



SUSTAINABILITY REPORT 2019

Technology to pack
a better world

N.B.:

As we publish our 2019 Sustainability Report the world is in the midst of a SARS-CoV-2 (Coronavirus, or Covid-19) pandemic, an entirely unpredicted event that is proving extremely challenging, placing exceptional strain on the social and economic fabric of almost all countries worldwide.

Despite this natural disaster, Marchesini Group has never suspended its operations to meet the needs of its customers, most notably those operating in the pharmaceutical sector.

The company has met the challenge with exceptional performance in terms of proactivity and flexibility, adopting, from the very first signs of the spread of a disease that has brought almost all industrialised countries to lockdown conditions, all measures required by healthcare protocols to combat diffusion of the virus: company procedures have been revised in order to reduce physical contact to the bare minimum (social distancing strategies); personnel have been provided with disposable face masks and gloves, disinfectant gel, touch pens for touch screens, and wood or plexiglass partitions. The body temperature of all persons entering Group premises are checked daily; all personnel can undergo serological screening on a voluntary basis; the insurance cover has been extended to include the effects of the virus, and access to changing rooms and consequently the plants is now permitted in controlled numbers only. Moreover, since all schools have now been closed, irrespective of type and age group, the company now covers the cost of any babysitting services required in order to allow parents to come to work.

All these activities will be commented and analysed in full in the forthcoming 2020 Sustainability Report, with the hope that the emergency situation can be rapidly overcome and a certain degree of “normality” can return both in terms of work activities and interpersonal relations.



Maurizio Marchesini
CHAIRMAN

CARL STAKEHOLDER

We have now arrived at the fifth edition of the Sustainability Report published voluntarily to inform our key stakeholders of the way in which we conduct our operations to remain a solid and viable business over the long term, by constantly seeking to balance the resources at our disposal with the market challenges we are facing.

Last year, during the presentation of the 2018 Sustainability Report, Professor Stefano Zamagni, father of the “Civil Economy”, stated that our approach to social responsibility incorporates those additional values needed to transform it into a commitment to civil responsibility. While the drive to implement social responsibility was limited to requiring enterprises to provide faithful accounts of their activities and disclose the effects of their actions on the community, not just in terms of traditional business performance parameters, with civil responsibility the company extends its range of action to assume responsibility for the cultural, social, and environmental aspects of the context in which it operates, becoming, in its own interest, an agent for improvement of the quality of an area and a contributory agent in establishing conditions of “public happiness”, thereby assuring the sustainability of human development considered globally. This aspect, which is typical of our way of doing business, has emerged more strongly than ever in the period in which the 2019 Sustainability Report was prepared, with the raging SARS-CoV-2 (Coronavirus or Covid-19) pandemic, which is proving to be extremely challenging in Italy in social and economic terms.

Already several years back we embarked on a path aimed at gradually reaching a comprehensive understanding of sustainability strategies, identifying useful actions to extend the positive results of our operating activities, implementing innovative solutions to control and mitigate aspects requiring improvement.

All operations are conducted in the awareness of our ethical and social responsibility in respect of our stakeholders, in the conviction that achieving economic goals cannot be divorced from the ensuring stakeholder relationships are based on principles of honesty, integrity, fair competition, and decency.

Our desire to achieve complete customer satisfaction guides our sales strategy, supported by major investments in R&D activities so we can design and build advanced machines and lines that allow our customers to create automated, computerised factories and take their place among the key players in the Industry 4.0 revolution. To achieve these ambitious results, apart from investing in our processes and our technologies, we have established relationships of partnership and continuous growth with more than 1000 suppliers, carefully selected to guarantee the highest quality standards. We work constantly with industry associations, universities, research centres and other entities that, together with our company, generate and guarantee value for the entire Group.

All these strategic bullet points are condensed into actions and projects that allow us to pursue a path of sustainability and transparency in the medium and long-term.

We promote a responsible approach to the use of natural resources, reducing waste by boosting the efficiency of energy consumption and dedicating special attention to waste management.

In closing I wish to thank all stakeholders, especially our employees and staff who, in various different ways, allow us to pursue excellence and promote the role of our Group in the world, guided by an ever more sustainable and ethical vision based on teamwork, on the community spirit and on taking care of one another.

Maurizio Marchesini



Pietro Cassani
CHIEF EXECUTIVE OFFICER

Civil stakeholder

In publishing this fifth edition of our Sustainability Report, I would like to underscore how this document has become a significant feature of our company, also from a cultural standpoint, not merely helping us to proceed with constancy and consistency in our day to day activities, but also providing us with the necessary energy and stimuli to assume responsibility for continuous improvement.

Never as in this time of the SARS-CoV-2 (Coronavirus or Covid-19) pandemic has our company shown its flexibility and adaptability, continuing to meet the needs of our customers, especially those that operate in the pharmaceutical sector, which are playing a front-line role in combating the virus.

In this context, during the period of lockdown of all production activities to thwart the spread of the pandemic, the company has been able to carry on working, in compliance with the applicable regulations, while simultaneously guaranteeing the necessary social distancing measures. Exploiting its consolidated propensity for IT solutions, Marchesini Group has already started performing FAT (Factory Acceptance Tests), SAT (Site Acceptance Tests), live shows and remote assistance in web streaming, and has adopted all the measures (audio-video conferencing systems) to minimise physical contact between people.

The value of this report lies not only in the physical document or the various chapters, but it is proportional to the willingness of each of us to question ourselves and undertake improvement paths, with the awareness that every limit can be surpassed when we come together and combine our experience. The many pages of the document measure our credibility, make us responsible and launch a process, a story that day by day brings us together and makes us an integral part of the community in which we work. Our Sustainability Report constitutes a transparent account, prepared in accordance with a model designed to reveal the exceptional quality of relationships existing between Marchesini Group and its stakeholders, in a context that finds tangible expression in economic, social and environmental aspects.

It has been a year of important choices for the future, a year of growth of economic numbers, in the workforce, and also in terms of our operating activities.




The evolutionary process is undoubtedly necessary, developed and shared, because we believe that adopting ethical principles in our daily activities is an essential requirement and an opportunity to monitor our activities, identifying areas in which there is still room for improvement. All of these matters are included in our report. The report constitutes our investment to provide all stakeholders with clear and transparent information that meets the requirements of the global market.

Pietro Cassani

CONTENTS

CHAIRMAN'S LETTER TO THE STAKEHOLDERS	4		
CHIEF EXECUTIVE OFFICER'S LETTER TO THE STAKEHOLDERS	5		
REFERENCES TO GRI AND AGENDA 2030	8		
PREFACE	11		
1.0	METHODOLOGICAL NOTE	12	
1.1	Approach to sustainability	14	
1.2	Materiality matrix for 2019	16	
2.0	ABOUT US	18	
3.0	2019 HIGHLIGHTS	30	
4.0	ECONOMIC AND FINANCIAL RESPONSIBILITY	34	
4.1	Corporate Governance	35	
4.2	Corporate structure	37	
4.3	Marchesini Group in the world	38	
4.4	Economic value distributed to stakeholders	40	
5.0	R&D AND INDUSTRY 4.0	42	
5.1	Research and innovation	43	
5.2	Industry 4.0	44	
5.3	Customer satisfaction	48	
6.0	THE SUPPLY CHAIN	50	
6.1	Raw materials	53	
6.2	Sustainability of procurement of goods and services	55	
7.0	ENVIRONMENTAL RESPONSIBILITY	56	
7.1	Environmental management in the Marchesini Group	58	
7.2	Energy	59	
7.3	Waste	60	
7.4	Water	62	
7.5	Carbon footprint	63	
8.0	SOCIAL RESPONSIBILITY	66	
8.1	Our people: our success	67	
8.2	Workforce and organisational structure	68	
8.3	Investing in people	77	
8.4	Welfare in the Marchesini Group	84	
8.5	Communication and engagement activities	90	
8.6	Local initiatives	92	
8.7	Health and safety	94	
8.8	Data protection	100	
8.9	Relationships with institutions	101	
9.0	COMMITMENT FOR THE COMMUNITY A YEAR OF SUSTAINABILITY	102	
9.1	Social	105	
9.2	Culture	130	
9.3	Health	143	
9.4	Sport	153	
10.0	CHARITABLE ACTIVITIES PROPOSED BY MARCHESINI GROUP COLLABORATORS	162	

REFERENCES TO GRI AND AGENDA 2030

CONTENTS	REF. GRI 2016	AGENDA 2030	GOALS
Chairman's letter to the stakeholders	102-14		
Chief executive officer's letter to the stakeholders	102-14		
1.0 METHODOLOGICAL NOTE	102-40 102-42 102-43 102-44 102-47 102-48 102-50 102-51 102-52	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	      
1.2 Materiality matrix for 2019	102-12	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	      
2.0 ABOUT US	102-1 102-2 102-3 102-4		

4.0 ECONOMIC AND FINANCIAL RESPONSIBILITY	102-5 102-6 102-7 103-1 103-2 103-3 102-16 102-18 102-45 102-46 103-1 103-2 103-3 201-1	8 - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 12 - Ensure sustainable consumption and production patterns	 
5.0 R&D AND INDUSTRY 4.0		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	 
8.0 SOCIAL RESPONSIBILITY	102-8 102-13 103-1 103-2 103-3 401-1 404-3 412-2 403-2	1 - End poverty in all its forms everywhere 3 - Ensure healthy lives and promote well-being for all at all ages 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	    
9.0 COMMITMENT FOR THE COMMUNITY - A YEAR OF SUSTAINABILITY		1 - End poverty in all its forms everywhere 2- End hunger, achieve food security and improved nutrition and promote sustainable agriculture 3 - Ensure healthy lives and promote well-being for all at all ages 4 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 5 - Achieve gender equality and empower all women and girls 9 - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation 10 - Reduce inequality within and among countries 11 - Make cities and human settlements inclusive, safe, resilient and sustainable 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 17 - Strengthen the means of implementation and revitalize the global partnership for sustainable development	         

PREFACE

by Fra Giovanni Bertuzzi, O.P.¹

Considerable evolution has occurred in recent years in relation to the concept of “corporate social responsibility”: many interpretations have been offered, especially of different interpretations of the concept of “sustainability”. Corporate awareness has become an essential concept in order to arrive at a realistic and tangible future vision of business activities. I therefore observe that the Marchesini Group Sustainability Report confirms the continuous commitment assumed by the company in recent years and highlights its importance, especially today, in the serious economic situation created by the ongoing pandemic.

Marchesini Group is to be praised for having adopted the latest technological solutions to improve its production and simultaneously following the rules of conduct advised by social and civil corporate responsibility requirements. “Sustainability” is the goal that calls for an additional sense of responsibility in relation both to nature and to the social sphere. Marchesini Group is well aware that “good working practises” emerge from the knowledge of how to interact with the surrounding community.

Following the crisis we are currently undergoing, indubitably due to consumerism, excessive population density and the environmental damage it is has and continues to produce, the goal that must now be pursued is not that of producing and consuming more and more, but rather that of producing better for a better quality of life. Sustainability offers new criteria for a higher quality experience of the world of work, human relations and the relationship with the environment. This means working to achieve true progress, which consists in promoting integral development of mankind and the environment. The shared goal is to implement the Biblical direction to “dress and to keep” (Genesis 2, 15) the communal home that has been entrusted to us.

For this reason, sustainability cannot be construed simply as a passive attitude of abstention from all things that can harm people and the environment. Today, we speak of “participatory sustainability”, which is to be construed as active, creative and collaborative participation by all, but especially by companies that make products that can save or destroy our Earth.

I believe it is enormously important that a company, in this case Marchesini Group, takes full account of its commitment to sustainability. I emphasise that this relationship should not be only the recognition of all that this company is doing, but it is also an invitation to all those who share this value, so that this shared objective can be reached together. Above all, at this time, when the economy must be restarted after the sudden an unexpected sudden stoppage due to the current epidemic, and when we understand that everything cannot go back to as it was before, we must either get back on our feet together with new projects and new values, or we must expect to witness a gradual decline towards irreversible damage. It is time now for the terms “rivalry” and “competition” to acquire a new significance, to rediscover the original and positive value as a race together to achieve a shared goal. Now is obviously the time for courageous choices, a shared drive towards collaboration and working together: it is the only way to come out on top, making products that help people to live better, respecting themselves and the natural environment.

This 2019 Sustainability Report shows that this Group plays a key role in the history of our community, not merely in terms of doing business, but because of the way it operates and the way it interacts with the surrounding community. In all sincerity, it is my hope that Marchesini Group can help build and maintain the “communal home” whose principles are based on a reading of the “Laudata si” Encyclical Letter issued by Pope Francis.

¹ Principal of Studio Filosofico Domenicano (SFD) and Director of Centro San Domenico in Bologna.



1.0 METHODOLOGICAL NOTE

GRI 2016:
102-40 102-42 102-43
102-44 102-47 102-48
102-50 102-51 102-52



1.0 METHODOLOGICAL NOTE

Marchesini Group² voluntarily publishes its fifth Sustainability Report, referred to 2019, highlighting the main environmental, social, and economic aspects that characterise the company's situation and drafted in compliance with the GRI Sustainability Reporting Standards³ adopting the "in accordance - core" option.

The aim is to ensure comprehension of the organisational model, the activities, the main risks and Group performance indicators in relation to the environmental and social aspects, matters related to personnel and to respect for human rights found to be of significance, taking account of the activities and characteristics of the company during 2019 (1 January - 31 December) as illustrated in the materiality matrix (see paragraph 2.2).

Once again this year, the Sustainability Report was drafted by the Corporate Social Responsibility function under the supervision of the Group CSR Manager who, in accordance with consolidated practice, made use of the process of participatory coordination of all the corporate functions operating in Marchesini. The reporting process was based on the information systems existing within the company (management control, accounting, quality, environment, internal audit, safety, personnel management, HR development etc.) which have been integrated with specific data collection and analysis tools. The information given complies with principles of materiality, relevance, accuracy, comparability, contingency and reliability.

² "Marchesini Group" (hereinafter the Group or Company) is construed as the organisational structure as shown in the image on page 37.

³ Global Sustainability Standard Board (GSSB), Amsterdam (NL), 2019.

1.1 APPROACH TO SUSTAINABILITY

Marchesini Group has always understood the critical role played by the private sector in relation to sustainability on local, national and international levels, and it is increasingly focused on reconciling the achievement of its corporate objectives with those of its stakeholders, including shareholders, customers, employees, suppliers and local communities⁴. The recent evolution of non-financial reporting legislation provides another opportunity for critical reflection on the economic, social, and environmental performance of companies and their contribution to the goal of sustainable development.

With considerable anticipation in relation to the 17 Sustainable Development Goals (SDGs)⁶ of the Paris Agreement, and national legislation concerning non-financial reporting⁵, the Group continues to maintain the following macro areas as the bedrock of its approach to sustainability, in the context of an ethical and sustainable business management strategy: Economic sustainability, Social sustainability, and Environmental sustainability. In effect, the Group's sustainability path is mapped out to ensure the gradual arrival at a strategic understanding of sustainability in these macro areas, in order to identify potential actions able to amplify and extend the positive fallout of its operations, while implementing innovative solutions to control and mitigate negative externalities.

BUSINESS ETHICS AND INTEGRITY



**ECONOMIC
SUSTAINABILITY**



**SOCIAL
SUSTAINABILITY**



**ENVIRONMENTAL
SUSTAINABILITY**

All activities implemented by the Group are a reflection of the Company's awareness of its moral and social responsibility in relation to its stakeholders, in the conviction that achievement of its business goals must be subordinate not only to compliance with specific corporate values, but also with legal requirements and general duties of honesty, integrity, fair competition, decency, and good faith. Business ethics and integrity are at the core of the Group's daily operations and its medium and long-term sustainability strategy⁷.

⁴ Porter, M. E., & Kramer, M.R. (2011). The big idea: creating shared value. Harvard Business Review, 89 (1), 2.

⁵ Italian legislative decree no. 254 of 30 December 2016, "Harmonization of directive 2014/95/EU of the European Parliament and Council of 22 October 2014, amending directive 2013/34/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups" published in the Official Journal, general series no.7 of 10-01-2017.

⁶ United Nations General Assembly, A/RES/70/1 - Transforming our world: the 2030 Agenda for Sustainable Development (2015).

⁷ Cf. Code of Ethics, page 12.

1.1.1 ECONOMIC SUSTAINABILITY

Economic sustainability is the overriding aim of any business enterprise. For Marchesini Group, economic sustainability is synonymous with creating and distributing added value among shareholders and all the other parties participating in the value chain, including business partners, end customers, and local communities. To ensure the attainment of these ambitious goals, the Group is working to ensure continuous improvement of the reliability, safety and innovation of its offering of products and services, by means of careful vetting of vendors, ongoing high R&D investment levels, and adoption of sales strategies aimed at expansion in advanced sectors and strategic markets, both on the domestic market and internationally.

1.1.2 ENVIRONMENTAL SUSTAINABILITY

The Group is firmly convinced that awarding due consideration to the environment in all its business activities is a prerequisite to the fostering of harmonious coexistence between people, technology and nature, and that a commitment to sustainable development is a key variable in the company's operating strategy, inspired by the principles of energy conservation, reducing the impact of production systems, and full compliance with all the relevant legislation.

1.1.3 SOCIAL SUSTAINABILITY

Marchesini Group considers people as the linchpin of its success⁸ and believes that all business activities must be based on their protection and the development of their well-being, with the utmost respect for all cultural diversities.

In particular, the pursuit of conditions of health & safety for its collaborators in the workplace is seen as essential; such conditions must be a priority aspect of each stage of the process, from machine conceptualisation and design to installation and provision of after-sales services, and they must involve collaborators, suppliers, sales staff and end customers.

In recognition of its strong ties with the local reality, the Group is committed to supporting and implementing social and cultural initiatives designed to support local development in the areas in which it operates.

⁸ Cf. Code of Ethics, 2015 Sustainability Report, 2016 Sustainability Report, 2017 Sustainability Report and 2018 Sustainability Report.

GRI 2016:
102-12

1.2 2019 MATERIALITY MATRIX

Marchesini Group has implemented a materiality analysis process in order to assure correct representation and understanding of the Group's business, its performance trends and the impact of its activities in relation to environmental, social, and personnel related outlooks, and to sharing of its legacy of values.

The analysis was conducted in compliance with the following methodology:

1.2.1 IDENTIFICATION OF SUSTAINABILITY TOPICS

In order to identify the sustainability topics most closely linked to the sector in which Marchesini Group is active, an analysis was performed of the main sustainability frameworks recognised on the international level.

In addition, various internal and external sources were consulted, and also the main national and Community rules and guidelines concerning non-financial information⁹.

1.2.2 QUALI-QUANTITATIVE ANALYSIS OF IDENTIFIED TOPICS

In 2016 and subsequently in 2018, a survey was carried out with the aim of evaluating the significance of the sustainability topics identified for Marchesini Group and its stakeholders. Specifically, this initiative saw the participation of a group of internal managers and various stakeholder categories (customers, suppliers and commercial partners, employees and their families, financial community, universities and research centres).

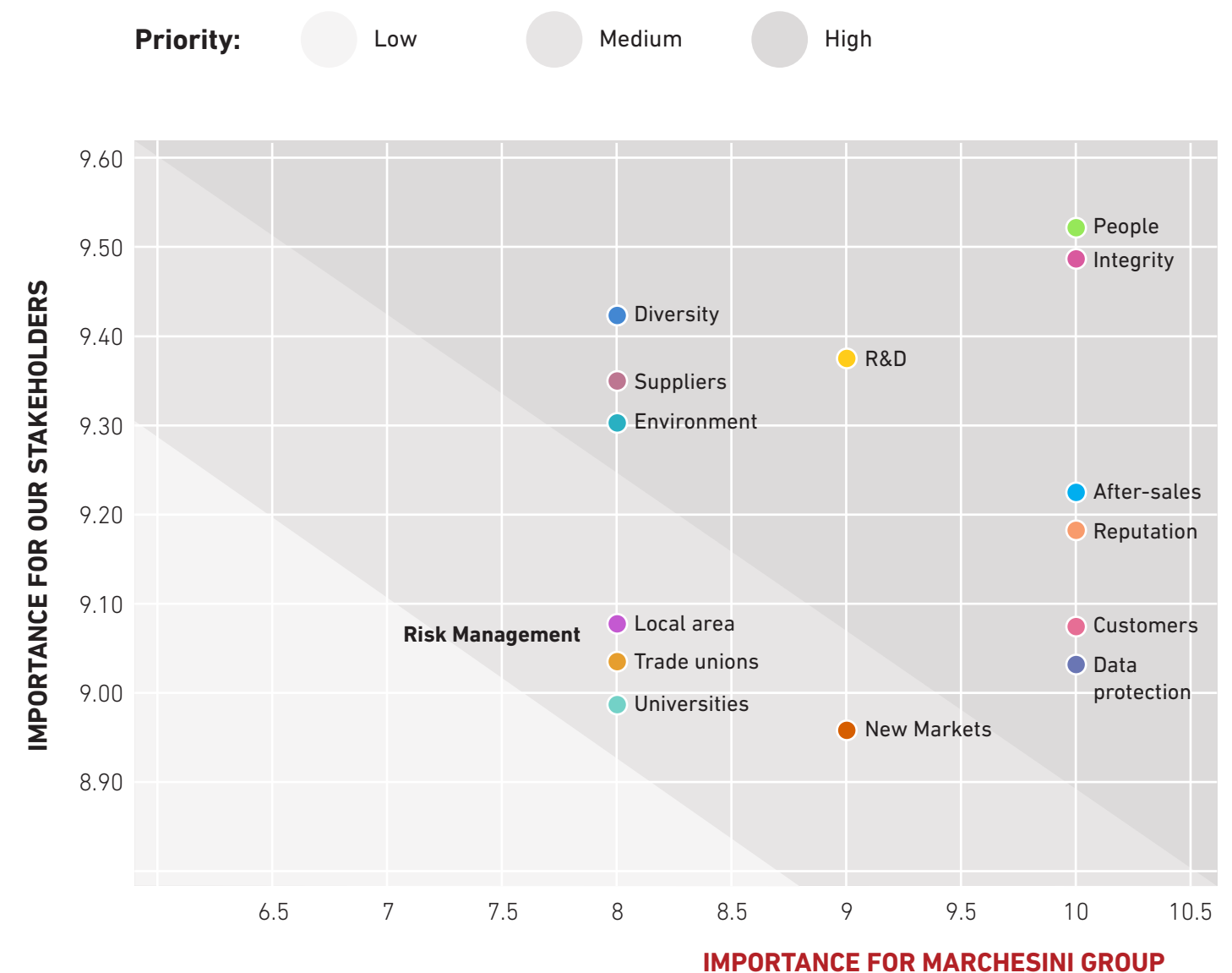
This assessment, which was carried out in consideration of economic, environmental and social impacts, both negative and positive, and also the expectations and decisional needs of the stakeholders in question, was later enriched by qualitative analysis, also in consideration of the context in which the Group works and the results of past stakeholder engagement initiatives.

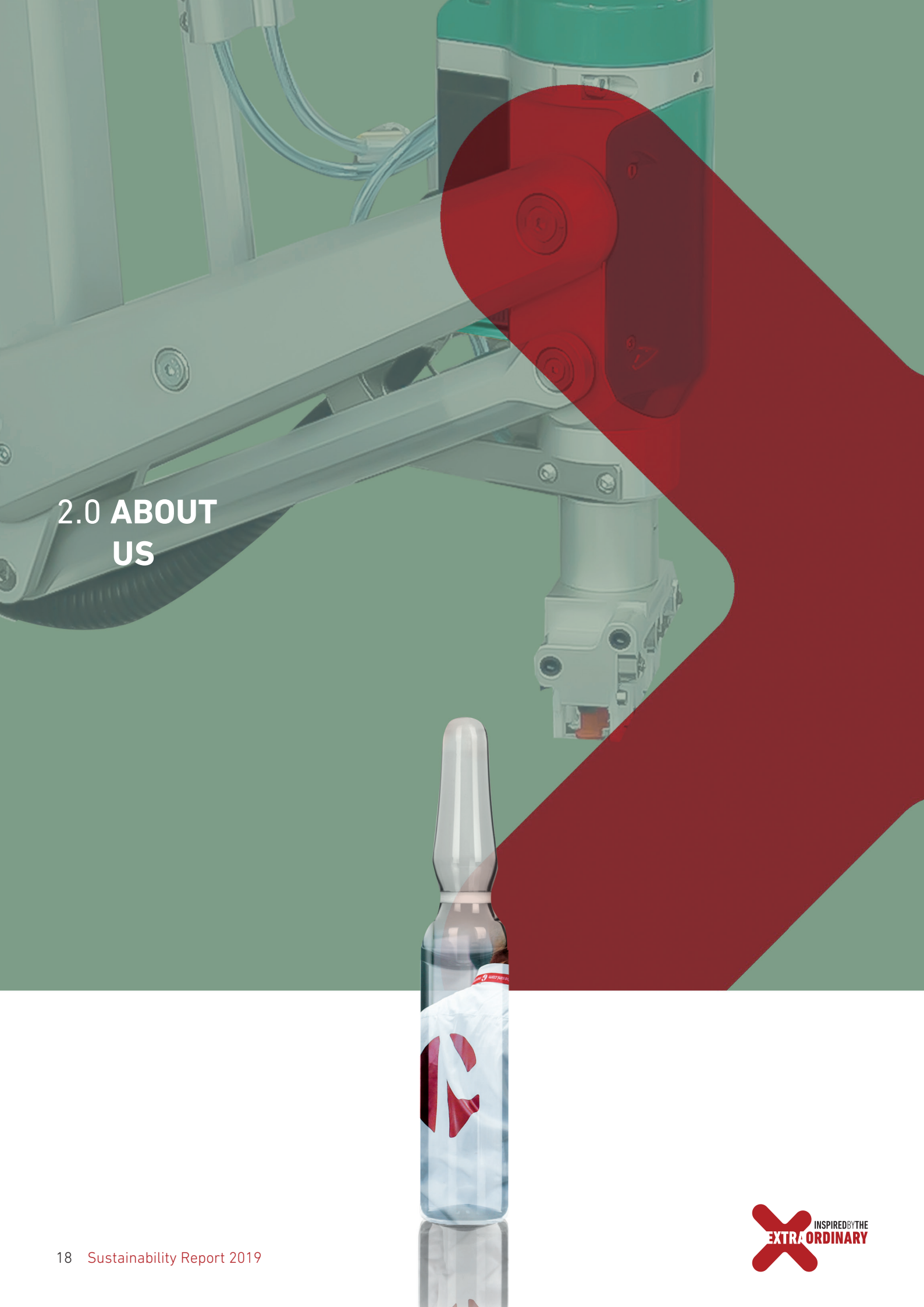
⁹ including, for example, Italian legislative decree 254/2016, Directive 2014/95/EU, European Commission Communication "Guidelines on non-financial reporting" 2017/C 215/01 and the "Your guide to ESG reporting" document issued by the London Stock Exchange Group.

1.2.3 PROCESSING AND UPDATING OF THE MATERIALITY MATRIX

The valuations collected are shown in the materiality matrix. Specifically, the X axis shows the importance of the topics from the Group's perspective (internal analysis), while the Y axis shows the importance from the stakeholders' standpoint (external outlooks analysis).

With respect to the 2016 results, the 2018 analysis revealed substantial changes: compared to the survey conducted in 2016, the stakeholders engaged ascribed a growing level of importance to aspects concerning relations with customers, the surrounding area, universities, trade unions, attention to the requirements of the workforce, the ethical and reputational aspects and the drive to enter new markets. Conversely, the importance ascribed to the protection of diversity, risk management and, despite the enactment of the EU data protection regulation 679/2016, to privacy issues, reflected a significant downturn.





2.0 ABOUT US

GRI 2016:
102-1 102-2
102-3 102-4

2.0 ABOUT US

The registered office and administrative headquarters of Marchesini Group S.p.A.¹⁰ are located in Pianoro (BO), in via Nazionale 100.

The company designs and builds personalised packaging machines and lines for pharmaceuticals and cosmetics, following an idea of Massimo Marchesini who built his first cartoning machine in a garage in Pianoro in 1974; thanks to mergers and acquisitions in the sector, over the years Marchesini Group gradually progressed from being a local enterprise to the position of a pocket-sized multinational. Today, Marchesini Group addresses the full range of pharmaceutical and cosmetic industry product packaging requirements with single machines and complete lines for products such as ampoules, syringes, capsules, bottles, vials, blisters, tubes and mascara, up to final packaging in shrink packs and cartons, and palletisation at line end.

The majority of the Groups' production is concentrated on the construction of machines for the pharmaceutical sector. Marchesini is an important point of reference, not only for multinationals but also for small and medium sized enterprises operating in the sector, active in the area of generic drugs and pharmaceutical subcontracting.

IF WE ARE INSPIRED
BY THE EXCEPTIONAL,
IT IS TO SOAR TO EVER
GREATER HEIGHTS.



¹⁰ The other Marchesini Group S.p.A. plants are located at Calderino di Monte San Pietro (BO), Carpi (MO), Cerro Maggiore (MI), Barberino di Mugello (FI), Monteriggioni (SI) and Latina (LZ).

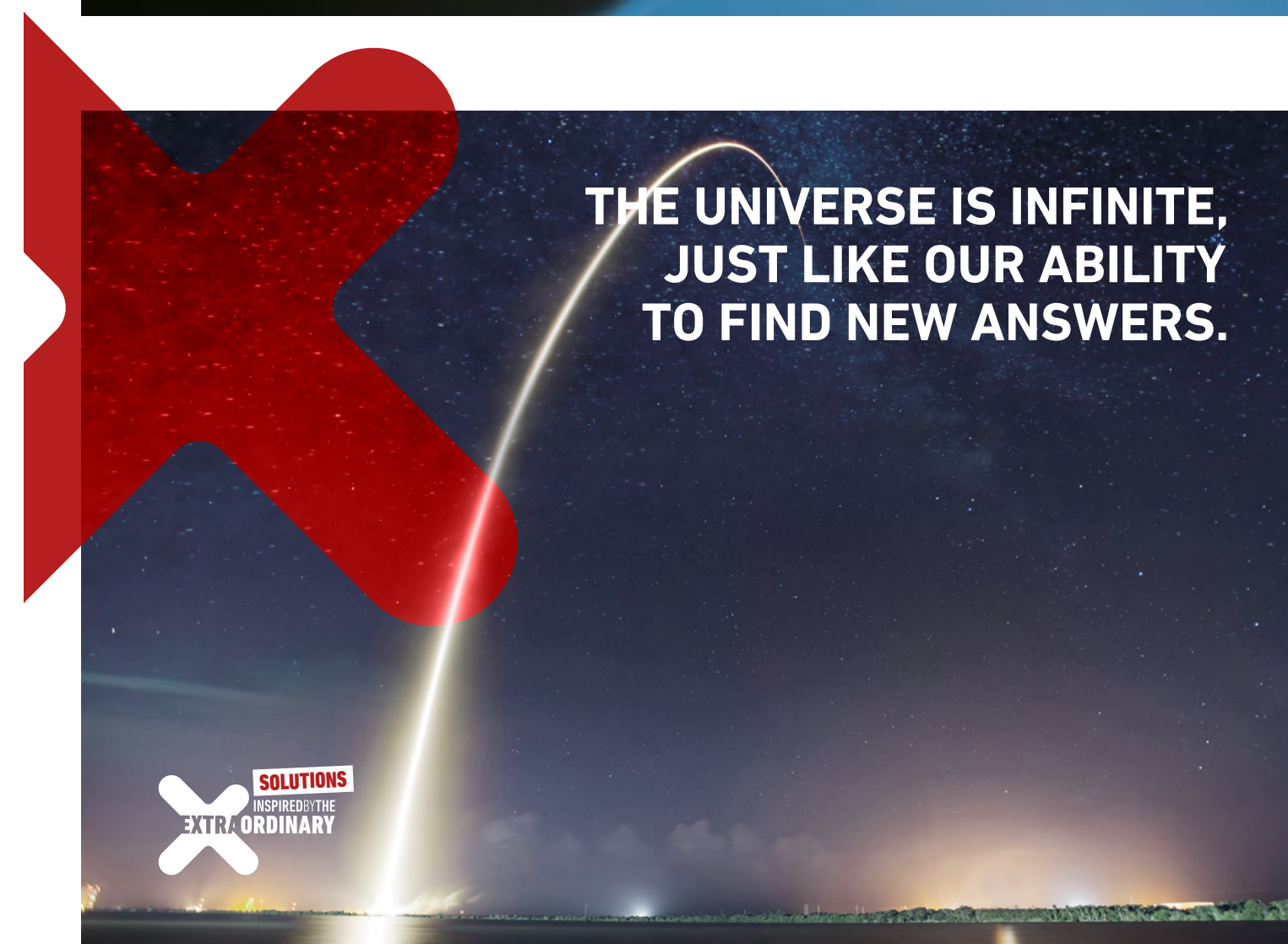


Another production segment is destined to the cosmetics and cosmeceuticals sector, which Marchesini Group serves with its Beauty Division, offering innovative solutions for high end product packaging solutions. In 2019 the Group's propensity to serve this important market was strengthened with the acquisition of Axomatic, specialised in the construction of automated machines for the cosmetics sector, and also for the pharmaceutical and food industries. Together with DUMEK, which joined the Marchesini fold back in 2017, Axomatic will provide an additional boost to the consolidation process of the Marchesini cosmetics division, which is becoming increasingly important for the Group's growth strategies. Moreover, construction has started on a 9,000 m² building entirely dedicated to operations in this segment.

The end product – machines capable of packaging all types of pharmaceutical and cosmetic products – is a distillation of artisanal skills combined with robotics and technology, painstakingly designed and customised to meet the needs of each customer. This result is achieved thanks also to specialisation of the Group companies located in Italy, each focused on the design and construction of machines for packaging in specific production types, such as aseptic packaging (Corima division, Siena) and blisters (Blister & Farcon division, Carpi) or construction of machines for application of self-adhesive labels on a wide range of products (Neri Division, Barberino del Mugello).

More than 40 years since its incorporation, the Company is still today firmly under the control of the Marchesini family. In 2016, operational management was placed in the hands of an external manager, with the aim of allowing the company to become increasingly organised, gaining ascendancy on world markets and becoming ever more efficient in customer services, while also pursuing renewed growth by means of M&A strategies.

In relation to the social sphere of its business, Marchesini Group confirms its commitment and responsibility in relation to the people who work in the organisation and the people in the local communities in the areas in which it operates. The Group has built its history and success thanks to its ability to transfer the values, experience and loyalty to the company to incoming personnel, generation after generation. The "inspired by the extraordinary" concept underscores this value system, based on building the passion, motivation, and competence of employees so that they can become effective sources of creation of sustainable and enduring value.



TIMELINE

PRODUCT LINES



Liquid



Solid



Creams



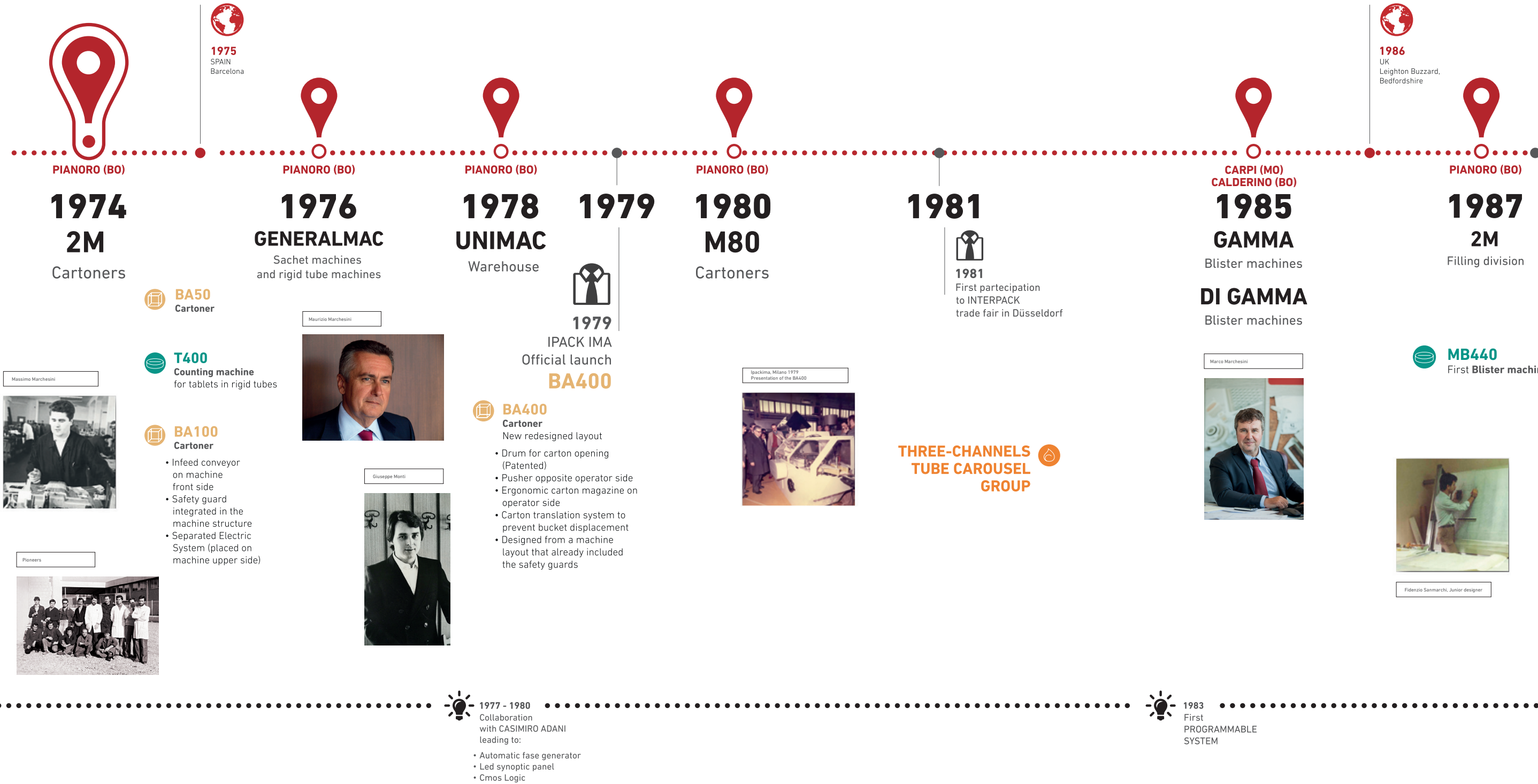
Robot



Secondary Packaging



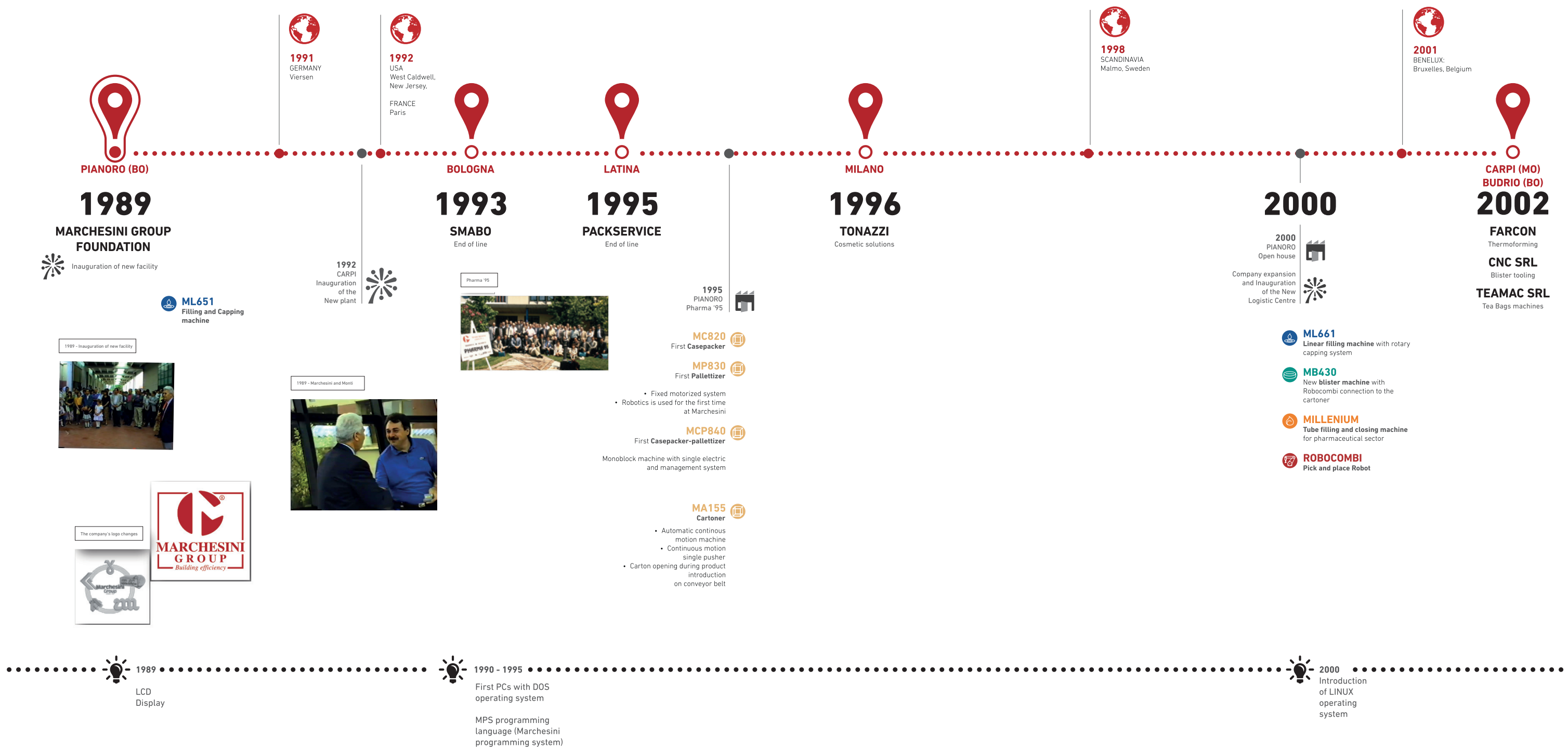
Complete Lines



TIMELINE

PRODUCT LINES

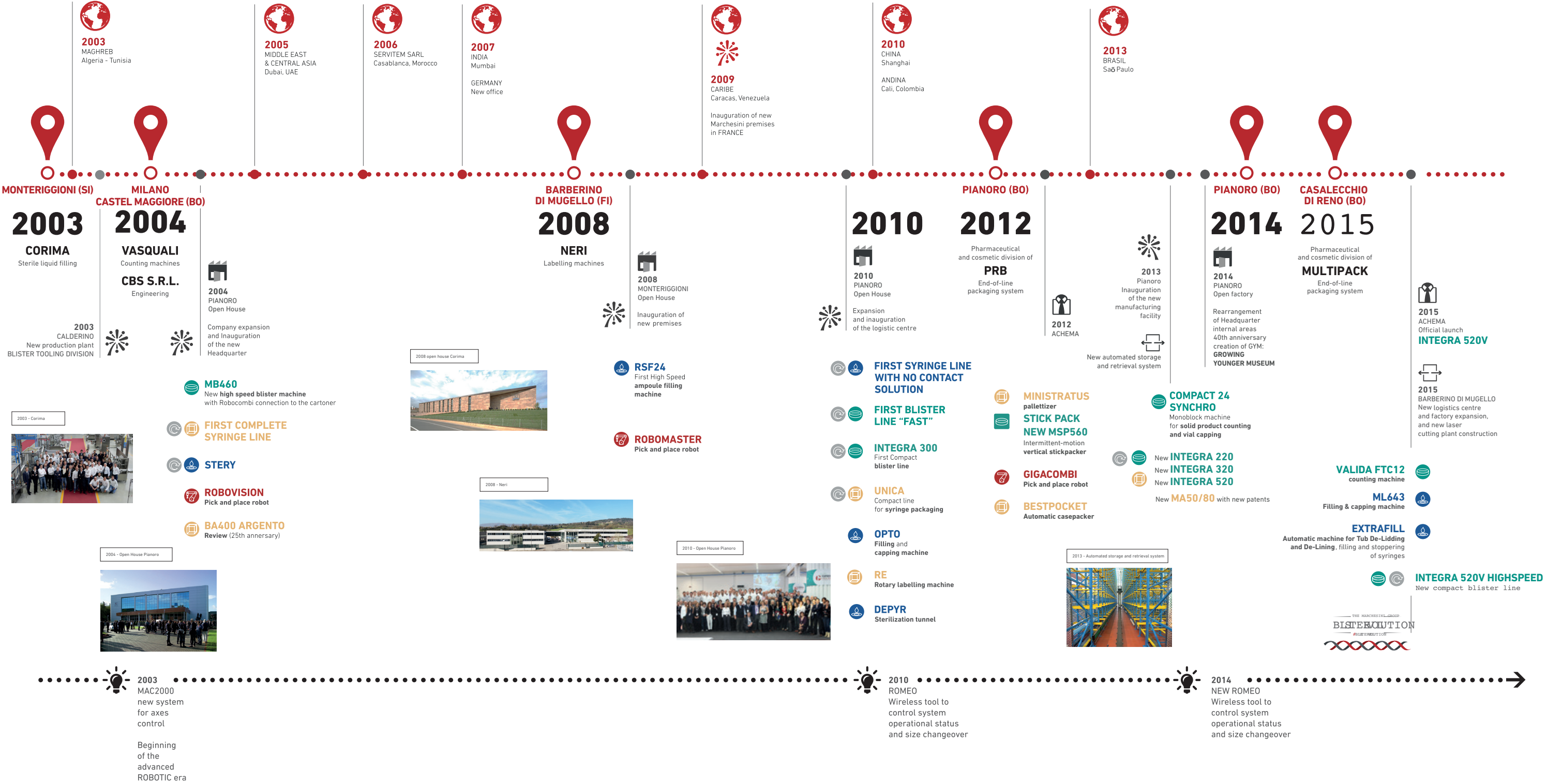
-  Liquid  Solid  Creams  Robot  Secondary Packaging  Complete Lines



TIMELINE

PRODUCT LINES

-  Liquid
-  Solid
-  Creams
-  Robot
-  Secondary Packaging
-  Complete Lines



TIMELINE

PRODUCT LINES

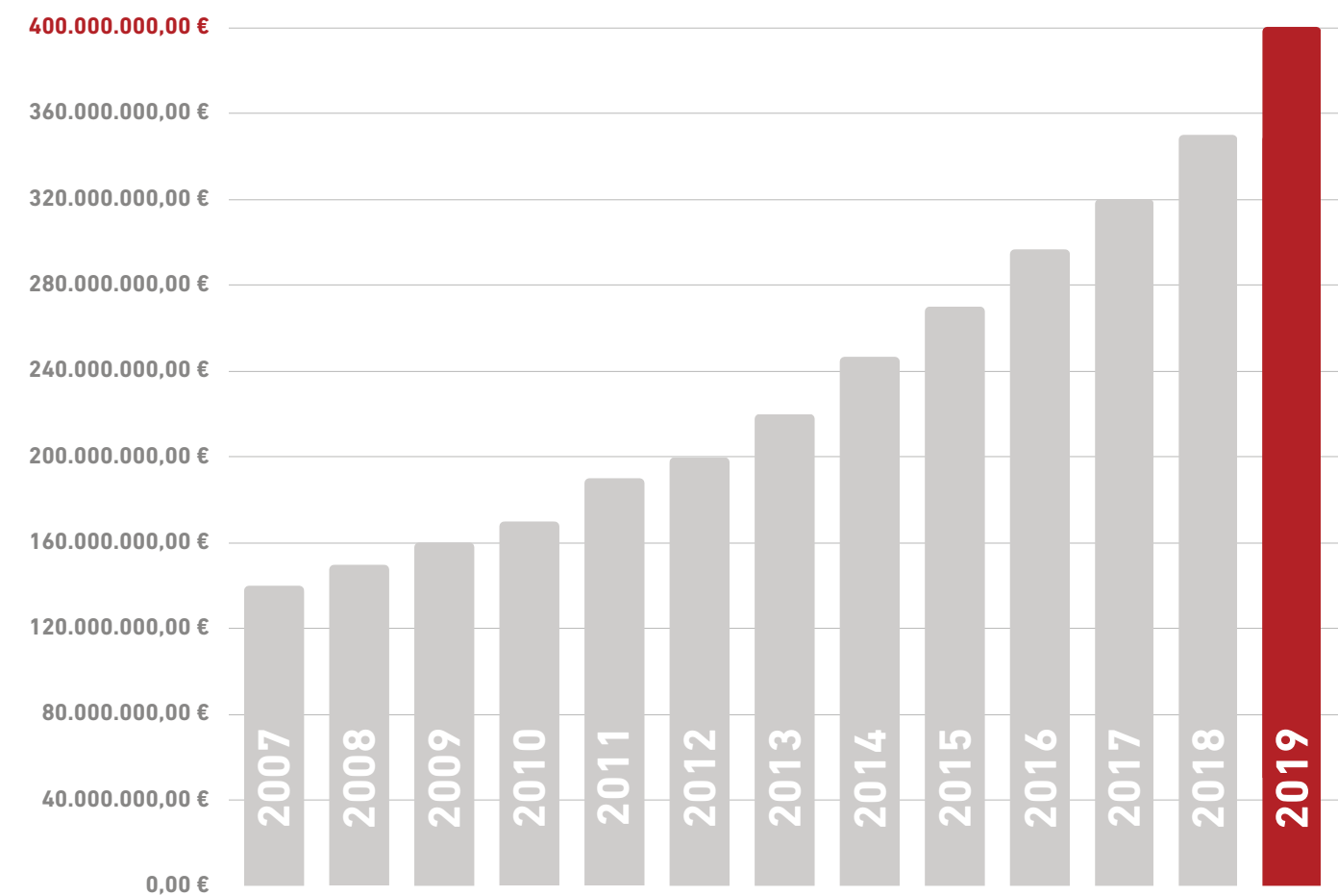
-  Liquid
-  Solid
-  Creams
-  Robot
-  Secondary Packaging
-  Complete Lines



3.0 HIGHLIGHTS 2019

3.0 HIGHLIGHTS 2019

ABOUT US



MAIN FACTS&FIGURES

5300 m³

AUTOMATIC STORAGE AND
RETRIEVAL SYSTEM

8612

NEW FEEDING
GROUPS/YEARS

111,311

NEW DRAWINGS/
YEAR

115,000

SQUARE METRES
OF FACILITIES

457

ACTUAL
PATENTS

28

AUTOMATIC
WAREHOUSES

18

NEW MACHINES
IN 2019

PRODUCTION PLANTS

BO PIANORO

HEADQUARTERS

737
48,600

LIQUID FILLERS | SACHET FILLERS | CARTONERS |
OVERWRAPPING MACHINES | CASE PACKERS | PALLETIZERS |
COMPLETE LINES

SI MONTERIGGIONI

CORIMA
DIVISION

125
12,000

WASHERS | DEPYROGENATION TUNNELS
| SYRINGE FILLERS | VIAL FILLERS |
STERILE VIAL FILLERS

BO PIANORO

RINOVA
S.R.L.

18
1,700

REFURBISHED MACHINES

BO ZOLA PREDOSA

V2 ENGINEERING
S.R.L.

28
2,750

CARTONING MACHINES | OVERWRAPPING
MACHINES

MO CARPI

BLISTER&FARCON
DIVISION

117
15,052

DEEP DRAW THERMOFORMERS | BLISTER

FI BARBERINO DEL MUGELLO

NERI
DIVISION

157
10,340

LABELLERS | DEPYROGENATION TUNNELS |
WASHERS

GO ROMANS D'ISONZO

SCHMUCKER
S.R.L.

54
5,450

STICKPACK MACHINES | SACHET MACHINES |
PILLOW PACK MACHINES

MI SETTIMO MILANESE

AXOMATIC
S.R.L.

42
9,500

TURBOEMULSIFIERS | MELTERS | TUBE
FILLERS

MI CERRO MAGGIORE

TONAZZI VASQUALI
DIVISION

56
7,000

TUBE FILLERS | JAR FILLERS | MASCARA FILLERS |
COUNTING MACHINES | ELEVATORS | FEEDERS

LT LATINA

PACKSERVICE
DIVISION

40
4,400

STRIP FILLERS | RIGID TUBE FILLERS | CASE
PACKERS | FEEDERS

VI COSTABISSARA

CMP PHAR.MA
S.R.L.

36
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INSPECTION MACHINES

BO BOLOGNA

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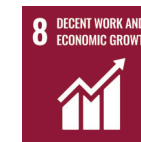
12
1,250

TURBOEMULSIFIERS | MELTERS |
FILLING & CLOSING MACHINES

4.0 ECONOMIC AND FINANCIAL RESPONSIBILITY

GRI 2016:

102-5 102-6 102-7 103-1 103-2 103-3
102-16 102-18 102-45 102-46 103-1
103-2 103-3 201-1



4.1 CORPORATE GOVERNANCE

Corporate governance is controlled by the Board of Directors, having the following members:

Maurizio Marchesini, Chairman

Pietro Cassani, director and Chief Executive Officer

Marco Marchesini, director

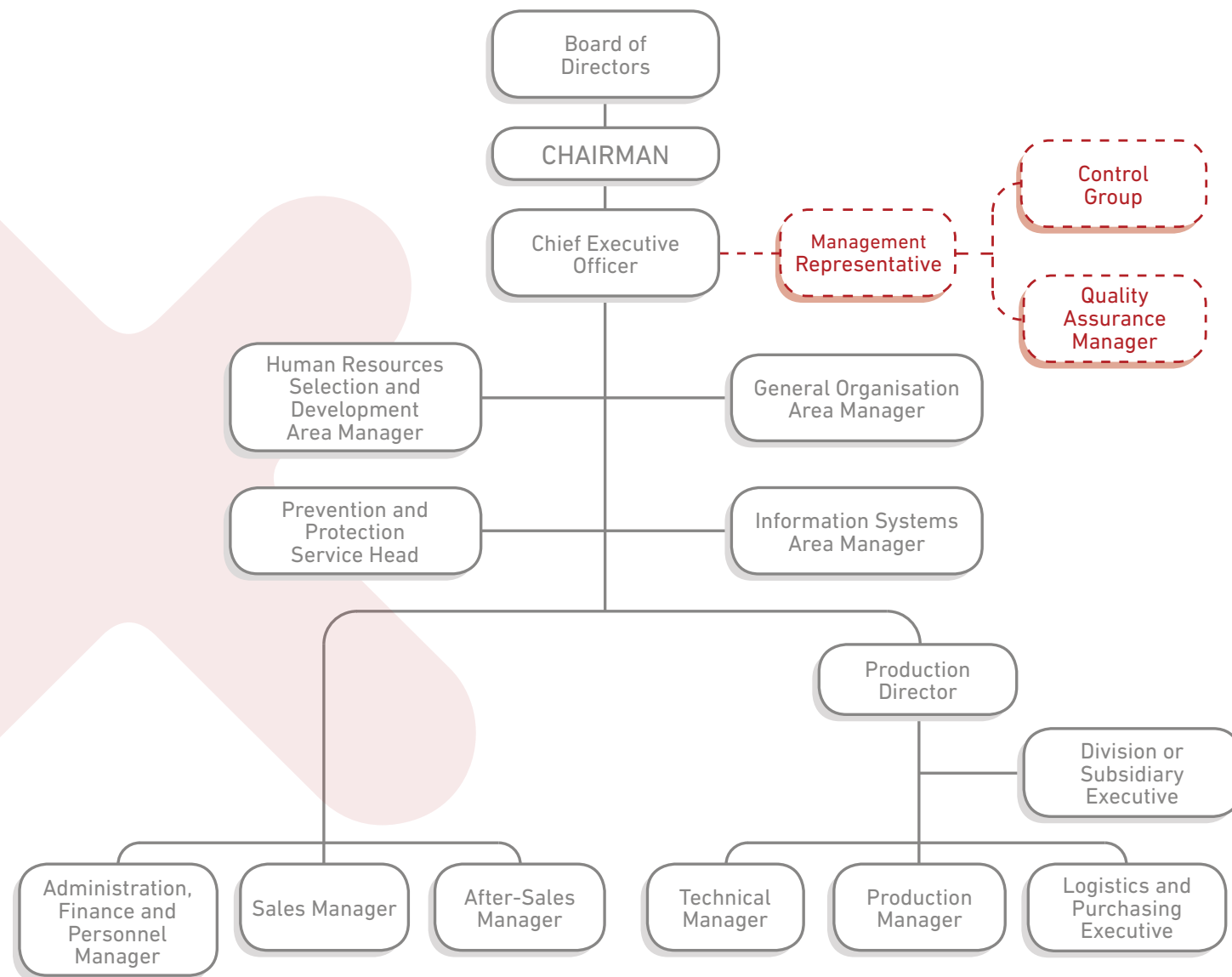
Marinella Alberghini, director

Giuseppe Monti, director

Valentina Marchesini, director



For operational management of the processes, the Board of Directors is supported by management organised as shown below as of 1 January 2019:



Governance priorities include a commitment to transparency, a hallmark feature of Marchesini Group that is integral with and complementary to its daily operating activities.

And rather than treating commitments as simply written statements of intent, Marchesini Group proves its conviction with tangible actions, while business transparency is translated into comprehensive and truthful communications towards the company's internal counterparties and external stakeholders.

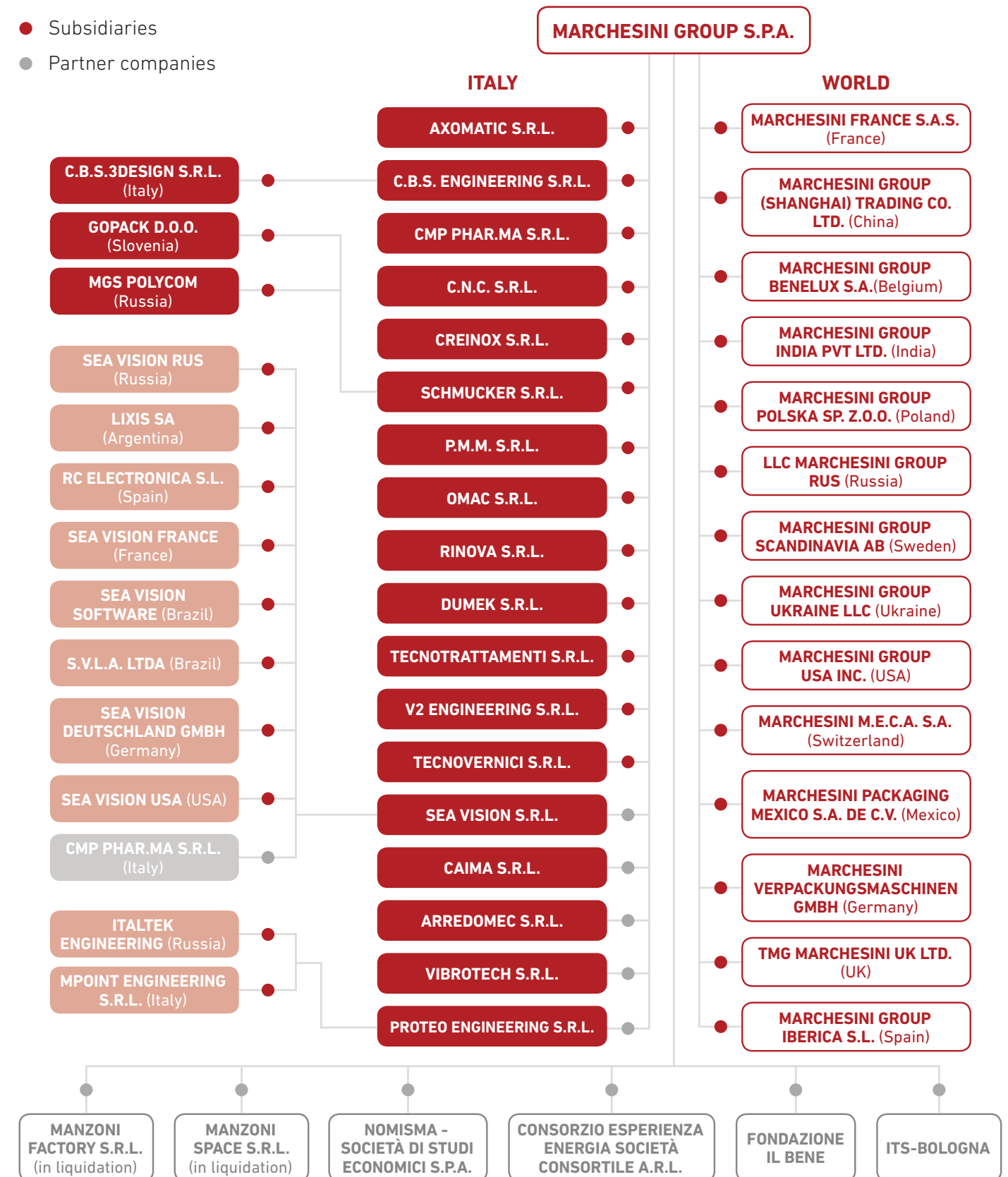
This culture of business transparency cannot be detached from other commitments characterising the Marchesini ethos, namely a commitment to normative compliance, prevention of occupational risk, always working in an ethical and fair manner, and a commitment to protecting the environment, in terms of production processes and products.

All these aspects are fundamental for the Group and are formally addressed in the Code of Ethics adopted in 2016.

4.2 CORPORATE STRUCTURE¹¹

● Subsidiaries

● Partner companies



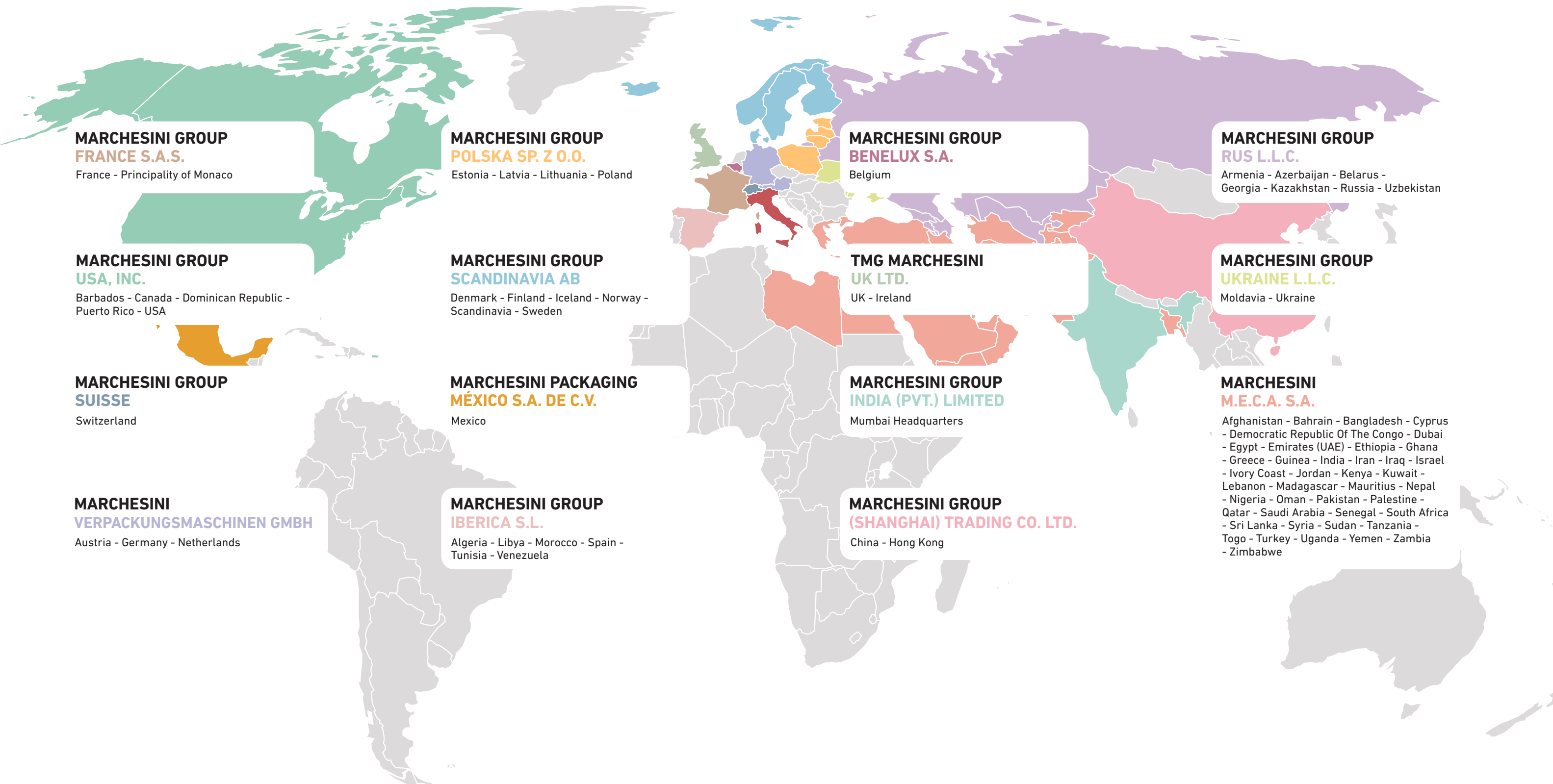
¹¹ At 31/12/2019.

4.3 MARCHESINI GROUP IN THE WORLD

With an export share that stands constantly at around 85% of sales, Marchesini Group is a business with a strong international vocation.

In order to embrace this role and consolidate its worldwide presence, from its early years of operation, Marchesini has focused on creating a capillary sales network also beyond the shores of Italy.

Today, the Group sells its products in 116 countries worldwide and it is present in 68 countries with 14 subsidiaries in reference markets, one associated company and a network of 35 sales agencies that have grown side by side with the company to attest to the intention of working alongside our customers day after day.



4.4 ECONOMIC VALUE DISTRIBUTED TO STAKEHOLDERS

As from 2019, Marchesini Group decided to draft the Group consolidated financial statements in compliance with the International Financial Reporting Standards (IFRS) adopted on the European level to guarantee comparable and high quality accounting records. The data given refer to Marchesini Group S.p.A.'s consolidated financial statements at 31 December 2019.

The revenue generated in the year stood at around €436 million (+1% compared to 2018).

The value generated by Marchesini Group S.p.A., which totalled around €443 million in 2019, up by 1% compared to 2018, is calculated on the basis of GRI Standards. Of this amount, €82 million (-21%) was withheld by the parent company, while €361 million (+8%) was distributed to the key stakeholders, in accordance with the following division:

- operating costs totalled €200 million (+2%);
- payroll was around €129 million, up by 20% compared to the prior year;
- lenders, shareholders and the public administration received a total amount of approximately €31 million;
- donations, association grants and sponsorships to the community totalled around €387 thousand (43% more than in 2018).

¹² <https://www.ifrs.org/issued-standards/list-of-standards/>

	2019	2018	2019/2018
ECONOMIC VALUE GENERATED (.000€)			
Revenues	435,910	431,723	1%
Other revenues	4,845	4,991	-3%
Financial income	2,538	2,577	-2%
Total	443,293	439,291	1%
ECONOMIC VALUE DISTRIBUTED			
Operating costs (purchases, services, investments)	200,150	195,590	2%
Payroll	129,024	107,723	20%
Return on capital	4,900	-	-
Remuneration of lenders	3,696	2,568	44%
Remuneration of the Public Administration	22,775	28,393	-20%
External gratuities and sponsorships	387	270	43%
Total	360,932	334,544	8%
ECONOMIC VALUE WITHHELD			
Amortisation, impairments and adjustments	28,010	26,026	8%
Self-financing	54,351	78,721	-31%
Total	82,361	104,747	-21%

5.0 R&D AND INDUSTRY 4.0

5.1 RESEARCH AND INNOVATION

5.2 INDUSTRY 4.0

5.3 CUSTOMER SATISFACTION



5.1 RESEARCH AND INNOVATION

Marchesini Group has always been aware that its innovative stance is the main source of its competitive edge. Development and innovation, however, are not limited exclusively to the technological sphere.

For a long time¹³ resources (human, material, financial) allocated to R&D were viewed as the main input of the innovative process and the individual innovations introduced, often identified in patents, were seen as the technological output of activities formalised by basic research and applied research.

More recently a less linear and deterministic vision of the innovative vision has emerged in an outlook that emphasises the presence of multiple sources of innovation (both inside and outside the individual companies involved). In parallel, innovative activities were viewed as the result of incremental and cumulative learning processes to which it is frequently difficult to associate innovations or specific technological outputs¹⁴. In this context, the people involved in the organisation must be familiar with and capable of managing the components of the innovative processes that transform new ideas into projects and tangible solutions, practicable and sustainable in terms of new products and/or processes, in response to the changing needs of society and the market.

According to the latest figures from Italian statistics office ISTAT¹⁵, spending on in-house R&D (using the company's own personnel and equipment) has followed an upward trend to reach 1.38% of Italian GDP, compared to a Eurozone average of 2.15%.

Marchesini Group is convinced of the positive trade-off, all things being equal, between EBIT¹⁶, the return on investments in R&D, and sales, a concept that is confirmed also by the European Commission¹⁷. The most forward looking companies operating in high innovation intensity sectors are seeing sales growth once they start to up their R&D spending.

To produce single packaging machines and lines offering higher production efficiency and simultaneously assuring safe simplification of each stage of the packaging process is Marchesini Group's main objective in the area of innovation.

In the eyes of the Group, innovation is focused on creating technological solutions that are not merely capable of constantly improving the production performance and reliability of the machines but can also simplify the activities of operators in order to guarantee health and safety in the workplace. This is why a high level of attention is focused on intuitive use, ergonomics, and noise reduction. The exceptional level of integration between mechanical parts, electronics and software makes Marchesini machines "smart" and "collaborative".

In 2019 Marchesini Group invested around €39 million in R&D, equivalent to 8.8% of generated value, a proportion that is significantly higher than the Italian and European average¹⁵.

¹³ Malerba, F. (ed. by), 2000. *Economia dell'innovazione*. Roma, Carocci.

¹⁴ Fagerberg, J., Mowery, D.C. and Nelson, R.R. (ed. by), 2005. *The Oxford Handbook of Innovation*. Oxford, Oxford University Press. Italian edition by Malerba, F., Pianta, M. and Zanfei, A. 2007. *Innovazione. Imprese, industrie, economie*, Roma, Carocci.

¹⁵ ISTAT, 2017. *Report on Research and Development in Italy – period 2015-2017*, Roma, ISTAT.

¹⁶ Earnings Before Interest and Tax or Operating Income.

¹⁷ European Commission, 2017. *Industrial R&D Scoreboard*, Brussels, on AIDA data – Bureau Van Dijk.

5.2 INDUSTRY 4.0

Application of computerisation to its manufacturing process is one of the areas in which the company is focusing its investments, well in advance with respect to the Industry 4.0 National Plan¹⁸. For Marchesini Group, in fact, interacting with customers in the pharmaceutical and cosmetic sector has always implied a constant development of its propensity for innovation.



With the AI (Artificial Intelligence) project – presented in a world premiere during the dedicated Open Factory event in April 2019, Marchesini completed its vision of Industry 4.0, illustrating the current state of the art and the future implications associated with this complex and unpredictable revolution. The revolution in question is unavoidable and, despite its seemingly abstract nature, it is having ever more tangible impacts on companies' production processes.

¹⁸ "Industry 4.0" is a concept introduced into the Italian legal system with art. 1, comma 9, of Law no. 232 of 11 December 2016, State Budget Forecast for 2017 and multi-annual budget for the period 2017-2019, published in the Official Journal of the Italian Republic no.297 of 21-12-2016 - Ord. Suppl. no. 57.

5.2.1 THE AI PROJECT

Marchesini developed its AI project to communicate its current Industry 4.0 vision through three operational levels.

LEVEL 1 - INTELLIGENT MACHINE & PRODUCTION LINE

The line chosen to launch the AI project is composed of three machines that represent the current state of the technological art field in their respective categories, for primary and secondary packaging of pharmaceutical blister packs.

The upstream system is composed of the Integra 320 robotised blister packaging machine, equipped with a Valida feeding system – which uses five video cameras for multivision checking of tablet shape, thickness and colour – and a HarleNIR¹⁹ system for active ingredient recognition. The labelling stage is handled by the BL-A420 CW – equipped with a load cell fully integrated into the step transport system – a comprehensive solution for tracing, serialisation and labelling of the cartons, making it possible to assign a unique identity to all packaged pharmaceutical products. The line end is composed of an MC 820 TT Track&Trace compatible case packer, fully equipped for final product collation.

Based on the experience of this "4.0 ready" line, the products developed in the near future will form part of a generation of machines and lines designed in compliance with IoT concepts: these will no longer be mere "objects", but rather intelligent and connected assets able to make a company interactive and make its management systems proactive, supporting Data Analytics and Business Intelligence platforms.

These new machines will not be unduly complex to use. Consider, for example, the latest generation of smart-phones. The system is of course highly complex, but the complexity is cloaked: the HMI – i.e. the "layer" that separates the operator from the heart of the machine – is already presented as an ergonomic monitor, not much bigger than a tablet, which provides access control, full reporting and statistics on production batches. In the future, it will become even more intuitive and compact.

Another important aspect connected with production is that of additive manufacturing. This term denotes a series of manufacturing techniques and technologies that allow a finished product to be made without having to produce it from a blank moulding or by means of traditional stock removal technology (turning and milling). Since 2017²⁰ Marchesini has been equipped with a dedicated shop with 3D printers operating round the clock and engaged in the production of prototypes and special production parts, each the result of a different engineering project. This type of prototyping centre uses 3D printers to process plastic, metal or dual-material parts, passing from the drawings directly to physical production of the object in question: this allows designers to see the result of their creative input and test it immediately. The goal is to make all the design planning and innovation activities faster compared to previous standards, by-passing the printing of projects on paper and automatically identifying the best production strategies. This makes it possible to reduce the times and costs required to make the parts, while simultaneously monitoring production planning, machine wear and tear and error management.

¹⁹ This system combines standard vision checks with an integrated hyperspectral chemical imaging system that analyses the near IR spectrum of the drug in production and compares it with that of the active ingredient.

²⁰ See 2017 Sustainability Report, pages 32 and 33.

Robotics also plays a key role in this process. In-house development of robotic arms has, for many years, allowed Marchesini to streamline production, thanks to their ability to manage transition from the primary upstream phase (e.g.; tablet inserted into the blister) to the secondary downstream phase (blister placed in is carton) with exceptional efficiency. Specifically designed for packaging and covered by patents, Marchesini robots are therefore an integral part of the machines, capable of adapting autonomously to different dimensions, weights and shapes of products to be packaged.

This first level also includes the use of cameras, which are integrated into the next-generation machines, ensuring the utmost flexibility in management of the various products and materials to be packaged. On Marchesini solutions, these cameras are usually used within serialisation systems, which unequivocally code every single package so that it can be recognised, tracked and identified. Finally, Cyber Security: thanks to advanced technologies, Marchesini protects its IT systems through the use of encrypted channels for sensitive information and anti-intrusion software.

LEVEL 2 - SCADA SYSTEM & LINE MANAGEMENT

The Supervisory Control and Data Acquisition system (SCADA) provides the operator, at any time and position, whether local or remote, with a complete mechanical and functional health check of the machine. Thanks to continuous monitoring of the machine's functional parameters, SCADA systems support multiple functions such as identification and correction of possible problems on the systems, identification of inefficiencies caused by operators, or communication between different and complex systems and machines, identifying the state of the various devices and components at any time.

Good use of SCADA thus allows a reduction in machine monitoring costs, thanks to real-time access to all the information related to the industrial processes, from the simplest (e.g. the status of vision systems, pressure and temperature values) to the most sophisticated. Vertical integration of the production lines with both the SCADA and Line Management systems ultimately brings about an overall improvement of productivity, quality and flexibility indicators. This improvement depends less and less on human actions and more on automation and the interconnection of systems.

LEVEL 3 - BUSINESS INTELLIGENCE & DATA ANALYTICS

The third level of the AI project requires Marchesini machines and lines to be equipped with a native, advanced and modular software suite (YUDOO) that exploits data transmission in real time on the OPC-UA (Open Platform Communication Unified Architecture) protocol. Created by the Group's partner, SEA Vision, YUDOO incorporates various functions split into packages that can be selected by customers; depending on the information required, it provides full information on the status, diagnostics, production meters and overall performance. YUDOO helps customers to extract a vast amount of data which in the past remained hidden in the production environment: retrieved data can be selected, interpreted and converted into information; this information can, in turn, be used in various areas, for example to improve the quality of the production process by correcting errors in advance or by identifying the causes of any slumps in production and eliminating unprogrammed downtime by anticipating routine maintenance operations. YUDOO is thus configured as a user-friendly framework which will improve user experience of the line and constitute a strategic tool for corporate Business Intelligence.

5.2.2 THE FUTURE CHALLENGES OF INDUSTRY 4.0

The simultaneous management of these three levels will allow Marchesini machines and lines to evolve from semi-closed systems to totally open eco-systems, which provide data outputs (e.g. production data) and also receive data inputs (e.g. production orders). Thanks to the OPC UA protocol and the interconnection of technologies, complete communication is enabled not merely within the factory – between the machines and the management systems, such as ERP (Enterprise Resource Planning) and MES (Manufacturing Execution System) – but also between the machines and entities outside the company (such as the bodies responsible for issuing the serialised codes to be used). This favours better connectivity, management of systems and interoperability at all levels, which are essential for managing industrial assets and their performance.

Lastly, remote assistance is another transversal aspect that cannot be overlooked: thanks to the use of new software technologies, like those employed in augmented reality visors, it will be possible to provide customers with assistance that is even more effective but also less expensive, allowing the manufacturer to “see” the machine anywhere in the world and provide targeted assistance without the need to be physically present on site.

The combined use of all this information and all these technologies will open up an endless world of opportunities, transforming the factory into an AI Factory: a totally interconnected environment where self-learning machines, their component devices, people and the factory's management systems all interact to create innovative and highly efficient products, services and workplaces. Discovering this world – and managing its complex implications – is the real challenge facing the manufacturing industry today.



5.3 CUSTOMER SATISFACTION

Marchesini Group is a strongly customer centric company²¹ that provides not merely an excellent mix of products and services, but also a positive experience before and after each sale.

Customer satisfaction is one of the key performance indicators (KPI) that each company should be constantly measuring and monitoring²². This KPI reflects the trend of a vital business parameter. It stimulates the business and general well-being. It is not however a single indicator, but rather a system of KPIs that must be adapted to the specific features of each production sector and each company.

In line with its mission, based around the concept of Customer Centricity, innovation of the offering and integrated product and service combinations are primarily aimed at addressing customers more as a preferred partner than a simple supplier. It is a matter of corporate culture and awareness of the drive to put the customer and satisfaction of its requirements at the centre of the company's activities.

This implies that, in order to increase customer satisfaction and the perception of the value received from Marchesini Group, in addition to regular monitoring of the main service indicators, i.e. efficiency, reliability and timeliness, other KPIs are monitored, shown by experience to be more significant in the evaluation of customer satisfaction.

The KPIs in question are:

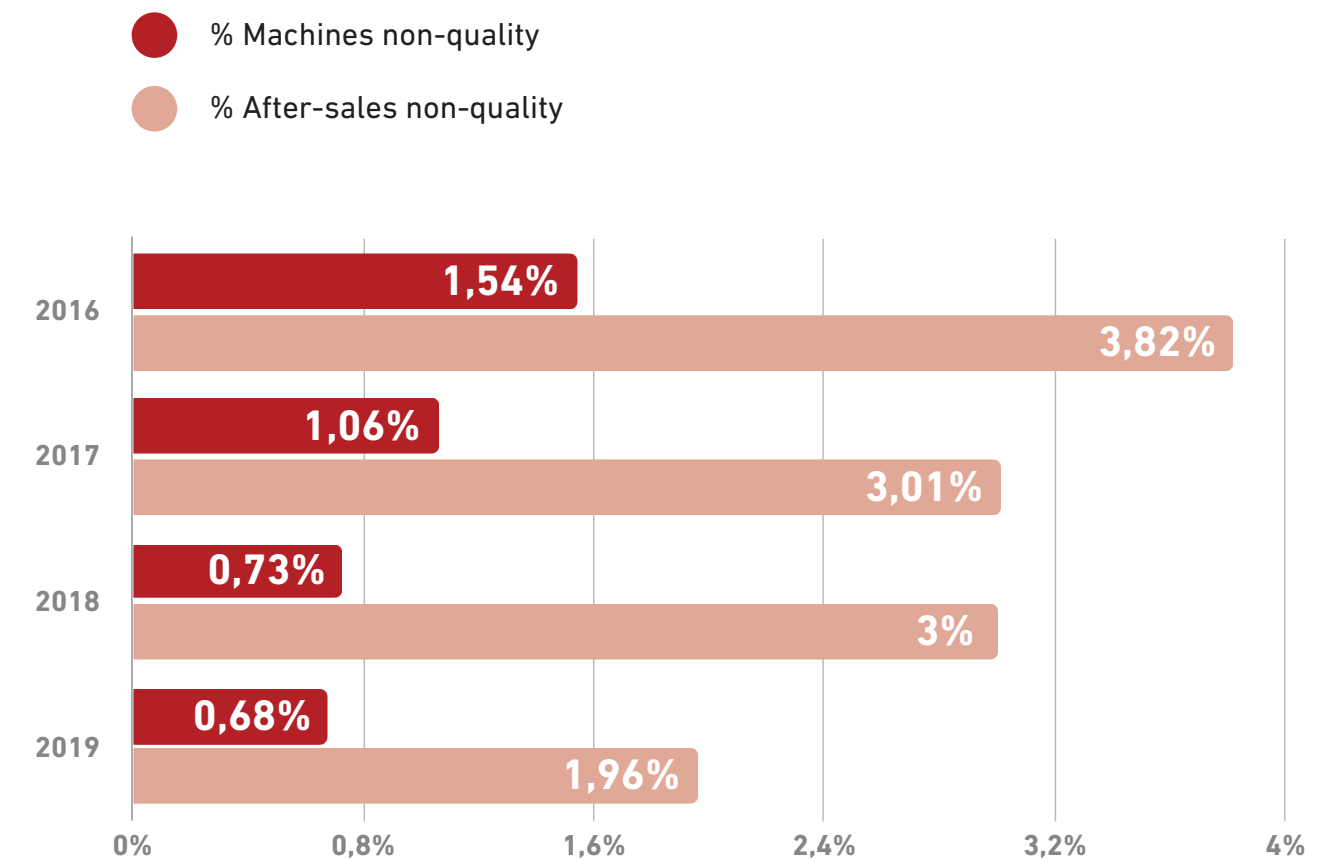
- single machines and lines delay index;
- single machines and lines non-quality costs index;
- after-sales global deliveries delay index;
- customer response times index for After Sales requests;
- customer audit, complaints and customer claims management results;

This activity has been found to be essential and the attention to the general improvement of performance is highlighted by the “machines²³ and after-sales non-quality costs” summary KPI which, in 2019, stood at a satisfactory 0.68% and 1.96% of the cost of the product shipped, confirming an additional improvement of performance compared to 2018.

²¹ Bonacchi, Massimiliano and Perego, Paolo, Pulling the Right Levers to Enable Customer Centricity: The Role of Organizational Architecture (May 1, 2015). Available at SSRN: <https://ssrn.com/abstract=2601461> or <http://dx.doi.org/10.2139/ssrn.2601461>.

²² C. Fornell, The Satisfied Customer. Winners and losers in the battle for buyer preference, Palgrave Macmillan, 2007.

²³ “Non-quality costs” refers to those costs incurred by the Group to resolve all matters that, following the sale, may reduce the efficiency or functionality of the machines guaranteed to customers. The annual amount of such costs is correlated with total production costs. The indicator is referred to completed Site Acceptance Tests (SAT).





6.0 SUPPLY CHAIN

6.1 RAW MATERIALS

6.2 SUSTAINABILITY OF GOODS AND SERVICES PROCUREMENT

GRI 2016:
103-1 103-2
103-3



6.0 SUPPLY CHAIN

Considering the multiple elements making up the Group's technological solutions, the quality of supplies constitutes an essential aspect for the development of reliable products.



Marchesini Group adopts a responsible approach in order to manage the entire procurement chain, from small local businesses to large multinationals, creating relationships that extend beyond the sphere of mere sales transactions and promoting lasting and mutually beneficial collaboration with the most qualified partners who share the company's principles.

It is in the Group's interest to employ appraisal tools to check the fitness of vendors in view of the continuity of the business relationship; this attention is expressed both on the ethical level and in relation to matters linked to the quality and safety of products. For this reason, relationships with vendors are developed in complete transparency, based on the matters defined by the General terms of supply applied to all contracts, by any qualitative provisions, referenced directly in the orders and regarding activities that the vendor must perform to assure finished product quality, and by the Code of Ethics, which includes specific references to respect for human rights, environmental protection and workers health and safety.

There are approximately 600 main production suppliers with which Marchesini Group collaborates in the context of its business activities. In 2019, the Group recorded around €80 million for purchases of materials, commercial components, components made to specifications, and other categories related to manufacturing supplies. The geographical distribution of suppliers is however significant only for components made to specification, since it is not possible to establish precisely the place of production of "commercial" components and catalogue components.

With regard to components made to specifications, the value of purchases in 2019 is around €40 million. The geographical distribution of the suppliers of such products, all strictly made in Italy, tends to be concentrated in the areas surrounding the production plants, with around 72% in the area around of the Headquarters. The Group's decision to concentrate a large part of its supplies locally is not only due to the logistic benefits but also to the desire to contribute, directly and indirectly, to supporting social development of the area and the surrounding communities.

6.1 RAW MATERIALS

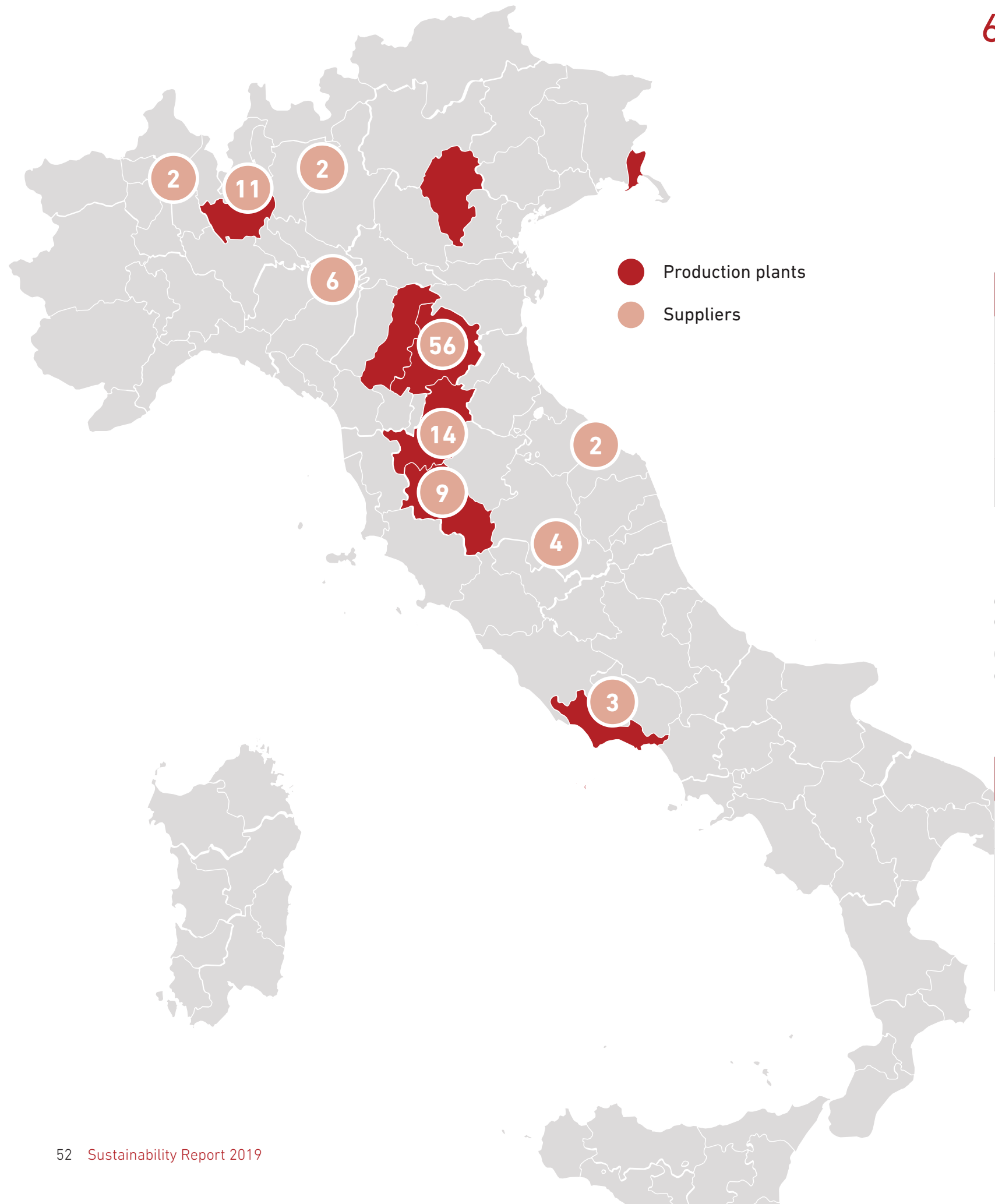
In 2019 the main raw materials consumed totalled around 495 thousand tons, with a reduction of approximately 10% with respect to the previous year.

CONSUMPTION	2019	2018	2019/2018
Ferrous metals	237,546	259,032	-8%
Non-ferrous metals	196,675	232,178	-15%
Miscellaneous plastics	61,025	60,210	1%
Total	495,246	551,420	-10%

In 2019 raw materials consumption was lower due to the downturn in production of the Neri division. It is however well understood that historic consumption trends have never been constant and have always followed a classic sinusoidal wave path.

Considering the specific gravity of wood to be 300 kg/m³, it was possible to calculate the quantity of material consumed in 2019 and 2018 in kilos, comparing the values obtained and shown in the table below:

CONSUMPTION	2019	2018	2019/2018
Wooden packing materials	998,613	1,036,279	-4%
Paper and cardboard packing materials	23,183	22,686	2%
PET film	5,589	3,942	42%
Total	1,027,385	1,062,907	-3%



Consumption of timber packing materials fell compared to the prior year thanks also to the decision to use metal loading units for the automated warehouse. Doubling of plant capacity, which took place in 2019, helped to reduce the number of timber pallets.

With regard to PET film, essentially bubble wrap, the increase recorded in 2019 is due to operations of modernising the warehouse, which made it necessary to re-register more than 33,000 items that were moved from the old stores to the new vertical warehouses.

The 3D printers in the prototyping department use metal powder and ABS filament feedstocks, whose 2019 consumption is shown in the table hereunder:

CONSUMPTION	2019	2018	2019/2018
ABS plastic for 3D printer	847	538	57%
Metal for 3D printer	101	103	-2%
Total	948	641	48%

The Group has continued to promote the principles shared with the Code of Ethics in selecting vendors, using its utmost diligence to check the origin of materials²⁴ and the processing methods adopted: as soon as a supplier establishes a relationship with the Group, in addition to the requirements set down in the Quality Manual and by the technical specifications, it will be expected to share the Group's values.

In 2019, a total of 67 audits were carried out on suppliers' sites, two of which repeated after initially returning a negative result.

²⁴ On 1 January 2021, European Parliament and Council Regulation (EU) 2017/821 of 17 May 2017 will be enforced through the Union. The Regulation establishes obligations in relation to the diligence requirement in the procurement chain for EU importers of tin, tantalum and tungsten, their minerals and gold, deriving from conflict zones or high risk zones. In line with the values expressed in its Code of Ethics, Marchesini Group supports the prevention of violence, human rights violations, and environmental degradation caused by mining and sale of various minerals from the delimited geographic zone defined as "Conflict Region", including the Democratic Republic of the Congo (DRC) and its bordering countries. Until the European Regulation comes into effect, Marchesini Group has decided to act in compliance with US law concerning requirements in relation to the disclosure and publication of "conflict minerals", as indicated by the "Dodd-Frank Wall Street reform and Consumer Protection Act" of 2010. Manufacturers taking part in this initiative are subject to the requirement to disclose whether or not their products contain metals mined in the eastern provinces of the Democratic Republic of the Congo (DRC) and bordering countries, where mineral mining may directly or indirectly finance human rights violations or benefit armed groups in the countries in question.

6.2 SUSTAINABILITY OF PROCUREMENT OF GOODS AND SERVICES

In all organisations, and especially in a manufacturing enterprise, the purchasing policy plays a role of primary importance.

In 2019, Marchesini Group adopted a Policy on sustainability of goods and services procurement, the aim of which, in line with the Code of Ethics²⁵, is to steer all Group Companies towards more responsible, ethical and sustainable procurement solutions, involving the entire production process upline chain in all contexts, from labour conditions to environmental impact.

Specifically, the sustainable procurement practices Marchesini Group intends to implement, concern:

1. Purchase of goods and use of services as far as possible in line with international principles aimed at promoting and protecting Human Rights recognised by the principles of the UN Global Compact and defined by the Universal Declaration of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the provision on transparency in the supply chain set down in the Modern Slavery Act and by the Conflict Minerals Regulation.
2. The gradual inclusion of sustainability criteria for the assessment of suppliers and contractors.
3. The invitation to comply with the provisions of environmental and safety legislation concerning tenders, including international obligations concerning climate change and sustainable development, namely reduction of CO₂ emissions and protection of biodiversity.
4. Preference for Suppliers who have accepted and signed the principles contained in the Marchesini Group Code of Ethics, or who have adopted ethical and analogous practices, also within their own procurement chain.
5. Promotion of an ever higher level of awareness of sustainability among the partners of the supply chain to encourage them to adopt sustainable practices.
6. Award priority to the purchase of forest products originating from sustainable sources.
7. As far as possible, avoid the use of products potentially harmful for the environment, especially when a less harmful alternative is available.
8. Promote the use of reduced environmental impact products in Marchesini Group, gradually taking into consideration factors including sustainability of the production of resources, transport, the energy used, consumption of raw materials, production of wastes and the percentage of recycled contents or contents with a high recyclability factor.
9. Promote recycling of materials at the end of their life cycle in Marchesini Group wherever possible and, where not possible, ensure disposal is carried out in compliance with the most ecologically correct practices.

²⁵ Cf. Code of Ethics, page 13.

GRI 2016:
103-1 103-2 103-3 302-1
305-1 305-2 305-5 306-2 303-1



7.0 ENVIRONMENTAL RESPONSIBILITY

7.0 ENVIRONMENTAL RESPONSIBILITY

Marchesini Group pursues the goal of making a positive contribution to protecting and safeguarding the environment by developing strategies and initiatives designed to minimise the environmental impacts connected to its activities.

The Group is therefore engaged in the constant search for the most suitable solutions to guarantee responsible use of resources and reduction of energy consumption.

Also in 2019, in line with its Code of Ethics²⁶, Marchesini Group committed to a process of continuous improvement of its environmental performance, promoting the engagement and awareness of the entire management structure and workforce in a culture of shared responsibility and providing the necessary resources and training.

First of all, the Group aims to guarantee respect of statutory environmental legislation in all matters concerning its internal operations. The Group also aims to collaborate with the Public Authorities and develop relationships of reciprocal trust with employees, customers, suppliers and, by monitoring environmental parameters, the organisation sets the ultimate goal of reducing all forms of pollution and environmental impact in line with its growth targets.

In particular, the organisation undertakes to:

- adopt every preventive approach in order to reduce pollution;
- optimise consumption of energy resources;
- use exclusively electricity generated from renewable resources;
- guarantee compliance with statutory legislation by the entire organisation;
- award priority to waste management companies that undertake to pursue recovery/recycling solutions;
- adopt the appropriate corrective/preventive actions whenever the need arises;
- disseminate a culture of sustainability and environmental respect throughout the entire company.

²⁶ "We are convinced not only that business can be conducted while respecting the environmental and social context in which we work, but that such an approach is a fundamental factor in order to develop competitiveness and soundness over the long term. The Group therefore promotes sustainable development, choosing initiatives aimed at safeguarding the environment and maximising energy efficiency, and supporting the search for low environmental impact production technologies and distribution solutions. Marchesini Group undertakes to comply with all the applicable environmental protection regulations, avoiding any form of environmental pollution, whether in relation to illicit discharge of substances into the atmosphere, soil and subsoil, environmental noise pollution and, especially, improper waste management practices. In this context, the Group avoids mixing of waste, irresponsible selection of waste management partners and incorrect documentary procedures." Marchesini Group Code of Ethics, page 31.

7.1 ENVIRONMENTAL MANAGEMENT IN MARCHESINI GROUP²⁷

In line with the Environmental Policy, the Group has identified the following strategic guidelines:

- **Saving natural resources**

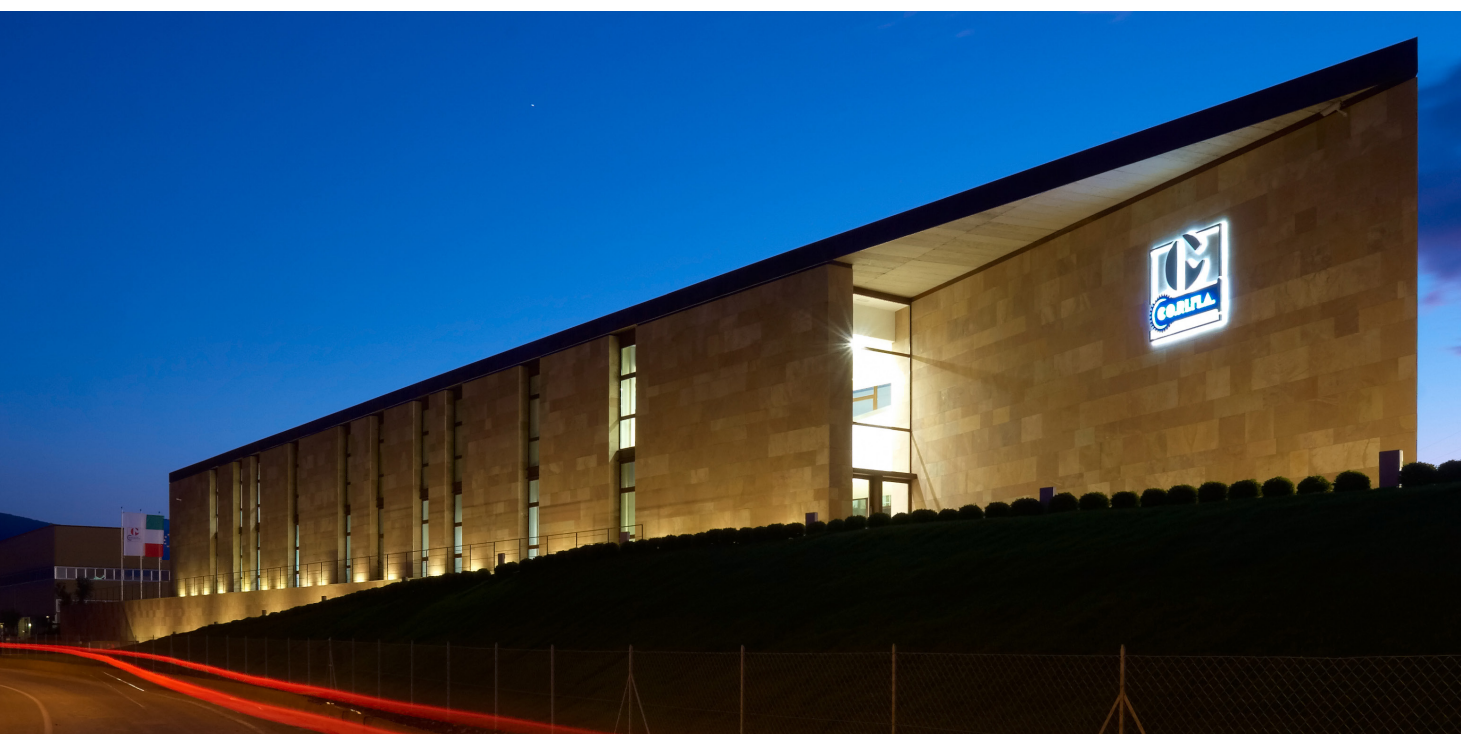
Marchesini Group is committed to improving its production processes, consuming less energy and fewer resources, and optimising environmental management (resources, water, wastes, raw materials) to leave a less impoverished and more habitable environment for future generations. The commitment assumed is to revise Marchesini products, redesigning and studying them to reduce their environmental impact in terms of longer duration, greater flexibility, energy saving, and enhanced recyclability of components.

- **Reducing the impact of production systems**

Marchesini Group has made a commitment to review and re-design processes and technologies that prevent and/or reduce environmental impact. This will be possible only by applying the best operating techniques and guaranteeing rational and efficient use of energy resources and raw materials.

- **Legislative compliance**

Marchesini Group's undertaking to comply with environmental legislation constitutes a mandatory step and it is also an expression of the maturity reached by the production plants and the Marchesini governance system, guaranteeing sustainable use of natural resources and waste management. Compliance with the applicable statutory legislation and the assessment and implementation of proactive projects on these topics is entrusted to the Environment and Safety Department.



²⁷ The data shown in this section are referred to Marchesini Group S.p.A.

7.2 ENERGY

Virtuous behaviours are promoted throughout the Group aimed at reducing energy consumption linked to the daily requirements of employees for their work activities; in addition, investments have been ongoing on devices capable of reducing wastes, e.g. during shutdown periods (night-time, weekends, public holidays), and high energy efficiency plants, also in replacement of low efficiency legacy systems.

The electricity used by the Group is mainly linked to feeding production cycles in the plants and, to a lesser extent, to offices and services. Total electricity consumed in 2019 corresponds to around 1,812 toe²⁸, up by around 19% with respect to 2018. The increases are mainly linked to the company's growth, the higher number of machines produced, and the gradual abandonment of gas fired heating systems in favour of heat pumps.

The undertaking to provide the most comfortable possible workplace²⁹ also by maintaining comfort (heating and air conditioning) in all the Group's manufacturing sites and offices, accounts for around 50% of total energy consumption.

In 2019, total energy consumption in toe (tonnes of equivalent oil) rose by 16.2%, due to the rise in energy consumption caused by an increase in production output, employees, the fleet of company cars (and their use) and the extension of plant surface areas.

Conversely, emissions in terms of equivalent tonnes of carbon dioxide were reduced overall to zero (see paragraph 8.5). This was possible because the goal of using exclusively electricity generated from renewable sources has now been achieved³⁰.

	TEP			tCO ₂ EQ		
CONSUMPTION	2019	2018	18 /19	2019	2018	18 /19
Direct energy	-	426	-	-	1138	-
Gas for heating	280	284	-2%	663	674	-2%
Other heating fuels	1	0	67%	2	1	67%
Fuel for automotive use	208	142	46%	628	464	46%
Indirect energy	-	1,554	-	-	0	-
Total electricity	1812	1518	19%	0	0	=
Electricity self-generated by photovoltaic systems	38	36	6%	0	0	=
Total	2,300	1,980	16.2%	1,343	1,138	18.0%

²⁸ Marchesini Group Code of Ethics, page 26.

²⁹ Toe represents the quantity of energy released by the combustion of one ton of crude oil, equal to approximately 42 GJ. The value is established conventionally, given that different types of crude oil can have different calorific values and that there are several conventions currently employed.

³⁰ The recourse to the use of electricity completely from renewable sources is a significant objective that has been possible to achieve thanks to the "green energy option" and the guarantees of origin (G.O.). Guarantees of origin (Directive 2009/28 EC) are nominal European certificates that attest to the renewable origin of energy consumed. The certification is based on the injection into the grid of a quantity of renewable energy equivalent to the consumption of energy for which the Company requests certification. The guarantee of origin certificate (G.O.) is issued by Gestore dei Servizi Energetici (GSE). Each guarantee of origin certificate issued by GSE in relation to the energy injected to the grid, in compliance with Directive 2009/28/EC, has the value of 1 MWh.

7.3 WASTE

Higher efficiency in the use of materials in production processes translates into reduced costs, fewer waste materials sent to landfill, and less processing scrap, all resulting in beneficial effects on the environment.

For these reasons, the Group promotes responsible management of materials and waste, with special attention devoted to the treatment and disposal of hazardous wastes.

The Environment-Safety Department is responsible for guaranteeing compliance with statutory legislation concerning the management of storage, transport and disposal of hazardous and non-hazardous waste. In the efforts to ensure continuous improvement and streamlining of the production systems, Marchesini Group has reduced the portion of wastes sent for disposal to below 10%, increasing the recovery phase.

The sense of responsibility towards the environment, combined with the desire to offer customers an affordable product with the same quality and reliability levels as new products, led to the incorporation of Rinova s.r.l., the Group's subsidiary set up to refurbish used original Marchesini machines and lines. Starting from a used original component, subjected to a process of dismantling, cleaning, regeneration, refitting and final testing³¹, the Group can bring new life to previously used products, resulting in multiple benefits for customers. In terms of savings, prices are reduced by as much as 50% compared to a new part and, as for the other components, also regenerated replacement parts are covered by a 100% warranty and offer the same quality and reliability specifications as a new product. The recovery of previously used components is also a gesture of respect and awareness for our environment because it leads to savings in energy consumption and reduction of waste.

Most of the Group's waste products comprise materials used for testing in the production cycle of automatic machines and consist of miscellaneous packaging, paper packages and pharmaceutical products (mainly placebos).

Conversely, waste fluids, exclusively from the part washing process and cold machining operations, are stored and then disposed of in compliance with statutory regulations. No waste fluids are released into drains or sewers.

In detail:

	2019	%	2018	%	2019/2018
Non-hazardous waste	967,419	76.6%	907,492	80%	7%
Hazardous waste	295,957	23.4%	231,141	20%	28%
Total	1,263,376	-	1,138,633	-	-

More specifically:

	2019 (kg)	%	2018 (kg)	%	2019/2018
Packaging	546,120	43%	528,913	46%	3%
Drugs	240,021	19%	169,757	15%	41%
Metals	219,054	17%	154,258	14%	42%
Waste from processing of raw materials	123,292	10%	130,595	11%	-6%
Emulsions	44,150	3%	51,750	5%	-15%
Water-based solutions	63,159	5%	68,599	6%	-8%
RAEE	15,457	1.2%	8,155	1%	90%
Other wastes	10,920	0.9%	26,166	2%	-58%
Demolition waste	1,203	0.1%	440	0.04%	173%
Total	1,263,376	-	1,138,633	-	11%
of which:					
Waste forwarded for recovery	911,115	72.1%	819,603	72%	11%
Waste forwarded for energy generation	237,895	18.8%	169,953	15%	40%
Waste forwarded for disposal	114,366	9.1%	149,077	13%	-23%

³¹ If machines subject to the regeneration process lack the necessary certification, the refurbishing process can also make them code compliant.

7.4 WATER

Even though it does not use large quantities of water in its production cycles, the Group is committed to developing strategies to improve responsible management of water in recognition of the importance of this precious resource for the well-being of the general population.

Water resources management is handled by the Maintenance, safety and environment department which, among multiple activities, provides legislative support for the implementation of new standards and regulations in this area.

Use of water resources is largely the result of normal consumption for domestic hot and cold water uses. With regard to production, water is mainly used for wash-downs during machine testing and commissioning procedures. To date, the water used in the production process is consigned to specialised recycling companies for disposal.

Water withdrawals in 2019 totalled 25,982 m³, essentially in line with the 2018 value. The stability of this value, despite the increase in the Company's workforce and total surface area occupied, was achieved by reducing distribution network and irrigation system losses.

	2019	2018	2019/2018
Water withdrawal from the public water mains	25,982	26,212	-0.9%

7.5 CARBON FOOTPRINT

The Product Carbon Footprint (PCF), expressed in tCO₂eq³², considers total emissions of all phases of the product/service life “from cradle to grave” in relation to the Global Warming Potential³³ of CO₂.

PCF value calculation starts from the constituent materials procurement and treatment phase, proceeding to consider material processing phases and article production, up to transport to the customer and even extending, when relevant, to cover product use and disposal.

The company carried out the study in order to:

- identify the significant aspects in terms of climate change effects of the plants included in the company perimeter for the purposes of reduction and/or mitigation;
- monitor changes of climate related impacts;
- The study considered all direct emissions (Scope 1) and indirect emissions (Scope 2)³⁴ of greenhouse gases associated with the plants included in the scope of the study.

Data collection was carried out using the following methods:

- preparation of forms to collect the processed data divided according to the different Scopes;
- coordination and discussion meetings at the Pianoro headquarters (BO);
- requests for additional information and data by means of telephone contacts or emails.

With regard to the greenhouse gas emissions of an organisation, the GHG³⁵ Protocol classifies GHG emissions under three headings:

- Scope 1: direct GHG emissions from owned or controlled sources;
- Scope 2: indirect GHG emissions from the generation of purchased electricity or the portion of electricity self-produced and consumed;
- Scope 3: all other indirect GHG emissions not within Scopes 1 and 2.

Since the measurement of emissions in this latter category is currently not mandatory but rather at the discretion of the organisation, the survey was restricted to scopes 1 and 2, for which the activity data were established based on information in utility bills or company fleet fuelcards.

³² tCO₂eq is a unit of measurement that allows combined weighing of different greenhouse gases with different climate change effects. For example, one ton of natural gas, which has a global warming potential (see note 23) that is 21 times greater than CO₂, is recognised as 21 tons equivalent of CO₂. This makes it possible to compare different gases when considering their contribution to the greenhouse effect.

³³ Global Warming Potential (GWP) expresses the contribution to the greenhouse effect of a greenhouse gas in relation to the effect of CO₂, the reference potential of which is equal to 1. Each GWP value is calculated for a specific time interval (generally 20, 100 or 500 years).

³⁴ Greenhouse Gas Protocol.

³⁵ GHG (Greenhouse Gases) are gases responsible for creating the “greenhouse effect”.

Specifically, the highest contribution to the total is related to indirect emissions resulting from use of company vehicles (40.6% of total) and natural gas consumption for heating (39.7% of total).

In contrast, emissions for electricity generation have been reduced to zero.

The Marchesini Group's sensitivity in relation to the reduction of its Carbon footprint also concerns the purchase

			2019		2018			
			Emission factors considered	tCO ₂ EQ	% of total	tCO ₂ EQ	% of total	2019/2018 (tCO ₂ EQ)
SCOPE 1	Direct emissions for operation of plants and machinery	Heating, other fuels	1.5	0.09%	0.9	0.06%	67%	
		Company cars	678	40.6%	464	29%	46%	
		Air conditioning	328	19.6%	437	28%	-25%	
		Heating, natural gas	663	39.7%	674	43%	-1.6%	
Total Scope 1			1,671	-	1,575	-	-	
SCOPE 2	Indirect emissions from energy consumption	Electricity	0	0%	-	-	-	
Total Scope 2			0	0%	0	-	-	
Total emissions			1,671	-	1,574.68	-	6.1%	

of items such as gadgets for employees and customers. Starting from the assumption that the emission of greenhouse gases and production of wastes linked to daily hydration is a frequently underestimated parameter, especially for a community of almost 2000 individuals, action to minimise the corporate carbon footprint was taken directly on the simplest of daily practices by supplying each member of staff with an aluminium drinking flask.



CO₂ NEUTRAL

The 24Bottles flasks are **Carbon Neutral**. All CO₂ emissions deriving from production, transport and packaging are **offset** by means of **reforestation** projects involving various international urban areas.

CARBON FOOTPRINT: ESTIMATED ANNUAL REDUCTION

With 24Bottles, Marchesini Group will save **60,000 kg of CO₂** every year

QUALITY DESIGN

Not just environmentally friendly. The 24Bottles steel flasks are authentic objets d’art, carefully crafted in the smallest details. The best **18/8 steel** guarantees high strength and top quality performance in just a few grams.

8.0 SOCIAL RESPONSIBILITY

8.1 OUR PEOPLE

8.2 WORKFORCE AND ORGANISATIONAL STRUCTURE

8.3 INVESTING IN PEOPLE

8.4 WELFARE IN MARCHESINI GROUP

8.5 COMMUNICATION AND ACTIVITIES

8.6 LOCAL INITIATIVES

GRI 2016:
102-8 102-13 103-1 103-2 103-3
401-1 404-3 412-2 403-2



8.1 OUR PEOPLE: OUR SUCCESS

Since its very beginnings, Marchesini Group has accepted that its growth and success are inextricably linked to its people and that the capacity to innovate and pursue excellence in the product creation process is the direct result of their passion and dedication.

This is why the approach to topics concerning personnel is based on qualitative more than quantitative aspects, unlike customary practises³⁶, and it has identified three key factors to valorise human capital: *capability, loyalty and transparency*. Only on these conditions, in fact, is it possible to become and remain competitive, because they result in an increase in the engagement of people and hence also their dedication to their work.

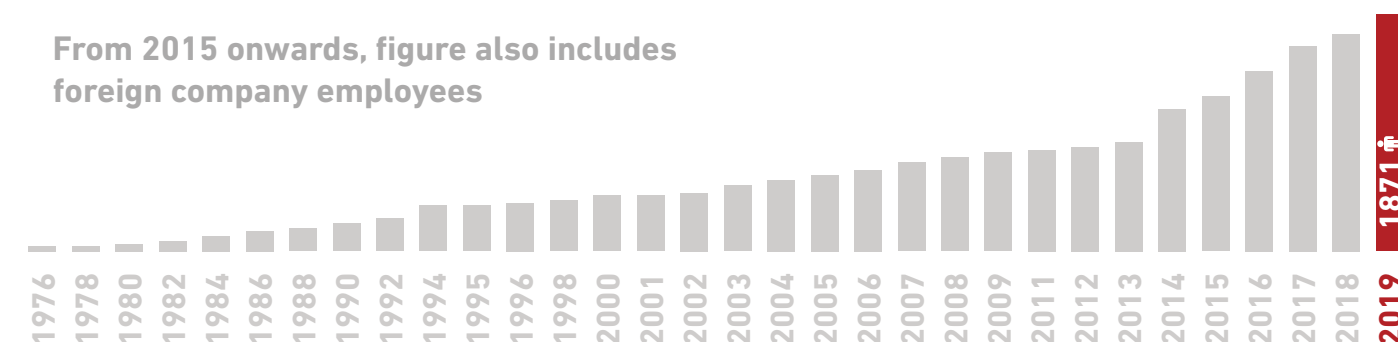
In this context, as can be seen from authoritative international surveys³⁷ on the new generations, 87% of the Millennials questioned deemed that the success of a business should be measured not only in financial terms and that an enterprise must be judged based on what it does and how it treats people. The potential consequences in terms of choices of preference of organisations in which to work are ever more inextricably linked to the social implications of the conduct of companies, especially in multinational or international organisations spurred by the digital transformation.

Internal human resources management processes in Marchesini have led to the adoption of a fully articulated people strategy aimed at developing the people and skills required by Industry 4.0, allowing the HR development department to play the role of business enabler and resulting in a high level of management commitment, since it is now clear that human capital is almost more important than financial capital in the drive to secure and maintain a competitive edge on today's market.

At the end of 2019, Marchesini Group had 1,871 direct employees (+14% versus 2018) worldwide, of whom 1,315 (+7% versus 2018) or approx. 72.3% working in Marchesini Group S.p.A.'s plants.

The employment contract generally applied is the National collective agreement of 26 November 2016 for workers in the private sectors of mechanical engineering and plant installation.

From 2015 onwards, figure also includes foreign company employees



³⁶ Sapelli, G. (2019) Beyond Capitalism. Machines, Work and Property, Palgrave Macmillian.

³⁷ Deloitte Development LLC (2018) Deloitte's 2018 Global Human Capital Trends on www.deloitte.com

8.2 WORKFORCE AND ORGANISATIONAL STRUCTURE³⁸

Marchesini Group S.p.A.'s workforce is composed of 217 women (16.5%) and 1,098 men (83.50%); 98% of the workforce are on open-ended permanent employment contracts (96% of whom are female workers), while 2% (4% of whom are female workers) are on fixed term contracts.

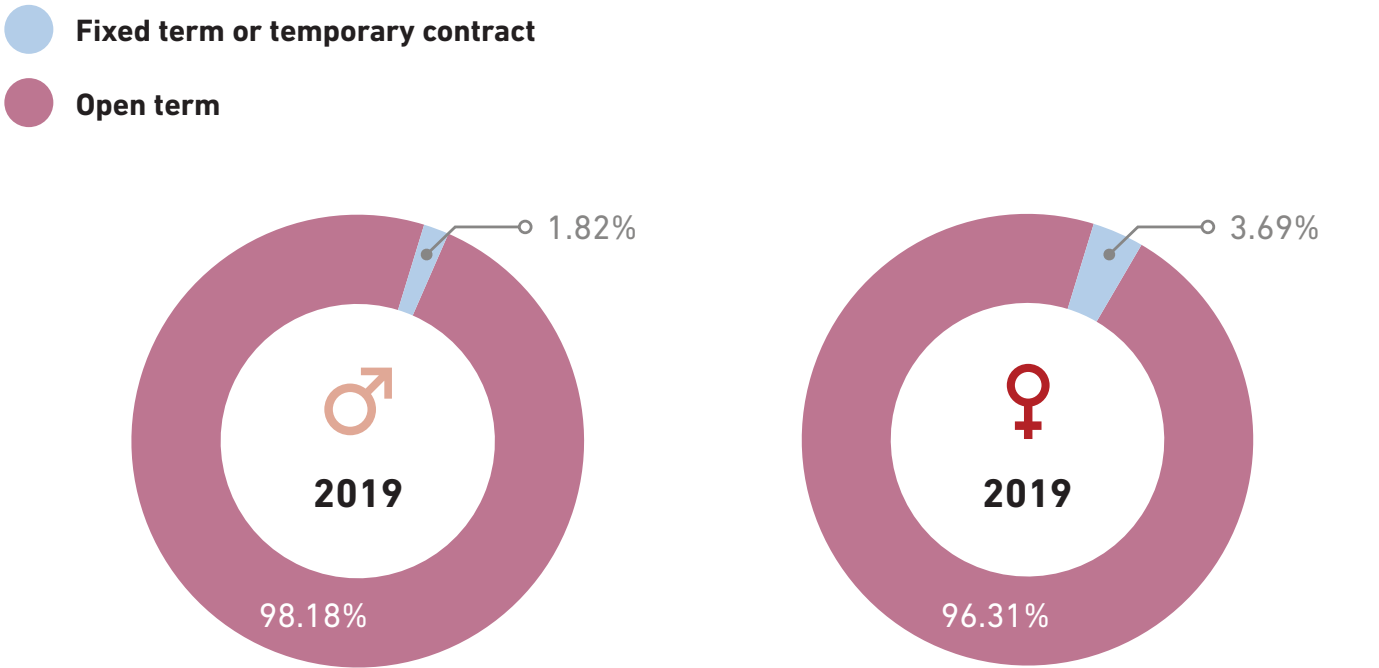
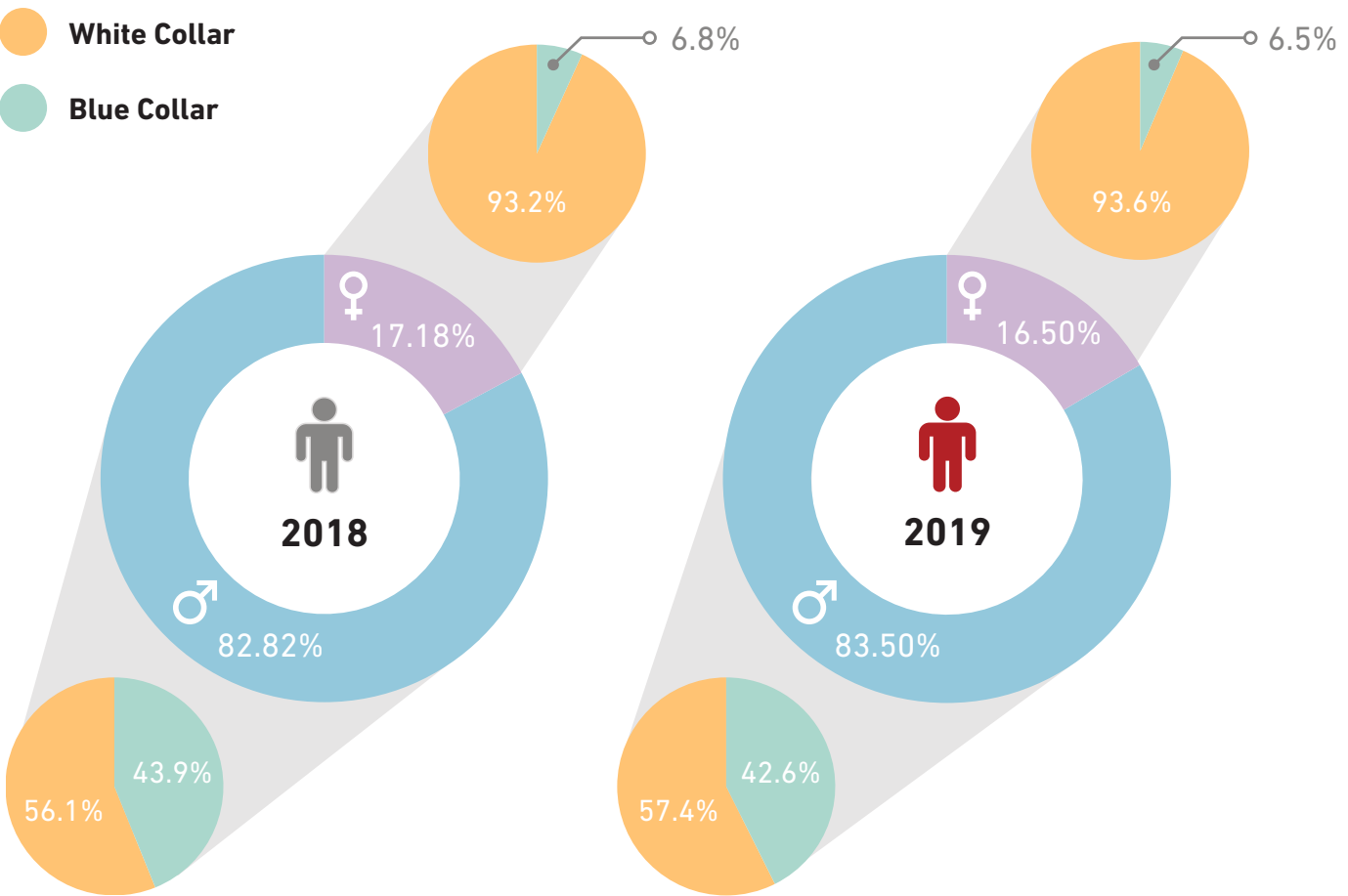
Despite the various initiatives aimed at reducing the gender gap and increasing work-life reconciliation options, the proportion of female personnel in Marchesini Group S.p.A. is around 16.50%, a figure that is in line with average values in the sector.

Gender	2019		2018	
	Employees in the workforce	%	Employees in the workforce	%
Women	217	16.50%	191	17.18%
Men	1,098	83.50%	921	82.82%
Total	1,315	100.00%	1,112	100.00%

	2019		2018	
	Women	Men	Women	Men
White collar	203	630	178	517
Blue collar	14	468	13	404
Total	217	1,098	191	921

2019	Women		Men	
Contract type	Employees in the workforce	%	Employees in the workforce	%
Fixed term or temporary contract	8	3.69%	20	1.82%
Open term	209	96.31%	1,078	98.18%
Total	217	100.00%	1,098	100.00%

³⁸ Unless otherwise indicated, the data shown below are referred exclusively to Marchesini Group S.p.A. and its Italian and foreign subsidiaries.



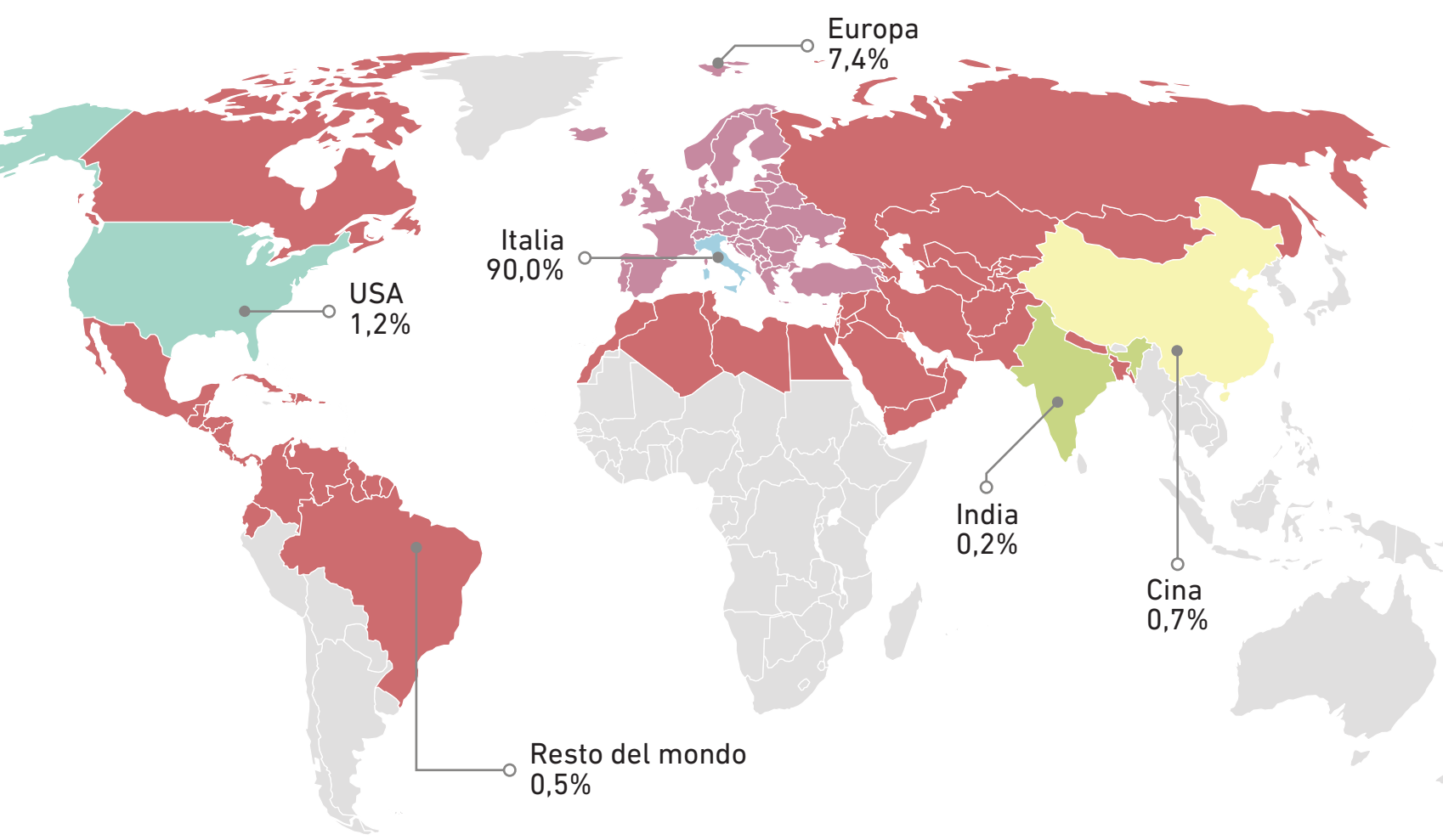


Distribution of the Group's workforce is as shown below:

Among the various subsidiaries:

2019	Executives Middle Managers White Collar	Blue collar	Total	2019/2018
MARCHESINI GROUP spa	826	489	1315	7%
C.N.C s.r.l.	14	28	42	5%
OMAC s.r.l.	6	41	47	-4%
DUMEK	11	3	14	17%
C.B.S. Engineering s.r.l.	45	/	45	5%
RINOVA s.r.l.	9	9	18	29%
Tecnovernici s.r.l.	2	4	6	-
Tecnotrattamenti s.r.l.	3	23	26	-
Schmucker s.r.l.	27	25	52	-
Creinox s.r.l.	1	10	11	-
Gopak D.O.O. Nova Gorica (SLOVENIA)	15	17	32	-
Axomatic s.r.l.	16	26	42	-
CMP Phar.Ma s.r.l.	19	13	32	-
V2 Enginerig s.r.l.	9	19	28	-
P.M.M. s.r.l.	6	-	6	-
TMG Marchesini UK LTD	22	-	22	10%
Marchesini France S.A.S	27	-	27	13%
Marchesini Group Scandinavia AB	4	-	4	100%
Marchesini Group Benelux S.A.	5	-	5	0%
Marchesini Verpackungsmaschinen Gmbh	23	-	23	15%
Marchesini Group USA, Inc	23	-	23	15%
Marchesini MECA SA	2	-	2	0%
Marchesini Group India PVT Ltd	3	-	3	0%
Marchesini Group (Shanghai) Trading Co.Ltd.	13	-	13	8%
LLc "Marchesini Group Rus"	12	-	12	0%
"Marchesini Group Ukraine" L.L.C.	5	-	5	0%
Marchesini Packaging Mexico SA De CV	7	-	7	-
"Marchesini Group Polska Sp. Z o.o.	9	-	9	0%
Group total	1164	707	1871	14.4%

Geographical:



	2019	2018	2019/2018
Italy	1,684	1,473	14%
Europe	139	125	11%
US	23	20	15%
China	13	12	8%
India	3	3	0%
Rest of the world	9	2	350%
Total	1,871	1,635	14%

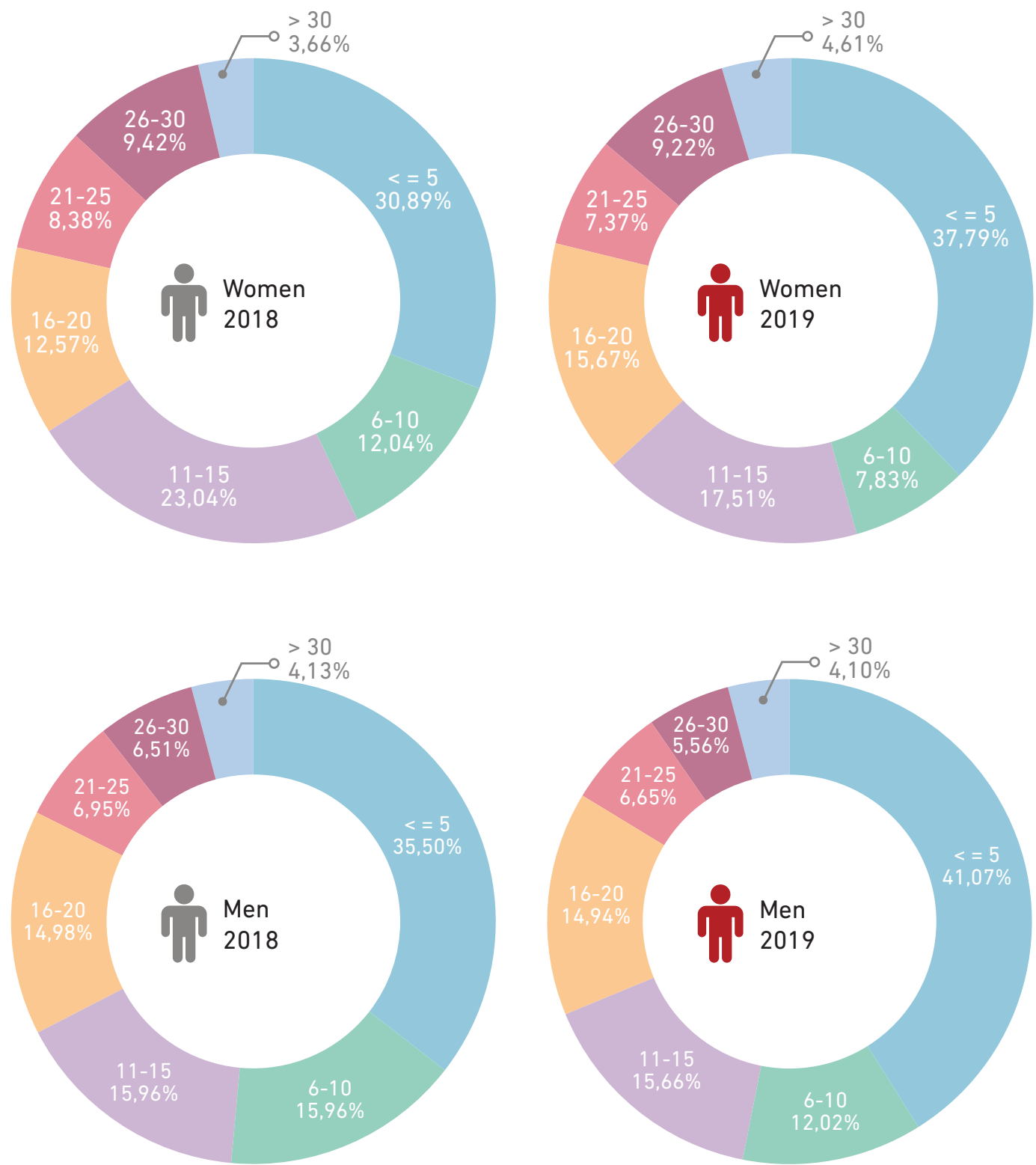
With reference to Marchesini Group S.p.A.'s plants:

MARCHESINI GROUP S.p.A. by plant	2019	2018	2019/2018
Pianoro	737	689	7%
Calderino (BO)	29	26	12%
Imola (BO)	8	7	14%
Carpi (MO)	130	119	9%
Cerro Maggiore (MI)	56	51	10%
Latina	40	32	25%
Corima	123	112	10%
Barberino di Mugello (FI)	192	188	2%
Total	1,315	1,224	7%

By age group:

	2018				2019			
	Women		Men		Women		Men	
Age groups	Employees	%	Employees	%	Employees	%	Employees	%
19-25	8	4.19	130	14.12	11	5.07	154	14.03
26-35	45	23.56	254	27.58	58	26.73	333	30.33
36-45	48	25.13	205	22.26	52	23.96	239	21.77
46-55	67	35.08	233	25.30	68	31.34	242	22.04
56-60	19	9.95	67	7.27	21	9.68	96	8.74
= > 61	4	2.09	32	3.47	7	3.23	34	3.10
Total	191	100.00	921	100.00	217	100.00	1,098	100.00

By length of service:



	2018				2019			
	Women		Men		Women		Men	
Years of service	Employees	%	Employees	%	Employees	%	Employees	%
<= 5	59	30.89	327	35.50	82	37.79	451	41.07
6-10	23	12.04	147	15.96	17	7.83	132	12.02
11-15	44	23.04	147	15.96	38	17.51	172	15.66
16-20	24	12.57	138	14.98	34	15.67	164	14.94
21-25	16	8.38	64	6.95	16	7.37	73	6.65
26-30	18	9.42	60	6.51	20	9.22	61	5.56
> 30	7	3.66	38	4.13	10	4.61	45	4.10
Total	191	100.00	921	100.00	217	100.00	1,098	100.00

By educational qualification:

	2018				2019			
	Women		Men		Women		Men	
Educational qualification	Employees	%	Employees	%	Employees	%	Employees	%
Diploma	110	57.59	611	66.34	116	53.46	735	66.94
University Degree	63	32.98	175	19.00	84	38.71	223	20.31
Elementary school certificate	1	0.52	5	0.54	1	0.46	5	0.46
Middle school certificate	17	8.90	129	14.01	16	7.37	135	12.30
N/A	-	-	1	0.11	-	-	-	-
Total	191	100.00	921	100.00	217	100.00	1,098	100.00



8.3 OUR PEOPLE: OUR SUCCESS

Marchesini Group undertakes to take care of its people, promoting personal and professional development, creating initiatives to grow skills, know-how and competences. All individuals must be guaranteed equal opportunities in terms of training and career advancement, in line with criteria of merit and the results achieved.

We believe in the strength of collaboration between people; we therefore promote effective collaboration, which is based on the sharing of values, objectives and methods and supported by passion for our work. Relations between people must be distinguished by constant and reciprocal exchanges of ideas in relation to the activities carried out and in relation to the behaviours adopted, in order to promote the consolidation of a culture of feedback.

Appraisal of the performance of each individual must take into account not only the milestones that have been reached but also how the results were achieved, rewarding integrity, honesty, passion, dynamism, enthusiasm and innovative thinking.³⁹

It follows that human resources are the core strategic asset in the eyes of Marchesini Group, so the company continues to prioritise its investments in selection, training, development, growth and valorisation of its people.

The Group's personnel are encouraged to grow professionally, assisted by resource management processes, incentives, and motivation building. This is the background to continuing initiatives in the areas of:

- *talent acquisition*: to identify potential recruits among suitable school-leavers and graduates;
- *training and development*: aimed at executive and professional growth;
- *performance management*: personnel performance appraisal programme based on meticulous reasoning and contextualisation of results achieved.

³⁹ Code of Ethics, page 31.

8.3.1 TALENT ACQUISITION

One of the strategic criticalities Marchesini Group and its competitors continue to face is the sourcing of suitable human resources for integration in a fast growing organisation.

It is ever more true that “factories are seeking technical people, but they cannot be found on the market”^{40 41}, and the situation in Italy – due to the school/business gap plus educational idiosyncrasies, primarily and training system idiosyncrasies secondarily – is very difficult to manage⁴².

This is why Marchesini Group continues to pursue its talent acquisition strategy, in the knowledge that it is pushing the boundaries of recruiting as such, which has the same relationship to talent acquisition as does tactics (short-term actions) to strategy (more far-reaching horizontal planning). “Recruiting”, in fact, is a talent acquisition subset and it includes sourcing, curricula screening, interviews, assessments, selection and hiring and, in companies like those in the Marchesini Group, also the initial onboarding activities. Talent acquisition cannot take place without the recruiting stage, but recruiting can be carried out without a defined talent acquisition strategy.

Talent acquisition implies a more efficient candidate-centred process that is easier to manage in relative terms (once the process is set up and live). The process is cyclic rather than linear: instead of being simply aimed at filling a temporary need for staff, it looks ahead and seeks to lay the foundations to ensure similar positions can always be filled in the future⁴³, and that Marchesini Group proceeds on its path of continuous improvement with the goal of strengthening all areas of the organisation, relying on the skills of the most experienced men and women in the team, combined with the enthusiasm of those who are in the very early stages of their career.

The key strategies implemented by the Group to attract and select talent include multiple activities carried out in liaison with academic institutions from all over Italy.

Marchesini Group has traditionally cultivated solid relations with the local technical institutes in its operating areas, in order to select the best candidates, keen to embark on a professional career starting from the school-leaving stage. In this context, specific recruiting activities are carried out at the top technical and professional training institutes in the local areas, with the aim of meeting young people about to sit their diploma examinations and invite them to attend a bespoke selection day at the company based on the types of professional profiles of interest.

In 2019, Marchesini Group took part in 15 Career Day events organised at Italy’s top-tier universities. These initiatives are promoted by the institutions to facilitate direct and “informed contact” with key players in the manufacturing and business world. Thanks to this activity the recruitment department was able to vet the curricula of some 345 candidates. Of these, 71 were deemed to be deserving of further investigation and 11 candidates were hired.

⁴⁰ Ilaria Vesentini, Allarme dell'industria Bolognese: servono periti tecnici o non si cresce (“Alarm in the Bologna industrial district: technical experts needed, or growth will not be possible”), Il Sole 24 Ore, 22 April 2017.

⁴¹ Ilaria Vesentini, Macchine per il packaging a corto di talenti 4.0 (“Packaging machinery lacking 4.0 credentials”), Il Sole 24 Ore, 21 November 2017.

⁴² La formazione, responsabilità sociale da condividere (“Training, social responsibility to be shared”), Interview with Valentina Marchesini, HR Manager of Marchesini Group in COM.PACK no. 30/2017, pages 50-53.

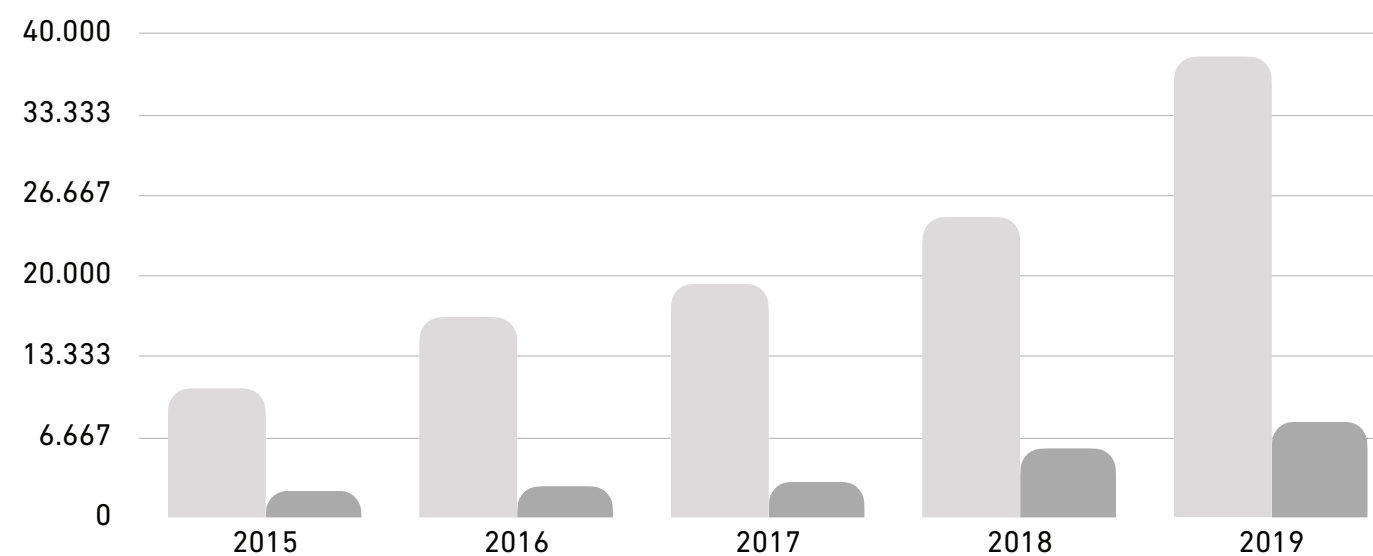
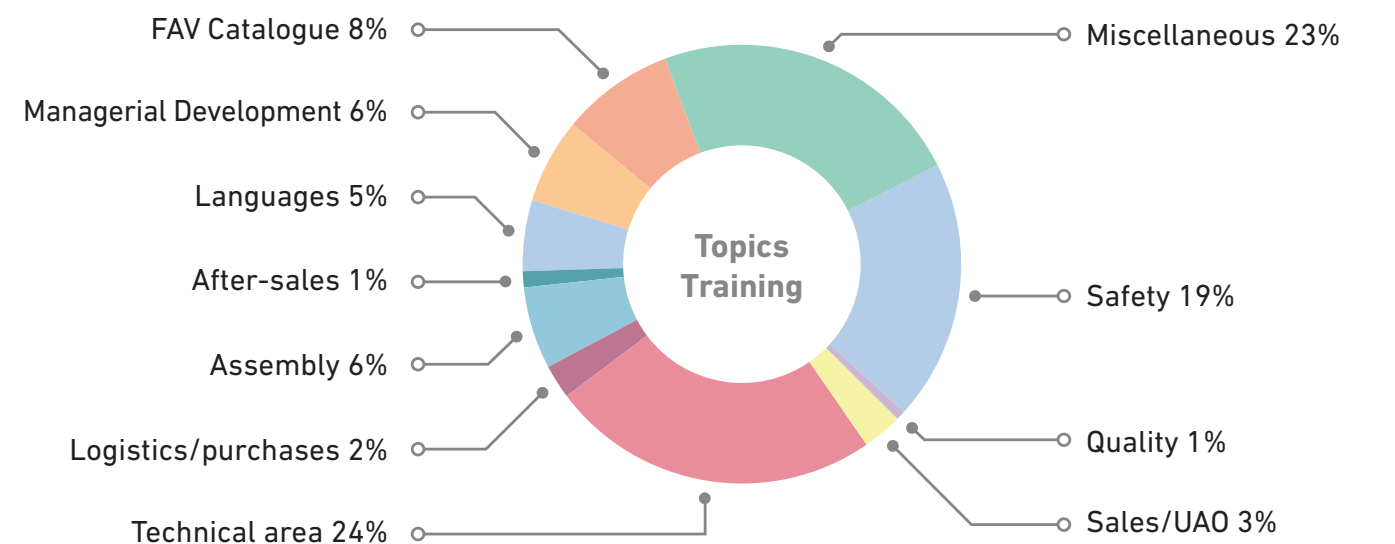
⁴³ Baid, P and Rao, A.R. (2006) Employer Branding, Concepts and Cases, ICFAI University Press, Hyderabad.

8.3.2 TRAINING AND DEVELOPMENT

Training of our people guarantees continuous innovations, reliability and quality of the products and services in the Group’s offering, and it is structured in order to provide a wide-ranging and inclusive offering, oriented towards involving professional roles at all levels.

This philosophy is rooted in the Groups’ conviction that solid and continuous growth through time can be achieved only by making targeted investments in developing and refining the skills of its workforce.

In 2019 the Group supplied more than 38,164 training hours to its employees and other personnel (+ 53% compared to 2018), corresponding to 7,930 classroom attendances (+39% compared to 2018), confirming an upward trend.



	2015	2016	2017	2018	2019
Training hours	10,668	16,700	19,405	24,878	38,164
No. classroom attendances	2,299	2,700	3,070	5,717	7,930

Marchesini Group's focus on customer satisfaction and the search for excellence at all levels called for a higher level of spending in the area of training. To address this matter, Marchesini Group set up a Company Academy to concentrate and manage training requirements in various moments throughout the professional careers of its personnel. The result is an innovative structure designed from the ground up as a talent lab. A place where skills are absorbed by working alongside the most highly skilled staff in the organisation. A continuous training workshop.



All this is condensed in the Marchesini Group “Talent Garage”, a reference to the Group's origins in the garage of founding partner Massimo Marchesini, and also gives an indication of the target group: not merely talented young people but the entire company population, an integral component of an extraordinary project of personal discovery and valorisation.

Talent garage is therefore:

- training of new recruits and upskilling of personnel during their career in the organisation;
- creation of advanced training courses for specific company roles, in the classroom and on the job, in order to perfect professional skills;
- identification of new talent to be recruited to the Company in response to changing market demands;
- consolidation of relations with schools and universities;
- partnerships with the best training centres to guarantee a catalogue of top quality courses.

With Talent Garage, Marchesini Group opens a new training era, starting from its origins to enter the future world.

The catalogue of courses proposed was designed together with Fondazione Aldini Valeriani, taking into account the appreciation and perceived and measured quality of the courses held in recent years, integrating several innovative proposals also in the light of an informal analysis of requirements carried out with the internal managers of Marchesini Group.

One of the most important courses concerns, for example, the induction of school leavers and graduates into the mechanical engineering department: the course is structured in accordance with two separate modules, the first in which the participants are instructed in the use of parametric CAD, the corporate management system and the rules linked to internal technical standardisation, and the second involving the start of shadowing by a supervisor from the mechanical area. This induction process, in favourable didactic conditions, is aimed at improving the subsequent entry into production. The entire process is subject to periodic assessments to monitor improvements among the participants.

Other technical courses concern the software development technical department and they are addressed to all personnel, not exclusively those of the software area but also to all mechanical and electrical test runners, who must necessarily be familiar with the operator panel and its functions.

The world of standards, patents and tool management calls for constant updating performed by highly skilled personnel, which is why the courses are held in collaboration with the union of automatic packaging machinery manufacturers (UCIMA).

All personnel are then trained in relation to the Quality System, with subjects ranging from adaptation of in-house procedures, guides and documents up to updating of the ISO 9001 standard itself.

A separate chapter concerns training in relation to the environment and safety. This training area, required by statutory legislation⁴⁴, involves all the company's personnel annually, including new recruits and personnel who need updates as stated in the Regional State Agreement.

Also training management for personnel hired with apprenticeship contracts is accurate and targeted, tailored in accordance with the role of each new recruit. The training itinerary is completed by on-the-job shadowing for about twelve months, until reaching a good level of operational independence.

Moreover, in 2019 more than 400 participants received a total of 4260 hours of classroom training on soft skills: how to conduct meetings effectively, manage working hours in the most productive manner, problem solving, how to communicate efficiently and positively in verbal and written form and how to deal with work-related stress. This ever more critical topic⁴⁵ was addressed with specific courses for 80 employees: the level of appreciation was so high that not only will the topic be consolidated in the company catalogue, but it will also be accompanied by specific courses of mindfulness, to increase the level of support provided to allow people to transform work stress into “eustress”, a positive challenge in relation to daily difficulties.

Welcome Days are dedicated to training of new recruits. The Welcome Days offer an introduction and some details of the Code of Ethics, the Code of Conduct, use of the Company intranet, especially the dedicated HR portal, compliance in the field of Data protection, corporate welfare activities (from the canteen to the Easywelfare platform⁴⁶) and the quality system. Three Welcome Days were held in 2019 with the participation of 125 new recruits.

In 2019 the Group also promoted 158 training projects for 21 university graduates, 114 youths from the Alternanza Scuola Lavoro scheme, 6 higher technical education students, 7 university curricular internships and 10 university internships for school leavers (114 men and 16 women in total, i.e. 11%). On conclusion of the projects, 39 of the participants (25%) were hired.

Also managerial training called for a significant investment of economic and organisational resources, in terms of persons involved. Specifically, in 2019 around 308 managerial training hours were disbursed, involving some 207 individuals from management and middle management positions in all the Group's Italian sites.

The cost of managerial training delivered in 2019 was around €140,000, unchanged with respect to 2018.

	2019	2018	2019/2018
Managerial training hours	308	312	-1%
Number of people involved	207	207	0%
Training cost €	140,000	146,320	-4%

⁴⁴ The work safety training programmes were set up following the State/Regions agreement that came into force in 2012, which imposes mandatory and optional courses for employees, partners and proprietors. In accordance with the matters set down in Italian legislative decree 81/2008, the agreement contains all the legislation and directives necessary to conduct training correctly.

⁴⁵ AA.VV., Concetti generali di prevenzione e sicurezza del lavoro, Kiker edizioni, 2018.

⁴⁶ See page 46.

8.4 WELFARE IN MARCHESINI GROUP

Corporate welfare is a set of benefits and services designed to exceed a monetary component in salaries in order to support the employee incomes and bring life enhancement aspects to both the personal and professional sphere.

Marchesini Group has been pursuing measures in this area for some time, launching initiatives in recent years such as the company catering service⁵⁰, support for nursery school fees for workers not resident in the local municipal area⁵¹, the “Ci pensa la mensa” initiative⁵² (takeaway meals booked at the canteen at super low prices and collected at the end of a work shift) and programmes for the prevention of certain types of cancer, pursued in liaison with the non-profit organisation Fondazione ANT.

Also in 2019, all Marchesini Group S.p.A. employees were awarded several benefits, including:

- an offer of supplementary pension plans;
- medical and healthcare insurance policies;
- agreements with external partners for concessionary supplies of products and services for personnel at special terms (entrance fees and products at discounted prices for theatres, gyms, publishing houses and stores);
- corporate welfare plan;
- Yoga, Pilates, and postural gymnastics courses.

In 2019, the company pharmacy delivery service was set up also at Monteriggioni⁵³, and subsidised yoga, postural gymnastics and Pilates courses continue to be offered at the Barberino and Pianoro sites.



MG Locker, the company mailbox service for deliveries addressed to employees⁵⁴, set up in 2018, was highly successful, with around 4,000 parcels delivered in 2019.

⁵⁰ The corporate catering service is managed at Group level for all the member companies.
⁵¹ Initiative implemented exclusively for the municipality of Pianoro (BO) where the Group's headquarters are located.
⁵² Initiative implemented exclusively for the municipality of Pianoro (BO) where the Group's headquarters are located.
⁵³ Activated for the headquarters in 2018, while in Barberino medicines can be ordered and then collected from the pharmacy.
⁵⁴ Set up at the headquarters.

Again in 2019 there was an osteopath on site offering treatment sessions to staff for a special reduced rate; the service is available one day per week⁵⁵ with more than 250 treatment sessions provided in the period.

In 2019, the Italian bone marrow donors association (ADM0) campaign was promoted in Carpi and leading to the registration of 4 volunteer donors.

Promoted with the non-profit organisation ANT, this year the “testicle project” is among a number of preventive medicine initiatives supported by Marchesini Group for the benefit of its staff. Starting from the idea that prevention is the most efficient weapon to combat cancer (which is why the ANT Foundation has devoted special attention in recent years to healthcare awareness and education campaigns in schools and in local communities and to early diagnosis projects), the company went on to take part in the ANT initiative by means of economic patronage of the project; the foundation subsequently placed a specialist physician at the disposal of employees for 5 days of consultancy and ultrasound examinations. During the initiative, a total of 117 members of staff took advantage of the medical service, 6 of whom advised to do more tests (semen analysis).

An in-house laundry service was set up⁵⁶ in 2019 in a concessionary arrangement with a local laundry contractor. With Marchesini “Wash & Dry”, staff can drop off items of clothing for washing, drying and ironing, in exchange for an itemised receipt, in a dedicated space on the company premises. Once the fee has been paid the garments can be picked up on designated collection days.



Thanks to our patronage of the Bologna Municipal Theatre Foundation (see page 131), the Group was able to launch the ambitious “Marchesini Group at the Opera” project. From the beginning, the initiative was aimed at “adopting” one of the operas in the theatre programme. The choice fell to Verdi’s La Traviata, with Mariangela Sicilia playing Violetta, directed by Andrea Bernard and produced by Renato Palumbo. Marchesini Group therefore asked the Fine Arts Office, which gladly accepted, to set aside an allotment of tickets for its staff, family members and friends for the general rehearsal of the opening performance. Around 300 people took advantage of the offer.

Armed with the success of this first proposal, the amount of the sponsorship was increased for the 2019/2020 season and the Company proposed an innovative ticketing model: extend the allotment of available seats across multiple operas. The Bologna Municipal Theatre Foundation accepted our proposed model as a way of supporting the dissemination of musical culture and allotted around 600 seats at the general rehearsals of the first five works to be presented, giving Marchesini people exclusive access to a complete opera season. In addition, thanks to a donation made to Bologna Festival for 2020, the season was subsequently enhanced with the addition of several initiatives for children.

⁵⁵ Set up at the headquarters.
⁵⁶ Set up at the headquarters.



MARCHESINI
— GROUP —

Marchesini Group “all’opera”

Stagione 2019/2020

prova generale di:

Madama Butterfly

- 18 febbraio 2020 ore 20

Teatro Comunale di Bologna

L’elisir d’amore

- 3 aprile 2020 ore 20

Teatro Comunale di Bologna

Lucrezia Borgia

- 14 giugno 2020 ore 20

Teatro Comunale di Bologna

La mano felice / Il castello del principe Barbablù

- 5 luglio 2020 ore 20

Teatro Comunale di Bologna

La bohème

- 10 dicembre 2020 ore 20

Teatro Comunale di Bologna

Inoltre, per i più piccoli:

Il mondo di Leonardo

- domenica 17 Novembre 2019 ore 16 e ore 18

Oratorio San Filippo Neri

La bella addormentata nel bosco

- domenica 15 dicembre 2019 ore 16

Teatro Celebrazioni

Tanti auguri, Beethoven!

- domenica 16 febbraio 2020 ore 11 e ore 16

Teatro dell’Antoniano

La Cenerentola

- sabato 21 marzo 2020 ore 15

Teatro Comunale di Bologna

Pierino e il lupo

- domenica 10 maggio 2020 ore 16 e ore 18

Centro arti e scienze Golinelli

I posti potranno essere prenotati gratuitamente, fino ad esaurimento della disponibilità, inviando una mail a events@marchesini.com secondo le modalità che verranno comunicate via email per ogni spettacolo.

8.1 OUR PEOPLE

8.2 WORKFORCE AND ORGANISATIONAL STRUCTURE

8.3 INVESTING IN PEOPLE

8.4 WELFARE IN MARCHESINI GROUP

8.5 COMMUNICATION AND ACTIVITIES

8.6 LOCAL INITIATIVES

8.4.1 CORPORATE WELFARE PROGRAMME

The Group maintains a voluntary corporate welfare programme that was launched in 2016 via a multiservices platform. This new compensation system, which is increasingly popular regardless of the sector, has allowed Marchesini to introduce a system of services to support its personnel in the amount of €200 per capita, with tax breaks for the company and the employee (so called “leva fiscale” introduced by the aforementioned stability law for 2016⁵⁷).

The infographic illustrates the distribution of a 100 € welfare budget. It is divided into two main categories: 'LOWER COST FOR THE COMPANY' and 'HIGHER VALUE FOR THE EMPLOYEE'. The 'LOWER COST FOR THE COMPANY' category includes Welfare 100, Performance bonus 140, and Donations 140. The 'HIGHER VALUE FOR THE EMPLOYEE' category includes Welfare 100, Performance bonus 80, and Donations 60. A horizontal line separates the two categories, with the text '100 € Example of value disbursed' on the left.

Category	Welfare	Performance bonus	Donations
LOWER COST FOR THE COMPANY	100	140	140
HIGHER VALUE FOR THE EMPLOYEE	100	80	60

Alongside the voluntary welfare plan in accordance with the provisions of the supplementary agreement of 27 February 2017 amending the CCNL bargaining contract in the sector⁵⁸, in force from 1 June 2017, Marchesini Group has provided its employees with an offering of welfare assets and services for a total value of 100 euro, increased to 150 and finally 200 euro, for the years from 1 June 2018 and 1 June 2019 respectively, to be used by 31 May of the following year⁵⁹.

⁵⁷ Effectively introduced with Italian Law no. 208 of 2015 stating the provisions for formation of the annual and multi-annual State budget (2016 stability law), published in the Official Journal of the Italian Republic, General Series no. 302 of 30-12-2015 - Ord. Suppl. no. 70.

⁵⁸ Mechanical Engineering Industry National Collective Agreement, Fourth Section, Title IV, art. 17 Welfare.

⁵⁹ Entitlement to this offer of welfare goods and services is granted to employees with a valid employment contract at 1 June or who are anyway hired within 31 December of each year, on the condition that they have passed the probation period and are not on unpaid leave or paid leave (for sickness, reasons of study, etc.) for the entire period 1 June - 31 December.

Moreover, workers hired with a fixed term contract must have worked for at least three consecutive months in each calendar year (1 January – 31 December).

For part-time workers, the value of the foregoing welfare instruments is not adjusted in relation to their lower contractual working hours.

With reference to workers on staff leasing contracts, based on the principle of non-discrimination set down in art. 35, first comma, of Italian legislative decree no. 81 of 15 June 2015, the companies in question will inform the staff leasing company of the matters established by the renewal agreement in relation to welfare.

To achieve simpler application of the contractual rule, by way of example the parties have shared a list of welfare instruments and the associated terms to use the beneficial tax and social security provisions.

The 100, 150 and 200 euro, established respectively for 2017, 2018 and 2019, can be allocated, even for just one year, to the Cometa Fund or MètaSalute Fund, in accordance with the rules and methods provided by the Funds in question.

In this case but also in the prospect of possible changes to the current normative conditions, the foregoing values must be inclusive of any tax or social security costs incurred by the company.

Conversely, any commercial or administrative costs deriving from the activation or management of the welfare services cannot be deducted.

86 Sustainability Report 2019

87 Sustainability Report 2019

In 2019, each employee was assigned a welfare budget of 400 euro, to be used on the “marchesinigroup-welfare” multiservices portal, active on the Easywelfare platform, in order to take advantage of a basket of services subdivided by area of activity: education, loans, health, pension, family, sport, shopping, subsidies and a host of additional topics.

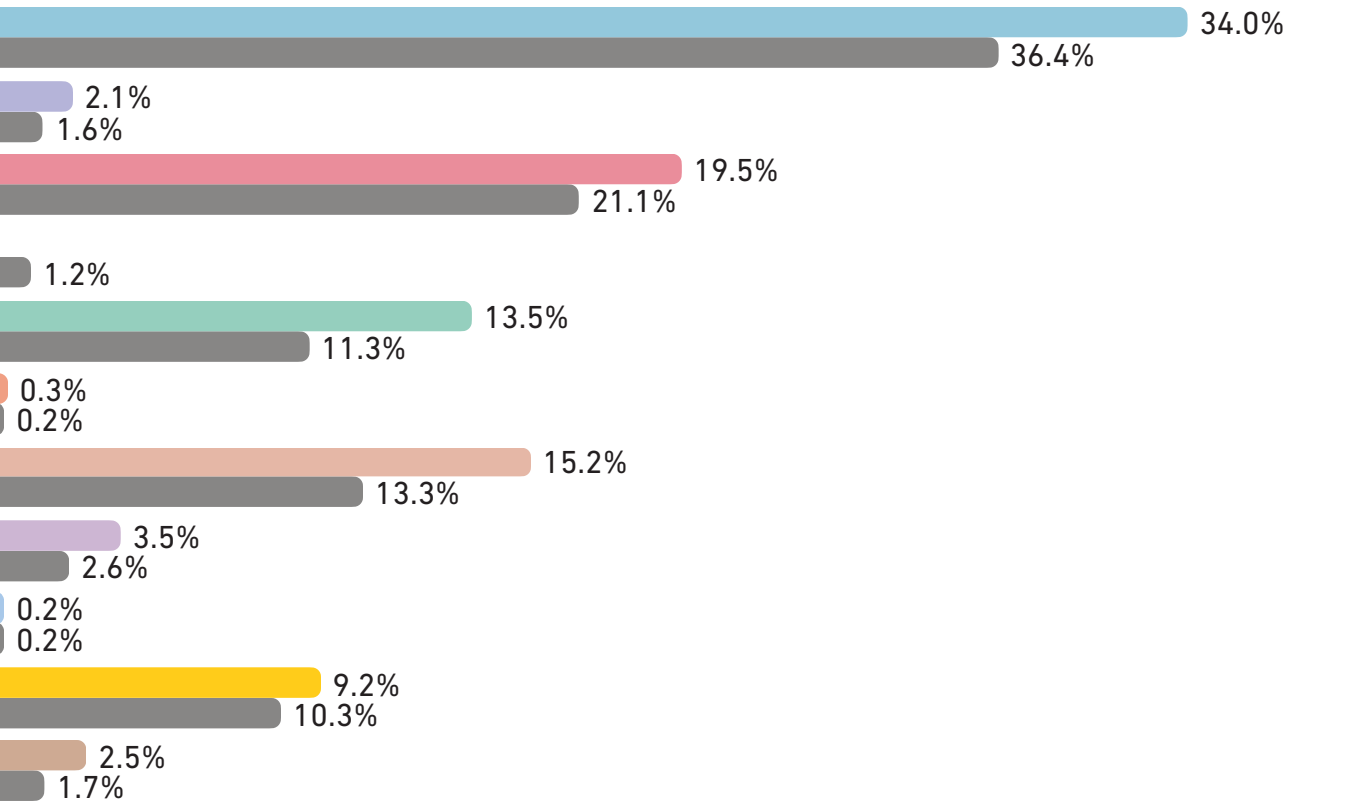
Offered in a single provider full outsourcing formula, the simple and intuitive service comes with its own help desk and was used by 94.4% of staff. With a single platform, it is the user who chooses the preferred use for the welfare cash placed at his or her disposal.

In 2019 the Group⁶⁰ allocated around € 1.8m overall, with a 29% increase vs 2018, with the following break-down:

	2019	2018	2019/2018
Distribution of benefits via the multiservices platform	428,363.00	335,821.00	28%
Platform service cost	25,700.00	23,235.26	11%
Company canteen and evening Take-Away canteen	1,322,340.00	1,090,498	21.3%
MG Locker Pianoro	6,600.00	-	-
Postural gymnastics, Yoga and Pilates at Pianoro site	1,700.00	1700	-
Postural gymnastics, Yoga and Pilates at Barberino di Mugello site	2,330.00	-	-
Total corporate welfare	1,787,033.00	1,450,000	29%

⁶⁰ Limited exclusively to Marchesini Group S.p.A., Dumek, Rinova.

With reference to the services supplied in 2019 via the Marchesini Group Welfare platform, the choice of destination of spending is shown in the following chart⁶¹.



	2019	%	2018	%	2019/2018
Purchase vouchers and gift boxes	145,458	34%	122,363	36.4%	15.9%
Sport and well-being	9,187	2.1%	5,385	1.6%	41.4%
Family	83,588	19.5%	70,933	21.1%	15.1%
Residual management ex nat. coll. agreement	/	/	4,125	1.2%	/
Travel and holidays	57,848	13.5%	38,028	11.3%	34.3%
Training courses	1,123	0.3%	703	0.2%	37.4%
Health service fund	65,098	15.2%	44,702	13.3%	31.3%
Leisure time	15,060	3.5%	8,579	2.6%	43.0%
Health and personal support	832	0.2%	667	0.2%	19.8%
Supplementary pension	39,462	9.2%	34,657	10.3%	12.2%
Transport and mobility	10,707	2.5%	5,679	1.7%	47.0%
Total	428,363	100%	335,821	100%	21.6%

⁶¹ The item entitled “End of plan residual management” refers to the unused portion allocated by the National Collective Agreement for 2018 and carried forward to 2019.

8.5 COMMUNICATION AND ENGAGEMENT ACTIVITIES

Also in 2019 internal communication was confirmed as an essential tool because Marchesini Group believes that the road to managing the company’s work teams, without involving *leadership* or other “controlling” actors, must inevitably pass by way of an oft ill-used practice: communication.

This conviction is based on the fact that while transferring the virtues of a business or its products to the exterior is perceived as a core precept by the vast majority of companies since it is seen as an indispensable tool in the drive to build brand awareness and engage existing and potential customers, the level of attention paid to another fundamental distinctive feature of every enterprise, i.e. its employees and contractors, is not always adequate and may even be completely overlooked.⁶²

However, for Marchesini, being able to count on effective internal communication is the key to success, especially if employees are considered as brand ambassadors to all effects and purposes.

Communicating effectively is high among the factors able to guarantee rises in efficiency and productivity levels. Anyone who feels part of a project, participates in its goals and believes in its intrinsic values, is invariably inspired to work to the very best of their ability. This can translate, on the one hand, into a reduction in staff turnover and absenteeism and, on the other, into an increase in collaboration between co-workers, improving performance of the entire structure.

This is the background to goals of internal communication aimed at disseminating a cultural attitude able to permeate through all levels of the organisation, removing any potential barriers to complete integration between personnel and the company itself.

Providing information is necessary to ensure that people identify with the company and share the values and strategies and the procedures and methods for correct execution of production activities.

In addition, communication is an important enabling factor for change: active participation and sharing ideas makes it possible to overcome resistance to change, whether related to internal requirements or environmental contingencies, and to underscore and share activities, projects and milestones reached and surpassed with the workforce.

Communication is of key importance to create a work environment that is dynamic and motivated towards the achievement of shared goals; it is a tool that makes it possible to align personnel with the company’s strategic goals and allow them to participate also in events occurring in other areas of the Group. Transparent relationships characterised by reciprocal trust, can be created by exploiting adequate communication systems.

⁶² Rusconi, G., La comunicazione interna? Importante come la relazione con il cliente, Il Sole24Ore 16 February 2019.

8.5.1 INAUGURATION OF THE NEW “CORIMA DIVISION” PLANT

The new CORIMA plant was inaugurated on 19 October in the presence of around 1,500 guests. The plant is a veritable jewel in the firmament of Tuscany’s mechanical engineering concerns specialised in building machines for aseptic atmosphere packaging of pharmaceutical products.



The inauguration also provided the perfect occasion to celebrate the 40th anniversary of CORIMA, founded in 1979 and entering the Marchesini fold in 2003 to become the world’s first manufacturer to build complete lines for aseptic packaging, from the primary package to palletisation.

The inauguration also offered a special festive moment dedicated to all Marchesini personnel, arriving from all sites with their family members for the event: a grandiose surprise show staged by the Agresto medieval re-enactment association, which organises itinerant shows in the main Italian and European cities. The artists offered a panorama of dance, court balls, and medieval fencing, accompanied by drum rolls that formed the perfect setting for stories and legends from the late 13th century.

8.6 LOCAL INITIATIVES

In the Bologna area in particular, site of the Group’s headquarters, the Company maintains close relations with the main technical colleges and high schools for the sciences, with Alma Mater Studiorum – University of Bologna, the University of Modena and Reggio Emilia and the University of Ferrara.

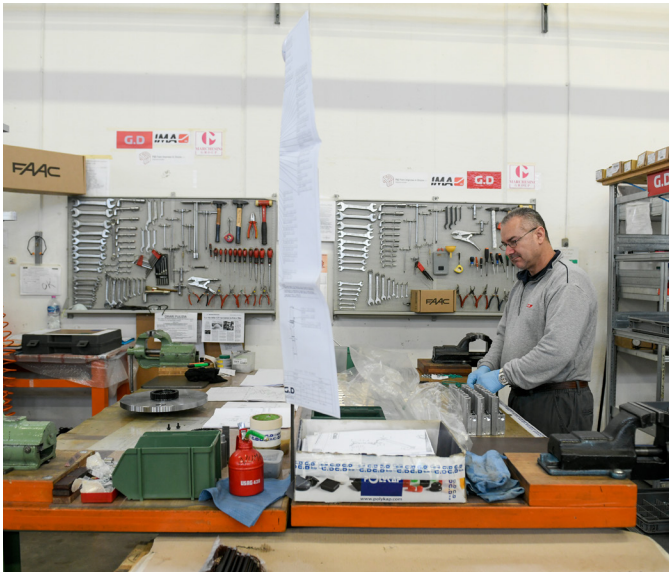
Moreover, in Bologna, the company has long nurtured a relationship with the B.V. di San Luca Salesian Institute and with the Aldini Valeriani Sirani senior high school, involving the transmission of specialised technical competences by sending some of its top personnel for teaching sessions and supplying unused mechanical components for experiments directly on the part.

Another initiative in which the company is participating actively is Fondazione Istituto Tecnico Superiore⁶³ Meccanica, Meccatronica or, for brevity, the ITS Maker foundation of Bologna and Siena. The ITS MAKER Foundation operates in the area of tertiary instruction, in compliance with the programming of the offering of the regional network of Polytechnics, assuring training at the post-secondary level of technicians with higher skill levels than national averages, able to meet demand from the mechanical engineering, mechatronics, automotive and packaging sectors. The Foundation also supports integration of training chains (education and professional technical training) and the economic and manufacturing chain with special reference to professional technical hubs and measures for innovation and technological transfer to small and medium-size companies. It works to elevate the technical, technological and scientific culture with the aim of building, qualifying and upgrading technical-professional competences, promoting the orientation of young people and their families towards careers in the technical field.

Another initiative of major social relevance, both due to its value and to its results, is the “Fare Impresa” project in Dozza S.r.l., in which Marchesini Group holds a 30% stake. The idea of building an enterprise in the Dozza prison in Bologna in order to assist the rehabilitation in civil society of individuals in objective conditions of disadvantage, applying the principles of “solidarity sourcing”, took its first tentative steps in 2008. Today, a little more than ten years down the line, the FID project is a unique experiment in Italy, born out of a profitable relationship between professional training, business enterprises and the institutional sphere. The formula consists in creating a fully-formed social enterprise in Bologna prison – following a technical training programme provided by the Aldini Valeriani Foundation – in the context of the production of Marchesini Group, G.D. and IMA with the aim of training resources who can then enter the job market, providing inmates with stable and enduring employment opportunities that can be put to good advantage once they have finished serving their sentence.

⁶³ Higher technical institutes (ITS), introduced into national law by the Italian Prime Minister’s Decree of 25 January 2008, containing *Guidelines for reorganisation of the higher technical training and education system and the constitution of higher technical institutes*, published in the Official Journal, General Series no.86 of 11-04-2008, represent the cornerstones of the reorganised complex system of higher technical education and training based on participation and cooperation. Higher technical institutes, which can be set up based solely on the provisions of the territorial training offer plans of the Regional administrations, connect public institutions and interested private individuals in view of the goal of a shared result, compliant with concrete socioeconomic requirements of the area and of the Country.

FID operates like any other small company, with terms of employment in line with the national bargaining contract agreed between the unions in the sector and with the benefit of having a relatively protected market because it is effectively composed of the self-same organisers of the operation. The training process makes use of a well-attended group of tutors, people who have worked in the company for a lifetime and have then preferred to remain at “the works” once they reach retirement age, choosing to devote their experience to the upcoming generations and thus becoming “teachers”. The technical contents communicated are aimed at acquiring the know-how and professional skills necessary for mounting and assembly of mechanical parts and construction of simple components. Contents also include the topic of health and safety in the workplace. The real innovation of FID lies in the formula used, which requires an investment in the human capital concerned, deemed to be capable of revolutionising past questionable rehabilitation experience in a prison environment while continuing to pursue the company’s core business, but with an added ethical value. A best practice that extends far beyond a question of philanthropy. The “founding partners” chose to interpret their role through this initiative, placing the project’s extraordinary social values and a strong sense of responsibility towards the community in which they operate ahead of the notoriety of the brands represented by each, in the hope that many more companies will join in the future to swell the ranks of FID supporters.



8.7 HEALTH AND SAFETY⁶⁴

Health and safety of personnel are essential conditions calling for special attention, through the adoption of preventive measures, technological development, training, and continuous monitoring. All business activities are conducted in line with statutory legislation concerning occupational health and safety in accordance with the precepts of the Code of Ethics and the Safety Policy.

In addition, the Group guarantees the highest possible safety standards for operators by means of organisational and management measures, and also through technical solutions, constant alignment with the latest technologies, and the creation of training courses.

With reference to the Group’s Italian companies, the safety management system requires the presence of all the necessary functions, in line with the relevant legislation. In this context, Health and safety executives (HSE) and Health and safety officers (HSO) have been appointed for each of the production units, inside or outside the company, in compliance with the applicable legal parameters.

To guarantee adequate representation of workers within the Safety management system, employees are required to elect Health and safety representatives (HSR), responsible for representing staff during trade union meetings to discuss the topics in question and any actions to be taken.

A total of 10 accidents were recorded in 2019, of which 7 in the workplace and 3 during transfers. This figure is 37.5% lower than in 2018. No fatal accidents occurred.

In compliance with the relevant statutory legislation⁶⁵, education and training programmes have been developed in the areas of occupational safety, first aid, fire-protection regulations, the consequences of alcohol and narcotics, specific risks associated with various job descriptions, and environmental aspects, even if not mandatory according to local legislation.

In terms of each operating unit, the Group provides its employees with training courses concerning the environment and safety, calibrated to match the duties of individual workers. The courses may concern correct management of mechanical or electrical risks or risks originating from handling chemicals, or instructions to follow in order to minimise environmental impact (e.g. for waste handling activities).

⁶⁴ Exclusively for Marchesini Group S.p.A.
⁶⁵ Italian legislative decree no. 81 of 9 April 2008 - Text coordinated with Italian legislative decree no. 106 of 3 August 2009, Implementation of article 1 of Italian law no. 123 of 3 August 2007, concerning protection of health and safety in the workplace. Official Journal no. 101 of 30 April 2008 - Ord. Suppl. no. 108 Supplementary and corrective decree: Official Journal no. 180 of 05 August 2009 - Ord. Suppl. no. 142/L

In line with customary practice, Safety Meetings concerning the Group’s Italian sites were held also in 2018. The following topics were discussed during the meeting:

- accident statistics for the previous year;
- safety training and information activities;
- consumption trend of personal protective equipment;
- actions performed since the meeting of the previous year;
- measures and improvements planned for the current year;
- risk assessment;
- health surveillance activities.

Also in 2019 the Group’s proactive attitude in relation to these matters allowed the company to submit applications to INAIL to make use of the premium discount⁶⁶. This has been possible thanks to realisation of the following projects:

- BLSD courses (*Basic Life Support & Defibrillation*) at the Pianoro, Carpi and Barberino di Mugello sites;
- thermal imaging of the electrical cabinets at the Pianoro, Carpi and Barberino di Mugello sites;
- electromagnetic field monitoring at the Pianoro and Carpi sites;
- airborne particulate monitoring at the Barberino di Mugello site.

INAIL has granted a reduction in the annual premium corresponding to a cost reduction of around €30 thousand.

With special reference to injury statistics⁶⁷, the following table shows data for the period 2005-2019 with details of the frequency rate⁶⁸ and severity indicator⁶⁹.

⁶⁶ INAIL rewards companies that have been operational for at least two years with a “discount” defined as “oscillation for prevention” (OT/24), if they carry out works, in addition to the minimum interventions provided for by the relevant legislation (Italian legislative decree 81/2008, as amended), to improve the safety and hygiene conditions in the workplace. The “oscillation for prevention” reduces the premium rate applicable to a company, resulting in a saving on the premium payable to Inail. Based on the Italian ministerial decree of 3 March 2015, which amended the text of article 24 of the Italian ministerial decree of 12 December 2000, as successively amended by Italian ministerial decree 3 December 2010, the rate reduction is awarded in a fixed amount in relation to the number of workers-year for the period.

⁶⁷ Restricted to the Italian sites.

⁶⁸ The injury frequency rate measures the incidence of injuries per thousand hours that have occurred in a given period, sector and geographical area, in relation to the number of hours worked in the same period, sector, and geographical area. The coefficient is multiplied by a thousand (10^3) in such a way as to avoid values that are numerically too small.

This coefficient is of general validity and, since it is standardised in relation to the period, sector and geographical area, it is useful for making comparisons using these three parameters.

In calculating the frequency of injuries, reference can be made to three different categories rather than to the overall total:

- Injuries that have caused a temporary disability
- Injuries that have caused a permanent disability
- Fatal injuries

⁶⁹ Measures the severity of injuries expressed in standardised days of absence per thousand hours worked. The coefficient is multiplied by a thousand (10^3) in such a way as to avoid values that are numerically too small.

This coefficient is of general validity and, since it is standardised in relation to the severity category, it is useful for making comparisons of all types.

In calculating the severity of injuries, rather than the overall total, reference can be made to three different categories into which severity is expressed in standardised days of absence:

- Injuries that have resulted in temporary disabilities, in which the severity coincides with the number of days of absence
- Injuries that have caused permanent disabilities, in which the severity is calculated by multiplying the invalidity score of each case by 75, and it is expressed in the number of standardised days of absence
- Fatal injuries, in which the severity is calculated by multiplying each fatality by 7,500 (corresponding to the number of average working days throughout the entire lifetime of a worker), and it is expressed in the number of standardised days of absence.

The overall total is calculated as the sum of standardised days of absence for each of the three categories.

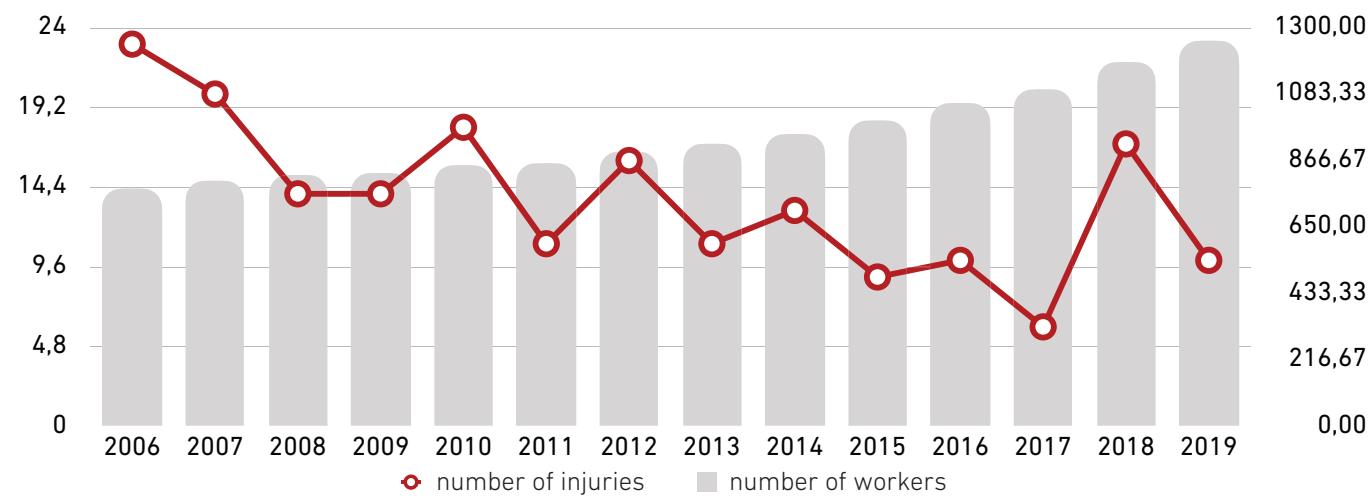
INJURY RATES	2006	2007	2008	2009	2010	2011
No. of injuries (1)	19	14	10	10	18	9
Total no. of injury days (2)	336	153	151	233	280	262
No. of hours worked (3)	1,082,203	1,088,232	1,113,089	1,101,066	1,134,353	1,140,037
Average no. of workers (4)	617	630	631.5	634	653	665
Incidence coefficient (5)	3.1	2.2	1.6	1.6	2.8	1.35
Frequency coefficient (6)	17.6	12.9	9.0	9.1	15.9	7.9
Severity coefficient (7)	0.31	0.14	0.14	0.21	0.25	0.23

Key

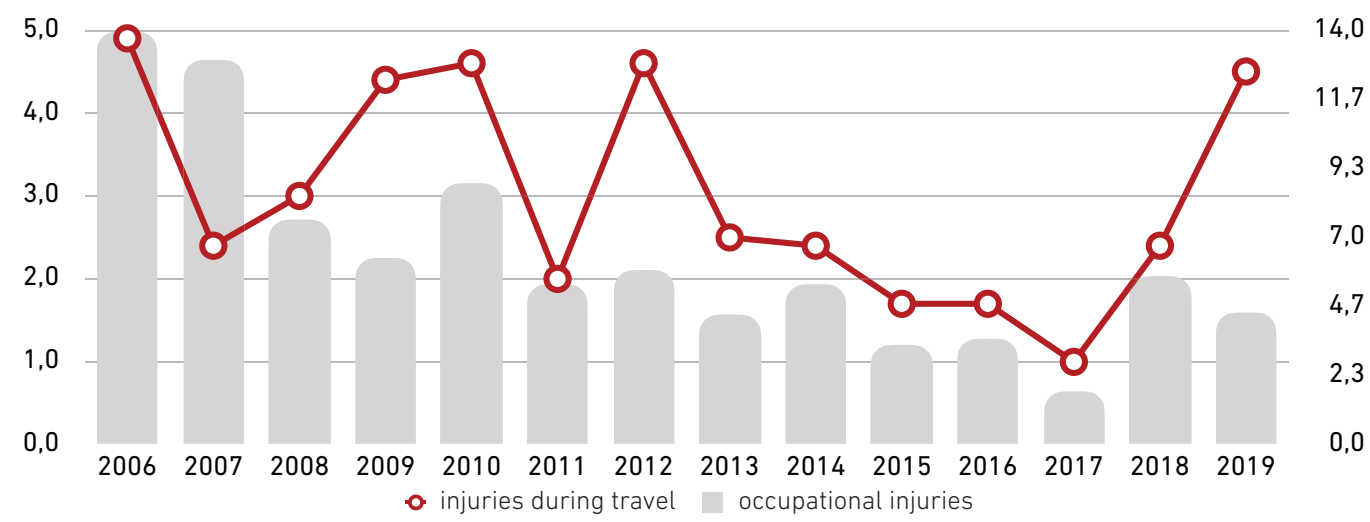
- (1) Only workers who have missed more than 1 working day (including the day on which the injury occurred).
- (2) Total days of absence from work for the injuries as at point (1).
- (3) Total hours worked in the year.
- (4) Arithmetic mean between the number of workers in the workforce from January to December of each year.
- (5) Calculated in accordance with the formula: no. of injuries/no. of workers x 100.
- (6) Calculated in accordance with the formula: no. injuries/no. workers x 1,000,000
- (7) Calculated in accordance with the formula: total no. days of duration/no. hours worked x 1000.

2012	2013	2014	2015	2016	2017	2018	2019
10	10	9	8	7	6	16	10
213	132	137	197	99	82	425	176
1,178,203	1,231,057	1,281,318	1,355,667	1,391,612	1,762,077	1,948,574	2,228,472
690	713.81	736	771	808.91	1009	1086	1259
1.45	1.40	1.22	1.04	0.87	0.59	1.47	0.79
8.5	8.1	7.0	5.9	5.0	3.4	8.2	4.5
0.18	0.11	0.11	0.15	0.071	0.047	0.218	0.079

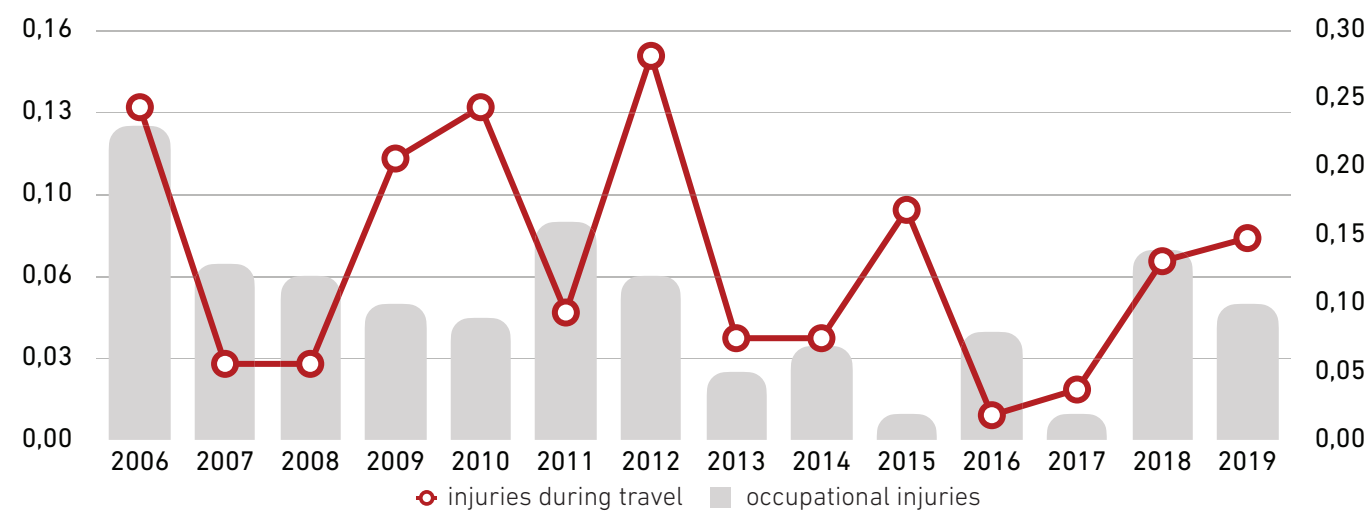
Incidence



Frequency coefficient



Severity coefficient



With regard to safety training initiatives, 7,327 training hours (+61% versus 2018) were delivered to 699 employees in 2019⁷⁰. Approximately 31% of training hours involved new recruits.

	2019	2018	2019/2018
First aid	177	286	-38%
Fire-fighting	110	115	-4%
HSR (health and safety representative)	80	120	-33%
Executives/Supervisors	388	424	-8%
New recruits/updating	2598	2016	29%
Machinery	356	410	-13%
PES PAV	3568	1108	222%
Emergency plan	50	78	-36%
Total	7327	4557	61%

People trained	2019	2018	2019/2018
First aid	35	55	-36%
Fire-fighting	17	19	-11%
HSR (health and safety representative)	11	12	-8%
Executives/Supervisors	50	60	-17%
New recruits/updating	254	194	31%
Machinery	53	79	-33%
PES PAV	250	76	229%
Emergency plan	29	34	-15%
Total	699	529	32%

⁷⁰ Safety training in 2019 accounted for approximately 19% of total training delivered. However, the value related to the number of assignees of training projects is available only for Marchesini Group S.p.A.

8.8 DATA PROTECTION

Marchesini Group uses the utmost diligence to protect the data of its people and since 2018, with the enforcement of EU Regulation 679/2016⁷¹ (GDPR) integrated also by Italian Legislative Decree 101/2018⁷², it has updated its privacy by design and privacy by default project several times.

The most recent version, released in November 2019, applicable also to subsidiaries, contains the following in particular:

- the adaptation measures and methods of operation of the video surveillance systems installed at the plants;
- method of management of biometric data;
- implementation of new technology;
- integration of forms for consent for the various data processing types.

Moreover, in 2019 the Group introduced “privacy pills”, i.e. audio-visual clips used for training of new recruits in relation to data protection topics.

8.9 RELATIONSHIPS WITH INSTITUTIONS

Marchesini Group participates actively in the sphere of associations in Italy through its membership in several associations and institutions to promote not only industrial and cultural development, but also the dissemination of sustainability and innovation.

INSTITUTION	ROLE OF MARCHESINI GROUP or its representatives
Confindustria Emilia Area Centro	Partner
UCIMA	Partner - Chairman Maurizio Marchesini is also a member of the Executive Council
Associazione Amici del Museo del patrimonio industriale	Partner
AIDAF	Partner
Associazione meccanica	Partner

The Group collaborates with the several institutions and associations with “the utmost transparency, clarity and integrity, in order to avoid partial, distorted, ambiguous or misleading interpretations”⁷³, in full compliance with statutory legislation and in respect of the public nature of the function.

⁷¹ Published in the Official Journal of the European Union L 119 of 4 May 2016, effective as from 24 May 2016.

⁷² ITALIAN LEGISLATIVE DECREE no. 101 of 10 August 2018. (18G00, *Provisions for adaptation of national legislation to comply with the provisions of European Parliament and Council Regulation (EU) 2016/679 of 27 April 2016, on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation)*, published in the Official Journal, General Series no.205 of 04-09-2018.

⁷³ Code of Ethics, page 32.



9.0 COMMITMENT FOR THE COMMUNITY A YEAR OF SUSTAINABILITY

9.1 SOCIAL	9.2 CULTURE	9.3 HEALTH	9.4 SPORT
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9.0 COMMITMENT FOR THE COMMUNITY A YEAR OF SUSTAINABILITY

Doing business in a manner that is “radically linked to the promotion of sustainable development, with special reference to protection of the environment and to the bond with the social contexts in which the Group operates”⁷⁴, is a fundamental aspect Marchesini Group’s approach to sustainability.

In fact, Marchesini Group is especially sensitive to this topic and it continues to demonstrate its interest by providing economic support for social, cultural and artistic projects and activities and for scientific research initiatives, which are assessed during the year.

One of the essential criteria followed in the assessment of requests for economic support is the impact on the areas in which the Group’s plants are located or the interests of particular stakeholder clusters.

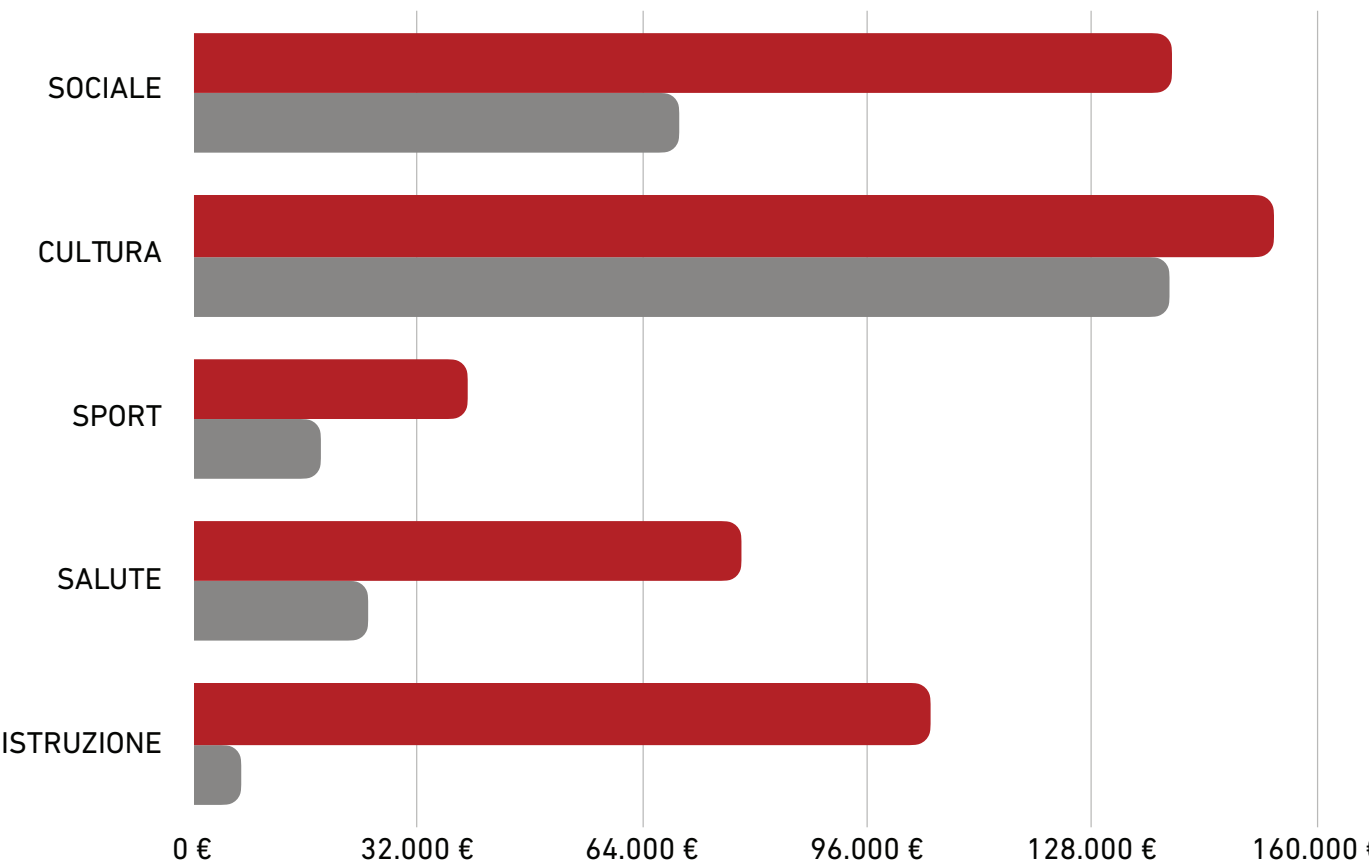
This results in a genuine virtuous circle which, bringing a large number of competitive advantages, further motivates the Group to cultivate participation and its active role in such relationships and to participate actively in projects and initiatives of public interest.

⁷⁴ Code of Ethics, page 30 et seq.



In the awareness that relations with local communities constitute the starting point for the creation of value around the company, for the economic, social and cultural development of the areas in which it operates, in 2019 Marchesini Group allocated around €516,000, twice the amount disbursed in 2018, with the following breakdown:

	2019	2018
SOCIAL	139,500	69,350
CULTURE	154,000	139,000
SPORT	39,260	18,148
HEALTH	78,000	25,000
EDUCATION	105,000	7,000
Total	515,760	258,498



Below we provide details of the most significant direct interventions⁷⁵ of 2019.

9.1 SOCIAL

9.1.1 SOCIAL

ANTONIANO NON-PROFIT ORGANISATION

www.onlus.antoniano.it

2019 contribution: **7,000 euro**

Sponsorship for the “Insieme per le famiglie” project



For the past three years, Marchesini Group has sponsored the Antoniano “progetto famiglie” and, specifically, the evening kitchen service that is held every Monday evening at the Padre Ernesto canteen.

This activity is performed in conjunction with promotion of the voluntary service in the kitchen by employees with the aim of raising their awareness in relation to social topics and involving them actively in the projects supported by the company.

Our sponsorship is helping to guarantee:

- 42 canteen open evenings for families
- participation of volunteers in 80 service shifts
- distribution of more than 2,500 meals/year

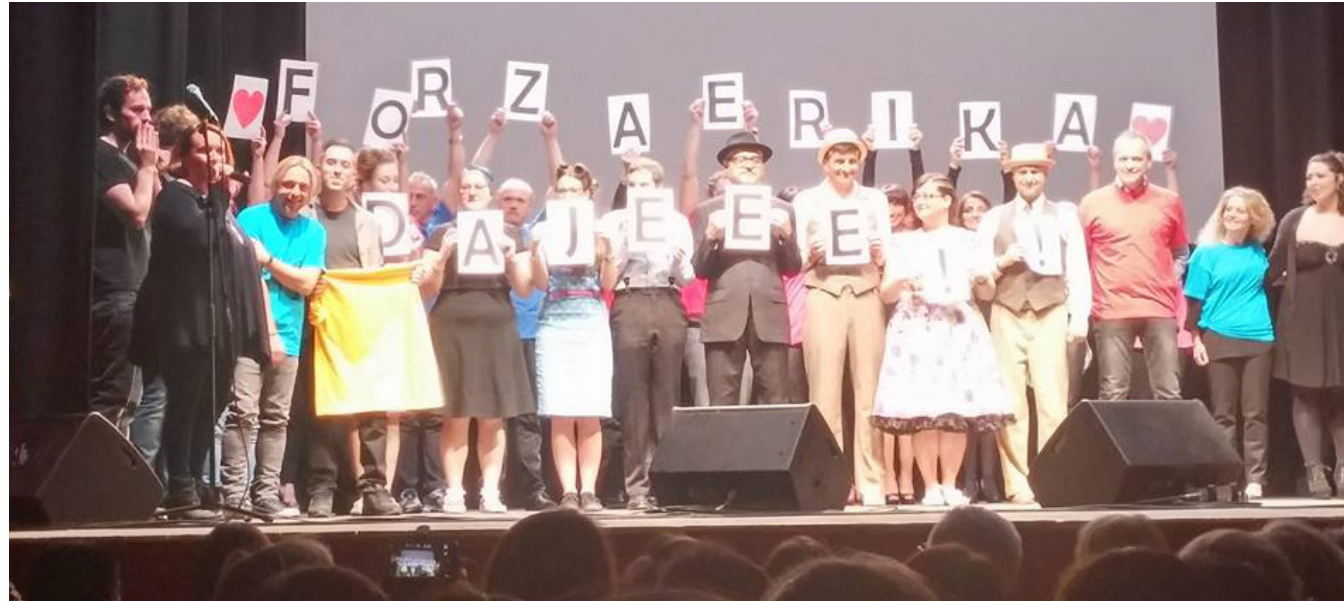
⁷⁵ “Most significant” means contributions for more than 1,000 euro.

9.1.2 SOCIAL

ASSOCIAZIONE FORZA ERIKA! NON-PROFIT ORGANISATION

2019 contribution: **1,000 euro**

Solidarity initiative to assist a seriously ill young mother in Bologna.



Erika suffers from the Arnold-Chiari syndrome, a rare malformation of the posterior cranial fossa.

Her treatment will involve brain surgery to be carried out in the US, the results of which will be decisive for her future. The surgery is an extremely expensive procedure that neither Erika nor her family can afford.

This resulted in the launch of a full-scale solidarity campaign in which the Bologna association of bakers, fans of Bologna Football Club - Curva Andrea Costa and Centro Bologna Club joined forces to organise "Su le mani per Erika!" (hold up your hands for Erika), a fund-raising initiative carried out during the Bologna-Juventus match played in the Dall'Ara stadium, where stands were set up to sell 'Bomboloni per Erika' doughnuts.

Marchesini Group's contribution was added to the funds supporting this solidarity drive.

9.1.3 SOCIAL

BEATA VERGINE DELLE GRAZIE NON-PROFIT ORGANISATION

www.beataverginedellegrazie.it/riportami-in-centro

2019 contribution: **3,000 euro**

Sponsorship of the "Riportami in centro" project



JFK is recorded as saying "Nothing compares to the simple pleasure of riding a bike".

The bicycle is part of the history of each of us, evoking memories, emotions and feelings. With this project, the Beata Vergine delle Grazie shelter in Bologna allows elderly persons suffering from mobility problems or no longer self-sufficient, to get back on a bicycle again and rediscover the pleasure of a simple and fulfilling activity.

Thanks to a pedal assisted cargo bike, the elderly guests of the Shelter can rediscover the city of Bologna, riding along the streets in the city centre and visiting well-loved spots that they can no longer reach on foot. The project also allows the elderly to get outdoors, to break free from their routine and meet new people.

The bicycle is also an opportunity to share yarns and build relationships; these special bikes also elicit curiosity among bystanders, resulting in frequent stops to chat with old and new acquaintances.

9.1.4 SOCIAL

ARCHDIOCESE OF BOLOGNA

www.chiesadibologna.it

2019 contribution: **3,000 euro**

Sponsorship of charitable activities



At the traditional Christmas mass celebrated at the Pianoro site (BO), Marchesini Group customarily makes a generous donation to the charitable initiatives of the archdiocese of Bologna.

Recognising the role of Christian charity is an “exercise” that helps us to shed light on two important planes of our existence: the logical and the ontological.

Regarding the logical plane, establishing a relationship with charity allows us to recognise the existence of a superior level with respect to reason, while working for charity and supporting charitable initiatives allows each individual to make his or her contribution to ensure that everybody has the means to conduct him or herself as a responsible member of society.

9.1.5 SOCIAL

SAN BARTOLOMEO DI MUSIANO PARISH

2019 contribution: **37,000 euro**

Support for urgent maintenance of

San Bartolomeo church



The church of San Bartolomeo di Musiano (Pianoro) is the remnant of a monastic complex with records dating back to the year 981.

With regard to the location of the complex, from its foundation the monastery stood on the Tuscany road, one of the main communication routes between the Po Valley (and the Bologna district in particular) and the southern slopes of the Apennines. This has been amply documented since the 11th Century, but the road has undoubtedly been carrying out its important function of connection with Tuscany since the Dark Ages. It was a *strata* that, apart from in numerous documents, is recorded from the end of the 11th Century in a map dated 1085, in which between the boundaries of a group of properties purchased from private citizens, we also find the *public road qui pergit a Musiliano*^{76,77}.

In addition to being a prestigious historic, architectural and artistic heritage site in Pianoro, where the Group has its headquarters, it is also a church of special significance for the Marchesini family.

The disastrous condition of the church building calls for urgent major restoration and structural consolidation works, which the parish is unable to finance without outside help.

⁷⁶ 11th century maps of the Bologna district, 1085 March 3, no. 348, pages 697-699.

⁷⁷ Zagnoni, R., The San Bartolomeo di Musiano monastery in the Middle Ages (981-1307), previously published In San Bartolomeo di Musiano, Abstracts of the study day (Pianoro, 15 October 2005), “Documents and studies of the Deputation of Italian History for the provinces of Romagna”, XXXVIII, Bologna, at the Deputation of Italian History, 2008, pages 31- 95, disseminated in digital form by Alpes Appenninae - www.alpesappenninae.it

9.1.6 SOCIAL

RASTIGNANO PARISH OF ST PETER AND ST JEROME

www.parrocchiadirastignano.it

2019 contribution: **6,000 euro**

Donation to support construction of the stained glass windows of the new parish church



The new church of St Peter and St Jerome, construction of which was started in 2008, was built in the area owned by the parish behind the historic church, to which it is joined by means of a quadriporticus.

The significant urban development of Rastignano between the 1990s and the 2000s made it necessary to build the new church.

The church interior features a single nave with an articulated ground plan characterised by recessed volumes. There is a large balcony above the main entrance, reached by means of a circular stairway that winds around the baptistery.

The windows for the new church were assigned to Giordano Capiani, a celebrated sculptor from Faenza. The result was a work of art, that not only enhances the church but brings prestige to the entire community of Rastignano.

9.1.7 SOCIAL

PORTA APERTA CARPI

www.portaapertacarpi.jimdofree.com

2019 contribution: **5,000 euro**

Sponsorship of the “Counselling centre” project



The Porta Aperta counselling centre in Carpi (Modena) is open for counselling four days a week, mornings and afternoons, operating as an important point of reference for the entire area.

The personalised project is the type of relationship that a counselling centre must always seek to instigate with the people it meets. The aim of counselling is to share a path that assists people to acquire a greater level of awareness of their situation, recover their self-confidence and their trust of others, and build constructive relationships.

Working by projects means overcoming the logic of answering needs to act in a promotional perspective that places the individual in charge of seeking possible strategies to deal with the difficulties they are facing.

Rather than simply a methodological issue, it is a way of thinking and acting based on recognition of the fact that each human need is associated with an existential dimension, and that each individual is different.

Recognising the uniqueness and dignity of each individual, believing in their aspirations to grow and their possibilities of evolving means helping to explain the situation they are experiencing even when no solutions or answers seem to be forthcoming.

9.1.8 SOCIAL

SALVIAMO PATRICK

www.chiesadibologna.it

2019 contribution: **1,000 euro**

Sponsorship of the project



Patrick is a young boy from Bologna who was diagnosed with colorectal cancer with KRAS mutation and liver metastasis in 2018. Following the surgical procedures performed, several complications arose resulting in a serious and progressively worsening clinical picture. Since the treatment protocols available in Italy were incompatible with his condition, the only tangible hope for Patrick was to travel to Philadelphia in the US to the Penn Medicine's Abramson Cancer Center, resulting inevitably in prohibitive costs for Patrick and his family.

Despite concerted efforts to provide hope and a positive outcome for Patrick, he sadly succumbed to the disease.

9.1.9 SOCIAL

ASSOCIAZIONE SOLIDARIETÀ MISSIONARIA CARPI NON-PROFIT ORGANISATION

solmiss.wordpress.com

2019 contribution: **5,000 euro**

Sponsorship of the "Special flour" project – Malawi



Last year, on the heels of a major earthquake several Malawi districts were pummelled by torrential rains that devastated the Country, causing floods, complete or partial collapses of homes and widespread damage to the maize crop, almost ready for harvest at the time.

This is the context of the work of the Carpi Missionary Centre, especially with the rural nursery schools project for the construction of 117 nursery schools, 10 of which have already been built despite adversities and are currently accommodating 6,496 children taking part in an educational and nutritional programme.

Since most of the teachers are working on a voluntary basis, the missionary centre can run the project with just 200 euro per month. However, the emergency conditions currently afflicting the Country are making it necessary to meet the cost of flour for the refectory, totalling around 4,000 euro/month: less than one euro/month to feed each child.

9.1.10 SOCIAL

AVIS CARPI NON-PROFIT ORGANISATION

www.modena.avisemiliaromagna.it

2019 contribution: **4,000 euro**

Sponsorship for institutional activities of the non-profit organisation



The Carpi municipal AVIS branch (Italian blood donors association) was founded in 1953 to bring together those who are prepared to give blood anonymously without any form of remuneration.

AVIS is a non-profit, apolitical, non-denominational association that rejects all forms of discrimination based on gender, race, language, nationality, creed or political ideology.

The unchanging aims of the association are: to meet the growing demand for blood, to unite donors, ready and tested in terms of blood type and health, to combat the trade of human blood, to donate blood free of charge to whoever needs it, without any form of discrimination.

Despite the reduction of donors registered in the past decade, Italy is still able to meet internal demands for blood thanks to a compensation scheme between the Regions.

Thanks to the "Italian blood system", which is based entirely on voluntary and non-remunerated donation, a total of 637 transfusions were carried out in 2017 for surgical procedures or treatment of illnesses such as thalassemia.

9.1.11 SOCIAL

ASSOCIAZIONE COMUNITÀ PAPA GIOVANNI XXIII

www.apg23.org

2019 contribution: **1,000 euro**

Patronage of the Community's activities



The association charter illustrates its vocation:

"Moved by the Spirit to follow Jesus, poor and servant, the members of the Community, in accordance with their vocation, commit themselves to directly sharing the life of the least of their brothers and sisters, sharing in their experiences and helping them bear their plight. They place their shoulder under their cross, accepting that they will be liberated by the Lord through them."

"Love for the poor, the life of whom we share, must extend to the point of removing the causes of need. For this reason, the Community undertakes a serious social commitment, through non-violent action, to building a fairer world and to being the voice of the voiceless."

The association members pursue this vocation by sharing the life of the poor and, more generally, by living a life of fraternity in the light of the Gospel, in a spirit of obedience and prayer.

Every day and night the Bologna-based community meets increasing numbers of young women with a deep need for someone to notice them, and the Community's efforts are aimed at giving them the opportunity to find rebirth in a new life. Thanks also to the Marchesini Group's contribution, the Community can continue to meet these young women each week and welcome them to its facilities.

In the words of Community founder Don Oreste Benzi "no woman is born a prostitute: there's always a person or a situation that induce her to become one". At the same time however, there is also someone who can set her free.

9.1.12 SOCIAL

FONDAZIONE THEODORA NON-PROFIT ORGANISATION

it.theodora.org

2019 contribution: **2,000 euro**

Economic support for the activities of the “Dream Doctors”



The mission of the Theodora non-profit foundation is to support children in hospital and their families, offering counselling and an opportunity for emotional expression and play, with a visit by the “Dream Doctors”, professional artists hired and trained by the foundation to work in a paediatric hospital environment. Marchesini Group's patronage has allowed the Dream Doctors to look after the “healthy part” of children in hospital, meaning the part that is always keen to play, fantasise and laugh. In Bologna, the foundation operates at Policlinico S. Orsola Malpighi and the Bellaria hospital.

On the worldwide level, Theodora is present in 7 countries in addition to Italy: Switzerland, France, UK, Spain, Belarus, Turkey and Hong Kong; in Italy, the organisation is present in 11 cities and 17 hospitals, benefiting more than 35 thousand children every year.

9.1.13 SOCIAL

L'ARCO ASSOCIATION

www.larcorecovery.it

2019 contribution: **20,000 euro**

Sponsorship for recovery activities, peer activities, and co-planning - co-construction.



L'ARCO is a non-profit organisation founded in 2017 with the aim of promoting the recovery of persons with mental illness or social anxiety.

Thanks also the Marchesini Group sponsorship, in 2019 the Association was able to provide 35 individual recovery programmes simultaneously, thus increasing the potential offering of its services and the contribution of facilitators.

L'Arco also consolidated the experience of the courses, allowing several qualified experiences of training for facilitators and intensifying relations with organisations in the area, both related and unrelated, with the aim of helping to promote a culture of respect, reciprocity, and trust in the possibility of recovery of all those affected.

The association will proceed in consolidating its network with its institutional partners (municipality council, local health authority, third sector institutions, business enterprises) to obtain feedback also from these sources in relation to the set-up and effectiveness of its activity: stating from its independence, L'Arco intends to assist with the promotion of social integration and well-being, maintaining relations of “correspondence” with various reference parties of the metropolitan community.

9.1.14 SOCIAL

FONDAZIONE BIMBO TU NON-PROFIT ORGANISATION

bimbotu.it

2019 contribution: **20,000 euro**

Sponsorship of the “Casa Sant’Angela” project



“A brain tumour in a child is a tumour in the heart of the mother, father and the entire family”. A cancer diagnosis is like a bomb that detonates in the midst of the family: the structure starts to collapse from within, starving the afflicted child of the necessary resources to face the illness with fortitude.

Bimbo Tu was created in order to let families in these conditions know that they are not alone. Cancer can be beaten, and the commitment of the organisation is based on the desire to see “its children” grow up. A united family is a fundamental part of the cure and a cheerful countenance of the child is the best way to overcome the illnesses. The most pressing need today is to create suitable accommodation facilities near the Bellaria hospital.

The interest of the Bimbo Tu association for the Sant’Angela Home started primarily thanks to its location and its locally oriented vocation. The building stands in the town centre of San Lazzaro di Savena near the Pezzani primary school and next to the San Lazzaro church and the Town Hall. Even though it is located in a quiet and residential street, it is actually in the centre of the social life of San Lazzaro. The Sant’Angela Home also has an impressive history of local accommodation and, for several decades, it has been a beacon of faith and assistance for people in need, in particular for families and children. The structure has also applied its Christian principles in providing accommodation for people arriving from all over Italy who have travelled to the area for work or health reasons. The vocation of hospitality and “shelter” for families and children is an important aspect of the identity of this structure in the context in which it is located.

9.1.15 SOCIAL

HAPPY HAND

www.wtkg.it

2019 contribution: **3,000 euro**

Sponsorship of the association to stage the yearly “Happy Hand” event



The **Willy The King Group** “WTKG” is an association named after Willy Boselli, who has been promoting social events for people with special needs for many years. Every year, by means of the **“Happy Hand - Games without frontiers”** event, the Group aims to remove the barriers separating Olympic and Paralympic sports so that spectators focus on the people involved, rather than on their abilities or disabilities. The event is a sports and social inclusion festival, with the spotlight on abilities and disabilities, with Olympic sports offered together with Paralympic sports and opportunities for co-penetration between the disciplines in the belief that this approach will open the way to a new cultural understanding of disability.

Using sport as a means of bringing people together and sharing, it is increasingly important to devote attention and sensitivity to the topic of disability, offering “strength” and motivation for all those who start out with a physical disadvantage.

The 2019 edition drew the participation of around 2,000 people.

9.1.16 SOCIAL

FONDAZIONE DON MARIO CAMPIDORI NON-PROFIT ORGANISATION

2019 contribution: **3,000 euro**

Sponsorship of the “Famiglia della gioia” project



The project concerns two 85 m² apartments with a communal room of 30 m² in which weekly afternoon and daily workshops are held, programmes with preschools and primary schools and weekends of engagement between people with disabilities, young people, volunteers and families.

In particular, with the sponsored project the workshops were doubled (from two to four), it was possible to bring in an additional 12 disabled people, and it was also possible to expand the network of participating volunteers and hire two new staff.

The aim is to reach a condition of self-sustainability in the first three years of activity, which will be possible especially with the kitchen workshop and sale of its products, in addition to a possible increase of the beneficiaries and employment possibilities of disabled or occupationally disadvantaged persons.

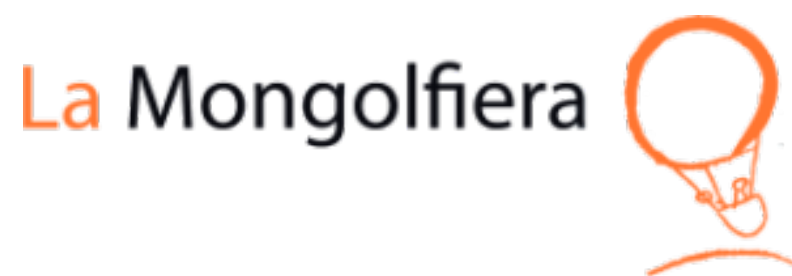
9.1.17 SOCIAL

LA MONGOLFIERA NON-PROFIT ORGANISATION

www.lamongolfieraonlus.it

2019 contribution: **1,000 euro**

Support for institutional activities



The La Mongolfiera non-profit organisation has the aim of recognising, promoting and empowering a culture of acceptance, of disabilities and of life that places the individual at the centre in his or her full dignity, right from the time of conception and regardless of the psychological and physical conditions of health and any conditions of distress.

La Mongolfiera recognises the birth family, adoptive family or foster family as the entitled entity.

The Association acts based on meeting the needs of each family to remove economic, regulatory and social obstacles that limit the freedom and well-being of disabled children or children in disadvantaged conditions and of their families.

La Mongolfiera aims to remove the barriers that prevent full development of the individual: from education to health, from free time to family life.

To accomplish this objective, the association:

- supports and accompanies disadvantaged children and their families in all aspects of daily life, putting into practice tangible forms of assistance and sharing of needs;
- takes economic action in favour of families with disabled children or children affected by disorders of various types, to allow them to choose the most suitable school for their education without constraints. The purpose of the payments and scholarships distributed by La Mongolfiera is to help families face the higher educational costs resulting from children with disabilities or suffering from distress.

9.1.18 SOCIAL

POLISPORTIVA I BRADIPI CIRCOLO DOZZA A.S.D.

www.polisportivaibradipi.it

2019 contribution: **1,000 euro**

Sponsorship of the association for purchase of a wheelchair



The wheelchair basketball movement was born in Bologna in the 2002-2003 season thanks to the commitment of EX-CSH (Sport Handicap Coordination), forever engaged in promoting sport for all, organising wheelchair mini-basketball courses.

The results of this project can be seen in the teams formed in Emilia Romagna, representing the first experiences in Italy and constituting the skeletal structure for the first experimental mini-basketball championship organised by CIP (Italian Paralympics Committee) in the 2004/05 season.

9.1.19 SOCIAL

A.S.D. AIA SPORT NON-PROFIT ORGANISATION

www.aiasport.it

2019 contribution: **2,000 euro**

Sponsorship of the association for the “In sella alla vita” project



With the patronage of Marchesini Group, the AIA Sport non-profit organisation was able to pursue, also in the 2018-2019 sports season, the introductory horseback riding project “In sella alla vita” (in the saddle towards life) addressed to people with acquired motor disabilities, assisted by the MS Centre of the Bellaria hospital in Bologna to patients at the Montecatone rehabilitation facility. The organisation has received multiple awards and praise from all the partners involved (both from patients and from the two reference rehabilitation teams), highlighting enormous significance and positive nature of the proposed experience.

In fact, the MS Centre team confirmed the importance that horseback riding has for these individuals, both in terms of rehabilitation, with the associated improvements in balance, core strength, arms coordination and especially mood improvement and increased propensity to open up and socialise. To prove these claims a trial was set up with the University of Bologna to evaluate the benefits that horseback riding can produce, also in terms of improving sleep patterns for MS sufferers.

9.1.20 SOCIAL

IL CUORE SI SCIoglie NON-PROFIT ORGANISATION

www.ilcuoresisciolgie.it

2019 contribution: **1,000 euro**

Sponsorship for the purchase of converted vehicles



FONDAZIONE
IL CUORE SI SCIOLGIE
ONLUS

The Association has long been suffering from emergency conditions in terms of transport, since it has the use of the only PTS vehicle it owns, without which the many patient transport activities would be brought to a close.

Thanks to a bequest, it was possible to meet the expense involved to replace the original Ducato van registered in 2002, which was becoming increasingly inadequate for its daily duties.

In fact, the association needs a fully equipped vehicle for transporting disabled passengers with a boarding and alighting system and with a wheelchair anchoring system. This makes it possible to guarantee daily transport also for young people with mobility difficulties.

The funds raised by means of this campaign will be allocated to the conversion of the new vehicle, involving the installation of an electrically operated platform lift and two quick-release seats to mount on central rails for anchoring of wheelchairs.

9.1.21 SOCIAL

FONDAZIONE DOPO DI NOI BOLOGNA NON-PROFIT ORGANISATION

www.dopodinoi.org

2019 contribution: **2,000 euro**

Sponsorship of the “Casa San Donato” project



In 2002, thirteen parents with disabled children set up Fondazione Dopo di Noi Bologna to provide an answer to their most pressing concern: “What will happen to our children after we are gone?”

Since then, the foundation has supported more than 500 families, offering the sensitivity and professional skills needed to face the many problems that the “after we have gone” scenario elicits. “Where will they live? Who will look after them? Who will manage the funds we will leave?”

All questions that call for consistent and interconnected answers.

Fondazione Dopo di Noi guides families in the gradual creation of a “life project” for their disabled family member, following all aspects, from care to legal and economic matters. When necessary, the foundation carries out projects for alternative accommodation with respect to the parents’ home, always promoting collaboration between the family, public institution and private sector social structure.

The activities concern three main areas:

- Living outside the home
- Personalised journeys and support for parents
- Consultancy and legal information

9.1.22 SOCIAL

BIBLI-OS' Voluntary association with solidarity aims

www.biblios.it

2019 contribution: **1,500 euro**

Sponsorship of the "biblioteca in corsia" project



The Bibli-os' association was set up in Bologna in 2010 to provide a response to the need for a hospital library service for children in the paediatric department and their family members, providing comfort, support and solidarity by means of lending and reading activities.

Alleviating the suffering and discomfort that a period of hospitalisation, however short, inevitably produces for children and their parents is the mission of the association, which offers a lending service in the hospital composed of:

- a library for paediatric patients on the first floor of unit 13 in the Urgent Paediatrics ward;
- a library for paediatric patients on the ground floor of unit 13 in the waiting rooms and in the Paediatric Emergency Department and Short-term ICU;
- a library for paediatric patients on the ground floor of unit 8, in the waiting room of the Metabolic Disorders and Clinical Nutrition ward;
- a travelling book lending service in hospital corridors with a mobile bookcase in the Urgent Paediatrics Department, the Paediatric Emergency Department and Short-Term ICU, in the Specialist unit and in the infants wing of the Paediatric Surgery unit.

9.1.23 SOCIAL

RADIO IMMAGINARIA

www.radioimmaginaria.it

2019 contribution: **5,000 euro**

Sponsorship of the "OltrApe" project



The ambitious aim of the OltrApe project is to supply a unique and high-quality experience to the largest possible number of youths, with special attention to the disadvantaged.

Based on the material collected by Radioimmaginaria during its experience, it is indeed strategically important to provide opportunities to lower and upper secondary school students who would otherwise lack the independent means to participate.

In addition to the conclusions drawn by Radioimmaginaria, recent academic studies confirm that the young people who most frequently benefit from the opportunities offered by Europe in terms of mobility are those with higher levels of economic resources. These studies (including those carried out by the Psychology Department of the University of Bologna, which is an active partner in the OltrApe project) show that mobility in Europe promotes a sense of belonging and identification with the European Union by the young people involved. The OltrApe project is therefore a tangible means of promoting equality and providing access to the wider European scene to those who might otherwise develop negative attitudes, due also to an experience of exclusion from the opportunities on offer.

The interactive benefits for these adolescents would be available by means of an all-round immersive experience that makes them absolute protagonists of the project, in classic Radioimmaginaria style, transforming them into real field reporters. Conversely, young people who remain at home can receive useful tools to understand the current situation in Europe in relation to topics of current interest including the environment, digital transformation in the work sector, innovation and research technological hubs, clearly illustrated in the easily understood language of their peers. The OltrApe project has two fundamental stages.

9.1.24 SOCIAL

POSTURALIA S.R.L. – S.S.D

www.posturalia.it

2019 contribution: **1,000 euro**

Sponsorship of the “Yoga and postural gymnastics in schools” project



Posturalia is an amateur sports and cultural association dedicated to supporting well-being.

Marchesini Group supported the creation of a local training offering plan (P.O.T.) aimed at bringing yoga and postural gymnastics courses into the Pianoro and Rastignano lower and upper secondary schools.

9.1.25 SOCIAL

A.S.D. CANOA

www.canoaclubbologna.it

2019 contribution: **2,000 euro**

Sponsorship of the “Canoeing without barriers” project



The fund-raising campaign promoted by OSO – Ogni Sport Oltre and financed by the Vodafone Italia foundation was completed successfully, thanks also to the contribution of Marchesini Group. This will make it possible to purchase the necessary equipment for use by disabled young people and athletes in the Casalecchio di Reno Canoeing Association.

9.2 CULTURE

9.2.1 CULTURE

ACCADEMIA DEGLI ASTRUSI

www.accademiadegliastrusi.it

2019 contribution: **5,000 euro**

Sponsorship of the “G.B. Martini – Maestro dei maestri” project



On 18 May 2019 at the Bologna international museum and library of music, baroque ensemble Accademia degli Astrusi, in collaboration with the museum and Bologna UNESCO Creative City of Music, presented the complete instrumental works of Giovanni Battista Martini in both a discographic edition, distributed by Warner Classics, and in a critical edition published by Sugar-Suvini Zerboni.

The meeting took the form of a mini-symposium, an in-depth discussion of the work of the Bologna born Franciscan monk, musician and music theorist among the highly regarded in eighteenth century Europe and especially well known as a teacher of fundamental significance in the education of Mozart, whom he assisted in passing the Bologna Academy of Music entrance examination.

Among the greatest merits of the “Martini Project”, started in 2006 at the time of the third centenary of Martini’s birth by the Kaleidos Association under the patronage of the City of Bologna and Fondazione del Monte di Bologna e Ravenna, is the commitment to revive the activities of Martini as an eclectic, cultured, refined and even surprising musician, author of a vast catalogue of works in which sacred music is accompanied by a well-defined repertory of less-elevated secular works that were extremely popular at the time, including scores for orchestra or soloists, operettas, farces and theatrical intermezzi. The elevation of Martini as a world ambassador of the musical excellence of Bologna culminated in 2012 with a series of concerts by Accademia degli Astrusi in several European cities in the context of the UNESCO Creative Cities of Music network, which includes Bologna. This initiative also provided the ideal opportunity to rediscover the Bologna school of 17th and 18th century, which occupied a position of world renown for centuries.

The discographic edition that Marchesini Group helped produce is composed of a box set of 9 CDs + DVD, released on 10 May 2019 and distributed by Warner Classics. The discs combine the recording made by Accademia degli Astrusi, directed by Federico Ferri, of Martini’s entire instrumental opus, recorded in acoustically perfect spaces including Rocca di Bazzano and, above all, Pieve di San Lorenzo di Panico in Marzabotto. The recording was accompanied by the recovery of the entire corpus of manuscripts, currently recomposed in an impressive critical edition comprising more than 80 volumes containing 3,500 pages of musical notation, curated by Federico Ferri and Daniele Proni for Sugar-Suvini Zerboni.

9.2.2 CULTURE

BOLOGNA MUNICIPAL THEATRE FOUNDATION

www.tcbo.it

2019 contribution: **50,000 euro**

Sponsorship of La Traviata “2019 SEASON” project



In 2019 Marchesini Group decided to support Bologna Municipal Theatre Foundation economically in a philanthropic initiative under the auspices of the so-called Art Bonus for “support of institutes and places of public culture, operatic and symphonic foundations, traditional theatres and others”⁷⁸.

The initiative called for the “adoption” of an opera in the 2019 season: “La Traviata” by Giuseppe Verdi. This operation allowed approximately 300 people, including staff, relatives and friends of Marchesini Group S.p.A., to attend the general rehearsal of the opening performance free of charge.

⁷⁸ Italian Law no. 106 of 29 July 2014 as amended, conversion, with amendments, of Italian decree law no. 83 of 31 May 2014 Urgent provisions for cultural heritage protection, development of culture and promotion of tourism, published in the Official Journal of 30 July 2014, no. 175.

9.2.3 CULTURE

BOLOGNA PHILHARMONIC ORCHESTRA

www.filarmonicabologna.it

2019 contribution: **50,000 euro**

2018-2019 season sponsorship



Also in 2019, Marchesini Group sponsored the Bologna Philharmonic Orchestra, created in 2008 at the behest of the professors of the Orchestra of Bologna Municipal Theatre.

The Philharmonic Orchestra has always offered concert cycles at the Auditorium Manzoni Theatre of Bologna, in collaboration with the best international artists and musicians, immediately achieving the status as one of the most important venues in Italy and consistently achieving a full house.

Over the years, the Philharmonic has worked with soloists such as Gerd Albrecht, Philippe Entremont, Gidon Kremer, Alexander Lonquich, Louis Lortie, Mischa Maisky, Ivo Pogorelich, Alexander Romanovsky, Baiba Skride, and Daniil Trifonov, under the baton of Michele Mariotti, Sir Neville Marriner, Mikhail Pletnev, and Alexander Vedernikov, to name but a few. Always attentive to young talent, the Philharmonic helped the young conductor Aziz Shokhakimov rise to prominence.

In February 2014, Hirofumi Yoshida became the artistic director of the Philharmonic, with the fruits of this collaboration emerging immediately in the orchestra's first Japanese tour. In fact, since 2014 the Philharmonic has been invited to Japan each year to perform in the Country's most prestigious concert venues, including the Suntory Hall in Tokyo. Relations with Japanese audiences were further strengthened thanks also to the successful tour of September 2017, which touched on the cities of Tokyo, Yokohama and Kyoto.

9.2.4 CULTURE

MODERNISSIMO CINEMA

www.cinetecadibologna.it

2019 contribution: **20,000 euro**

Sponsorship of Bologna Modernissimo cinema refurbishment and restoration works



Following a reverse trend with respect to multiplex cinema logic, Cineteca di Bologna explores the new international movement to restore movie theatres of the early 1900s, and is poised to launch a significant cultural and entrepreneurial challenge in renovating the **Cinema Modernissimo**: returning the interiors of the auditoriums to their original Liberty style splendour and creating the prerequisites for a top quality viewing experience in line with modern technological standards, both in terms of image rendering (projection booth to be equipped with film projectors and digital projectors for formats up to 4K, i.e. the current maximum resolution) and also in terms of sound quality. The recovery of the underground theatre constitutes a unique occasion for the city of Bologna. In the heart of the old town centre, within Bologna's historic 'square mile', the "new" Cinema Modernissimo will become the ideal venue for disseminating cinematographic culture in a magnificent historic setting, providing continuity with the spectacle of the "Il Cinema Ritrovato" festival held in Piazza Maggiore every year. The project to recover the historic movie theatre in Piazza Maggiore, which is the fruit of an agreement between Comune di Bologna, Bologna Fondazione Cineteca and proprietors Emmegi Cinema, with the collaboration of Unindustria Bologna, saw the renovation works start in the first quarter of 2016 with a project completion date set within the initial months of 2020. The contribution of Marchesini Group, in conjunction with several other major industrial groups in the Bologna area, has made it possible to make this project a reality.

In 2019, in the framework of the "Cinema sotto le stelle" initiative promoted by Cineteca di Bologna, the Group sponsored a showing of Victor Fleming's masterpiece "Gone with the Wind".

9.2.5 CULTURE

CENTRO SAN DOMENICO

www.centrosandomenico.it

2019 contribution: **5,000 euro**

Patronage of Catholic cultural activities



Centro San Domenico was set up in Bologna in 1970 thanks the initiative of founder Fra Michele Casali. The centre is a Catholic non-profit association which, by means of conferences, debates, symposia, seminars and other forms of cultural communication, aims to spread the principles of the Catholic faith and address ethical, philosophical, religious, artistic and topical matters; all themes addressed with a continuous discussion between ideas, constantly focusing on matters that bring people together rather than those that set them apart.

The words of Pope John Paul II, which he expressed on the foundation's tenth anniversary, describe the spirit of the San Domenico centre in full: "A provident cultural association, a living 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".

9.2.6 CULTURE

DEPARTMENT OF THE ARTS – ARCHIVIO DEL CANTO

archiviodelcanto.dar.unibo.it

2019 contribution: **5,000 euro**

Support for funding of a “research grant”⁷⁹



Archivio del Canto was set up in 2009 based on an idea of Professor Marco Beghelli to promote and increase the legacy of the Arts Department Library (University of Bologna) in the operatic section, from the origins to current times. The archive contains hard-to-find publications that are generally neglected by libraries: historical accounts of vocal styles, dissertations on vocal techniques, monographs of singers, historic accounts of theatres, discographies, etc.

Alongside resources in terms of books, significant attention is devoted to collections of documents and audio recordings that testify to the career of historic artists: photographs, contracts, reviews, posters, letters, audio and video recordings.

All the digitalised and catalogued documentary material is intended to stimulate the production of new studies, in the form of graduation dissertations and publications on vocal techniques, and through the organisation of specific events.

Marchesini Group decided to sponsor the Department for two years, starting in 2019, funding research grants for young students in the sector and all areas concerning research activities (production of new publications, bibliographic purchases, missions for research and participation in symposia, events, etc.).

⁷⁹ As defined by Italian law no. 240 of 30 December 2010 published in Official Journal no. 10 of 14 January 2011.

9.2.7 CULTURE

FOIATONDA MADONNA DEI FORNELLI COMMUNITY COOPERATIVE

www.foiatonda.it

2019 contribution: **2,000 euro**

Sponsorship of the “Mater Dei Way” project



The Mater Dei Way is a trek dedicated to the Mariani Sanctuaries in the Bologna Apennines.

The Way is a 140 km route divided into 6 stages on medium altitude mountain ridges connecting Bologna to 7 municipalities in the Bologna Apennines: Pianoro, Loiano, Monghidoro, San Benedetto Val di Sambro, Castiglione dei Pepoli, Camugnano, Grizzana Morandi and the Tuscan Municipality of Firenzuola.

The Mater Dei Way is a pilgrimage of fatigue, adversities, encounters, imperfections and limits that frequently become points of departure to proceed with increasing confidence towards the highest aspiration of every man and woman: to become a better person.

Between faith and legend, history and folklore, the trek allows walkers to discover the deep-seated bond between Bologna and its mountains and mountain communities, characterised by their authenticity and generous, simple hospitality, whose inhabitants have been caring for religious sites in the Apennines for centuries. The trail first inspires the eyes and then melts the hearts of the modern pilgrims who take up the challenge.

9.2.8 CULTURE

GOMMA BICROMATA – ART GALLERY

www.porrettasoulfestival.it

2019 contribution: **1,000 euro**

Sponsorship of the “Porretta Soul Festival 2019”



Since 1988 the Porretta Soul Festival Tribute To Otis Redding has become the most prestigious European soul and rhythm & blues event, with a special focus on the Memphis Sound, the musical school of the great Otis Redding, to whom the festival is dedicated. The festival was first held on 10 December 1987 at the initiative of soul music enthusiast Graziano Uliani who, after having attended the celebrations held on the 20th anniversary of the death of Otis Redding in Macon, Georgia in the US, decided to organise a festival in his honour.

In more than thirty years, some of the top soul music artists have visited Porretta, many of whom were visiting Europe for the first time specifically for the festival, with others, tucked away in some forgotten corner of the Deep South in the US re-presented to an audience and the international press, with articles citing the “miracle” of Porretta as the musical event of recent years. Music industry professionals also had to review the geographical landscape of black music to include Porretta in the itinerary of great musical events. Porretta has therefore earned a place in the encyclopaedias and official biographies of the famous soul artists to the point that it gained a place in the prestigious Stax Museum of American Soul Music in Memphis.

9.2.9 CULTURE

CATTANEO INSTITUTE

www.cattaneo.org

2019 contribution: **10,000 euro**

Sponsorship of “Il lavoro del futuro a Bologna” project



In partnership with Marchesini Group and other industrial concerns in the Bologna area, the Cattaneo Institute has created the research project entitled “Il Lavoro del Futuro” (jobs of the future).

This is a socio-economic study designed to map out the current trend of jobs and the professions in the province of Bologna.

The survey takes a close look at the effects on jobs of robotics and automation, dynamics that influence (and will influence) evolution of the skills required from the working population.

The changes taking place in the world of work will have occupational and social repercussions on the global level, but it will be the responsibility of each local area to respond to the challenges of the change with adequate training to meet new occupational needs.

The local sphere can be decisive in directing the renewal and ensuring that local industry and services do not remain excluded from the emerging revolution.

On the one hand, “Il Lavoro del Futuro” analyses the direction that the Bolognese business system is taking and, on the other, if and how the training world is preparing for and adapting to the evolution of work. The most significant aims of the research project include that of identifying which skills and professions will still be required in the future and which will be lost, which new skills will be required, and which sectors, products and services will tend to grow. This initial information will make it possible to identify training itineraries capable of building suitable professional skills to meet emerging occupational demands.

The long term aim of the researchers is to transform “Il Lavoro del Futuro” into an enduring observatory, under the auspices of the Cattaneo Institute, which provides a reference framework for the development of manufacturing activities in Bologna and Emilia-Romagna. Apart from providing a strategic vision, the research carried out by the Cattaneo Institute may be useful for the planning requirements of the various organisations and institutions involved.

9.2.10 CULTURE

ASSOCIAZIONE TERRITORIO E CIVILTÀ DEI MESTIERI – PIANORO

www.museodiartiemestieri.it

2019 contribution: **1,000 euro**

Sponsorship of the association’s institutional activities



Founded in 2002, the association has its headquarters in the Pianoro Museo di Arti e Mestieri (arts and trades museum).

The association promotes participation of its members in activities of research, recovery and preservation of cultural assets, and in particular tools, relics and work equipment used in the area of Vallate del Savena, Setta, and Idice in the lost farming and artisanal tradition. This research and study activity is to be conducted with the participation of young people, especially from school.

The aim is to rediscover the roots, traditions and cultural identities of the Pianoro area.

Since 2007, by virtue of an agreement with the Pianoro Public Administration, the association has been managing the Pietro Lazzarini arts and trades museum, whose main goals include the promotion and enrichment of the Pietro Lazzarini collection, which is accommodated in the museum.

The association offers a teaching service for children and adults and proposes various initiatives to rediscover the cultural identity of the district.

9.2.11 CULTURE

SI PRODUZIONI SRL

matteo-z.it

2019 contribution: **5,000 euro**

Sponsorship of the project for distribution of the film
“Il Vangelo secondo Matteo Z. Professione Vescovo”



Cardinal Matteo Maria Zuppi, promoted to the position of archbishop of Bologna on 27 October 2015, is followed during his daily pastoral activities, interspersed by a dialogue with the actor Alessandro Bergonzoni. The film also follows his prior activity and his training within the Community of Sant'Egidio in Rome.

The choice of Zuppi to guide the Bologna diocese was immediately interpreted as a substantial change in the approach to the city: a transition was made from the promotion of theological research and protection of doctrinal contents at all costs, to a member of the clergy who interprets these same principles as an occasion for interaction with the secular world. His training in a community of lay persons like Sant'Egidio constituted a distinctive element of primary importance.

The documentary, directed by Emilio Marrese, was successful in its aim to highlight how the apostolate of Zuppi is based on a prayer that takes form in a daily search for others and especially for those in need. This emerges from the way he approaches people and his conviction that solidarity that cannot and must not be partisan.

9.2.12 CULTURE-EDUCATION

FONDAZIONE BOLOGNA UNIVERSITY BUSINESS SCHOOL

www.bbs.unibo.it

2019 contribution: **100,000 euro**

Participation in the Foundation as an active partner ex art. 9 of the charter



The Foundation is the reference structure of the Alma Mater Studiorum Università di Bologna and of other Partners for post-laureate and post-experience managerial training. The Foundation builds upon the knowledge developed by the university through its activities, inspired by principles of international orientation, interdisciplinary thinking, and integration with the manufacturing world.

The aim of the Foundation is to ensure, by setting up advanced training courses and continuous and permanent training initiatives planning, the preparation and tangible implementation, both direct and through third parties, of all initiatives required to pursue its mission, with special reference to the development of managerial skills. The courses can include higher education and university study itineraries in order to expand the opportunities for rapid and effective entry into employment, with training activities to support academic instruction, designed in liaison with the most significant cultural entities and production concerns.

9.2.13 CULTURE-EDUCATION

ISTITUTO SAN GIUSEPPE

www.scuolesangiuseppe.net

2019 contribution: **5,000 euro**

Sponsorship of the 2019 training programme



The Educational Project of Istituto San Giuseppe is linked to the original educational experience of its Founder, Servant of God Mother Lucia Noiret, who set up a Religious Congregation dedicated to human-Christian education and teaching of youngsters in Imola. Sister Lucia, a woman of exceptional humanity and faith, driven by a convicted 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 charisma.

The educational community of the San Giuseppe institute self-identifies with three words: RECEPTION, LISTENING, INDEPENDENCE. These concepts are key to the daily provision of the school's services and they accompany the service of each and the growth of 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 means making the Reception of each individual significant, placing them at the centre of the personal and educational relationship.
- Independence is the expression of individuality in the awareness of respect of the individuality of others. It starts with small steps of independence in everyday life, up to the aware expression of personal ideas, feelings and resources.

9.3 HEALTH

9.3.1 HEALTH

TELETHON FOUNDATION

www.telethon.it

2019 contribution: **5,000 euro**

Sponsorship of the Foundation's institutional activities

F O N D A Z I O N E



In the USA in 1966 Jerry Lewis invented a non-stop TV production to raise money for the Muscular Dystrophy Association. This was a successful formula that was adopted also in Europe from 1987 by the French association against myopathies (AFM). In 1990, thanks to the meeting between Susanna Agnelli and the Italian union against muscular dystrophy (Uildm), Telethon arrived in Italy with the first TV marathon. Since that time Telethon has been working daily to provide tangible answers for people striving to overcome genetic disorders of such rarity that they often fail to attract any of the major public or private research funding. Telethon finances the best researchers and research institutes because it believes in merit and excellence: it has been the only successful strategy to bring the initial results in the treatment of genetic disorders.

9.3.2 HEALTH

FONDAZIONE ISTITUTO SCIENZE DELLA SALUTE

lnx.fondazionescienzedellasalute.it

2019 contribution: **1,500 euro**

Sponsorship of the “PREVENTION OF OBESITY AND DIABETES” project



Fondazione Istituto di Scienze della Salute was set up in 2011 by Professor Enrico Roda, past full professor of Gastroenterology at the University of Bologna and director of the Gastroenterological operating unit of the Sant'Orsola-Malpighi polyclinic in Bologna.

With the support of a group of founding partners, both institutional and private, Fondazione Istituto di Scienze della Salute promotes study and research activities with the primary objective of improving and maintaining health conditions and early identification of risk factors of disease.

With the motto “watching and doing nothing is expensive and unacceptable”, the aims of the Institute are consistent with the guidelines of the World Health Organisation, with the “Guadagnare in Salute” programme of the Italian Ministry of Health and with the policies of various Regions and can be summarised mainly in two areas:

- promotion and diffusion of healthy lifestyles, healthy nutrition and physical activity by means of campaigns of awareness raising and engagement of private and public Institutions/Organisations for the prevention of neglected illnesses such as cardiovascular diseases, gastrointestinal disorders, obesity, diabetes, coeliac disease, cancer, etc.
- scientific research in the agrifood sector, in collaboration and synergy with the business world, with the aim of funding research into the food/food supplements sector, covering the entire production chain, with special attention on so-called “functional” foods, meaning foods able to prevent or treat human diseases, engaging both the world of businesses and that of public institutions.

9.3.3 HEALTH

FONDAZIONE IL BENE NON-PROFIT ORGANISATION

www.fondazioneilbene.org

2019 contribution: **10,000 euro**

Sponsorship of the foundation’s diagnostic and treatment activities and contribution towards the purchase of an echo doppler machine



Set up in September 2011, the non-profit organisation Fondazione Il Bene supports the activity of the Il BeNe Centre (named after Bellaria Neurosciences), an authorised diagnostic and treatment facility for syndromes recognised as rare neurological and neuroimmune diseases. Under the direction of Dr Fabrizio Salvi, the centre is part of the Department of Neuroscience of the Bologna Health Unit, at the Complex Operational Department (U.O.C.) of Neurology of the Bellaria hospital of Bologna. The Il BeNe Centre of IRCCS (Istituto di Ricovero e Cura a Carattere Scientifico) of the Bellaria hospital in Bologna is currently treating around 2,000 patients, of whom 1,300 affected by multiple sclerosis, 300 suffering from myasthenia and more than 300 with other rare diseases. The main aim of Il BeNe Centre is to provide complete answers to patients affected by neurological and neuroimmune diseases such as amyloidosis, ataxia, Behcet's disease, Charcot Marie Tooth disease, spastic paraparesis, amyotrophic lateral sclerosis, Von Hippel-Lindau disease, myasthenia gravis and MS.

Marchesini Group's support helped to purchase an ultrasound machine that will allow more accurate and detailed diagnosis of the state of the illness.

9.3.4 HEALTH

A.L.I.CE CARPI NON-PROFIT ORGANISATION

www.alicecarpi.it

2019 contribution: **5,000 euro**

Sponsorship of the “Ictus in salute” project



The project is addressed to persons affected by stroke, after the acute phase of hospitalisation, at the end of the rehabilitation process. The Modified Rankin Scale (MRS) is used to define the profile of stroke victims, with a score ≤ 3 identified as the access limit. Beneficiaries of the initiative are stroke victims who live alone, with a partner, or in a family, with problems of partial non self-sufficiency and at risk of solitude and social exclusion, and their families, who are experiencing situations of distress or who are seeking opportunities for discussion and information.

The project aims are:

- to educate in relation to a physically active lifestyle, to combat problems deriving from sedentary habits, and exploit the proven benefits of physical activity in terms of primary and secondary cerebro-vascular pathologies;
- impart new skills in the management of physical activity by teaching specific exercises, to be applied also in daily life, for maintenance of a reasonable level of independence;
- educate in relation to a culture of prevention of domestic accidents, using examples of daily life by means of simple suggestions for environmental changes;
- educate in relation to health by increasing understanding of the disease;
- improve quality of life by reducing conditions of anxiety, especially those deriving from the illness and uncertainties in relation to outcomes;
- train patients and caregivers in routine strategies to reduce the risk of falls and of dysphagia;
- improve adherence to the treatment programme and lifestyle recommendations;
- improve user satisfaction in relation to assistance, with engagement concerning realistic expectations of care obtained from hospital outpatient facilities and primary care, minimising the perception of the reduction of the level of assistance at the time of discharge;
- facilitate meeting and socialisation events between stroke patients and their family members, encouraging the formation of self-help groups;
- identify and accept not only people discharged from the hospital and/or rehabilitation itinerary, but also those reporting previous stroke events in order to reduce the recurrence risk (secondary prevention);
- monitor, check and evaluate the project results by means of process and result indicators.

9.3.5 HEALTH

ASSOCIAZIONE PAZIENTI TIROIDEI APT NON-PROFIT ORGANISATION CARPI

www.associazionepazientitiroidei.it

2019 contribution: **10,000 euro**

Sponsorship of the endocrinology clinic renovation project in Carpi



The Marchesini Group's contribution is aimed at renovating the endocrinology clinic of B. Ramazzini hospital in Carpi (Modena).

The building in question, which dates back to the 1920s, calls for continuous maintenance work in order to make the spaces suitable for more efficient management of the space and user flows.

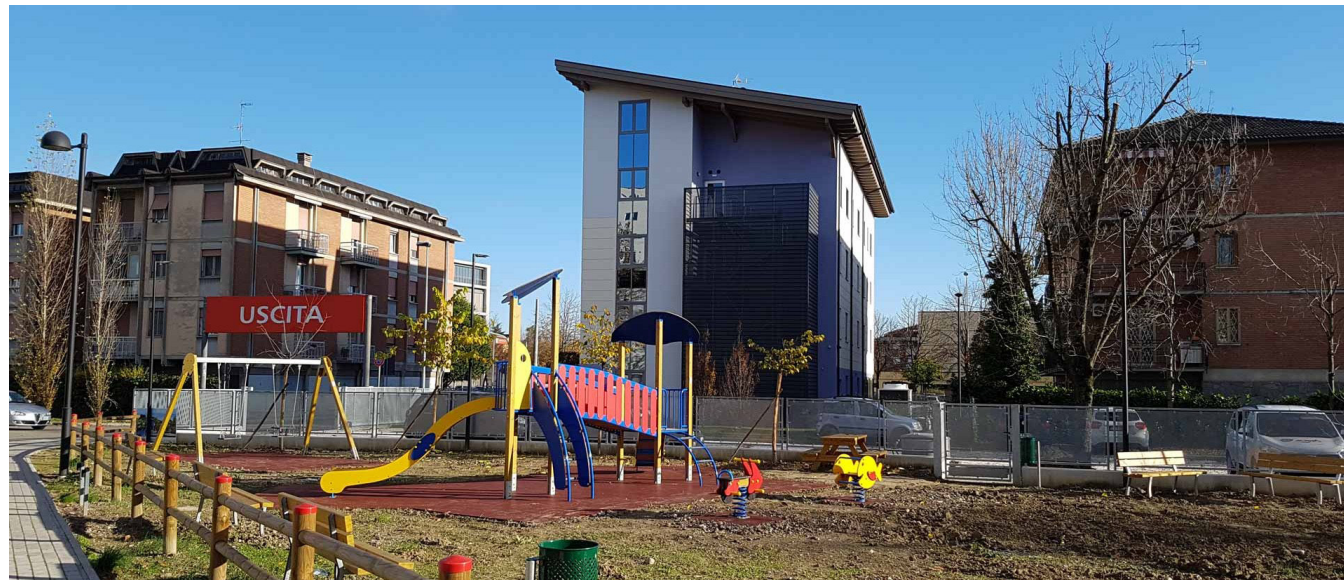
9.3.6 HEALTH

ASSOCIAZIONE SOSTEGNO EMATOLOGIA ONCOLOGIA PEDIATRICA ASEOP NON-PROFIT ORGANISATION - MODENA

www.aseop.it

2019 contribution: **10,000 euro**

Sponsorship of the “La casa di Fausta – Una casa lontano da casa” project



ASEOP is a non-profit organisation set up on the initiative of the parents of children with haemato-oncology problems, with the aim of significantly improving the quality of life of the young patients in the paediatric haemato-oncology ward of Policlinico di Modena hospital and their family members.

The most significant ASEOP projects include “La casa di Fausta”, which continues to offer free accommodation for the families of children in the Infant Maternity Department of Modena University Hospital, especially in the Paediatric haemato-oncology ward, allowing them to keep a united front when facing the harsh reality of the illness.

9.3.7 HEALTH

GLI ONCONAUTI ASSOCIATION

www.onconauti.it

2019 contribution: **2,000 euro**

Sponsorship of the “Aziende in salute” project



2018 data show that around 6% of the Italian population has been affected by some form of neoplasm.

In Bologna, around 50,000 individuals have already recovered from a tumour or are currently receiving treatment.

Each case of tumour diagnosis costs more than 30,000 - 40,000 euro/year. It can be estimated that by integrating actions affecting lifestyle and early diagnosis (screening), 80% of diagnosed tumours could be healed or even avoided. In fact, since 2008 the cancer death rate has been falling by 1% year on year, thanks mainly to lifestyle improvements and early diagnosis.

The main need of people following a cancer episode is to regain their well-being and achieve a positive quality of life, both within the family and at work.

To provide an answer to these needs, since 2012 “gli Onconauti” offer personalised integrated rehabilitation itineraries to private individuals or companies. Marchesini Group’s contribution is aimed at supporting this activity in businesses.

9.3.8 HEALTH

ALZHEIMER FAMILY MEMBERS ASSISTANCE GROUP

famigliarialzheimer.wordpress.com

2019 contribution: **3,000 euro**

Sponsorship of the “l’arte e la cura” project



Alzheimer’s disease and other forms of dementia affect the brain, the most sophisticated and complex organ of the body, causing sufferers to gradually lose their memory and other cognitive functions. As the illness progresses, also the preceding levels of personal independence are gradually lost, with negative repercussions on behaviour and level of self-esteem of both sufferer and carers.

In the vast majority of cases no cure has yet been found for these illnesses.

It is however possible to improve the quality of life of sufferers and their carers, both by means of various pharmacological treatments which, although unable to provide healing, can delay the onset of severe cognitive-functional problems by several years, and thanks to non-pharmacological activities and interventions (with a wider scope of attention of self-psycho-social nature), capable of improving the emotional-psycho-logical and functional conditions of the sufferer, thus changing the sphere of personal satisfaction positively.

The purpose of the project is to insert treatment methods linked to art (music, painting, sculpture, singing, museum trips with multi-sensory exploration...) in a global approach to patients with medium – mild levels of dementia and their family members/operators in residential/semi-residential centres, in order to achieve an improvement:

- of cognitive functions and independence of the sufferer;
- of negative aspects of behaviour linked to the progress of the illness ;
- of the quality of relations between sufferers and their family / operators.

For these reasons, the project envisages the participation of both Alzheimer patients and their family members or operators of the structures in which the patient resides, in order to facilitate the assimilation of the therapeutic art itineraries by the largest possible number of people involved and disseminating these expressive-therapeutic methods in their daily life.

The project also involves the production of a short video to document various moments of the experience and attract interest for future participations, including the voices of the participants and the impressions of the professionals and voluntary workers involved.

9.3.9 HEALTH

A.I.L. ASSOCIAZIONE ITALIANA CONTRO LE LEUCEMIE, I LINFOMI E I MIELOMI – UDINE

ailudine.wordpress.com

2019 contribution: **1,500 euro**



In recent years AIL Udine has developed two major projects:

- homes, or fully equipped and furnished dwellings made available to patients and their family members during the period of hospitalisation and treatment;
- The A.I.L. “Giovanni Lapi” Self-Help Group, created to provide support for all those willing to make a self-assessment, exchange opinions, express their conditions of distress and feelings to others who have lived through and/or are currently dealing with the experience of these illnesses. Patients meet to exchange ideas and advice and to cooperate to find strategies to help them face their daily difficulties, in a context where they can feel understood and free to express themselves.

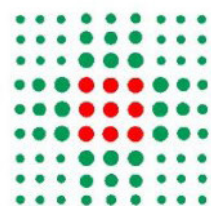
9.3.10 HEALTH

ISTITUTO ORTOPEDICO RIZZOLI

www.ior.it

2019 contribution: **30,000 euro**

Sponsorship of the “Multimedia multi-centric archive of musculoskeletal sarcoma in the paediatric age”



**SERVIZIO SANITARIO REGIONALE
EMILIA - ROMAGNA**

Istituto Ortopedico Rizzoli di Bologna
Istituto di Ricovero e Cura a Carattere Scientifico



The multi-centric multimedia archive of surgical treatments in patients with musculoskeletal sarcoma of paediatric age is aimed at compiling databases for retrospective, prospective and multi-centric collection of cases of bone sarcoma in the paediatric age, validation of the data and insertion of data collected from Rizzoli Orthopaedic Institute clinical documentation.

The project also involves coordination and sharing with the other centres taking part in the project.

9.4 SPORT

9.4.1 SPORT

RACE FOR THE CURE

www.komen.it/iniziativa/race-for-the-cure

2019 contribution: **1,260 euro**



Race for the Cure, the biggest event in Italy and in the world against breast cancer returned to Giardini Margherita in Bologna from 20 to 22 September. Three days of solidarity with free sports, health and well-being events and, on Sunday, the lively traditional 5 km run and 2 km walk through the streets in the centre of Bologna.

With some 52 thousand women in Italy with breast cancer, the Race is a method of disseminating a culture of prevention.

No longer reticent to speak of this illness, women are increasingly willing to share their stories. The pink tops (worn by women with a diagnosis or history of breast cancer) are not only no longer taboo, they have become critically important: a series of projects have been launched thanks to the funds raised with the Race, including extension of the multi-purpose Women's space at the centre in Bellaria hospital.

9.4.2 SPORT

ART.BO Basketball

artbo.blogspot.com

2019 contribution: **2,000 euro**

Sponsorship of the women's basketball group

THE OFFICIAL WEBSITE

ART.BO. PALLACANESTRO



This new women's sports group on the Bologna basketball scene is composed of around twenty talented girls, most of whom from the world of youth basketball, and the coaching and management staff.

The aim of the team is to play in the serie C championship of the Italian Basketball Federation and in the Open Basketball tournaments of Centro Sportivo Italiano.

The sports activity involves significant costs relating to registrations in championships, match fees, sports-wear, equipment and the use of sports facilities for training, which Marchesini Group helped cover with its contribution.

9.4.3 SPORT

ATLETICO RASTIGNANO A.S.D.

www.atleticorastignano.com

2019 contribution: **1,000 euro**

Support for the "2019 Rastignano Trophy"



The Atletico Rastignano collective was formed in 2010, when a group of young people who grew up in Rastignano decided to come together and form a seven-a-side football team to compete in the ANSPI provincial championship. In the spring of 2012, in close collaboration with the Amici di Tamara e Davide association in organising the event "In...festiamo Rastignano", bringing together these young people with other Italian sports enthusiasts, it was officially decided to incorporate a single sports association in the area: this was the birth of A.S.D. Atletico Rastignano 2012, with the first official event in the role of organiser being the 1st edition of the Camminata dei Tre Parchi walk.

Atletico Rastignano has always been centred around the important values that support a community, even of minor proportions: above all is friendship, the value that led a group of youths who had grown up together to create a football team and, a few years later, to create a tangible reality such as that of an association.

The jewels in the crown of Atletico Rastignano most definitely include the 7-a-side football team which, after three ANSPI championships, which resulted in two first places, is now competing in the provincial championship organised by Centro Sportivo Italiano and, even though with several new players, has managed to retain the basic starting formation, demonstrating the force that unites the group even before their skills on the field.

The most illustrious annual events definitely include the Rastignano Trophy, which reached its sixth edition in June 2019. From 3 to 28 June, more than 300 players divided into 20 teams competed for the 7-a-side football on the Rastignano Parish pitch; more than 50 spectators each evening, with a bar that is always open and a huge party on the last day are just some of the goals that have been reached over the years. The event was created in collaboration with Don Giulio, who has supported the association since his appointment a couple of years ago, and continues to support the promotion of values including ethics, sportsmanship and bringing people together.

9.4.4 SPORT

CARPI VOLLEY

2019 contribution: **2,500 euro**

Support for Carpi's mixed volleyball team



Several personnel of the Carpi Blister & Farcon division have come together to form a new mixed volleyball team orbiting in the circuit of Centro Sportivo Italiano. The sports activity involves significant costs, relating to registrations in championships, competition fees, sportswear, equipment and the use of sports facilities for training, covered by a donation made by Marchesini Group.

9.4.5 SPORT

BOLOGNA MOTORSPORT A.S.D.

motorsport.unibo.it

2019 contribution: **5,000 euro**

Sponsorship of the “UNIBO MOTORSPORT” project



Guided by passion and enthusiasm for the world of motorsports, a small group of engineering students supported by the Automotive Professor Nicolò Cavina got together to create the UniBo Motorsport project.

The aim is to create a direct contact between the academic world and the industrial sphere, with special reference to the racing environment. Formula SAE is a world championship organised by the Society of Automotive Engineers (SAE). The aim of the competition is to design, build and assemble a single-seater open-wheel racing car, in compliance with a clearly defined set of rules. The competition not only assesses the car's performance, but also the economic-engineering validity of the project. In the past 15 years, Formula SAE has expanded to almost all parts of the world, drawing the participation of a large number of sponsors and allowing teams from all over the world to compete on the most prestigious race tracks. To date, there are more than 500 teams taking part in the competition.

MotoStudent is an international motorcycle competition between universities promoted by Moto Engineering Foundation & TechnoPark MotorLand. The aim of each team is to design, develop and build prototype racing motorcycles that will compete wheel-to-wheel on the Aragón circuit in Spain.

The purpose of the competition is to encourage students to put the skills acquired during their university studies into practice, so teams can choose whether to opt for an internal combustion engine or electric motor power plant.

To win means not merely having the fastest bike, but also being able to prove the economic-engineering validity of the project.

The competition is currently in its fifth edition and it involves more than 50 teams from universities all over the world and a large number of sponsors.

9.4.6 SPORT

PIANORO CRICKET CLUB

pianorocricketclub.wordpress.com

2019 contribution: **2,500 euro**

Sponsorship of the sports activity



Even though cricket is becoming more widespread throughout Italy, especially in areas with the largest numbers of Asian immigrants (the federation estimates there are 50,000 players in the country), the sport is currently played in Italy only as far south as Latina, the city of the current serie B champion squad.

The Pianoro Cricket Club was set up in 1989 in Pianoro, (Bologna). More precisely, Rastignano is home to Pianoro CC, which has played at the highest levels of cricket in Italy and Europe for many years.

14 league titles in the Italian serie A championship, six Coppe Italia trophies and one European club championship title. Still today, in addition to the senior team that competes in serie A, the club has four youth teams (under 19, 17, 15 and 13), and a large number of its players have been recruited for the National team. In 2018 the club won the Italian national championship title in the under-19 category.

The cricket club is a significant presence in the area in which the Group HQ is located, and it was deemed to be deserving of adequate financial support.

9.4.7 SPORT

47th GALAVERNA AMATEUR RUN 2019, IN MEMORY OF ALICE GRUPPIONI

pubblicapianoro.it

2019 contribution: **5,000 euro**



Remember how it feels to wake up on a winter morning and look out of the window at a landscape clad in white? We are not speaking of snow, but that light covering of frost that forms on the fields and trees due to the evaporation of ground moisture that subsequently freezes due to the low temperature conditions. In the local dialect, this is referred to as "galaverna".

And it is precisely this meteorological phenomenon that gives the name to the foot race held at the end of January, winding through the hills of Pianoro in the province of Bologna, site of the Marchesini Group headquarters.

Each participant can choose his or her preferred route: 3 1/2, 6 1/2, 10 1/2, 16 or 20 km on metalled roads, dirt tracks or "cavedagne" (footpaths) and participate at a run or walking pace or even using Nordic walking poles.

The only limit is that the chosen route must be completed within the term of 4 hours.

The takings of the initiative were donated to Cucciolo – the Bologna Association of the parents of premature children.

9.4.8 SPORT

FUTA BIKE

teamfutabike.com

2019 contribution: **1,000 euro**

Sports sponsorship



ASD Team Futabike was created in 2008 from the passion of 5 individuals who started an activity that is extremely popular in the area: road racing and off-road cycling. The association exists thanks to the ongoing support of several sponsors – including Marchesini Group – which have made it possible to start up and create a group of 15 members who establish the need for an amateur cycle sports and cycle tourism group in Pianoro. The number of members has grown steadily over the years to reach the current total of 78.

9.4.9 SPORT

MOLINO DEL PERO GOLF CLUB

www.golfmolinodelpero.it

2019 contribution: **3,000 euro**

Support for dissemination of golf at Pianoro and in the Bolognese hill district.



Golf is an excellent sport for all ages, able to combine physical and psychological well-being with social interaction and fun. An ever greater number of people of all ages play golf regularly, thanks to clubs such as Molino del Pero which allows access to the game at affordable prices. For the over-forties and also younger players, golf offers an excellent opportunity to combine physical and psychological well-being with social interaction and fun. Golf can also be viewed as an activity that calms the mind while offering physical exercise for even the most reluctant athletes, people who are unwilling to take on the daily commitment of a workout in the gym or a twice-weekly swimming or gymnastics course; in fact, excellent results can be achieved with a simple 18-hole game just once a week. A widespread view, supported by clinical studies, is that golf:

- Helps to prevent forms of disability (numerous golf associations are springing up for differently-abled players)
- Helps to combat depression
- Prevents the loss of mental faculties (alertness, concentration, game tactics, and strategies to apply to reach objectives are deployed at each stroke)
- Improves balance and hence helps to avoid the risk of falls (thanks to the movement performed during the swing)
- Increases stamina (the game requires plenty of walking)
- Increases joint flexibility and muscular strength (a large number of muscle groups are involved, from the buttocks to the arms and thighs)
- Improves respiratory and cardiac function (thanks to the long walks)
- Improves the circulatory system (with a reduction in cholesterol levels)
- Improves mood (because it is played in the open air in a green and natural environment).

The background of the left page features a large, stylized illustration. On the left, a grey industrial robotic arm is shown in a light orange background. On the right, a red robotic arm is shown in a dark red background. In the center, a vertical glass ampoule is depicted, containing a yellow liquid and a pair of hands holding a heart. The text '10.0 CHARITABLE ACTIVITIES PROPOSED BY MARCHESINI GROUP COLLABORATORS' is written in white on the left side.

10.0 CHARITABLE ACTIVITIES PROPOSED BY MARCHESINI GROUP COLLABORATORS

10.0 CHARITABLE ACTIVITIES PROPOSED BY MARCHESINI GROUP COLLABORATORS

Marchesini Group has a long tradition of promoting voluntary work carried out by its staff, in the conviction that it can provide an enriching and rewarding experience from many perspectives.⁸⁰

This approach has led to the consolidation of a procedure in which the Company doubles all funds collected through actions promoted by its employees.

In December 2019, following the serious earthquake that occurred in the Mugello zone in the province of Florence, where Marchesini Group has one of its production plants (Neri Division) and several warehouses, the Group's employees decided to depart from the earlier decisions and donate the entire takings of the customary Christmas lottery to the Barberino di Mugello Pro Loco organisation, to help deal with the emergency situation afflicting the local population.

The amount donated, totalling €6,540, was doubled as usual by Marchesini Group Management, which donated €6,540 to the same cause, bringing the total amount of Group support to €13,080.

⁸⁰ Among psychological research studies into the topic, the best-known model, which defines six motivation classes for voluntary work, is the "functionalist" approach of Snyder et al (Omoto, Snyder, 1995; Clary et al., 1998; Snyder, Omoto, Crain, 1999; Stukas, Snyder, Clary, 1999; Snyder, Clary, Stukas, 2000; Snyder, Omoto, 2001):

- **values:** expresses the presence of humanitarian interests for others.
- **understanding:** makes it possible to put into practice skills, capabilities and knowledge that would otherwise remain unexpressed.
- **social:** allows significant relationships with others.
- **career:** makes it possible to achieve benefits for your career.
- **protection:** protects the self from senses of guilt for having greater good fortune than others or to deflect attention from personal problems.
- **enhancement:** the positive resources of the self are employed to build self-reliance and self-esteem.



www.marchesini.com