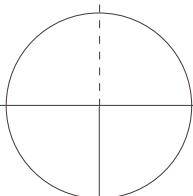


*Gianvito Rossi*  
MILANO

SUSTAINABILITY  
REPORT

2022



*“I based our work on two pillars:  
Style and Quality.  
For several years now Sustainability has  
become our third pillar  
on which we keep on building our future”*

*Gianvito Rossi*

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## HIGHLIGHTS

2006



Gianvito Rossi set up his company in 2006. Thanks to its strong identity, innovative vision and minimalistic aesthetics, his luxury brand immediately established itself as one of the major players in the international accessories sector.

2019



In 2019 the company started to cooperate with the Bologna University in order to create a digital monitoring system to analyse all its activities relating to the reduction of its environmental impact, while improving its economic performance.

HIGHLIGHTS

2021



In 2021 Gianvito Rossi developed its own Code of Ethics, which specifies its values and ethical principles as well as its behaviour guidelines. Such principles constitute the essential basis as to human rights, working conditions, environment, and respect for consumers and for the community in which the company operates.

2022


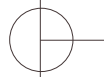
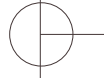




In 2022 Gianvito Rossi has further consolidated its sustainability process, whose results are detailed in this report. In the same year Gianvito Rossi has also started to cooperate with the French beauty brand *La bouche rouge* in order to produce a limited edition of luxurious refillable lipstick cases made of upcycled leather obtained from its footwear manufacturing waste.

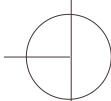
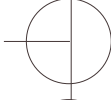

# ANALYSIS FRAMEWORK AND PURPOSES

Since 2019 Gianvito Rossi S.r.l. has been cooperating with the Bologna University in order to quantify its emissions and implement an effective Sustainability action plan to improve the management of its activities according to the principle of Circular Economy.

Such action plan refers to the specific activities briefly discussed below and will reach its maximum development in the medium-long term, with the aim to complete the main procedures by 2025:

-  DECARBONISATION BY REDUCING ENVIRONMENTAL IMPACT AND OFFSETTING CO2 EMISSIONS;
-  USE OF ENERGY GENERATED ONLY FROM RENEWABLE SOURCES AND ELIMINATION OF FOSSIL FUELS;
-  WASTE MANAGEMENT IMPROVEMENT AND ENHANCEMENT OF SYNERGIES WITH LOCAL PARTNERS;
-  COMPLETE ELIMINATION OF FOSSIL FUELS AND TRANSITION TO A FLEET OF ELECTRIC CARS FOR THE MOVEMENTS OF STAFF;
-  INCREASE IN THE QUANTITY OF SELF-GENERATED RENEWABLE ENERGY SO AS TO SATISFY INTERNAL REQUIREMENTS.

After three years from the start of the project, the years in question may be described as follows:

- 2019  REFERENCE YEAR OUTLINING THE COMPANY'S SITUATION AT THAT TIME, I.E. THE STARTING POINT.
- 2020  NOT REALLY USEFUL YEAR FOR COMPARISON PURPOSES SINCE IT WAS CONSIDERABLY AFFECTED BY THE COVID-19 PANDEMIC.
- 2021  FIRST USEFUL YEAR TO COMPARE PAST AND CURRENT (2022) DATA.

The company has started to carefully monitor the activities managed directly by the production plant located in San Mauro Pascoli and by the offices located in Milan, which are thus to be considered as its perimeter.

The main topics dealt with in 2022 relate to organizational structure, ethics, transparent management, and economic, social and environmental responsibility.

In order to better specify the framework of this analysis, it is to note that the scope of this document refers to Scopes 1 and 2 of the GHG Protocol established in 1998 by the non-profit organization World Resources Institute and by World Business Council for Sustainable Development.

## OUR RESULTS IN 2022

### ELECTRICITY

82%

OF THE ENERGY\* BEING USED  
COMES FROM RENEWABLE SOURCES

\* THE TERM 'ENERGY' INCLUDES BOTH  
ELECTRICITY AND THERMAL ENERGY.

7%

OF THE ELECTRICITY BEING  
USED IS SELF-GENERATED

### WORKFORCE

60%

OF THE WORKFORCE  
IS MADE OF WOMEN

### ENVIRONMENT

840

TREES HAVE BEEN PLANTED TO OFFSET  
OUR ENVIRONMENTAL IMPACT

303.000

EUROS ALLOCATED TO THE REDUCTION  
OF OUR ENVIRONMENTAL IMPACT

### DONATIONS

188.000

EUROS HAVE BEEN DONATED  
IN FAVOUR OF THE COMMUNITY

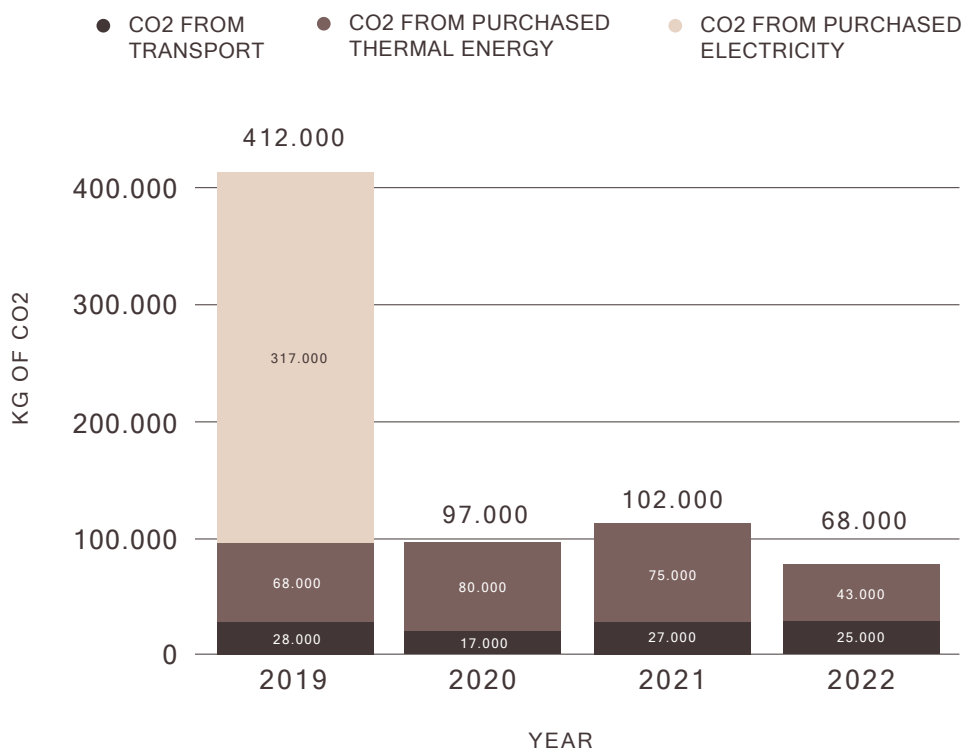
OUR RESULTS IN 2022

Gianvito Rossi has set itself the ambitious goal to cut its CO2 emissions to as close to zero as possible.

Indeed, since 2019 several actions have been implemented in order to considerably reduce the kg of CO2 emissions, the main one of which is the decision to opt for the use of energy from renewable rather than fossil sources.

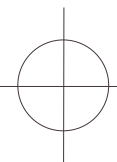
The chart below summarizes the results achieved over the years in order to show Gianvito Rossi's concrete commitment to a more sustainable business.

HISTORY OF TOTAL KG OF CO2 EMISSIONS DIVIDED BY ORIGIN





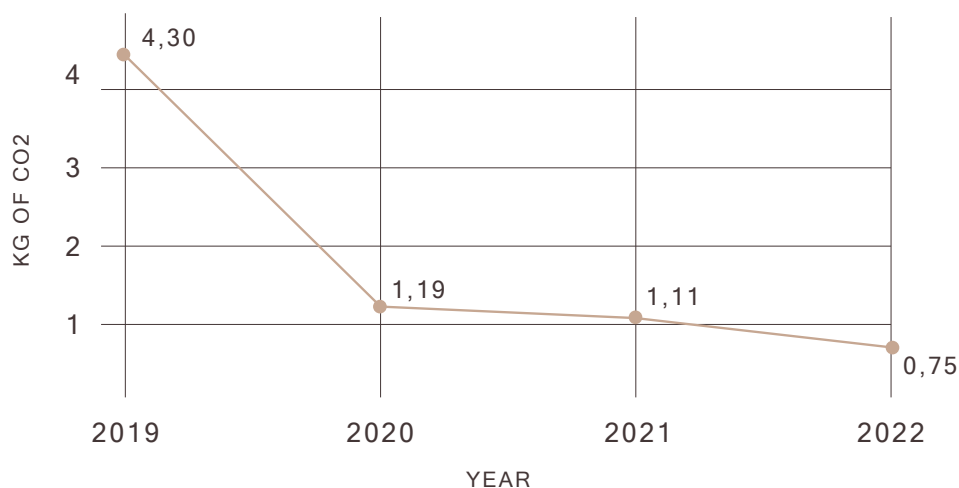
OUR RESULTS IN 2022



The decrease in the values of the various parameters per pair constitutes the concrete reference on which the company has based its

**MISSION**  
to reduce its environmental impact.

SHOES PRODUCED - HISTORY OF KG OF CO2 / PAIR



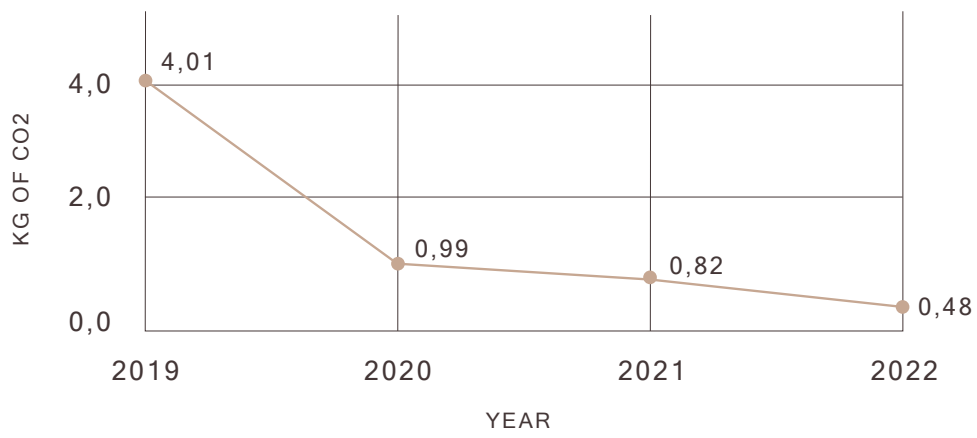
EMISSIONS PER PAIR IN 2022



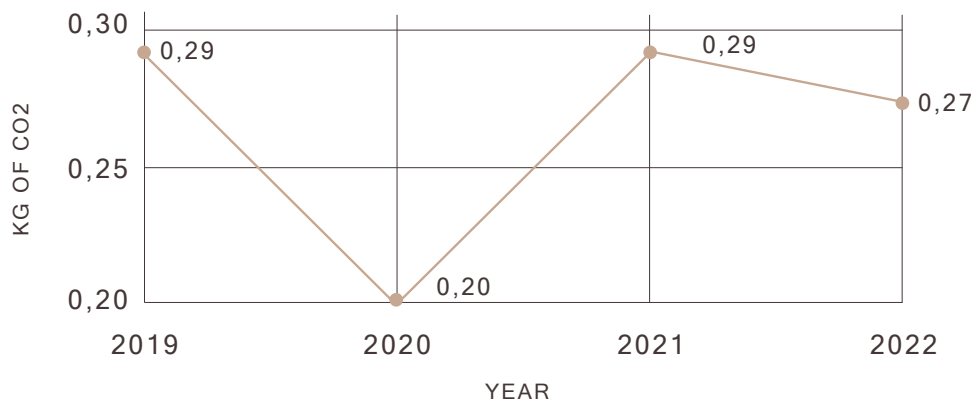
ENERGY	KG OF CO2	0,48
INTERNAL TRANSPORT	KG OF CO2	0,27
WATER	LITRES	10,9
WASTE	KG	0,51

OUR RESULTS IN 2022

ENERGY - HISTORY OF KG OF CO2 / PAIR

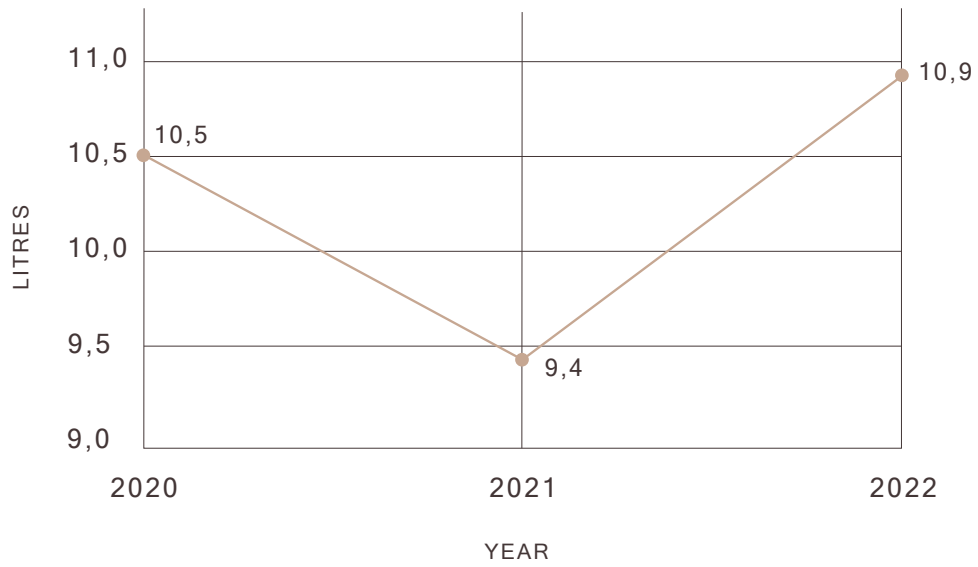


INTERNAL TRANSPORT - HISTORY OF KG OF CO2 / PAIR

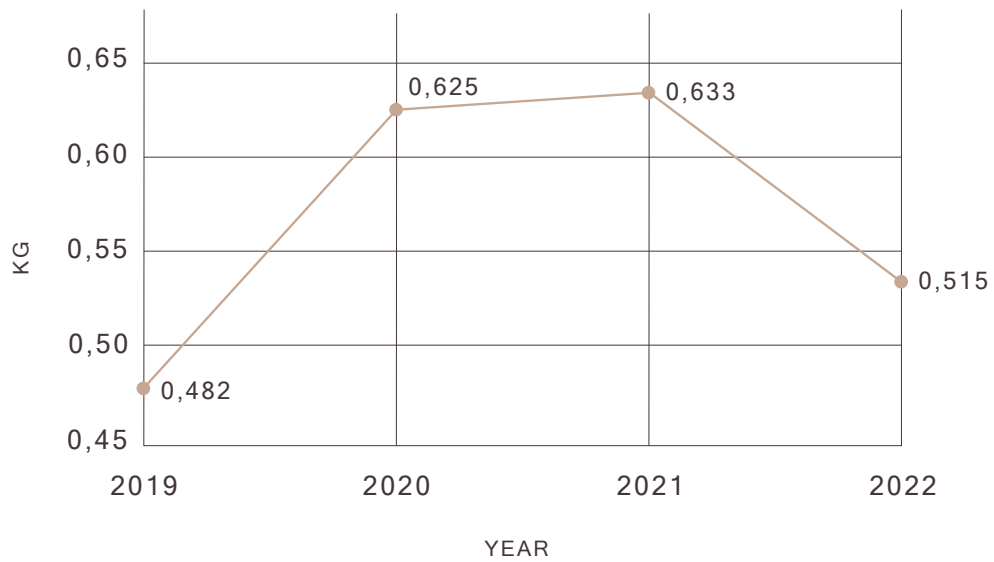


OUR RESULTS IN 2022

WATER - HISTORY OF LITRES/PAIR



WASTE - HISTORY OF KG / PAIR



# 1 ENVIRONMENTAL RESPONSIBILITY

## 1.1. — ENERGY

Gianvito Rossi S.r.l. pays increasingly higher attention to the responsible use of electricity and thermal energy in order to reduce the consumption of its production departments and improve the quality of its energy mix, opting for the use of energy from renewable rather than fossil sources.

In order to highlight the results achieved and the efforts made to increase sustainability, Gianvito Rossi has included in the comparisons the year 2019 too.

By analysing the year 2022, it clearly appears that the main company's energy source is the electricity from renewable sources being purchased (equal to 75% of the total), while the rest consists of self-generated electricity (7%), and thermal energy for heating (18%).

T-1

### ENERGY IN KWH AND KG OF CO2

TYPE	ELECTRICAL		PHOTOVOLTAIC		THERMAL		TOTAL	
	KWH	KG OF CO2	KWH	KG OF CO2	KWH	KG OF CO2	KWH	KG OF CO2
2019	757.224	316.900	186.251	0	355.464	67.538	1.298.939	384.438
2020	781.188	0	165.392	0	421.165	80.021	1.367.744	80.021
2021	858.955	0	165.339	0	394.380	74.933	1.418.674	74.933
2022	961.249	0	83.570	0	228.351	43.404	1.273.169	43.404

It is to note that the electricity consumption of the production plant has increased by 10%, but this is due to the increase in production compared to the previous year.

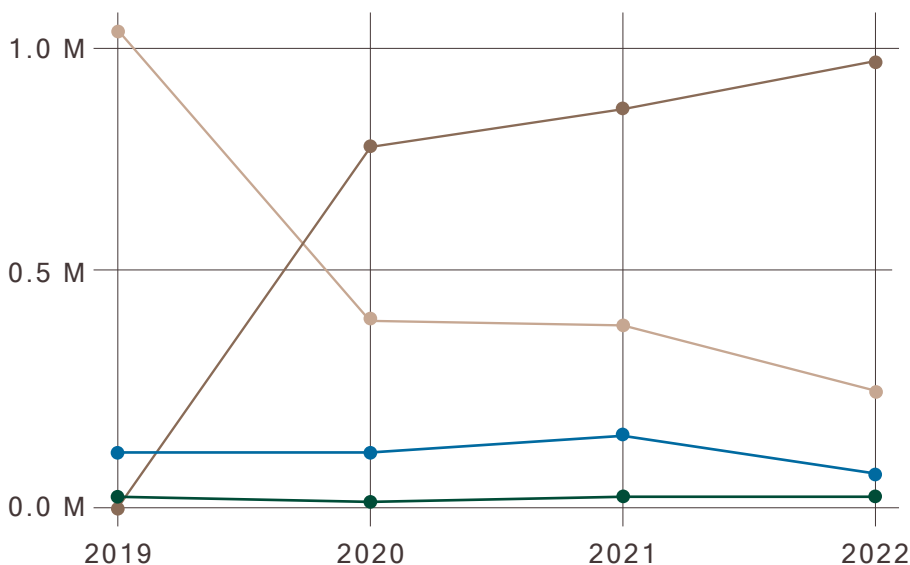
ENVIRONMENTAL RESPONSIBILITY

G-1

HISTORY OF ENERGY SUBDIVISION (KWH)

ENERGY

- SELF-GENERATED - CONSUMED
  - SELF-GENERATED - RELEASED INTO THE GRID
- PURCHASED - RENEWABLE
  - PURCHASED - FOSSIL



Gianvito Rossi is taking actions to reduce its energy consumption. In 2021, it replaced all the lights of its production plant with low energy consumption lights, while in the current year it has replaced almost all gas boilers of its production plant with electrical heating systems in order to reduce the environmental impact otherwise generated by the use of fossil fuels.

To reduce the consumption of energy from fossil sources, the transition to the use of electric vehicles is also implemented.

To that end, 5 electricity supply points for electric vehicles are available at the company's premises. Such electricity supply points use only energy from renewable sources and may be used by the staff free of charge.

In order to replace fossil fuel cars with cars generating less harmful emissions for the environment, Gianvito Rossi S.r.l. has changed the composition of its fleet of cars by increasing to 56% the number of hybrid and electric cars.

ENVIRONMENTAL  
RESPONSIBILITY

ENERGY

T-2

---

OVERVIEW OF THE TYPES OF VEHICLES INCLUDED  
IN THE COMPANY'S FLEET OF CARS

---

YEAR	FOSSIL FUEL	HYBRID	ELECTRIC	TOTAL
2019	18	0	0	18
2020	9	1	0	10
2021	11	1	4	16
2022	7	4	5	16

T-3

---

INCIDENCE OF THE VARIOUS FUELS  
OUT OF THE TOTAL COMPANY'S CARS

---

YEAR	FOSSIL	HYBRID	ELECTRIC
2019	100%	0%	0%
2020	90%	10%	0%
2021	69%	6%	25%
2022	44%	25%	31%

ENVIRONMENTAL RESPONSIBILITY

1.2. — TRANSPORT

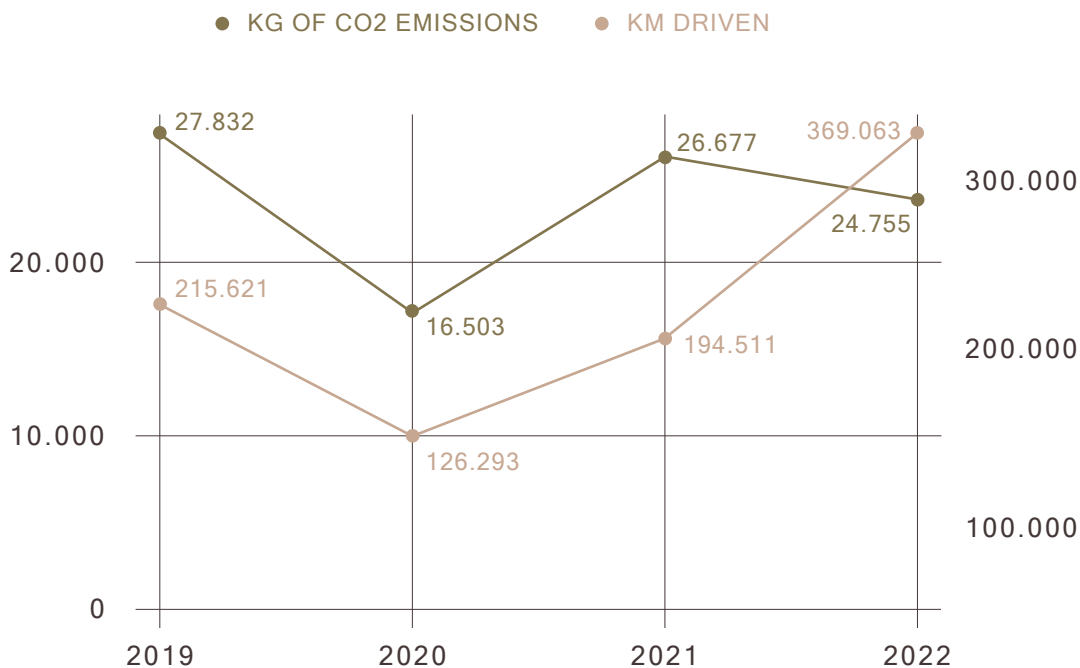
Within the business activities being carried out, several sources of CO2 emissions into the atmosphere may be identified. One of the main ones is transport.

Therefore, in compliance with the definition of Scope 1, Gianvito Rossi S.r.l. has decided to report all emissions generated by the vehicles included in its fleet of cars.

Even though the number of fleet vehicles has remained unchanged (see T - 2), thanks to the transition to electric or hybrid vehicles, a reduction in the kg of CO2 emissions has been achieved.

G-2

HISTORY OF KM DRIVEN AND KG OF CO2 EMISSIONS FROM VEHICLES



It is to note that in 2020 the amount of kg of CO2 emissions was lower due to the COVID-19 pandemic, which considerably reduced movements.

## 1.3. — OFFSET

To turn its desire to reduce its environmental impact into a tangible action, in 2021 Gianvito Rossi started a project to offset over time the environmental impacts generated by its activities.

Thanks to the cooperation with the Italian B Corporation Treedom S.r.l., the company has planted 1,640 trees (800 trees planted in 2021 and 840 trees planted in 2022), which will be able to absorb 428.75 tons of CO<sub>2</sub> in ten years.

Since the start of the Gianvito Rossi Forest project, trees have been planted in Latin America, and in Central, Southern and Eastern Africa.



Gianvito Rossi S.r.l. firmly believes in the need to implement actions to generate positive socio-environmental impacts and to communicate such actions in the most transparent way.

Thanks to the cooperation with the B Corporation Treedom S.r.l., the company may create real ecosystems and keep up to date about the socio-economical progress resulting therefrom.

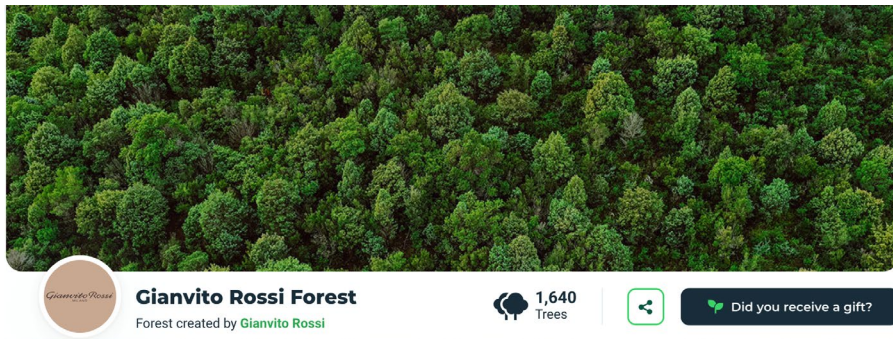
THE LINK BELOW ALLOWS YOU TO DIRECTLY ACCESS THE COMPANY'S FOREST CREATED FROM 2021 TO 2022.

GIANVITO ROSSI  
FOREST



ENVIRONMENTAL  
RESPONSIBILITY

OFFSET



The start of a cooperation based on the implementation of agroforestry projects allows Gianvito Rossi to indirectly generate a positive socio-environmental impact, thereby pursuing 10 out of the 17 sustainable development goals (SDGs) of the UN's 2030 Agenda.



## 1.4. — WATER

To protect the environment and environmental resources, Gianvito Rossi S.r.l. pays special attention also to water.

This paragraph aims at highlighting the company's use of this precious resource, quantifying the consumption of water coming from the water distribution network in the period 2020-2022\*.

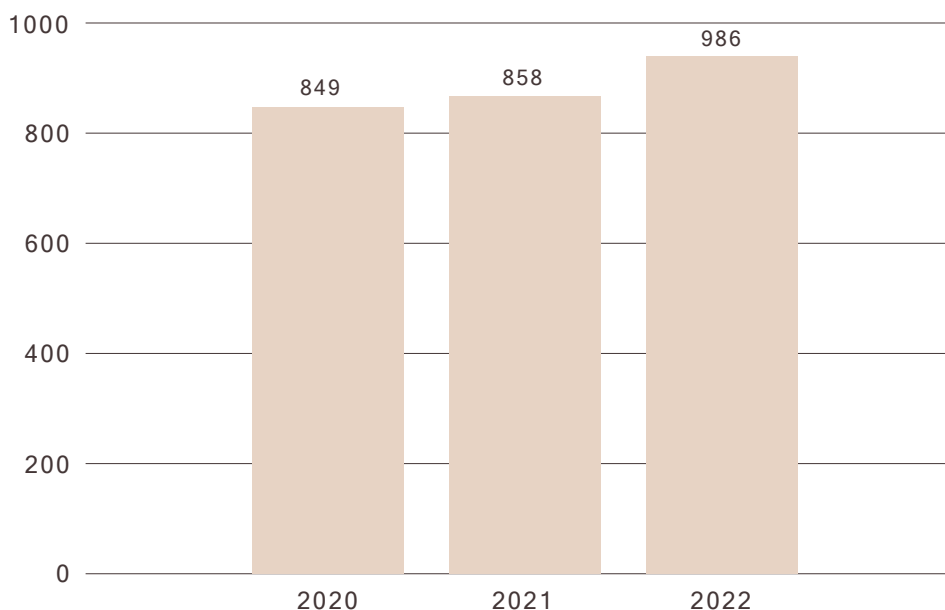
By analysing the water consumption levels in the years in question, it emerges that in the current year the water consumption has been higher than in 2021. This is mainly due to two reasons, i.e. an increase in staff and a leak from a piping for which immediate action was taken.

In order to increase its staff's awareness, Gianvito Rossi S.r.l. has installed inside its headquarters some drinkable water filtration points to simplify the distribution of water and stimulate its staff to use reusable water-flasks instead of single-use plastic bottles that damage the environment.

Thanks to this measure, against a consumption of 15,700 litres of drinking water by its staff, the company has managed to prevent 786 kg of plastic, equal to 31,424 0.5L plastic bottles, from being released into the environment.

\*THE COMPANY HAS DECIDED TO REPORT HERewith ITS WATER CONSUMPTION BETWEEN 2020 AND 2022, EXCLUDING ITS WATER CONSUMPTION IN 2019 BECAUSE IN THAT YEAR THE RELEVANT LEVELS WERE CALCULATED ACCORDING TO ROUGH ESTIMATES.

WATER CONSUMPTION (M3)



ENVIRONMENTAL  
RESPONSIBILITY

## 1.5. — WASTE

Even though the framework of this analysis refers only to Scopes 1 and 2, the company has decided to monitor its waste production in order to take immediate action upon purchase and disposal of products. Despite a considerable increase in the amount of waste generated from 2020 to 2021 mainly due to an increase in production, in 2022 the company has managed to reduce the amount of kg of waste produced (-2%) compared to the previous year.

T-4

## TYPE OF WASTE PRODUCED (KG)

TYPE	2019	2020	2021	2022
<b>BY-PRODUCTS</b>	<b>0</b>	<b>30</b>	<b>3.367</b>	<b>0</b>
LEATHER	0	30	3.367	0
<b>SPECIAL NON-HAZARDOUS WASTE</b>	<b>32.750</b>	<b>38.342</b>	<b>41.055</b>	<b>33.925</b>
MIXED PAPER	8.090	11.200	11.610	10.470
CARDBOARD	0	0	4.930	650
ELECTRONIC WASTE	338	35	400	0
IRON	1.630	1.860	400	35
WOOD	0	2.900	2.360	50
MIXED INDUSTRIAL WASTE	7.280	5.090	2.040	1.640
LEATHER	8.560	6.190	14.460	14.930
PLASTIC	1.480	5.800	0	0
INDUSTRIAL WASTE WATER	5.300	5.220	4.840	6.020
TONERS	72	47	15	90
GLASS	0	0	0	40
<b>SPECIAL HAZARDOUS WASTE</b>	<b>916</b>	<b>1.754</b>	<b>1.378</b>	<b>810</b>
BATTERIES	0	0	196	0
ELECTRONIC WASTE	36	0	110	0
CHEMICAL PACKAGING	880	1.754	1.072	810
<b>URBAN WASTE</b>	<b>12.608</b>	<b>10.672</b>	<b>11.999</b>	<b>11.890</b>
MIXED PLASTIC URBAN WASTE	2.809	2.377	2.673	2.650
MIXED URBAN WASTE	9.799	8.295	9.326	9.246
<b>TOTAL</b>	<b>46.274</b>	<b>50.798</b>	<b>57.799</b>	<b>46.631</b>

In 2022 Gianvito Rossi S.r.l. has produced, in total, about 47 tons of waste.

T-5

## PERCENTAGE INCIDENCE OF WASTE TYPE BY YEAR

TYPE	2019	2020	2021	2022
BY-PRODUCTS	0%	6%	6%	0%
SPECIAL NON-HAZARDOUS WASTE	71%	75%	71%	73%
SPECIAL HAZARDOUS WASTE	2%	3%	2%	2%
URBAN WASTE	27%	21%	21%	26%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## 2 SOCIAL RESPONSIBILITY

Gianvito Rossi's attitude towards the implementation of more and more sustainable procedures applies also to the social sphere.

Before examining the actions taken in 2022, we deem it necessary to specify the framework within which such actions have taken place.

### 2.1. — HUMAN CAPITAL

As at 31 December 2022, Gianvito Rossi S.r.l.'s employees amount to 202 units, with an increase by about 10% compared to 2021.

T-6

#### NUMBER OF EMPLOYEES (HC)

YEAR	31/12/2019	31/12/2020	31/12/2021	31/12/2022
EXECUTIVES	2	2	4	5
OFFICE WORKERS	67	68	72	87
FACTORY WORKERS	102	96	97	102
MIDDLE-RANKING MANAGERS	5	7	9	8
TOTAL	176	173	182	202

T-7

#### NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE BRACKET

YEAR	31/12/2019	31/12/2020	31/12/2021	31/12/2022			31/12/2022
				YEARS			
				<30	30-50	>50	
EXECUTIVES	2	2	4	0	2	3	5
OFFICE WORKERS	67	68	72	17	62	8	87
FACTORY WORKERS	102	96	97	10	61	31	102
MIDDLE-RANKING MANAGERS	5	7	9	0	7	1	8
TOTAL	176	173	182	27	132	43	202

SOCIAL  
RESPONSIBILITY  
HUMAN CAPITAL

As to the composition of the human capital as at 31 December 2022, 66% of employees fall into the 30-50 years age bracket, 21% into the >50 age bracket, and 13% into the <30 age bracket. The incidence of the different age brackets on the staff has remained unchanged in the years in question.

Considering the composition of its staff, Gianvito Rossi S.r.l. may be deemed a relatively 'young' company where you can increase your skills and experience.

T-8

NUMBER OF EMPLOYEES BY CONTRACT TYPE

YEAR	31/12/2019	31/12/2020	31/12/2021	31/12/2022
INDEFINITE-TERM	152	151	154	176
DEFINITE-TERM	24	22	28	26
TOTAL	176	173	182	202

In 2022, the employees hired with an indefinite-term employment contract and with a definite-term employment contract account, respectively, for 87% and 13% of total employees.

T-9

YEAR	31/12/2019	31/12/2020	31/12/2021	31/12/2022
INDEFINITE-TERM	86%	87%	85%	87%
DEFINITE-TERM	14%	13%	15%	13%

SOCIAL  
RESPONSIBILITY

## 2.2. — OCCUPATIONAL HEALTH AND SAFETY

Below is the summary data relating to occupational accidents in 2022, 50% of which occurred in the journey from home to work.

T-10

### NUMBER OF OCCUPATIONAL ACCIDENTS OCCURRED

OCCUPATIONAL ACCIDENTS	2020	2021	2022
ON THE WAY (journey from home to work)	1	1	2
INJURIES CAUSED BY THE USE OF MACHINERY	3	6	2
TOTAL	4	7	4

## 2.3. — EMPLOYEES' WELLNESS AND CORPORATE WELFARE

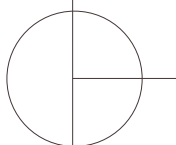
Gianvito Rossi S.r.l. pays special attention to its employees' needs. Therefore, considering the current economic situation, it has granted them a € 200 fuel bonus.

An additional action taken in 2022 in favour of its employees has been the creation of the Marta Rossi scholarship for a value of € 5,000 per year for up to three years, which is granted to legitimate, legitimated or adoptive children of employees with an indefinite-term employment contract, who are enrolled at a public or private university for a three-year degree course. The scholarship has been granted to one of the applicant students according to merit criteria established by an internal committee and based on objective facts, such as average marks received, against submission of appropriate documentation.

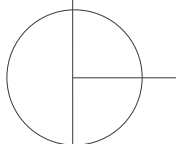
SOCIAL RESPONSIBILITY

## 2.4. – SUPPORT TO THE COMMUNITY

Gianvito Rossi S.r.l.'s social commitment includes not only the wellness of its employees, but also the wellness of the local community. Indeed, in 2022, several actions have been taken by the company in respect thereto:



In November 2022, for the seventh year in a row, the company made its annual donation to the foundation Marta Rossi Onlus for € 100,000.00. This foundation, which was set by the Rossi family in 2015 in memory of Gianvito Rossi's mother, aims at handing out benefits to the family members of persons working in the footwear-industry area of San Mauro Pascoli and beyond.

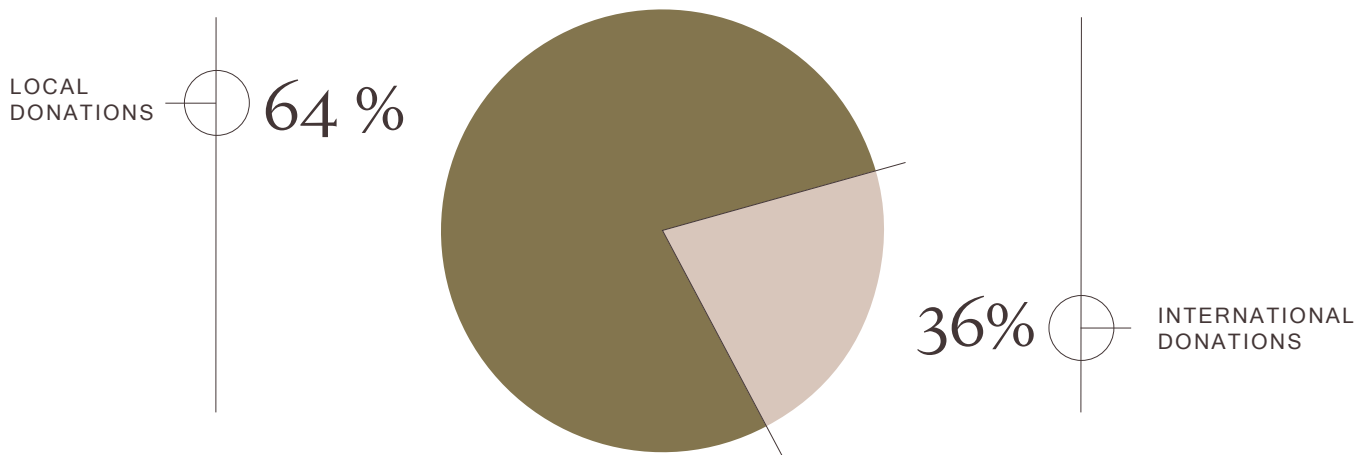


To support youth's wellness connected with sports and social interaction, the company has made a donation of € 15,000 to the local football association ASD Sammaurese (San Mauro Pascoli colts).

Moreover, at the international level, to provide help and support in the devastating war between Russia and Ukraine, Gianvito Rossi donated € 30,000.00 to the organisation Save the Children (Ukraine) on 1 April 2022 and € 31,339.03 to UNHCR to support refugees and it also donated food and provided support to its Ukrainian employees.

G-5

QUALITATIVE SUBDIVISION OF ACTIONS TAKEN IN FAVOUR OF THE COMMUNITY IN 2022



## COLLATERAL PROJECTS

### LA BOUCHE ROUGE X GIANVITO ROSSI

In 2022 Gianvito Rossi has started to cooperate with the French beauty brand *La bouche rouge* in order to produce luxurious refillable lipstick cases covered with upcycled leather obtained from its manufacturing waste.

*La bouche rouge* is a French firm set up in 2017 with the specific mission to create luxury cosmetics that make life more beautiful while protecting the Earth for future generations. A luxury combining quality and sustainability in order neither to pollute nor destroy the environment.





COLLATERAL  
PROJECTS

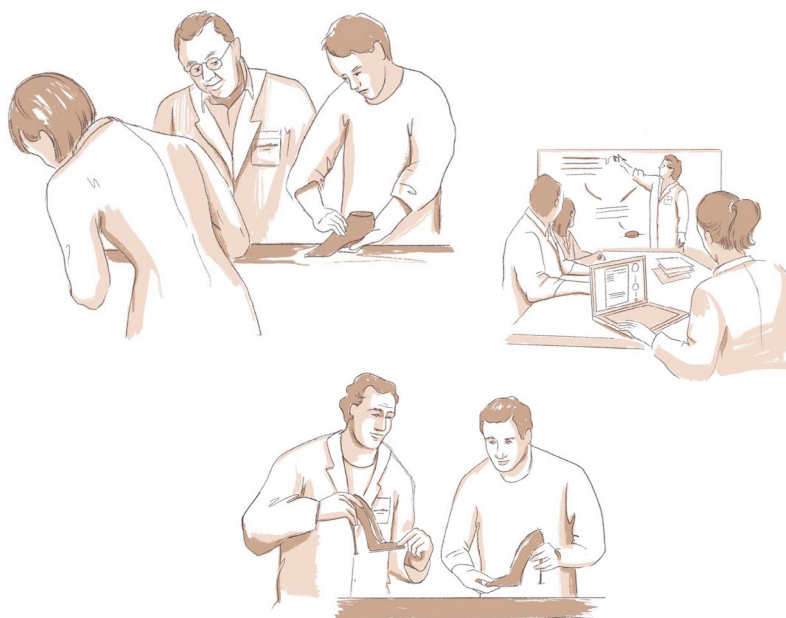
## GIANVITO ROSSI ACADEMY

*“Preserving an ancient trade while exploring innovative new techniques allows our company to keep growing and increasing its quality. Doing things well, in the right and best way, is good not only for the company but, first and foremost, for ourselves and for the others. This is the lesson that Gianvito Rossi Academy will pass on to the new generations” - Gianvito Rossi*

In order to preserve the considerable know-how of its craft, Gianvito Rossi S.r.l. has started a training plan aimed at passing on its artisanal and manufacturing skills to the new generations.

The Gianvito Rossi Academy is located inside the production plant in San Mauro Pascoli, an area famous for its long tradition in the luxury footwear sector. Its teachers, who represent the beating heart of the project, are Master Shoemakers with over thirty year's experience inside the Rossi family's 'school'.

After having been selected for the Academy, the young craftsmen are mentored by the Masters for about two years, during which their progress is monitored by a committee made up of historic figures inside the company and chaired by Gianvito himself.





*Gianvito Rossi*  
MILANO

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[gianvitorossi.com](http://gianvitorossi.com)