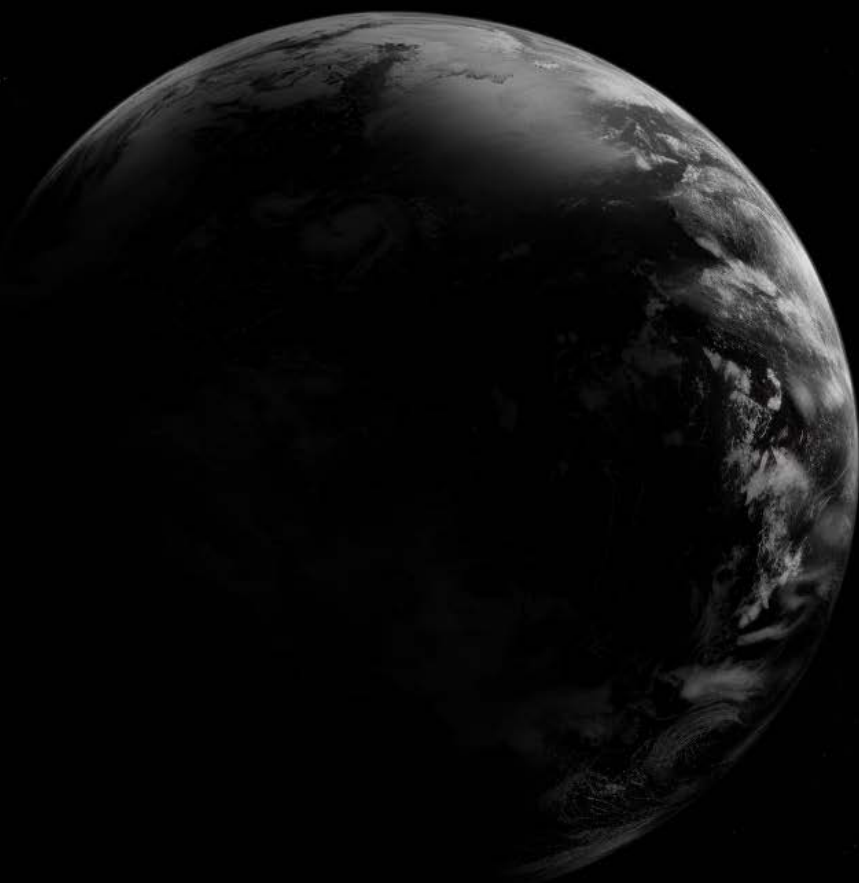


# SUSTAINABILITY PROJECT



Rimadesio

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# OUR COMMITMENT

Rimadesio has been reporting on its activities in the field of Sustainability since 2018. It has deliberately entitled the document Project, precisely to emphasise its 'ongoing' approach to the topic, the same applied to all its business activities, in a constant process of research and innovation.

"As a company, we take responsibility for our actions and the consequences for the environment and society. Production of energy from renewable sources, circularity in the use of materials, the reduction of plastic and consumption in general, production efficiency; corporate welfare, health and safety, support for the local area, a short supply chain of suppliers located in Italy, and the adoption of an organisational model that favours ethical conduct in business activities: thinking for the future of the planet and people has always been enshrined in our company identity and is reflected in our daily actions.

We have been pioneers in our sector in our commitment to reducing consumption and impact on the environment; in fact, investments in the production of solar energy and the elimination of solvents from paints date back to 2006. Moreover, the use of Industry 4.0 technologies means that all our plants are state-of-the-art, with reduced consumption, maximum safety for workers and finished products of very high quality. And since employees are our main asset, training, safety in the workplace and their well-being are objectives that we try to improve year after year.

Our approach to Sustainability allows us to achieve transparency towards our customers, implement the principles of a circular economy and move towards a positive ecological footprint. This document is the tool for sharing data and progress up to 2023".

Davide Malberti, CEO  
Luigi Malberti, CFO  
Rimadesio SpA

# ABOUT RIMADESIO

Founded in 1956 as an artisanal glass processing company, Rimadesio is now an internationally appreciated name in the Italian design industry.

This success has been gained by the company's ability to intercept the evolution of styles and consumer tastes, the result of continuous research and technological innovation with a keen focus on the environment and people.

The Rimadesio collection, fruit of its collaboration with designer Giuseppe Bavuso and constantly updated, consists of systems for dividing rooms and design furniture.

From the originality of the general concept to the constant search for innovative solutions, from the rigorous selection of materials and components to the care and customization of every detail: all phases of the Rimadesio process meet the criteria of authenticity and uniqueness that have made Italian style unmistakable in the world.

The company's headquarters are located in Giussano, north of Milan, in an area of 33,300 sqm where product and technology development, production and all strategic brand activities are concentrated. It represents a corporate culture that combines constant innovation with the value of unique know-how, which is typical of the area in which the company has its roots.

The Giussano headquarters also house the R-Academy, a place dedicated to learning and deepening the company's technology, materials and finishings, designed to host training events and welcome stakeholders.

# THE COMPANY

---

ESTABLISHED IN

1956

---

OPERATIONAL HEADQUARTERS:  
ITALY, GIUSSANO, VIA FURLANELLI 96



---

SUBSIDIARY COMPANIES:  
RIMADESIO UK LTD., LONDON OFFICE / RIMADESIO USA INC., NEW YORK OFFICE



# HIGHLIGHTS

---

2023 TURNOVER (MIO €)

84.7

---

FLAGSHIP STORES

3

---

TOTAL NO. OF EMPLOYEES

302

---

MONOBRAND SHOWROOMS

84

---

MARKETS

90

---

EXCLUSIVE DEALERS

720

# MILESTONES

---

## 1956

Francesco Malberti and Luigi Riboldi establish Rima Vetraria in Desio.

---

## 1961

Opening of the first factory in Desio, in via Tagliabue.

---

## 1968

First participation in the 'Salone del Mobile' fair.

---

## 1988

Relocation of the production site to Lissone and opening of the first aluminium processing plant.

---

## 1989

Beginning of collaboration with designer Giuseppe Bavuso.

---

## 1999

Relocation of the production site to Giussano. Total area: 8,000 sqm.

---

## 2006

Inauguration of the Giussano showroom.

---

## 2012

Opening of the Milan Flagship store.

---

## 2018

Extension of the Giussano headquarters.  
Total area: 27,000 sqm.

---

## 2020

Opening of the London Flagship store.

---

## 2022

Opening of the New York Flagship store.

---

## 2023

Extension of the Giussano headquarters.  
Total area: 33,300 sqm.

# INTERNATIONAL AWARDS

1993	SIPARIUM	ITA	YOUNG & DESIGN
2000	ZENIT	UK	AWARD KBB
2001	ZENIT	ITA	SELECTION DESIGN INDEX ADI 2001
2002	SIPARIUM	ITA	TOP100 FRAMES
2005	GRAPHIS	ITA	SELECTION ADI DESIGN INDEX
2007	VELA	ITA	SELECTION ADI DESIGN INDEX
2008	VELA	ITA	MENTION XXI PREMIO COMPASSO D'ORO ADI
2015	WIND	DE	WINNER RED DOT AWARD
2016	COVER	CA	BEST FURNITURE SYSTEM FREESTANDING - AZ AWARDS
2016	ALAMBRA	ITA	SELECTION ADI DESIGN INDEX
2017	SAIL	ITA	SELECTION ADI DESIGN INDEX
2017	SOHO	CA	ARCHITECTURAL PRODUCTS - AZ AWARDS
2017	DAIMON	USA	INTERIOR DESIGN MAGAZINE BEST OF YEAR AWARDS
2020	MODULOR	CA	PEOPLE'S CHOICE WINNER - AZ AWARDS
2020	MODULOR	CA	AWARD OF MERIT IN ARCHITECTURAL PRODUCTS - AZ AWARDS
2020	MODULOR	ITA	SELECTION ADI DESIGN INDEX
2020	MODULOR	RU	BEST OF THE YEAR AWARD ELLE DECORATION
2021	FRANCIS	ITA	SELECTION ADI DESIGN INDEX
2021	MODULOR STORAGE	UK	LIVINGETC STYLE AWARDS
2022	MAXI	ITA	SELECTION ADI DESIGN INDEX
2022	ALIANTE	USA	FINALIST INTERIOR DESIGN'S BEST OF THE YEAR AWARDS
2022	ALIANTE	USA	FINALIST A+PRODUCT AWARDS
2023	MAXI	DE	WINNER GERMAN DESIGN AWARDS



# A STORY OF INNOVATION

**2006** **ECOLORSYSTEM PROJECT FOR GLASS**  
Rimadesio is the first company in Italy to use only ecological water-based paints. Ecoloresystem is the name that distinguishes the exclusive collection of Rimadesio lacquered glass painted in the 2 dedicated company systems.

**2008** **SOLAR ENERGY**  
Rimadesio is the first company in the furniture sector to equip itself with a large photovoltaic system, made up of 1664 panels capable of producing a total power of 382.72 kWp. The subsequent expansions, which took place in 2012 and 2016, brought the company system to a total of 5,242 photovoltaic panels, capable of producing electricity equal to a power of 1,270 kWp. It is the largest photovoltaic system in the furniture sector in Italy.

#### ECOLOGICAL PACKAGING

Rimadesio installs a fully automated ecological packaging plant and warehouse. The packaging is made of 80% recycled material and is itself 99% recyclable and complies with European Directive 94/62/EC: weight and volume are minimised, no hazardous materials are used and the packaging is fully recoverable.

**2012** **ENERGY CONTROL**  
Software is installed for monitoring the electricity consumption of offices and production plants.

**2015** **ECOLORSYSTEM PROJECT FOR ALUMINIUM**  
The growing demand for uniformity between the finishings of the various components pushes the company to equip itself with a new painting system for aluminium which envisages, as for glass, the exclusive use of water-soluble paints.

#### AIR CONDITIONING

A new heating and air conditioning system for offices and showroom is installed in the Giussano headquarters. The system relies on a heat pump powered by electricity, which is largely produced by the company's own photovoltaic system.

**2016** **PRODUCTION STRUCTURE**  
The 4,800 sqm roof of the new production building is renewed with insulation and special waterproofing membranes. Primary objectives: reduction of consumption and consequent energy saving.

**2017** **LIGHTING**  
50% of the entire production area is equipped with low environmental impact LED lights. The project concluded in 2018 with the conversion of all the lighting equipment in the production department.

#### ENERGY STORAGE

The company sets up Europe's first industrial storage plant. The batteries have a maximum power of 237 kWh and allow the storage of 45,000 kWh per year. This is the largest storage system in Europe connected to an industrial photovoltaic system. Objective: to internally manage the energy produced through the company's photovoltaic systems.

#### GREEN MOBILITY

Rimadesio installs a charging point that manages the energy produced by the company's photovoltaic system: it marks the start of a programme to convert the company's fleet of vehicles to 100% electric and hybrid power. With a total distance covered of 333,000 km since their entry into service, Rimadesio's current 8 electric vehicles have avoided the emission of 42 tonnes of carbon dioxide into the atmosphere.

#### ECOLORSYSTEM 4.0 PROJECT FOR GLASS

A new Ecoloresystem glass painting plant is installed. The investment, as envisaged in the Enterprise 4.0 protocol, involves highly computerised machinery, that is able to communicate with the company's production system.

# A STORY OF INNOVATION

2018

## RIMADESIO PLASTIC FREE

Rimadesio defines a program for the progressive reduction of the presence of plastic in its offices, in its products and in the production cycle. This program involves the use, where possible, of recycled plastic; the replacement with alternative materials such as recycled cardboard for packaging; the disposal of cellophane through a quality recycling process. Removing polystyrene from the production cycle and replacing it with 100% recycled cardboard elements allows us to eliminate the use of some 9.7 tonnes of petroleum-derived material annually.

2019

## ECOLOGICAL AND AUTOMATIC PACKAGING

In order to further reduce cardboard waste, Rimadesio invests in a new automatic packaging line which complements the one inaugurated in 2008. While the first was dedicated to panels, the second allows the packaging of the larger components: chests of drawers, cabinets, shelves, accessories and furnishing elements. The packaging, made with 80% recycled material, complies with the European Directive 94/62/EC.

The new system, as envisaged in the Enterprise 4.0 protocol, communicates directly with the company network, receiving all the information necessary for the production process.

## ECOLORSYSTEM 4.0 PROJECT FOR ALUMINIUM

Rimadesio installs an additional Ecolorsystem painting system for aluminium.

The investment, as envisaged in the Enterprise 4.0 protocol, involves highly computerised machinery that is able to communicate with the company production system.

2020

## CORPORATE WELFARE AND GREEN MOBILITY

Starting from January 2020, the company decides to provide a monthly bonus to every employee who travels to work by electric car, on foot, by bicycle or e-bike. The objective is to encourage the adoption of green habits at all company levels, aimed at reducing urban traffic and polluting emissions through a mobility bonus. Furthermore, employees can recharge their electric/hybrid cars free of charge at the 8 charging points installed in the company car park. The charging points are powered entirely by solar energy produced by the company's photovoltaic system.

2022

## SAVING WATER RESOURCES

Rimadesio installs a new plant for the purification and recycling of wastewater from glass processing, with the aim of drastically reducing the consumption of mains water and industrial discharge. The new closed cycle system includes a micro-filtering activity that returns water that can be used again in the same manufacturing processes, with constant quality control according to maximum safety criteria.

2023

## SI RATING

Rimadesio obtains its first SI Rating® Score ('Sustainability Impact Rating') following an analysis of its corporate sustainability according to ESG (Environment, Social, Governance) criteria and alignment with the UN Sustainable Development Goals (SDGs).

Among the results that emerged, excellent performances were recorded regarding: Community development (88%), Working conditions (81%) and Code of conduct (93%).

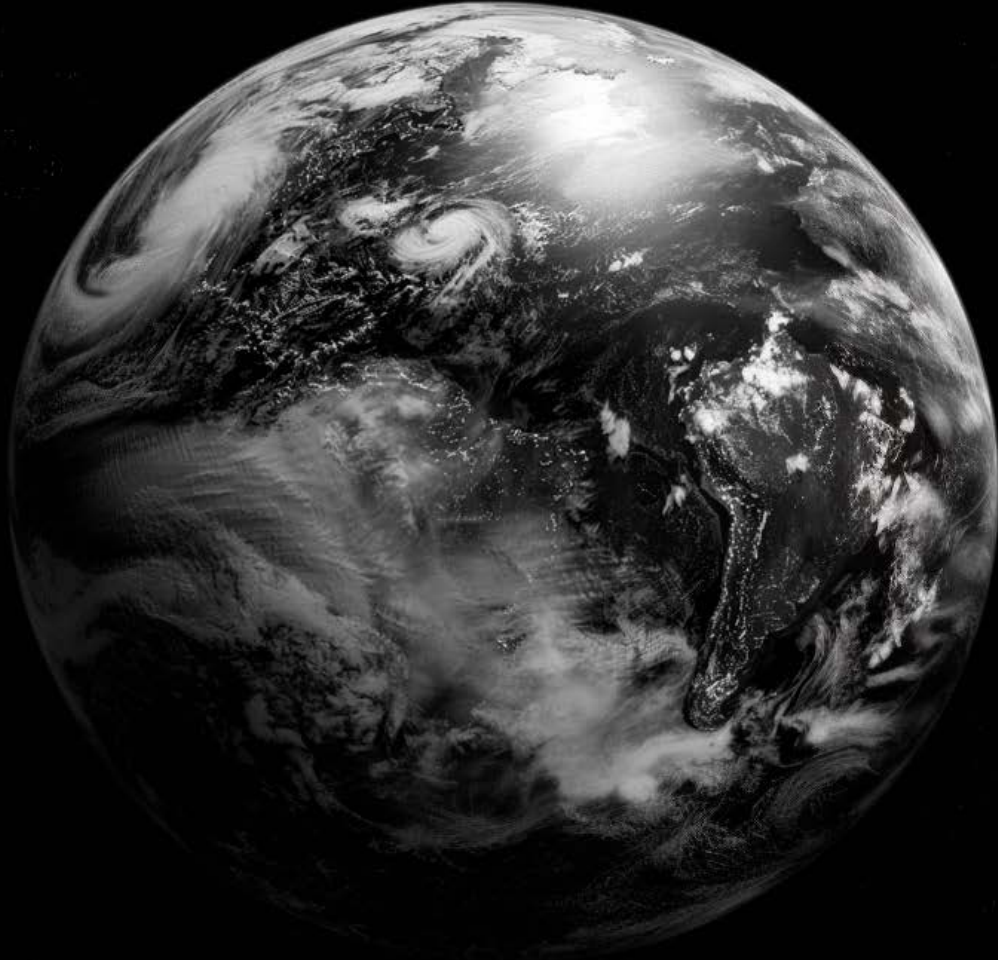
## SUSTAINABLE MOBILITY

Rimadesio acquires six Tesla Model 3 cars with 100% electric propulsion. This new investment, combined with the installation of 10 latest-generation charging points, makes it possible to harness the energy produced by the company's photovoltaic system, which consists of 5,242 solar panels capable of generating a power of 1.27 MWp. Rimadesio's goal is to convert the company's entire car and van fleet to electric.

## EFFICIENCY 4.0 FOR GLASS

On an area of 6,350 sqm a new production plant with 4.0 technology is installed, a state-of-the-art in-house glassworks, fully automated for the integration of multiple functions (sheet unloading and sorting, robotic cutting, waterjet processing, and tempering), for maximum efficiency and safety. With the installation of the new plant, equipped with a system for the purification and recycling of wastewater from glass processing, Rimadesio currently estimates the reduction in mains water consumption at 2% of its production needs.

# OUR PLANET



Respect for the planet has always been a prerogative of Rimadesio. Environmental awareness is reflected in every aspect of the company's activities; it can be seen in the way it develops and produces its pieces, in the sourcing of raw materials and in the organisation of its supply chain: from the production of solar energy through photovoltaic panels to the conversion to electric power of the company's vehicle fleet; from the processing of 100% recyclable materials such as glass and aluminium to the use of only water-soluble paints, and the total elimination of polystyrene, replaced with recycled cardboard that is itself completely recyclable.

Rimadesio's challenge is based on research, innovation and growing investments: a concrete and tangible commitment, which can be summarised in precise data.

# CIRCULARITY

# 100%

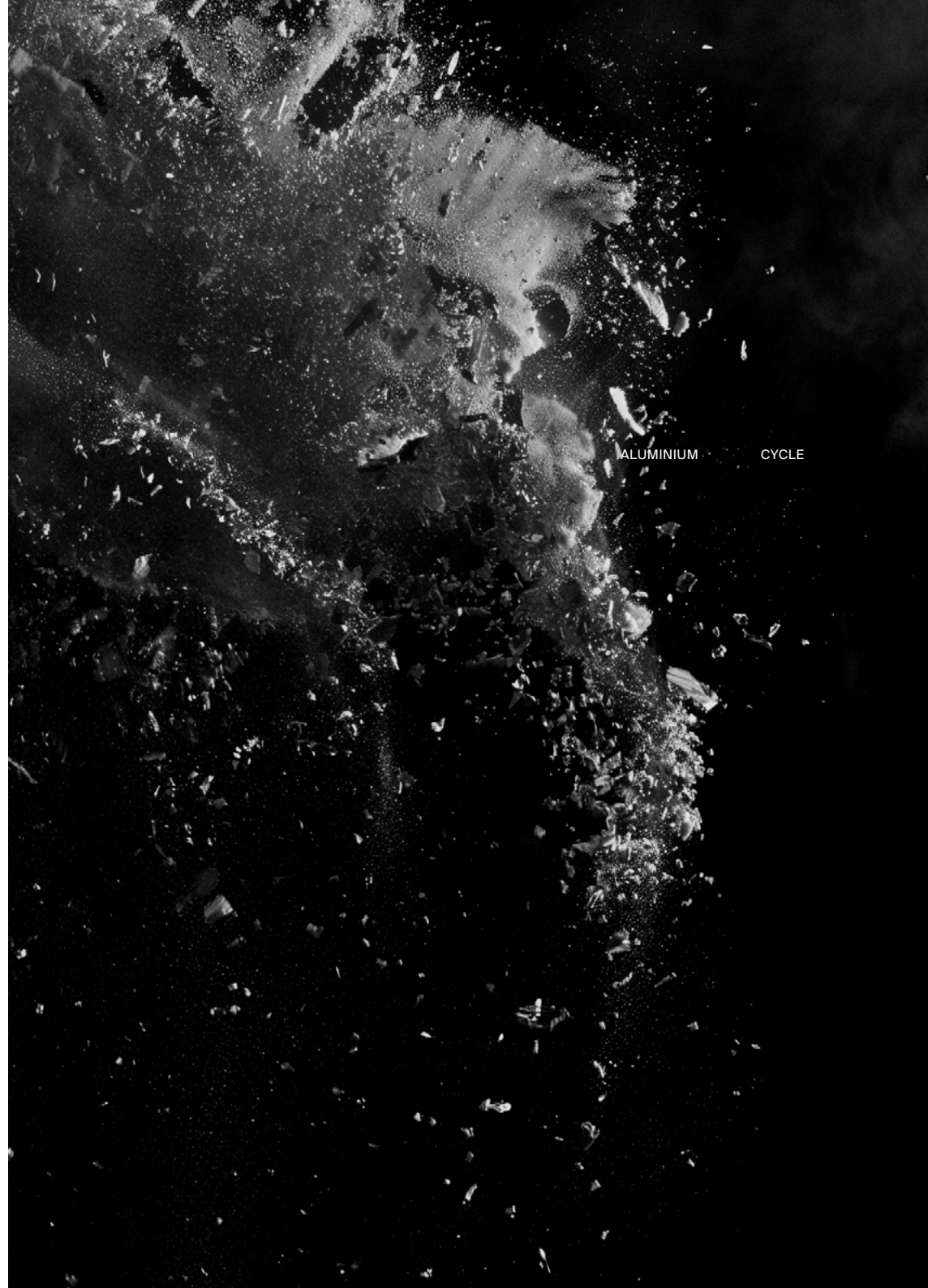
RECYCLABILITY OF ALUMINIUM AND GLASS, THE MAIN MATERIALS USED BY RIMADESIO IN THE COMPANY'S PRODUCTION CYCLE.

# 150.000 Kg

TOTAL WEIGHT OF ALUMINIUM WASTE PRODUCED BY RIMADESIO IN A YEAR. THE WASTE IS DELIVERED TO THE ALUMINIUM PRODUCER AND THEN TRANSFORMED INTO NEW EXTRUDED PROFILES, IN LINE WITH THE PRINCIPLES OF THE CIRCULAR ECONOMY.

# 85,6%

WASTE SENT FOR RECYCLING OR RECOVERY RESULTING FROM PROCESSING.



ALUMINIUM CYCLE

FACTS AND FIGURES

## CIRCULARITY

245.000<sub>Kg</sub>

TOTAL WEIGHT OF GLASS WASTE PRODUCED BY RIMADESIO IN A YEAR. THROUGH A MELTING PROCESS AT 1600°C, GLASS CAN BE REUSED INDEFINITELY.

80%

RECYCLED MATERIAL IS PRESENT IN THE PACKAGING OF THE FINISHED PRODUCT.

188.000<sub>Kg</sub>

TOTAL WEIGHT OF ANNUAL CARDBOARD WASTE THAT HAS BEEN SORTED, PROCESSED IN A SPECIAL PLANT AND THEN TRANSFORMED INTO COMPACT BALES FOR THE PRODUCTION OF QUALITY RECYCLED PAPER. PROCESS COMPLIANT WITH ITALIAN LEGISLATIVE DECREE 152/06 AND UNI EN 643.

GLASS

ENDLESS RECYCLING

# ENERGY EFFICIENCY

# 5.242

NUMBER OF PHOTOVOLTAIC PANELS OF THE 3 SYSTEMS, INSTALLED IN 2008, 2012 AND 2016, ON THE ROOFS OF THE GIUSSANO HEADQUARTERS. THE PANELS ALLOW THE PRODUCTION OF ELECTRICITY EQUAL TO A POWER OF 1.27 MWP.

# 16.445.000 kWh

TOTAL ENERGY FROM SOLAR SYSTEMS PRODUCED FROM DECEMBER 2008 TO TODAY.

# 1.500.000 kWh

AVERAGE ANNUAL SOLAR ENERGY PRODUCTION.

# 60%

CURRENT RATIO BETWEEN ENERGY PRODUCED AND CONSUMED.

ENERGY

SELF-PRODUCTION





RENEWABLE

RESOURCES

## FACTS AND FIGURES EMISSIONS

800<sub>ton</sub>

ESTIMATE OF CARBON DIOXIDE AVOIDED ANNUALLY THANKS TO THE THREE SOLAR SYSTEMS.

8.674<sub>ton</sub>

TOTAL CARBON DIOXIDE AVOIDED FROM DECEMBER 2008 TO TODAY.

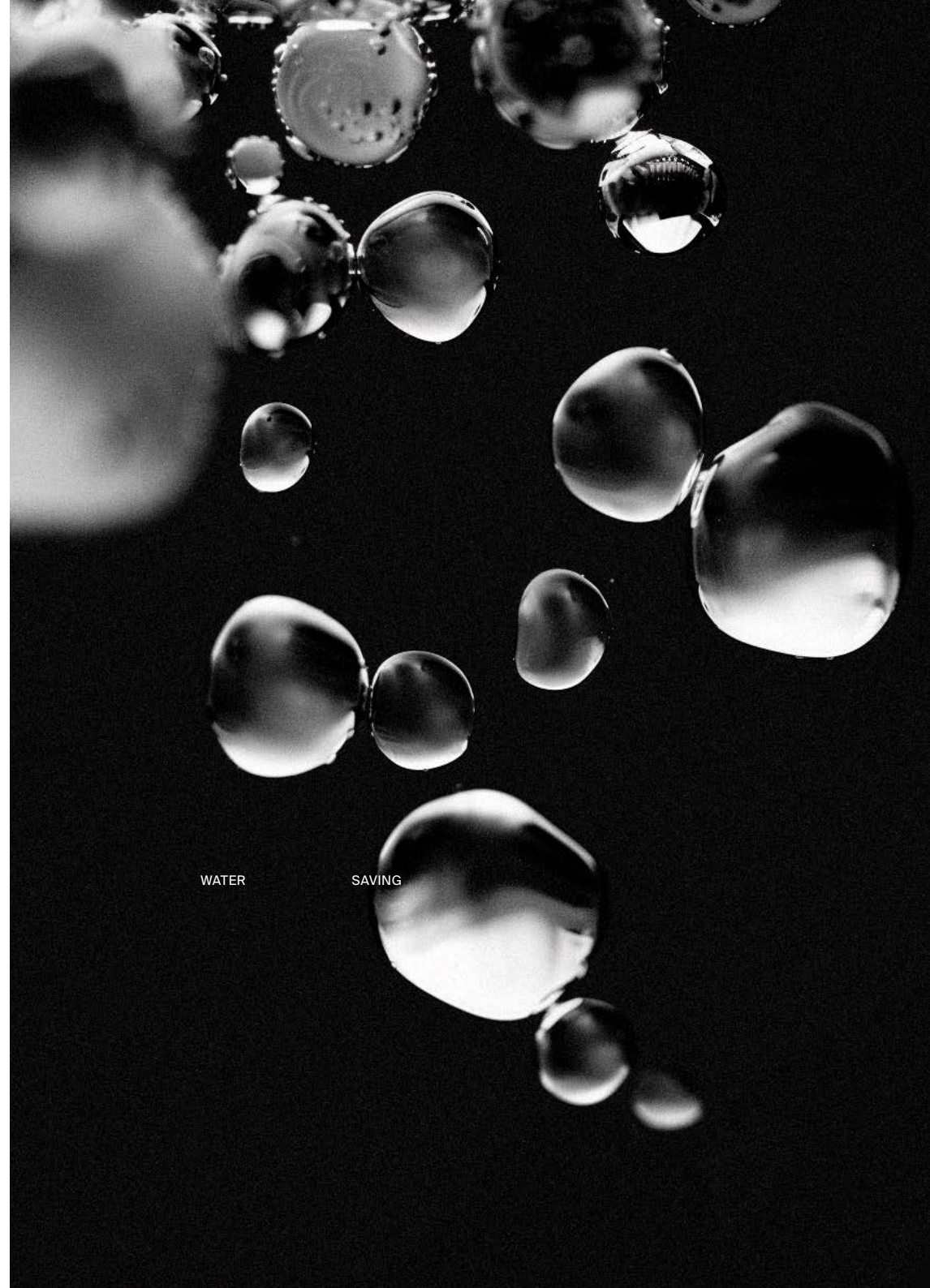
-61%

AVERAGE DIFFERENCE IN EMISSIONS RECORDED BY PRODUCTION PROCESSES COMPARED TO REGULATORY LIMITS FOR POLLUTANTS.

# WATER SAVING

# 2%

CONSUMPTION OF MAINS WATER NECESSARY FOR THE GLASS PROCESSING DEPARTMENT COMPARED TO PRODUCTION NEEDS, THANKS TO THE NEW 4.0 TECHNOLOGY SYSTEM FOR THE PURIFICATION AND THE RECYCLING OF WASTEWATER.



WATER

SAVING





ECOFRIENDLY MOBILITY

FACTS AND FIGURES

# SUSTAINABLE MOBILITY

+72%

INCREASE IN THE NUMBER OF FULL ELECTRIC VEHICLES IN THE ENTIRE COMPANY VEHICLE FLEET COMPARED TO 2022. THE FULL ELECTRIC CAR FLEET TODAY EQUALS 65% OF THE TOTAL.

200%

INCREASE IN 2023, COMPARED TO 2022, IN THE NUMBER OF CHARGING POINTS FOR ELECTRIC VEHICLES, AVAILABLE TO ALL INTERNAL AND EXTERNAL STAFF. TOTAL CHARGING POINTS AVAILABLE: 10.

FACTS AND FIGURES

# INVESTMENTS

# 10.800.000€

OVERALL VALUE OF THE ECONOMIC INVESTMENT INTENDED TO HAVE A POSITIVE IMPACT ON THE ENVIRONMENT.



SUSTAINABILITY AS A PROJECT



# OUR PEOPLE

For Rimadesio, people represent the most important value, the driving force of the business of its success. In addition to constant efforts to implement recruitment policies aimed at eliminating all types of discrimination and favouring contractual stability, the company stands out for its focus on occupational health and safety, while a comprehensive welfare plan promotes and supports family and career, health and personal development.

Rimadesio also ensures that its impact extends to the local community by directly and indirectly supporting worthwhile initiatives. In the field of sports, Rimadesio has been a sponsor since 1994 of the Aurora Desio basketball club: eight teams of different categories and age groups, including children of a very young age. This reflects its strong bond with the territory and sharing of educational values such as respect and team spirit.

Rimadesio's original 'Talking About' format of thematic talks-events is one of the main objectives of its cultural commitment. The 2023 edition saw journalists, academics, and designers interact and animate the debate on the concept of modernity in the flagship stores of Milan, London, and New York.

# COMPANY POPULATION

302

NUMBER OF RIMADESIO EMPLOYEES.

90%

EMPLOYEES HIRED ON A PERMANENT BASIS.

+30%

INCREASE IN THE PRESENCE OF WOMEN IN THE COMPANY IN 2023.



PEOPLE

MATTER

# COMPANY POPULATION

38y3m

AVERAGE AGE OF EMPLOYEES.

31y1m

AVERAGE AGE OF NEWLY HIRED EMPLOYEES.

+75%

INCREASE IN NON-COMPULSORY TRAINING HOURS PROVIDED TO EMPLOYEES IN 2023.

100%

EMPLOYEES INVOLVED IN PROJECTS DEDICATED TO CANCER PREVENTION AND FLU VACCINATION.

-60%

DECREASE IN THE INJURY SEVERITY INDEX FOR ALL WORKERS IN 2023.

1MIO€

AMOUNT PAID FROM 2020 FOR THE CORPORATE WELFARE PLAN, WHICH AIMS TO INCREASE THE WELL-BEING OF EMPLOYEES AND THEIR FAMILIES.

# COMMUNITY AND THE LOCAL AREA

# 7

SPORTS SOCIETIES AND NON-PROFIT ASSOCIATIONS FINANCED IN THE AREA.



CADMI: ASSOCIAZIONE CASA DI ACCOGLIENZA DELLE DONNE MALTRATTATE MILANO



FAI: FONDO AMBIENTE ITALIANO



FONDAZIONE FRANCESCA RAVA PER L'INFANZIA E L'ADOLESCENZA (MILANO)



OPERA SAN FRANCESCO PER I POVERI (MILANO)



LILT: LEGA ITALIANI PER LA LOTTA CONTRO I TUMORI (MONZA E BRIANZA)



COMITATO MARIA LETIZIA VERGA PER LA CURA E LO STUDIO DELLA LEUCEMIA DEL BAMBINO (MONZA E BRIANZA)




AURORA PALLACANESTRO (MONZA E BRIANZA)

SPIRIT

OF

PARTNERSHIP



# OUR RULES

Sustainability is an integral part of values, culture, innovative capacity and entrepreneurship of Rimadesio, being transversal to all planning, production and control processes. The Code of Ethics and the Organizational Model, which have the aim of promoting corporate correctness and combating any form of illegality, are the basis of the company's corporate governance system. The Code of Ethics expresses all the duties and responsibilities of company activities in general. Principles and norms of behavior guide decision-making processes and professional training; they also regulate a correct and loyal relationship with suppliers and customers. This is a set of rules, therefore, to encourage responsible corporate behaviour along the entire value chain in order to stimulate positive change for all.

# CORPORATE GOVERNANCE

165

HOURS OF TRAINING PROVIDED TO WORKERS ON THE ORGANISATIONAL MODEL PURSUANT TO ITALIAN LEGISLATIVE DECREE 231/2001.

174

HOURS OF TRAINING PROVIDED TO WORKERS ON PRIVACY AND THE PROTECTION OF PERSONAL DATA.

# SUPPLY CHAIN

97%

SUPPLIERS LOCATED IN ITALY.

78%

SUPPLIERS LOCATED IN LOMBARDY.

95%

VALUE OF PURCHASES FROM SUPPLIERS IN ITALY.

75%

VALUE OF PURCHASES FROM SUPPLIERS IN LOMBARDY.



Concept and graphic project: Juma

UPDATE  
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