

..... • SUSTAINABILITY REPORT • .....

— WHAT —  
We  
DO —





## DEAR SHAREHOLDERS

Marchesini Group has wanted to share its commitment in achieving its economic, social and environmental sustainability goals for a long time. An initial step in this direction was made in 2015, when the company implemented its Code of Ethics<sup>1</sup>, followed by publishing the first Sustainability Report<sup>2</sup> referred to 2015.

In 2015, the group continued to strive toward sustainability by maintaining and increasing its investments in projects connected to researching increasingly sustainable products, by reinforcing the development process of its human resources, by actively taking part in projects and initiatives of public interest and by reducing the environmental impact of its products and production activities as far as possible.

The figures illustrated in this first Sustainability Report are the core indicators for which the company has implemented a data collection procedure involving all the corporate functions. The sustainability strategy of Marchesini Group focuses on sustainable technology and innovation of the solutions offered to its customers, environmental responsibility of the production processes, safeguard of the environment, management of relations with the local communities where it works, attention toward safety at the workplace and personnel development. The group worked very hard in 2015 to reach important results in each of these fields.

Our first Sustainability Report also includes a preface of Professor Vera Negri Zamagni, an esteemed Professor of Economic history at the University of Bologna and founder of the European Review of Economic History and distinguished member of the scientific board of the ASSI association that studies business history. In view of the role of Marchesini Group in the area in which it works and with which it interacts, this contribution makes the company extremely proud and grateful.

  
Maurizio Marchesini  
C.E.O.

<sup>1</sup> Formally in force as of 1st January 2016

<sup>2</sup> Written following the guidelines  
of the Global Reporting Initiative (GRI, version GRI/G4)

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PREFACE

by VERA NEGRI ZAMAGNI<sup>3</sup>

The level of globalization that everyone has wished for and praised over recent years as an instrument capable of increasing the wellbeing for all the people across the world has revealed some negative aspects. These are indeed now being strongly reported also by famous Noble Prize Winners in Economics, such as Stiglitz, Krugman, Sen and need to be limited by the political systems of many countries.

Globalization can however be challenged positively, even with current laws and this initial Sustainability Report of Marchesini Group proves it. It illustrates a business capable of generating positive consequences for the business people personally involved directly in designing appealing production systems for international marketplaces, for the workers who are able to express their creativity and professional skills, for the reference areas where, in addition to creating employment, strong solidarity relations are also cultivated.

So, what is the secret to Marchesini’s success, which is proven by the vigorous development of its international activities, its investments in new production plants and its partnerships with major multinational enterprises? The report explains these aspects in detail. The secret however lies substantially in the group’s eagerness to make customised machines, tailored alongside the customer. This is instead a difficult task for other companies that do not cultivate their human resources in the way that Marchesini Group does.

In fact, designers and planners do not just work to build the best machine for each customer, but they establish relationships with the customers to find out what their real needs are. It also requires suppliers who are able to build the right parts, fitters who know how to exploit their experience and flexibility and skilled technicians who are motivated to travel the world to provide the best possible assistance service. All this can only be achieved if the people who work for the company and for local factories feel they are treated equally and appreciated.

The Code of Ethics of Marchesini Group is merely the written proof of how relations make the fortune - sustainability is indeed the key word - of a group like Marchesini. Initiatives for employees and for the territory cannot but grow together with the company in this way. Happy is a land that is able to boast business people like the Marchesini family. Happy is also a deep-rooted company capable of offering human resources fit for its values and goals.

A strong reciprocal responsibility is not just a social responsibility. It is a civil responsibility in maintaining and improving the conditions that make the afore-said virtuous circle a permanent resource.

1. METHODOLOGICAL NOTE

Through this report, Marchesini Group<sup>4</sup> aims to express its desire to establish a clear and transparent communication channel with its stakeholders concerning the activities and concerning the economic, social and environmental achievements in 2015.

The document was written according to the “Sustainability Reporting Guidelines G4” defined in 2013 by GRI - *Global Reporting Initiative*.

The contents of this document have been prepared by getting the various corporate functions involved in order to reach a clear and exact indication of the important information for *stakeholders* according to the principles of materiality, importance, accuracy, comparability, promptness and reliability.

To be able to collect the data required to prepare the indicators requested quickly and efficiently, a work group consisting of the reference people of each function was set up and coordinated by the Corporate Social Responsibility Manager. In this way, similar to the method already adopted for the Code of Ethics, the project coordinator has direct and continuous relationships with each function, minimising the meetings of the work group.

The perimeter of the following report consists of the data and information concerning the group’s branches at 31<sup>st</sup> December 2015<sup>5</sup> and the activities they developed throughout the year, with the exception of other indications possibly stated in the relevant chapters.

The data related to the previous financial year are sometimes indicated just for comparative purposes to offer an initial evaluation of the trend of the group’s activity in time.

The information refers to parameters that can be measured and estimated. Reference to the latter is appropriately indicated in the document.

<sup>3</sup> Professor of Economic History Alma Mater Studiorum University of Bologna - SAIS Europe of the Johns Hopkins University

<sup>4</sup> Marchesini Group (Group or Company) means the corporate structure shown in the organization Chart at page 21

<sup>5</sup> Unless otherwise indicated as a note.



## 2. SUSTAINABILITY APPROACH

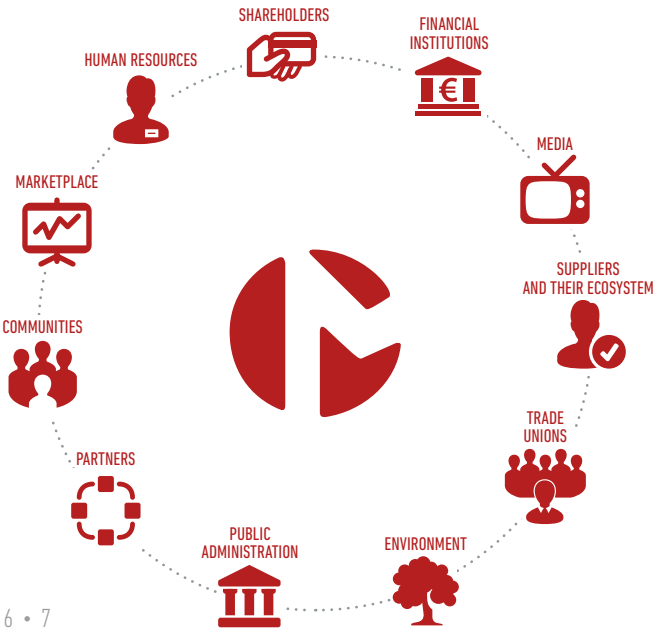
Marchesini Group strives to work responsibly through a *business* model in which sustainability is a characteristic element of its choices. It aims to create value for its *stakeholders* and to ensure the sustainable development of the Group and of the areas in which it works.

The medium/long term strategy of growth is based first and foremost on the principles stated in the corporate *Mission* and *Vision*. In its *vision*, it declares to promote “on-going achievement of excellence and innovation in full compliance with legal provisions and standards and according to the Code of Ethics”<sup>6</sup>. It is convinced that “the business method is deeply bound to promoting sustainable development with particular reference to safeguarding the environment and to the bond with the contexts in which the Group works”<sup>7</sup>. According to its *Mission*<sup>8</sup>, the Group strives to develop and apply cutting-edge technological solutions in order to offer its customers the best of what is available on the marketplace and to satisfy their needs with effective, efficient and sustainable solutions.

The Group is presently one of the four worldwide leaders<sup>9</sup> in the field of automatic machinery for packaging pharmaceutical and cosmetic products. This position does not affect the group’s approach in challenging topics of sustainability. Its management is indeed a fundamental variable in the *rating* of the commercial partners of the multinational enterprises in the reference markets.

The necessity to offer solutions that anticipate and satisfy customers’ needs means that Marchesini Group invests in cutting-edge processes, products and services. For this purpose, the Group strives to improve its competences in *customercentricity*<sup>10</sup>, research and innovation, environment and sustainability and employment development.

Stakeholders and Other parties to whom the Code of Ethics is addressed.



<sup>6</sup> Code of Ethics of Marchesini Group, page 16

<sup>7</sup> Code of Ethics of Marchesini Group, page 30

<sup>8</sup> “Because you (customers, editor’s note) are our mission”, as Maurizio Marchesini, C.E.O. of Marchesini Group SpA states in the *Company Profile* on the company website [www.marchesini.com](http://www.marchesini.com)

<sup>9</sup> Transparency Market Research, *Pharmaceutical Packaging Equipment Market By Product Type (Solids Packaging Equipment, Semi-solids Packaging Equipment and Liquids Packaging Equipment) and By Package Type (Primary Packaging Equipment and Secondary Packaging Equipment, - Global Industry Analysis, Size, Share, Growth, Trends and Forecast 2015 – 2021*, Albany (NY), 2015.

<sup>10</sup> As defined by Peter Fader in *Customer Centricity: Focus on the Right Customers for Strategic Advantage*, Wharton Executive Essentials, May 15, 2012

### 2.1 OUR STAKEHOLDERS

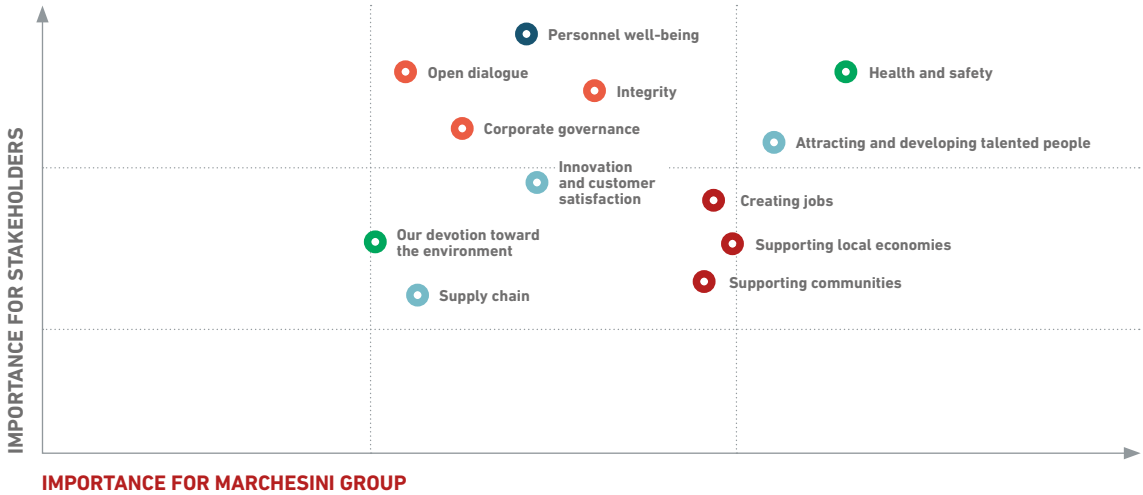
To define the group’s sustainability strategy, it is crucial to identify all the categories of stakeholders and their respective expectations. By *stakeholder* we mean anyone (be it an organisation, a person or a group of people) who is interested in the activities of the company under any title<sup>11</sup>.

The contents and the topics of this report have been established with the aim to satisfy the necessities and the requests of the group’s *stakeholders*. It offers the possibility to assess how its activities match their requests.

Furthermore, Marchesini Group aims to establish relationships of reciprocal trust with its contacts. It strives to periodically analyse their interests and expectations of various nature (social, economic, professional and humanistic) by ensuring they match the preset objectives. The intention is to adopt a transparent strategy of development and involvement, capable of generating value for all the categories of *stakeholders* and to bring benefits to the company.

In undertaking its course of social responsibility, the group has defined a mapping process of its *stakeholders* that has lead to identifying the composition, the method of involvement, the reference subjects and the objectives that it intends reaching. This analysis has lead to initially defining the so-called Materiality Matrix<sup>12 13 14</sup> or rather an evaluation of the *trade-off* between the level of meaningfulness of the economic, social and environmental impact for the company and the importance that it has for the *stakeholders* (Chart below).

#### MATERIALITY MATRIX 2015



<sup>11</sup> Code of Ethics of Marchesini Group, page 16

<sup>12</sup> Global Reporting Initiative, “A new phase: the growth of sustainability reporting”, 2011, <https://www.globalreporting.org/resource/library/GRI-Year-In-Review-2010-2011.pdf>.

<sup>13</sup> Global Reporting Initiative, “G4 sustainability reporting guidelines – implementation manual”, 2013, <https://www.globalreporting.org/resource/library/GRIG4-Part2-Implementation-Manual.pdf>.

<sup>14</sup> Global Reporting Initiative, “G4 sustainability reporting guidelines – reporting principles and standard disclosures”, 2013, <https://www.globalreporting.org/resource/library/GRIG4-Part1-Reporting-Principles-and-Standard-Disclosures.pdf>.

3. OUR HISTORY

PRODUCT LINES



Liquid



Solid



Creams



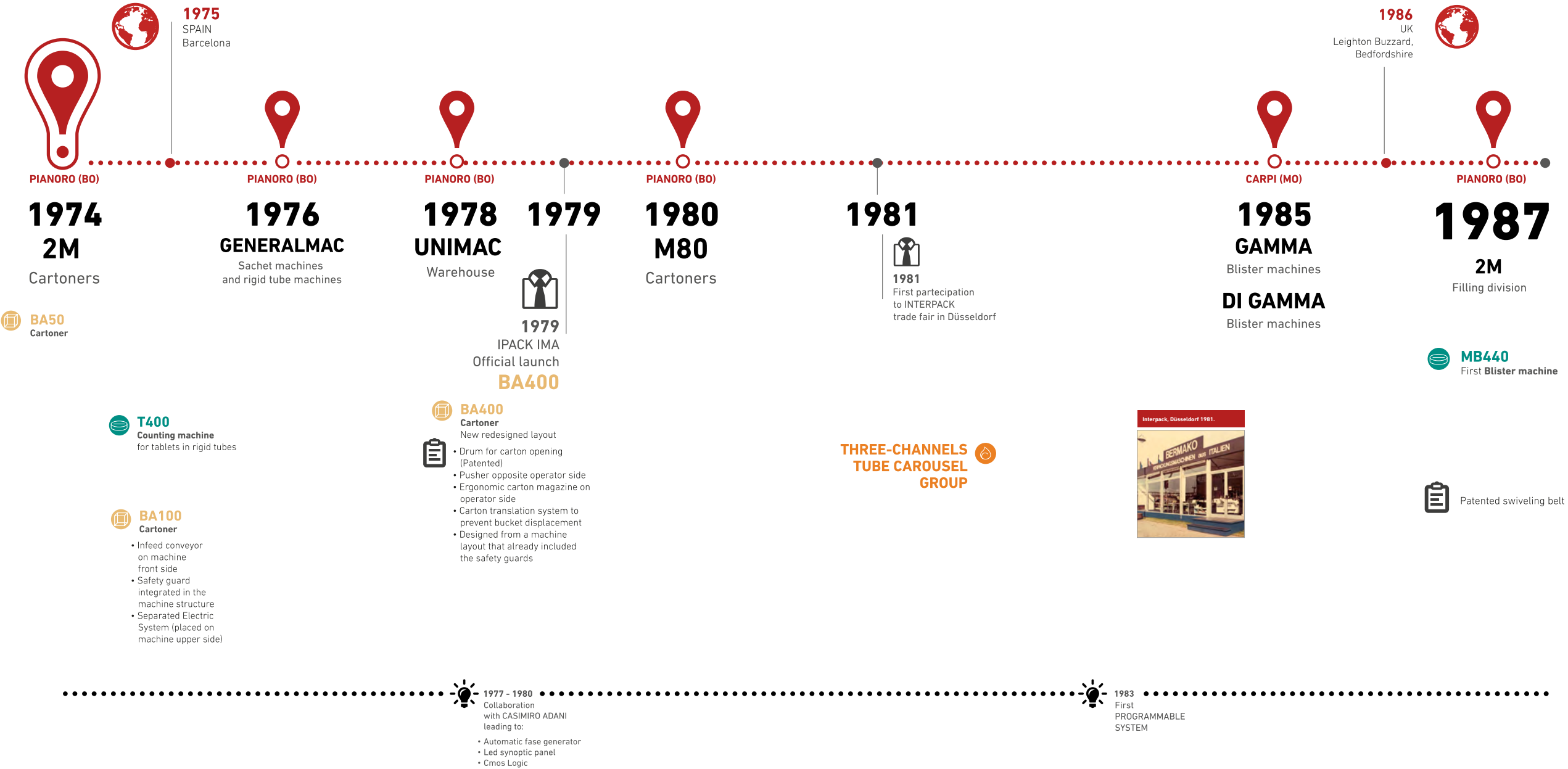
Robot



Secondary Packaging




Complete Lines



3. OUR HISTORY

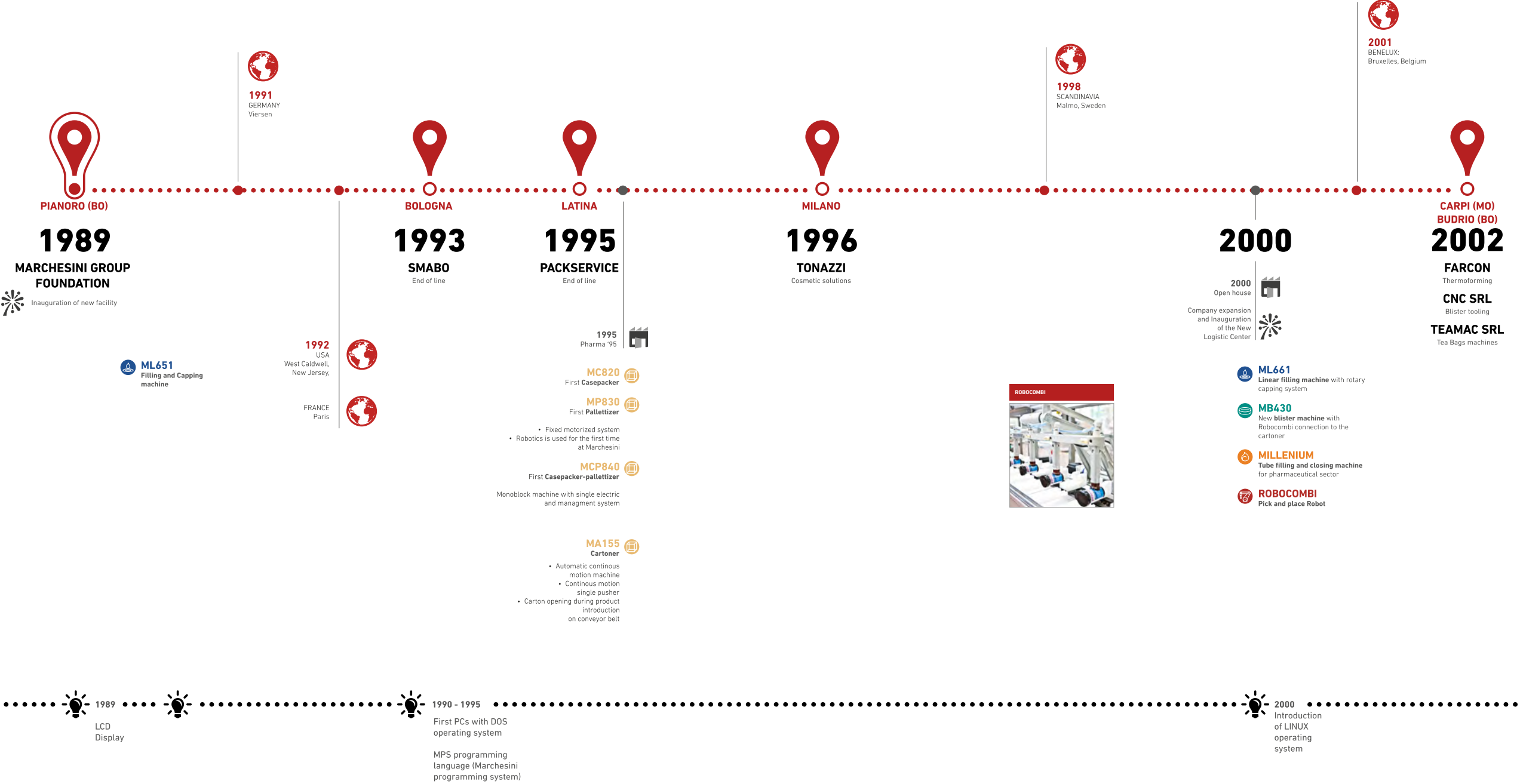
SPECIAL  
EVENTS

 Open house

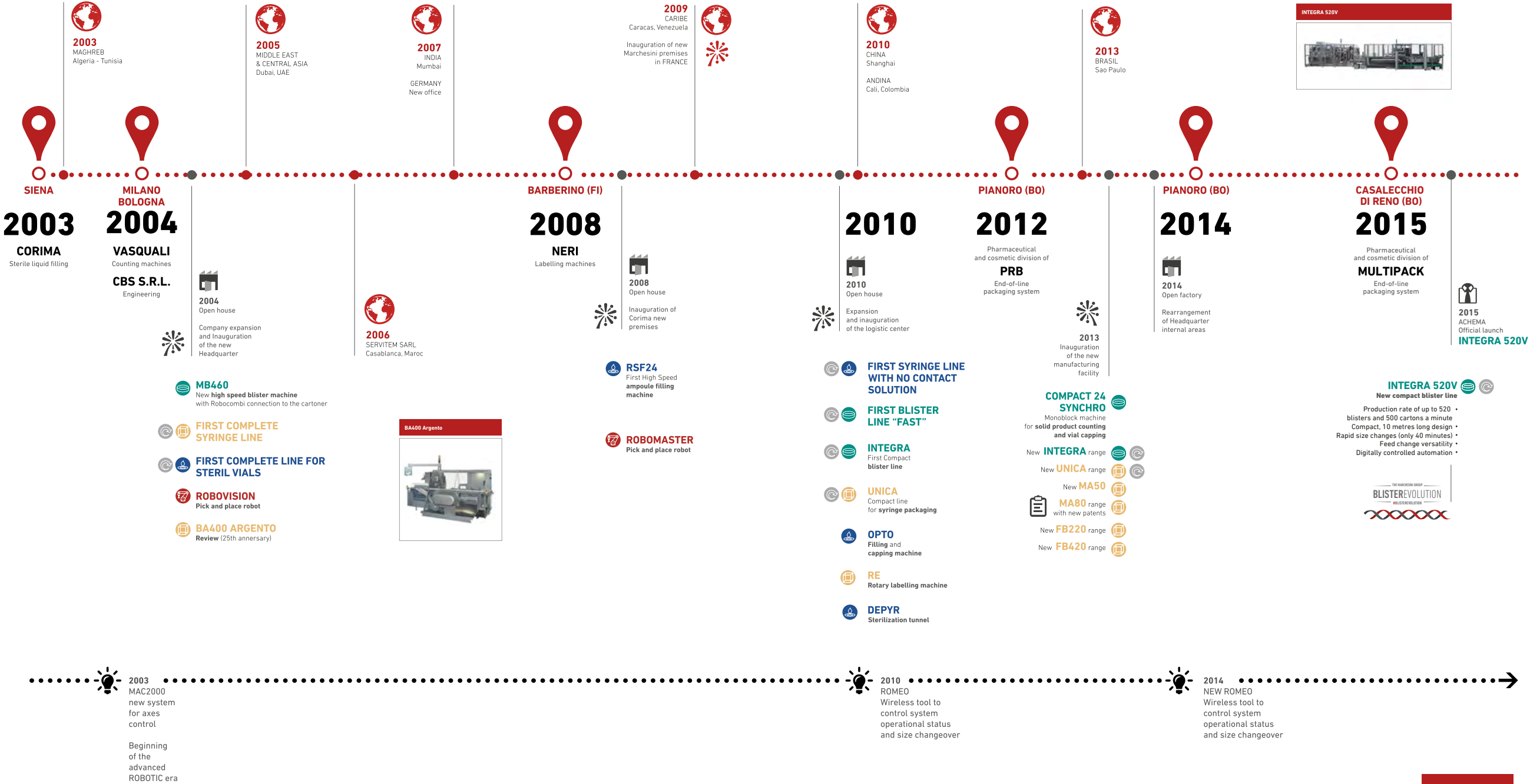
 Inauguration

 Trade Fair

 Patent

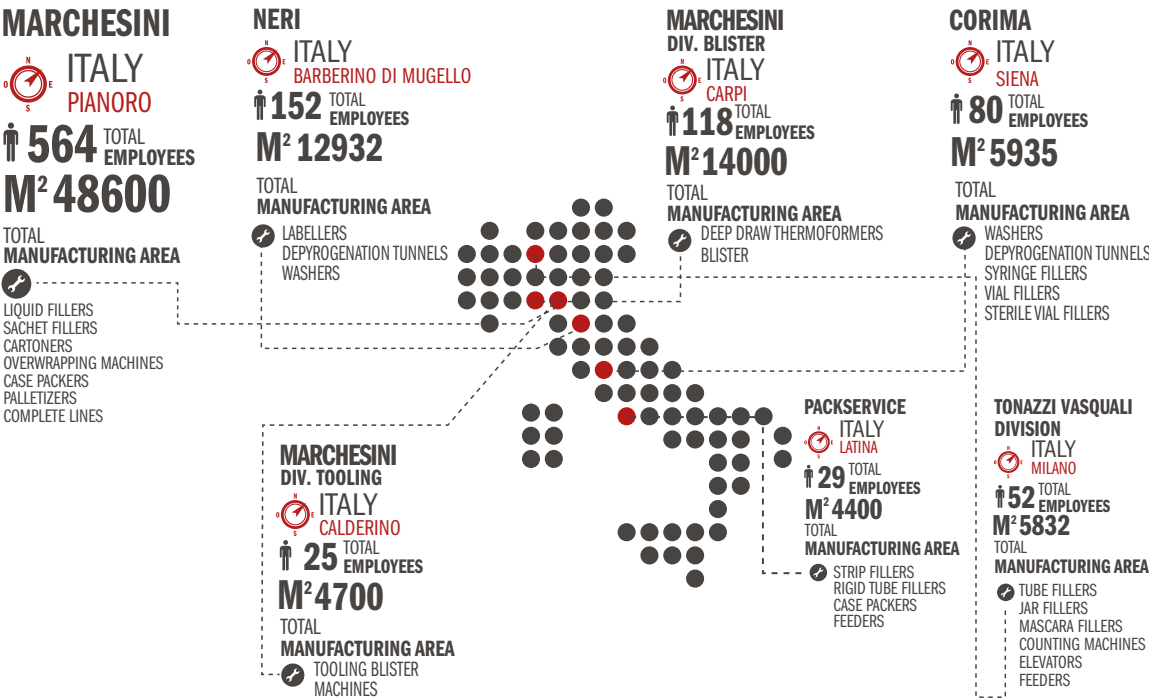


3. OUR HISTORY

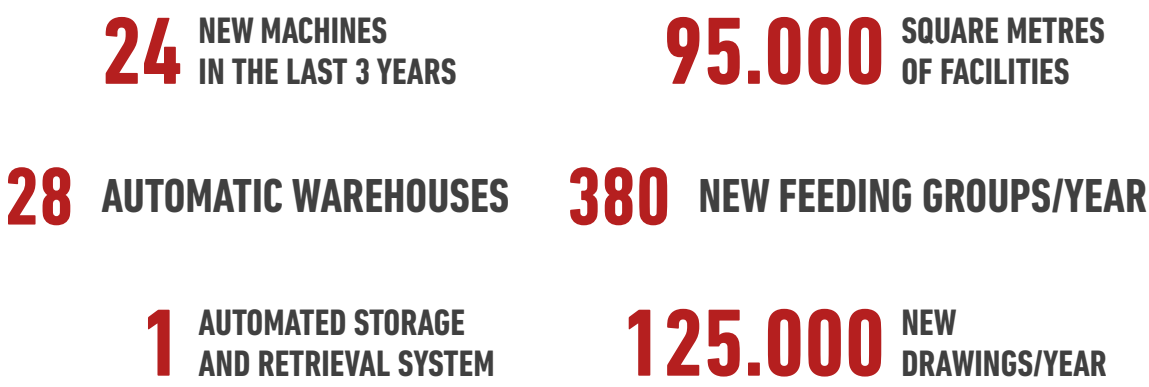




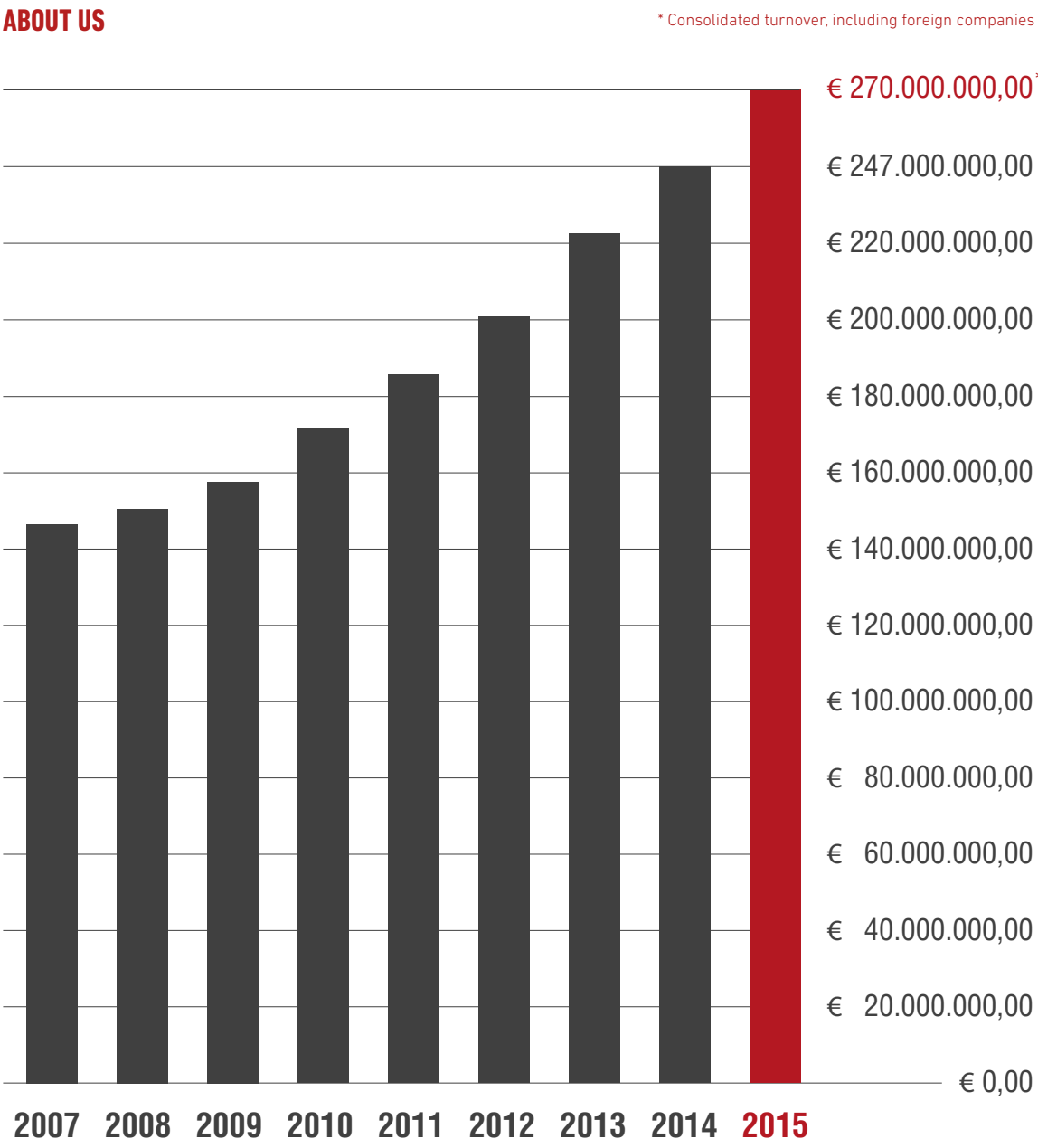
4. HIGHLIGHTS 2015



MAIN FACT&FIGURES



ABOUT US



5. ECONOMIC AND FINANCIAL RESPONSIBILITY

“The Code of Ethics is an innovative and important tool to promote the fundamental rights of the society, of employment and the territory and it is a good policy against corruption.”<sup>15</sup>



Marchesini Group implements a sustainability strategy based on the combination of the values that distinguish the people inside and outside the organisation. The Code of Ethics<sup>16</sup> is the tool that matches the group's mission and defines and shares the values that all of those.

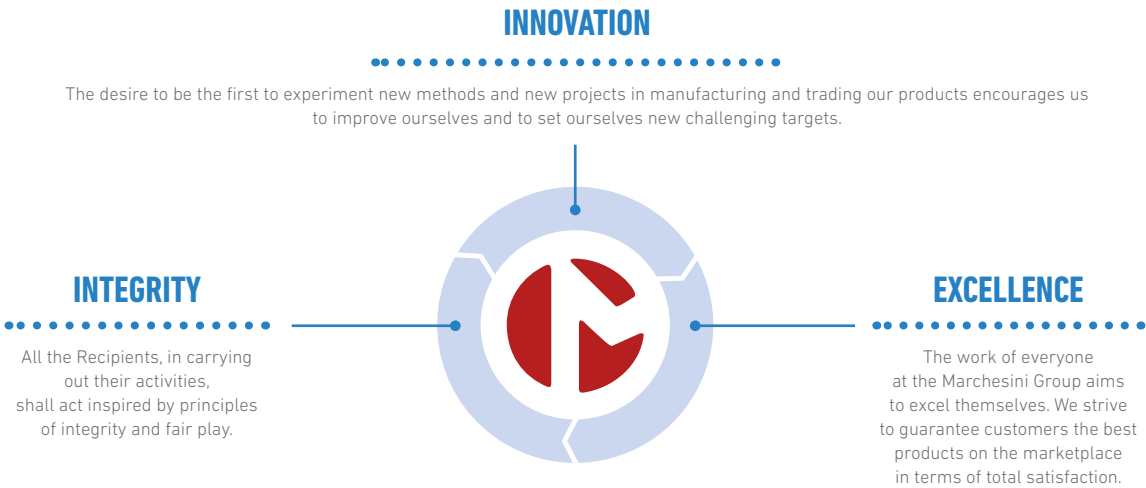


<sup>15</sup> Social Responsibility of companies; a contribution of companies toward sustainable development, Communication of the European Committee no. 347 dated 2 July 2002.

<sup>16</sup> Marchesini Group implemented the Code of Ethics with Decision of the Board of Administrators dated 27th October 2015 and it was enforced on 1st January 2016.

WE BELIEVE IN ETHICAL BUSINESS

Marchesini Group strives continuously toward excellence and innovation, in full compliance with legal provisions and standards and with the principles of the Code of Ethics. All the Recipients shall act with integrity.



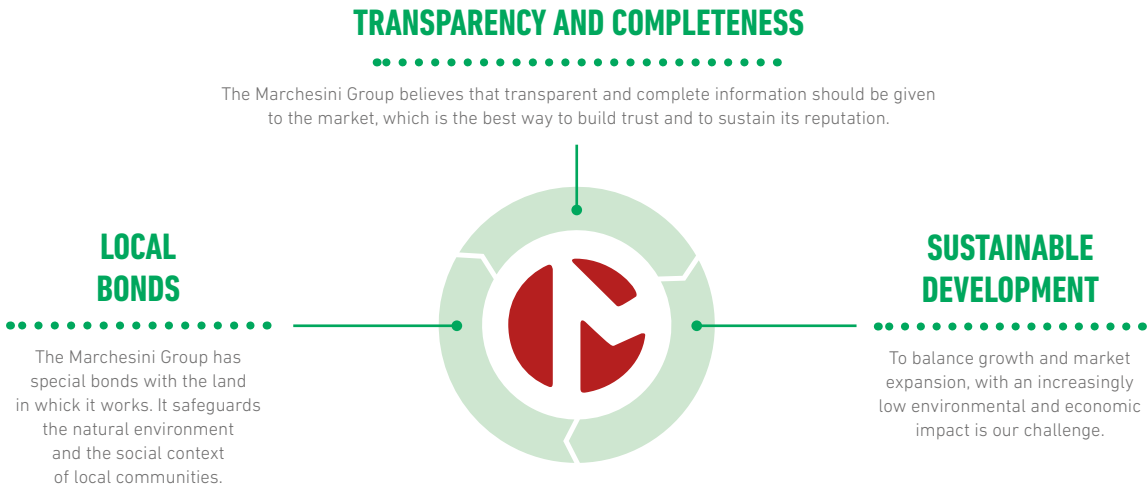
WE BELIEVE IN THE VALUE OF PEOPLE

Our People, thanks to their passion and their enthusiasm, are the stronghold of the Marchesini Group. Therefore, our respect toward them and their well-being, as well as safeguarding diversities, is a constant commitment of the Group. An interesting, encouraging, friendly and collaborative workplace improves the performance of every work team and of the Marchesini Group on the whole.



WE BELIEVE IN POSITIVE RELATIONS

The Marchesini Group sustains its reputation also by informing the market about the facts concerning the Group's management in a transparent and complete way. The way of doing business is deeply connected to promoting a sustainable growth, with particular reference to safeguarding the environment and the bond to the social contexts in which the Group works.



The structure of the group's Code of Ethics has the following mainstays:

- Ethics in the **business activities**: Profits cannot be gained through unfair play but can only be achieved by respecting standards, by acting coherently and through loyal and transparent actions, which can meet and anticipate the needs of the market, generating value to be distributed to all the *stakeholders*.
- Ethics of **in-house relations**: the Group is aware of the importance of a good relationship with its employees. This is strengthened by respecting their rights and expectations and by improving the conditions of life and professional development. Individuals are at the centre of any activity because they are the driving element of each development.
- **Environmental and social Ethics**: the company works worldwide with respect for the environment, social communities and current standards; it believes in the principle of sustainable development and favours the responsible use of resources, promoting local projects aimed at improving the wellbeing of the areas in which it works.

All the companies of the Group strive to respect the Code of Ethics, which has been distributed to each employee. The full version can be consulted on the website [www.marchesini.com](http://www.marchesini.com).

5.1 CORPORATE GOVERNANCE

The group’s system of *Corporate Governance* is centred on the objective of creating long-term sustainable value for its stakeholders. It believes that this objective can trigger a virtuous circle in terms of corporate effectiveness, efficiency and integrity.

The Governance system always complies with the recommendations and standards currently enforced in Italy and in all the countries in which the group works and it also complies with the national and international best practice regulations. The Group also implements principles, regulations and procedures that regulate and guide how the activities of all the organisational and operational structures are carried out as well as guaranteeing that each operation is carried out effectively and transparently.

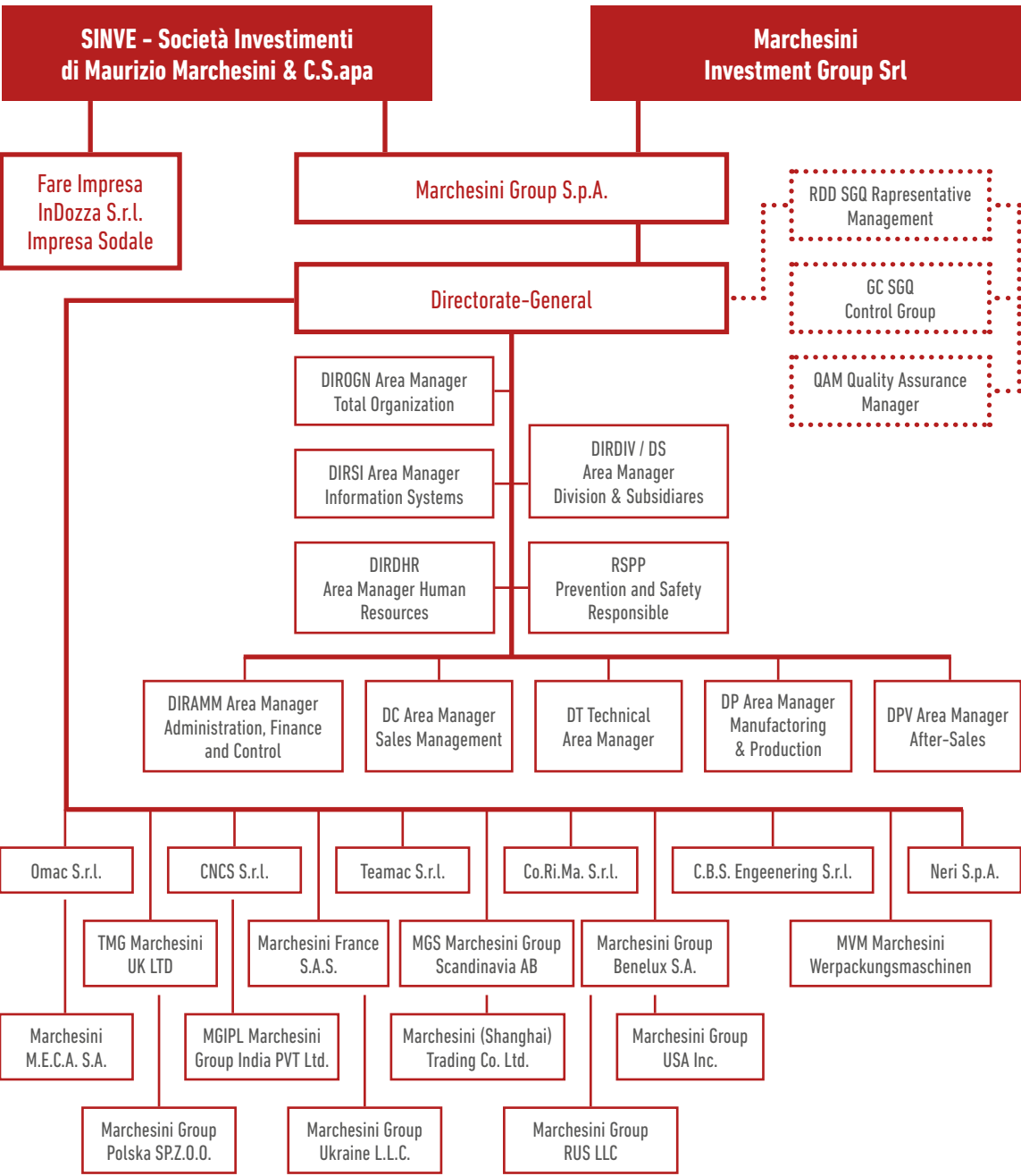
The structure of Corporate Governance implemented by Marchesini Group derives from current Italian standards in terms of general corporate laws and of limited companies in particular. It is correlated to external standards and to standards and regulations that the company decides to implement to ensure its activities are fulfilled efficiently and transparently.

Generally speaking, the system of Corporate Governance is based on the central role of the Board of Administrators (as the main body in charge of controlling the company on behalf of the shareholders), transparency in operational decisions, effectiveness of in-house audits, strict control and prevention rules concerning conflicts of interest and solid behavioural and governance principles of interaction with the subjects involved.

The system has been implemented by adopting codes, principles, rules and procedures that are available on the corporate Intranet system, which cover and regulate and activity of each member of the organisation:

- In-house behavioural code
- Code of Ethics
- Privacy

5.2 CORPORATE ORGANISATION



Other shareholdings

- ITS-Bologna
- Manzoni Space Srl
- Fondazione Il Bene
- STE Pharma Systems SL

5.3 THE GROUP IN THE WORLD

With exports worth over 87% of its turnover, the company is an enterprise with a very high international vocation. To maintain this role and to consolidate its presence across the continuously changing world scenario, the group has always focused on creating a widespread commercial network abroad ever since it started up; in 2015, thanks to a team of 218 people, it has facilities in over **116 countries** worldwide with **15 divisions** in the reference markets and a network of **35 agencies**, which have grown alongside the company to prove its will to assist customers locally every day.



MARCHESINI GROUP UK

UK - IRELAND

MARCHESINI GROUP USA

USA - CANADA & PUERTO RICO

MARCHESINI GROUP FRANCE

FRANCE

MARCHESINI GROUP BENELUX

BENELUX

MARCHESINI GROUP ESPAÑA (STE PHARMA SYSTEMS)

SPAIN

MARCHESINI GROUP MAGHREB (STE MAGHREB)

ALGERIA - TUNISIA - MOROCCO

MARCHESINI GROUP SCANDINAVIA

SCANDINAVIA

MARCHESINI GROUP GERMANY

GERMANY - AUSTRIA

MARCHESINI GROUP SWITZERLAND

SWITZERLAND

MARCHESINI GROUP INDIA

MUMBAI HEADQUARTERS

MARCHESINI GROUP SHANGHAI

CHINA

MARCHESINI GROUP MECA

MIDDLE EAST & CENTRAL ASIA:

HEADQUARTERS IN GENEVA SWITZERLAND

DUBAI - AFGHANISTAN - SAUDI ARABIA

BANGLADESH - CYPRUS - EGYPT - UNITED ARAB EMIRATES

JORDAN - GREECE - IRAN - IRAQ - ISRAEL

KUWAIT - LEBANON - OMAN - PAKISTAN - QATAR

SYRIA - TURKEY - YEMEN

MARCHESINI GROUP BRASIL

BRAZIL - ARGENTINA - BELIZE - BOLIVIA - CHILE - COLOMBIA

COSTA RICA - CUBA - DOMINICAN REPUBLIC - ECUADOR

EL SALVADOR - GUATEMALA - HONDURAS - MEXICO - NICARAGUA

PANAMÀ - PARAGUAY - PERÙ - URUGUAY - VENEZUELA

5.4 ECONOMIC VALUE DISTRIBUTED OVER THE STAKEHOLDERS

From a point of view of **economic-financial responsibility**, the creation of value for the stakeholders is one of the group's key goals. It fits into a context of correctness, clearness and transparency, especially in communicating its business strategies, objectives and results.

The creation and distribution of the economic value provide a basic indication on how the company enriches its *stakeholders*. The economic value represents the profit produced by the group, which, under various forms, is distributed to the *stakeholders* as follows: remuneration of the human resources (direct remuneration made up of salaries, wages and T.F.R. (deferred wage fund) and indirect remuneration made up of social expenses), remuneration of the financiers (payable interest) and the interest of third parties, remuneration of the public administration (total of tax paid), external donations to the community. The value detained by the group is represented by the retained earnings and amortisation, devaluations and adjustments.

The prospectus of establishing the economic value generated by Marchesini Group (Table below) was prepared based on the items of the diagram of the profit and loss account used in the consolidated balance sheet at 31st December 2015. The economic value generated in 2015, before reclassified costs, was 288.611.851 Euro of which 243.505.341 Euro (84,37%) distributed and 45.106.510 Euro (15,63%) detained.

With reference to the distributed economic value, most of this value is represented by operating costs (61.10%) followed by employee remuneration (32.34%) and public administration (6.18%). Remuneration of financiers represents 0.28%, while donations to the territory and communities is 0.09% of the distributed economic value.

With reference to the economic value detained by the company, 65.65% is for self-financing and 34.35% is for amortisations, devaluations and adjustments.

GENERATED ECONOMIC VALUE	2014	2015
REVENUE	250.706.648	283.055.236
OTHER EARNINGS	6.184.843	5.171.136
FINANCIAL RETURNS	608.566	385.479
TOTAL	257.500.057	288.611.851
ECONOMIC VALUE DISTRIBUTED	2014	2015
OPERATING COSTS (PURCHASE OF INVESTMENT SERVICES)	132.034.779	148.773.348
EMPLOYEE REMUNERATION	74.162.689	78.759.567
FINANCERS' REMUNERATION	866.959	691.404
PUBLIC ADMINISTRATION REMUNERATION	12.838.683	15.059.533
EXTERNAL DONATIONS AND SPONSORSHIPS	180.237	221.489
TOTAL	220.083.347	243.505.341
RETAINED ECONOMIC VALUE	2014	2015
AMORTISATION, DEPRECIATION AND ADJUSTMENTS	11.943.386	15.495.782
SELF-FINANCING *	25.473.324	29.610.728
TOTAL	37.416.710	45.106.510

\* The company did not distribute dividends in the financial years 2014-1015.

# 6. PRODUCT RESPONSIBILITY

In terms of product responsibility, over recent years, the group has defined and applied methods to assess the impact on the environment of some types of machinery. For this purpose, various studies have been carried out implementing the Life Cycle Assessment (LCA) approach, which lead to meeting the growing demands of customers.

In both the blister and thermoforming sector, but also in the counting sector, the company has fulfilled numerous innovative projects aimed at providing end users with efficient products and solutions and with low environmental impact. As regards the products and the production processes, new machine ranges have been developed (Integra and Unica), mini lines made up of a blister unit and cartoner, which are perfect for the pharmaceutical and cosmetic subcontracting sector. They are the perfect solution for two crucial phases of the production cycle. Their costs are more competitive than totally customised lines. This is the beauty of having a “standard – customised” product manufacturing philosophy.

Over recent years, the group has improved and consolidated its leadership in the design, construction and commercialisation of automatic and semi-automatic machinery for packaging pharmaceuticals and cosmetics even further.

Its skills in innovating and finding solutions with high added value characterises its strategic approach in all sectors: from that in which technology and customisation are what make the difference compared with competitors to the more standardised sector with standard machines and accessories.

The constant development of ideas and original solutions has always been a key feature of the business and is a distinguishing element of its DNA. A rather ambitious result that requires investments in new generation instruments and enormous focus on research.

The enterprise currently has over 180 3D C.A.D. stations, equipped with ultra modern and up-to-date design software, backed by numerous applications for project development, functional simulations, structural calculations and dynamic analyses.

Designers avail of a cutting-edge rapid prototyper to generate solid objects, starting from the three-dimensional models in C.A.D. environments, even of rather complex shapes, to verify their functionality before actually producing them. Another prototyper has also been purchased and put into the production area.

A dedicated research and development team has been setup to develop and test the prototypes without interfering with the normal production cycle. The team woks in an experiment room, which was inaugurated over ten years ago, exploiting the most modern of equipment and tools.

Today’s focus on packaging is represented by flexible mechanics. Aware of this trend, and backed by an expert team of electronic technicians and programmers, the company is ready to take on and directly interpret the continuous changes in the market, with ideas and products that get more and more revolutionary and successful every day.

Even though it has expanded its sales and assistance networks, the stronghold of Marchesini Group is that of having based its entire production facilities in Italy. This guarantees product quality and gives added value to its relationships with local businesses: a solid network of sub-suppliers, made up mainly of small and very small factories, which are indispensable for the group’s business.

The end product or rather the machinery capable of packaging any kind of drug or cosmetic is manufactured by craftsmen and is devised and built with impeccable care and is made-to-measure the customers’ exact needs. This result is achieved also thanks to the specialised members of the group spread throughout Italy. Each branch focuses on designing and building packaging machines for specific production typologies, such as aseptic packaging (CO.RI.M.A., Siena), blister packaging (factories in Carpi) or machinery designed to apply self-adhesive labels on a wide range of products (Neri S.p.a., Barberino di Mugello). In addition to the specialised branches, the group pays great attention to offering an efficient international after-sales and assistance service capable of reacting to customers’ requests within 24 hours worldwide.

The group started using robotic machines back in the year 2000, before its competitors, with the aim to offer customers very flexible machines capable of processing the products with greater quality. The key factor was that even the robots integrated on the machinery had to be produced by the group itself. The robots are indeed designed, produced and assembled entirely in-house. This also applies to their management software programs, which are developed and set-up in-house and are then integrated in the software programs of the actual machines. These choices have enabled the group to offer its customers machines and lines with innovative solutions in the packaging processes, with increased levels of flexibility and compliant with the requisites of the pharmaceutical, OTC and cosmetic sectors. Therefore, robotics allows the group (which makes robots and not robot integrators) to fulfil projects that were difficult to challenge in the past. In this way, customers know that they can rely on the group not only to sell them a machine but also to manage the assistance/maintenance service for both the robots used and the machinery installed.

85% of the group’s production goes to the pharmaceutical industry where Marchesini is a major reference point not only for multinational enterprises but also for small and medium businesses working in the generic drug and subcontracting divisions. The remaining 15% of production goes to the cosmetic industry where Marchesini offers innovative solutions for packaging top-of-the-range products. These percentages have been constantly evolving also since the cosmeceutical division has become a part of the current business divisions of the company on which Marchesini Group is focusing more and more.



The group’s strategic strategy for the future foresees on-going investments to boost both its commercial and assistance/service networks – in order to efficiently cover worldwide markets and to make the product fully

exploitable by the end customer – as well as adding value to the brand, which is synonymous with quality and excellence in the world.

COMPLETE LINES

INTEGRATED LINES  
AMPOULE LINES  
BLISTER LINES  
COSMETIC LIQUID LINES  
COUNTING LINES  
JAR LINES  
MASCARA LINES  
PHARMA LIQUID LINES  
POWDER LINES  
STRIP LINES  
STERILE LINES  
SYRINGE LINES  
TUBE LINES

ROBOMASTER  
FOR POSITIVE  
PRODUCT TRANSFER

HIGH PRECISION  
CUSTOMISATION

UNIFORM QUALITY STANDARDS  
FOR ALL THE COMPANIES  
IN THE GROUP

SUPERIOR SPACE  
OPTIMIZATION

MAXIMUM  
ADAPTABILITY

96 LINES EQUIPPED  
WITH CUTTING EDGE  
ROBOTICS

PRIMARY  
PACKAGING:  
SOLIDS AND CREAMS

3 LINES ROBOCOMBI FOR  
BLISTERS

MACHINES DESIGNED AND  
CONSTRUCTED TO SATISFY  
INDIVIDUAL PRODUCT SPECIFICATIONS

PACKAGING SOLUTIONS  
FOR EVERY PRODUCT

HIGH PRECISION  
PACKAGING

SOLIDS  
BLISTER THERMOFORMING MACHINES  
BLISTER PACK MACHINES  
RIGID TUBE FILLING/CAPPING MACHINES  
STRIP FILLING MACHINE

POWDERS  
STICKPACK FILLING/SEALING MACHINES  
SACHET FILLING/SEALING MACHINES

CREAMS & COSMETICS  
SQUEEZABLE TUBE FILLING/CLOSING MACHINES  
JAR FILLING/CLOSING MACHINES  
MASCARA FILLING/CLOSING MACHINES

TYPES OF PACKAGING

BLISTER  
STICKPACK  
SACHET  
STRIP  
JAR  
MASCARA  
TUBE

PRIMARY  
PACKAGING:  
LIQUIDS

FILLING SYSTEMS FOR  
ALL TYPES OF LIQUID MEDICINES

PRODUCTION  
PROCESS  
EFFICIENCY

METICULOUS  
DOSING  
PRECISION

HIGH SPEED  
LIQUID FILLER  
ML661

LIQUIDS  
ASEPTIC LIQUIDS  
BLOWER  
WASHER  
STERILIZATION TUNNEL  
VIAL FILLING  
VIAL FILLING AND CAPPING  
VIAL CAPPING  
VIAL ASEPTIC LIQUID FILLING AND STOPPERING  
AMPOULE FILLING AND SEALING  
SYRINGE FILLING AND CLOSING  
SYRINGE SECONDARY HANDLING  
SYRINGE ASSEMBLING

TYPES OF PACKAGING  
BOTTLES  
VIALS  
AMPOULE  
DISPOSABLE SYRINGES

SECONDARY  
PACKAGING  
AND END-OF-LINE

A PACKAGING LEADER  
FOR ALL TYPES  
OF PHARMACEUTICALS

MAXIMUM PRODUCT  
PROTECTION RIGHT UP UNTIL FINAL USE

COMPLETE LINES  
THERMOFORMERS  
HORIZONTAL CARTONERS  
TOP LOAD CARTONERS  
WRAPPERS & OVERWRAPPERS  
TOP LOAD CASE PACKERS  
HORIZONTAL CASE PACKERS  
PALLETIZERS  
TOP LOAD CARTOPALLET  
HORIZONTAL CARTOPALLET

HORIZONTAL CASE  
PACKER MC820

LABELLERS  
LABELLERS FOR CARTONS  
LABELLERS FOR COSMETICS  
LABELLERS FOR ROUND CONTAINERS  
TRACK & TRACE MACHINES

6.1 CUSTOMERCENTRICITY

All this has encouraged Marchesini Group to constantly perfect its approach to the market, placing the customer at the centre of its strategic, organisational and business choices<sup>17</sup>.

By analysing the customers’ expectations and how they evolve in time allows the group to develop organisational and operational models that translate into fast, efficient and specific answers for the reference markets.

The fulcrum of this approach is the so-called *customercentricity*, which is the ability to comprehend in advance and satisfy the needs of the customer through constant presence, from planning the product to its consignment and testing at the customer’s premises, monitoring the efficiency performances according to the defined and agreed parameters.

The company is able to develop solutions that meet specific standards, according to the exact needs specified by the customer. Customercentriciy and satisfaction are a strategic approach implemented through a fast and linear organisation throughout the entire *supply chain*. It is capable of accelerating the decisional processes and the *times to market*, adapting to the requirements of the various clusters of customers and making continuous investments in innovation.

One of the implementation methods of *customercentricity* is the so-called *factory reliability*. It entails the continuous improvement of the production process by increasing the planning and fulfilment reliability of the production output, as well as strictly monitoring the level of stocks for all its components (raw material, semi-processed parts and finished parts).

6.2 CUSTOMER SATISFACTION

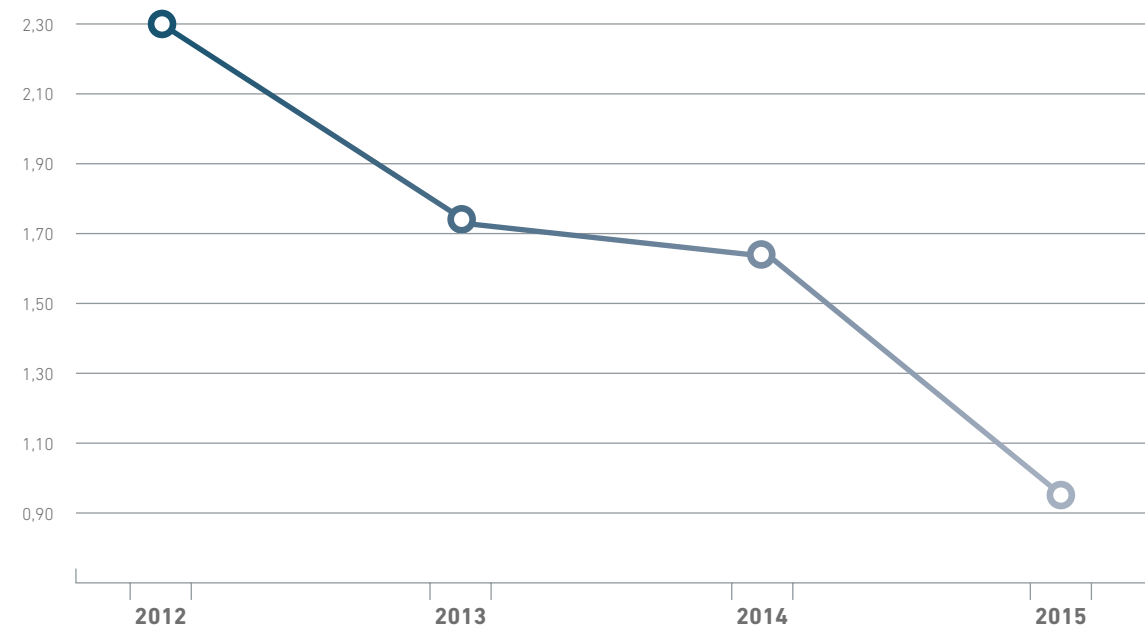
In terms of customer satisfaction, Marchesini Group sets the goal of being the preferred partner. To reach this goal, in addition to monitoring the main service indicators, such as reliability and speed, the group exploits its experience and expertise to define the following indicators as the most significant objective parameters to indirectly monitor and assess customer satisfaction, according to the Quality Targets<sup>18</sup> and with the data analysis methods:

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

Generally speaking, by monitoring the feedback, it is possible to optimise the products and services over time, better focusing attention on the customers’ priorities. In particular, the cost of “non-quality” over the past four years has highlighted a rather satisfactory trend, settling at 0.95% of the cost of the product shipped in 2015<sup>19</sup> (See the charts).

BRANCHES OF THE GROUP

	2012	2013	2014	2015
COST	73.614.051,38	79.719.771,98	82.290.787,10	89.590.085,05
NON-QUALITY COST	1.675.647,05	1.389.059,86	1.361.003,52	855.004,79
NON-QUALITY %	2,28	1,74	1,65	0,95



Trend of the cost of "non-quality" in 2012-2015

<sup>17</sup> "Because you (customers n.d.r.) are our mission", as stated by Maurizio Marchesini, C.E.O. of Marchesini Group SpA in the Company Profile of the corporate website [www.marchesini.com](http://www.marchesini.com)

<sup>18</sup> Marchesini Group S.p.A., Quality Manual – Quality Management System of Marchesini Group in compliance with the Standards of the group and the requisites of standard UNI EN ISO 9001:2008 - in-house document, October 2015.

<sup>19</sup> The data of 2015 is provisional because it may be rectified at the end of the warranty period f the machines shipped throughout that year.





6.3 RESEARCH, DEVELOPMENT AND INNOVATION

Commitment toward innovation and development of new products derives from the belief that this is the only way to guarantee long-term economic sustainability, which is considered a “MUST” for the wellbeing and good quality of life for the current society and for future generations.

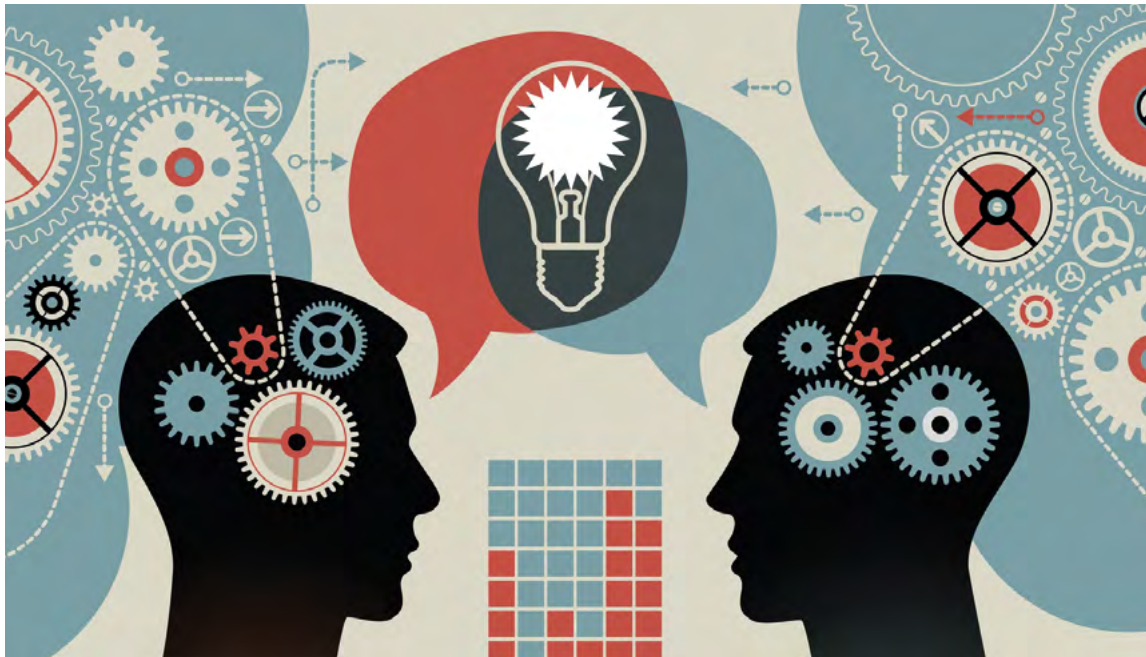
Sustainability does indeed mean providing customers with technologically innovative solutions and at increasingly competitive prices.

Again in 2015, Marchesini’s efforts in research and development activities continued with investments of around 8 million Euro; 2.7% of the economic value generated by the group<sup>20</sup>.

Sustainability is an on-going activity, astride of times and markets, aiming to ensure a long-term leadership and constant improvement.

For the research and development activities, Marchesini Group works with an indoor unit made up of about 50 people, including engineers and technicians, and collaborates with the University of Bologna, Modena and with the most important technical institutes of Bologna.

The University is of strategic importance to be able to constantly update all the problems related not only to technical aspects but also to management and organisational ones too.



<sup>20</sup> The average value of the intensity of Research and Development of the 2500 most important companies in terms of investments in R&D in Europe is around 3% (ref.: Héctor Hernández, Alexander Tübke, Fernando Hervás, Antonio Vezzani, Mafini Dosso, Sara Amoroso, Nicola Grassano, EU R&D Scoreboard - The 2014 EU Industrial R&D Investment Scoreboard, European Commission Brussels 2014).

7. OPERATIONS<sup>21</sup>

The possibility for Marchesini Group to react and respond quickly to the various demands of the markets at a worldwide level represents a strategic factor in order to maintain its *leadership*, which can be said of very few competitors, reached in the sector of automatic and semi-automatic machines for packaging pharmaceutical and cosmetic products.

During the financial year of 2015, the group continued to implement its industrial strategy based on the following factors:

- Maintaining its capillary presence across the world to optimise responses to customer requests.
- Concentrating production in factories in Italy, leveraging the variables of the local economy to increase the productive efficiency and to maximise the positive effects in the territory.

The group intends to continue its business growth consistently based on a selective policy of investments and by developing commercial and productive alliances.

The value of gross yearly investments in 2015 was € 25.974.869.

The proportion of investments made to increase the productive capacity was 8.1% of the total sum, while 7.6% of the investments was made in the on-going development of the IT systems and 30.8% in research and development.

<sup>21</sup> The data of this section refer to Marchesini Group S.p.A. and to Neri S.p.A.

7.1 PROVISIONING AND LOGISTICS

In 2015, the group continued to focus on customer care. This service was implemented over recent years with the aim to improve the flexibility, reliability and speed of the time to market.

The logistic function manages the short-term and medium-term productive allocations and planning by means of a Sales & Operation Planning process that provides a link between the active and passive cycles.

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

In 2015, the group used about 504 thousand tons of the main type of raw materials, which was about 1% more than 2014 (Table 1).

The group implements the principles of the Code of Ethics in selecting its suppliers. It does everything possible to monitor the origin of the materials and how they are processed. Once a supplier has been selected, it has to agree to the values of the Code of Ethics of Marchesini Group.

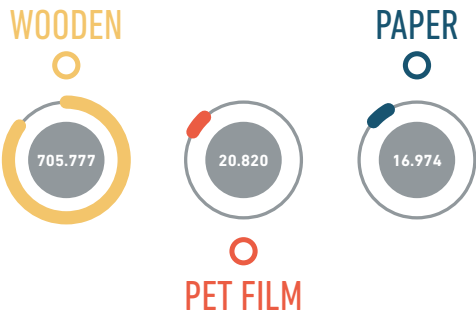
About 744 thousand tons of packaging were used in 2015 (Table 2).

	CONSUMPTIONS 2015 (KG)	CONSUMPTIONS 2014 (KG)	Δ%
FERROUS MATERIAL	244.523	257.183	-5%
NON-FERROUS MATERIAL	236.088	220.064	7%
MISCELLANEOUS PLASTIC MATERIAL	23.389	22.292	5%
TOTAL	504.000	499.539	1%

1

WOODEN	705.777
PAPER AND CARDBOARD	16.974
PET FILM	20.820
TOTAL	743.571

2



8. ENVIRONMENTAL RESPONSIBILITY<sup>22</sup>

In terms of **environmental responsibility**, the group carries out a number of activities to prevent pollution and to reduce the impact on the environment, such as the responsible use of raw materials, optimising logistic flows and waste management.

8.1 ENERGY

Marchesini Group has been taking actions to make the workplace as comfortable as possible for a long time now. Microclimatic comfort is therefore guaranteed throughout the year at all the factories and in all the offices.

This objective accounts for roughly 50% of the consumption of energy and is strongly affected by the climatic conditions of the local areas where the factories are located.

The consumption of energy used to condition the workplace makes it necessary not only to carry out many energy efficiency improvements on the buildings, but also to modernise the conditioning plants.

Just as an example, the last job of this kind was carried out at the factory in Latina where the obsolete fuel-powered heating systems were replaced with modern heat-pump systems, which are also used to condition the same workplaces in summer. This is the reason for the sudden rise in the consumption of electricity of the same period and the drop in the item entitled "Other heating fuels".

	CONSUMPTIONS 2015 (KG)	T CO <sub>2</sub> EQ.	CONSUMPTIONS 2014 (KG)	T CO <sub>2</sub> EQ.	Δ 2015/2014 TEP	Δ 2015/2014 T CO <sub>2</sub> EQ.
DIRECT ENERGY (TOE)	404,76	1.255,29	384,38	1.194,22	5,3%	5,1%
GAS FOR HEATING	282,30	711,00	262,70	661,00	7,5%	7,6%
OTHER HEATING FUELS	2,36	1,29	4,08	2,22	-42,2%	-41,9%
AUTOMOTIVE FUELS	120,10	543,00	117,60	531,00	2,1%	2,3%
INDIRECT ENERGY (TOE)	1.217,80	2.276,00	1.089,30	2.036,00	11,8%	11,8%
ELECTRICITY	1.217,80	2.276,00	1.089,30	2.036,00	11,8%	11,8%
TOTAL (TOE)	1.622,56	3.531,29	1.473,68	3.230,22	10,1%	9,3%

<sup>22</sup> The data of this section refer to Marchesini Group S.p.A., Neri S.p.A. and CO.RI.M.A. s.r.l.

8.2 WASTE

Marchesini Group pays particular attention to waste management and dedicates spaces and resources for its integrated management (reducing it, recovering or recycling it before sending the unusable component for suitable disposal) as well as continuously updating personnel on the topic.

Most of the group’s waste consists of the material used to test the automatic machines in the production cycle. It is mainly mixed packaging, paper packaging and pharmaceuticals (mostly placebo products).

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

DETAILS:

	2015 (KG)	%	2014 (KG)	%	Δ% ‘15/’14
NON-HAZARDOUS WASTE	701.174	76%	864.289	80%	-19%
HAZARDOUS WASTE	219.077	24%	220.978	20%	-1%
TOTAL	920.251		1.085.267		-15%

IN PARTICULAR:

	2015 (KG)	%	2014 (KG)	%	Δ% ‘15/’14
PACKAGING	352.224	38,3%	359.280	33,1%	-2%
PHARMACEUTICALS	169.081	18,4%	174.277	16,1%	-3%
METAL	165.260	18,0%	207.042	19,1%	-20%
RAW MATERIAL PROCESSING WASTE	143.507	15,6%	203.495	18,8%	-29%
EMULSIONS	44.625	4,8%	42.319	61,8%	5%
AQUEOUS SOLUTIONS	24.275	2,6%	20.800	1,9%	17%
ELECTRIC AND ELECTRONIC WASTE	19.283	2,1%	44.600	4,1%	-57%
OTHER WASTE	1.996	0,2%	2.074	0,2%	-4%
WASTE FROM DEMOLITIONS			31.380	2,9%	-100%
TOTAL	920.251		1.085.267		-15%
OF WHICH:					
WASTE SENT FOR RECYCLING	678.884	74%	845.669	78%	-20%
WASTE SENT FOR INCINERATION	167.605	18%	171.159	16%	-2%
WASTE SENT FOR DISPOSAL	73.762	8%	68.439	6%	8%

8.3 WATER

Marchesini Group takes all the water it needs for its factories from the public water mains. In 2015 it took 19.577 cubic meters, with a rise of 4.3 % compared with 2014. 40 % of this was due to a leak in the underground piping in Pianoro, which was found in August 2015 and the remaining part was due to the fact that the summer was hotter and drier than average.

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

	2015 (MC)	2014 (MC)	Δ% ‘15/’14
WATER WITHDRAWAL FROM PUBLIC WATERWORK	19.577	18.770	4,3%

8.4 CARBON FOOTPRINT

The Carbon Footprint measures the contribution that human activities produce on the greenhouse effect. It is expressed in tons of equivalent Carbon Dioxide (CO<sub>2</sub>eq). This concept, applied to the productive process of an asset or a service, expresses the quantity of CO<sub>2</sub>eq associabile with a production unit.

The topic of contrasting the *Greenhouse Effect* is dealt with by the scientific world and international institutes<sup>23 24 25</sup>. In particular, the EU<sup>26</sup> has suggested an integrated operation concerning energy and climatic changes that sets new targets for 2020. It shares the strategic target of the scientific community in preventing the current atmospheric temperature from rising by 2°C by 2050. The strategy implemented aims at encouraging the European society towards a model of sustainable development, promoting an economy of low emissions of CO<sub>2</sub> through the following measures:

- Reducing the greenhouse effect gases by 20%.
- Reducing energy consumptions by 20% by increasing energy efficiency.
- Increasing the share of renewable energy sources by up to 20%.

Following this trend, which considers sustainability as the boundary within which economic and social development has to be planned, the organisations that intend to continue to grow over time must implement appropriate management tools.

In this context, Marchesini Group believes that the *Carbon Footprint* of a product or service is the best tool to be able to monitor the real sustainability of the products or the services offered to the market and to provide proof through an objective and quantified value.

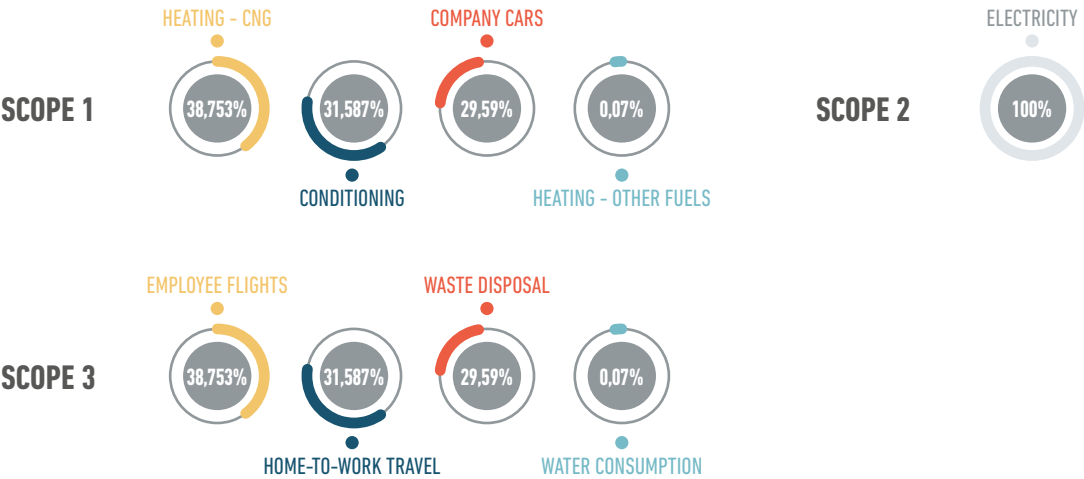
For this reason, since 2015, the company has been monitoring<sup>27</sup> the trend of its activities, translated into kilograms of carbon dioxide (KgCO<sub>2</sub>eq) with the aim to perfect this process according to the guidelines of the EU.

The data exhibited can be better understood if you think that 1000 KgCO<sub>2</sub>eq are equivalent to the emissions of a flight from Zurich to Cyprus or of a car journey of 3.800 Km, or that 2500 KgCO<sub>2</sub>eq are the emissions of a long haul return flight and that to produce a bar of milk chocolate it takes 1.47 KgCO<sub>2</sub>eq, while to produce a can of beer (33cl) means emitting 0.2 KgCO<sub>2</sub>eq into the atmosphere. Also remember that the yearly emissions into the atmosphere of an average citizen of the EU is 9.100 KgCO<sub>2</sub>eq.

By classifying the emissions according to the scopes envisaged by the *Greenhouse Gas Protocol*<sup>28</sup>, the following parameters represent the emissions of the group in 2015:

		2015		
		EMISSION FACTORS 2015	KG CO <sub>2</sub> EQ	% OVER TOTAL
SCOPE 1	DIRECT EMISSIONS FOR PLANT AND MACHINERY OPERATION	HEATING – OTHER FUELS	1.287	0,0%
		COMPANY CARS	542.762	9,1%
		CONDITIONING	579.390	9,7%
		HEATING – CNG	710.825	12,0%
		TOTAL-SCOPE 1		1.834.264
SCOPE 2	INDIRECT EMISSIONS FROM ENERGY CONSUMPTIONS	ELECTRICITY	2.276.028	38,3%
TOTAL-SCOPE 2			2.276.028	38,3%
SCOPE 3	INDIRECT EMISSIONS OTHER THAN ENERGY CONSUMPTIONS	WATER CONSUMPTION	20	0,0003%
		WASTE DISPOSAL	21.625	0,4%
		HOME-TO-WORK TRAVEL	723.294	12,2%
		EMPLOYEE FLIGHTS	1.088.623	59,4%
TOTAL-SCOPE 3			1.833.562	30,8%
TOTAL EMISSIONS 2015			5.943.854	

EMISSIONS PER SCOPE



<sup>23</sup> "Annex II Glossary". Intergovernmental Panel on Climate Change. Retrieved 15 October 2010.

<sup>24</sup> A concise description of the greenhouse effect is given in the Intergovernmental Panel on Climate Change Fourth Assessment Report, "What is the Greenhouse Effect?" FAQ 1.3 - AR4 WGI Chapter 1: Historical Overview of Climate Change Science, IPCC Fourth Assessment Report, Chapter 1, page 115: "To balance the absorbed incoming [solar] energy, the Earth must, on average, radiate the same amount of energy back to space. Because the Earth is much colder than the Sun, it radiates at much longer wavelengths, primarily in the infrared part of the spectrum. Much of this thermal radiation emitted by the land and ocean is absorbed by the atmosphere, including clouds, and reradiated back to Earth. This is called the greenhouse effect."

<sup>25</sup> Stephen H. Schneider, in Geosphere-biosphere Interactions and Climate, Lennart O. Bengtsson and Claus U. Hammer, eds., Cambridge University Press, 2001, ISBN 0-521-78238-4, pp. 90-91.

<sup>26</sup> "Le politiche dell'Unione europea: Azione per il clima" - Commissione europea Direzione generale della Comunicazione Informazioni per i cittadini, Lussemburgo 2014, ISBN 978-92-79-41350-6.

<sup>27</sup> In 2015 have been adopted the guidelines (Toolkit) proposed by Comune di Bologna.

<sup>28</sup> Greenhouse Gas Protocol - A Corporate Accounting and Reporting Standard - World Council for Sustainable Development, Geneva (Switzerland), 2013.

# 9. SOCIAL RESPONSIBILITY

In terms of the social dimensions of its business, Marchesini Group considers its commitment and responsibility toward the people who work for the Group and those of the local communities where it works.

People are the most important resource needed to create cohesion within a global enterprise in order to compete at top levels in the pertinent sectors, pursuing the target of generating sustainable and lasting value.

In over 40 years of business, the group has built its history and its successes on the abilities of its employees, who are the main players in reaching these results, thanks to the capacity of transmitting the values, experience and attachment to the company to newcomers, one generation after the other.

The concept of "Growing Younger" (See the infographic), emphasises this valorial system: elevating the enthusiasm, motivation and skills of employees so that they become a real source to create sustainable and lasting value and in order to guarantee ideas, products and better performances on the marketplace and capable of satisfying the requests of more demanding customers.

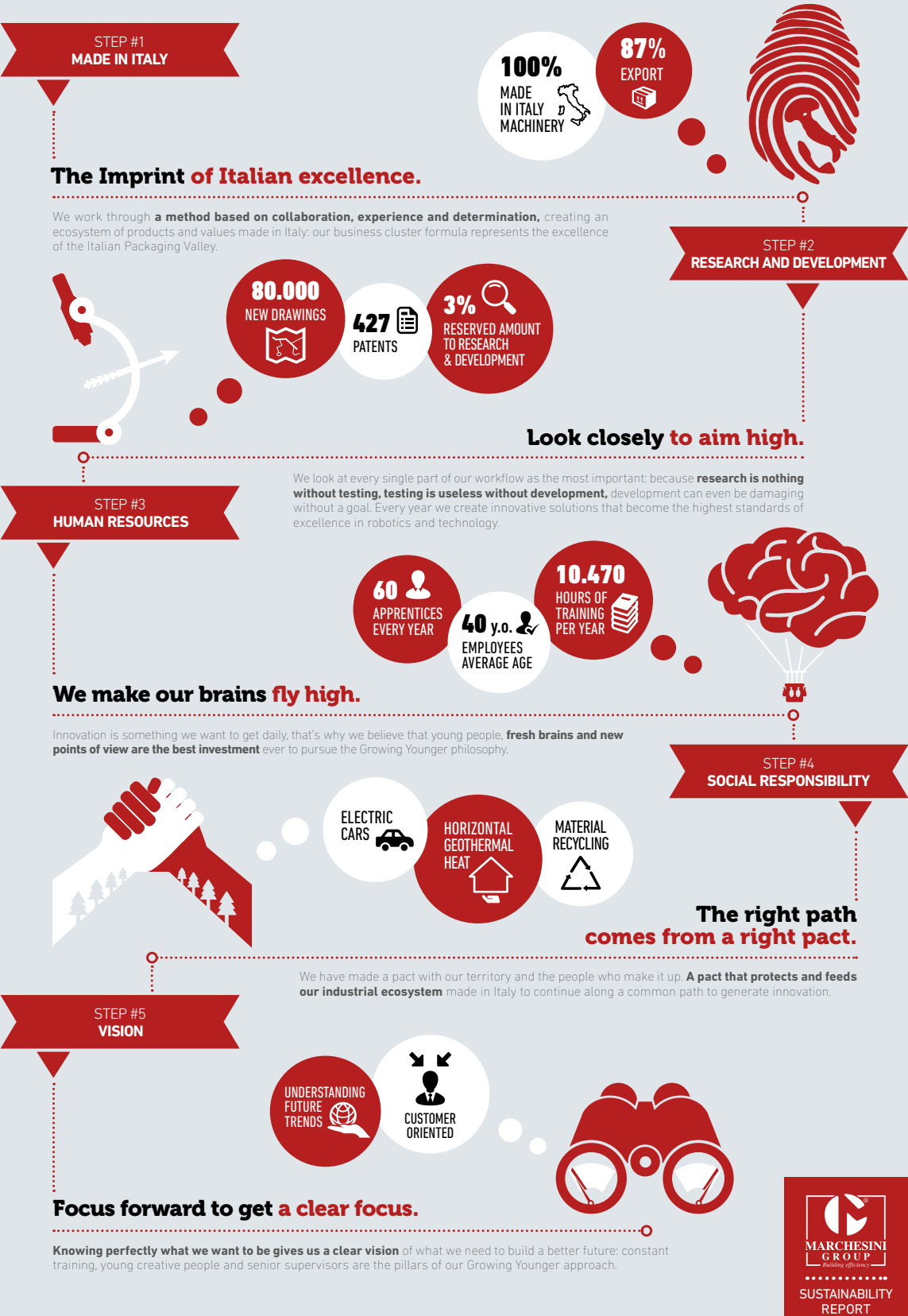
For this purpose, the business strategy for the group's human resources is based on:

- Developing and encouraging a mutual and shared identity: everybody should feel they belong to a mutual project in which they firmly believe.
- A model of inspirational managerial leadership; a managerial class of high morals and professional level is fundamental to strive for important goals and to obtain long-term stable results.
- The ability to attract valuable people from the marketplace, offering a professional and intellectual alternative and a more than challenging and dynamic career, but also capable of providing a long-term prospective.
- Developing and managing talent: to prepare the group to face future challenges, a method of enhancing, training and stimulating more qualified people is necessary.
- Creating an international and multicultural work environment to suit the commercial presence of the group in the world.



## 5 STEPS TO GROWING YOUNGER.

Growing up doesn't mean getting older, but means to innovate and know how to renew: this is the right way to grow younger. Our path began 40 years ago and still continues today: growing is a perpetual motion without end that allows us to never stop and to aim for ever higher goals. A crucial concept to enrich the value to every element that permits us to bring the Italian excellence to the world.

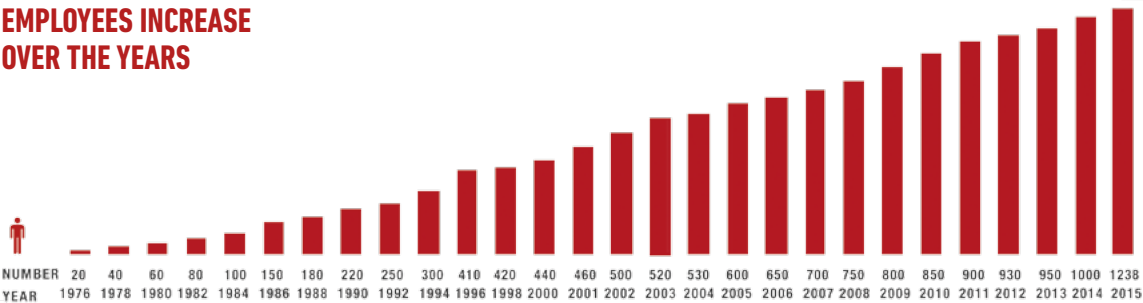


9.1 WORK FORCE AND ORGANISATIONAL STRUCTURE

The human capital is a fundamental factor for the company, which is called upon to compete at top levels in such a challenging global context and to pursue the goal of maintaining a leading position in the market and creating sustainable and long-term value.

Thanks to their passion and enthusiasm, the people are the stronghold of Marchesini Group. Therefore, their respect, attention to their well-being and safeguard of their diversities represent a constant commitment for the group. An engaging and motivating work environment characterised by teamwork and cooperation improves the performance of each work team and of Marchesini Group as a whole<sup>29</sup>.

EMPLOYEES INCREASE OVER THE YEARS

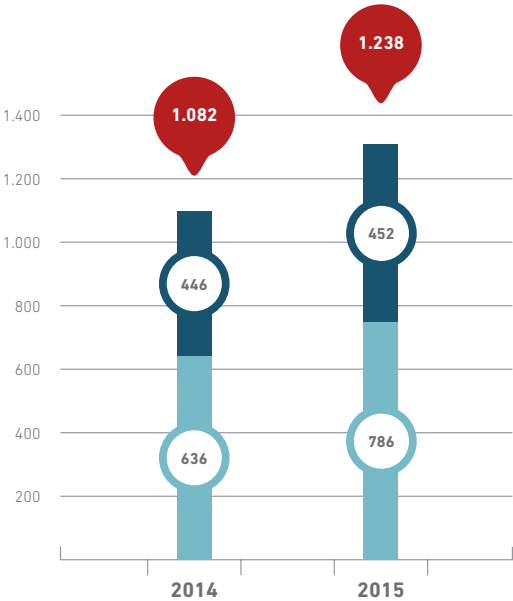


TOTAL STAFF AT 31<sup>ST</sup> DECEMBER 2015

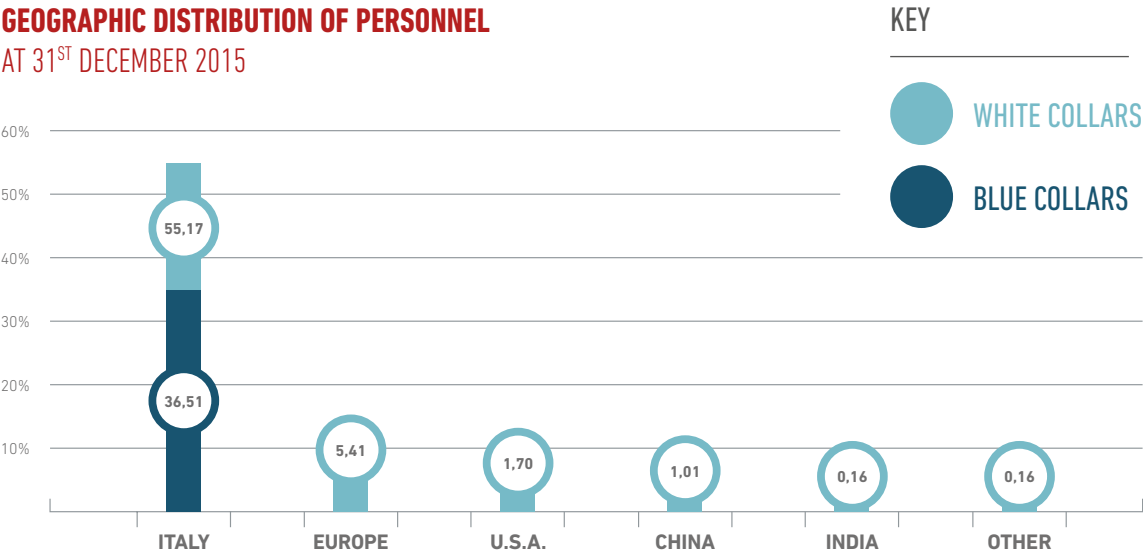
At 31<sup>st</sup> December 2015, Marchesini Group employed **1238 people**, of which **786 directors and clerks** and **452 factory workers**.

The final balance of 2015 shows **a clear rise of 156 members** (150 directors and clerks and 6 factory workers).

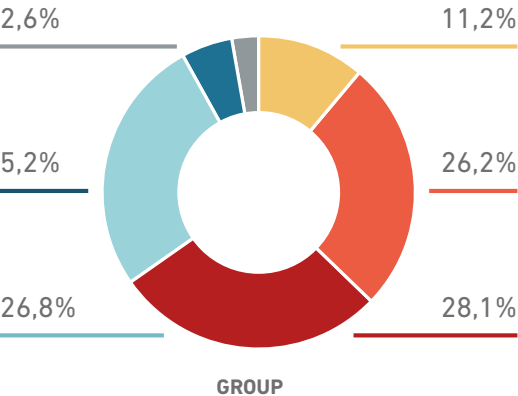
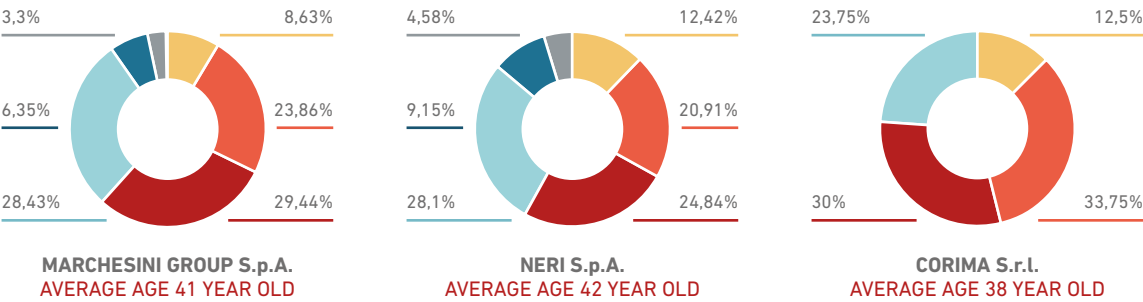
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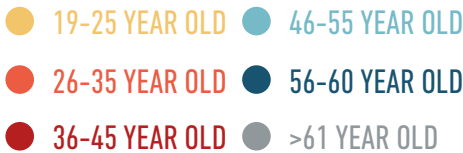
GEOGRAPHIC DISTRIBUTION OF PERSONNEL AT 31<sup>ST</sup> DECEMBER 2015



AVERAGE AGE OF PERSONNEL



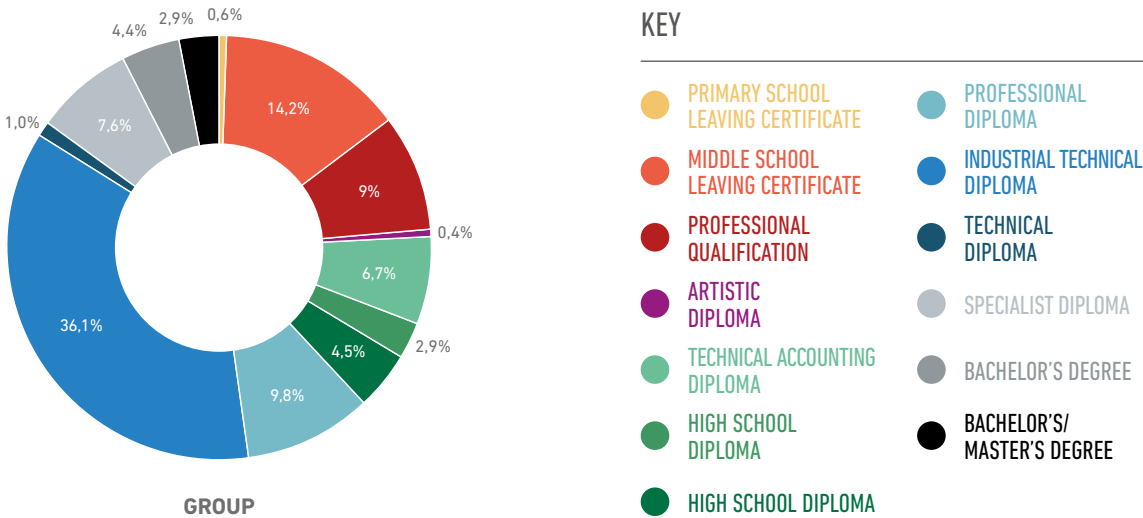
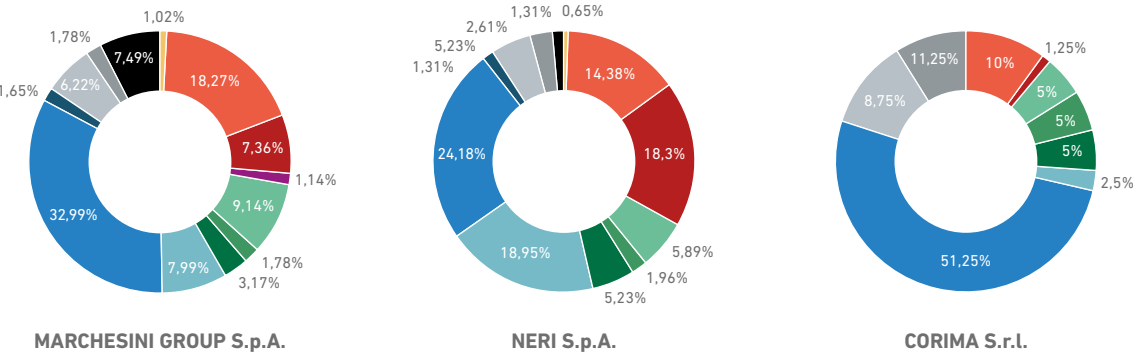
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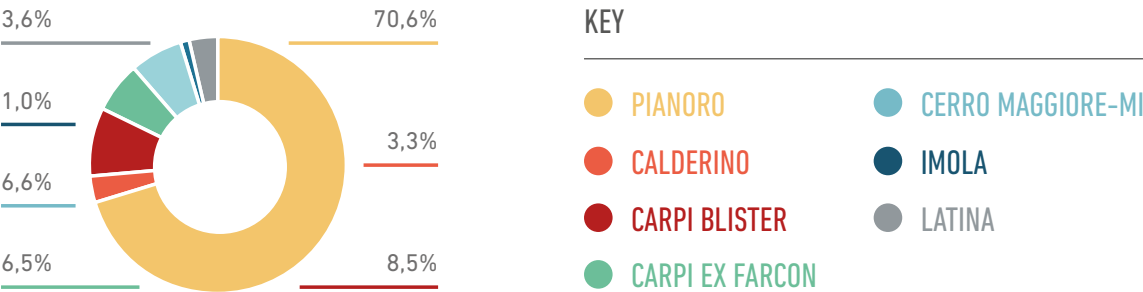
<sup>29</sup> Code of Ethics of Marchesini Group, page 24.



WORK FORCE ARRANGED PER EDUCATIONAL QUALIFICATION



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



9.2 INVESTING IN PEOPLE

Marchesini Group strives to look after its people. It promotes their personal and professional development and creates initiatives to improve their abilities, knowledge and skills. Every single person is guaranteed equal opportunities of professional formation and growth according to criteria of merit and results achieved.

We believe in the strength of teamwork; we want our people to cooperate effectively with shared values, objectives and methods, sustained by the passion for their work. Interpersonal relations should be distinguished by constant and on-going exchanging of reciprocal ideas concerning the activity carried out and how people behave in order to consolidate a feedback culture.

The assessment of individual performance must bear in mind not only the results achieved but also how they are achieved, awarding integrity, honesty, enthusiasm, positive thinking, hard work and innovative ideas<sup>30</sup>.

The group consequently considers intellectual capital and talent as strategic assets in reaching revenue-generating goals and in creating value. For this reason, they have to be backed by appropriate actions of development and enhancement. For each type of activity, such as the on-going improvement of product quality, market expansion, customer management and acquisition of new business, the group relies on the performance of its personnel.

The management processes of the resources, of individual encouragement and motivation implemented offer Marchesini's people great opportunities of professional growth. In order to strengthen the development process of its resources, the group has optimised three monitoring activities:

- *Talent acquisition.* Process of *recruitment* and employment of talented high school leavers and university graduates with the objective of contributing in building future managers and *professionals*.
- *Training and development.* Managerial and professional training activities.
- *Performance management.* A special approach to the assessment program of the performance of the employees based on responsible communication - human resources and on contextualising the results achieved.

Furthermore, the importance of investing in its human resources and encouraging them to stay with the company is proven by the wide range of benefits that directly affect their motivation. The main benefits concern the offer of integrative pension plans, medical and health insurance policies, numerous initiatives of participation, in addition to external partners with special agreements to provide discounted products and services to the employees, such as entrance fees and products at discounted costs to theatres, gyms, editorial groups and shops.

<sup>30</sup> Code of Ethics of Marchesini Group, page 25.

9.3 TALENT ACQUISITION

Building future managers is a part of the recruitment process of talented youngsters, especially high school leavers and university graduates.

Recruitment is a well-structured process. Applicants need to get through one or more job interviews of individual assessment after which they are interviewed by the management. The group also works with Alma Laurea - a university consortium, the University of Bologna and the Bologna Business School for *internship* projects aimed at pinpointing the most qualified and interesting people for the company.

Each new employee is also put through the Psyquest test. This is an innovative and functional tool used to define ways of growth and career and role management. It does indeed allow you to find out the characteristics and the behaviour of a person, even under stress, and provides exact management indications.

9.4 TRAINING AND DEVELOPMENT

Marchesini Group believes that the formation and personal and professional development of its employees is an important investment required to build, strengthen and boost the company.

Formation is strictly technical (See the infographic), having to keep all the staff members constantly up-to-date on the implementation of the new technologies developed by the group’s designers. Great attention is also paid to transversal skills and to Health & Safety training.

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

Other technical courses involve the updating of software and procedures of the technical/electronic department. These are normally held by the research and development team and involve all the personnel, not just of the related area, but often all the mechanical and electrical testing personnel too.

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

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

Worth a separate mention is Environmental and Safety training, which involves all the personnel each year, both newly employed staff and those who need to be updated according to the Regional State Agreement<sup>31</sup>. In addition to mandatory training, other courses are also carried out, such as first-aid, fire-fighting, the use of forklifts, elevating lift platforms, working with electricity, electrical work, defibrillator, the safe use of machinery etc.

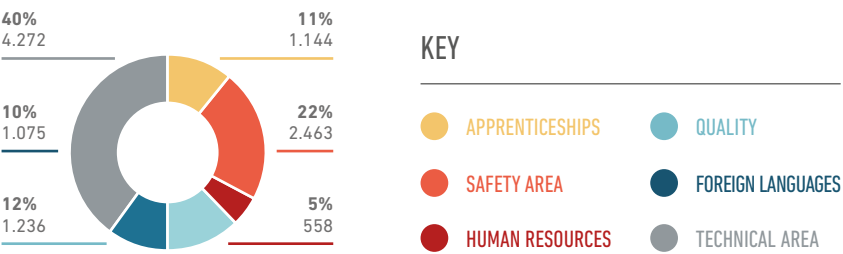
Apprentices are also managed and trained specifically according to their new position. Their course finishes by working “on the job” next to an expert for about twelve months until they reach a good level of operational self-sufficiency.

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

In 2015, the group also promoted 77 training projects for just as many high school leavers and university graduates. At the end of the project, 17 of these were taken on (13%), of which 10 from the university and 7 from high schools.



Distribution of training hours per topic (with number of employees involved, in 2015)



<sup>31</sup> Agreement dated 21st December 2011 between the Ministry of labour and of social policids, Ministry of health, the Regional and Independent Provincial departments of Trento and Bolzano for the formation of poker according to article 39, sub-section 2, of the legislative decee no. 81 dated 9th April 2008.



### 9.5 PERFORMANCE MANAGEMENT

To achieve the corporate goals and to continue to increase the results acquired, each employee has to be able to give his or her daily contribution by being entrusted with clear targets, which are shared with his or her team leader, and this is assessed yearly in order to:

- Align the individual targets with those of the group in order to motivate each employee to do his or her best to generate value for the entire organisation and to build a unique business identity.
- Favour communication between leaders and workers to share the results reached.
- To assess more suitable training courses to increase the skills of the resources.

This process, backed by an on-line platform, is based on 5 main *steps*:

- Defining performances: establishing expected targets and behaviour.
- Constant *feedback*: consolidated and lasting relations between leaders and workers.
- Overall assessment: assessment process of the quantitative and qualitative results reached.
- Control: sharing and comparing activities of the assessments by the *management*;
- *Feedback*: feedback to the worker.

This process takes major investments in financial resources and in training the managers involved. In 2015 in particular, about 150 hours in manager training were spent to prepare about 150 people from the management and middle *management* of all the Italian branches.

### 9.6 IN-HOUSE COMMUNICATIONS AND INVOLVEMENT ACTIVITIES

In-house communication is an important tool, not just to promote the staff’s sense of belonging to a team, but also to highlight and share the activities, projects and goals reached with the staff members themselves. Communication is fundamental to create a positive-thinking work environment so that personnel feel motivated in achieving mutual targets; it is a tool that informs all the employees on the strategic business lines and what happens throughout the rest of the group. Suitable communication systems are the way to create transparent and reciprocally trustworthy relations.

In-house communication has a key role in supporting and favouring integration within the group, sharing values, informing about corporate strategies and policies as well as more important events. The most important tool of the group is the corporate Intranet system aimed at informing and creating a community that contributes in strengthening a mutual identify within the group.

Involvement is promoted by the Marketing and communications managers. Again, to involve and create team strength, the group held the *Meet Up* event in 2015 for students attending the last two years of high school in Bologna (about 250 youngsters). 85 of the group’s *under 35’s* were *testimonials* of the group and guided them through various phases of the production and commercial cycle.



9.7 HEALTH AND SAFETY

The Marchesini Group promotes and consolidates safety by making people aware of the risks involved and training them to be responsible and to work to safeguard the health and safety of workers, above all through prevention actions. We aim to protect our people, to safeguard them and to promote a workplace based on the respect of health and morals by eliminating wrongful situations and undue inconvenience<sup>32</sup>.

The group has always invested in safeguarding the integrity, health and wellbeing of its workers at the workplace. In compliance with current standards on these topic<sup>33</sup>, some educational and training programs are set-up on safety at the workplace, first-aid, fire-fighting standards, on the consequences of consuming alcohol and drugs, on the specific risks of the various tasks, on the environment, even if they are not actually mandatory according to local law. For each operating unit, the group provides its personnel with training courses on the environment and safety, which are programmed according to the activity carried out by each employee. The courses may concern the correct management of mechanical and electrical risks or those deriving from handling chemical substances or the instructions to follow to reduce impact on the environment (for example, waste management).

Each year, meetings are held on safety for the Italian branches of the group, which cover the following topics:

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

With reference to accident statistics in particular<sup>34</sup>, the table that follows provides data for 2005-2015, indicating the frequency<sup>35</sup> and seriousness<sup>36</sup>.

As regards training, in 2015, the group dispatched 2463 hours for 261 employees<sup>37</sup>. Roughly 50% of these hours were spent on new staff members.

The main projects on health and safety fulfilled in 2015 concerned infrastructure improvements at the factories of the various branches, installation of more efficient machinery and optimisation of processes, such as the electronic access register of the Headquarters, administration of obligatory vaccinations at the premises and deviation of the exhaust fumes of trucks in the goods loading and unloading areas. The premises in Pianoro and in Carpi are equipped with defibrillators.

For the year 2016, in addition to improving the infrastructures of the factory buildings in the various branches and installing more efficient machinery, voluntary courses to give up smoking and to eat healthily are foreseen as well as optimising differentiated waste disposal in the restoration zones and self-training via the corporate Intranet system on social-political risks and health risks for technicians who travel around Italy and abroad.

ACCIDENTS AND SAFETY

	2014	2015
NUMBER OF ACCIDENTS	8	8
NUMBER OF ACCIDENTS (NOT DURING HOME-TO-WORK TRAVEL)	4	6
DAYS NUMBER OF ACCIDENTS	109	197
DAYS NUMBER OF ACCIDENTS (NOT DURING HOME-TO-WORK TRAVEL)	46	41
FREQUENCY RATE	7,0	6,6
FREQUENCY RATE (NOT DURING HOME-TO-WORK TRAVEL)	3,5	5,0
SERIOUSNESS INDICATOR	0,10	0,16
SERIOUSNESS INDICATOR (NOT DURING HOME-TO-WORK TRAVEL)	0,04	0,03

	TOTAL HOURS	PERSONNEL TRAINED	NOTES
SAFETY TRAINING FOR NEW EMPLOYEES	1280	80	16 HOURS
SAFETY UPDATING FOR OLD EMPLOYEES	516	86	6 HOURS EVERY 5 YEARS
PEOPLE IN CHARGE	168	21	8 HOURS
UPDATING OF PEOPLE IN CHARGE	108	18	6 HOURS EVERY 5 YEARS
FORKLIFTS	96	8	12 HOURS
SKILLED-TRAINED PERSONNEL	64	4	16 HOURS
WORKERS HEALTH AND SAFETY DIRECTOR	64	8	8 HOURS EVERY YEAR
FIRST-AID UPDATING	56	14	4 HOURS EVERY 3 YEARS
FIRE-FIGHTING UPDATING	40	8	5 HOURS EVERY 3 YEARS
FIRST-AID	24	2	12 HOURS
UPDATING OF PEOPLE IN CHARGE/WORKERS ON PROTECTION AND PREVENTION	19	2	
WORKING AT HEIGHTS	16	4	4 HOURS
UPDATING OF BASIC LIFE SUPPORT AND DEFIBRILLATION	12	6	2 HOURS EVERY YEAR
TOTAL	2.463	261	

<sup>32</sup> Code of Ethics, page 27

<sup>33</sup> Law 81 dated 9th April 2008 - Text coordinated with Law 106 dated 3th August 2009, Implementation of article 1 of Law 123 dated 3 August 2007, concerning safeguard of health and safety at workplaces. Official Gazzette no. 101 dated 30<sup>th</sup> April 2008 - Ordinary Supplement no. 108 Integrative and corrective decree: Official Gazzette no. 180 dated 05<sup>th</sup> August 2009 - Ordinary Supplement no. 142/L

<sup>34</sup> Limited to Italian branches.

<sup>35</sup> The accident frequency measures the incidence of accidents per thousand hours in a given period, sector and territory, related to the number of hours worked in the same period, sector and territory. The indicator is multiplied by one thousand (10^3) to avoid figures that are numerically too small. This indicator is of general validity and being standardised in relation to a period, sector and territory, it is used to compare through these three separate dimensions. In calculating the frequency of accidents, reference is made to three different categories instead of the overall total entity: accidents that caused temporary disability, accidents that caused permanent disability and fatal accidents.

<sup>36</sup> It measures the seriousness of the accidents, indicated in conventional days lost per thousand hours worked. The indicator is multiplied by one thousand (10^3) to avoid figures that are numerically too small. This indicator is of general validity and being standardised in relation to the seriousness category, it is used to make comparisons of all types. In calculating the seriousness of the accidents, instead of the overall total, you can refer to three different categories who seriousness is esprime in conventional days lost. Accidents that caused permanent disability, where the seriousness is calculated by multiplying the disability scores for each case by 75 and it is expressed in number of conventional days lost. Fatal accidents, where the seriousness is calculated by multiplying each case of death by 7.500 (corresponding to the average number of work days throughout the life of the worker) and it is expressed in number of conventional days lost. The overall total is calculated as the sum of the conventional days lost for each of the three categories.

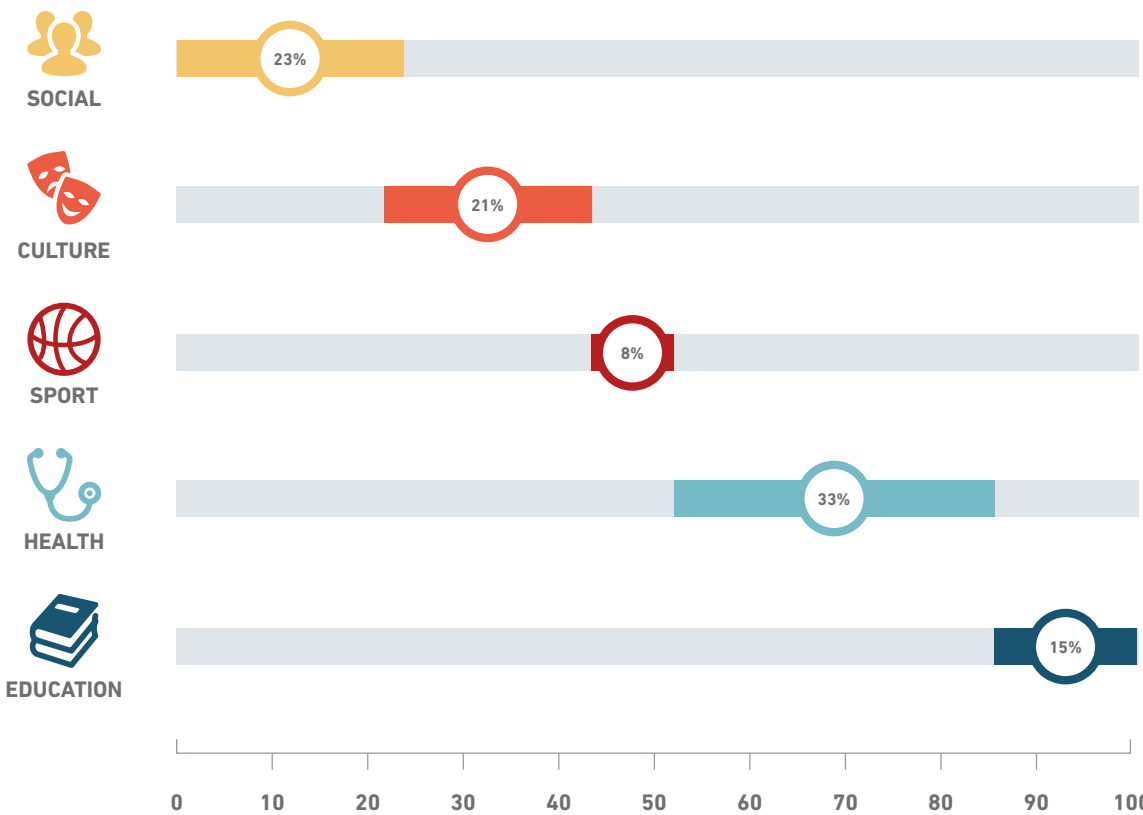
<sup>37</sup> Parameter only available to Marchesini Group S.p.A.

# 10. CHARITY COMMITMENTS - A YEAR OF SUSTAINABILITY

Relations with local communities are the starting point to create value around the business. They support numerous competitive advantages that encourage the group to constantly cultivate involvement and personal roles in such relations and to actively participate in projects and initiatives of public interest.

Doing business in a way that is “deeply bound to promoting a sustainable development, with special reference to safeguarding the environment and bonding with the social contexts in which the group operates”<sup>38</sup>, is a fundamental aspect of Marchesini’s sustainability approach, which is consolidated with the direct or indirect economic support of social, cultural, artistic and scientific research projects and activities.

Throughout 2015, Marchesini Group continued its commitment as a socially responsible business in supporting the economic, social and cultural development of the areas in which it works: It contributed with about 229 thousand Euros overall, thus distributed:



<sup>38</sup> Code of Ethics of Marchesini Group, page 30 et seq.  
<sup>39</sup> Contributions with a value of more than 1000 euro.

## • SUSTAINABILITY REPORT •

### CASE HISTORY

We are providing the details of the most important direct involvements of 2015<sup>39</sup>.





# ANTONIANO ONLUS

CONTRIBUTION 2015 **5.000 EURO**

ECONOMIC SUPPORT IN PROJECTS  
COMMENCED IN 2015:  
CANTEEN AND SOCIAL RE-INTEGRATION



SOCIAL



## PROJECT DESCRIPTION

The funds donated were used at the Antoniano canteen to provide 1600 meals over 16 shifts. The group's employees volunteered and helped every Saturday of the month to distribute meals. Furthermore, in 2015, the group donated some computers to set-up a computer room to be able to carry out training workshops to help the guests of the Antoniano association get back on their feet quicker by developing new skills.

## THE FOLLOWING PROJECTS ARE ONGOING FOR 2016

The group continues to support the Antoniano charitable association in 2016. It helps the Canteen to provide lunch for the poor and, thanks also to its collaboration with "Food for Soul", it also manages to guarantee dinner once a week. 20 people will be supported by the Help Centre and will take part in training workshops.

# CEFA ONLUS

CONTRIBUTION 2015 **6.000 EURO**

ECONOMIC HELP  
TO CREATE TEN SAND DAMS.



SOCIAL



## PROJECT DESCRIPTION

Kenya lacks water. The quantity of renewable clean water per person is presently 647 m<sup>3</sup> and will drop to 235 m<sup>3</sup> by 2025 if the water infrastructures are not developed according to the rise in population. The funds donated were used to create ten sand dams in the district of Mutito, County of Kitui in Kenya; this solution provides a long-term sustainable solution for the afore-mentioned problem and guarantees access to water for at least 5.000 people. Sand dams have proven to be the most sustainable source of small-scale irrigation water and for domestic use for rural communities in ASALs areas (arid and semi arid areas). Most of these areas are dry with occasional torrential downpours that create rapid-flow rivers. They are crossed by seasonal rivers and there is a good potential to store water if exploited properly. High evaporation rates above 2000 mm per year (Ministry of water and development) create problems for the water stored superficially; sand dams are used mainly to stop and contain the superficial and sub-superficial streams of water, creating storage and fill zones upstream. The water is stored in the sand that accumulates in the storage point and is then drawn for domestic use through protected pits and holes so it can be used for irrigation and livestock. The EU participated in this project covering 85% (765,000 €) of the funds required to fulfil it. Other private supporters covered the remaining 15% (135.000 €) among which was the donation of Marchesini.

N.O.V.A. ASSOCIATION

CONTRIBUTION 2015 6.000 EURO

ECONOMIC HELP TO SUPPORT  
TWO SURGERIES AT THE CENTRE OF PETITES  
DESDUNESE BOCOZELLE IN HAITI.



SOCIAL



PROJECT DESCRIPTION

The donation was used to purchase medicine for the two surgeries built at Petites Desdunese Bocozele. The material bought was used by the doctors and nurses who work there to battle diseases and other pathologies that affect the local population.

The most frequently encountered pathologies are:

- Stomach ulcers
- Hypertension
- Malaria
- Acute diarrhoea syndrome
- Typhoid fever
- Vaginal infections
- Acute respiratory infections
- Malnutrition

The most serious cases encountered were dengue and typhoid fever, serious gastroenteritis, HIV, hepatitis. The pharmaceutical treatments (apart from surgery medication, stitching and abscess incision) were distributed freely thanks to our donation.

The number of patients who attend the surgeries varies with peaks of about 60 people per day from July to September when the tropical rains drastically increase the number of pathologies (especially involving children and the elderly).

ARCHDIOCESE OF BOLOGNA (NETTUNO TV)

CONTRIBUTION 2015 25.000 EURO

SUPPORT GIVEN TO PRODUCE  
AND BROADCAST DIGITAL TELEVISION  
AND RADIO PROGRAMS.



SOCIAL



PROJECT DESCRIPTION

Nettuno TV is a digital network channel that broadcasts news about Bologna and all the regions of Emilia-Romagna in particular; it also has exclusive sports agreements with the Bologna Football Club 1909 and the two Basketball teams of Bologna, Fortitudo and Virtus. Since it is managed by the Archdiocese of Bologna, it pays particular attention to news and events concerning the main church of Bologna and local social problems.

## DIOCESE OF CARPI

CONTRIBUTION 2015 **3.000 EURO**

CONTRIBUTION TOWARD RENOVATION WORK  
ON THE CATHEDRAL TO REPAIR DAMAGES  
CAUSED BY THE EARTHQUAKE IN 2012.



SOCIAL



### PROJECT DESCRIPTION

Raising funds quickly to complete the institutional funds for the renovation work on the church. It is the most important of the churches and is the Episcopal seat. Its construction began in 1514 and was completed at the end of the XVIII century. The Baroque facade was completed in the second half of the XVII century, while the cupola built in 1768 was lowered in 1771 for static reasons. The Renaissance interiors with three naves by Baldassarre Peruzzi are derived from the Vatican Church of Saint Peter. Prestigious works of art and furnishings complete the chapels and the alters with 17th century paintings by artists such as Teodoro Ghisi, Matteo Loves, Luca Ferrari, Giacomo Cavedoni, Sante Peranda.

The people are particularly fond of the "Madonna della Porta" (lanua Coeli); this work of art was taken from the Gate of Mantua before it was knocked down at the beginning of the 1900s. The Virgin Mary and the reliquary bust of Saint Valeriano and that of Saint Bernardino Realino are also greatly esteemed.

## ITACA FOUNDATION

CONTRIBUTION 2015 **1.000 EURO**

ECONOMIC SUPPORT FOR THE "CLEÒ"  
MUSICAL THERAPY PROJECT.



SOCIAL



### PROJECT DESCRIPTION

The Itaca Foundation was thought up by a group of friends who had been volunteering individually and separately with the elderly and the disabled. The name "Itaca" stands for the island of Ulysses, which represents the safe place of dreams and wishes; for the lonely, it is a place where they can find true and sincere affection and trust.

The Itaca non-profit organisation has always worked mainly in Bologna, but has also extended its actions to Rimini, Ravenna, Pesaro and Ancona. It helps those in need despite their pathology or disability and covers various activities: constant and long-term recovery; work placement; entertainment and assistance; specific recovery programs; Pranotherapy and recreational activities.

About 400 people are assisted at home during the year. The foundation now has well over 5000 members. Marchesini Group sponsored the "Cleò project": A lady named Cleo suffering from ALS (amyotrophic lateral sclerosis) was treated with Medical Resonance Therapy Music and her disease had a positive evolution, therefore the project was named after this lady. It has two specific targets:

- To fulfil active and passive medical resonance therapy music treatments for prevention and therapeutic purposes.
- To create a research and data collection centre for doctors, naturopaths, holistic operators and other experts of the sector concerning this type of approach.

Following a fully experimented method, Resonance Therapy Music can detect the disharmonic sound imprints of a person. These signals/pieces of information are then corrected and returned to the person as vibrations or harmonic sounds. This is done using dedicated instruments and software programs set up by the music therapist.

It proves useful to support and complement conventional therapies.



## HAPPY HAND

CONTRIBUTION 2015 **2.000 EURO**

WTKG WILLY THE KING GROUP  
ECONOMIC SUPPORT TOWARD  
THE ANNUAL "HAPPY HAND" EVENT.



SOCIAL



### PROJECT DESCRIPTION

The WTKG "Willy the King Group" is an association named after Willy Boselli who has been promoting amazing initiatives for years to help people with special needs. Each year, through the event entitled "Happy Hand - Games without barriers", which has reached its fifth edition this year, the association aims to knock down the barriers separating the Olympics from the Paralympics. The intention is to focus on the people and not their ability or disability. It is a sports and social integration festival focusing on abilities and disabilities. Olympic sports are played with Paralympics sports to sustain that this is the way to a new culture on disability. According to the WTKG association and its volunteers, sport is synonymous with coming together and sharing; these are important levers that can change our world, awareness on the topic of disability and can encourage those who physically start disadvantaged.

## IRENE'S FRIENDS ASSOCIATION

CONTRIBUTION 2015 **1.640 EURO**

ECONOMIC SUPPORT  
FOR THE MEDICAL CARE  
OF IRENE RINALDI.



SOCIAL



### PROJECT DESCRIPTION

Irene is a young girl from Pianoro suffering from Arnold Chiari malformation type 1 complex. She was diagnosed with the disorder about 3 years ago, which is compromising her quality of life quite rapidly. The association aims to make people aware of this rare disease and to collect the funds required to allow her to undergo a costly neurological operation in America.

At the time of publication of this document, we have been told that the operation went well and that Irene's life style is getting better. Furthermore, the association continues its activity and donates the remaining money to other charitable associations.

In this case, the group's employees collected funds and the amount raised was doubled and donated to the association. The overall economic support was consequently € 3.280.

## MANZONI AUDITORIUM THEATRE

CONTRIBUTION 2015 **10.000 EURO**

SPONSORSHIP  
FOR THE THEATRICAL SEASON  
2015-2016.



CULTURE



### PROJECT DESCRIPTION

Manzoni Space s.r.l., a company of which Marchesini Group S.p.a. detains 20% of the corporate shares, manages the Manzoni Auditorium Theatre in view of a lease contract of a branch of the company stipulated with the Municipal Theatre Foundation of Bologna. The artistic management is entrusted to the famous Director and Flautist Giorgio Zagnoni, who guarantees the highest possible quality standards of the offer.

The aim of the economic support is to promote musical culture, especially symphonic and chamber music, in the area. In view of the corporate shareholding and sponsorship, Marchesini Group is also able to offer its employees special discounts and promotes the musical culture also within the company.

## RADIO IMMAGINARIA

CONTRIBUTION 2015 **15.000 EURO**

PROMOTING THE STANDARD ACTIVITY  
AND INTERNATIONALISATION PROCESS.



CULTURE



### PROJECT DESCRIPTION

Radioimmaginaria is the first and only radio channel in Europe managed and run by youngsters aged between 11 and 17. It began in 2010 in Castel Guelfo, near Bologna and broadcasts via web on the "Spreaker" platform. It is a weekly program and registered about 250.000 listeners at the end of 2015. The social presence of Radioimmaginaria boasts a global reach on Facebook of up to 10.500.000 weekly contacts. About 200 youngsters are involved in Italy and abroad, of which 100 are regulars. It has Antennae in Italy, Brussels, London and Montreal. It broadcasts in Italian, French and English and is listened to in over 30 countries, mainly in Italy, the UK, USA, Canada and Germany. At the beginning, the donation was invested in the internationalisation of Radioimmaginaria by opening a new Antenna/broadcasting room abroad, in England to be precise. In the end, this activity was given a small percentage of the total amount raised to provide 3 trips "on a budget" to London for 3 groups of youngsters in May, August and September 2015. From the first few months of the year it became obvious that it would have been harder than expected to launch the English activities, therefore it was put on hold to await greater starting guarantees of the initiative and to transfer a part of the budget to financing other activities and other expenditures in 2015. Specifically speaking, in 2015, the expenditures of the Juniors of Radioimmaginaria were refunded for activities called "Team Office". The young adults worked on strengthening the facilities, organising events, producing communication materials and preparing the younger members; for this reason, they received a refund for the expenses borne for their activities. Marchesini's donation also contributed in covering a part of the communication expenses for many events (over 30) in which Radioimmaginaria took part and organised. In particular, to be able to organise these events (the Teen Parade 2015 in particular), the resources were used for audio and video services, to pay artists, permits and authorisations.



## SAN PETRONIO BASILICA

CONTRIBUTION 2015 **2.000 EURO**

CONTRIBUTION TOWARD THE RENOVATION WORK  
ON THE TILE "GIUSEPPE E LA MOGLIE DI PUTIFARRE"  
BY PROPERZIA DE' ROSSI (1490 APPROX. - 1530)  
IN THE BASILICA OF SAN PETRONIO IN BOLOGNA.



CULTURE



### PROJECT DESCRIPTION

We decided to make a donation to "adopt a tile" within the renovation campaign of the Basilica of San Petronio. The masterpiece is a marble bas-relief by the sculptor Properzia de' Rossi; history portrays her as a brilliant, extravagant and uncontrollable artist who had no qualms in transgressing the precepts of the official artistic code. Her competitive nature drove her to making daring choices that were normally precluded to women in those days. Indeed she sculpted, preferring the "ruggedness of marble" and the "harshness of iron" and she was interested in "mechanical things". We could not but put ourselves in the shoes of this avant-garde artist, lover of creativity and innovation.

## ALMA MATER FOUNDATION

CONTRIBUTION 2015 **15.000 EURO**

ECONOMIC SUPPORT IN ORGANISING  
THE "REUNION" EVENT:  
THE FIRST WORLDWIDE MEETING  
OF THE UNIVERSITY OF BOLOGNA.



CULTURE



### PROJECT DESCRIPTION

The institutional meeting was managed by the Alma Mater Foundation and sponsored by the municipality of Bologna and Emilia-Romagna: it took place from 19th to 21st June 2015. The event was an opportunity for the Alma Mater Studiorum to say thank you to all the former students for having become ambassadors in the world and to welcome them back to Bologna, where they studied, as key players and to celebrate them before major names of Culture, Art, Entertainment, Journalism and Sport, including famous scholars. The international event brought thousands of former students back to the oldest university in the world, who live and work in Italy and abroad. ReUnioN was the first event of its kind in Italy and was sponsored by the main businesses of the territory. In addition to having contributed economically toward the enterprise, we also tried to narrate our history and our values through graphic material but above all through the presence of some of our employees within the Future Lab (Re Enzo Palace). In this impressive building, a variety of debates took place with world-famous guest speakers.

# HOSPICE SERÀGNOLI FOUNDATION

CONTRIBUTION 2015 **5.000 EURO**

ECONOMIC SUPPORT TOWARD THE "LOVE FOR MUSIC IS LOVE FOR LIFE" CONCERT IN AID OF THE HOSPICE SERÀGNOLI FOUNDATION 26TH OCTOBER 2015 MUNICIPAL THEATRE OF BOLOGNA.



## PROJECT DESCRIPTION

Love for Music is Love for Life.  
Dessi&Armiliato in concert for the Hospice Seragnoli Foundation.  
The Municipal Theatre of Bologna hosted an amazing opera-symphonic concert in which the golden couple of Italian opera participated: Daniela Dessi and Fabio Armiliato. The assorted program, including the most significant pieces of the operas, which the famous soprano and tenor singers have interpreted across the globe, from the MET to the Scala, from Paris to San Carlo in Naples, entailed an initial part dedicated entirely to the opera and a second part with pieces from the operetta, from musicals and from the repertoire of Argentinean Tango. The orchestra of the Municipal Theatre of Bologna, which is one of the Italian theatrical excellences, accompanied the two artists and, directed vigorously by Carlo Tenan, followed the symphony of Verdi, the preludes of Macbeth and Traviata and the overture of Fledermaus by Strauss.

# A.I.L.

CONTRIBUTION 2015 **50.000 EURO**

A THREE-YEAR AGREEMENT (2014/2015/2016) WITH THE S. ORSOLA-MALPIGHI TEACHING HOSPITAL - DEPARTMENT OF ONCOLOGY AND HAEMATOLOGY TO ECONOMICALLY SPONSOR "LYMPHOMA RESEARCH PROJECTS RUN BY THE TEAM OF PROF. PIER LUIGI ZINZANI"



## PROJECT DESCRIPTION

The funds donated were used to sponsor the following activities carried out by the doctors and the data managers working at the Haematology Institute "L. e A. Seràgnoli", in the research group on lymphomas coordinated by Prof. Pier Luigi Zinzani.  
The different funded activities are divided into Base activities (Tailored patient medical examinations, data entry and management, preparation of informed consents, informative letters for the patients, informative letters for the doctors...) and Advanced activities (Planning and fulfilment of clinical studies, drawing up, writing and critical reviewing of the study protocol, Statistic Analysis Plan, Selection of experiment centres...).

The projects completed in 2014 and 2015 concern:

- The role of PET in the follow-up of patients with Hodgkin's and non-Hodgkin's lymphomas;
- Primitive non-Hodgkin's lymphoma of the mediastinum;
- Hairy cell Leukaemia;
- T-cell lymphomas;
- Retrospective/prospective observational study of patients with Hodgkin's lymphoma treated with bendamustine who have relapsed/or become immune after treatment with Brentuximabvedotin.

# AIUTO BAMBINI BETLEMME

CONTRIBUTION 2015 **5.000 EURO**

AIUTO BAMBINI BETLEMME HOSPITAL  
TO HELP BUY HOSPITAL EQUIPMENT.



HEALTH



## PROJECT DESCRIPTION

“Aiuto Bambini Betlemme” is a part of the “Kinderhilfe Bethlehem” association, set up in 1952 in Switzerland and has been acting in Italy for Palestinian children since 2005. The headquarters are in Verona but there are sponsors and activists all around Italy. It was set up to support and promote the work of the “Caritas Baby Hospital” of Bethlehem, the only specialised paediatric hospital in Palestine that gets the mothers involved and teaches them how to look after their children. The association also takes part in projects for sick and underprivileged children, their mothers and their families in the Holy Land. The aim is build bonds of solidarity and reciprocal comprehension between the Palestinians and the Jewish.

Our economic aid enabled the structure to buy a “Vein Illuminator” that is used to find the veins of infants easier without having to make numerous painful attempts. Before it was purchased, this instrument was seen by the nurses of the hospital at some medical centres in Jordan from whom they had an extremely positive feedback.

# TELETHON FOUNDATION

CONTRIBUTO 2015 **5.000 EURO**

SUPPORT FOR THE FOUNDATION'S  
RESEARCH ACTIVITY.



HEALTH



## PROJECT DESCRIPTION

In 1966 in the United States, Jerry Lewis invented a non-stop television event to raise funds in aid of muscular dystrophy. It was a success and was used from 1987, also in Europe by the French Association in aid of myopathy (Afm). In 1990, Susanna Agnelli met with the Italian Union for the fight against muscular myopathy (Uildm) and Telethon was launched in Italy with its first television marathon. Since then, it works daily to provide substantial answers to all those who fight against genetic diseases that are so rare that they are often forgotten by major public or private investments in research. Telethon sponsors the best researchers and research institutes because it believes in merit and excellence: only in this way have they been able to achieve some initial important results for the treatment of genetic diseases.



## THE DISTINGUISHED GENTLEMAN'S RIDE

CONTRIBUTION 2015 **1.000 EURO**

SUPPORT FOR THE PROSTATE  
CANCER RESEARCH ACTIVITY.



HEALTH



### PROJECT DESCRIPTION

Sunday 27th September 2015, more than 30.000 elegantly dressed gentlemen in over 400 cities rode their caferacers, bobbers, scramblers and many other wonderful motorbikes to raise public awareness and funds for prostate cancer treatment.

In 2013, the meeting attracted over 11.000 participants in 145 cities across the world. Over 77.000 Dollars were raised for prostate cancer research. In 2014, over 20.000 participants in 257 cities and 58 countries raised more than 1.5 million Dollars for prostate cancer research.

"The DistinguishedGentleman's Ride" was set-up in 2012 in Sydney, Australia. Inspiration was drawn from a photo of Mad Men's Don Draper posing astride a classic motorbike donning his finest suit. The original idea was to combat the often-negative stereotype of men on motorbikes, connecting the niche motorbike communities, together. The first ride brought together more than 2.500 bikers in 64 cities.

The success of the event encouraged the founder to consider how it could be useful to support a worthy cause and thus collaboration with the "Prostate Cancer UK" association began: founded in 1996 by professor Jonathan Waxman to challenge the topic of invasive surgical treatment. It was the first national organisation on prostate cancer in the UK to support treatment and wellbeing of people suffering from this disease, to invest in research and public and political awareness for a problem that had been neglected for so long.

## A.N.T. ONLUS

CONTRIBUTION 2015 **6.800 EURO**

ECONOMIC SUPPORT TO ACTIVATE  
THE MELANOMA PROJECT  
WITHIN THE COMPANY.



HEALTH



### PROJECT DESCRIPTION

The funds donated made it possible to offer 7 days of preventive dermatological check-ups within the company for 196 employees who were examined at the premises of Pianoro, Cerro Maggiore and Latina in 2015.

## BOLOGNA BUSINESS SCHOOL

CONTRIBUTION 2015 **30.000 EURO**

3-YEAR AGREEMENT TO SUPPORT  
POST-UNIVERSITY INSTRUCTIONAL  
ACTIVITIES.



EDUCATION



### PROJECT DESCRIPTION

Bologna Business School is an international community of ideas, networks and projects. The Business School of Bologna University, which is the oldest of the Western world.

Bologna Business School believes in the strength of transforming skills, passion and courage and in the possibility of make things happen. It draws inspiration from top international examples to offer rigorous and innovative training experiences in constant communication with businesses.

One of the features that distinguishes the BBS is its deep roots in the local land. This provides the life-blood and energy that make it unique and allow it to collaborate with scholars of thought, techniques and business.

BBS sustains and promotes self-sufficient, responsible and flexible personal and professional development. It stimulates inquisitiveness and the ability to adapt, promoting open and effective interpersonal communication networks and valued and inspirational leaderships.

## S. GIUSEPPE INSTITUTE - BOLOGNA

CONTRIBUTION 2015 **5.000 EURO**

EDUCATIONAL  
PROJECT SUPPORT.



EDUCATION



### PROJECT DESCRIPTION

The Educational Project of the San Giuseppe Institute is backed by the original educational experience of the Founder and Servant of God, Mother Lucia Noiret, who, in Imola, gave life to a Religious Confraternity devoted to human-Christian formation and to educating youngsters. Sister Lucia, a person rich in humanity and faith and driven by a strong educational vocation, aware of the cultural innovations of her days, was authoritative in demanding professionalism and commitment. She was capable of believing in every human being and thus outlined the educational work of the institute thanks to her charm.

The educating community of the San Giuseppe institute believes in welcoming and listening to people and making them self-sufficient. These beliefs are the key to our daily school life and accompany the service of each person and the growth of every child throughout his or her life.

- To be welcoming is the starting point for any relationship. It then becomes solidarity in the professional sphere, collaboration among equals and sharing of out-of-school time.
- Listening puts the person welcomed at the centre of the personal and educational relationship.
- Self-sufficiency is being aware of one's own individuality and that of others. It involves becoming gradually self-sufficient day-in-day-out through to acquiring the awareness of one's own ideas, feelings and resources.



# "IL MOLINO DEL PERO" GOLF CLUB

CONTRIBUTION 2015 **3.500 EURO**

PROMOTING THE GAME OF GOLF  
IN PIANORO AND IN THE HILLS  
OF BOLOGNA.



SPORT



## PROJECT DESCRIPTION

Golf is suitable for all ages and provides excellent exercise for body and mind. It offers socialising and fun. More and more people of all ages practice this sport at golf clubs such as "Molino del Pero" at sustainable prices. For the over 40's, but also others, golf is a great way to do physical and mental exercise, to meet people and to have fun. It is also great for those who are not-so-active and don't want to commit daily to going to the gym or to go swimming or exercising in other ways. To obtain great results, all you need to do is get the ball into 18 holes once a week. It is well-known and backed by clinical studies that the game of Golf:

- Contributes in preventing forms of disability (many golf associations are being set up for people with special needs);
- Helps prevent depression;
- Prevents reduced mental faculties (attention, concentration, game tactics and strategies to use to reach goals are functions used every time you hit the ball);
- Improves balance and therefore prevents risks of accidental falling (thanks to the swing movement);
- Improves resistance (you walk a lot);
- Increases flexibility of the joints and muscular strength (a lot of muscles are used - buttocks, thighs, arms);
- Improves the respiratory system and heart (thanks to long walks);
- Improves the cardiovascular system (reducing cholesterol levels);
- Improves the mood (you play in the open air, in the middle of the countryside and amidst the nature).

## 10.1 INDIRECT ACTIVITIES

Marchesini Group has always encouraged its employees to do volunteering work convinced that it is an enriching and personally satisfying experience from various points of view<sup>40</sup>. In fact, this has lead to consolidating a procedure that foresees that the company doubles the funds raised through the activities promoted by its personnel.

Every Christmas, the company organises a raffle; in turns, two of the group's branches choose the associations to which the funds raised from the raffle and doubled by the company will be donated. In 2015, the employees raised € 4.620 donated to the **Anglad association**.

Founded in 2000, **Anglad Bologna Onlus** is a voluntary non-profit organisation that works with youngsters and families involved in the problem of drug addiction. Its headquarters are in Bologna in via Andreini number 18, while most of its work is carried out at the operating location in Castel Maggiore in via Lane 401, Boschetto. Few words but high figures illustrate how Anglad Bologna has been working over the years: it has helped 400 youngsters (of whom 273 attended the San Patrignano community); 31 youngsters each year in a community whose families are constantly helped by the Association; 880 families assisted to-date; 3.520 individual interviews with the families assisted and 80 youngsters assisted directly from prison.

The doubled funds raised by Marchesini Group were donated to **Bimbo tu association**.

**The Bimbo Tu non-profit association** was set up in 2007 by Mr. and Mrs. Arcidiacono in collaboration with the Neurological surgeon Dr. Ercole Galassi, who is in charge of the Children's neurological surgery section of the neurological surgery ward of Bellaria hospital in Bologna. From the married couple's experience of their child taken to hospital came the will and determination to help those in situations of need through the association they set up. Since 2009, they have become a non-profit organisation.

The association works on the children's neurological surgery and neuropsychiatric ward of Bellaria hospital in Bologna, G Pavilion. It helps families with children suffering from neurological diseases and solid tumours in infants. They are supported while their children are in hospital but also afterwards. The association raises funds to buy the medical machinery donated to hospitals and research laboratories. It helps parents and children with all kinds of difficulties that almost always seem insurmountable. It encourages communication and collaboration between the specialists of the various disciplines necessarily involved in curing the diseases. It encourages communication and collaboration between the associations that work in the same field in order to implement their services.

<sup>40</sup> Psychological research on the topic states that the most well known model that identifies classes of motivation to do volunteering work is the "functionalist" one of Snyder and collaborators (Omoto, Snyder, 1995; Clary et al., 1998; Snyder, Omoto, Crain, 1999; Stukas, Snyder, Clary, 1999; Snyder, Clary, Stukas, 2000; Snyder, Omoto, 2001):

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



Our donation was used to help the **LUCREZIA PROJECT** dedicated to equipping and furnishing the games room and other areas for the little patients on Children's neurological surgery ward and Day care ward of the Bellaria hospital in Bologna with decorative elements and materials and specific furniture.

The project made it possible to create a child-friendly ward, redesigning a new concept of hospital, not just strictly for medical needs but also bearing in mind the development needs of children and their physiological well-being. The bright and lively play rooms and the warm and colourful bedrooms make the hospital a little less uncomfortable and frightening; Playing stimulates the imagination and keeps a link with the outside life, which is fundamental in regaining the well-being of a child and in favouring good responses to therapy.

2015 was a special year also in view of **the Expo 2015 event in Milan**. The company had an *allotment* of discounted tickets and offered its employees the opportunity to buy two or more at an even better price. This transaction generated funds worth **14.435 Euro** which were donated **for the Earthquake emergency situation in Nepal** and shared between two associations:

**UNHCR - Emergency Nepal. Donation € 6.000**  
**CARITAS - Earthquake Nepal. Donation of € 6.000**

The remaining **€ 2.435** were donated **to Rabindra Tuladhar - a Tour Guide from Nepal** who took care of rebuilding a school in Sindhupalchowk and neighbourhoods.



