



OUR
SUSTAINABILITY
REPORT 2023

We are glad to share Carioca's sustainability report.

This report, other than an update on our efforts, is a statement of where we are going and what we want to achieve.

Creativity is at the heart of our mission because we believe it is a core value for today's and tomorrow's society. Creative thinking encourages fluidity and the discovery of unconventional solutions.

As a company whose main stakeholders are children and their parents, we cannot ignore the importance of creating shared value and being diligent for future generations. Our chosen path embraces change and turns it into something extraordinary, ensuring a positive impact on both environment and society.

This year the awareness of our impact on the environment was reinforced by technical research into circularity and product life cycle issues: one of our mid to long-term goals is to implement a Life Cycle Assessment (LCA) process to better manage the impact of the use of raw materials until the disposal of the product.

In fact, we are looking at circularity as a strategic asset to achieve our emissions and waste targets. In view of this, we intend to integrate in our mid-term goals the extension of our emission scope to include indirect value chain emissions (scope 3).

We also firmly believe that we can help promote an inclusive and equal corporate culture. We are working to strengthen our positive social impact through this core value. For this reason, one of our medium to long-term social objectives is to obtain PdR 125/2022 certification for gender equality.

In conclusion, we consider our second Sustainability Report as evidence of our commitment to continuously improving our sustainability performance. We are determined to make significant progress and for this reason we are setting more ambitious targets and challenges.

Creativity, like sustainability, requires a combination of passion, energy and an unrelenting desire to learn and commit. All these elements come together to demonstrate our commitment to making an environmental and social difference. It is in this spirit that we prepare to face the future with determination and optimism, sure that our initiatives will take us to even greater achievements.

Read on and enjoy yourself!

Enrico Toledo
CEO & President CARIOCA Spa



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WHO WE ARE AND WHERE WE COME FROM



TOYS
ON BOARD





**WE WERE BORN INNOVATIVE IN THE SECOND HALF OF THE 50S,
ALWAYS BELIEVING IN CREATIVITY AS A TOOL TO GROW AND LEARN.**

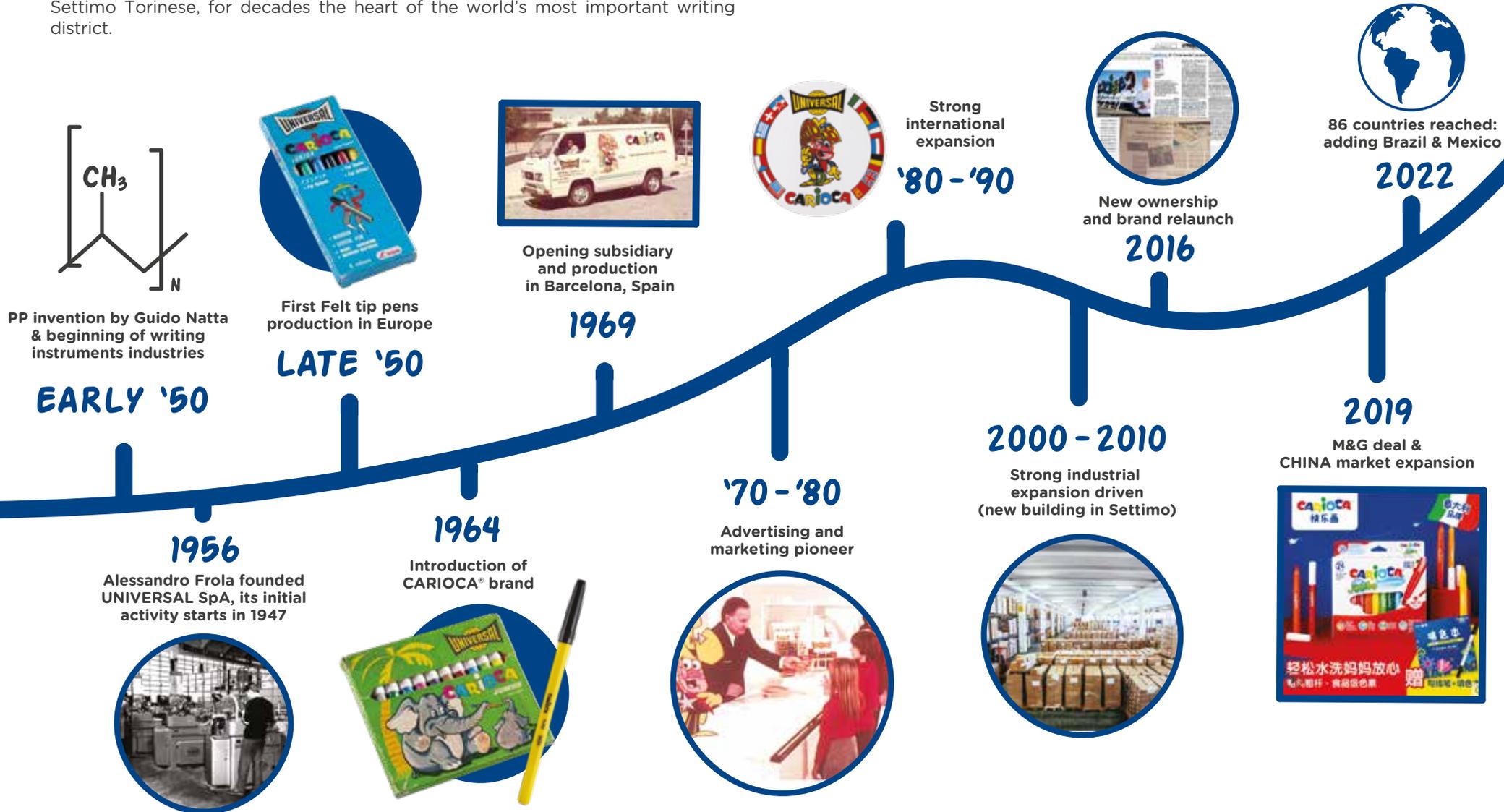
Today we develop that original vision with the same entrepreneurial spirit as those who preceded us, with the awareness of making our footprint on the earth as light as possible and with the conviction that we have a future ahead to be built with passion and pride for what has already been done.

Our story

AN ENTREPRENEURIAL JOURNEY

Our story has its roots in an area with a strong Italian entrepreneurial vocation, Settimo Torinese, for decades the heart of the world's most important writing district.

Since 2016 a new ownership has turned around the company with a major relaunch of the CARIOCA brand, all with a rooted legacy: a strong industrial background and marketing excellence.



AN ENTREPRENEURIAL JOURNEY

There is a thread that links vision and founding values and is represented by assets that, from one entrepreneurial generation to the next, forms the basis of our daily activities.

TECH AND KNOW-HOW

We proudly maintain the largest part of our production in **Settimo Torinese, Italy**, as well as the full in-house production of felt tip pens.

Ownership of production means strategic consistency and identity: this has always been a native company asset and always will be.

Internal production excellence is based on four product categories: felt tip pens, markers, highlighters and ball pens.

Our unique water-based inks are produced internally in our own laboratory in Settimo Torinese plant.

SAFETY AND QUALITY

We've never compromised the quality and the safety of our products. This legitimizes the brand as a **global benchmark in the category**.

Our **internal R&D Laboratory** allows us to guarantee full control and traceability of the felt tip pens.

In addition, the company only deals with certified suppliers and takes control of the whole production process through an accurate system of internal-external tests.

Our products are regularly tested by external laboratory, according to the latest toy rules and standards.



OUR FACTORY CERTIFICATIONS

ISO 9001
QUALITY

ISO 14001
ENVIRONMENT

ISO 45001
SAFETY



Organizzazione con Sistema
di Gestione certificato ISO 9001 - 14001 - 45001



At Settimo Torinese, with our 21.000 m² plant,
the production of felt tip pens and ballpens reaches a total of

1.2 million pieces per day

Commercial presence in the world

Carioca's global presence unites children and teenagers all over the world.

Carioca nurtures its commercial partners worldwide, believing in loyal and fruitful long term relations with our customers.

In 2023 Carioca their products are distributed in more than 85 countries worldwide.



Our beliefs

BRAND PURPOSE & VISION

We train children's creativity since the age of 1 year.

We believe in the diversity of being and expressing themselves, helping them with our tools to **affirm their personality.**

We share with them the goal of improving our planet.



Creativity is the most important tool for humans to learn since our very first breath.

CARIOCA target market focus on children and aims to empower their creative, cognitive, functional skills.

Our signature says it all: **create to learn.**

CARIOCA[®]
Create to Learn

Our beliefs

OUR MANIFESTO



Carioca is a story of inventions and ingenious attitude of brave people and creative minds devoted to nurturing children's fantasy, committed to exceeding parent's expectations. **Carioca** was born innovative in Italy and has been igniting passion within generations of children for more than 50 years. We will continue to sit next to them, inspiring the creative child of today, contributing to the conscious adult of tomorrow.

Our offer

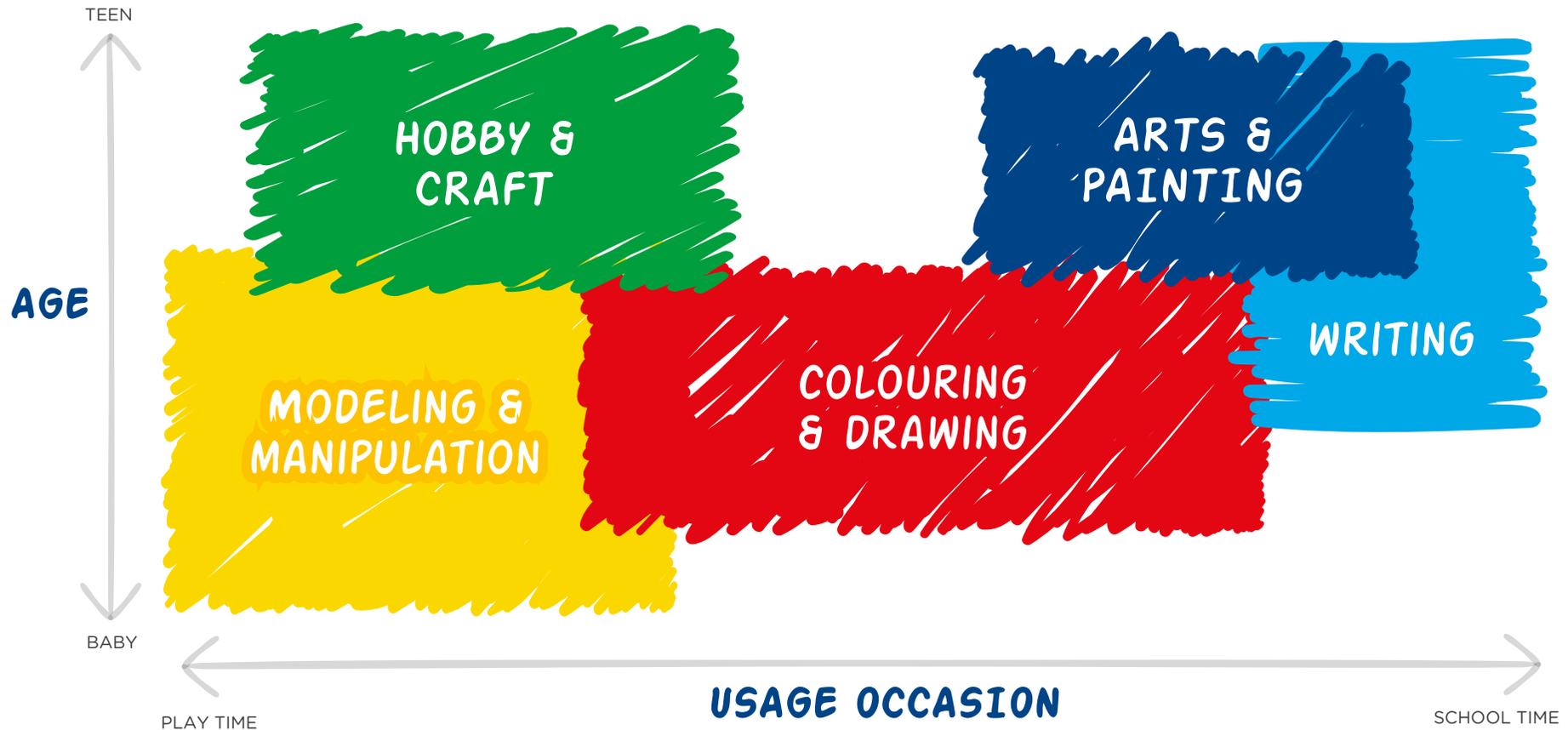
OUR PRODUCTS

The **brand ecosystem** defines the scope of all **CARIOCA** products, including expansions and variations of the CARIOCA portfolio. The ecosystem is based on a use and age profile defined by the customer target and consistent with the brand promise.



TOOLS TO
EMPOWER CHILDREN'S CREATIVITY

BY OCCASION AND AGE PROFILE



Our offer

INNOVATION AND DEVELOPMENT

Since the brand revamp in 2016, CARIOCA re-engaged its pioneering spirit of creation and began a new era of product innovation. The launch of new products or new lines is always aimed at occupying new segments and becoming a champion of appreciation and sales.



Our offer

SAFETY AND QUALITY OF THE PRODUCTS

Virtuous product design is the one that adheres as closely as possible to the usage capabilities of the user. As for CARIOCA, creative exploration is made fluid and suitable for all developmental ages.

Our little creatives can fully express themselves with CARIOCA products suited to their growth and can be accompanied throughout their growth in manual and cognitive skills.

FROM 12 MONTH



2+ YEARS



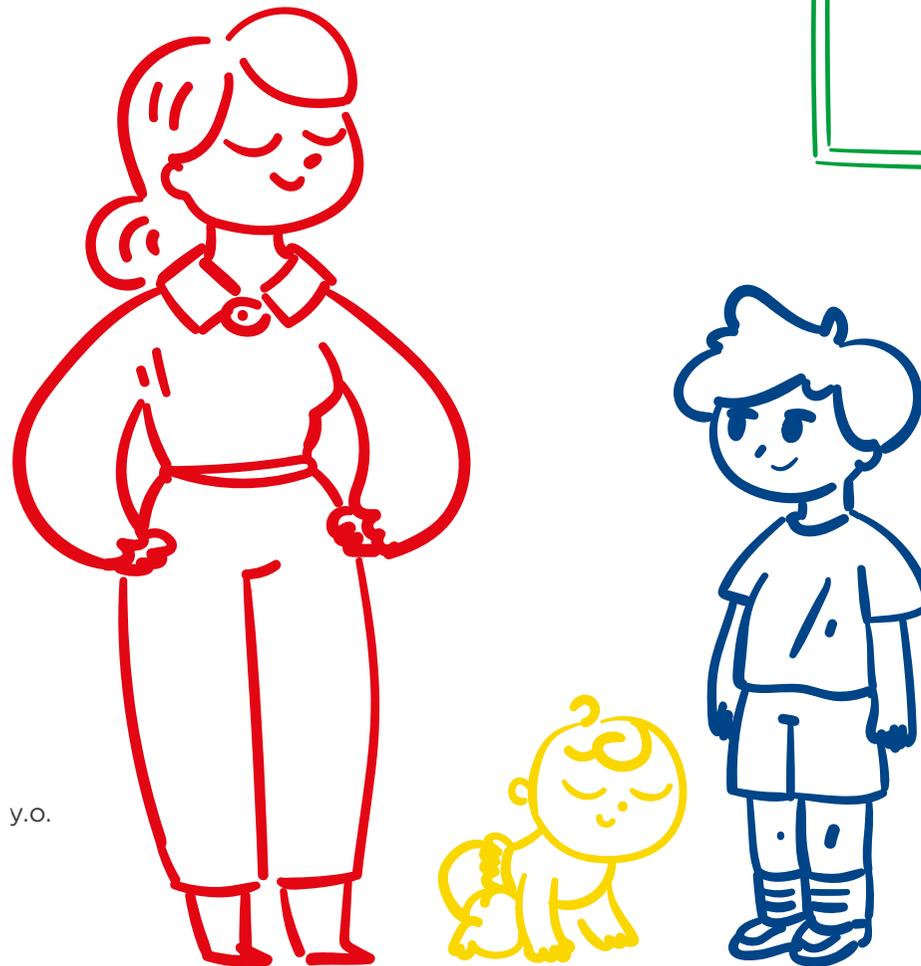
4 - 6 YEARS



LEARN HOW TO WRITE



Market and customers



SHOPPER

PARENTS with kids less than 7 y.o.
&
KIDS from 7 y.o.

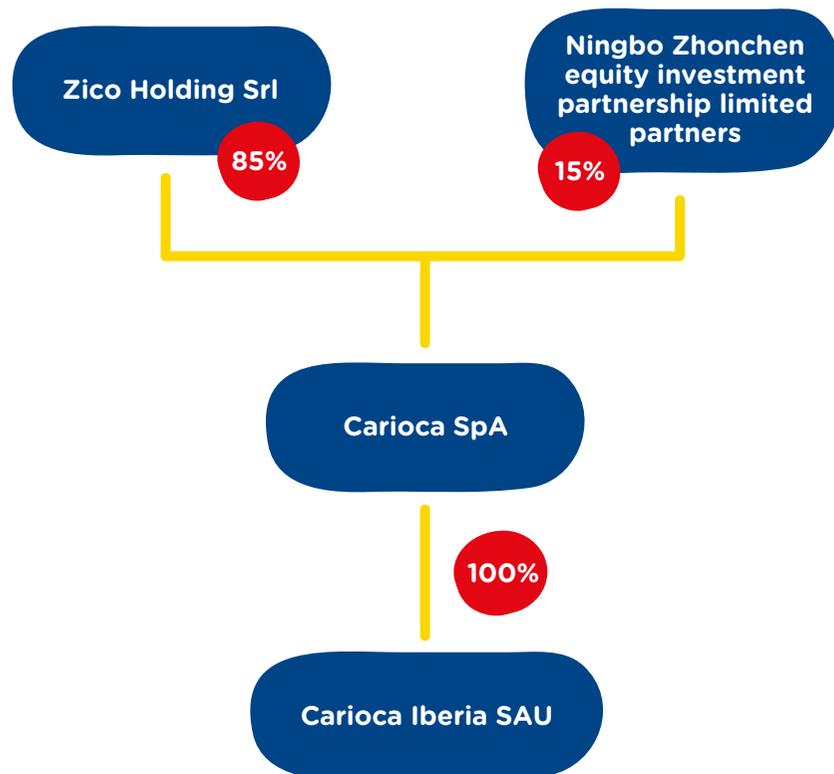
CONSUMER

Baby: **1 - 4**
Primary school: **5 - 9**
Early teens: **10 - 14**
Teens: **14+**

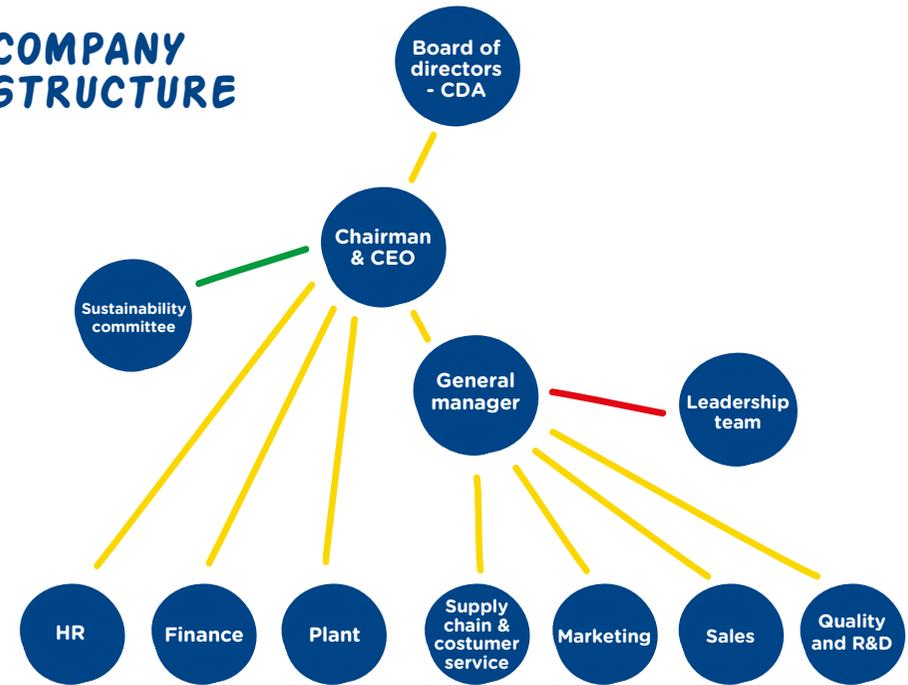
Governance

CORPORATE BODIES AND SHAREHOLDING STRUCTURE

Our corporate structure includes two partners: Zico Holding, unlisted company led by a group of Italian investors who hold 85% of the share capital and an important Chinese investment fund, Ningbo Zhongchen Equity Investment partnership Limited partners, linked to the leader of the stationery world in China: Shanghai M&G Stationery Inc., a company listed on the Shanghai Stock Exchange.



COMPANY STRUCTURE



The Shareholders' Meeting and the Board of Directors guide the company towards the long-term strategic objectives and meet regularly to review trends and, where necessary, correct and improve the strategic plans.

Our operating structure reports to the CEO, to whom the General Manager reports as directly responsible for all areas of business development such as commercial marketing, supply chain, customer service, R&D and Quality.

Otherwise, the production plant and staff functions such as Finance, HR, Legal and general services, as well as the manager of special projects, report directly to the CEO.

The CEO also leads the Sustainability Committee, in charge of promoting increasingly sustainable development policies in all the areas: environment and safety, social and governance while the General manager leads the Leadership Team, in charge of guiding the company towards short and medium-term objectives in the implementation of the guidelines dictated directly by the shareholders, the CEO and the Board of Directors.

Governance defines the system and rules for the management and control of the company.

Our governance system is transparent with independent and non-executive directors and supervisory bodies.





**OUR JOURNEY
TOWARDS SUSTAINABILITY**

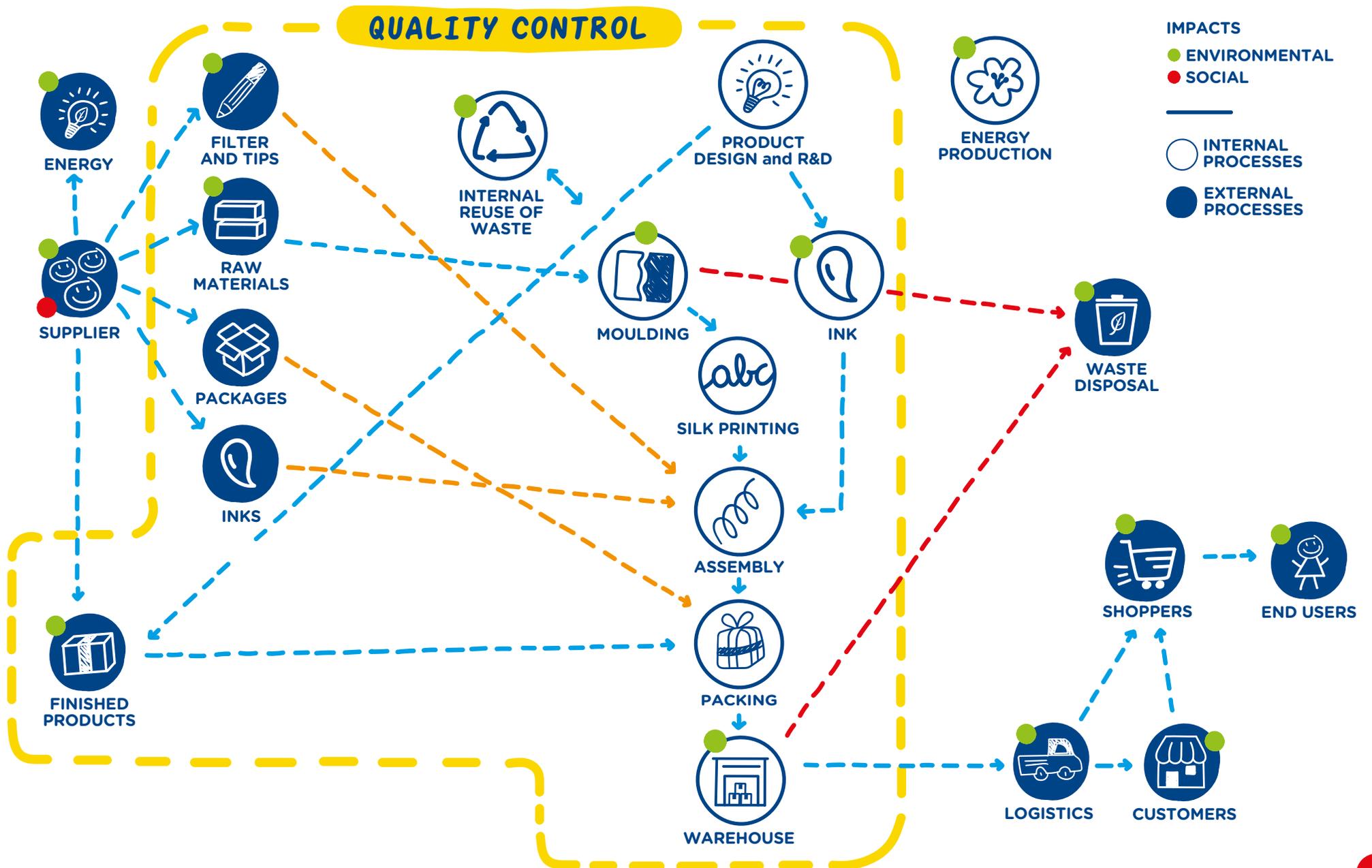


**CARIOCA INTENDS THE CONCEPT OF SUSTAINABLE PRODUCTS
IN THE BROADEST AND MOST ALL-EMBRACING WAY POSSIBLE.**

Over the years, our focus on sustainability has transformed our technologies, energy sources, and the entire production cycle.

Today, CARIOCA continues to pursue further goals, with the strength of its own awareness and the capital of knowledge acquired to date.

Our manufacturing process



Plant and processes

PRODUCTION PLANT

Total area: 20.000 m²

Covered area: 18.500 m², divided into two floors.

Production area: 6.500 m²

Storage/warehouse area ca. 12.000 m²

Maintenance area + one medium voltage electrical energy transformation cabinet.

GROUND FLOOR is divided into two wings:

- inbound of raw materials and imported finished products;
- outbound and delivery of customer orders;
- molding and ink departments.

FIRST FLOOR comprehends:

- assembly and packing departments;
- storage area of the semi-finished products.



PRODUCTION PROCESSES

MOULDING PROCESS



Virgin or regenerated raw materials are mixed with the color master batch directly in the moulding machine. After being moulded, components like barrels, caps, end plugs, valves and nib holders stabilize in size within 24 hours.

INK PREPARATION

The inks used in the assembly process are produced in two mixers, both of 1000 L capacity. The water coming from the public network flows through a demineralization unit, to remove the mineral ions, and is then sterilized using UV lamps, in order to kill any bacteria present.



SILK SCREENING PROCESS



The desired image is impressed on the barrel by applying paint on a personalized screen that touches the barrel while it rotates. The personalized barrel is left to rest for at least 4/6 hours, to avoid any damage in the next steps of the production.



ASSEMBLY PROCESS



This process involves the assembly of the felt pen, by combining together the plastic components, the filter, the ink and the nib. The process is completely automated. After the various stages of assembly, the ink will move from the filter to the nib through a capillary effect; the nib will release the ink gradually while writing.

PACKING PROCESS



Felt pens are divided by color and inserted in hoppers, from where they are transferred to a conveyor belt in the correct sequence. Single packages are put in bigger boxes that store 24 or 48 packages and put on pallets to prepare for shipment!

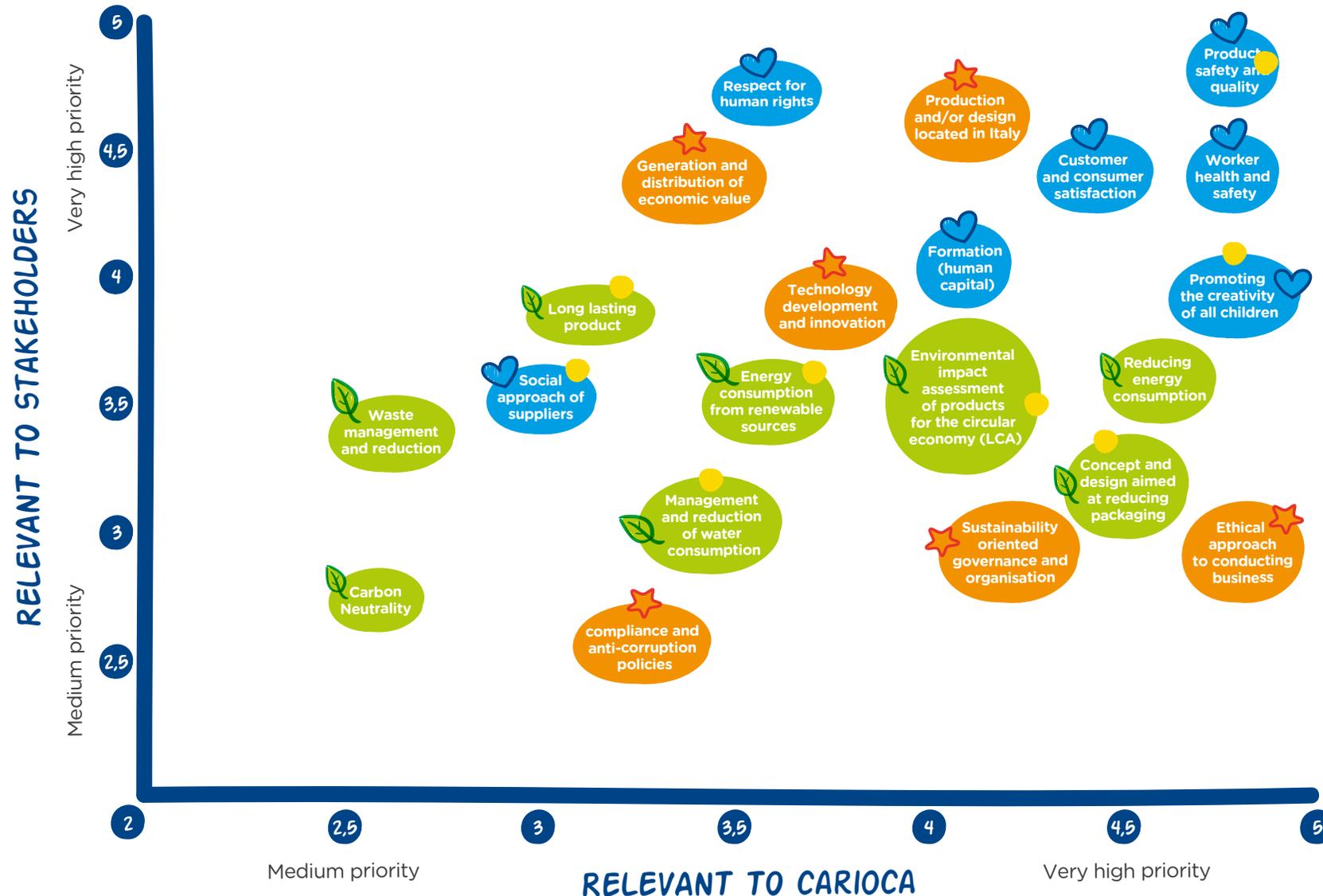
Sustainability and materiality matrix

CARIOCA'S MATERIALITY MATRIX

The importance of each material issue identified by the Sustainability Committee was measured by means of an internal and external survey.

The questionnaire was sent to management, the Sustainability Committee and some employees.

In addition, the questionnaire was presented at a meeting to all foreign agents, who were asked to rate each issue according to its importance to their customers.



Sustainability and materiality matrix

CARIOCA AND SUSTAINABILITY

ENVIRONMENTAL:

- 1. Reducing energy consumption:** Energy and efficiency is part of the measures we have taken to achieve climate and carbon neutrality.
- 2. Renewable Energy:** To improve our carbon neutrality, in 2020 we installed a photo-voltaic system able to produce about 500.000kWh. In 2022, we switched our energy supplier to take advantage of CVA's 100% renewable energy mix and we launched a feasibility study for the expansion of the existing photo-voltaic system.
- 3. Carbon neutrality:** We intend to implement procedures that, in addition to monitoring our emissions, allow their reduction and/or offsetting, also in line with the European Zero Net Carbon strategy.
- 4. Waste management and reduction:** We implement strategies to prevent and reduce the amount of waste produced to the minimum.
- 5. Managing and reducing water consumption:** At Carioca we feel that protecting water resources is an extremely urgent issue that requires immediate action. We are thus committed to reducing water consumption and managing water resources efficiently through ad-hoc technologies and internal best practices.
- 6. Product Environmental Impact Assessments for the circular economy:** The circular economy is a macro issue as well as a strategic resource. We are striving to achieve the goal of circular economy, but are dependent on current external contextual factors that limit its full achievement.
- 7. Durability of the product:** We consider the durability of our products to be a key feature, in line with our circular economy strategy.
- 8. Concept and design aimed at reducing packaging:** At Carioca we are committed to introduce recycled/reusable materials for the packaging of certain products.
- 9. Product safety and quality:** Having product quality and safety always in mind, we have created within the company structure a quality/regulatory function that closely monitors and verifies the quality and safety of each product.

THE MATERIAL TOPICS WERE IDENTIFIED AFTER A CAREFUL ANALYSIS BY THE SUSTAINABILITY COMMITTEE.
THE SCOPE OF EACH TOPIC CAN BE TRACED BACK TO THE HEAD OFFICE IN SETTIMO TORINESE.
THE IDENTIFIED MATERIAL TOPICS ARE CONSISTENT AND PARTICULARLY RELATED TO ESG.

SOCIAL RESPONSIBILITY:

- 10. Employee health and safety:** Carioca is a working environment where health and safety of workers are essential aspects.
- 11. Ethical approach to business:** Integrity, loyalty, freedom from conflicts of interest, transparency and confidentiality are the principles of our Code of Ethics.
- 12. Suppliers' social approach:** Our suppliers are selected on the basis of commercial criteria as well as of sustainability and social awareness.
- 13. Respect for human rights:** We share and adhere to the international core principles defined by the UN Universal Declaration of Human Rights and the International Labour Conventions and Recommendations issued by the ILO.
- 14. Encouraging creativity in all children:** Creativity is a pillar of our activity and one of our main objectives is to make it accessible. Carioca is alongside little creators also on social networks with short videos to unleash their imagination.

GOVERNANCE:

- 15. Consumer/customer satisfaction:** In the pursuit of customer and end-user satisfaction we require all directors, managers and employees to engage in all customer relationships with honesty, professional fairness and transparency.
- 16. Economic value creation and distribution:** In order to create value over time and share it with all stakeholders, we implement sustainable growth strategies and appropriate management policies.
- 17. Production and/or design in Italy:** The "Made in Italy" brand has always been a guarantee of quality for many products. For Carioca, production in Italy entails a strategic choice aimed at protecting Italian industry.
- 18. Management and organization for sustainability:** Our Sustainability Committee is chaired by the CEO and the General Manager and it is made up of the heads of the main business areas such as Quality/Regulatory Control, Research and development, Human Resources, Marketing, Supply chain, Production. The Committee outlines Carioca's industrial model consistently with sustainable growth.
- 19. Compliance and anti-corruption policy:** As explicitly stated in the Code of Ethics, there is zero tolerance for any form of bribery of public officials, legal entities or any other person as defined by the relevant laws.
- 20. Development and technological innovation:** Our operations are based on an innovation-oriented mindset aimed at ensuring the highest quality of products and services, therefore we support training and skill development programmes and investment in technology.

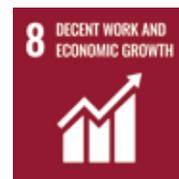


CARIOCA'S MATERIALITY MATRIX

CARIOCA identified 6 key goals within the Sustainable Development Goals promoted by the UN in Agenda 2030:



We are committed to facilitating the approach of all children and young people to the development of creativity and the enhancement of artistic skills and knowledge. Our products are designed and developed in order to accompany the personal growth and training journey of our users.



At Carioca, we are committed to ensuring a decent working environment and progressive economic growth by innovating our technology, and integrating ESG issues into our business strategy.



We are aware of how essential water is and the urgency of taking concrete action to protect it. At Carioca, our aim is to contribute to the target of efficiency and reduction of water consumption through the activation of a number of internal procedures.



As well as innovation and technological modernisation of our processes, we believe it is important to upgrade our infrastructure, and for this reason we have started to improve the efficiency of our plant in order to reduce our costs and impact on the environment.



Reducing energy consumption, combined with the use of renewable energy, is a concrete step towards reducing our environmental impact. In order to contribute to this goal, we have chosen a renewable energy mix. We have also implemented operational energy efficiency measures and internal best practices.



We aim to integrate sustainability into all our processes to achieve sustainable management and efficient use of natural resources, including waste prevention, reduction, recycling and reuse.



Sustainability and materiality matrix

OUR STAKEHOLDERS FOR SUSTAINABILITY AND METHODS OF ENGAGEMENT

Together we make a difference! We acknowledge our stakeholders and we engage with them through dialogue and exchange in order to achieve our common goals, especially those related to sustainability.

- 

Shareholders
 Financial results disclosure
 Sustainability disclosure
 Code of Ethics
 Quarterly review
- 

Human resource
 Training, Development and Evaluation
 Code of Ethics
 Corporate Information
 Labour relations and union agreements
 Regular meetings
 Carioca insieme' communications
 Communication Box
- 

"Selected" partner suppliers
 Sharing and/or signing the code of ethics
 Survey of characteristics through a factory profile
 Direct contact with the relevant structures
 (logistics, sales, quality control)
- 

Bank & Lenders
 Financial disclosure
 Sustainability disclosure

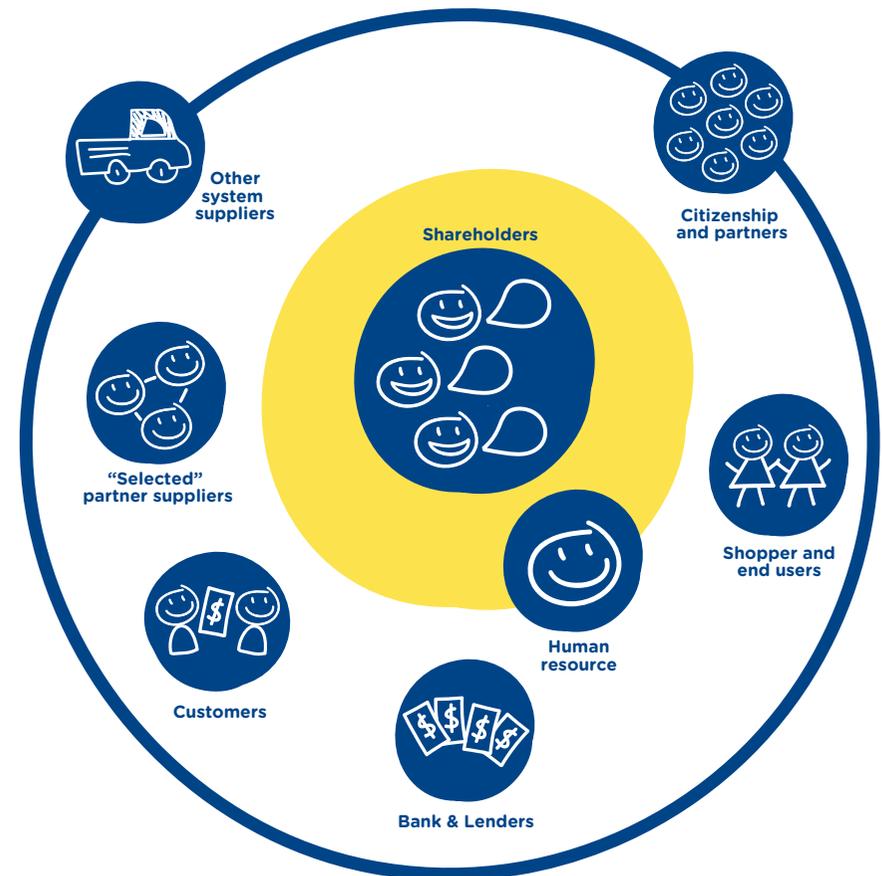
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Customers
 Participation in trade fairs and special events
 Direct contacts with the relevant structures (logistics, sales, quality control)
 Audits
 Product catalogue
 Code of Ethics
 Company website
- 

Shoppers and end users
 Company website
 Social media
 Customer Service
 Meetings and workshops
- 

Other system suppliers
 Sharing and/or signing the Code of Ethics
 Direct contact with relevant structures (logistics, sales, quality control)
- 

Citizenship and partners
 Sharing and/or signing the Code of Ethics
 Direct contacts with the relevant structures (logistics, sales, quality control)



Stakeholders	Expectations	Engagement
Customers	<ul style="list-style-type: none"> - Product quality, safety and competitiveness - Continuity and accountability of services - ESG engagement - Sustainable Supply Chain Management 	<ul style="list-style-type: none"> - Audit and product catalogue - Direct contact with the competent structures (logistics, sales, quality control) - Attending trade shows and special events - Code of Ethics and Web sit
Shoppers and End users (children & families)	<ul style="list-style-type: none"> - Product health and safety - Environmental impact of the product - Product Quality 	<ul style="list-style-type: none"> - Website and Social media - Customer service - Meeting initiatives and workshops
"Selected" partner suppliers	<ul style="list-style-type: none"> - Fairness, transparency and continuity of contractual arrangements - Communication of business strategy 	<ul style="list-style-type: none"> - Sharing and/or signature of the Code of Ethics - Survey of characteristics through a factory profiling - Direct contact with competent structures (logistics, sales, quality control)
Other system suppliers	<ul style="list-style-type: none"> - Fairness, transparency and continuity of contractual arrangements 	<ul style="list-style-type: none"> - Sharing and/or signature of the Code of Ethics - Direct contact with competent structures (logistics, sales, quality control)
Shareholders	<ul style="list-style-type: none"> - Value creation and distribution - Economic, social and environmental sustainability - Risk management - Sharing of mission and vision 	<ul style="list-style-type: none"> - Disclosure of financial results - Sustainability Disclosure - Code of Ethics - Quarter review
Human Resources	<ul style="list-style-type: none"> - Health and safety at work - Communication of business strategy - Fairness, transparency and continuity of contractual agreements - Enhancement of skills and Welfar 	<ul style="list-style-type: none"> - Training, development and evaluation - Code of Ethics and Company information - Industrial relations and trade union agreements - Regular meetings - "Carioca insieme" communications - Communication box
Banks and Lenders	<ul style="list-style-type: none"> - Value creation and distribution - Business continuity and risk management - Economic, social and environmental sustainability 	<ul style="list-style-type: none"> - Disclosure of financial results - Sustainability Disclosure
Citizenship and partners	<ul style="list-style-type: none"> - Transparent communication and accountability - Compliance with legislation and standards - Compliance with certification specifications - Use of local resources - Support for territorial initiatives - Creativity development initiatives 	<ul style="list-style-type: none"> - Sustainability Disclosure - Code of Ethics - Website - Plant visits



Governance and organization for sustainability



CARIOGA's Sustainability Committee has been established in 2022 and its primary role is to define and develop strategy that enables a simultaneous approach to ESG issues in all areas of our business.

Chaired by the CEO and the General Manager, it includes the heads of key functional areas: Production and Quality/Regulatory, Research and Development, Marketing, Logistics and Purchasing, Human Resources.

THE MAIN FUNCTIONS OF THE COMMITTEE CAN BE SUMMARIZED IN:

- 1** Developing sustainability strategy of each business area, integrating ESG targets;
- 2** Collecting sustainability data and overseeing performance/results;
- 3** Engaging stakeholders in a transparent dialogue on sustainability topics;
- 4** Drafting sustainability report;
- 5** Monitoring international sustainability initiatives.

Carioca responsible sourcing

THE SUPPLY CHAIN

A sustainable supply chain integrates ethical/social and environmentally friendly practices into a successful competitive model.

Supply chain transparency is critical from top to bottom, while sustainability initiatives need to extend from raw material sourcing to last-mile logistics.

To do this, the collaboration of all the actors involved in the supply chain is necessary, from the suppliers of raw materials, packaging and finished products, to the transport agencies, responsible for the distribution of the goods: everyone must unify their efforts, promote concrete actions such as the use of raw materials of sustainable origin or the rationalization of the resources used.

FOCUS

CARIOCA has made these principles its own, asking its suppliers to do the same in a common effort to achieve high standards in the environmental and social fields.

This is why we carefully monitor the management approach of our suppliers in terms of Quality, Environment and Safety and require adherence to our Code of Ethics, inspired by the BSCI principles, or a recognized certification in the social field.



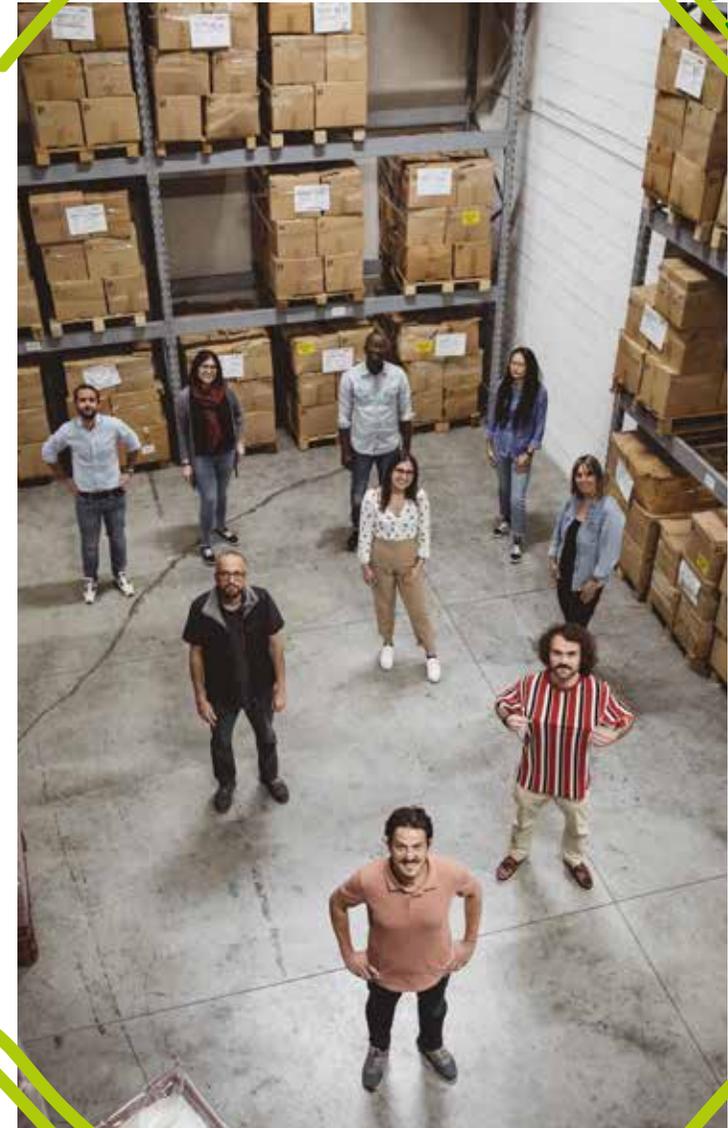
GREEN SUPPLY CHAIN



TRASPARENT SUPPLY CHAIN



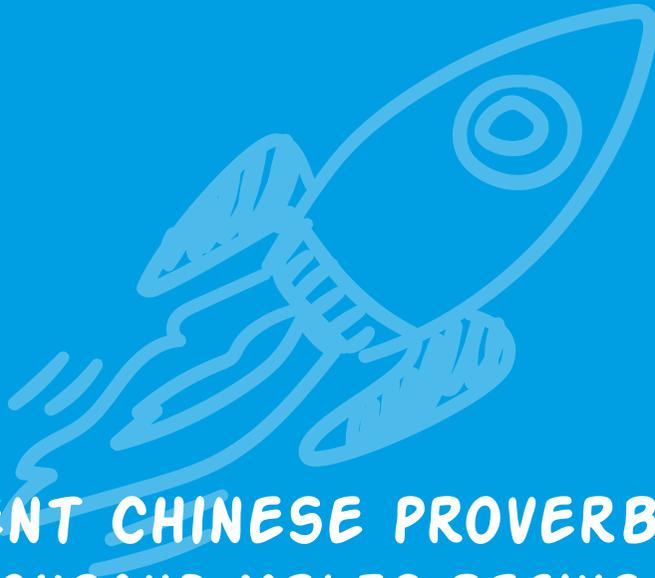
CIRCULAR SUPPLY CHAIN





OUR CARE

FOR THE PLANET



**AN ANCIENT CHINESE PROVERB STATES:
"A JOURNEY OF TEN THOUSAND MILES BEGINS WITH THE FIRST STEP".**

CARIOCA proceeds along the defined path with foresight and attention to every detail.

The common goal of safeguarding our planet can be achieved
as much with vision and planning as with simple everyday actions!

Our commitment to sustainable products

PRODUCT DESIGN AND ENGINEERING

When designing our products we immediately think of the packaging, trying to reduce the quantity and volume required.

The packaging, where possible, is thought as an integral part of the product.



FOCUS: ELIMINATION OF PLASTIC PACKAGING

Starting from 2020, our attention to the sustainability of packaging has focused on the gradual reduction of the use of plastic. Thanks to this commitment, in three years we have managed to avoid the use of:

PVC packaging (completely removed in 2022)

PVC (ton)* = 72

PET (ton)* = 18.5

Total plastic (ton)* = 90.5

*the data in the table has been estimated on the basis of consumption.

FOCUS: FSC

FSC certification - Forest Stewardship Council - is an international certification for forestry and forest based products such as wood and paper.

In October 2022, Carioca obtained the FSC Certification of its Chain of Custody Management System; we are therefore able to supply some FSC certified products to our customers and end users (i.e. wood pencils, packaging, drawing and writing pad).

CONCEPT AND DESIGN AIMED AT REDUCING PACKAGING

Our packaging strategy and reduction approach is concentrated on four principles of circularity.



For the packaging of our products we prefer to use 100% recyclable paper, but by their nature some products require plastic packaging.

POLITICS

We work on sustainable packaging by trying to replace the most impactful materials with more sustainable ones, moving towards greener packaging.

RESULTS

- Elimination of the use of PVC packaging from CARIOCA's brand products.
- 90.5 tons of plastics saved.

GOALS

Reduction of the use of virgin plastics in packaging.



Our commitment to sustainable products

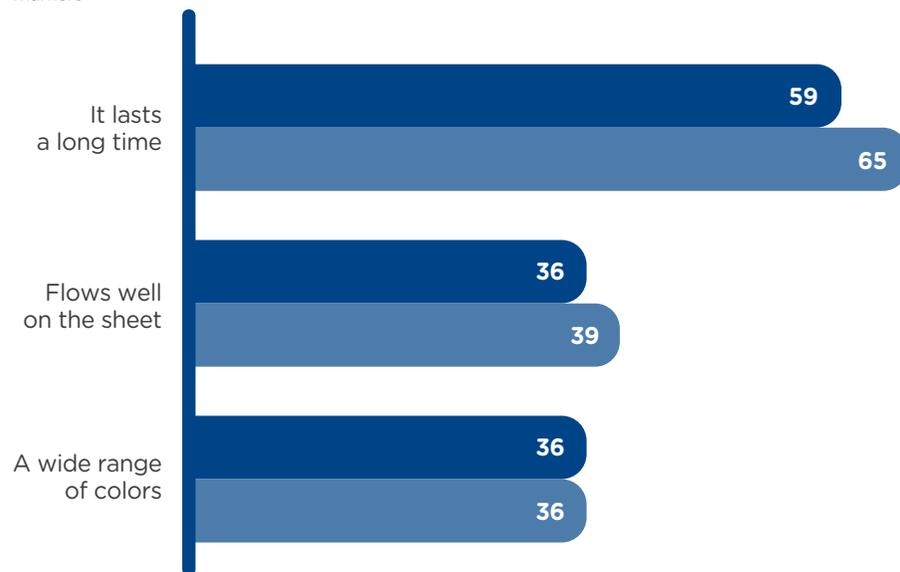
PRODUCT DURABILITY

The basis of long-term sustainability is the durability of a product: the more useful it will be to us over time, the later it will become waste.

Consumers and customers alike believe that the features that most determine the quality of products belonging to our market are: **durability**, **safety** and **performance**, as well as the **eco-sustainability** of the materials used.

Charateristics of markers

with which Carioca responds best to the request of parents, of children aged between 5 and 13, who buy markers



- Parental response at the question "Which of these elements that characterize the markers do you take into consideration when choosing wich ones to buy for your child?"
- Parental responses with respect to Carioca

Doxa's research (Doxa Kids 21/21) has shown that our markers largely meet parents' expectations in terms of long lasting, flowability and a wide range of colors.

FOCUS: CHECKING THE DURATION OF THE MARKERS

In our quality control department, one of the main aspects we pay attention to is the writing duration of each designed model.

Our experts then have the task of taking samples and submitting them to a writing test.

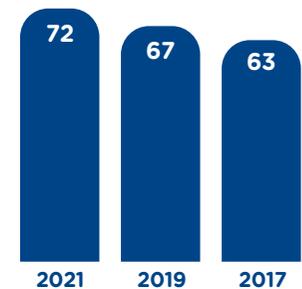
Using a special machine, the felt-tip pens are positioned on suitable supports in order to write on standard paper with a correct angle, which reproduces the typical handwriting angle, while continuously changing the support point of the tip, to avoid excessive wear of the tip itself.

The resulting trace is circular to minimize paper consumption: the equipment is able to automatically calculate the length of the trace, based on the number of circles traced and the paper sliding speed.

Parent % looking for a long lasting product

Source: Doxa

As part of our effort to reach a more sustainable product, we are striving to increase the duration of our products also to meet parent's growing request.



POLITICS

Even if we know that our products are not durable, we nevertheless try to give them the longest possible life.

RESULTS

- Average consumer perception of durability **59**
- CARIOCA's average **65**
- Longlasting perception of our felt tips is better than the average (source: Doxa)

GOALS

- Maintenance of high controls on the life of the markers
- Deliver better and longer performance by adding colors to the products: more lead in the pencils, more paint in the same tube, more ink in the felt tips.



Our commitment to sustainable products

MATERIALS USED FOR PRODUCTION

We use different materials such as various types of plastics, paints, inks and paper. The maintenance of the machines also requires the use of auxiliary materials, such as: ethyl alcohol, antifreeze, oils.

A key issue in our category is that of inks. The production, the use (by children) and the disposal of inks are crucial steps in the application of conscious production policies. For this reason, all CARIOCA inks are water-based!

We are able to produce most of the inks we need for our products. Only a small percentage of inks is purchased by suppliers.

FOCUS: WATER BASED INK

CARIOCA's markers for children contain water-based inks, i.e., aqueous solutions of dyes and additives: the latter are able to provide the most requested characteristics, such as brilliance and intensity of the colours.

They feature a great ease of use, because the colour is absorbed by the tip of the marker and transferred uniformly onto the paper support.

The decision to adopt water-based inks reflects our desire to protect our customers and consumers by avoiding the use of harmful and/or toxic substances that other types of ink would imply.

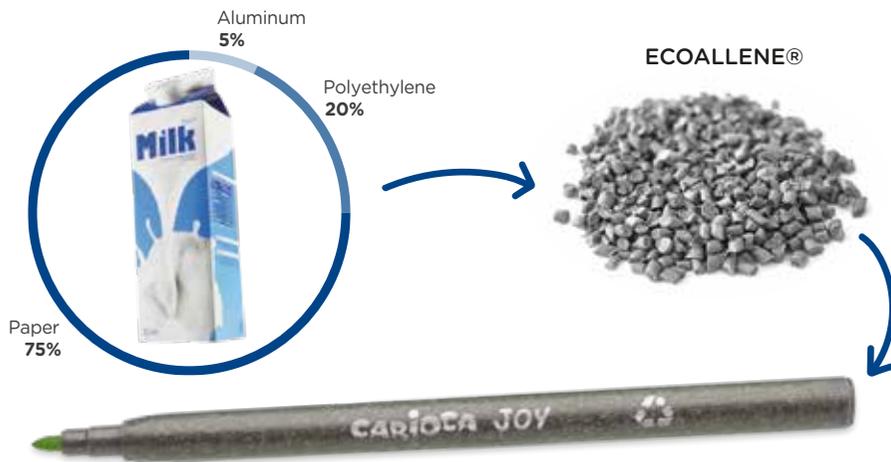
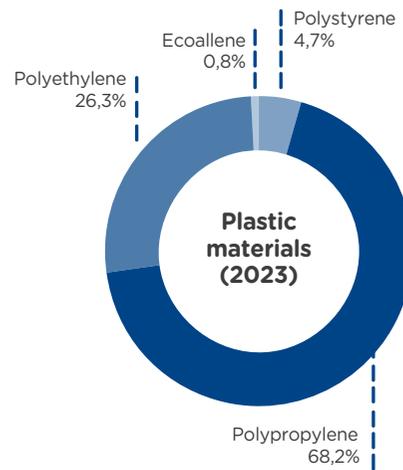
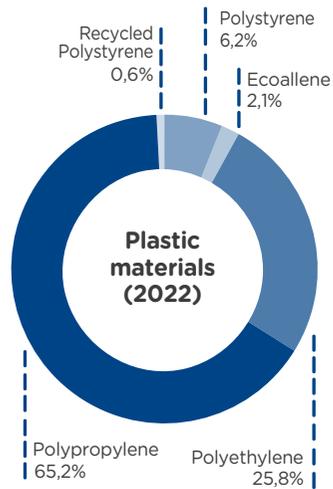
Our super-washable water-based inks are also easily washed off with soap and water from both skin and most fabrics!



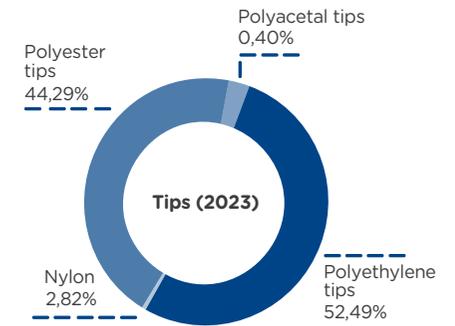
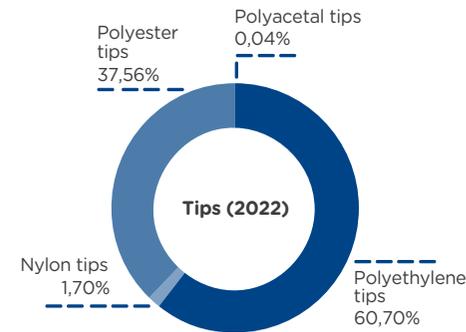
Our commitment to sustainable products

MATERIALS USED FOR PRODUCTION

Since 2022 we have been using not only virgin polystyrene, but also recycled polystyrene and we commit to increase the percentage of use of recycled plastics in the future, in order to reduce the impact on the environment and contribute to the recovery of materials that still have value.



CARIOCA makes a large quantity of different markers and pens, specific for every need therefore we use different kind of tips.



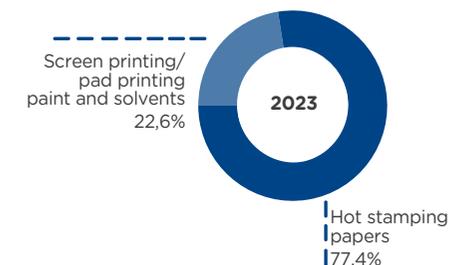
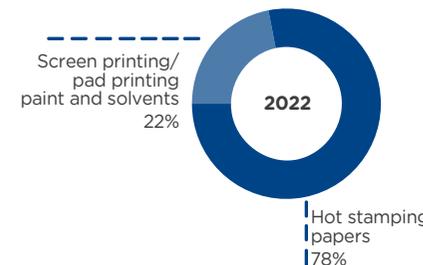
FOCUS: DIFFERENT METHODS TO PRINT WRITING ON MARKERS AND PENS.

The decoration of our markers can be done in 3 different ways: hot stamping, pad printing, screen printing.

Hot stamping is a process that takes place during the assembly phase: a thin metallic or colored foil is imprinted on the marker barrel by pressing a hot stamp which slightly melts the plastic surface, allowing the adhesion of the foil to the support.

Pad printing reproduces the classic transfer of paint from a more or less soft support to the plastic surface.

Silk screening, on the other hand, provides for the transfer of the paint with a micro-perforated frame that reproduces the desired design.



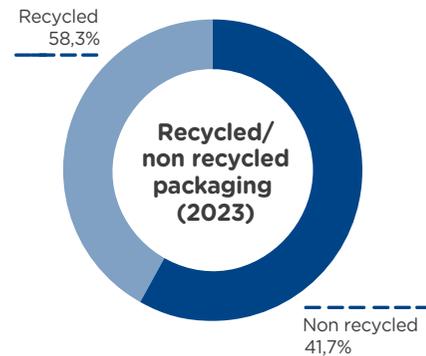
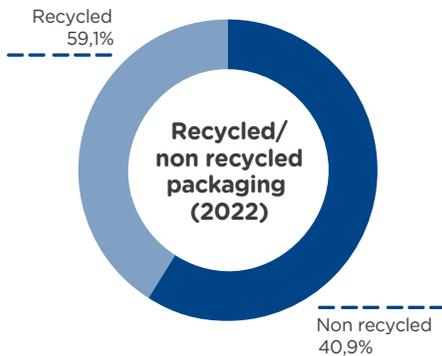
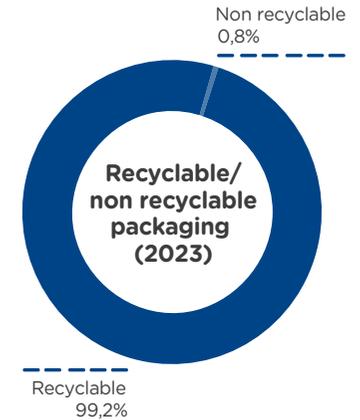
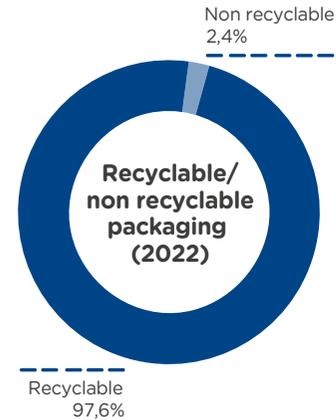
MATERIALS USED FOR PRODUCTION

PACKAGING

All of our packaging is semi-finished and it can be divided into three main categories:

- Paper products;
- Plastic packaging;
- Paper, plastic and adhesive label packaging.

Looking at the end of life phase of the packaging, it can be recyclable or non-recyclable based on its materials and components. In our packaging decision we consider recyclability as an important topic!



FOCUS: RPET

The acronym r-PET (recycled PET) refers to recycled polyethylene terephthalate (PET, i.e. plastic). It is obtained from recovery and recycling processes of ordinary PET, such as sorting, washing, shredding and melting.

In recent years, there has been an increase in the use of r-PET in the manufacture of various products as numerous studies have shown a reduction in carbon footprint levels associated with production.

In particular, the 2019 report 'The New Plastics Economy Global Commitment', the result of a collaboration between UNEP and the Ellen MacArthur Foundation, showed that the recycling of 1 kg of r-PET is equivalent to a reduction in emissions of around 3 kg of CO₂.



Assessment of the environmental impact of products, aimed at the circular economy

Carioca is strongly focused on the durability of its products, because it is the process step that we can control in terms of product life. Despite the fact that every component of our products is recyclable after being properly separated, the absence of a proper disposal chain prevents us from managing it completely.

POLITICS

Be aware of the entire life cycle of products to reduce their environmental impact.

RESULTS

Analysis of production processes, materials, packaging and the supply chain of our products to identify critical issues and act where possible, reducing their impacts.

GOALS

Make LCA Assessment for the main products categories.



Waste management and reduction

We want to make sure we are using all resources as efficiently as possible. For us this means trying not to waste materials, reusing them internally or making sure that other subjects can reuse them. If disposal is the only possible alternative, we still try to ensure that the end of life of our waste materials is useful, at least for generating energy.

PLASTIC

	2022	2023
Plastics material used* (kg)	1.484.910	1.199.795
Plastics waste**(Kg)	4.680	8.620
Externally recovered plastics materials***(Kg)	57.300	47.460

*plastic materials purchased and used during the year to print the felt-tip pen components

**markers waste sent for disposal

***plastic waste linked to the molding of felt-tip pen components sent for recovery

In 2022 thanks to the use of the sprues we recovered 38.254 kg of plastic, while in 2023 32.508 kg.

At the same time, all the polyethylene that we are unable to reuse internally we give it to our stakeholders who have the possibility to ensure that it is reused while maintaining its value.

FOCUS: REUSE OF WASTE

Our markers are made through injection molding systems and the production of sprues is a consequence of the production process, since they consist of the injection attachments necessary for the molten plastic to fill the mold in all its parts.

Our molding machines are equipped with a mechanism capable of shredding them and inserting them again at the beginning of the molding process as input material.

Furthermore, the step that has the greatest impact on polymer waste is the "color set up", i.e. when you switch to printing pieces with the same molding machines from one color to another.

In this case we can reuse the multi-coloured sprues in the moulding of black or dark grey products.

POLITICS

- In line with the circular economy: keep the value of material as high as possible
- Efficient and responsible use of resources

RESULTS

32.508 kg of plastics recovered through the reuse of waste in 2023.

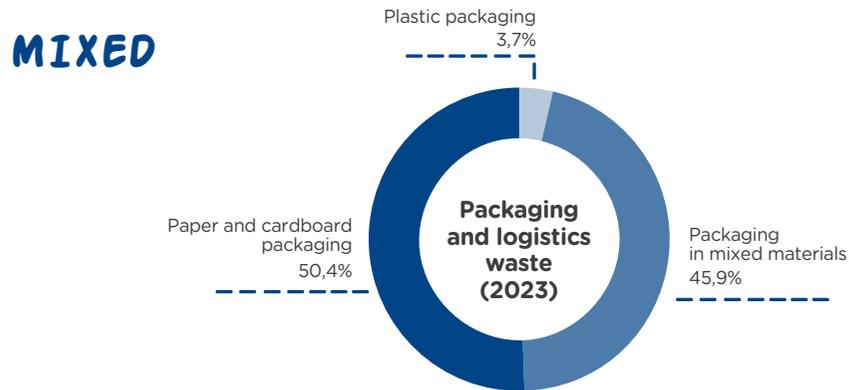
GOALS

- Reduce the waste to landfill
- Promote the reuse of materials



Waste management and reduction

Our packaging and logistics are another source of waste generation, despite our attention to minimizing waste and to better managing the packaging itself and the pallets, by reusing where possible.



The wooden pallets are sent to a recovery centre, where they are repaired and reused when possible or disposed of when not recoverable.

Other types of waste that we dispose of are related to our ink processing and use of machines in a more general way.

	2022	2023
Dirty drums (kg)	3.780	6.200
Iron and steel (Kg)	36.690	13.470

- Dirty drums are the worn containers of Carioca production inks and the empty containers of purchased inks / additives / solvents. Disposal is carried out through waste-to-energy.
- Iron and steel derive from obsolete machinery and equipment and disposal involves reuse as raw material, after appropriate sorting and disassembly.

	2022	2023
Paper and cardboard packaging (kg)	69.450	81.400
Plastic packaging (Kg)	800	5.979
Packaging in mixed materials (Kg)	86.060	74.130

Our paper and cardboard waste in both 2022 and 2023 was 100% recovered through recycling.

Regarding mixed packaging, waste management consists of sorting/differentiation at entry into the disposal centre, with the formation of fractions of paper, wood, plastic, iron, etc., which are sent for recovery. What cannot be recovered is sent to the waste-to-energy plant, but this is a minor amount compared to the total and it depends on the composition of the waste.



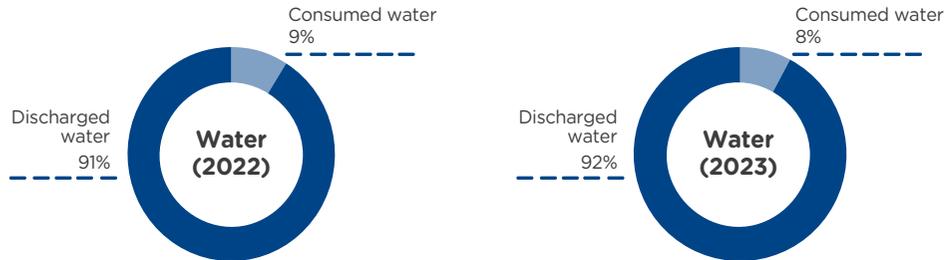
Management and reduction of water consumption

Our water consumption concerns the use of water both as an element in our production processes and for sanitation.

In production we use water as a raw material for the inks and as an element in the adiabatic cooling process of the oil in the press circuit of our moulding machines. All the water we consume comes from the water main.

	Year	Water withdrawn	Discharged water	Water consumed
SMAT (Società Metropolitana Acque Torino SpA)	2022	5.958 m ³	5.403 m ³	555 m ³
SMAT (Società Metropolitana Acque Torino SpA)	2023	4.726 m ³	4.359 m ³	367 m ³

In detail we refer to: **water withdrawn; water discharged ; water consumed.**



We calculate our water intensity by relating total water consumption to the markers produced.

Water intensity = Total water consumed / Number of markers produced*

*The number of markers produced is an estimate, calculated ..."

	Water intensity
2022	0,0000023m ³ /marker
2023	0,0000018 m ³ /marker

POLITICS

Compliance with national water discharge policies.

RESULTS

- Water withdrawn 4.726 m³
- Discharged water 4.359 m³
- Water consumed 367 m³
- Water intensity 0,0000018 m³/marker

GOALS

- improve water intensity
- establish a rainwater harvesting system for garden irrigation

FOCUS: SLUDGE FILTERING AND WASHING WATER REUSE

We prepare our water-based inks by mixing them with other ingredients in special tanks that must be washed before each colour change.

Previously we stored the cleaning water and sent it for disposal. Since the end of 2022, we have implemented a filter stage that makes it possible to filter the water sludge.

Today, we reuse the water cleaned in the process and the sludge residue is properly stored for disposal, saving both water consumption and road transportation!

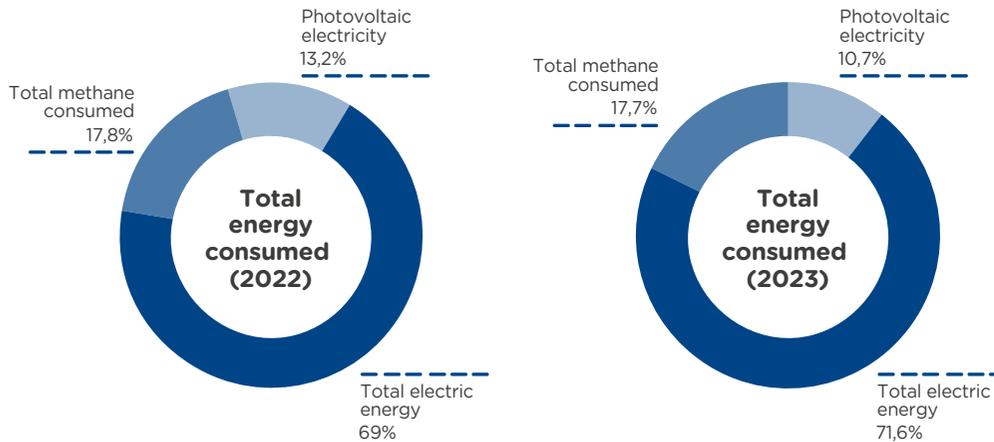
Energy management

Our energy management includes measuring consumption, defining and implementing strategies in order to reduce and optimize our energy consumption and making production processes more efficient.

FOCUS: ENERGY MANAGER

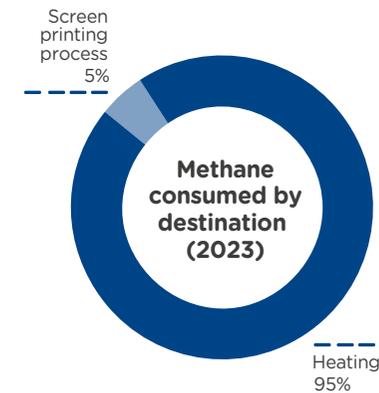
Since 2021, our choices and actions are dealt by an energy manager. Specifically, he follows our energy diagnosis, advising us towards continuous improvements.

ENERGY CONSUMPTION ELECTRIC ENERGY



	2022		2023	
Total electric energy consumed	3.667.073 kWh	13.201 GJ	2.9944.025	10.779 GJ
Total methane consumed	83.865 Sm ³	2.853 GJ	68.321	2.324 GJ
Total energy consumed	16.054 GJ		13.103 GJ	

ENERGY CONSUMPTION METHANE



	2022	2023
Methane consumed for the screen printing process	4.193 Sm ³	3.416 Sm ³
Methane consumed for heating	79.672 Sm ³	64.905 Sm ³
Total methane consumed	83.865 Sm ³	68.321 Sm ³

Energy intensity 2022

0,000056 GJ/marker

Energy intensity 2023

0,000054 GJ/marker



REDUCTION OF ENERGY CONSUMPTION

POLITICS

- We are committed to improving the environmental impact of our processes (from our Code of Ethics).

RESULTS

- Following the efficiency actions carried out in 2021 and 2022, a further 313 GJ of energy consumption were avoided. The purchase of new electric presses instead made it possible to save 194 GJ.

GOALS

- Purchase of a further 6 electric presses in the next 3 years.

We recognize energy efficiency measures as a valid starting point for the implementation of sustainability in our business practices.

In order to reduce our energy consumption in 2021 we replaced the traditional lamps with LED lights, through a revamping procedure that allowed us to save 234 GJ of energy.

In 2022 we adopted a more structured energy strategy, which includes the activation of both good practices and operational actions.

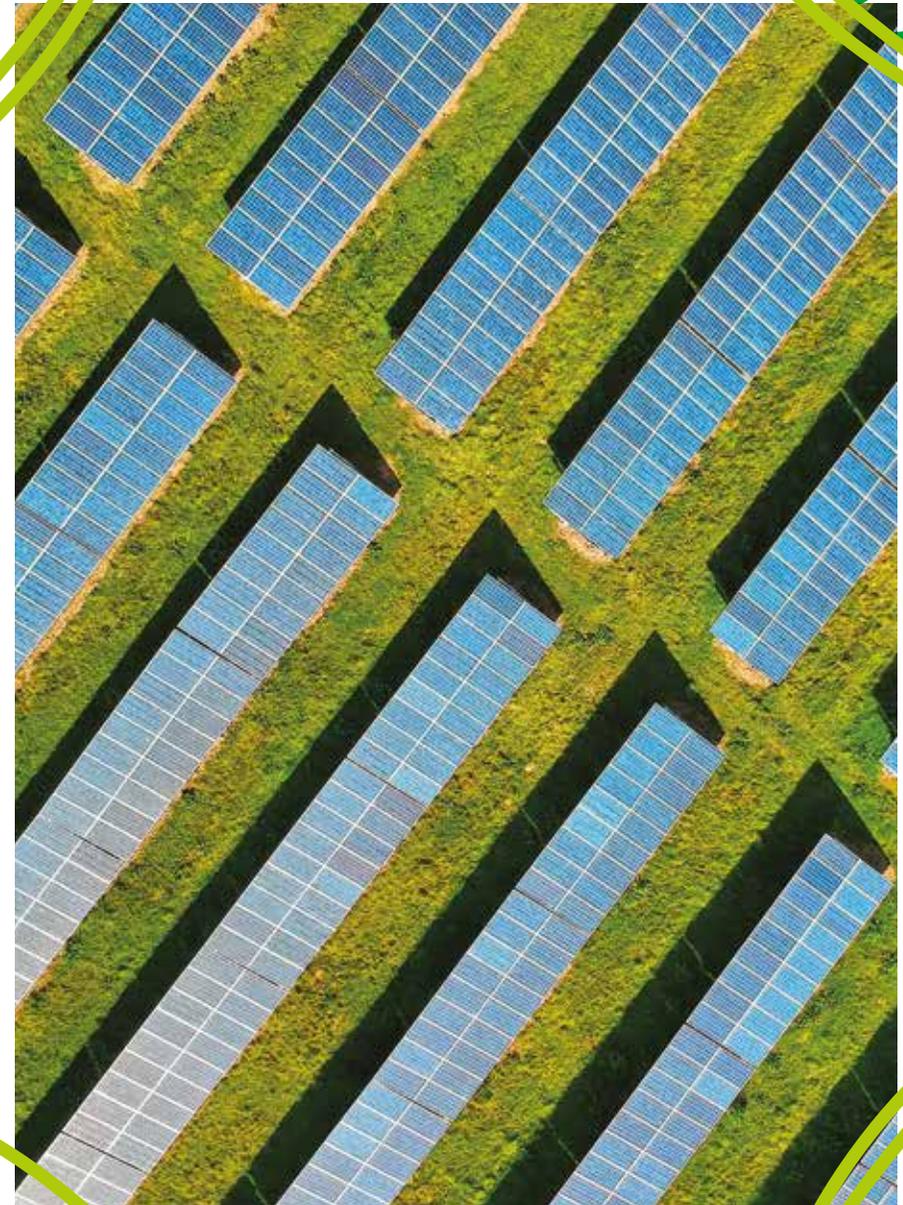
In particular our commitment has materialized:

- switching off our light sign on the roof and the light in courtyard;
- deactivating plastic shredding machines when not in use;
- shutdown of the electrical and compressed air parts of assembly and molding machines when not in operation;
- use of a timer and opening selector for the doors of molding department;
- use of a block for closing the electric gates during working hours;

Our 2022 operational actions aimed at energy efficiency includes:

- the control and optimization of the operation of a specific line dedicated to press suction;
- the shutdown of $\frac{1}{2}$ transformers in order to stabilize the input voltage and avoid energy dispersion and wear of the machinery.

Through these actions we avoided consuming an additional 313 GJ of energy in 2023.



Approach to climate change management

Aware of the challenges that climate change brings for society, in our business activities we take our carbon emissions into account and our decisions for the future are guided by:

- use advanced and more sustainable technologies;
- make products using less energy;
- improve our photovoltaic panel;
- collaborate with our suppliers to help them reduce their emissions.

CARBON NEUTRALITY

POLITICS

Compliance with Italian and European regulation

RESULTS

TOTAL emissions (tCO₂e - Scope 1): 139,30
TOTAL emissions market based (tCO₂e - Scope 2): 1.190,30
TOTAL emissions location-based (tCO₂e - Scope 2): 665,60
TOTAL EMISSIONS (tCO₂e Scope 1 + Scope 2 market based): 1.329,60

GOALS

- implement emissions compensation actions;
- calculate our Scope 3 emissions.

Our pillars for managing the transition toward carbon neutrality are:

- A. Carbon footprint management
- B. Product
- C. People

A. CARBON FOOTPRINT MANAGEMENT

In order to do this we are attentive to using energy from renewable sources, as well as to the possibilities of greater efficiency and energy saving.

Compared to 2022, we were able to cover a greater percentage of our energy needs through self-production with photovoltaic panels, specifically the 13%.

Based on our chimney emissions (data extracted from periodic sampling/analysis for ARPA) and methane consumption, we calculate our CO₂ emissions of Scope 1.

We also calculate emissions of Scope 2, related to our energy consumption.

Measuring the emissions generated allows us to have greater awareness of our environmental impact and beyond that we are constantly looking for solutions to reduce our emissions, in particular reducing and optimizing our energy consumption.

In the future we would like to be able to calculate our scope 3 emissions as well.

Our intention is to also commit to offsetting the emissions generated (Scope 1 and Scope 2).

B. PRODUCT

We aim to reduce our carbon (CO₂) emissions from making and selling our products.

It is intended and planned to carry out LCA on some major projects in 2024.

C. PEOPLE

We would like to calculate our emissions also including consumption related to the commuting of our people.

We take to heart the carrying on of engagement actions with our employees and subordinate workers.

Our future goals therefore include greater training, involvement and motivation of our employees towards the use of more sustainable modes of transport.



CARIOCA PEOPLE



**WE ARE WORKERS, COLLEAGUES, INDIVIDUALS, HUMAN BEINGS.
WE ARE CARIOCA.**

We are a community of individuals bound together by values, goals, awareness and pride.

Together we build a better CARIOCA every day.

Our Employees

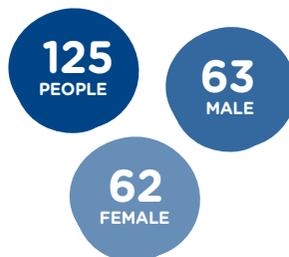
The beating heart of our business is the people who create our value every day. We recognize that a key factor in maintaining our competitiveness and ensuring customer satisfaction is the motivation and professionalism of our employees.

It's our daily aim to be a safe, stimulating and inclusive workplace where all employees can express their true selves and contribute to the Carioca identity with their unique personalities.

THE NUMBER OF OUR EMPLOYEES

Our company's population is based on a constant total of **125** people, of whom **63** are men and **62** are women.

Almost all of our employees are on permanent contracts, and below is detailed information on contract type, employment and gender.



Employees by contract type and employment	2021	2022	2023
PERMANENT EMPLOYEES (OPEN-END ACCORDING TO GRI DEFINITIONS)			
Men	58	64	63
Women	50	56	61
TEMPORARY EMPLOYEES (OPEN-END ACCORDING TO GRI DEFINITIONS)			
Men	0	0	0
Women	1	1	1
TOTAL NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING			
	100%	100%	100%

We would also point out that all our employees are covered by collective labour agreements.

FULL TIME	2021	2022	2023
Men	58	64	63
Women	46	53	59
PART TIME			
Men	0	0	0
Women	5	4	3

During periods of peak activity, our workforce is supplemented with additional resources, particularly in the Assembly and packaging area, machinery and logistics.

The following tables provide details of temporary workers as of 30th November.

Temporary workers	2021	2022	2023
Men	6	8	6
Women	17	10	11



We would like to detail the composition of our employees (our employees + temporary workers) by professional category.

Occupational categories of employees	2021	2022	2023
MANAGEMENT AND WHITE COLLAR			
Men	19	23	25
Women	16	18	20
BLUE COLLAR			
Men	45	49	44
Women	52	49	53



HEALTH AND SAFETY OF WORKERS

For us at Carioca, health and safety in the workplace is recognised as a fundamental right of the workers and as a key element in the sustainability of the company.

In accordance with the principles of hygiene, industrial ergonomics and individual organizational and operational processes, our aim is to ensure appropriate working conditions at an industrial level.

We have developed an effective health and safety policy based on preventive, individual and collective measures to minimize potential workplace accident risks. In 2023 the company obtained the ISO 45001 certification, achieving important objectives in terms of safety and prevention, promoting the safety culture in the company and activating a risk factor management system.

We firmly believe that spreading an accident prevention culture is a cornerstone of employee risk awareness: we therefore actively promote it, particularly through appropriate training and information courses.

In 2023, there were only 2 accidents among our employees, one of which was an in itinere accident.

The detailed tables are shown below.

*see methodologic al note to calculate used

Employee health and safety	2021	2022	2023
EMPLOYEE ACCIDENTS			
Total number of accidents	5	6	2
Frequency index	19,90	24,8	8,5
Severity Index	203,00	256,00	60,00

There were no serious or fatal accidents in any category of employee. Furthermore, we report that no occupational diseases were found among employees and non-employees.

Human capital enhancement

CARIOCA HUMAN CAPITAL

TURNOVER AND HIRES

		2021	2022	2023					
NEW EMPLOYEE HIRES BY GENDER									
Men		6	7	2					
Women		13	7	3					
NEW EMPLOYEE HIRES BY AGE									
	<30 Y.O.	35-50 Y.O.	>50 Y.O.	<30 Y.O.	35-50 Y.O.	>50 Y.O.	<30 Y.O.	35-50 Y.O.	>50 Y.O.
	5	12	2	5	8	1	3	1	1
OUTGOING EMPLOYEES BY GENDER									
Men		5	1	3					
Women		7	2	1					
OUTGOING EMPLOYEES BY AGE									
	<30 Y.O.	35-50 Y.O.	>50 Y.O.	<30 Y.O.	35-50 Y.O.	>50 Y.O.	<30 Y.O.	35-50 Y.O.	>50 Y.O.
	6	2	4	1	2	0	1	1	2



TRAINING (HUMAN CAPITAL)

In keeping with our strategy of developing skills, we believe that training plays an essential role in every activity carried out at Carioca.

This method allows us to train our employees directly while they are performing their tasks, supervised by a trainer. In our opinion, this type of experiential learning results in better job acquisition and better integration of new employees.

Training topics for our employees cover various subjects, generally related to business and management, safety and security.



Training hours

TRAINING TOPICS	2023
Safety and Security Training	344
Integrated Management System	144
Language courses	360
Management and administration training	24
Business and finance training	48
FSC Certification Training	24
HR Management	24

TRAINING ON THE JOB

On-the-job training is one of the most common training methods used in our factory. This is especially true for machine operators.

Each new resource is included in a personalized "on the job" training path. The corporate onboarding policy provides for a mandatory coaching period at the time of onboarding which is based on three steps:

- observation and learning of the operations necessary to carry out the activity by assisting an expert (tutor). This activity has a variable duration between 1 and 5 working days;
- operational test activity under the supervision of the tutor. This activity has a variable duration between 3 and 5 working days;
- activities in controlled operational autonomy.

Diversity and inclusion

AT CARIOCA WE AVOID ALL FORMS OF DISCRIMINATION

AND IN PARTICULAR DISCRIMINATION BASED ON RACE, COLOR, SEX, SEXUAL ORIENTATION, SOCIAL AND PERSONAL STATUS, PHYSICAL AND HEALTH CONDITION, PREGNANCY, PHYSICAL OR MENTAL DISABILITY, GENETICS, GENDER IDENTITY, PREVIOUS ACTIVITIES, AGE, NATIONALITY, RELIGION OR BELIEF AND ANY OTHER LEGALLY PROTECTED STATUS.

COMMUNICATION BOX AND WHISTLEBLOWING

We have established internal procedures such as the Communication Box, which allows people to express their opinions, even anonymously, creating an environment open to discussion and dialogue, with the aim of protecting diversity and facilitating internal communication. According to the law in 2023 Carioca has adopted an application to be used by employees and also third parties for the reporting of offences which ensures the anonymity of the reporting part.

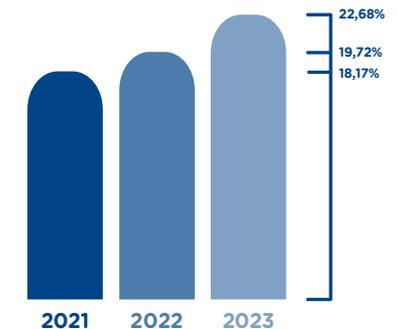
HARRASSMENT

As is explicitly stated in our Code of Ethics, we consider any form of harassment that is aimed at violating the dignity of a person, whether inside or outside the organization, to be absolutely unacceptable.

At CARIOCA, each department has a manager who ensures that in all aspects of the employment relationship, such as recruitment, training, remuneration, promotion, transfer and termination, employees are treated in a manner consistent exclusively with their ability to meet the requirements of the job.

GENDER PAY GAP

As a company, in line with PdR 125:2022, we are considering implementing practices to reduce the gender pay gap. This gender pay gap ratio is calculated on the base of the pay of all Carioca people. To reduce the gender gap the company intends to implement appropriate policies and one of our medium long-term social objectives is to obtain PdR 125:2022 certification for gender equality.



RESPECT FOR HUMAN RIGHTS

The protection of human rights is an integral part of our business ethics: in accordance with national and international legislation, we are committed to ensuring decent working conditions for all workers in our value chain, while respecting the fairness and freedom of the individual.

As explicitly stated in our Code of Ethics, we are opposed to all forms of forced labour and child labour, and we are committed to not establishing or maintaining business relationships with suppliers that use child labour in violation of local laws.



OUR COMMUNITY



**COMMUNITIES ARE LIKE CIRCLES THAT CONTAIN PEOPLE,
RELATIONSHIPS, LIFE STORIES.
CIRCLES THAT INTERSECT AND PARTICIPATE IN EVEN BIGGER CIRCLES.**

CARIOCA is a community itself: we join and promote initiatives that directly affect everyday's life of a large number of people.

We stand for social improvement and we aim to enhance and empower the children of today who are the citizens of tomorrow.

Memberships

CARIOCA Spa is active member of the most important associations of its industry and local district, as well as global international institutions and councils.



UNIONE INDUSTRIALI
Torino

Unione Industriali Torino is a voluntary association of local companies affiliated with Confindustria with the aim of representing, protecting, promoting and developing companies and their interests.



Forest Stewardship Council is an international certification for forestry and forest based products such as wood and paper.



EWIMA is the association of the leading writing instruments manufacturers in Europe.



United Nations
Global Compact

The United Nations Global Compact is the world's leading voluntary corporate citizenship initiative. It is a call to companies everywhere to voluntarily align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and to take actions in support of UN goals, including the Millennium Development Goals.



Memberships

CONNECTED WITH LOCAL COMMUNITY

Supporting our local community does not only mean financing charities and associations but above all sharing their mission and vision, being aware that we all can make a difference together both locally and globally.

CONNECTED WITH LOCAL COMMUNITY



SERMIG



ASSOCIAZIONE
STEFANO MAZZA



CIRCOLO S. PIETRO

CIRCOLO SAN PIETRO



IL CIELO
ITINERANTE



FONDAZIONE REGGIO CHILDREN



LABORATORIO ZANZARA

PROMOTING CREATIVITY

Here in CARIOCA we believe that creativity is the fundamental tool for learning and growth that every human being uses from very early childhood and then throughout his life. This is why we support creativity in all its forms and especially when it involves children whose cognitive learning is more complicated.

PROMOTING CREATIVITY



FONDAZIONE FORMA



LET'S G.O. DISLESSIA



TORINO COMICS



DISEGNIAMO
L'ARTE



EUREKA! FUNZIONA



ARTISSIMA - MADE IN

METHODOLOGICAL NOTE

The second Sustainability Report of Carioca Spa has been prepared according to the GRI (Global Reporting Initiative) standards, updated until 2024.

The aim of the report is to provide information on the company's contribution to sustainable development and to report on its main economic, environmental and social impacts, based on a reasoned selection of indicators proposed by the GRI, in accordance with the company's operational and governance characteristics and in accordance with the GRI Standards.

In the preparation of the Sustainability Report, the approach of the International Integrated Reporting Council (IIRC) has been followed wherever possible, with particular reference to the definition of human capital, other internationally recognized guidelines for non-financial reporting (Task Force on Climate-related Financial Disclosures - TCFD) have been taken into account where applicable. EFRAG exposure drafts have been considered, as well as those of the ISSB (International Sustainability Standard Board), pending EU regulation on the subject.

The principles of content reporting (stakeholder engagement, sustainability context, materiality, completeness) and information quality (balance, comparability, accuracy, timeliness, clarity and reliability) have been applied in preparing the document.

The implementation of the project involved a defined group of people from within the company and included

- Benchmarking with peers;
- A discussion with internal and some external stakeholders for the identification of material issues;
- Defining a material issues matrix aligned with the company's mission and key applicable SDGs;
- Defining a Content Index based on qualitative and quantitative information consistent with using GRI economic, environmental and social indicators;
- Collecting and systematizing qualitative and quantitative data related to FY2023 KPIs.

The Sustainability Report is prepared on an annual basis. Qualitative and quantitative data and information in this document refer to fiscal 2023.

For any questions about the report or reported information please contact sustainability@carioca.it.

The summary table (Data Synthesis) at the end of this report is an integral part of the report. It relates the topics discussed in the text to the specific performance indicators.

The working group that made this report possible is made up of: for Carioca, the Sustainability Committee and for the Management Department, Maurizio Cisi, Milena Gambardella and Chiara Orlando.

In this part of the report, we intend to explain the methods and calculations used in each chapter.

Paragraph: WASTE MANAGEMENT

The sources of data in this paragraph are taken from the invoice and EWC (European Waste Code) declaration.

The data relating to the quantity of plastic recovered thanks to the reuse of the sprues has been estimated based on the weight of plastic material which is eliminated in the form of sprues at each molding.

Paragraph: ENERGY MANAGEMENT

The sources of the data used in this paragraph are taken from bills, report GSE and meter readout. The formula for the calculation of energy consumed is energy consumed = purchased energy + (self-produce energy - energy sold).

Paragraph : CARBON NEUTRALITY

The sources of the data used in this paragraph are taken from bills, report GSE and meter readout.

The calculation of emissions from Carioca's activities is made by a specific toolkit, designed by Center4sharedValue- University of Turin, using the following sources to estimate emissions: NREL 2021, ISPRA 2020-2022-2023 and DEFRA 2023.

Carioca's GHG inventory (also called "carbon footprint") has been prepared for the year 2023.

The elaboration of the company's GHG inventory is aligned with the GHG Protocol and considers the following categories of emissions:

- **Scope 1 emissions:** refer to Carioca's direct GHG emissions, i.e. emissions generated within its boundaries from sources owned or controlled by the organization;
- **Scope 2 emissions:** refer to Carioca's GHG emissions associated with the generation of purchased electricity for its own consumption.
- **Scope 3 emissions:** These are indirect GHG emissions that are reported to Carioca and are therefore a consequence of the company's activities, but come from sources not owned or controlled by Carioca. Scope 3 calculation is not available for this second report.

Referring to Scope 1 emissions, we underline that it isn't considered emissions from company's vehicles because they are not particularly relevant. In calculating the emissions from electricity production we have considered LCA-type emission factors, which consider the emissions deriving from the entire life cycle of the photovoltaic panels. By law our emissions from chimneys are measured every two years.

The estimation of the emissions from our fireplaces is made through the sampling/analysis communicated to ARPA with the periodicity defined by law.

Referring to Scope2, emissions associated with purchased electricity are calculated using two different methods:

- **Location-based:** reflects the average emission intensity of national grids, including both renewable and non-renewable generation; GHG emissions are calculated using an average emission factor related to the national electricity mix: the higher the share of renewable energy used in a given country, the lower the relative emission factor;
- **Market-based:** considers the average emission intensity of the reference supplier's energy mix; the higher the share of renewable energy used by a specific supplier, the lower the relative emission factor;

Paragraph: MANAGEMENT AND REDUCTION OF WATER CONSUMPTION

The source of data presented in this paragraph is SMAT - Società Metropolitana Acque Torino S.p.A. Water intensity is calculated considering the ratio of water consumed to the number of markers produced.

Water intensity = Total water consumed / Number of markers produced

Paragraph: OUR EMPLOYEES

The sources of data in this paragraph are internal. For the 2023 sustainability report, the calculations for frequency and severity rates reported in the 2022 report were corrected. The formulas applied for these calculations are those for ISO 45001. The formula used to calculate Frequency index and Severity index are:
Frequency index: total number of accidents*1.000.000/ hours worked.
Severity index: [days of absence (excluding that of the accident) + days of permanent disability by convention / number of hours worked] *1.000.000.



DATA DETAILS

MATERIAL

SPI classification	Plastics type	Carioca application	Quantity used 2023 (kg)	Plastics origin		Waste destination		
				Virgin	Recycled	By-product reused internally	Sale for recycling	Disposal
1	PET	Boxes Valve	7.172					X
	PETE							
2	HDPE	Marker Components Marker tips (sintered)	334.515	325.015	9.500	38%	62%	
	PE-HD							
4	LDPE							
	PE-LD							
3	PVC	Cans Envelopes Heat-sealable film	3.200	3.200	0			X
	V							
5	PP	Marker components Cans Flowpack	831.415	831.415	0	42%	58%	
6	PS	Marker components	56.425	56.425	0	0%	100%	
7	OTHER	Filters and marker tips	132.908	132.908	0			X
	O							



SPI classification	Plastics type	Carioca application	Quantity used 2022 (kg)	Plastics origin		Waste destination		
				Virgin	Recycled	By-product reused internally	Sale for recycling	Disposal
1	PET	Boxes Valve	8.620	8.620	0			X
	PETE							
2	HDPE	Marker Components Marker tips (sintered)	418.685	388.735	29.950	38%	62%	
	PE-HD							
4	LDPE							
	PE-LD							
3	PVC	Cans Envelopes Heat-sealable film	11.617	11.617	0			X
	V							
5	PP	Marker components Cans Flowpack	990.360	988.360	2.000	42%	58%	
6	PS	Marker components	98.625	89.850	8.775	0%	100%	
7	OTHER	Filters and marker tips	57.302	57.302	0			X
	O							



Material	Type	Quantity 2023 (Kg)	Quantity 2022 (Kg)	Quantity 2021 (Kg)	Renewable/ Not Renewable	Recycled/ Not Recycled	Recyclable/ Not recyclable
Production							
Hot stamping paper	Semifinished	2.011	2.008	2.000	Renewable	Recycled	NR
Inks purchased	Semifinished	16.945	17.225	30.770	Renewable	Not recycled	NR
Inks produced	Semifinished	330.007	390.279	437.775	Not renewable	Not recycled	NR
Coloring masters	Raw material	33.343	46.121	47.618	Not renewable	Not recycled	NR
Plastics (EcoAllene)	Raw material	9.500	29.950	38.050	Not renewable	Not recycled	NR
Plastics (Polyethylene)	Raw material	315.975	371.975	384.525	Not renewable	Not recycled	NR
Plastics (Polypropylene)	Raw material	818.145	939.585	978.000	Not renewable	Not recycled	NR
Plastics (Recycled Polystyrene)	Raw material	0	8.775	0	Not renewable	Recycled	NR
Plastics (Polystyrene)	Raw material	56.425	89.850	74.250	Not renewable	Not recycled	NR
Waste plastic materials - internal recovery	Byproduct	32.508	38.254	39.072	Not renewable	Not recycled	R



Material	Type	Quantity 2023 (Kg)	Quantity 2022 (Kg)	Quantity 2021 (Kg)	Renewable/ Not Renewable	Recycled/ Not Recycled	Recyclable/ Not recyclable
Waste plastic materials - external recovery	Byproduct	47.460	57.300	73.000	Not renewable	Not recycled	R
Fiber Tips (Nylon)	Semifinished	500	470	677	Not renewable	Not recycled	NR
Fiber Tips (Polyester)	Semifinished	7.841	10.376	11.834	Not renewable	Not recycled	NR
Fiber Tips (Polyacetal)	Semifinished	71	12	148	Not renewable	Not recycled	NR
Sintered tips (Polyethylene)	Semifinished	9.290	16.760	21.153	Not renewable	Not recycled	NR
Refill (10 colours)	Semifinished	528	0	860	Not renewable	Not recycled	NR
Refill (WHT)	Semifinished	1.284	4.908	6.000	Not renewable	Not recycled	NR
Refill (Corvina 51)	Semifinished	9.863	14.676	12.000	Not renewable	Not recycled	NR
Refill (Teknomatic)	Semifinished	0	140	0	Not renewable	Not recycled	NR
Refill (Colibri)	Semifinished	0	75	0	Not renewable	Not recycled	NR
Tamponi (polyester)	Semifinished	124.496	46.926	172.894	Not renewable	Not recycled	NR
Screen Printing/ Printing Varnishes and Solvents	Semifinished	320	501	567	Renewable	Not recycled	NR



Material	Type	Quantity 2023 (Kg)	Quantity 2022 (Kg)	Quantity 2021 (Kg)	Renewable/ Not Renewable	Recycled/ Not Recycled	Recyclable/ Not recyclable
Packaging							
Paper (Envelopes/ Flowpacks)	Semifinished	288.000	253.812	333.445	Renewable	Not recycled	R
Paper (packaging components that are not outer and inner)	Semifinished				Renewable	Recycled	R
Paper (Display)	Semifinished	13.000	18.000	4.500	Renewable		R
Paper (Secondary packaging)	Semifinished	163.000	188.000	156.000	Renewable	Recycled	R
Paper (Puzzles, Boards, Stencils, etc.)	Semifinished	0	11.200	12.000	Renewable	Not recycled	R
Packaging (paper labels)	Semifinished	549	700	700	Renewable	Not recycled	R
Packaging (plastic labels/ adhesive tape)	Semifinished	500	500	500	Renewable	Not recycled	NR
Plastic Packaging (Jars - Polypropylene)	Semifinished	4.800	4.000	6.870	Not renewable	Not recycled	R



Material	Type	Quantity 2023 (Kg)	Quantity 2022 (Kg)	Quantity 2021 (Kg)	Renewable/ Not Renewable	Recycled/ Not Recycled	Recyclable/ Not recyclable
Plastic Packaging (Jars - PVC)	Semifinished	250	450	700	Not renewable	Not recycled	NR- RD
Plastic Packaging (Envelopes - PVC)	Semifinished	2.950	11.000	22.600	Not renewable	Not recycled	NR-RD
Plastic Packaging (Boxes - PET)	Semifinished	6.680	7.250	7.200	Not renewable	Not recycled	R
Plastic Packaging (Stretch Film)	Semifinished	6.840	5.500	5.000	Not renewable	Not recycled	R
Plastic packaging (Heat-sealable film- PVC)	Semifinished	284	167	6.600	Not renewable	Not recycled	NR-RD
Plastic Packaging (Valve -PET)	Semifinished	492	1.370	3.000	Not renewable	Not recycled	R
Plastic Packaging (Flowpack - PP)	Semifinished	1.130	2.000	1.340	Not renewable	Not recycled	R
Auxiliaries							
Ethyl Alcohol	Auxiliary	421	780	780	Renewable	Not recycled	NR
Antifreeze	Auxiliary	2.938	1.356	1.000	Renewable	Not recycled	NR
Oils - Molding Department	Auxiliary	1.568	540	3.400	Renewable	Not recycled	NR



WASTE

Waste	kg 2023	Disposed of (2023)	Recovered (2023)	kg 2022	kg 2021
Non-hazardous waste					
plastic waste (markers)	8.620		8.620	4.680	4.680
Wash water (Aqueous liquid waste containing ink)	37.150	37.150		166.050	261.640
Waste ink, other than that mentioned in heading 080312	8.180	8.180		17.680	0
Out of print toner	0			280	0
waste adhesives and sealants, other than those mentioned in 08 04 09	5.000	5.000		0	0
Filings and shavings of plastic materials	47.460		47.460	57.276	73.014
Paper and cardboard packaging	81.400		81.400	69.450	63.300
Plastic packaging	5.979		5.979	800	7.020
Pallet	0			0	2.520
Mixed material packaging	74.130		74.130	86.060	87.960
End of life tyres	480		480	0	0



Waste	kg 2023	Disposed of (2023)	Recovered (2023)	kg 2022	kg 2021
waste from end-of-life electrical and electronic equipment not containing dangerous substances	620		620	1.425	0
inorganic waste, other than that referred to in 16 03 03	7.720		7.720	0	0
organic waste, other than that referred to in the item	2.402		2402	0	0
Iron and steel	13.470		13.470	36.690	41.780
Mixed wastes from construction and demolition activities, other than those referred to in items 17 09 01, 17 09 02 and 17 09 03	0			0	6.320
Paper and cardboard	430		430	0	0
bulky waste	2.040		2.040	2.260	0
Hazardous waste					
Ink waste, containing dangerous substances	3.530	3.530		12.480	0
waste adhesives and sealants, containing organic solvents or other dangerous substances	86		86	0	0
non-chlorinated emulsions	2.680	2.680		0	0



Waste	kg 2023	Disposed of (2023)	Recovered (2023)	kg 2022	kg 2021
Mineral oil waste for engines, gears and lubrication, non-chlorinated	2.940		2.940	0	2.745
dirty ink drums (Packaging containing residues of dangerous substances or contaminated by such substances)	6.200		6.200	3.780	880
lead acid batteries	340		340	0	0
antifreeze liquids containing dangerous substances	1.953		1.953	0	0
Other insulating materials containing or made up of dangerous substances	30	30		0	0
Fluorescent tubes and other waste containing mercury	40	40		0	0

Total waste	Unit	2023	2022	2021
Total weight of waste generated	kg	312.880	458.911	551.859
Total weight of waste disposed of	kg	56.610	not available	not available
Total weight of waste recovered	kg	256.270	not available	not available



ENERGY

Energy source	Renewable/ Non-renewable	Consumption/Production 2023		Consumption/Production 2022		Source
		kWh/Sm ³	GJ	kWh/Sm ³	GJ	
Electric Energy (purchased)	Renewable	0	0	3.182.779	11.458	Counter reading
	Non-renewable	2.604.102	9.375	0	0	
Electric Energy (self produced)	Renewable	590.753	2.127	622.206	2.240	
	Non-renewable	0	0	0	0	
Electric Energy (sold)	Renewable	200.830	723	137.912	496	
	Non-renewable	0	0	0	0	
Electric Energy (consumed)	Renewable	0	0	3.667.073	13.201	
	Non-renewable	2.994.025	10.778,49	0	0	
Electric Energy (mold cooling)	Renewable	0	0	368.206	1.326	
	Non-renewable	328.175	1.181	0	0	
Electric Energy (air conditioning)	Renewable	0	0	172.200	620	
	Non-renewable	169.400	610	0	0	
Methane (heating)	Non-renewable	64.905	2.208	79.672	2.710	
Methane (screen printing process)	Non-renewable	3.416	116	4.193	143	
Methane (total)	Non-renewable	68.321	2.324	83.865	2.853	



Methane consumed			
	2023	2022	2021
Methane consumed for the screen printing process	3.416 Sm ³	4.193 Sm ³	5.187 Sm ³
Methane consumed for heating	64.905 Sm ³	79.672 Sm ³	98.546 Sm ³
Total methane consumed	68.321 Sm³	83.865 Sm³	103.733 Sm³

Energy consumed						
	2023		2022		2021	
Total electric energy consumed	2.994.025 kWh	10.778 GJ	3.667.073 kWh	13.201 GJ	4.024.312 kWh	14.488 GJ
Total methane consumed	68.321 Sm ³	2.324 GJ	83.865 Sm ³	2.853 GJ	103.733 Sm ³	3.529 GJ
Total energy consumed*	13.102,49 GJ		16.054,00 GJ		18.017,00 GJ	

* energy consumed = purchased energy + (self-produce energy - energy sold)



Energy efficiency						
	2023		2022		2021	
	kWh	GJ	kWh	GJ	kWh	GJ
Revamping LED					6.5000	234
Turning off rooftop light sign			850	3,1		
Turning off lights in courtyard			1.250	4,5		
Press suction			7.500	27		
Turn off plastic grinders not in use			2.500	9		
Shutdown molding and assembly machines when they not in operation			3.750	13,5		
Use of a block for closing the electric gates during working hours			720	2,6		
Timer and door opening selector switch molding department.			125	0,5		
Turning off 1/3 transformers			25.000	90		
Voltage stabilisation upstream of utilities.	14.211	51				
Total electricity saved by energy efficiency	14.211	51	41.695	150	6.5000	234



Energy intensity			
Specific parameter	2023	2022	2021
	Energy intensity kWh	Energy intensity kWh	Energy intensity kWh
	0,0130	0,0136	0,0144

APPROACH TO MANAGING CLIMATE CHANGE

	2023	2022*	2021*
tCO2e from our methane consumption for heating	132,30	162,40	200,90
tCO2e from our methane consumption for the screen printing process	7,00	8,50	10,60
tCO2e from our chimneys	not available	not available	4,74
TOTAL emissions (tCO2e - Scope 1)	139,30	170,90	211,50
tCO2 from our purchased energy consumption (market-based)	1.190,30	0	0
TOTAL emissions market based (tCO2e - Scope 2)	1.190,30	0	0
tCO2 from our energy purchased consumption (location-based)	665,60	937,30	902,10
TOTAL emissions location-based (tCO2e - Scope 2)	665,60	937,30	902,10
TOTAL emissions (tCO2e - Scope 3)	not available	not available	not available
TOTAL EMISSIONS (tCO2e Scope 1 + Scope 2 market based)	1.329,60	170,90	211,50

* restated value



WATER

Water withdrawal									
Water withdrawal per source	2023			2022			2021		
	Sm ³ withdrawn	Sm ³ discharged	Sm ³ consumed	Sm ³ withdrawn	Sm ³ discharged	Sm ³ consumed	Sm ³ withdrawn	Sm ³ discharged	Sm ³ consumed
SMAT (Società Metropolitana a Acque Torino S.p.A.)	4.726	4.359	367	5.958	5.403	555	5.017	4.318	699

Water intensity			
Specific parameter	2023	2022	2021
	Water intensity m ³	Water intensity m ³	Water intensity m ³
	0,0000018	0,0000023	0,0000027



SOCIAL DATA

OUR EMPLOYEES Carioca all

Employees by contract type and employment	2023	2022	2021
Permanent employees (GRI)			
Men	63	64	58
Women	61	56	50
Temporary employees (GRI)			
Men	0	0	0
Women	1	1	1
Total number of employees covered by collective bargaining			
	100%	100%	100%
Full-time			
Men	63	64	58
Women	59	53	46
Part-time			
Men	0	0	0
Women	3	4	5

Temporary workers as of 30th November

Temporary workers	2023	2022	2021
Men	6	8	6
Women	11	10	17



Occupational categories of employees Carioca all	2023	2022	2021
Management and White collar			
Men	25	23	19
Women	20	18	16
Blue Collar			
Men	44	49	45
Women	53	49	52

HEALTH AND SAFETY

Employee health and safety	2023	2022	2021
Annual accidents*			
Total number of accidents	2	6	5
Frequency index	8,5	24,8	19,90
Severity Index	60,00	256,00	203,00



HUMAN CAPITAL

TRAINING HOURS

Training hours	
Training Topics	2023
Safety and Security Training	344
Integrated Management System	144
Language courses	360
Management and administration training	24
Business and finance training	48
FSC Certification Training	24
HR Management	24



TURNOVER AND HIRES Carioca all

	2023			2022			2021		
New employee hires by gender									
Men	2			7			6		
Women	3			7			13		
New employee hires by age									
	< 30 Y.O.	30-50 Y.O.	> 50 Y.O.	< 30 Y.O.	30-50 Y.O.	> 50 Y.O.	< 30 Y.O.	30-50 Y.O.	> 50 Y.O.
	3	1	1	5	8	1	5	12	2
Outgoing employees by gender									
Men	3			1			5		
Women	1			2			7		
Outgoing employees by age									
	< 30 Y.O.	30-50 Y.O.	> 50 Y.O.	< 30 Y.O.	30-50 Y.O.	> 50 Y.O.	< 30 Y.O.	30-50 Y.O.	> 50 Y.O.
	1	1	2	1	2	0	6	2	4

GENDER PAY GAP

2021	2022	2023
18,17%	19,72%	22,68%



GRI INDEX

Carioca has reported the information cited in this GRI content index for the period 2023 in accordance with GRI Standards.

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GRI 1 - 4.	Reporting principles	Methodological note	52
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GRI 2-9	Governance structure and composition	Governance	15



GRI STANDARDS	DISCLOSURE	PARAGRAPH	PAGE
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MATERIAL TOPICS		2021	
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GRI STANDARDS	DISCLOSURE	PARAGRAPH	PAGE
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GRI 302-4	Reduction of energy consumption	Energy management	39
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GRI 303-2	Management of water discharge-related impacts	Management and reduction of water consumption	37
GRI 303-3	Water withdrawal	Management and reduction of water consumption	37
GRI 303-4	Water discharge	Management and reduction of water consumption	37
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GRI STANDARDS	DISCLOSURE	PARAGRAPH	PAGE
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GRI 305-2	Energy indirect (Scope 2) GHG emissions	Approach to managing climate change	40
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GRI STANDARDS	DISCLOSURE	PARAGRAPH	PAGE
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GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Attention to the local community	51
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Via Verga 40 Ter
10036 Settimo Torinese
Turin - Italy
T +39 011 896 2411
sustainability@carioca.it

