2018, focused on the group’s main environmental, social and economic aspects. It has been written according to the Sustainability Reporting Guidelines G4 dated 2013 - Global Reporting Initiative (GRI).

This year again, the Sustainability Report has been written by the Corporate Social Responsibility function, supervised by the CSR Manager of the Group, following a consolidated procedure and involving all the corporate functions working at Marchesini. The reporting process is based on the company’s IT systems (control systems of the management, accounting, quality, environment, internal audits, safety, personnel, HR development etc.), which have been integrated with specific data collection and analysis tools. The documented information respects the principles of materiality, importance, accuracy, comparability, punctuality and reliability.

Similar to previous editions, the Sustainability Report of 2018 refers to the Group leader and to the subsidiary Co.Ri.M.A. S.R.L. As for foreign branches, just the aspects related to human resources are mentioned.

The commitments of Marchesini Group to sustainability aims at assuring long-lasting success, at gradually reducing its environmental impact and at substantially contributing to improving the quality of life of its reference communities.

For this reason, in view of the growing challenges in terms of sustainability, the group has pinpointed some priorities for its business and for its stakeholders.

The contents have a modular approach, as in the previous editions, based on three qualifying mainstays, which are explained in the group’s Code of Ethics:

- 1. Creating value through behavioural integrity, innovation skills and promoting excellence at all levels.
- 2. Enhancing people, protecting their safety and motivating teamwork and collaboration.
- 3. Transparency and completeness of information flows, bonds with the territory and sustainable development.

The *mission* (“Because you are our mission”<sup>3,4</sup>) and the *vision* (“constantly pursuing excellence and innovation in full compliance with law and the Code of Ethics”<sup>5</sup>) of the group are always the principles around which its activities revolve.

Observing these principles, Marchesini Group continues to focus on *customer centricity*<sup>6</sup> which is substantially fulfilled by giving its customers the best the market can offer to satisfy their needs with effective, efficient and sustainable solutions. In 2018, the Group was again one of the top worldwide leaders of its sector; it is also for this reason that its approach to sustainability themes focuses on satisfying the growing importance that multinational companies working on the reference marketplaces give to the relevant topics when rating partner companies.

<sup>3</sup> Reference to the Sustainability Report of 2015, pages 18 and 19, Code of Ethics, pages 16, 26 and 30.

<sup>4</sup> “Because you (customers, n.d. r.) are our mission”, as stated by Maurizio Marchesini, President of Marchesini Group S.p.a. in the Company Profile of the corporate website [www.marchesini.com](http://www.marchesini.com)

<sup>5</sup> Code of Ethics of Marchesini Group, page 16.

<sup>6</sup> “Customer Centricity is the only end-to-end and inclusive corporate strategy focusing on the individual customer and their specific needs. Customer Centricity is both a business, organisational, strategic and operational basis of a business model adapted to changes, but also a management method and a basic strategy, and a fundamentally new strategy and approach.” Wilkes, Stange - “Customer Centricity and Corporate Management - Die stenerung des gesamten Unternehmens nach Kundenprioritäten was es ist, was es ist nicht und warum erfolgreicht wirkt” in Erfolgsketten Management, 3. Auflage, 2013.

<sup>2</sup> By “Marchesini Group (hereafter Group or Company) we mean the organisational set-up illustrated on page 29.



### 1.2 MATERIALITY MATRIX FOR 2018

Respecting the guidelines GRI – G4, the materiality analysis is a periodic process aimed at identifying economic, environmental and social economic aspects that could have a major impact on the group’s economic performance or on the assessments and decisions of its stakeholders. This type of analysis was carried out in 2018, to check if any major changes had occurred in the results of 2016.

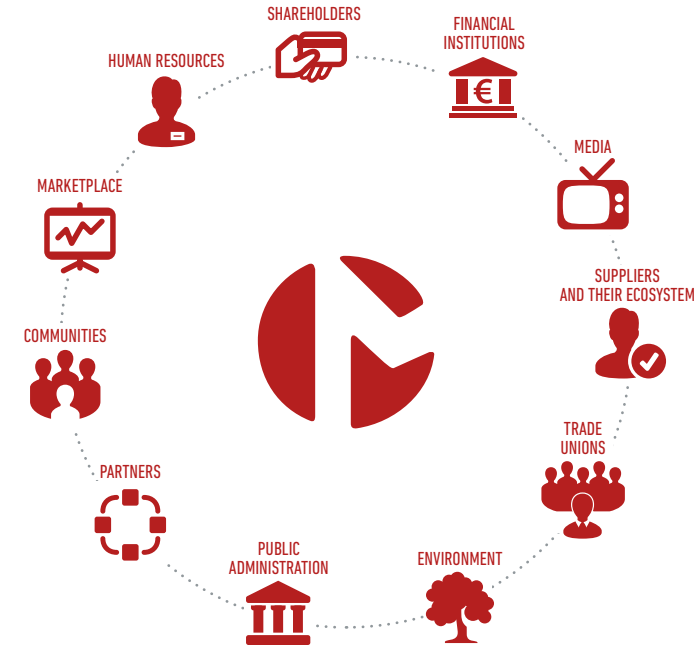
- Just like in 2016, the process has been divided into four main phases, which can be summarised as follows:
- In-house identification of possible important sustainability aspects for our sector.
  - In-house prioritizing of the aspects identified with the Group’s management, by consulting the corporate management, including human resources, Quality and Health and Safety Executives (HSE), provisioning, production, and technical departments and relations with investors.
  - Out-of-house prioritizing of the aspects identified with the group’s main stakeholders, by interviewing the representatives of customers, employees, suppliers etc., surveying a sample group of employees and interviewing employees who hold relations with the stakeholders, both at the investors’ and customers’ premises and during specific projects of local communities and authorities.
  - Final Approval of the list of priority aspects by the Group’s management.

We have pinpointed 14 priorities, which are the basis of our Sustainability Report and are indicated in the following materiality matrix.

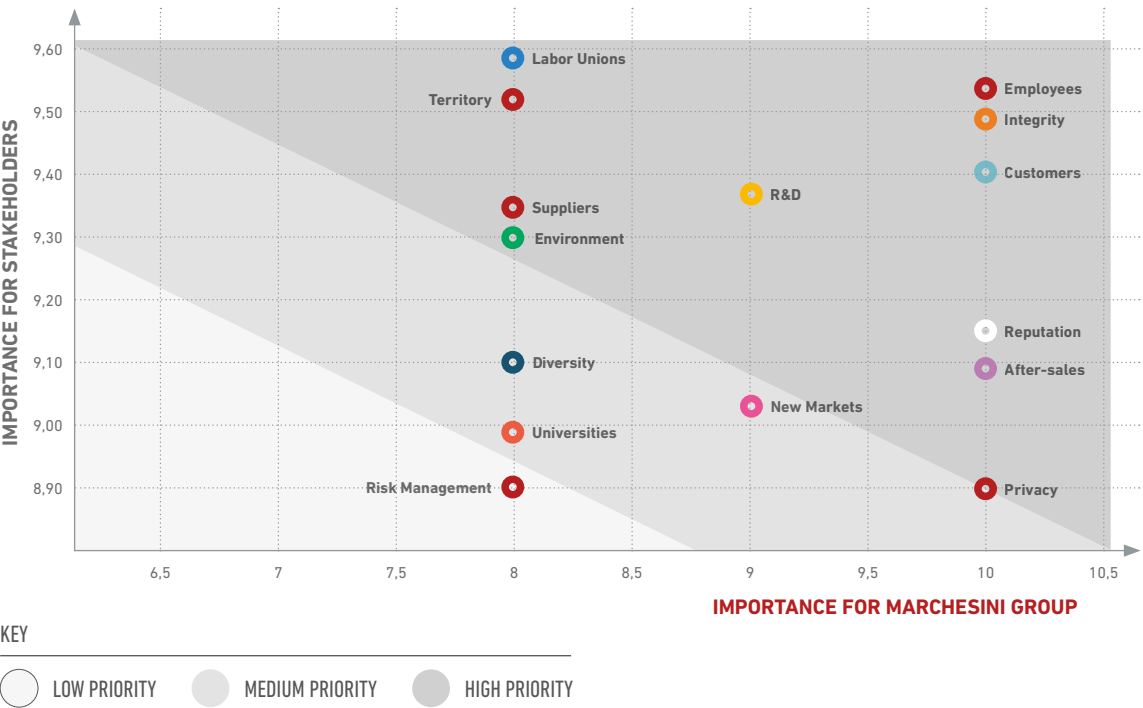
Compared with the survey carried out in 2016, the stakeholders involved attributed a rise in importance to relations with customers, the territory, universities, trade union representatives, the needs of human resources, ethics and reputation as well as efforts to penetrating new markets.

The importance given to safeguarding diversity, risk management and also privacy aspects, despite the enforcement of the EU Regulation 679/2016 concerning personal data, has dropped substantially.

### STAKEHOLDERS AND OTHER PARTIES TO WHOM THE CODE OF ETHICS IS ADDRESSED



### MATERIALITY MATRIX 2018



2. OUR HISTORY

PRODUCT  
LINES



Liquid



Solid



Creams



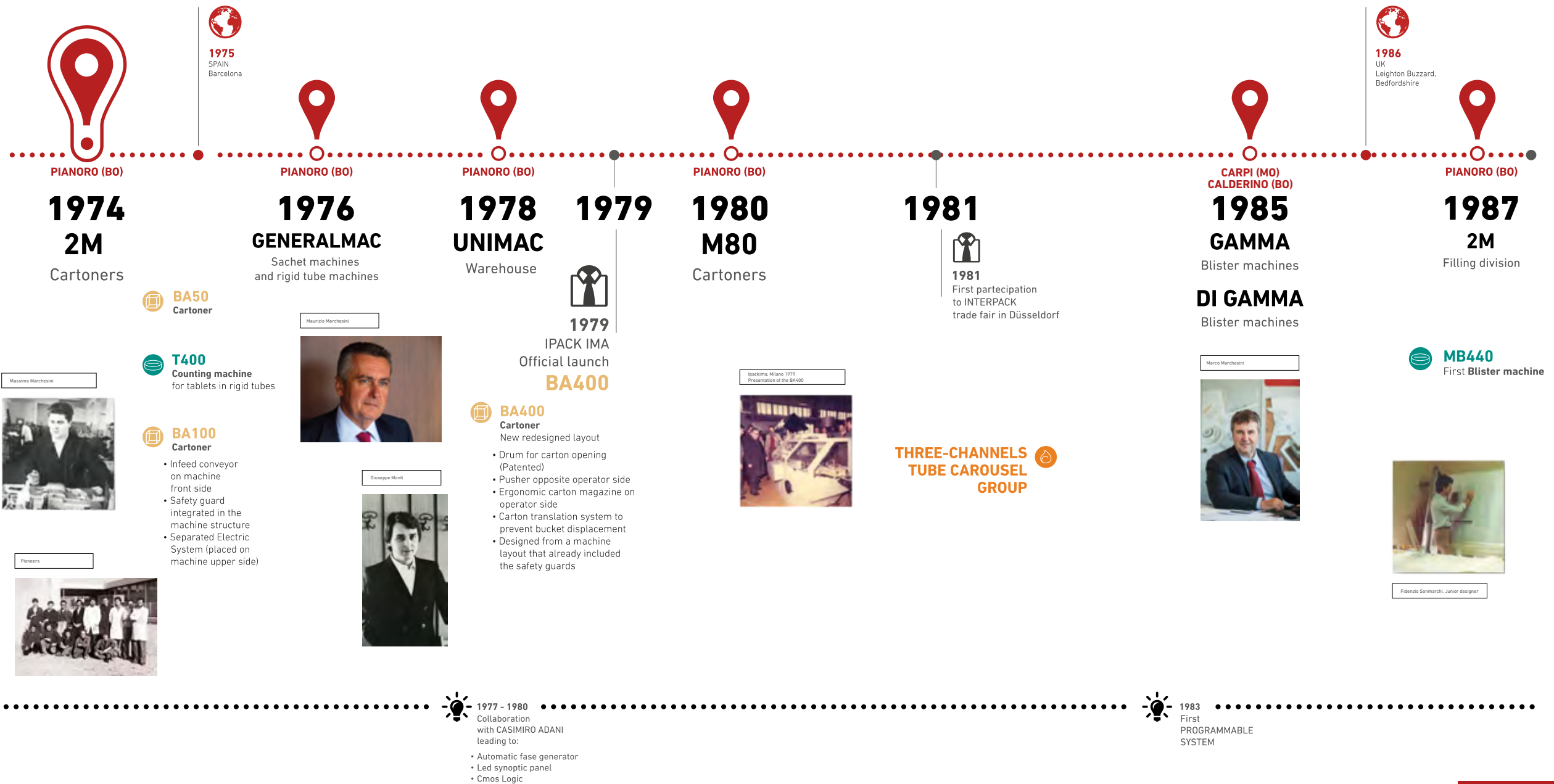
Robot



Secondary Packaging



Complete Lines



2. OUR HISTORY

SPECIAL  
EVENTS

Open house

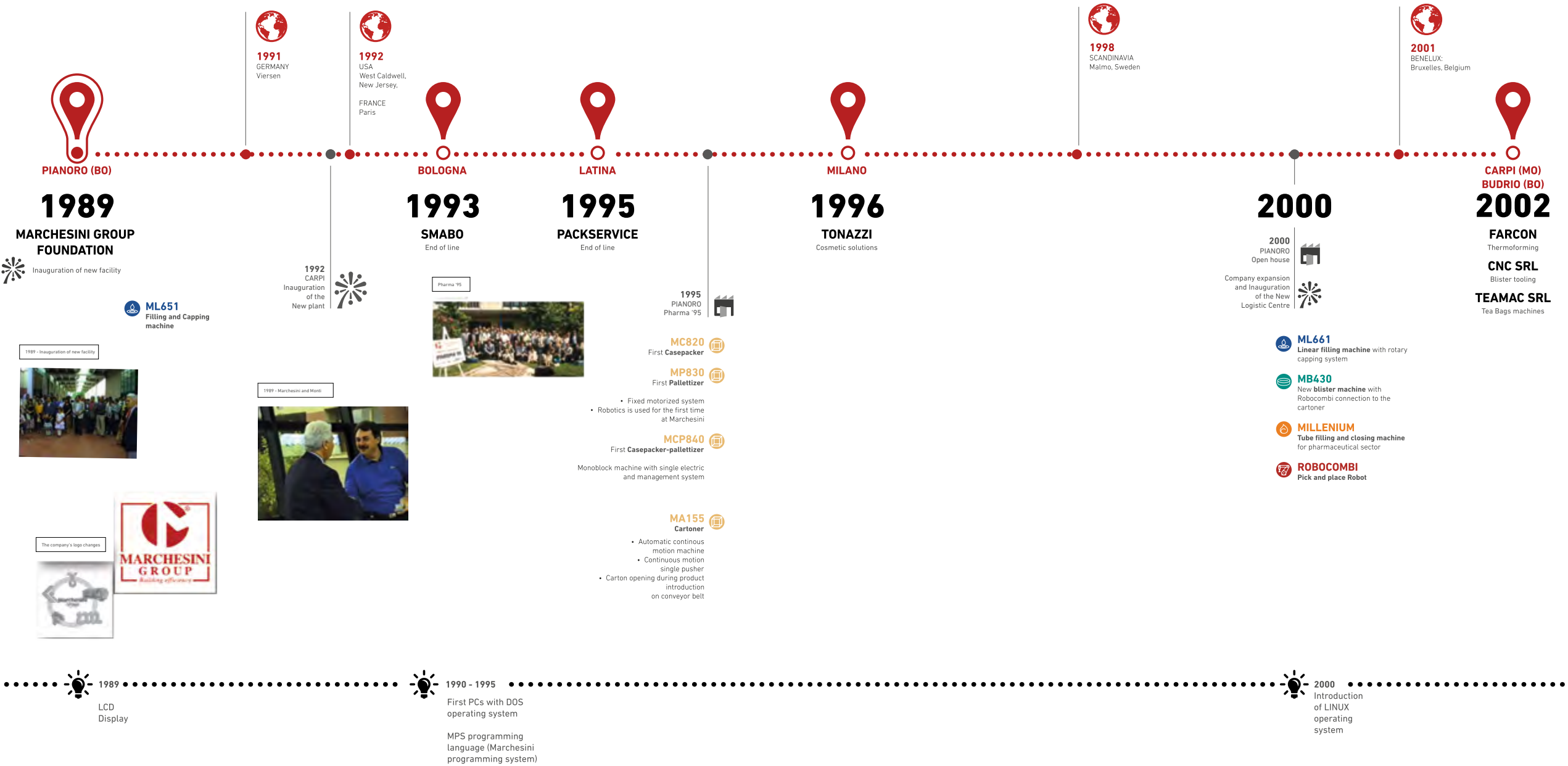
Inauguration

Trade Fair

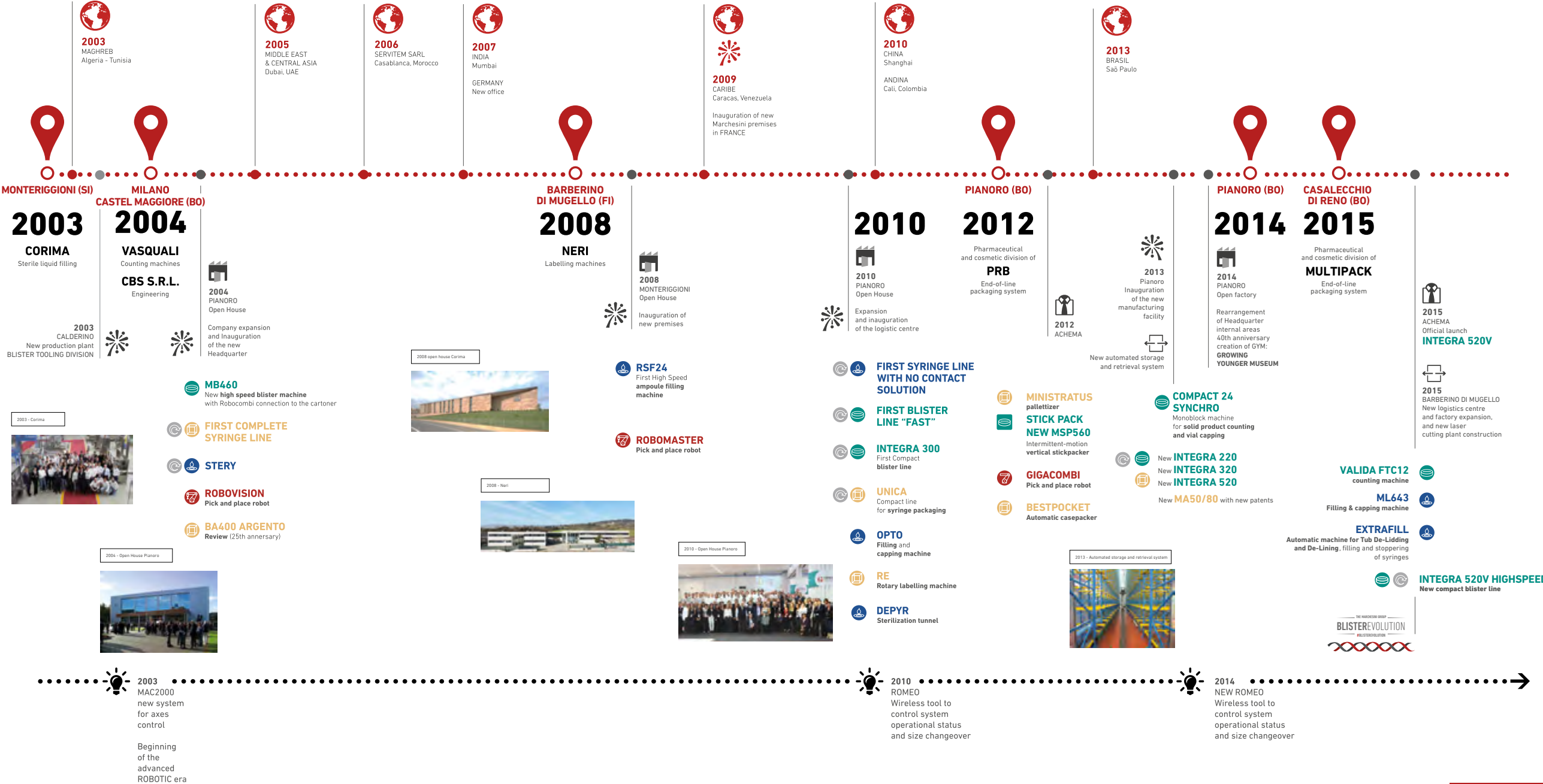
Corporate Social  
Responsibility

Plant  
expansion

New  
appointment

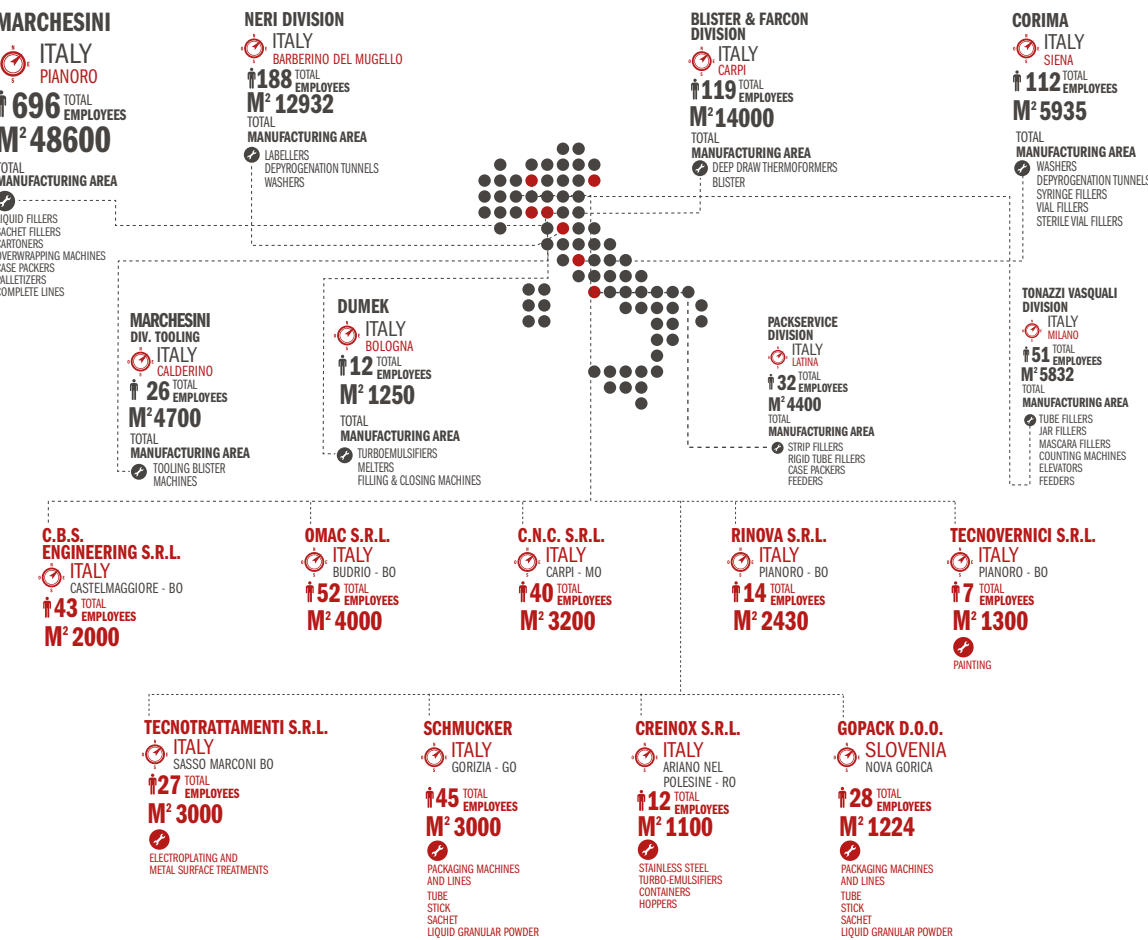


2. OUR HISTORY

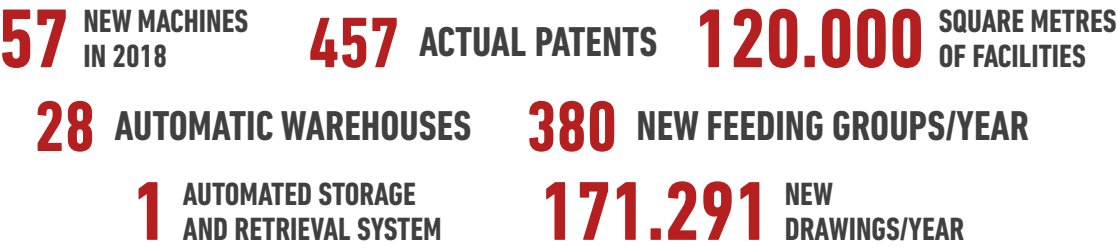




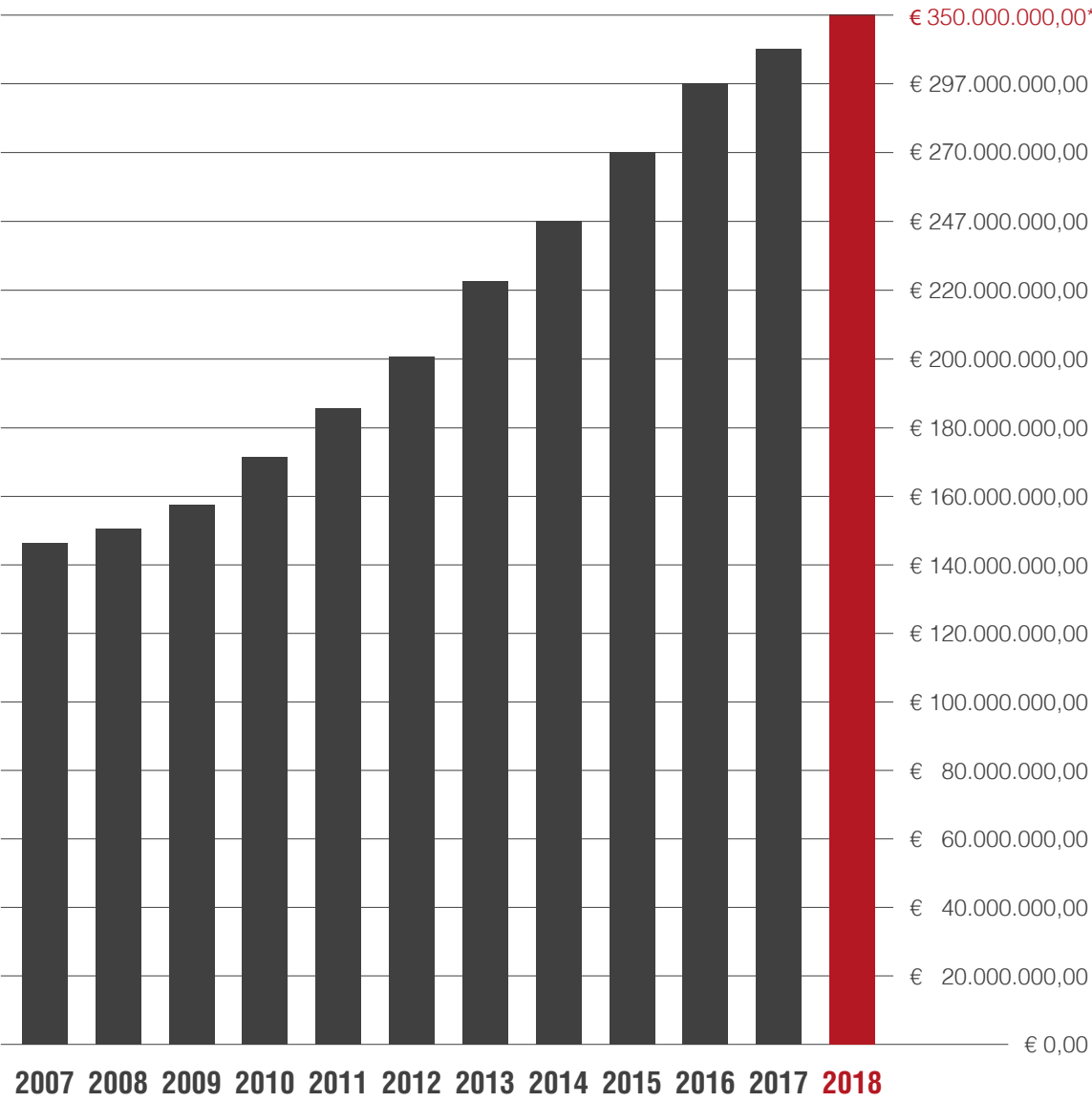
3. HIGHLIGHTS 2018



MAIN FACTS&FIGURES



ABOUT US



\* Group consolidated turnover (estimated value to be confirmed after approval of financial statement which is being written and will be published according to law).



# 4. ECONOMIC AND FINANCIAL RESPONSIBILITY

GRI - G4 | 3, 5, 6, 7, 8, 9, 13, 15, 17, 34, EC1

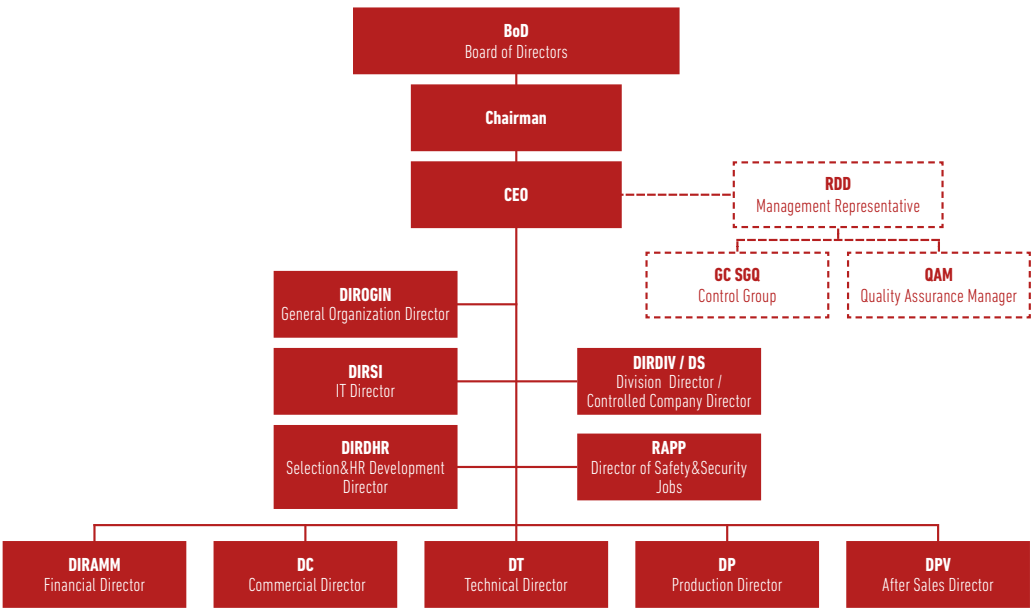


## 4.1 CORPORATE GOVERNANCE

Corporate *governance* is managed by the Board of Directors, as follows:

**Maurizio Marchesini**, Chairman  
**Pietro Cassani**, member and CEO  
**Marco Marchesini**, member  
**Marinella Alberghini**, member  
**Giuseppe Monti**, member  
**Valentina Marchesini**, member

The Board of Directors is assisted by the corporate management to operationally manage the processes, thus organised at 31/12/2018<sup>7</sup>:



One of the corporate management's priorities is transparency, which has always been a trademark of the Marchesini Group, and integral and complementary part of its daily business.

Because the Group's commitments are not just words written on paper but real actions; business transparency means a thorough and true communication system with everyone who comes into contact with the company, both in-house and out-of-house.

This belief in business transparency goes hand-in-hand with other commitments of Marchesini's philosophy, namely its commitment to comply with standards and regulations, to prevent risks at the workplace, to always work ethically and righteously, with respect for the environment, both in terms of its production processes and the product.

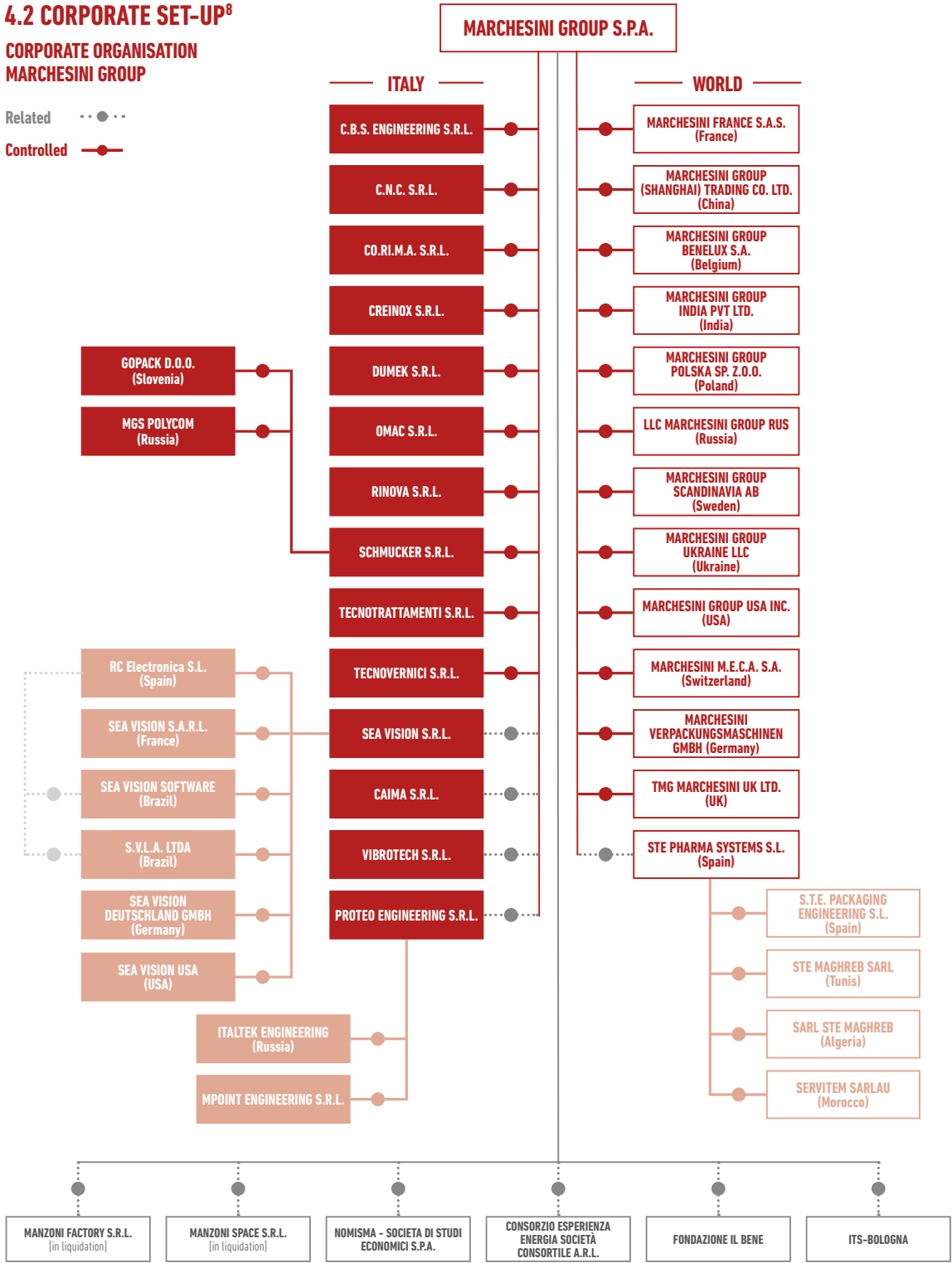
All these aspects are fundamental and have been written in detail in the Code of Ethics implemented in 2016.

<sup>7</sup> As of the 1<sup>st</sup> of January 2019, there is a new organisational set-up, which will be given in the next Sustainability Report.

## 4.2 CORPORATE SET-UP<sup>8</sup>

CORPORATE ORGANISATION  
MARCHESINI GROUP

Related    • • • •  
Controlled    —●—



<sup>8</sup> At 31/12/2018



4.3 MARCHESINI GROUP IN THE WORLD

With exports worth over 85% of its turnover, Marchesini Group is an enterprise with a very high international vocation. To maintain this role and to consolidate its presence across the continuously changing world scenario, the group has always focused on creating a widespread commercial network abroad ever since it started up. In 2018, through a team of **160 people** (+17% more than 2017), the group is represented in **68 foreign countries** in the world with **13 foreign branches**. A network of **35 agencies** have grown alongside the company to prove its willingness to assist customers locally every day.



4.4 ECONOMIC VALUE DISTRIBUTED TO THE STAKEHOLDERS<sup>9</sup>

The revenue of 2018 of the Marchesini Group, which can be seen from the group's consolidated balance sheet, is € 350 million (+ 24% more than 2017). The value generated by Marchesini Group S.p.A. and how this is distributed among its stakeholders is calculated based on the GRI Standards and the values used for the financial year ended 31/12/2018. The generated economic value of 2018 is about €321 million, which is 14% more than 2017. As illustrated in the graph below, of the €321 million of the generated economic value in 2018, €52 million (+26%) has been held back by the group leader, while €269 million (+12%) has been distributed among the main stakeholders as follows:

- Operational costs were €185.8 million (+16%);
- Personnel salaries were about € 70 million, a rise of 1% compared with the previous year;
- Suppliers of capital, shareholders and Public Administrations received an overall sum of €14 million;
- Donations, association contributions and sponsorships were about €258 thousand (-12% less than in 2017).

GENERATED ECONOMIC VALUE (.000€)	2018	2017	Δ % 2018/2017
REVENUE	305.268	265.828	15%
OTHER EARNINGS	12.523	10.700	17%
FINANCIAL RETURNS	3.538	4.654	-24%
TOTAL	321.329	281.182	14%

ECONOMIC VALUE DISTRIBUTED	2018	2017	Δ % 2018/2017
OPERATING COSTS (PURCHASE OF INVESTMENT SERVICES)	185.817	160.486	16%
EMPLOYEE REMUNERATION	68.990	68.597	1%
FINANCERS' REMUNERATION	392	106	270%
PUBLIC ADMINISTRATION REMUNERATION	13.654	10.093	35%
EXTERNAL DONATIONS AND SPONSORSHIPS	258	293	-12%
TOTAL	269.111	239.576	12%

RETAINED ECONOMIC VALUE	2018	2017	Δ % 2018/2017
AMORTISATION, DEPRECIATION AND ADJUSTMENTS	14.376	12.894	11%
SELF-FINANCING*	37.842	28.712	32%
TOTAL	52.218	41.606	26%

<sup>9</sup>In 2018, no dividends were distributed.

<sup>9</sup>At the date of this Sustainability Report, "at a consolidated level" only the proceeds are available. The distributed economic value is established only with reference to the balance sheet of the financial year of the group leader Marchesini Group S.p.A., which is being written and will be published according to law.

# 5. PRODUCT, R&S AND INDUSTRY 4.0 RESPONSIBILITY



In 2018, the Marchesini Group strived even harder toward *product stewardship*<sup>10</sup> which drives its policy of product responsibility. Topics of Industry 4.0<sup>11</sup>, in particular, have become an increasingly important part of the group’s operational strategy. They have indeed led to the acquisition of SEA Vision, a producer of vision and inspection systems used in quality control and anti-counterfeiting functions for pharmaceuticals. The 125 million-Euro transaction involves a long-term strategic agreement to create packaging machines even more integrated with SEA Vision inspection systems; the aim is to guarantee Marchesini’s customers a product that can be fully classified as 4.0. Thanks to this acquisition, the company has indeed become “THE” reference company for these aspects, which are fundamental for businesses working in the field of pharmaceuticals.

Again in 2018, at the Headquarters in Pianoro, Marchesini Group inaugurated a new building dedicated entirely to 3D printing. Here, all the group’s currently-exploited 3D printing technologies are gathered, integrated with new and futuristic models that will work 24 hours a day to be able to develop machine parts, previously produced out-of-house, and to prototype samples very quickly. This rapid laser prototyping hub will become the real core of the 4.0 model at Marchesini and has been set-up to keep production times and costs under control. The parts will then go directly onto the machines without other logistic phases in-between so that production planning, machine wear and tear and error management can be monitored.

The absolute protagonist in the middle of the room is the German M2 machine that makes metal parts. It is worth six hundred thousand Euro and exploits the additive manufacturing method so the parts are created by progressively adding material.

The printer follows the designed drawing and reproduces it by layering metal powder. The various layers bond to each other and the machine creates some fine infrastructures that support the part as it forms, very similar to how a building is built. This printers costs the company on average of 45 Euro per hour, while one kilo of powder, for example steel, costs about 95 Euro. It is however to be taken into account that the machine allows the recovery of 90% of the molten powder and that the item produced has a density of 99%, almost completely solid.

It is an impressive investment that pays back in time and quality.

Just a few meters from the 3D metal printer are some printers that create plastic items exploiting the Fused Deposition Modelling technology (FDM). The machine utilises filament that is fed through a heated extruder and nozzle. The drops of molten plastic drip onto a Cartesian plane, following the established drawing.

At the same time, the technical drawings from the filing room have been digitalised so that projects can be selected online to be able to use, modify or integrate them without requiring the original paper drawings. This project has been fulfilled thanks to the collaboration of SPEI s.r.l. and the association “Believe in change”, an *engineering* company that offers its services employing people who have special needs and who are trained and re-employed in the world of labour.

In 2018, the Group continued to foster research and development, confirming that its vocation for innovation is within its DNA. In financial terms, the group invested 7 million euro<sup>12</sup>, in R&S, which is 3,5% of the generated economic value<sup>13,14</sup>, well above the average in Italy and in line with that of the EU.

<sup>10</sup> Verdantix, Smart Innovators: *Product Stewardship Solutions*, London, UK, Dicembre 2015.

<sup>11</sup> Ministero dello sviluppo Economico, *Piano Nazionale Industria 4.0*, [www.sviluppoeconomico.gov.it/index.php/it/industria40](http://www.sviluppoeconomico.gov.it/index.php/it/industria40)

<sup>12</sup> Parameter corresponding to the capitalised costs of R&S and depreciations. In actual fact, in addition to the official figures of the financial statement, the total number of hours and investments dedicated are much higher, if one considers that almost every single machine produced has specific features that are studied on a case-to-case basis according to the specific needs of the customer.

<sup>13</sup> The mean value in terms of investments in the intensity of Research and Development of the 2500 most important companies in Europe is around 4% (Cf. Héctor Hernández, Fernando Hervás, Alexander Tübke, Antonio Vezzani, Mafini Dosso, Sara Amoroso, Nicola Grassano, Alexander Coad, Petros Gkotsis, *The 2015 EU Industrial R&D Investment Scoreboard*, European Commission – Joint Research Center, Seville (Spain), 2015.

<sup>14</sup> According to Vera Negri Zamagni *the Country’s spending in R&S is a percentage of the GDP, around 1.4% (half public and half private)*, compared with a mean EU value of 2% in V. Zamagni, *Italian Economy in times of globalization*, Bologna, Il Mulino, 2018.

5.1 CUSTOMER SATISFACTION

Marchesini Group realises that being a “customer centric” business is not just offering a good array of products and services, but offering customers a positive experience before and after they buy in order to win their trust.

According to its *Mission*, which is implemented in its Customer Centricity system, the innovation of the offer and of the integrated combinations of products and services has the main goal of generating customer fidelity and becoming the *preferred partner* of the latter rather than just a mere supplier. It is a matter of business culture and the awareness of focusing on the customers and the satisfaction of their expectations.

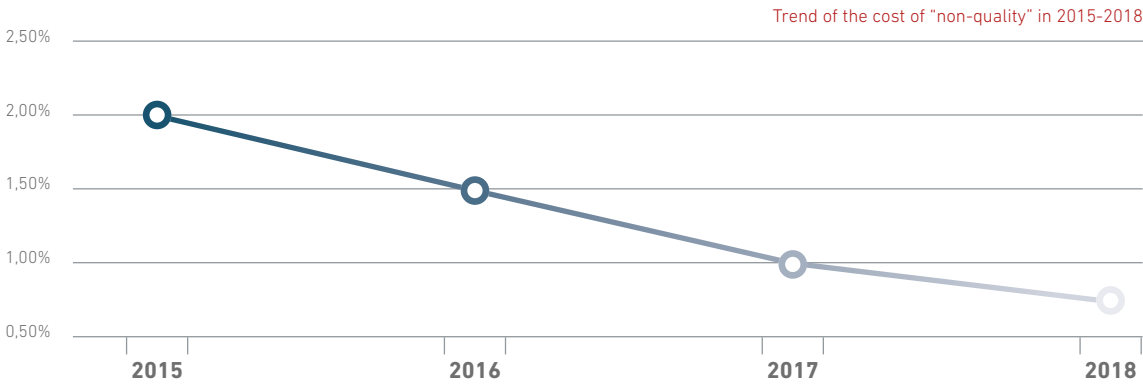
This means that to be able to increase the satisfaction of customers and their perception of the value received from Marchesini Group, not only must the main service indicators be monitored, such as efficiency, reliability and punctuality, but other Key Performance Indicators (KPI) have to be monitored too because, following experience, they are more meaningful in assessing customer satisfaction.

These are:

- Stand-alone machines and lines Delay Index;
- Non-quality costs index of stand-alone machines and lines;
- After-sales global consignment delays index;
- Response time to customers for after-sales enquiries index;
- Results of the Management processes of Customer audits, Complaints and Customer claims.

This activity has been proven to be fundamental; focus on the general performance improvement is highlighted by the KPI “after-sales non-quality costs”<sup>15</sup> which, in 2018, settled satisfactorily at 0.73% of the cost of the consigned product, which confirms an even greater improvement of the performance of 2017.

	2015	2016	2017	2018
COST (€)	90.615.368	102.053.400	113.406.670	112.236.264
NON-QUALITY COST (€)	1.809458	1.567.205	1.203.763	816.762
NON-QUALITY %	2,00%	1,54%	1,06%	0,73%



<sup>15</sup> By “non quality” costs we mean all the costs borne to resolve what happens after sales and that reduces the efficiency or the operation of the machinery guaranteed to the customers. The yearly amount of these costs is compared with the total sum of the production costs.

6. OPERATIONS



The ability to promptly respond to the requests of customers is the basis to the success of the Marchesini Group.

In 2018, the industrial strategy to maintain a widespread presence across the world and to concentrate provisioning and production in Italy was confirmed. This enabled the Group to expand its organisation through attentively selected investments and by developing synergistic commercial and productive collaborations.

6.1 PROVISIONING AND LOGISTICS

The Logistics department manages the short-term and medium-term productive assignments. It plans and distributes the requirements of materials and services through a Sales & Operation Planning process, which links the active cycle to the passive cycle.

As for provisioning, the group works with many material suppliers. The main raw materials used by the group in the production processes are ferrous materials, non-ferrous materials (aluminium) and by-products of petroleum, such as PVC, PET and other polymers.

In 2018, the group used about 551 tons of raw material, which is 19% more than the previous year<sup>16</sup>.

	CONSUMPTIONS 2018 (KG)	Δ% 2018/2017	CONSUMPTIONS 2017%
FERROUS MATERIAL	259.032	11%	233.462
NON-FERROUS MATERIAL	232.178	12%	208.207
MISCELLANEOUS PLASTIC MATERIAL	60.210	6%	56.749
TOTAL	551.420	11%	498.418

In 2018, the use of unfinished materials increased strongly, which is certainly correlated to some factors among which are:

- Start-up of the new metal cutting department in Barberino di Mugello (Florence), which increased the consumption of parts produced internally;
- Start-up of the new automatic warehouse and of the new machine for cutting plastic at the factory in Calderino (BO);
- Start-up, at the headquarters, of the new automated warehouse and of the new laser cutting machine for stainless steel in the prototyping department.

<sup>16</sup> Despite corporate actions aimed at cutting down on the consumption of packaging materials, the increase of about 6% is correlated to the rise in production.

Considering that the specific weight of wood is 300 Kg/m3, the quantity in kilograms used in 2018 and 2017, has been calculated by comparing the values obtained and written in the table below.

	CONSUMPTIONS 2018 (KG)	Δ% 2018/2017	CONSUMPTIONS 2017 (KG)
WOODEN	1.036.279	32%	787.494
PAPER AND CARDBOARD	22.686	5%	21.621
PET FILM	3.942	-1%	3.969
TOTAL	1.062.907	31%	813.084

The rise recorded in 2018 is due to the rise in sales and shipments of machines and parts.  
In 2018, the prototyping department was inaugurated (see page 23) where 3D printing machines have been installed. The machines utilise metal powder and ABS plastic filament, for which the consumptions are given in the following chart:

	CONSUMPTIONS 2018 (KG)
ABS PLASTIC FOR 3D PRINTER	538
METAL FOR 3D PRINTER	103
TOTAL	641

The Group continued to promote the shared principles of the Code of Ethics in selecting its suppliers, doing everything possible to monitor the origin of the materials<sup>17</sup> and how they are processed: once a supplier starts doing business with the Group it has to share these values.

<sup>17</sup> On the 1<sup>st</sup> of January 2021, throughout the whole of the European Union, Regulation 2017/821 of the European Parliament and of the Council dated 17<sup>th</sup> May 2017 will be enforced. It lays down supply chain due diligence obligations for Union importers of tin, tantalum and tungsten, their ores and gold, originating from conflict-affected and high-risk areas. Marchesini Group, in compliance with the values expressed in its Code of Ethics, sustains the fight against violence, against the violation of human rights and environmental deterioration caused by the mining and trading of some minerals from the geographic zone delimited as "Region of Conflict", which includes the Democratic Republic of Congo (DRC) and neighbouring countries. In the meantime, Marchesini Group has decided to refer to the current American law related to the requirements for the identification and publication of "Minerals of Conflict", as indicated in the "Riforma Dodd-Frank Wall Street and Consumer Protection Act" of 2010. Producers who comply with this initiative must find out whether the products created contain metal mined in the oriental provinces of the Democratic Republic of Congo (DRC) and neighbouring countries, where mineral mining may directly or indirectly finance the breach of human rights or provide benefits to armed groups in those countries.

## 7. ENVIRONMENTAL RESPONSIBILITY<sup>18</sup>



In 2018, the Marchesini Group, in compliance with its Code of Ethics<sup>19</sup>, strived to continually improve its environmental performance by involving and informing the whole management structure and all the employees, fostering a culture of responsibility and participation, providing the resources and the training necessary.

First and foremost, the Group guarantees compliance of its in-house activities with current environmental laws. It also collaborates with Public Authorities and holds relations of reciprocal trust with Employees, Customers and Suppliers. It monitors the environmental parameters so that the organisation can reduce all forms of pollution and environmental impact.

It guarantees the following in particular:

- implementation of a preventive approach with the aim to reduce pollution;
- optimisation of Energy consumptions;
- use of electricity obtained exclusively from renewable sources;
- compliance with current standards by the whole organisation;
- it privileges waste management companies that reuse/recycle waste;
- where possible, implementation of corrective/preventive actions if necessary;
- promotion of a culture of sustainability and environmental respect within its corporate network.

<sup>18</sup> The data of this section refer to Marchesini Group S.p.a. e CO.RI.M.A. S.r.l.

<sup>19</sup> "We are convinced not only that we are able to do business respecting the environment and social context in which we work, but that this is a fundamental factor to develop long-term competitiveness and solidity. For this reason, the Group promotes sustainable development, favouring initiatives aimed at safeguarding the environment and at energy efficiency and researching production and distribution technologies with low environmental impact. It does not mix waste and entrusts waste management to professionals, filing all the necessary documentation" Code of Ethics of Marchesini Group, page 31.

7.1 ENERGY

The group continues to make the workplace as comfortable as possible<sup>20</sup>. The microclimatic comfort of all the production factories and offices of the Group (heating and air conditioning) accounts for about 50% of the total energy consumptions.

The energy consumptions in TOE (Tons of Oil Equivalent<sup>21</sup>) in 2018 rose by 10% due to higher consumption of electricity following increased production, more employees, company cars (and their use) and of gas for heating due to the extension of the factories.

As a whole, the emissions in Tons of CO<sub>2</sub>e are null (see paragraph 8.4), thanks to the use of electricity coming exclusively from renewable sources<sup>22</sup> and to the photovoltaic installation at the factory in Carpi.

	CONSUMPTIONS 2018 (TEP)	CONSUMPTIONS 2018 (T CO2 EQ.)	CONSUMPTIONS 2017 (TEP)	CONSUMPTIONS 2017 (T CO2 EQ.)	Δ%2018/2017 (TEP)	Δ%2018/2017 (T CO2 EQ.)
DIRECT ENERGY (TOE)	426	1140	401	1.057	6%	8%
GAS FOR HEATING	284	675	280,00	664	1,4%	1,7%
OTHER HEATING FUELS	0,3	0,9	0,6	1,5	-50%	-40,0%
AUTOMOTIVE FUELS	142	464	120	391	18%	19%
INDIRECT ENERGY (TOE)	1.558,00	0	1.405	2.502,00	11%	-100%
ELECTRICITY	1522	0	1.368,08	2.502,00	11%	-100%
SELF-PRODUCED ELECTRICITY	36	0	37,00	0	-3%	-
TOTAL	1.984	1.140	1.806	3.559	10%	-100%

7.2 WASTE

The topic of sustainable waste management has always been a focal point of attention for the Marchesini Group. The company has indeed arranged spaces and resources dedicated to reducing, recovering and recycling industrial waste before disposing of it as irrecoverable waste.

Following strong growth in production and turnover, the following rises have been recorded for 2018:

- the amount of waste produced has risen by 21%;
- the amount of waste sent for recovery has risen by 13%;
- the amount of waste sent for thermo-valorisation has decreased by 22%;
- the amount of waste sent for disposal has risen by 93%.

Most of the Group’s waste consists of the material used for production tests on the automatic machines and is mainly mixed packaging, paper packaging and pharmaceuticals (mostly placebo products).

Liquid waste comes exclusively from washing the parts or from cold mechanical processes. It is stored and subsequently disposed of according to current standards without discharging anything into the sewers.

IN DETAIL:	2018 (KG)	%	2017 (KG)	Δ%2018/2017
NON-HAZARDOUS WASTE	907.492	80%	753.896	20%
HAZARDOUS WASTE	231.141	20%	189.792	22%
TOTAL	1.138.633		943.688	21%

IN PARTICULAR:	2018 (KG)	%	2017 (KG)	Δ%2018/2017
PACKAGING	528.913	46%	399.040	33%
PHARMACEUTICALS	169.757	15%	141.029	20%
METAL	154.258	14%	146.143	6%
RAW MATERIAL PROCESSING WASTE	130.595	11%	172.860	-24%
EMULSIONS	51.750	5%	41.868	24%
AQUEOUS SOLUTIONS	68.599	6%	28.070	144%
ELECTRIC AND ELECTRONIC WASTE	8.155	1%	11.909	-32%
OTHER WASTE	26.166	2%	2.769	845%
WASTE FROM DEMOLITIONS	440	0,04%		
TOTAL	1.138.633		943.688	21%
OF WHICH:				
WASTE SENT FOR RECYCLING	819.603	72%	727.511	13%
WASTE SENT FOR INCINERATION	169.953	15%	138.895	22%
WASTE SENT FOR DISPOSAL	149.077	13%	77.282	93%

<sup>20</sup> Code of Ethics of the Marchesini Group, page 26.

<sup>21</sup> The TOE is the quantity of Energy released through the combustion of a ton of crude oil and is about 42 GJ. This is a conventional value because various types of oil have different heating powers and there are various conventions in use.

<sup>22</sup> The use of electrical Energy from completely renewable sources is an important objective that has been achieved thanks to the “green Energy option” and to the guarantee of the origin (G.O.). I G.O. (Directive 2009/28 EC) are nominal European certificates that certify the renewable origin of the Energy consumed. Certification is based on the input of a quantity of renewable Energy equal to the consumption of Energy for which the company requests certification. It is the Provider of the Energy Services (GSE) who issues the certificate of G.O. Each G.O. issued by the Provider for the Energy input, in compliance with the Directive 2009/28/EC, has a value equal to 1 MWh.

7.3 WATER

The Marchesini Group takes all the water it needs for its factories from the public water mains. In 2018, it took 26.212 cubic meters, which is 8.5% more than 2017. This parameter shows that the water resources have been managed efficiently notwithstanding the rise in production, the extension of the buildings and the rise in personnel.

The water drains of the group’s factories consist exclusively of domestic type drains from the bathrooms, canteen and uncovered yards of the production factories. These drains run into the public sewers, in compliance with current standards. Any liquid backflow originated from the business production activities is collected and stored as waste and then disposed of according to law by plants that implement purification processes.

	2018 (MC)	2017 (MC)	Δ%2018/2017
WATER WITHDRAWAL FROM PUBLIC WATERWORK	26.212	24.156	8,5%

7.4 CARBON FOOTPRINT

The Carbon Footprint (CFP), expressed as tCO<sub>2</sub>eq<sup>23</sup>, takes into account the overall emissions of all the phases of the life cycle of the product/service, “from cradle to grave” compared with the Global Warming Potential<sup>24</sup> of CO<sub>2</sub>. It is calculated from the provisioning phases and treatment of raw materials used, to then take into account the phases related to processing and production of the product, through to transport to the customer and even use and disposal activities.

The company carries out this survey to:

- identify important aspects in terms of the effects on the climatic change of the factories belonging to the company in order to reduce and/or mitigate them;
- monitor impact variations from a climatic point of view.

The survey considers all the direct emissions (Scope 1) and indirect emissions (Scope 2)<sup>25</sup> of climate-changing gas associated with the factories assessed.

The data were collected as follows:

- By preparing sheets to collect elaborated data split-up for the different Scopes.
- By coordination and comparison meetings at the headquarters in Pianoro (BO).
- By requesting additional information and data by telephone or e-mail.

As for the climate-changing gas emissions of an organisation, the GHG Protocol<sup>26</sup> distributes the greenhouse gas emissions into three categories:

- Scope 1: direct emissions of GHG deriving from activities in situ;
- Scope 2: indirect emissions of GHG linked to the use of electric energy taken from the national grid or to the amount of self-produced and consumed electric energy;
- Scope 3: indirect emissions of GHG not included in Scopes 1 and 2.

Since it is currently not mandatory, but to the discretion of the company, to quantify the emissions of the last category, the survey is limited to scopes 1 and 2 for which the given activities have been established based on the information written in the utility bills or fuel receipts for the consumptions of fuel of the corporate vehicles.

Thanks mainly to the use of electricity exclusively from renewable sources, the emissions of climate-changing gas for 2018 were 66% less than 2017.

Specifically speaking, the emissions that contribute mostly toward the total value are the indirect emissions from the consumption of natural gas, whose contribution was 55% of the total amount.

Considering 2018, the headquarters' biggest impact was the combustion of natural gas (55% of total impact), followed by the fugitive emissions of refrigerant gas R407C and R422D (7,69%). The direct combustion of the fuel used for company vehicles has an impact of 37,5%, while emissions for the production of electricity have been annulled.

<sup>23</sup> tCO<sub>2</sub>eq is a unit of measurement used to assess the combination of different greenhouse gas emissions with different climate-changing effects. For example, one ton of natural gas with a climate-changing potential (see note 23) of 21 times CO<sub>2</sub>, is calculated as 21 tons of equivalent CO<sub>2</sub>. In this way, it is possible to compare different gases when considering their contribution to the greenhouse effect.

<sup>24</sup> The Global Warming Potential represents the green house effect of CO<sub>2</sub>, whose reference potential is 1. Each GWP value is calculated for a specific time interval (generally 20, 100 or 500 years).

<sup>25</sup> Greenhouse Gas Protocol.

<sup>26</sup> GHG (Green House Gases) is the acronym to indicate climate-changing gases that cause the so-called greenhouse effect”.

			2018		2017			
			EMISSION FACTORS	tCO <sub>2</sub> EQ	% ON THE TOTAL	tCO <sub>2</sub> EQ	% ON THE TOTAL	Δ%2018/2017 (t CO <sub>2</sub> EQ.)
SCOPE 1	DIRECT EMISSIONS FOR PLANT AND MACHINERY OPERATION (TCO2EQ)	HEATING - OTHER FUELS	0,925	0,1%	1,541	0,1%	-40%	
		COMPANY CARS	463,501	37,6%	391,416	33,8%	18%	
		CONDITIONING	95,0	7,7%	101,000	8,7%	-6%	
		HEATING - CNG	674,631	1	663,719	57,3%	1,6%	
TOTAL-SCOPE 1			1.234		1.158	31,6%	6,6%	
SCOPE 2	INDIRECT EMISSIONS FROM ENERGY CONSUMPTIONS (TCO2EQ)	ELECTRICITY						
TOTAL-SCOPE 2			0	-	2.502	68,4%	-100,0%	
TOTAL EMISSIONS			1.234,06		3.659,73		-66%	

## 8. SOCIAL RESPONSIBILITY

GRI - G4 | LA1, LA6, LA9, LA10



Marchesini Group is aware that its value is bound to the human, organisational and relational capital, or the so-called intangible assets that it has attracted and strengthened over time and in which it continues to invest.

Our people are fundamental for corporate development and success. The technical and managerial skills, as well as its leadership in its field of business, are fundamental to guarantee excellence and to reach the group's goals.

The priorities for our employees are still the following:

- Improving personal skills through development and training projects to consolidate and transfer competences to our staff members;
- Improving and aligning all the people into just one corporate culture to strengthen their sense of belonging to the Group and respecting its values;
- Attracting and cultivating talented people, with special focus on university graduates and young professionals through *employer branding* projects and working with the best schools in the area. In this way we aim to build a new class of employees who are able to guarantee business continuity.

At the end of 2018, the Marchesini Group employed 1.635 direct employees (+16% more than 2017) throughout the world, of which 1.112 (+8,2% more than 2017) or rather 68% at the premises of Marchesini Group S.p.a.

Ongoing training is a must for our employees and for the group's future. This is why we define and implement a yearly training plan with the aim to consolidate and develop the key competences that we need to excel in terms of professional standards, performances and results. This plan is decided by analysing the training needs pinpointed through possible gaps in real needs, consequently identifying the most appropriate types of training required to fill them.

Marchesini Group also invests in professionally developing the various geographic areas where it works in order to arrange qualified personal for the local projects in progress and those for the future.



8.1 PROMOTING THE HUMAN CAPITAL

It goes without saying that the human capital today is more and more important for the development of a country’s economy. Ten years ago, the Nobel Prize winner in 1982, Gary Becker, pointed out that

“Success and growth will happen in countries that invest in their citizens, because the human capital is more and more important. It is no longer suffice to own petroleum and raw materials to thrive. It is the people and not the resources or machines, that decide our wealth. This is my view of humanity: people are important.[...] “The XXI century will mark the revolution of the human capital and knowledge will be – and it already is – the foundation to all aspects of human life.”<sup>27</sup>

On this topic indeed, the human capital report of 2017<sup>28</sup> of the World Economic Forum proposes a classification to assess the capacity of various countries to valorise their workers, based on four parameters: education, health and wellbeing, employment and workplace. The survey is based on statistics elaborated by Unesco, World Bank, ILO (*International Labour Organization*), OMS (World Health Organisation), WEF (*World Economic Forum*) and on the Executive Opinion Survey carried out by Mercer and WEF on a group of representatives of Top Worldwide Executives.

Even though Italy only invests little in human capital (the Belpaese is only 35<sup>th</sup> on the worldwide classification and in EU it is defeated by Spain – 29<sup>th</sup> place – France – 21<sup>st</sup> place – and Great Britain 9<sup>th</sup> place – the Marchesini Group has always made great efforts in terms of formation and training.

The anthropological model behind the choice of the Group has substantial and determining implications for the challenges ahead. Although this perspective seems to be lacking from the strategic Italian plan<sup>29</sup>, it definitely has some merit, as well as having allocated ad hoc resources, also through research plans with top Universities to face the topic once and for all.

In the region of Bologna in particular, where the group’s headquarters are located, the company holds privileged relations with the main technical and scientific high schools, with the Alma Mater Studiorum – University of Bologna, the University of Modena and Reggio Emilia and the University of Ferrara.

In Bologna, it also works with the Salesiano B.V. Institute in San Luca and High School Aldini Valeriani Sirani to convey specialist technical skills, sending its highly qualified personnel to carry out “on the part” educational courses and experiments.

Another initiative in which the Group is actively involved is the Technical High School Foundation<sup>30</sup> for Mechanics and Mechatronics, and ITS Maker Foundation in Bologna and Siena. The ITS MAKER foundation follows the program of the regional technical colleges and is a post high school educational institute that prepares national students coming from mechanical, motoring mechatronics and packaging education. It also sustains integration between the educational chain (education and professional technical training) and the economic and productive chain with special reference to technical/professional high schools and the measures to innovate and transfer technology to

small and medium businesses. It fosters technical, technological and scientific culture aiming to strengthen and innovate technical-professional competences, driving youngsters and their families towards technical employment.

Another very important social commitment, both in terms of its value and its results, is the “Fare Impresa in Dozza S.r.L.”<sup>31</sup>, commitment, both in terms of its value and its results, is the “Fare Impresa in Dozza S.r.L. project, established thanks to some of the main industrial enterprises of Bologna. Collaborating with the Aldini Valeriani Foundation, the project aims to provide the inmates of the Prison of Bologna (Dozza prison) with an opportunity of stable and long-term employment after they leave prison to help them settle back into society.

The core business of the company deals with carpentry, assembly and installation of mechanical components within the prison for members and companies belonging to their industrial groups.

The story of FID was also the topic of a documentary “Thank god it’s Monday”<sup>32</sup> and it is a source of pride for those who promote the initiative, because the workers who trained in this special enterprise (12 in 2018) found a job at a local factory once they were “out” and without hardly any of them getting back into trouble.

The Marchesini Group contributes by 30% to the Social Fare Impresa in Dozza (FID) S.r.L. project.

On 27<sup>th</sup> October 2018, in Monghidoro (BO), Caima S.R.L. was inaugurated. Maurizio Marchesini and Alberto Vacchi, who is the president and CEO of IMA Spa, promoted this initiative after Stampi Group shut down, to save the only industrial hub left in the mountainside area of Bologna.

The two packaging giants, Marchesini Group S.p.A. and IMA S.p.A., each have a share of 20% in this Newco; the other 60% is shared by Cat Progetti and Lema, two companies of which Marchesini and Ima are major customers. Caima has already started to work on electrical cabinets and harnesses for the automatic machines of the packaging chain. It employs six former employees of Stampi, soon to become 10 once the last four finish their training course within Cat Progetti and Lema. The target is to reach 20 employees.

These figures are certainly not enough to make up for all of those who lost their job and it is certainly very hard to find a job in mountain areas, but the foundation of Caima S.R.L. was neither a legal obligation nor a deed taken for granted. It was a deed of trust based on the fact that an efficient industrial enterprise could still be possible in the mountains. It is important for such talented people who live in different areas of our mountainsides not to disappear. It is the outcome of a long and suffered incident and the start to an account of solidarity.

<sup>27</sup> Gary Becker, speech at the Festival of Economy in Trento, 31st May – 3rd June 2007.

<sup>28</sup> World Economic Forum (2017). The Global Human Capital Report [http://www3.weforum.org/docs/WEF\\_Global\\_Human\\_Capital\\_Report\\_2017.pdf](http://www3.weforum.org/docs/WEF_Global_Human_Capital_Report_2017.pdf).

<sup>29</sup> Analyses and notions by Valentina Marchesini, HR Manager of Marchesini Group Spa in *Formation, a social responsibility to be shared*, Com.Pack, 2017 n. 30, page. 50-53.

<sup>30</sup> The Technical High Schools, added to the national order by the Decree of the President of the Committee of Ministers dated 25<sup>th</sup> January 2008, stating the *Guide lines for the reorganisation of the Technical Educational and Formation System and the constitution of the Technical High Schools*, published in the Official Journal General Series no. 86 on 11-04-2008, are the keys to reorganising the overall technical educational and formation system founded on the formation offer of the Regional departments, linking public institutes to private individuals interested in a goal of shared results, according to real social-economic needs of the local area and the country.

<sup>31</sup> The scope of the social activity is disciplined by Legislative Decree no. 155 dated 24<sup>th</sup> March, stating *Discipline of the social business*, according to law 118 dated 13<sup>th</sup> June 2005, published in the Official Journal, General Series no.97 dated 27-04-2006.

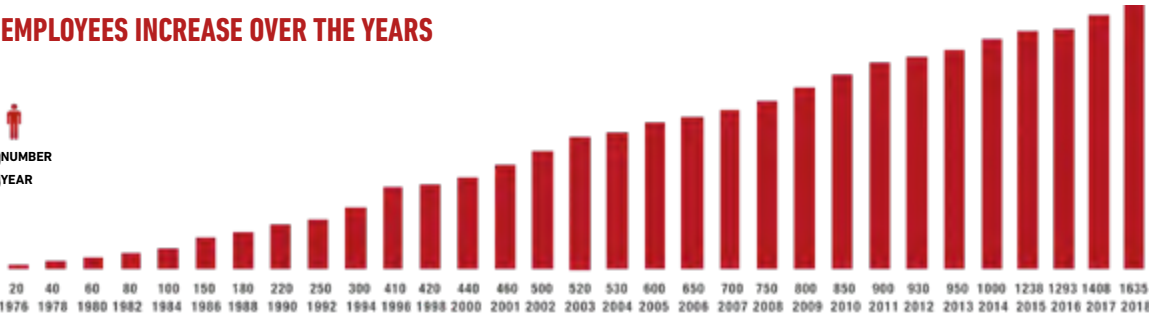
<sup>32</sup> <https://www.mymovies.it/film/2014/menomaleelunedì/>





8.2 WORKFORCE AND ORGANIZATIONAL STRUCTURE<sup>33</sup>

EMPLOYEES INCREASE OVER THE YEARS



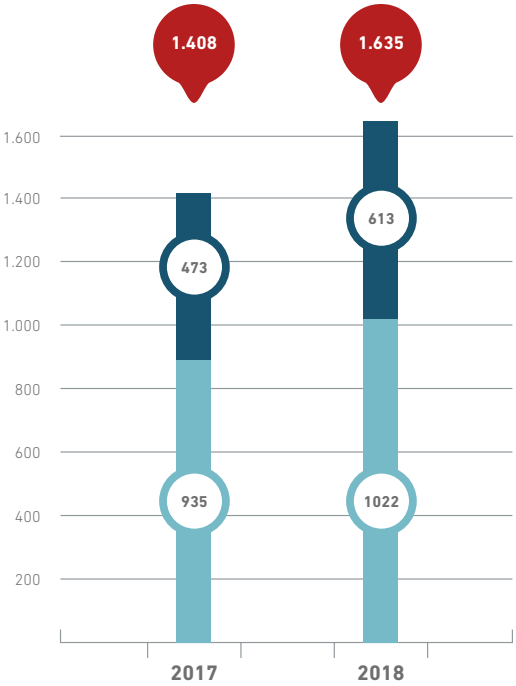
TOTAL STAFF AT 31<sup>ST</sup> DECEMBER 2018

At 31<sup>st</sup> December 2018, Marchesini Group employed **1.635 people overall**, of whom **1.022 among directors and clerks** and **613 factory workers**.

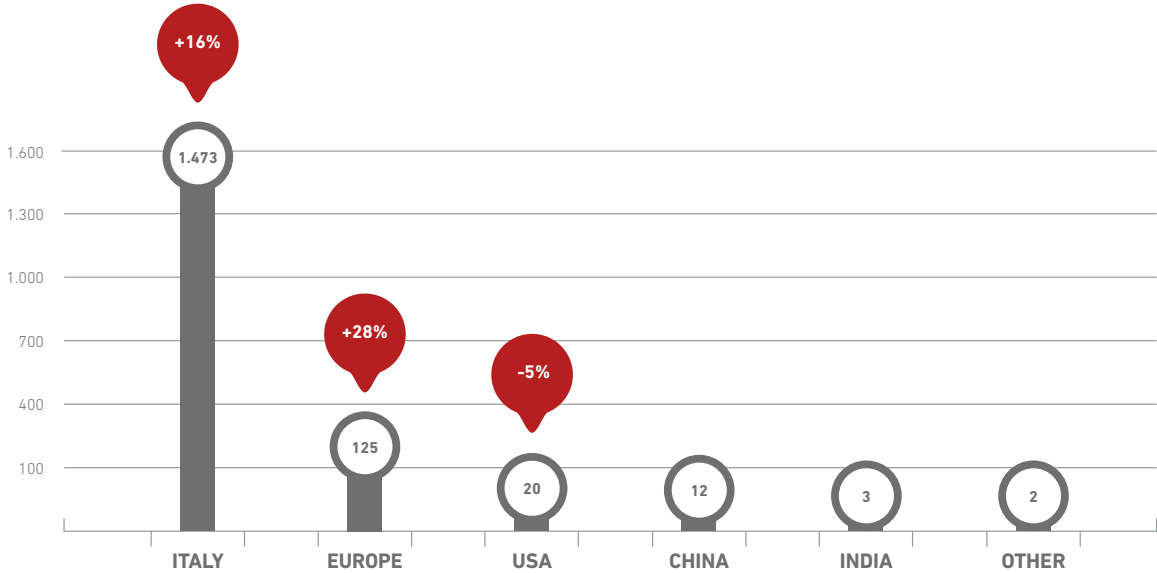
The final balance of 2018 shows **a clear rise of 224 members** (87 among directors, clerks and 140 factory workers), **which is 16% more than 2017**.

KEY

- WHITE COLLAR WORKERS
- BLUE COLLAR WORKERS



2017 GEOGRAPHIC DISTRIBUTION OF PERSONNEL COMPARISON  
AT 31<sup>ST</sup> DECEMBER 2018



PERSONNEL OF MARCHESINI GROUP S.P.A. PER FACTORY

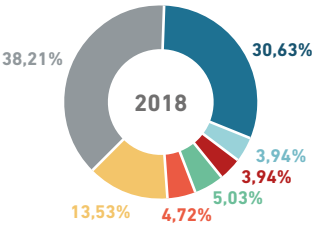
	2018	2017	Δ%2018/2017
PIANORO	689	615	12%
CALDERINO (BO)	26	26	
IMOLA (BO)	7	8	-13%
CARPI (MO)	119	116	3%
CERRO MAGGIORE (MI)	51	51	
LATINA	32	32	
BARBERINO DI MUGELLO (FI)	188	179	5%
TOTAL	1.112	1.027	8%

<sup>33</sup> The data written herein refer to Marchesini Group S.p.A, Rinova, Corima, Omac, CNC, Dumek, C.B.S. Engineering, Creinox, Schmucker, Tecnotrattamenti, Tecnovernici and foreign subsidiaries.

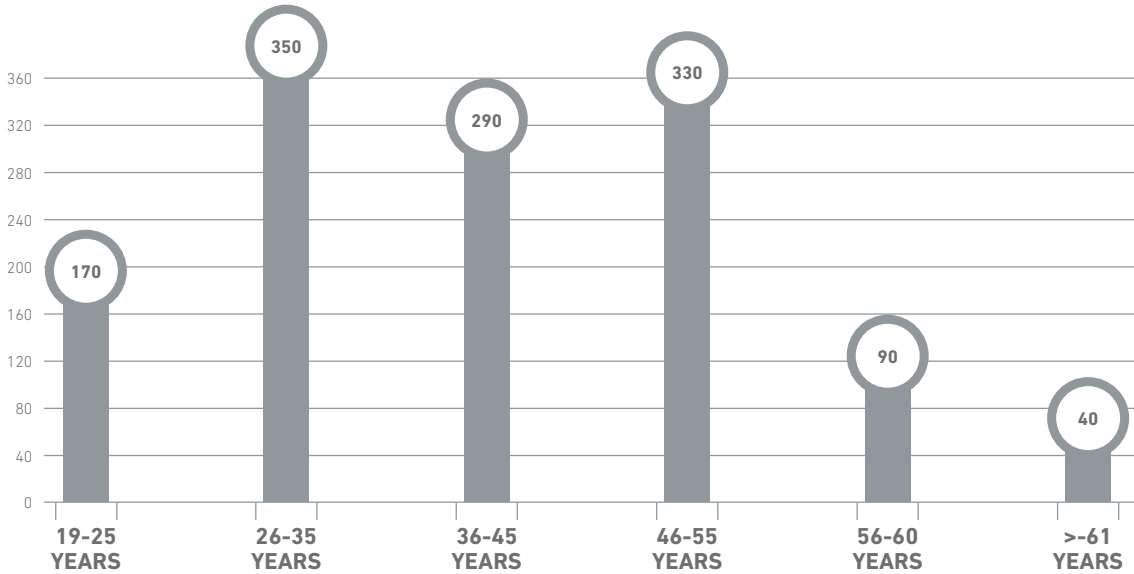
EDUCATIONAL DATA OF PERSONNEL

COMPANY	DEGREE	N
C.B.S. ENGINEERING SRL	TECHNICAL ACCOUNTING DIPLOMA	1
	HIGH SCHOOL DIPLOMA	2
	PROFESSIONAL DIPLOMA	1
	INDUSTRIAL TECHNICAL DIPLOMA	34
	BACHELOR'S / MASTER DEGREE	2
	PROFESSIONAL QUALIFICATION	3
	TOTAL	43
CORIMA SRL	TECHNICAL ACCOUNTING DIPLOMA	3
	HIGH SCHOOL DIPLOMA	12
	PROFESSIONAL DIPLOMA	5
	INDUSTRIAL TECHNICAL DIPLOMA	51
	TECHNICAL DIPLOMA	1
	BACHELOR'S / MASTER DEGREE	19
	BACHELOR'S DEGREE	11
	MIDDLE SCHOOL LEAVING CERTIFICATE	9
	PROFESSIONAL QUALIFICATION	1
	TOTAL	112
DUMEK S.R.L.	TECHNICAL ACCOUNTING DIPLOMA	3
	INDUSTRIAL TECHNICAL DIPLOMA	4
	TECHNICAL DIPLOMA	2
	MIDDLE SCHOOL LEAVING CERTIFICATE	2
	PROFESSIONAL QUALIFICATION	1
	TOTAL	12
MARCHESINI GROUP SPA	TECHNICAL ACCOUNTING DIPLOMA	88
	HIGH SCHOOL DIPLOMA	67
	ARTISTIC DIPLOMA	7
	PROFESSIONAL DIPLOMA	111
	INDUSTRIAL TECHNICAL DIPLOMA	347
	TECHNICAL DIPLOMA	15
	BACHELOR'S DEGREE / MASTER DEGREE	201
	BACHELOR'S DEGREE	36
	PRIMARY SCHOOL LEAVING CERTIFICATE	6
	MIDDLE SCHOOL LEAVING CERTIFICATE	146
	PROFESSIONAL QUALIFICATION	88
	TOTAL	1.112
RINOVA S.R.L.	TECHNICAL ACCOUNTING DIPLOMA	1
	HIGH SCHOOL DIPLOMA	1
	ARTISTIC DIPLOMA	1
	PROFESSIONAL DIPLOMA	3
	INDUSTRIAL TECHNICAL DIPLOMA	2
	MIDDLE SCHOOL LEAVING CERTIFICATE	4
	PROFESSIONAL QUALIFICATION	2
	TOTAL	14
GRAND TOTAL		1.293

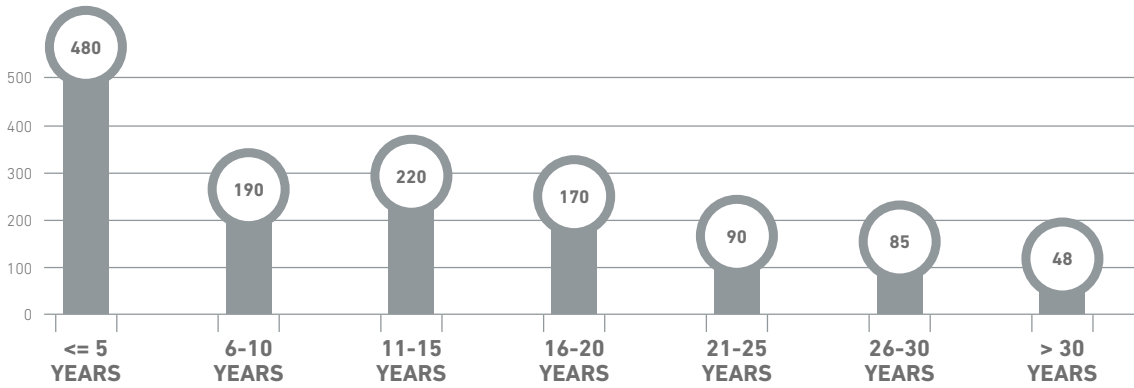
STAFF BY QUALIFICATIONS



WORK FORCE BY AGE



WORKFORCE BY LENGTH OF SERVICE WITHIN THE COMPANY



## 8.3 INVESTING IN PEOPLE

Also in its Code of Ethics<sup>34</sup> Marchesini Group points out that its human resources are an extremely strategic asset and this is why it continues to focus on investing in selecting, forming, developing and valorising its employees.

In 2018, a survey published in Panorama said that Marchesini Group holds seventh place in Italy on the list of companies of the mechanical engineering industry with the best working conditions<sup>35</sup>.

The management processes of the resources, of individual encouragement and motivation implemented offer Marchesini's people great opportunities of professional growth. In fact, the following activities continue:

- Talent acquisition: Process of recruitment and employment of talented high school leavers and university graduates;
- Training and development. Managerial and professional training activities;
- Performance management: the assessment program of the performance of the employees based on responsible communication and on contextualising the results achieved.

There are also various benefits, such as:

- Integrative pension plans;
- Medical and health insurance;
- Agreements with independent partners for discounted products and services for employees (discounted products and admission fees to theatres, gyms, editorial groups and shops);
- Corporate welfare plan;
- Yoga, Pilates, Postural and Self-Defence Courses.

## 8.3.1 TALENT ACQUISITION

Similar to its competitors, one of the critical strategic challenges is to find human resources suitable for a continuously growing organisation.

Considering that factories are starving for technicians who cannot be found on the marketplace<sup>36, 37</sup>, Italy is now focusing on the school – business gap and on educational aversions first and later training toward the more technical disciplines<sup>38</sup> that have brought the system almost to a standstill.

This is why Marchesini Group's strategy focuses on talent acquisition instead of mere recruitment, aware that recruiting is important for talent acquisition, like tactics (short-term action) are important for strategies (long-term planning)<sup>39</sup>.

Long-term planning is needed because it often takes a long time to cover specialist or leadership positions.

Talent acquisition implies a more efficient yet relatively simple process (once it has been setup and started) focused on the applicants. The process is not linear but cyclic: it does not focus simply on managing a temporary need for personnel but looks ahead and sets the foundations to be able to cover similar positions in the future.<sup>40</sup>

In 2018, the Marchesini group took part in 17 events entitled *Career Days*, organised by the most prestigious universities in Italy to promote an "informed and direct contact" with the most important production and commercial activities. Thanks to this activity, the recruitment department received 435 résumés. Of these, 154 were interviewed and 8 were actually taken on.

<sup>34</sup> Marchesini Group strives to look after its people. It promotes their personal and professional development and creates initiatives to improve their abilities, knowledge and skills. Every single person is guaranteed equal opportunities of professional formation and growth according to criteria of merit and results achieved.  
*We believe in the strength of teamwork; we want our people to cooperate effectively with shared values, objectives and methods, sustained by the passion for their work. Interpersonal relations should be distinguished by constant and on-going exchanging of reciprocal ideas concerning the activity carried out and how people behave in order to consolidate a feedback culture.*  
*The assessment of individual performance must bear in mind not only the results achieved but also how they are achieved, awarding integrity, honesty, enthusiasm, positive thinking, hard work and innovative ideas.* Code of Ethics, page 25.

<sup>35</sup> Panorama, <https://www.panorama.it/economia/aziende/dove-si-lavora-meglio-meccanica-e-impiantistica-2/>

<sup>36, 37</sup> Ilaria Vesentini, *Industrial Alarm in the area of Bologna: more technical experts are needed or there will be no growth*, Il Sole 24 Ore newspaper, 22<sup>nd</sup> April 2017.

<sup>38</sup> *Formation, social responsibility to be shared*, Interview with Valentina Marchesini, HR Manager of the Gruppo Marchesini in COM.PACK no. 30/2017, page 50-53.

<sup>39</sup> A Clarification must however be made: recruiting is a subset of talent acquisition and it includes activities of sourcing, CV screening, interviews, assessments, selection and employment and, in companies like Marchesini, also the initial phases of onboarding. There is no talent acquisition without recruiting, but there may be recruiting even without a defined strategy of talent acquisition.

<sup>40</sup> Baid, P and Rao, A.R. (2006) *Employer Branding, Concepts and Cases*, ICFAI University Press, Hyderabad.

8.3.2 TRAINING AND DEVELOPMENT



The importance that Marchesini Group gives to the development, growth and integration of the human resources used is fully reflected in the management policy of formation training, which is the outcome of the joint efforts of the directors and those in charge of the various functions. This ensures that competences grow coherently with the strategic goals of each area.

In view of the company’s *core business*, formation is strictly technical, having to keep all the staff members constantly up-to-date on the implementation of the new technologies developed by the design team. To face future challenges of such a changing product however, more and more training courses are held for the management areas and the transversal *soft skills* necessary.

Conventional educational methods, such as lessons in dedicated classrooms, supporting new opportunities of e-learning, webinars and educational sessions to enrich the offer of a true corporate Academy.

One of the most important courses is for school and university leavers in the technical mechanical office: it involves two separate modules; one in which newcomers are trained to use the parametric CAD system and corporate management programs, as well as some rules related to in-house technical standards. In the other part, new employees are assisted by a person in charge of the mechanical functions. In this second part, the youngsters work in facilitated educational conditions to improve their introduction to the production department. The whole procedure is audited periodically to monitor the participants’ progress.

Other technical courses involve the technical software development department and involve all the personnel, not just of the related area, but also all the mechanical and electrical testing personnel too, who must know how to use the control panel and its functions.

The world of standards, patents and tool management has to be constantly updated by highly qualified personnel and this is why the courses are carried out in collaboration with the Union of Automatic Packaging Machinery Manufacturers (UCIMA).

All the staff is then trained on the Quality System; updates concern the adaptation of procedures, guidelines and in-house documents through to updates of the ISO 9001 standard itself.

A separate chapter is written on formation related to the environment and safety which, foreseen by current standards<sup>41</sup>, involves all personnel each year, both new-comers and those who need to be updated on standards as stated in the Regional State Agreement.

Apprentices are also managed and trained specifically according to their new position. Their course finishes by working “on the job” next to an expert for about twelve months until they reach a good level of operational self-sufficiency.

Transversal formation is also an increasingly important part of yearly training: there are courses such as foreign languages, IT, team building, assessment methods, and leadership management for all the directors.

Introduced a few years ago, but now a consolidated activity, are the training days for new employees. It is a real *welcome day* in which newcomers are informed on the Code of Ethics, the Code of Conduct, how the corporate Intranet works (with special attention to the dedicated HR portal), Privacy rules, corporate welfare activities (from the canteen to the Easywelfare platform<sup>42</sup>) and the quality system.

The people involved can therefore get to know each other and exchange information and visit the headquarters in Pianoro. The goal is to improve processes and integration. In 2018, four Welcome Days were held for 167 new employees.

In 2018, 24.878 hours of training were carried out, which is 28 % more than 2017.

In 2018, the group also promoted 118 formation projects for 29 University graduates and 89 school leavers. At the end of the projects, 16 of these people were taken on (14%).

Managerial training too covered a large part of the investment in financial and organisational resources in terms of the people involved. In particular, in 2018, 312 hours of managerial training were issued (+86% more than 2017), involving about 207 people of the management and middle *management* of all the Italian premises (+25% more than 2017).

The costs of managerial training in 2018 fell by 7% less than 2017, meaning that the resources were allocated more efficiently.

LOOKING TO THE FUTURE

**INTERNALLY DEVELOPED FOR THE PHARMACEUTICAL INDUSTRY**

**ROBOTICS SOLUTIONS COMPLETELY DEVELOPED BY MARCHESINI GROUP R&D TEAM**

**AUTOMATIC PRODUCT ORIENTATION AND FEEDING SYSTEMS**

**QUALITY PERFORMANCE MONITORING ISO 9001 - UNI EN ISO 9001-2008 CERTIFICATION**

**INTERNAL TRAINING\***

**24.878** AVERAGE ANNUAL HOURS COUNT

**5.717** TOTAL NO. OF PEOPLE INVOLVED PER YEAR

**5.224** HOURS OF HUMAN RESOURCES DEVELOPMENT\*\*

**4.557** HOURS OF HEALTH & SAFETY COURSES

**LANGUAGES SPOKEN**  
ENGLISH FRENCH ITALIAN  
SPANISH GERMAN CHINESE  
PORTUGUESE

**3.731** HOURS OF LANGUAGES UPDATE COURSES

**8.707** HOURS OF TECHNICAL AND MECHANICAL TRAINING (UTM)

**1.742** HOURS OF QUALITY TRAINING

\* AVERAGE HOURS COUNT 2018 GROUP DATA  
\*\* HR COURSES + WELCOME DAYS

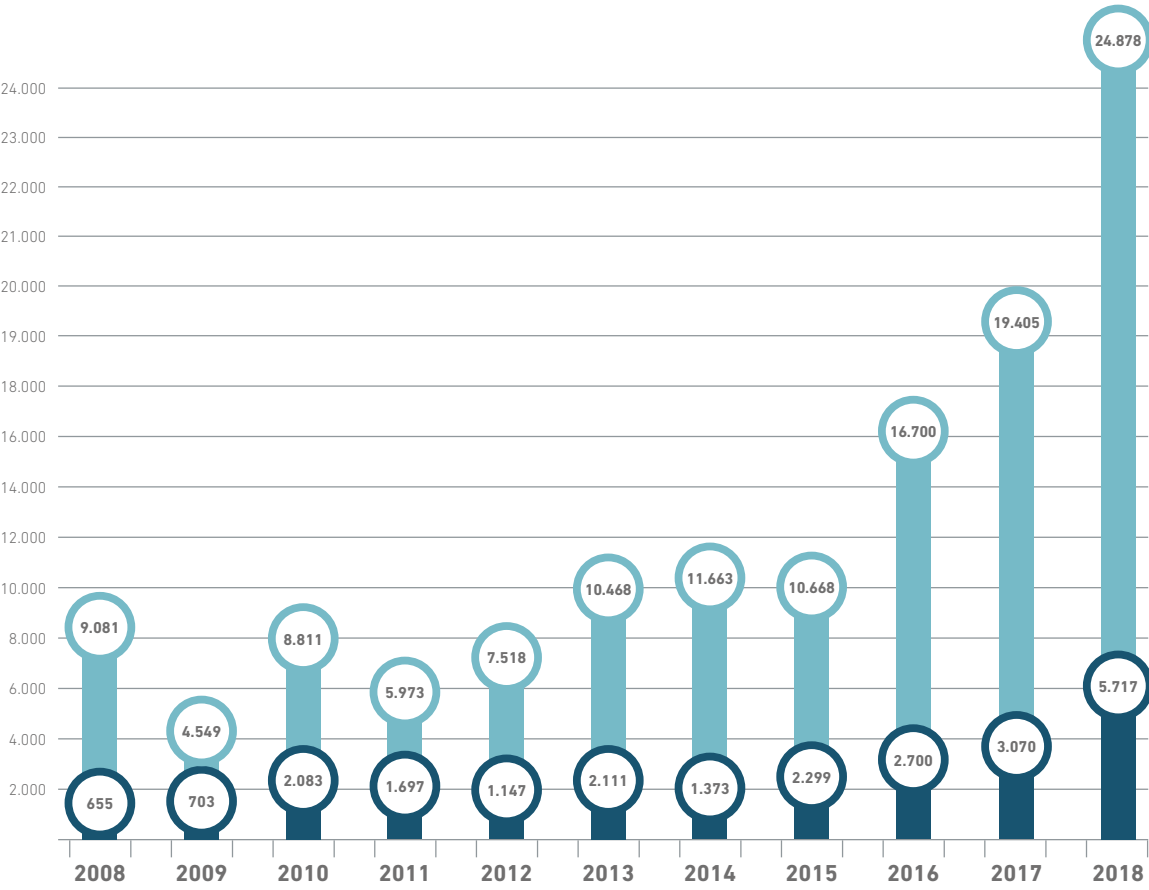
	2018	2017	Δ% 2018/2017
MANAGERIAL TRAINING	312	168	86%
PERSONS INVOLVED	207	166	25%

	2018	2017	Δ% 2018/2017
TRAINING COST (€)	146.320	157.374	-7%

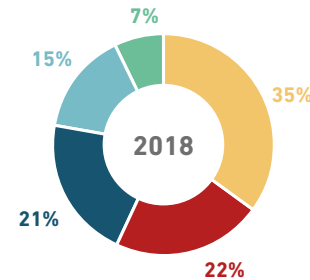
<sup>41</sup> Training on safety at the workplace is obligatory according to the State/Regional agreement enforced in 2012 that foresees mandatory and facultative courses for employees, partners and owners. According to Legislative Decree 81/2008, the agreement provides all the standards and directives necessary to carry out training correctly.

<sup>42</sup> See page 49.

TRAINING ACTIVITY (HOURS - PERSONS INVOLVED)



DISTRIBUTION OF TRAINING HOURS PER TOPIC



8.3.3 PERFORMANCE MANAGEMENT

The keystone of the whole performance management system of the Marchesini Group remains the assumption according to which:

*the assessment of individual performance must bear in mind not only the results achieved, but also how they are achieved, awarding integrity, honesty, enthusiasm, positive thinking, hard work and innovative ideas.*<sup>43</sup>

The reference model is that of the “3Ps”<sup>44</sup> or rather the **position** that establishes the “organisational context” in which a resource works. The position **profile** describes the “characteristics” requested by the organisation and **performance** that represents the contribution that a resource, with a certain profile of competence and working in a certain position, provides to the organisation in which he/she works.

What is most important is that the people involved in the organisation do not consider their salary alone, but also the overall conditions of their social experience (needs and expectations) and working experience (retribution, but also work content in terms of self-sufficiency and responsibility, career opportunities etc.).<sup>45</sup>

For over 4 years, since the IMPORTANT project was implemented, the crucial element to which the group’s human resources performance review is linked is “MOTIVATION”; namely the energy that drives how individuals behave and act, aiming at the achievement of general and specific goals.<sup>46</sup>

The model implemented for the efficient performance of this corporate process is not just a “tool” used to align management with corporate goals, but above all it is a process that must make it possible to manage and develop the human capital, targeted at the following:

- integration of the human capital into the organisational system focusing on the objectives and the factors of success of the business;
- improvement of vertical communication (leader-worker relationships);
- enhancing the organisational development needs (modifying roles, career plans, training, formation etc.);
- awarding the best resources (coherently with the corporate retribution policies).

This process is backed by an online platform and has 5 main steps:

- performance definition: to establish targets and expected behaviour;
- constant *feedback*: consolidated and lasting relations between leader and worker;
- overall assessment: assessment process of the quantitative and qualitative results reached;
- control: sharing and comparing activities of the management’s assessments;
- feedback: feedback to the worker.

<sup>43</sup> Code of Ethics, page 25.

<sup>44</sup> Nicola Longo, *Performance Management – Assessing results and highlighting competences*, Director, no. 10/2007, Manager Italy.

<sup>45</sup> Galimberti, V., *Psiche e Techne*, Feltrinelli, Milan, 1999.

<sup>46</sup> Quaglini, G.P., *Motivation, reasons for being in the organisation*, Guerrini e Ass., Milano, 1999.

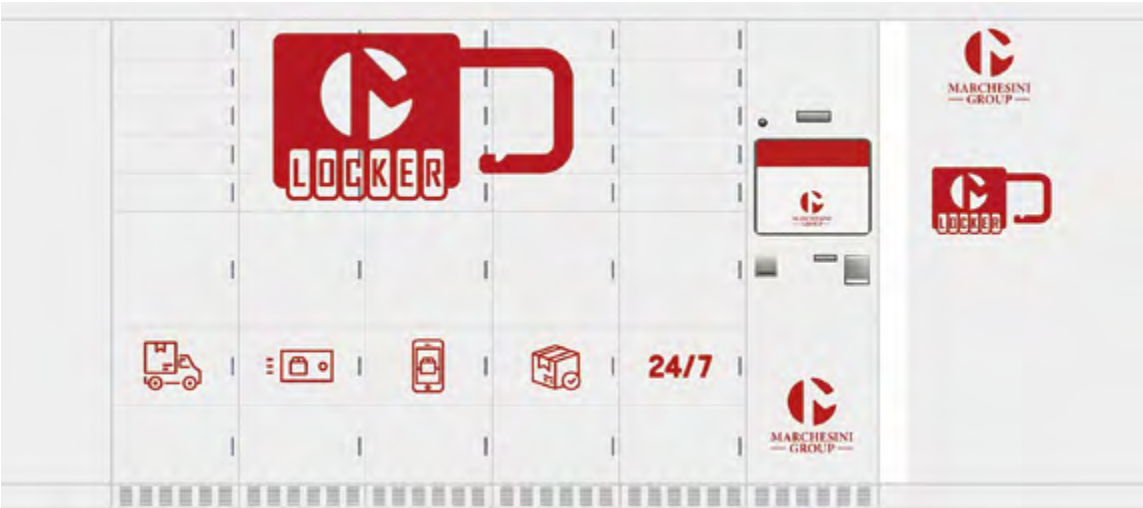
8.4 WELFARE IN MARCHESINI GROUP



Corporate welfare is a combination of benefits and services aimed at offering employees more than just a salary to improve their private and working life.

Marchesini Group did indeed start taking measures several years ago, such as the company catering service<sup>47</sup>, supplements for nursery school fees for employees living outside Pianoro<sup>48</sup>, discounts for yoga, postural gymnastics and Pilates courses. It also set up the initiative entitled “Ci pensa la mensa”<sup>49</sup> (employees can order takeaway meals from the company canteen at a very low cost, picking them up at the end of the work day to eat at home), the “Local to you” projects, the cancer prevention programs in collaboration with ANT, a healthy eating program and a tobacco dissuasion program.

In 2018, the group also added a pharmacy delivery service at the company<sup>50</sup>, discounts for Yoga, postural exercises and Pilates course in Barberino (in addition to that in Pianoro), where the initiative started, the MG Locker, a mailbox at the company where employees can have their parcels delivered<sup>51</sup>, safety and self defence courses<sup>52</sup>, an osteopath-day once a week at the factory<sup>53</sup> and the campaign promoted in collaboration with the Association of Bone Marrow Donors (ADMO)<sup>54</sup> which registered 17 donors.



In 2018, Marchesini Group invested €12.100 in a project with ANT Onlus entitled “thyroid project” as another part of the various prevention activities sustained by the group for its employees. Aware that prevention is the best way to battle cancer, and this is why ANT has been strongly focusing on health education at schools and around the area and to early diagnosis projects, the company sponsored ANT. A specialist was sent to the company for 11 days to examine 315 employees who took advantage of this opportunity. 27 people were referred for further diagnostic examination of the neoplasm found during the check-up.

OPERATIONAL REPORTING  
MARCHESINI GROUP - MAY 2018

THYROID PROJECT							
THYROID ULTRASOUND							
PLACE	DATE	N. CHECK UP	MALE	FEMALE	AGE RANGE		SUGGESTED FINE-NEEDLE ASPIRATIONS
CALDERINO (BO)	11/05/2018	18	14	4	32	60	6
PIANORO (BO)	14/05/2018	27	9	18	22	53	2
PIANORO (BO)	15/05/2018	29	17	12	24	67	1
PIANORO (BO)	16/05/2018	31	16	15	25	61	3
PIANORO (BO)	17/05/2018	31	18	13	21	60	1
PIANORO (BO)	18/05/2018	29	14	15	24	56	2
PIANORO (BO)	21/05/2018	27	23	4	22	63	2
PIANORO (BO)	22/05/2018	28	20	8	21	56	1
PIANORO (BO)	23/05/2018	29	24	5	23	58	4
PIANORO (BO)	24/05/2018	36	32	4	20	63	1
PIANORO (BO)	25/05/2018	30	24	6	22	60	4
TOTALI		315	211	104	20	67	27

The Group continues the voluntary welfare plan commenced in 2016 through a platform of multiple services. This new retribution system<sup>55</sup> which is increasingly exploited despite the reference sector, has allowed the Group to introduce a system of services to support its workers with 200 euro per person, with tax benefits for the company and the employee (the so-called “tax relief introduced by the stated law in 2016).

In addition to the voluntary welfare plan, following the integrative agreement dated 27<sup>th</sup> February 2017, which modified the current National Collective Agreement of the sector<sup>56</sup>, as of 1<sup>st</sup> June 2017, Marchesini Group offers its workers welfare goods and services worth 100 euro, upgraded to 150 and 200 euro, respectively as of 1<sup>st</sup> June 2018 and 1<sup>st</sup> June 2019, to be used by 31<sup>st</sup> May of the following year<sup>57</sup>.

In 2018, each employee was given a welfare budget of 350 euro to be used on the multiservice portal “marchesinigroupwelfare” activated on the Easywelfare platform, to exploit an array of different services: education, loans, health, pensions, family, sport, shopping, discounts and much more.

The fully outsourced service is simple, straightforward and assisted and was used by 95,3% of the employees. On just one platform, users can choose how to spend their welfare budget in whichever way they prefer.

<sup>55</sup> Actually introduced with Law no. 208 in 2015 stating the provisions for forming the annual and multi-annual budget of the State (stability law 2016), published in the Official Journal of the Italian Republic, General Series no.302 dated 30-12-2015 – Ordinary Supplement no. 70.

<sup>56</sup> National Collective Agreement of the Mechanical Engineering Industry, Fourth Section, Title IV, art. 17 Welfare.

<sup>57</sup> Those who have the right to this offer of welfare goods and services are employees who have been working for the company since 1<sup>st</sup> June or who are taken on within the 31<sup>st</sup> December of each year, provided they have passed the test and are actively working for the whole period from 1<sup>st</sup> June – 31<sup>st</sup> December (not on unpaid leave, or on leave for illness or studies etc.). Workers taken on with a closed-end contract must have worked for at least three months consecutively during each calendar year (1<sup>st</sup> January – 31<sup>st</sup> December). For part-time workers, the value of the aforesaid welfare tools is not re-proportional in relation to their lower contractual working hours. As for workers with administration contract, according to the principle of non-discrimination, subject to article art. 35, first sub-section, of the Legislative Decree no. 81 dated 15<sup>th</sup> June 2015, the companies who are interested will inform the administration companies of what is established in the welfare renewal agreement. To make the contractual standard easier to apply, the parties have agreed, for example, upon a list of welfare instruments and relative conditions to exploit tax and salary relief regulations. At the same time, it has been established that the 100, 150 and 200 Euro agreed for 2017, 2018 and 2019 can be put into the Cometa Fund and MetaSalute Fund, even for just one year, according to the regulations and methods foreseen by the actual Funds. In such case, but also foreseeing possible modifications to the current regulating conditions, we have stated that the above-mentioned values must comprise feasible tax costs or contributions to the charge of the company. On the contrary, feasible commercial or administrative costs deriving from the activation or management of the welfare services cannot be deducted.

<sup>47</sup> The company catering service is to the charge of the Group for all the companies, except for Co.Ri.M.A. S.r.l., where personnel contribute with € 2.45 per meal.

<sup>48, 49</sup> Initiative activated just in Pianoro (BO), Headquarters.

<sup>50</sup> Activated for the Headquarters, whereas in Barberino they can be booked and picked up at the pharmacy.

<sup>51, 52, 53, 54</sup> Activated at the Headquarters.

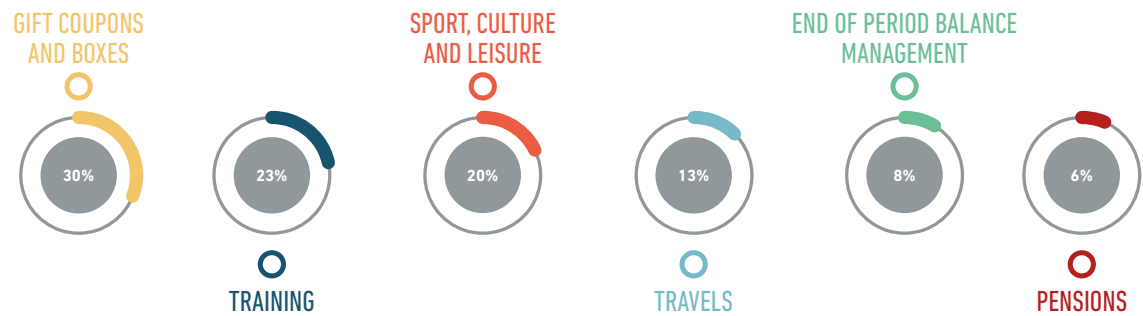


In 2018, the Group<sup>58</sup> funded an overall €1.451.254 for corporate welfare, which was 3% more than 2017, thus distributed:

	2018	Δ2018/2017	2017	Δ2017/2016	2016
WELFARE PLATFORM SPENT BUDGET	335.821,00	12%	298.900,00	148%	120.580,00
PLATFORM SERVICE COST	23.235,26	-22%	29.792,00	48%	20.173,00
COMPANY CANTEEN	1.025.498,00	-3%	1.052.282,79	3%	1.025.498,00
OTHER INITIATIVES	66.700,00	100%	33.325,00	19%	28.000,00
TOTAL CORPORATE WELFARE	1.451.254,26	3%	1.414.299,79	18%	1.194.251,00



With reference to the services dispatched in 2018 through the Marchesini Group Welfare platform, the spending choice is distributed in the following graph.<sup>59</sup>



### 8.5 IN-HOUSE COMMUNICATIONS AND INVOLVEMENT ACTIVITIES

Again in 2018, in-house communication revealed to be an important tool, because the Marchesini Group, before the processes, the functions, the departments, is made of people; human resources who offer their skills and know-how to the company and represent the company's top strategic asset.

In fact, there are in-house communication goals aimed at promoting a cultural attitude that reaches all levels of the organisation, such to eliminate any gaps between the human resources and the business.

Communication becomes necessary so that the people feel they belong to the company and share its values and strategies, as well as the procedures and methods to carry out the productive activities correctly. Not only: communication is necessary for change, because active participation and sharing overcome resistance to change, be it dictated by in-house needs or environmental contingencies and to highlight and share the activities, projects and goals reached with the company.

Communication is fundamental to create a positive-thinking work environment so that personnel feel motivated in achieving mutual targets; it is a tool that informs all the employees on the strategic business lines and what happens throughout the rest of the group. Suitable communication systems are the way to create transparent and reciprocally trustworthy relations.

Involvement is promoted by the Communications function. The customary Summer Party 2018 edition was held on September 29<sup>th</sup> and was organised at the corporate "Domus" garden opposite the headquarters in Pianoro. The event involved over 400 people from all the Italian facilities, who enjoyed a variety of fun activities, team tournaments, and entertainment, such as football, spiderweb (thinking outside the box), Robot writer (coordination exercise), bike ride, Yoga, Pilates and bouncy castles for the kiddies.



<sup>58</sup> Just Marchesini Group S.p.a. and CO.RI.M.A. S.r.l.

<sup>59</sup> The item entitled "end-of-plan residue management" refers to the unused amount envisaged by the National Collective Agreement for the financial year 2018 and put back into 2019.

## 8.6 HEALTH AND SAFETY<sup>60</sup>

GRI - G4 | LA6



Again in 2018, according to the values expressed in its Code of Ethics<sup>61</sup>, the Marchesini group strived to guarantee total protection of its workers' integrity, health and wellbeing.

According to the current standards on this subject<sup>62</sup> educational and formation programs are held on safety at the workplace, on first-aid, on fire-fighting standards, on the consequences of consuming alcohol and drugs, on the specific risks of the various tasks and on the environment, even if these are not actually mandatory by local law.

For each operating unit, the group provides its personnel with training courses on the environment and safety, which are programmed according to the activity carried out by each employee. The courses may concern the correct management of mechanical and electrical risks or those deriving from handling chemical substances or the instructions to follow to reduce impact on the environment (for example, waste management).

As customary, in 2018, the group held the Safety Meetings concerning its Italian premises to discuss the following topics:

- Accident statistics of the previous year;
- Training and informative activities concerning safety;
- Trend of the use of personal protection equipment;
- Actions carried out following the meeting of the previous year;
- Measures and improvements for the current year;
- Risk assessment;
- Health monitoring activities.

The positive-thinking attitude of the group on these topics has allowed the company to take advantage of the INAIL premium discount<sup>63</sup> following improvements in the following fields:

- Thyroid cancer prevention (in collaboration with ANT);
- Thermo-graphic monitoring of electrical systems for the headquarters in Pianoro and premises in Carpi;
- Physical and chemical monitoring of the plants in Barberino di Mugello (Florence);
- Installation of semi-automatic defibrillator at the factory in Barberino di Mugello (FI).

## 2006-2018 ACCIDENT TREND ACCORDING TO LEGISLATIVE DECREES 81/108 AND 106/09

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
NUMBER OF ACCIDENTS (1)	23	20	14	14	18	11	16	11	13	9	10	6	17
ABSENCE FOR ACCIDENTS - DAY(2)	418	197	207	273	280	299	404	144	175	204	166	82	446
HOURS WORKED (3)	1.355.199	1.387.640	1.443.037	1.429.996	1.476.247	1.478.463	1.532.390	1.598.829	1.665.696	1.761.484	1.814.540	1.923.608	2.123.032
AVERAGE N. OF EMPLOYEES (4)	776	800	820	826	849	861	897	923	952	996	1.054	1099	1190
INCIDENCE INDICATOR (5)	3,0	2,5	1,7	1,7	2,1	1,28	1,78	1,19	1,37	0,90	0,95	0,55	1,43
FREQUENCY INDICATOR (6)	17,0	14,4	9,7	9,8	12,2	7,4	10,4	6,9	7,8	5,1	5,5	3,1	8,0
SERIOUSNESS INDICATOR (7)	0,31	0,14	0,14	0,19	0,19	0,20	0,26	0,09	0,11	0,12	0,09	0,04	0,21

(1) Only those which have caused an absence from work for 1 day or more (including the day of the accident), and that, according to art. 4, paragraph 5, letter o) of the Legislative Decree 626 should be noted on the appropriate register.

(2) Total days of absence from work due to accidents reported in point (1).

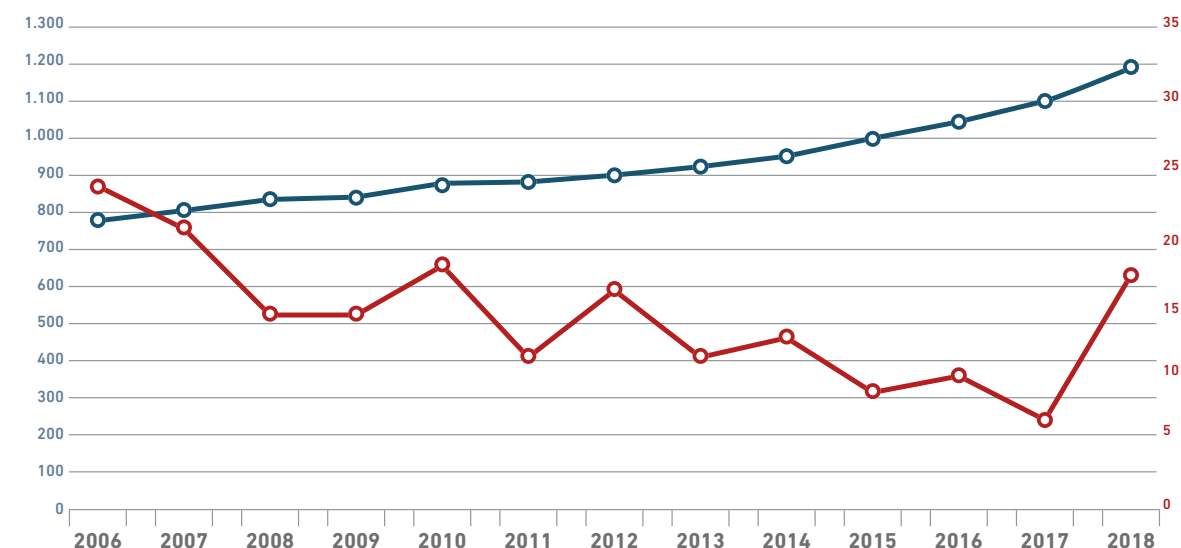
(3) Total number of hours worked during the year.

(4) Average number of employees from January to December of each year.

(5) Calculated according to the formula: N. of accidents/N. of employees x 100.

(6) Calculated according to the formula: N. of accidents/N. of hours worked x 1,000,000.

(7) Calculated according to the formula: ABSENCE FOR ACCIDENTS/N. of hours worked x 1,000.



KEY | ● EMPLOYEES N.    ○ ACCIDENTS N.

In 2018, there were more accidents than in 2017: from 4 to 12 at the company and from 2 to 5 during travel time.

<sup>60</sup> Just Marchesini Group S.p.a. and CO.RI.M.A. S.r.l

<sup>61</sup> Code of Ethics, page 27.

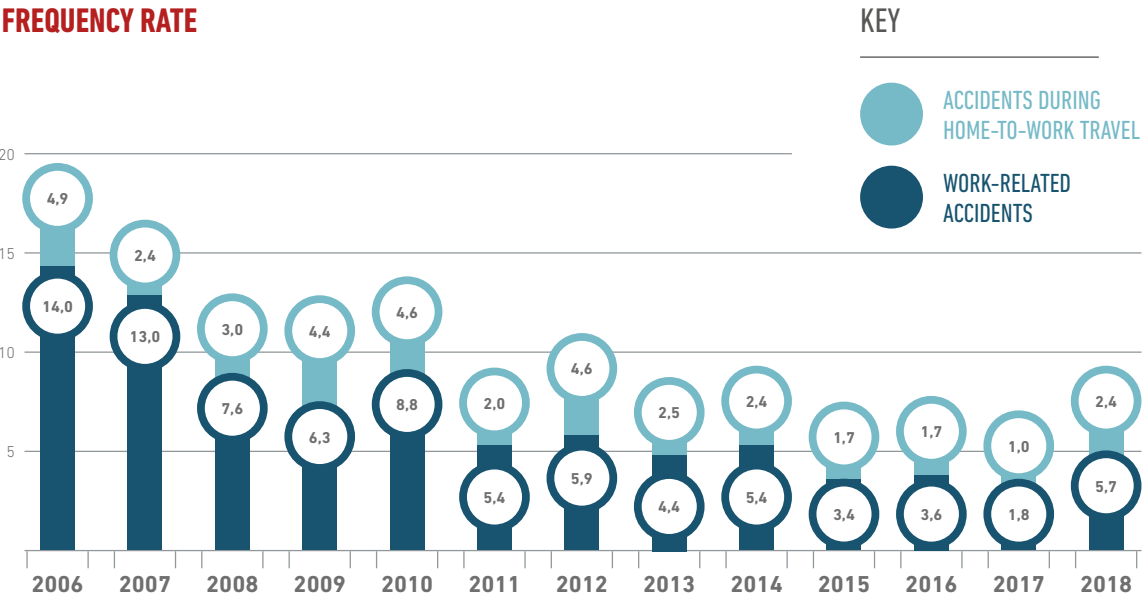
<sup>62</sup> Law 81 dated 9<sup>th</sup> April 2008 – Text coordinated with Law 106 dated 3rd August 2009, Implementation of article 1 of Law 123 dated 3 August 2007, concerning safeguard of health and safety at workplaces. Official Journal no. 101 dated 30<sup>th</sup> April 2008 – Ordinary Supplement no. 108 Integrative and corrective decree: Official Journal no. 180 dated 5<sup>th</sup> August 2009 – Ordinary Supplement no. 142/L.

<sup>63</sup> Inail offers a "discount" called "oscillation for prevention" (OT/24) to companies that have been in business for at least two years and that make improvements to the health and safety and hygiene conditions at the workplace, in addition to the minimum conditions stated by the relevant standards (law 81/2008 and s.m.i.). "Oscillation for prevention" reduces the tax premium that the company has to pay, establishing a saving on the premium due to Inail. According to the ministerial decree dated 3rd March 2015 which substitutes the wording of article 24 of the ministerial decree dated 12<sup>th</sup> December 2000, as subsequently amended by the ministerial decree dated 3rd December 2010, the tax discount is a fixed amount based on the number of workers-year of the period.

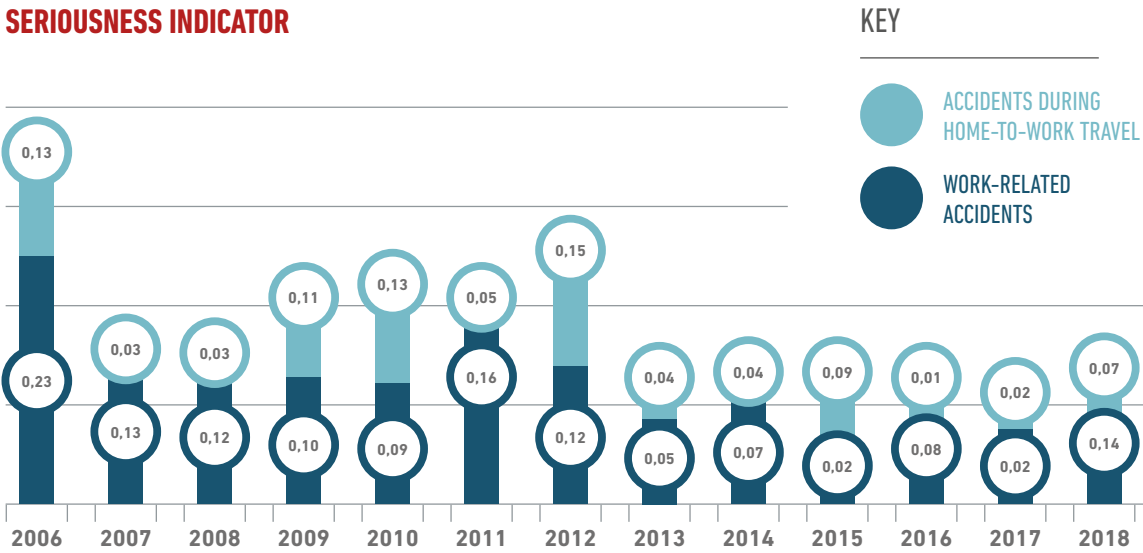


With reference to accident statistics in particular<sup>64</sup>, the table that follows provides the data for 2005-2018 indicating the frequency<sup>65</sup> and seriousness<sup>66</sup>.

FREQUENCY RATE



SERIOUSNESS INDICATOR



As for safety training, in 2018 the group dispatched 4.557 (+13% more than 2017) hours for 529 employees<sup>67</sup>. Roughly 44% of training hours were for new employees.

	HOURS 2018	HOURS 2017	Δ% 2018/2017
FIRST-AID	286	201	
FIRE-FIGHTING	115	291	
HEALTH AND SAFETY MANAGER	120	72	
DIRECTORS & COMPANY'S REPRESENT.	424	104	
NEW EMPLOYEES/UPDATING	2016	3222	
MACHINERY	410	133	
EXPERIENCED PERSON ADVISED PERSON	1108		
EMERGENCY PLAN	78		
TOTAL	4.557	4.023	13%

	P. TRAINED 2018	P. TRAINED 2017	Δ% 2018/2017
FIRST-AID	55	49	
FIRE-FIGHTING	19	51	
HEALTH AND SAFETY MANAGER	12	9	
DIRECTORS & COMPANY'S REPRESENT.	60	13	
NEW EMPLOYEES/UPDATING	194	352	
MACHINERY	79	21	
EXPERIENCED PERSON ADVISED PERSON	76		
EMERGENCY PLAN	34		
TOTAL	529	495	7%

<sup>65</sup> The accident frequency measures the incidence of accidents per thousand hours in a given period, sector and territory, related to the number of hours worked in the same period, sector and territory. The indicator is multiplied by one thousand (10<sup>3</sup>) to avoid figures that are numerically too small. This indicator is of general validity and being standardised in relation to a period, sector and territory, it is used to compare through these three separate dimensions.  
In calculating the frequency of accidents, reference is made to three different categories instead of the overall total entity:

- Accidents that caused temporary disability
- Accidents that caused permanent disability
- Fatal accidents.

<sup>66</sup> Measures the seriousness of the accidents, indicated in conventional days lost per thousand hours worked. The indicator is multiplied by one thousand (10<sup>3</sup>) to avoid figures that are numerically too small. This indicator is of general validity and being standardised in relation to the seriousness category, it is used to make comparisons of all types.  
In calculating the seriousness of the accidents, instead of the overall total, you can refer to three different categories whose seriousness is expressed in conventional days lost:

- Accidents that caused temporary disability, where the seriousness coincides with the number of days lost.
- Accidents that caused permanent disability, where the seriousness is calculated by multiplying the disability score of each case by 75, and is expressed in number of conventional days lost.
- Fatal accidents, where the seriousness is calculated by multiplying each death by 7.500 (corresponding to the number of average work days throughout the whole life of a worker), and it is expressed in conventional number of days lost.

The overall total is calculated as the sum of the conventional days lost for each of three categories.

<sup>67</sup> Safety training represents about 18% of the total hours of training dispatched. However, the number of employees who benefitted from these projects is available only to Marchesini Group S.p.A.

<sup>64</sup> Just Italian premises.

8.7 PRIVACY

On 25<sup>th</sup> May 2018, the European Regulation 2016/679 dated 27<sup>th</sup> April 2016 was enforced, concerning the privacy of individuals and processing of personal data, as well as the free circulation of such data, which annuls Directive 95/46/EC (General Data Protection Regulation)<sup>68</sup> (GDPR).

Since publication of the GDPR, Marchesini has considered adaptation of its “privacy system” a positive opportunity for innovation, and indeed one to create new values, having promptly fulfilled everything needed to *comply* with the new law.

In 2018, the group published its Privacy Policy, or rather the set-up by design and by default of personal data processing. Having thoroughly assessed current laws, also integrated by Law Decree 101/2018<sup>69</sup> the company has appointed a Data Processor for the group rather than a Data Protection Officer. This person has transversal and integrated competences and will direct the various corporate functions involved in correctly satisfying the changed market needs (re-organisations of companies, human resources, processes, certifications, quality, customer experience, etc.).

The Group considered the challenge to switch to this new Privacy Law as an opportunity to turn a corporate risk area into a stronghold and opportunity to increase its reputation and business. At the same time, it has integrated governance valorisation actions and social innovations to achieve definitely positive benefits.

8.8 RELATIONS WITH INSTITUTIONS

Marchesini Group is actively involved in its local area and is a member of several associations and institutes to promote not only industrial and cultural development, but also to foster sustainability and innovation.

INSTITUTION	ROLE OF MARCHESINI GROUP OR ITS REPRESENTATIVES
CONFINDUSTRIA EMILIA AREA CENTRE	PARTNER
UCIMA	PARTNER - THE PRESIDENT, MAURIZIO MARCHESINI, IS ALSO A MEMBER OF THE BOARD OF DIRECTORS
FRIENDS OF THE INDUSTRIAL HERITAGE MUSEUM ASSOCIATION	PARTNER
AIDAF	PARTNER
MECHANICS ASSOCIATION	PARTNER

The Group collaborates with several institutes and associations with “utmost transparency, clearness and correctness” so as not to induce partial, falsified, mistakable or deviating interpretations<sup>70</sup>, in full compliance with current standards and respecting the public nature of the function.

<sup>68</sup> Published in the Official Journal of the European Union L 119 dated 4<sup>th</sup> May 2016, enforced on 24<sup>th</sup> May 2016.

<sup>69</sup> LEGISLATIVE DECREE 10<sup>th</sup> August 2018, n. 101. (18G00, *Provisions for adaptation of National law to provisions of the EU regulation 2016/679 of the European Parliament and the Committee, dated 27<sup>th</sup> April 2016, related to the protection of individuals concerning the processing of personal data, as well as the free circulation of such data, which also annuls directive 95/46/EC (general data protection regulation)*, published on the Official Journal, General Series no.205 dated 04-09-2018.

<sup>70</sup> Code of Ethics, page 32.

9. CHARITY COMMITMENTS – A YEAR OF SUSTAINABILITY

Doing business in a way that is “deeply bound to promoting sustainable development, focused on safeguarding the environment and bonding with the social contexts in which the group operates”<sup>71</sup>, is a fundamental aspect of Marchesini’s sustainability approach.

Marchesini Group, is indeed particularly sensitive to this topic and continues to consolidate its interest through the direct or indirect economic support of social, cultural, artistic and scientific research projects and activities, which are evaluated during the financial year.

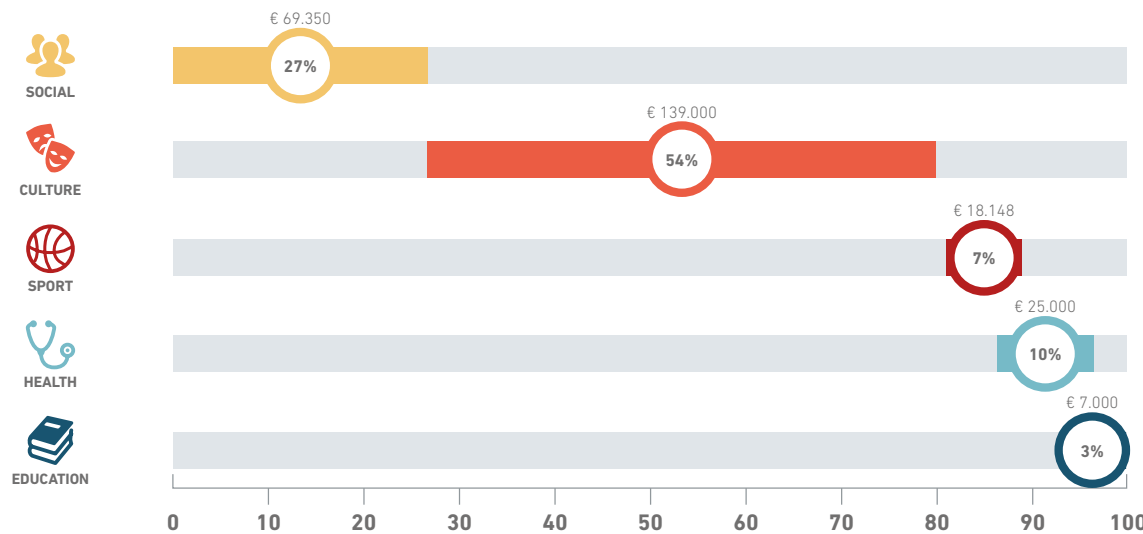
One of the fundamental requisites in evaluating requests for economic support is the impact on the area where the group’s factories are located or the interests of certain clusters of stakeholders.

It is a true virtuous circle that brings many competitive advantages, further motivating the group in cultivating its participation and its active role in such relationships and participating substantially in projects and initiatives of public interest.

In 2018, Marchesini Group, aware that relations with local communities are the starting point to create value around the business, continued to promote the economic, social and cultural economy of the areas where it works by contributing with 358.500 Euro, 22% more than 2017, thus distributed:

SOCIAL	69350	19%
CULTURE	139000	39%
SPORT	18148	5%
HEALTH	25000	7%
EDUCATION	107000	30%

For administration reasons however, the group was unable to participate in the Fondazione Bologna Business School project within the financial year of 2018, therefore the amounts sponsored were €258.498, 11% less than 2017, thus distributed:



<sup>71</sup> Code of Ethics, page 30 and following pages

SUSTAINABILITY REPORT

CASE HISTORY

Here are the details of the major direct initiatives<sup>72</sup> of 2018.



# ANTONIANO NON-PROFIT ORGANISATION

CONTRIBUTION 2018 **5.000 EURO**

SPONSORSHIP FOR THE  
PROJECT SET-UP IN 2018:  
CANTEEN AND SOCIAL  
REINTEGRATION.



SOCIAL



## PROJECT DESCRIPTION

[www.onlus.antoniano.it](http://www.onlus.antoniano.it)

The economic contribution of Marchesini group helped toward some important activities of the non-profit association, such as social secretarial services and educational workshops, and above all, the dinner canteen service for poor people, inaugurated in 2016 (they serve an average of 60 people at dinnertime). Our support goes to families in need who have been to the canteen and who have been helped to become self-sufficient; these people are poor and have been reported by the social services or they are running from war zones and are asylum seekers in Italy. In turns, the employees of Marchesini and their family and friends go to the Padre Ernesto canteen, which has been completely renewed and is animated by 40 famous chefs who take turns and freely offer their skills and creativity, cooking what the canteen has to offer, to serve dinner to people who are unable to provide for their own primary needs and those of their children and who have economic and relational difficulties. All this is possible thanks to the Food for Soul project, which is a non-profit association working against food wastage and strongly promoted by the famous chef Massimo Bottura, who has also helped to open a canteen in Rio de Janeiro.

# NOVA ASSOCIATION

CONTRIBUTION 2018 **2.500 EURO**

BUILDING AND SUPPORT OF A MEDICAL  
BUILDING NEAR KINSHASA  
(DEMOCRATIC REPUBLIC OF CONGO).



SOCIAL



## PROJECT DESCRIPTION

[www.associazionenova.org](http://www.associazionenova.org)

One of the institutes that Nova helps in the Democratic Republic of Congo is the Aurore di Kinshasa orphanage. The rural community where the Aurora orphanage is located is very large and one of the many lackings is its health service. There are no health services nearby and the nearest ones are all private clinics that most of the population cannot afford. The medical building was completed at the beginning of 2016, thanks to funds of the Valdese church (through income from 0.8% tax payments) and to major funds from companies in Bologna, among which Marchesini Group, as well as individual donations. "Long distance" support is however only enough to pay for the schooling costs. The medical surgery is not self-sufficient yet, because the earnings are still not enough to pay for the wages of the doctor and nurse, the expenses to buy medicine and medical supplies. For this reason, Marchesini Group confirmed its intention in 2018 to help the Aurore project.

<sup>72</sup> Or rather, contributions of over 1000 Euro.

## DIOCESE OF CARPI

CONTRIBUTION 2018 **3.000 EURO**

SUPPORT TOWARD ECCLESIASTICAL  
AND CHARITY ACTIVITIES.



SOCIAL



### PROJECT DESCRIPTION

[www.carpi.chiesacattolica.it](http://www.carpi.chiesacattolica.it)

The Diocese of Carpi is one of the buildings that suffered the most damages following the earthquake in 2012. The cathedral was reopened to worshipers on March 25<sup>th</sup> 2017 – even though there are still many more (and mostly historical) churches in need of renovation and improvements. In 2018, the prestigious wooden statue of the Cibelli (1515) that has been worshipped for over 500 years at the Cathedral of Carpi was renovated in 2018. Marchesini Group offers a donation to support the charitable and ecclesiastical activities of this church, which is also situated where one of its factories are located.

## ARCHDIOCESE OF BOLOGNA

CONTRIBUTION 2018 **5.000 EURO**

SUPPORT TOWARD ECCLESIASTICAL  
AND CHARITY ACTIVITIES.



SOCIAL



### PROJECT DESCRIPTION

[www.chiesadibologna.it](http://www.chiesadibologna.it)

This year again, Marchesini Group has decided to sustain the ecclesiastical and charitable activities of the Archdiocese of Bologna. To sponsor charity activities has an “eminently educational function”, according to Pope Paolo VI, because in this way we become aware of the Evangelical commandment of Charity by supporting ecclesiastical initiatives of the Church and to show solidarity toward people in need, to develop oneself, for social justice and for peace. Over 1500 volunteers work at the Diocese, who in collaboration with their priests, help the church to help the community and people in need.



# NATIVITY CHURCH OF BEATA VERGINE MARIA DI VIGARANO M. (FE)

CONTRIBUTION 2018 1.000 EURO

SUPPORT TOWARD ECCLESIASTICAL  
AND CHARITABLE ACTIVITIES.



SOCIAL



## PROJECT DESCRIPTION

[www.parrocchiamainarda.it/la-chiesa.html](http://www.parrocchiamainarda.it/la-chiesa.html)

Following the earthquake of 2012, the church and rectory were closed straight away and the oratory was demolished. Marchesini's contribution was used to cover the wooden portico in front of the oratory, which was temporarily replaced with a wooden structure.

# LIONS CLUB PIANORO DEGLI ARIOSTO

CONTRIBUTION 2018 5.000 EURO

SUPPORT TOWARD MEMBERSHIP ACTIVITIES.



SOCIAL



## PROJECT DESCRIPTION

[www.centrostudidistretto108tb.it](http://www.centrostudidistretto108tb.it)

The Lions clubs around the world sponsor drugs and violence prevention programs at local schools. Their various programs help youngsters through real life skills, teaching them to face-up to real life situations and resolve conflicts with a sense of responsibility and to resist temptations to smoke, drink alcohol and take other forms of drugs. "WE SERVE" is their motto. Two words that comprise two fundamental concepts of Lionism: the plural noun "We" expresses the reason they exist as a community, of men and women, of structures and of mutual intentions. The whole organisation and all the activities are organised solely to allow the Lions Clubs to serve in the best way possible at a local, national and international level. Another two very important concepts should be pointed out, which contribute to qualifying and distinguishing this organisation: the voluntary nature of their commitments and their altruistic function aimed uniquely to help people outside their organisation and not themselves. Their "service" is a voluntary operation, purely altruistic, for people outside the Club to meet the general needs of the community in which they live and the society as a whole. They offer three types of service: voluntary, promotional and social, all of which are useful and needed to pursue their goals according to their codes of ethics and behaviour. They are convinced that if they act within their Clubs and if each of them serve the association and the roles following these guidelines, maybe they won't be able to resolve all society's problems, but they will certainly be able to help improve the conditions of life and the expectations of many people.

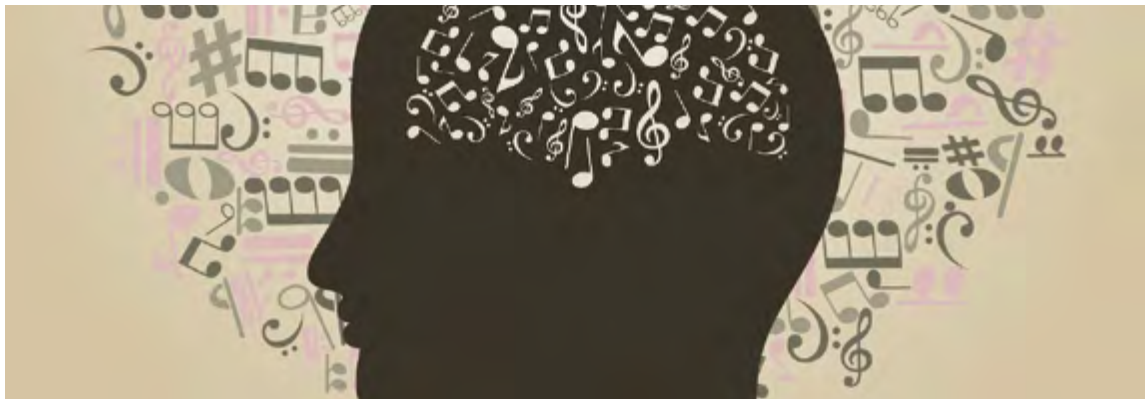
ITACA FOUNDATION

CONTRIBUTION 2018 2.000 EURO

SPONSORSHIP TO BUY  
A NEW VEHICLE.



SOCIAL



PROJECT DESCRIPTION

[www.progettoitaca.org](http://www.progettoitaca.org)

The Itaca Foundation was thought up by a group of friends who had been volunteering individually and separately with the elderly and the disabled. The name “Itaca” stands for the island of Ulysses, which represents the safe place of dreams and wishes; for the lonely, it is a place where they can find true and sincere affection and trust. The Itaca non-profit organisation has always worked mainly in Bologna, but has also extended its actions to Rimini, Ravenna, Pesaro and Ancona. It helps those in need despite their pathology or disability and covers various activities: constant and long-term recovery; work placement; entertainment and assistance; specific recovery programs; Pranotherapy and recreational activities. Throughout the year, about 400 people are helped directly at their homes. The members of the foundation are well over 5.000.

PAPA GIOVANNI XXIII COMMUNITY ASSOCIATION

CONTRIBUTION 2018 5.000 EURO

SPONSORSHIP TOWARD THE PROJECT  
ENTITLED “A MEAL A DAY”.



SOCIAL



PROJECT DESCRIPTION

[www.apg23.org](http://www.apg23.org)

The project was promoted by Don Oreste Benzi when, in 1985 he realised that it only took 15 Euro a day to give a meal to a person in need. A small yet huge amount at the same time if you think that the association guarantees 7.5 million meals every year in over 40 countries worldwide. Marchesini Group contributed to offering approximately 333 meals.

## THEODORA NON-PROFIT FOUNDATION

CONTRIBUTION 2018 **2.850 EURO**

SPONSORSHIP FOR THE ACTIVITIES  
OF THE "DREAM DOCTOR".



SOCIAL



### PROJECT DESCRIPTION

[www.it.theodora.org](http://www.it.theodora.org)

The mission of the Non-profit Foundation "Theodora" is to offer substantial support to children in hospital and their families, starting from counselling and games offered by the Dream Doctors, who are professional artists employed and specifically trained by the Foundation to work on the children's wards of hospitals. Last year's sponsorship was doubled thanks to the Summer Party Lottery 2018 and the Marchesini Group enabled the "Dream Doctors" to take care of the healthy part of children in hospital, namely their desire to play, imagine and laugh. In Bologna, the foundation works at S. Orsola Malpighi hospital and Bellaria hospital.

In the world, the Theodora foundation works in 7 countries in addition to Italy: Switzerland, France, England, Spain, Belorussia, Turkey and Hong Kong; in Italy it works in 11 cities and in 18 hospitals to help over 35 thousand children each year.

## ARCO ASSOCIATION – CORRESPONDENCE FOR RECOVERY

CONTRIBUTION 2018 **20.000 EURO**

SPONSORSHIP FOR RECOVERY ACTIVITIES,  
ACTIVITIES OF "EQUALS"  
AND CO-PLANNING-CO-CONSTRUCTION.



SOCIAL



### PROJECT DESCRIPTION

[www.larcorecovery.it](http://www.larcorecovery.it)

Mental Disease is a frightening and stigmatized concept and we naturally try to stay away from what scares us. The association has three characteristic activities:

1. Recovery orienteering. ARCO works to promote three basic recovery concepts: hope for a better future, opportunities of growth and change, greater self-control and control of one's life.
2. Peer activities assisted by operators. By Peer we mean people who have gone through mental health problems and who, through awareness, aptitude and training, help the operators based on their experience. A growing number of documented studies show how effective their help is. They have to train permanently and carry out a stable, voluntary or paid job.
3. Co-planning and Co-construction. Those who benefit from the activities offered by the association contribute in arranging their type and fulfilment (courses, monitoring of recovery course, crisis working, discussion groups). This type of participation is in some way a method of guaranteeing that the activities are really useful. In another way, it is a powerful booster of personal value and strength. It is also an opportunity to express quality and to experiment creative involvement: these elements are fundamental in the recovery process. Co-planning and Co-construction are one of the ways to express the most important relations of "correspondence".



## BIMBO TU NON-PROFIT FOUNDATION

CONTRIBUTION 2018 **20.000 EURO**

SPONSORSHIP FOR THE CASA  
SANT'ANGELA PROJECT.



SOCIAL



### PROJECT DESCRIPTION

[www.bimbotu.it](http://www.bimbotu.it)

Cancer in a child's head is cancer in the heart of the mother, the father and the whole family. When cancer is diagnosed, a bomb explodes throughout the entire family; it starts to collapse internally, depriving the child of the strength required to fight the disease with courage.

"Bimbo tu" (BT) was set-up to let these families know they are not alone. Cancer can be overcome and our commitment is based on seeing our children grow up. A united family is a fundamental part of the cure and a child's smile is the right way to healing. The biggest need today is that of creating suitable accommodation facilities near the Bellaria hospital.

The interest of the Bimbo Tu Association and of the Sant'Agnel Home started first and foremost thanks to its location and its local vocation. The building is in the historical town centre of San Lazzaro di Savena, near the Pezzani primary school, next to the church of San Lazzaro and the Townhall. Even though it is situated on a quiet residential street, it is actually in the centre of the social life of the town of San Lazzaro. In addition to its location, the Sant'Angela home has an important history of local accommodation. It is run by the Sant'Orsola Company and for decades it has proven to be a place of faith and help for people in need, especially for families and minors. The Home has also accommodated christian people from various parts of Italy who have moved here for work or for health reasons. Its vocation of accommodation and "shelter" for families and children is an important element of the identity of this structure in the context in which it is located.

## CIM NON-PROFIT COOPERATIVE

CONTRIBUTION 2018 **1.000 EURO**

SPONSORSHIP FOR THE  
"VAMOLÀ" PROJECT.



SOCIAL



### PROJECT DESCRIPTION

[www.cimcoop.it](http://www.cimcoop.it)

CIM was set-up in 1988 to work in a variety of areas.

The main goal is to develop a cheerful and dynamic environment, to welcome the creativity and special skills of people who are in some way weak or fragile, to help them towards employment, by training them and boosting their confidence. The association's context works locally to gain motivation and to try to offer new life perspectives. Vamolà is a Fund set-up to commemorate Fabio Papa, one of CIM's "children" and for people who live in difficult situations, whether or not they have a disability.

It is used to fund employment possibilities, namely:

- By implementing full-time work orienteering/formation courses, called "internships" aimed at assisting professional choices and favouring the acquisition of skills in the world of employment, offering salary supplements in cases where the social services are unable to help;
- By offering placements within the association or external companies (according to Law no. 68 dated 12<sup>th</sup> March, which promotes and regulates employment for the disabled) and financing assistance services to find the right job.

The name "Vamolà" is a funny expression of the local dialect often used by Fabio.

# HAPPY HAND

CONTRIBUTION 2018 **3.000 EURO**

SPONSORSHIP TO FULFIL  
THE YEARLY EVENT ENTITLED  
"HAPPY HAND".



SOCIAL



## PROJECT DESCRIPTION

[www.wtkg.it](http://www.wtkg.it)

The WTKG "Willy the King Group" is an association named after Willy Boselli who has been promoting social events for people with special needs for years. Each year, through the event entitled "Happy Hand – Games without barriers", the association aims to knock down the barriers separating the Olympics from the Paralympics. The intention is to focus on the people and not on their ability or disability. It is a sports and social integration festival focusing on abilities and disabilities, Olympic sports are played with Paralympics sports to sustain that this is the way to a new culture on disability.

Using sport as a way of gathering and sharing, it has become more and more important to focus on the topic of disability, offering "strength" and motivation to those who start physically disadvantaged. About Two Thousand people took part in the 2018 edition.

# POLISPORTIVA I BRADIPI CIRCOLO DOZZA A.S.D.

CONTRIBUTION 2018 **3.000 EURO**

SPONSORSHIP FOR THE  
ASSOCIATION TO BUY  
A WHEELCHAIR.



SOCIAL



## PROJECT DESCRIPTION

[www.polisportivaibradipi.it](http://www.polisportivaibradipi.it)

The wheel chair basket ball movement started in Bologna in the 2002-2003 season thanks to the commitment of the EX-CSH (Sport Handicap Coordination), which has always promoted sport for everyone and has organised basket ball courses for children in wheel chairs.

The results of this project can be seen in the teams formed in Emilia Romagna, which represent the first national experience and that have led to the first experimental championship for children organised by the CIP (Italian Paralympics Committee) in 2004/05.

## A.S.D. AIA SPORT ONLUS

CONTRIBUTION 2018 **5.000 EURO**

SPONSORSHIP FOR THE "IN THE SADDLE OF LIFE" PROJECT".



SOCIAL



### PROJECT DESCRIPTION

[www.iasport.it](http://www.iasport.it)

AIASPORT started as a sports association in 1996, yet back in 1979 it had already worked with A.I.A.S. in the sports sector (Italian Assistance Association for people suffering from cerebral palsy) in Bologna, offering hippotherapy for the disabled.

The project entitled "In the saddle of life" offers people with disabilities and their families rehabilitation, social-educational and free time-sports opportunities on horseback and in the related environment. The activities take into account the limits and the disabilities of their pathology, but also their potentials and evolutive resources too. The multi-discipline work carried out in collaboration with public and private social service workers allows people with disabilities to learn everything about horses and their environment.

The Marchesini Group has helped to continue the project for patients of the Rehabilitation hospital "Istituto di Montecatone" (Imola) who are assisted by the MS Centre of the Bellaria hospital in Bologna.

## GVC - NON-PROFIT CIVIL VOLUNTEERING GROUP

CONTRIBUTION 2018 **4.000 EURO**

SPONSORSHIP TOWARD CIVIL VOLUNTEERING AND LOCAL DEVELOPMENT: COMMUNITIES AT THE CENTRE OF THE FIGHT AGAINST HUNGER.



SOCIAL



### PROJECT DESCRIPTION

[www.gvc-italia.org](http://www.gvc-italia.org)

GVC – Civil Volunteering Group, is a non-governmental non-religious and independent organisation that was set up in Bologna in 1971. It helps internationally with complex humanitarian assistance activities for populations hit by war and natural disasters. Assistance ranges from building, health, nutritional safety, rural education and women and children.

The project that Marchesini Group sponsored concerns the Passorè province in Burkina Faso, where nutritional safety of the rural population is disastrous. During the rain season, the food collected the previous year runs-out before the new food collection arrives. It is the worst period of risk when poor families are obliged to run into debt or sell their land, farming equipment and smaller farm animals, abandoning their farming activities to do something that pays more to be able to eat. The funds aim to ensure enough quality food to babies and toddlers by distributing free powdered milk and baby food. This should also prevent them having to sell their equipment. Food vouchers are also given out, which they can exchange at local supermarkets. It will also help to strengthen the long-lasting resilience of these families, by introducing more effective technical itineraries and suitable production input, according to LRRD (Linking Relief, Rehabilitation and Development).



## LIFE AFTER US NON-PROFIT FOUNDATION IN BOLOGNA

CONTRIBUTION 2018 **2.000 EURO**

SPONSORSHIP FOR THE  
"FEARLESS MUMS" PROJECT.



SOCIAL



### PROJECT DESCRIPTION

[www.dopodinoi.org](http://www.dopodinoi.org)

In 2002, thirteen parents of disabled people gave life to the "Life after us" Foundation in Bologna to provide a solution to their biggest concern, namely "what will happen to our child after us"?

Since then, the foundation has supported over 500 families, offering them professional help to be able to face the problems of what will happen after us, such as "Where will our children live"? "Who will look after them"? "Who will administer the savings we leave them"?

Questions that need coherent answers.

The "After us" Foundation assists families in gradually building a "Life project" for their disabled relative, following all the aspects, from Welfare to Legal and Patrimonial. When necessary, the Foundation fulfils alternative homing solutions, instead of their parents' home, always favouring collaboration between the family and the public and private social associations.

The activities cover three main areas:

- Living away from home
- Individualised programs and help for parents
- Legal Advice and information

The group of "fearless mums" was set-up in January 2018. A group of mums get together every fortnight on Mondays at the Foundation's headquarters. The group, captained by Tiziana Roppoli, an educational coordinator at the "After us" Foundation and regular family assistant, was set up to help parents who tend to be over protective or to deny their children and who sometimes unwittingly obstruct the gradual path of separation. The mothers who take part in the group, assisted by the foundation, share the goal of planning a "protected home" for their disabled children, which takes into account the habits, past lives and resources they have found to make their children's life better over the years.

## SEC - CIVIL ECONOMY SCHOOL

CONTRIBUTION 2018 **2.000 EURO**

SPONSORSHIP FOR THE CONVENTION  
ENTITLED "THE MANAGER OF THE VALUE  
AND THE ASSETS OF A BUSINESS" BOLOGNA,  
26<sup>TH</sup> SEPTEMBER 2018.



CULTURE



### PROJECT DESCRIPTION

[www.scuoladieconomiacivile.it](http://www.scuoladieconomiacivile.it)

The Civil Economy school, which boasts the famous Economist Stefano Zamagni as one of its founders, intends to promote the economic-relational model of Civil Economy focused on reciprocity, mutual wellbeing and people, throughout the market, organisations and businesses.

In particular, it aims at business people and business directors, at non-profit organisations, the public administration and others, by offering a learning experience capable of generating governing methods and models based on the principles of Civil Economy.

Another co-essential sphere of the Civil Economy School is the world of schooling, for both teachers and students, because it is convinced that it is difficult to imagine a sustainable future without a new economic and work culture. It aims to become a national reference point to promote civil economy and to become a qualified international contact, by offering courses where knowledge and learning are triggered by the continuous research and development of the international community of lecturers, by real experience of qualified workers and by experience gained throughout the courses themselves.

SEC offers educational talks and interactions between lecturers and participants, focusing on individual learning, which is developed through theory, workshops, case studies of the actual participants combined with the experience of business people and experts.

## GUGLIELMO MARCONI FOUNDATION

CONTRIBUTION 2018 **5.000 EURO**

SPONSORSHIP OF THE MARCONI  
PRIZE 2018 BOLOGNA EVENTS,  
1<sup>ST</sup>-3<sup>RD</sup> OCTOBER 2018.



CULTURE



### PROJECT DESCRIPTION

[www.fgm.it](http://www.fgm.it)

The Guglielmo Marconi Foundation promotes research in the field of telecommunications and creates initiatives focusing on the knowledge and promotion of the scientific activity of Guglielmo Marconi. The Foundation is led by a Board of Directors appointed by the Ministry of Cultural and Environmental Heritage. Among the activities coordinated by the Foundation are professional preparation and formation courses. In particular, following the creation in 1995 of the Higher Educational School of Radio communication engineering, the foundation organises yearly courses and seminars. At the historical headquarters of Villa Griffone, researchers from the Marconi Foundation, alongside the Department of Electrical Energy Engineering and “Guglielmo Marconi” – DEI weblink (University of Bologna) and the Ugo Bordoni Foundation weblink work together. The research activity of these scholars covers two main areas: the first relates to mobile and personal communication systems, with particular focus on the topics of radio propagation; the second relates to the computer-aided project of non-linear devices for microwaves. The Marconi Prize 2018 was awarded to Tom Leighton.

## FRANCISCAN FESTIVAL

CONTRIBUTION 2018 **5.000 EURO**

SPONSORSHIP OF THE X EDITION  
ENTITLED “YOU ARE BEAUTY”  
26/27/28/29/30 SEPTEMBER 2018.



CULTURE



### PROJECT DESCRIPTION

[www.festivalfrancescano.it](http://www.festivalfrancescano.it)

Set-up in 2009 to celebrate 800 years from the approval of the first commandment of San Francesco d'Assisi, the Franciscan Festival aims to rediscover, promote, modernise and materialise the values of Francesco d'Assisi, convinced that they may help to face and overcome many moments of personal, political and environmental crisis of our daily lives. San Francesco does indeed continue to attract religious and non-religious followers and people who believe in the culture of respect (for others, for themselves and for the universe of which the Patron Saint of Italy is the soul). To pass on the Franciscan values of brotherhood, modesty, charity, communication and peace, the Franciscan Movement of Emilia-Romagna, which is the organiser of the event, has chosen to confide in the “festival formula”. It has created events in public squares to present the gospel to the people in Franciscan style. And just like Francesco’s characteristic “journey”, the festival will be a travelling event and will change city every three years so that his message can be heard in new places. In each edition, there will be three days of conferences, shows, educational events for adults and children, workshops and prayers – over 100 events, all of which are free – offering a top level cultural program related to Franciscan themes and strongly related to current topics.

## MANZONI AUDITORIUM THEATRE

CONTRIBUTION 2018 **100.000 EURO**

SPONSORSHIP OF THE THEATRICAL  
SEASON 2017-2018.



CULTURE



### PROJECT DESCRIPTION

[www.auditoriummanzoni.it](http://www.auditoriummanzoni.it)

Manzoni Factory s.r.l., a company of which Marchesini Group S.p.a. detains 20% of the corporate shares, manages the Manzoni Auditorium Theatre in view of a lease contract of a branch of the company stipulated with the Municipal Theatre Foundation of Bologna. The artistic management guarantees the highest possible quality standards of the offer. The aim of the economic support is to promote musical culture, especially symphonic and chamber music, in the area.

In view of the corporate shareholding and sponsorship, the Marchesini Group is also able to offer its employees special discounts and promotes the musical culture also within the company.

## LAB FILM SRL

CONTRIBUTION 2018 **5.000 EURO**

SPONSORSHIP OF THE FIRST VIEWING  
OF THE FILM ENTITLED "SECONDO LO SPIRITO".



CULTURE



### PROJECT DESCRIPTION

[www.labfilm.it](http://www.labfilm.it)

The film entitled 'Secondo lo Spirito', produced by LabFilm and directed by the author and director Lorenzo K. Stanzani, is devoted to Cardinal Giacomo Lercaro, ex archbishop of Bologna. The company sponsored the first viewing of the film in Bologna at the Perla Cinema on 18<sup>th</sup> April.

Lercaro was known as the "fearless cardinal". "if we share our heavenly bread, how can we not share our earthly bread?" is what Lercaro had written on the altar of the cathedral when he was archbishop of Bologna from 1952 to 1968. "The ministry of Cardinal Lercaro – the archbishop Zuppi of Bologna highlighted – his years of episcopate in Bologna were incredibly rich in presence within the city and his attention toward the poor and to building the church. Cardinal Lercaro built many churches and was a reference of the liturgical reform. Still today the celebrations, even in the isolated places of the diocese of Bologna, have an application and particular beauty that I personally believe derive indeed from the Cardinal's awareness. In the beautiful, moving and absorbing pictures of the film, you can clearly sense his spontaneity and the joy of his feelings for people and children. You can feel his fatherhood in his home where he gave shelter to many youngsters who are still called the "children of Lercaro", even if they are now probably all grandparents".

"Something that really moved me – the author and the director of the film Lorenzo K. Stanzani added – was his need to get involved in daily life needs in every way and in every place; he certainly did this in the church, but he also did it in the city and in the world. He did it with his own means, as a priest with his parishioners, as a bishop with the whole diocese and as a cardinal in the world. This reminds me of the Parable of the Talents: I do what I can do. The life of Cardinal Giacomo Lercaro has been forgotten for 50 years. Yet I strongly believe that his work has still a lot to do".



# MODERNISSIMO CINEMA

CONTRIBUTION 2018 20.000 EURO

SPONSORSHIP OF THE RECOVERY  
AND RENOVATION ACTIVITIES  
OF THE MODERNISSIMO CINEMA  
IN BOLOGNA.



CULTURE



## PROJECT DESCRIPTION

[www.cinetecadibologna.it/cineteca/progetto\\_cinema\\_modernissimo](http://www.cinetecadibologna.it/cineteca/progetto_cinema_modernissimo)

The goal is to restore the original Liberty style of the interiors and to create the conditions for an amazing viewing experience thanks to current technological standards, both in terms of image screening (the projection room will have projectors for both film and digital formats up to 4K, the highest resolution possible today) and in terms of sound quality. The recovery of the underground theatre is a unique opportunity for the city of Bologna. In the heart of the old city centre, within the 'quadrilateral zone', the 'new' Modernissimo Cinema will be the perfect place to promote the culture of cinematography in a wonderful historical context alongside the Festival entitled "Il Cinema Ritrovato" (New found cinema), which brings Piazza Maggiore alive every summer. The project to bring the historical cinema back to life in Piazza Maggiore entails an agreement protocol between the municipal department of Bologna, the Cineteca foundation of Bologna and owner of the Emmergi Cinema, with the collaboration of Unindustria Bologna. Work started in the first quarter of 2016 and should be completed by the first few months of 2019. This project will be fulfilled thanks to the contribution of Marchesini group and other important industrial businesses in Bologna. In 2018, as a part of the initiative entitled "Cinema under the stars" promoted by the Cineteca di Bologna, the Group sponsored the film entitled "As fast as the wind".

# SAN DOMENICO CENTRE

CONTRIBUTION 2018 5.000 EURO

SUPPORT TOWARD CULTURAL  
CATHOLIC ACTIVITIES.



CULTURE



## PROJECT DESCRIPTION

[www.centrosandomenico.it](http://www.centrosandomenico.it)

The San Domenico Centre was set up in Bologna in 1970, thanks to its founders, among whom was Michele Casali. It is a non-profit cultural catholic association, which through conferences, debates, conventions, seminars and other forms of cultural communication, promotes the catholic faith and challenges ethic, philosophic, religious, artistic and modern-day problems; the topics are discussed by exchanging opinions with utmost respect for the opinions of others and constantly focusing on what brings people together rather than what sets them apart. During the ten year anniversary of the foundation, Papa Giovanni Paolo II explained the spirit of the San Domenico Centre perfectly: "A provident cultural institute and live presence and Christian witness in the city and diocese of Bologna, worthy of praise and open to other voices in a spirit of collective dialogue".



## MAXMAN COOP

CONTRIBUTION 2018 **2.000 EURO**

SUPPORT TO FULFIL  
THE SHORT FILM.



CULTURE



### PROJECT DESCRIPTION

[www.maxmancoop.com](http://www.maxmancoop.com)

This independent short film was made by some youngsters from Bologna, some of whom have relations who work for Marchesini. Set in the province of Bologna and entitled "Gli Arcidiavoli", it was produced by MaxMan Coop and directed by Lorenzo Pullega.

The cast boasts famous actors such as Andrea Roncato, Piergiorgio Bellocchio, Giorgio Comaschi, Vito and Bob Messini. Roberto Cimatti, a famous camera operator, (who has worked with Paolo Sorrentino, Nanni Moretti, Carlo Mazzacurati and many others) will handle the film's photography.

The film is a comedy with strong and deliberately absurd scenes in which four young friends try to get into an "Arci" club (Italian Cultural and Recreation Association) without paying the membership fee. They get into the club but they do not know that the fearsome inspector, who is the fear of the pool room, of the swindlers, of the debtors, of those who haven't paid the membership...of the arcidiavoli...is on his way.

With some similarities to a mafia-movie of Scorsese and the moonlit and over-the-top settings of the first gothic Po valley films of Pupi Avati, this film aims mostly at encouraging people to take part in an exaggerate celebration where the reality of the suburbs triggers imagination, where strange characters are almost unreal. A film where the province is no longer conventionally boring and ugly but a place of adventure where you can be yourself, get lost and find yourself again.

Shooting took five days, in January 2019, at the Benassi Arci club and at the Caserme Rosse club in Bologna. Outdoor scenes were shot in Pianoro Nuovo (Bo).

## MONTERIGGIONI (SIENA)

CONTRIBUTION 2018 **10.000 EURO**

SUPPORT TO FULFIL  
THE PROJECT ENTITLED  
"VALORISE YOUR WALLS".



CULTURE



### PROJECT DESCRIPTION

[www.comune.monteriggioni.si.it](http://www.comune.monteriggioni.si.it)

The project aims to raise funds to renovate the walls of the Castle of Monteriggioni (Siena), where the Co.Ri.M.A: s.r.l. factory is located (partner of Marchesini).

The location is truly medieval and is indeed one of the most beautiful walled hamlets in Italy. It welcomes 90.000 visitors each year. It was built by the Sienese at the beginning of the 1200 as a boundary fortress against the enemy Florence and managed to keep the Republic of Siena independent for centuries. Still today, the castle is imposing and awesome, like a crown, due to the surrounding walls with 14 towers (plus a fifteenth tower in the centre), recollected also by Dante Alighieri in his Divina Commedia: "Monteriggioni di torri si corona", (Inferno, canto XXXI, 40-45).

## NON-PROFIT SOCIAL COOPERATIVE RAMAZZINI

CONTRIBUTION 2018 **3.000 EURO**

SUPPORT TO FULFIL  
THE CONVENTION ENTITLED  
"THE NEW FACE OF THE THYROID GLAND".



HEALTH



### PROJECT DESCRIPTION

[www.ramazzini.org](http://www.ramazzini.org)

The non-profit Social Cooperative "Istituto Ramazzini" in Bologna, has always promoted cancer prevention. It organised a national congress in June 2018 through its Endocrinology Department, on the current topics of Endocrinology and in particular on Thyroid cancer: "the new face of the thyroid gland". In 2018, Marchesini Group, in collaboration with ANT, fulfilled and sponsored a prevention program for thyroid cancer.

## ANT NON-PROFIT FOUNDATION

CONTRIBUTION 2018 **5.000 EURO**

SUPPORT TO FULFIL  
THE CELEBRATIONS  
OF THE 40<sup>TH</sup> ANNIVERSARY  
FROM ITS FOUNDATION.



HEALTH



### PROJECT DESCRIPTION

[www.ant.it](http://www.ant.it)

"Ant together" was the title of the amazing celebration of the foundation's 40<sup>th</sup> anniversary in which more than 500 volunteers from all the delegations of Italy joined on the 16<sup>th</sup> June 2018 at Fico Eataly World in Bologna. «Ant is Eubiosia. The qualities that give life dignity: a model, an emblem, a banner that Ant promotes with bravery, determination and passion, but that has skilfully turned into something incredibly substantial. Words only become meaningful when they are backed by facts» Raffaella Pannuti, president of the Ant Foundation commented. Today we help over 125 thousand families, without compensation and at their homes, by providing doctors, nurses, psychologists, specialists and Ant workers. Patients often call us the "angels". Starting from Bologna, Ant has provided home-assistance in another 25 Italian provinces. It is able to this thanks to the support of its volunteers who come from all over Italy and generously choose to help by offering their time and assistance by raising funds and helping cancer-suffering patients and their families. Marchesini Group helped to fulfil this meeting, on Sunday 17<sup>th</sup> June, accompanied by the church service at 11.30 in the Cathedral of San Petronio in Bologna.

## IL BENE NON-PROFIT FOUNDATION

CONTRIBUTION 2018 **10.000 EURO**

SUPPORT FOR THE FOUNDATION'S  
DIAGNOSTIC AND TREATMENT ACTIVITIES  
AND CONTRIBUTION TOWARD PURCHASING  
AN ECHO DOPPLER.



HEALTH



### PROJECT DESCRIPTION

[www.fondazioneilbene.org](http://www.fondazioneilbene.org)

Set up in September 2011, the Non-profit Foundation "Il Bene" supports the activity of the Il BeNe Centre (an acronym of the Bellaria Neuroscience hospital), which is authorised to diagnose and treat syndromes recognised as rare and neuroimmune neurological diseases. The Centre is directed by Dr. Fabrizio Salvi and is a part of the Neurosciences department of the National Health Service of Bologna at the "Unità Operativa Complessa" (U.O.C.) of Neurology of the Bellaria hospital in Bologna. The "Il BeNe" Centre of the IRCCS (Scientific Hospitalisation and Treatment Institute) Bellaria in Bologna presently treats about 2.000 patients, of which 1.300 suffer from multiple sclerosis, 300 from myasthenia and over 300 from other rare diseases. The main goal of the "Il BeNe" centre is to provide substantial answers to patients suffering from rare and neuroimmune neurological diseases such as Amyloidosis, Ataxia, Behcet disease, Charcot Marie Tooth disease, spastic Paraparesis, Amyotrophic lateral sclerosis, Syndrome of Von Hippel-Lindau, Myasthenia gravis, Multiple Sclerosis. Marchesini group contributed to purchasing an echo Doppler, which will ensure more accurate and detailed diagnosis on the state of the diseases.

## MEDECINS SANS FRONTIERES (DOCTORS WITHOUT BORDERS)

CONTRIBUTION 2018 **5.000 EURO**

ECONOMIC SUPPORT  
TOWARD THE "EMERGENCY FUND"  
FOR MASISI (CONGO).



HEALTH



### PROJECT DESCRIPTION

[www.medicisenzafrontiere.it](http://www.medicisenzafrontiere.it)

Masisi is situated in a region of Congo that has been devastated by countless rebel groups, sexual violence, epidemics and disastrous rainfalls. Life expectation in this area is no more than 60 years and 12% of the children die before they are 5. It takes 12 hours to cover 80 km in this area. Medici Senza Frontiere arrived in Masisi in 2007 to provide food and emergency aid for health problems due to cholera and malaria that periodically hit the population. One emergency after the other has led to Medici Senza Frontiera remaining here for 11 years and to becoming a crucial point of reference for about 500.000 people who live in this remote area of West Africa. They direct a big hospital, 11 health centres and have 10 vehicles to reach even the remotest of places. Each month, they deliver 270 babies in safe conditions, treat 130 new cases of infant malnutrition, fulfil 10.000 medical consultations and 120 operations. Without donations all of this would be impossible and this is why the Marchesini Group decided to give its contribution in 2018.



## NATALINO CORAZZA FOUNDATION

CONTRIBUTION 2018 **2.000 EURO**

SUPPORT TOWARD  
THE SECOND AWARD  
OF "C'È MACCHIA E MACCHIA"  
COMPETITION.



HEALTH



### PROJECT DESCRIPTION

[www.fondazionecorazza.org](http://www.fondazionecorazza.org)

About 500 patients are currently treated for moderate or severe conditions of psoriasis (affecting or not affecting the joints) at the dermatology department of the Sant'Orsola hospital in Bologna. For this reason, the hospital of Sant'Orsola and the Natalino Corazza Foundation collaborate to treat patients at home with the most modern of psoriasis treatment methods: phototherapy. This treatment is normally carried out at the surgery, however, for reasons of age, physical disabilities caused by the disease, work commitments or distance, this treatment is impossible for many patients.

## ALIAV - ALDINI VALERIANI STUDENTS ASSOCIATION

CONTRIBUTION 2018 **2.000 EURO**

CONTRIBUTION TOWARD  
THE NEW LIBRARY  
OF THE INSTITUTE.



EDUCATION



### PROJECT DESCRIPTION

[www.aliav.it](http://www.aliav.it)

The new Conference Hall "G. Sedioli" was inaugurated on Wednesday 29<sup>th</sup> November 2017 at the IIS ALDINI VALERIANI SIRANI. Guests at the opening ceremony – before the deputy mayor, Marilena Pillati – were from the School Committee, the Parents' committee, former teachers of the Aldini school and the Students' Committee. This association was founded in 1912 by the graduates of the Aldini Valeriani Technical-Industrial Institute in Bologna who were then called the "Licenziati". Free and independent, its reasons and its roots are found in the affection and sense of belonging that its members nourish toward "their school", their companions and their future peers.

ALIAV is definitely the most long-standing association of ex students in Italy. In 2012, it celebrated its 100th anniversary.

It works with schools, institutions and employment departments. It publishes its magazine entitled "ALIAV. A bridge between school and life" that covers various topics with particular reference to technical ones. It provides discussions on general topics, company profiles, reports of technical and cultural visits, as well as including a few pages on sport, entertainment and free time.

Following the new Aula Magna dedicated to Giovanni Sedioli inaugurated in 2017, on the 1st of December 2018, the new library was inaugurated, thanks also to the contribution of Marchesini Group. An interesting workshop was held to talk about school libraries as a place to develop ideas, people and citizens.

## SAN GIUSEPPE INSTITUTE

CONTRIBUTION 2018 **5.000 EURO**

ECONOMIC SUPPORT  
TO EXTEND THE EDUCATIONAL  
PROGRAM OF 2018.



EDUCATION



### PROJECT DESCRIPTION

[www.scuolesangiuseppe.net](http://www.scuolesangiuseppe.net)

The Educational Project of the San Giuseppe Institute is linked to the original educational experience of its Founder, the Servant of God, Mother Lucia Noiret, who gave life to a Religious Congregation dedicated to human-Christian formation and education of youngsters in Imola. Sister Lucia, a woman full of kindness and spiritual faith, driven by a strong passion for education, cultural innovation, rectitude and commitment, capable of taking every person to heart, outlined the educational endeavour of the institute thanks to her charm.

The educating community of the San Giuseppe Institute sees itself in these three words: RECEPTION, LISTENING, INDEPENDENCE. They are the key to our daily school lives and they accompany everyone's service and the growth of the children throughout their lives.

- Reception is the starting point of any relationship, which becomes solidarity in the professional sphere, collaboration between peers and sharing of free time.
- Listening makes Reception meaningful, putting it at the centre of personal and educational relationships.
- Independence is the expression of one's own self, aware of the respect of others. It starts with small steps of independence in everyday life through to awarefully expressing personal ideas, feelings and resources.

## SPORTING PIANORESE 1955 A.S.D.

CONTRIBUTION 2018 **3.000 EURO**

SPONSORSHIP OF THE  
PHYSICAL EDUCATION  
PROJECT.



SPORT



### PROJECT DESCRIPTION

[www.sportingpianorese1955.com](http://www.sportingpianorese1955.com)

This sports project has been promoted at schools in the area of Pianoro where the Group's HQ are situated: it includes basketball for children, baseball and softball, volleyball, basketball, football, swimming, Wushu and fencing.

Throughout the school year, reference teachers chose some classes to meet the professional instructors of the individual sports. The meetings were held at the school gyms and at the sports centres around Pianoro.

The goal is to promote daily sports activities for children and to offer a place to socialise and create bonds and loyalty.

## BELLA MOSSA

CONTRIBUTION 2018 **1.000 EURO**

SPONSORSHIP FOR THE  
SUSTAINABLE MOBILITY  
PROJECT.



SPORT



### PROJECT DESCRIPTION

[www.bellamossa.it](http://www.bellamossa.it)

Marchesini Group participated in "Bella mossa", the new promotional project for sustainable mobility coordinated by SRM-Reti and Mobility, the municipal and metropolitan agency of Bologna for local public transport and mobility, co-funded by the European EMPOWER project of which Bologna is the pilot city.

The project hopes to involve 10.000 individual residents, students and businesses of the metropolitan area.

It is quite simple: you download the BetterPoints App free of charge from AppStore and PlayStore, install it and register. Using the App, you can register your trips by bicycle, bus, train, car-sharing, car-pooling and on foot and gain "MobilityPoints" for each one. When you reach certain goals, which are established based on the number of "sustainable trips" made, the points can be converted into discounts usable in lots of commercial businesses that are members of the project. In this way, you obtain incentives to stimulate and favour sustainable mobility in the whole metropolitan city of Bologna.

At 31/12/2018, the team of Marchesini Group had 40 people and won ninth place, totalising over 1.5 million points.

## PIANORO CRICKET CLUB

CONTRIBUTION 2018 **5.000 EURO**

SPONSORSHIP OF THE  
SPORTING ACTIVITY.



SPORT



### PROJECT DESCRIPTION

[www.pianorocricketclub.wordpress.com](http://www.pianorocricketclub.wordpress.com)

Even though cricket is becoming more and more popular throughout Italy, especially where Asian communities are settling (the federation estimates about 50.000 players in the country), the official cricket sport starts in Trento and ends in Latina, where the top team of League B plays.

Pianoro Cricket Club was set up in 1989 in Pianoro, (BO). It is located in Rastignano where the Pianoro CC is headquartered, which has been the leading club for years, both nationally and in Europe.

14 Italian championships in League A, six Coppe Italia and one European championship for clubs. Today, in addition to the senior team that competes in League A, it has four junior teams (under 19, 17, 15 and 13), and many of its athletes have been chosen to play for the National team. In 2018, it was on the podium and won the title of national Italian champion for the under 19 category.

It is an important activity in the area where the group's HQ are situated and worthy of our sponsorship.



46^ AMATEUR RUNNING RACE “GALAVERNA” 2018

CONTRIBUTION 2018 5.000 EURO



SPORT



PROJECT DESCRIPTION

[www.uispbologna.it](http://www.uispbologna.it)

You know when you wake up in winter and you see everything covered in white frost, not snow, but that light layer of ice over the fields and plants caused by evaporated water on the land and its consequent freezing due to the cold weather. That is exactly what the “galaverna” is.

The race does indeed take its name from this atmospheric phenomenon. It takes place in January around the hills of Pianoro, near Bologna, where the Group’s headquarters are located.

Participants can choose their preferred course from 3.5 – 6.5 – 10.5 – 16 – 20 kilometres on roads or tracks and country paths and they can walk, run or even use Nordic walking sticks.

The only rule is that they have to complete the race in 4 hours.

The proceeds of the event were donated to the “Cucciolo – Association in Bologna of parents and premature babies.

FUTA BIKE

CONTRIBUTION 2018 1.000 EURO



SPORT



PROJECT DESCRIPTION

[www.teamfutabike.com](http://www.teamfutabike.com)

ASD Team Futabike was set up in 2008 by 5 enthusiasts who gave life to a very popular sport in our region: road and off-the-road cycling. The association continues thanks to some sponsors, among whom is the Marchesini group, who have helped to set up a group of 15 members who decided that Pianoro needed an amateur and cycle-touring group. The number of members has continued to grow over the years and there are now 78.



# GOLF CLUB IL MOLINO DEL PERO

CONTRIBUTION 2018 3.148 EURO

SPONSORING GOLF IN PIANORO  
AND IN THE HILLS OF BOLOGNA.



SPORT



## PROJECT DESCRIPTION

[www.golfmolinodelpero.it](http://www.golfmolinodelpero.it)

Golf is a great sport for all ages. It provides excellent exercise for body and mind and is a way to socialise and have fun. More and more people of all ages practice this sport at golf clubs such as Molino del Pero at affordable prices. For the over 40's, but also others, golf is a great way to do physical and mental exercise, to meet people and to have fun. It is also great for those who are not-so-active and prefer not to commit to going to the gym or to go swimming or exercising in other ways a couple a times a week; All you need to do in fact is get the ball into 18 holes once a week. Clinical studies also confirm that golf:

- contributes to preventing forms of disability (many golf associations are being set up for people with some form of disability)
- helps to prevent depression
- prevents mental deterioration (attention, concentration, game tactics, strategies to use to reach goals are functions used every time you hit the ball)
- improves balance and therefore prevents risks of accidental falls (thanks to the swing movement)
- increases resistance (you walk a lot)
- increases flexibility of the joints and muscular strength (a lot of muscles are used \_ buttocks, thighs and arms)
- improves the respiratory system and heart (thanks to long walks)
- improves the cardiovascular system (reducing cholesterol levels)
- improves the mood (you play in the open air in the countryside).

# 9.1 CHARITABLE ACTIVITIES SPONSORED BY THE EMPLOYEES OF THE MARCHESINI GROUP

The Marchesini Group has always encouraged its employees to do volunteering work. It is convinced that volunteering is an enriching and personally gratifying experience from various points of view<sup>73</sup>.

In fact, this has led to consolidating a process in which the company doubles the funds raised by its personnel.

In 2018, the "People of Marchesini" from all the facilities in Italy, promoted the following activities, which they chose from those offered locally where the Group's headquarters are situated:

• **Summer Party 2018: € 5.700**, of which € 2.850 raised by the employees. The company doubled the sum with another € 2.850, which was donated to the Theodora Non-profit Foundation in Milan (see page 76, [www.it.theodora.org](http://www.it.theodora.org)) to sponsor the projects to help hospitalised children and their families.

• **Christmas Lottery: € 9.814** of which € 4.907 raised by the employees. The company doubled the sum with another € 4.907, which was donated equally to the following:

- LILT (Italian Anti-cancer association) – a community in Novara involved in the "scalp cooling" project aimed at reducing the impact on chemotherapy patients;
- Diaphorà Onlus in Latina (<https://www.diaphora.it/>) to help build solid foundations to start an "independent life" process for their disabled sons and daughters, especially adults with elderly parents. The activity involves the so-called "self-sufficiency workshops" to create the ideal conditions to manage money, to shop, to cook and tidy-up, all of which are daily routines of vital importance once these people have to get by on their own.

<sup>73</sup> Psychological studies have found that the most popular model to pinpoint six reasons that stimulate volunteering is the "functionalist" model of Snyder and collaborators (Omoto, Snyder, 1995; Clary et al., 1998; Snyder, Omoto, Crain, 1999; Stukas, Snyder, Clary, 1999; Snyder, Clary, Stukas, 2000; Snyder, Omoto, 2001):

- **Personal Values:** it indicates the level of altruism.
- **Understanding:** it enables the use of abilities, capabilities and knowledge that would otherwise remain unexpressed.
- **Social values:** it enables important relationships with others.
- **Career:** it enables advantages for one's own career.
- **Protection:** it protects one against the feeling of guilt for being luckier than others and to stop thinking about one's own personal problems.
- **Enhancement:** one's own positive resources are used to raise self-confidence and self-esteem.

