

alea



IMPACT ASSESSMENT

2023



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Purpose

“Our vision and passion
shape beauty for the future”

Mission&Philosophy

“Our mission is to create beautiful,
comfortable and inspiring workplaces.
Places where people feel good”

Alea Srl SB. Concrete Commitment to Sustainability and the Common Good

Introduced in Italy in 2016, for the first time in Europe, the Benefit Corporation—“Società Benefit” in Italian—is a new legal form of business that combines profit and social responsibility. Benefit Corporations differ from traditional companies by the inclusion in their articles of association of aims of common benefit concerning the generation of positive effects or the mitigation of negative impacts on the environment, society and workers. As of December 2023, Alea Srl became a Benefit Company, acquiring the name Alea Srl SB. We decided to adhere to this model by appointing an Impact Manager, our CEO Tiziano Carlot, with the task of defining and annually monitoring concrete and measurable goals for the pursuit of common benefit aims. By doing so, we want to contribute to creating shared value and generating economic well-being while also respecting the environment and improving conditions for workers and the community. Such a concrete commitment proves our willingness to contribute to the sustainable growth of our local area.

Benefit Corporations position themselves as key players in today's economic context, demonstrating that it is possible to do business profitably while ensuring, at the same time, a positive impact on society and the environment.

Our Aims of Common Benefit

Common benefit aims are the specific mission of a Benefit Corporation. They are concrete commitments that the company makes to generate a positive impact on society or the environment, in addition to the pursuit of profit. Said commitments, translated into actions, are the concrete ways in which the company intends to achieve its goals and bring its proposals and ideas to life, as set out in its articles of association, by integrating such broader aims within its business model. Actions are the tangible expression of the common benefit and are subject to a planning and monitoring process that is followed regularly throughout the year. This process ensures that actions are actually implemented and documented at the end of each financial year.

Goals, Actions, Targets for 2024

In this first Impact Report, in light of the establishment of the Benefit Corporation at the end of the financial year 2023, we have limited our focus to identifying actions related to the common benefit aims and targets we intend to pursue in 2024. Such aims have been grouped into three macro-areas, which identify three aspects of common benefit underpinning our company’s business model.

Circular Economy and Innovation

Circular economy is a paradigm intended to move beyond the traditional “take-produce-dispose” model of linear economy. By adopting a systemic approach, it aims to rethink the entire product life cycle, optimising the use of resources, as well as minimising and efficiently recycling/reusing waste. Innovation plays a key role in this. From the development of new materials and recycling technologies to the creation of innovative business models, innovation is key to the transition to an effective and resilient circular economy.

- 1. Promoting circular economy practices through the design, production and promotion of products that reduce waste and facilitate the reuse and recycling of raw materials, specifically wood.
- 2. Designing durable, high-quality furniture with a view to offering long-lasting products.
- 3. Integrating eco-design into the patenting and product development stages in order to minimise environmental impact and promote sustainability in all its activities.

- 4. Developing innovative techniques for using by-products from industrial production waste in line with the Ecodesign and end-of-life concepts.
- 5. Collaborating with universities and research institutes in North-Eastern Italy to develop projects for constantly improving the environmental performance of our products, starting with the efficiency of the internal production process.
- 6. Supporting and choosing the use of sustainable (FSC® certified) wood supply chains to preserve ecosystems and biodiversity, paying attention to the rights of the people involved along the chain.
- 7. Offering the option for long-term rental of office furniture.



ACTIONS 2024

TARGETS

Developing products that optimise the use of raw materials and energy in the production process	Designing and prototyping at least one new product line in accordance with the principles of circular economy
Adopting the methodology of product life cycle analysis	Obtaining an EPD (Environmental Product Declaration) certification
Reducing the use of paper in commercial and sales activities	Digitising our product catalogue
Reducing emissions and environmental impact of products	Completing Carbon Footprint calculation (Scope 3)
Using energy from renewable sources	Installing a photovoltaic system, providing for possibility of future expansion, to cover at least 50% of our energy needs
Carrying out a feasibility study to evaluate the opportunity of long-term product rental	Carrying out market research to explore industry trends

Local Development, People’s Well-being and Employment

The success of a company is closely linked to the prosperity of the area where it is located. We are committed to enhancing the human, intellectual, material resources of our local area, with a view to making a contribution to the growth of the context in which we live.

Supporting their growth means first and foremost creating fair working environments, seeking a virtuous balance between personal well-being and corporate objectives, and offering our employees quality employment opportunities in terms of wages, training, recognition and personal development.

- 8. Promoting initiatives that meet the needs of employees in order to foster their personal and professional growth.
- 9. Contributing to generating value for the local area through the creation of new jobs, also by trying to attract new talent.
- 10. Disseminating and promoting a culture of health and safety, also outside the workplace.
- 11. Designing workspaces aiming at the valorisation and well-being of people to foster the development of each individual’s potential.
- 12. Constantly updating good practices on sustainability and circular economy to promote their correct and up-to-date dissemination.



ACTIONS

TARGETS

Investing in employee training on sustainability issues	20 hours of training to employees on ESG topics
Enhancing knowledge and skills regarding circular economy	8 hours of training on circular economy topics
Nurturing company talent through mentoring by dedicated professionals (designers, experts, consultants) with a view to co-designing	2 proposals for new product lines by internal personnel
Disseminating sustainability topics within the company	Inclusion of sustainability topics in our company magazine
Creating spaces that enhance the well-being of employees at work	Redesigning at least 1 common space
Listening to people’s needs in order to facilitate work-life balance	Implementing measures to provide flexibility in employee working time (part-time, holidays spread over several months), including through internal planning aimed at preventing impact on activities
Supporting the growth of younger generations	Hosting at least 4 students participating in combined learning-working programmes and/or internships

Cooperation With Organisations and Institutions

We are aware that the commitment to sustainability is a path towards goals that we cannot achieve alone. We want to strengthen partnerships and cooperation with other organisations in the sector, training institutions, local stakeholders, with a view to disseminating the principles of sustainability, involving other people and organisations in the path of change, and launching initiatives to generate an even greater social impact.

- 13. Collaborating in environmental education and awareness projects, with special attention to future generations.
- 14. Reinvesting part of our profit, in accordance with this document, in volunteering and charity projects or in support of scientific and university research pursuing the objectives herein identified.
- 15. Disseminating sustainability values and practices within and outside the company, being aware of the relevant role we play in our industry, to the benefit of the community and the local area.
- 16. Implementing ethical-social impact models through the adoption of legality rating models and crime prevention policies.
- 17. Transparently disclosing our actions and activities, regularly communicating results to inspire and involve other entities and organisations.

ACTIONS	TARGETS
Collaborating with nonprofits in the municipality to support initiatives with social impact	Cooperating with at least two local associations
Disseminating good sustainability practices	Publishing the sustainability report
Creating partnerships with other local entities for participation in events and promotion of the local context	Participating with a permanent showroom at the premium industry event Fuori Salone 2024 in Milan
	Participating in 5 events with our partners
Creation of growth opportunities through participation in industry trade fairs	Participating in 4 trade fairs



Impact Assessment

According to Paragraph 378 of Article 1 of Italian Law 208/2015, Alea, as a Benefit Corporation, is required to draw up an impact assessment to demonstrate its concrete commitment to sustainability and the common good. This assessment is based on the analysis of five key areas:

1. Corporate Governance

Transparency and accountability in the pursuit of aims of common benefit are assessed, as well as the attention to stakeholder involvement and the level of transparency of corporate policies.

2. Workers

The relationship with employees and collaborators is assessed in the following aspects: remuneration, benefits, training, professional development, working environment, internal communication, organisational flexibility, health and safety.

3. Local Communities

This module covers interactions with suppliers, the local area and communities, as well as actions supporting the supply chain and local development, such as volunteering, donations, and cultural and social activities.

4. Environment

Business impact in terms of energy, resource and raw material use is investigated, with a focus on the product life-cycle assessment, including: production, logistics and distribution processes, use, consumption, waste reuse and end of life.

5. Customers

The company is assessed on the quality of its products and services, its management of privacy and data security, as well as the presence of feedback channels and its commitment to meeting customer needs.

For a first Alea's impact assessment, we made use of the Next Index® questionnaire, an Italian ESG assessment tool, in order to ensure accuracy and objectivity in measuring our commitment to sustainability and shared value creation.

The Next Index® provides a score based on the assessment of the following 6 areas of integral sustainability:

1. Governance: strategic decisions attributable to management;

2. People and the work environment: how the organisation works internally;

3. Relationships with citizens/customers: relations external to the organisation;

4. Supply chain: decisions related to supply chain management;

5. Behaviour towards the natural environment: actions aimed at protecting the planet and combating climate change;

6. Behaviour towards the local community: relations with the area surrounding the organisation. We obtained a score of 49/100, which places us in rating class B.



This is a first measurement we made to get a snapshot of the situation in our organisation, so as to better assess the concrete actions to be implemented in order to achieve improvement.

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