



Sustainability Report

Year 2024



Newfloor

Made by





Sustainability Report

Year 2024



Newfloor





Profile of the organization

GRI 2-1 • GRI 2-2 • GRI 2-6

The company NEWFLOOR S.r.l. has been producing raised floors made in Italy since 1986.

Founded by the Matterazzo family, after the first years of activity mostly on behalf of third parties, the company decided to specialize in the processing of hard materials with non-standard formats, perfecting itself on taylormade and customized products, while not neglecting the technological and innovative aspect.

In fact, over the years, NEWFLOOR S.r.l. has proposed various industrial patents and perfected cutting-edge products until developing Italian excellence raised floor, thanks to the know-how acquired over time and maintaining the right mix of craftsmanship and industry.

The company team has 30 people who, with dedication and hard work every day, enable the company to create 300 thousand square meters of floating floors per year, installed in more than fifty countries around the world.

This reporting refers to the arrangements of the company's operational headquarters, located at Via della Tecnica, 10 - 35020 Codevigo (PD).

The company has operating facilities (offices, factories, warehouses, sheds, land, etc.) with a total area of 3,700 square meters.



Sustainability Report

2024

Made by



Summary

Organization Profile	5
Reporting information	9
Stakeholder Engagement	12
Environment	17
People	23
Network and Territory	27
Business Model and Innovation	31
Leadership and Governance	35
Recommended actions	40
Index of GRIs	42



“

Since 1986, we have been working with passion to create innovative projects for indoor or outdoor spaces, residential or commercial buildings, institutional or exhibition centers.

Umberto Matterazzo

President Newfloor S.r.l.



In the impressive Palazzo della Ragione in Padua, our President Umberto Matterazzo was awarded the honor of Knight of the Italian Republic. A well-deserved recognition for his commitment and dedication.

Information from reporting

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its results with regard to environmental and social sustainability within a special report, starting in 2023 and on an annual basis.

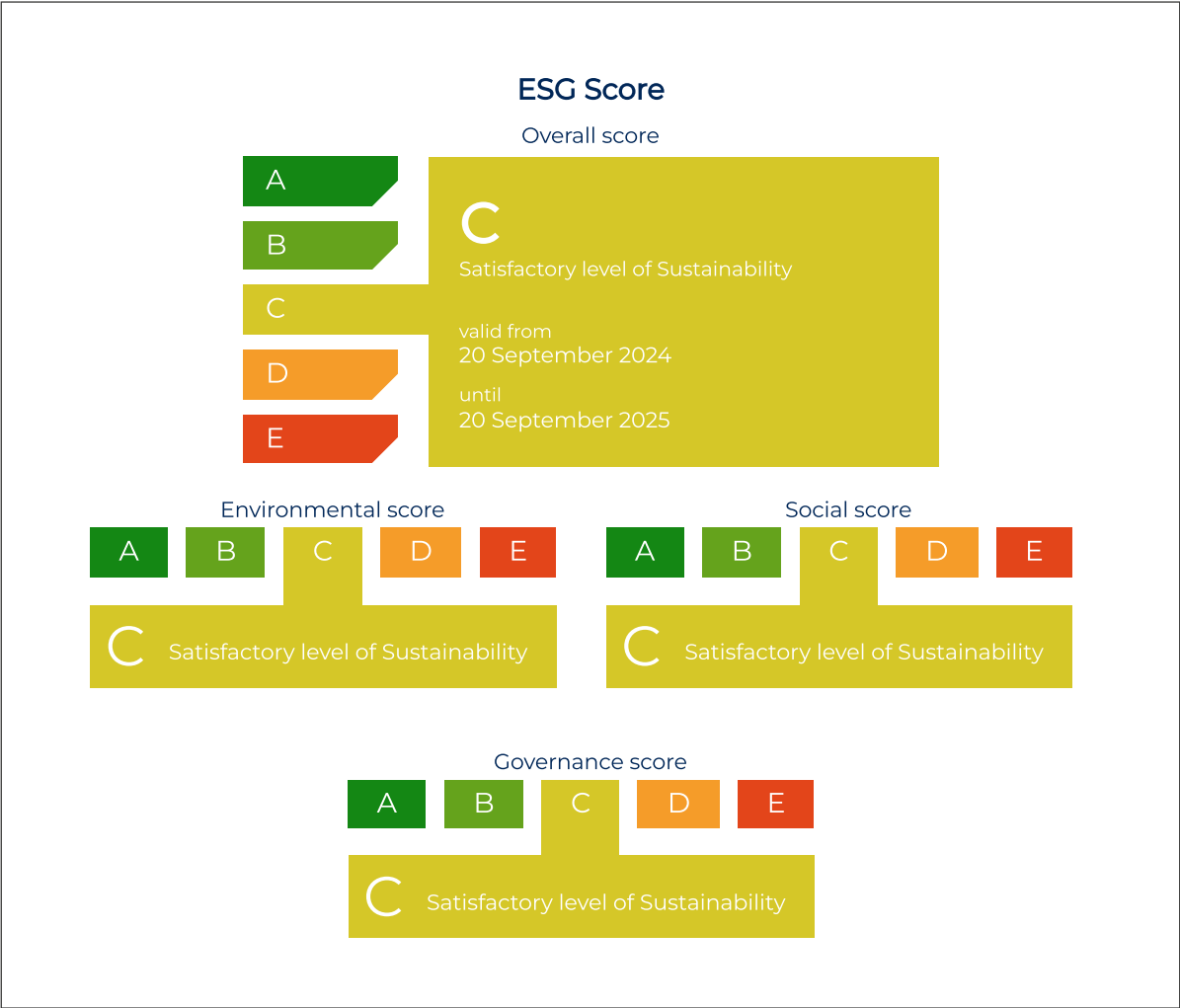
The Sustainability Report was prepared in accordance with the GRI Sustainability Reporting Standards, defined in 2016 by the Global Reporting Initiative (GRI Standards) and updated to 2022, in association with the Sustainability Accounting Standards Board (SASB) for defining material issues.

This sustainability report is prepared with reference to GRIs by SYNESGY-VIEW (www.esg-view.com).

✔ **GRI Sustainability Reporting Standards**

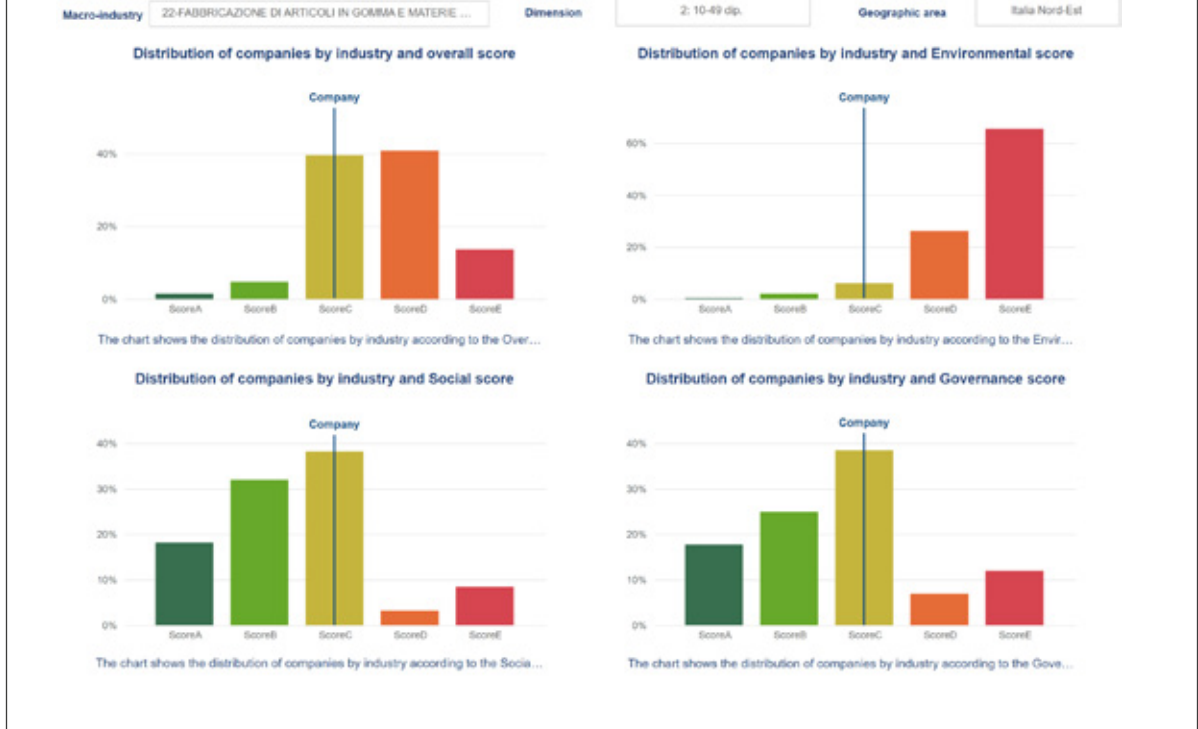
✔ **Sustainability Accounting Standards Board (SASB)**

This statement is posted on the website of NEWFLOOR S.r.l., at www.newfloor.net. You can request information at mmatterazzo@newfloor.net. The reporting was based on the questionnaire administered to NEWFLOOR S.r.l. by Synesgy and is for the period 01/01/2024 - 31/12/2024.



Benchmark

Benchmark statistics



Why was it important to fill out the Synesgy questionnaire?

- ✔ It has enabled the company to create a virtuous circle with its customers, suppliers and all stakeholders.
- ✔ It is a questionnaire that can be used in all recognized banking circuits, as it is based on international measurement criteria (GRI-SDGs).
- ✔ You can distribute the questionnaire to your suppliers to track the Supply Chain Score.
- ✔ It relies on a platform that enables the validation of data already in CRIF Ratings databases.
- ✔ It is constantly updated according to evolving reporting regulations.
- ✔ Data are shared in real time.



Stakeholder Engagement

GRI 2-29

The goal of Stakeholder Engagement

The goal of strengthening a sustainable business model involves not only the monitoring and improvement of environmental and social impacts, but also the need for dialogue and discussion with stakeholders. The ability to understand and assess the needs and expectations of stakeholders takes on particular importance with a view to sharing a common value oriented toward improving the impact, quality and efficiency of corporate services and, at the same time, the well-being of stakeholders who directly or indirectly relate to the company. Thanks to the activity of listening/comparison with different stakeholders and local actors, it is possible to create the conditions to guide the sustainability strategies of the company itself, defining objectives in the common interest. NEWFLOOR S.r.l. has identified the stakeholders and related activities, defining the level of involvement in consideration of the functions and tools of confrontation and dialogue. NEWFLOOR S.r.l.'s system of relations with its stakeholders provides for activities, tools, channels and ways of involvement that take into account the different profiles and needs of stakeholders and overall structure of the institutional system.

Stakeholder	Functions involved	Expectations	Activities	Engagemnt tools	Answer
Company: Investors and partners	Directorates, general affairs, business area, communication and Pr	Sharing quality standards, planning services and activities, comparing impacts and outcomes	Several meetings throughout the year	Assemblies, presentations, communication exchanges, surveys environmental sustainability issues	Presentation of projects, plans, reports and budgets
Employees and union representatives	Human Resources	Sharing values, goals	Meetings and activities, scheduled meetings with union representatives	Assemblies, training, dedicated meetings, refreshment areas, dedicated surveys, observatory	Labor agreements
Customers	Commercial area	Increased knowledge expectations	Meetings and activities, scheduled during the year	Customer satisfaction surveys, newsletters, meetings and surveys with environmental sustainability theme	Investigation outcome presentation
Suppliers of goods and services	Purchases	Wide demand guarantee	Several meetings and contacts throughout the year	Selection procedures, exchange documentation, meetings	Contracting
Institutions	Directions	Compliance with rules and regulations, compliance with contracts and regulatory updates	Periodic meetings	Meetings and exchange communications also in relation to regulations stipulated in contracts	Reports, surveys, budgets
Banks and lenders	Direction	Economic, financial and asset soundness and sustainability	Not periodic, but purposeful to specific projects	Meetings and communication exchange	Analysis reports, trade agreements
Local communities and community	Communication and pr	Creating shared value	Various activities for analysis and comparison	Communication and marketing campaigns	Events, spaces, initiatives open to the public

SDGs: UN Sustainable Development Goals



On September 25, 2015, the governments 193 UN member countries signed the 2030 Agenda Sustainable Development.

A program action endorsed by UN General Assembly, which includes 17 specific Sustainable Development Goals, framed within a larger program action with a total of 169 targets or goals.

The 17 Goals engage governments and nations but also each individual company. ESG principles are the declination of what businesses must do.

Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste Disposal

Social

- ✓ Conflicts with local communities
- ✓ Attention to the safety and health of employees
- ✓ Protection of diversity
- ✓ Proper interpersonal relationships among employees

Governance

- ✓ Bonuses disproportionate to employees' salaries
- ✓ Involvement in corruption-related scandals
- ✓ Opening offshore branches for the purpose of evading taxation

Newfloor S.r.l.'s SDGs.

The Synesgy questionnaire allowed NEWFLOOR S.r.l. to map the materialities and issues in the area of sustainability, thus highlighting the most relevant facts carried out in the reporting year considered and providing its stakeholders with an immediate, but above all certified picture - since it responds to internationally recognized parameters - of its activities. The path of awareness started has led to the 'highlighting of a virtuous path by NEWFLOOR S.r.l. and witnessed by the concordance of its actions with 6 of the 17 SDGs (Sustainable Development Goals) parameters recognized by the United Nations.



Health and Wellness

Ensuring health and wellness for all.



Decent work and economic growth

Promote full and productive employment, decent working conditions and stimulate lasting economic growth.



Business, innovation and infrastructure

Resilient infrastructure, sustainable industrialization and innovation.



Sustainable Cities and Communities

Making cities and human settlements inclusive, safe, durable and sustainable.



Responsible Consumption and Production

Ensuring sustainable patterns of production and consumption.



Fighting climate change

Promote actions, at all levels, to combat climate change.

The tracking of issues through Synesgy and the 26 materialities, traceable to ESG areas, based on this emergence, has initiated a real path of awareness involving, through multiple communication channels, all stakeholders.





Environment





Management of environmental impacts

GRI 305-5

Organizations may be involved in impacts either through their own activities or because of their business relationships with other entities. It is crucial, therefore, for the company to identify the impacts it causes, but also those it contributes to causing that are directly related to its activities, products or services through a business relationship. In this context, virtuous company is the one that highlights these impacts and identifies strategies to avoid, mitigate, remedy the negative impacts or further improve the positive ones.

The company does not currently have any initiatives to environmental impact, but it is planning to take action in this regard. In fact, the company has modernized the smoke detection system and emergency lamps and installed a new air conditioning system in the production department with an investment of about € 200,000.



Materials

GRI 301-1 • GRI 301-2 • ESRS E5-4 • ESRS E5-5

The company's attention to the materials used and their impact on the environment is of primary importance, not only with regard to the production phase of the products, but also throughout the product's life cycle.

Recycled or reused raw materials, used as production inputs in the company, are between 21 and 50 percent of the total raw materials used.

The company's main product/service (understood as the output of the production process) is stoneware and calcium sulfate panels with specific gravity 1,100 kg/mc.

The percentage of company products that can be considered recyclable/reusable is less than 20%.



Energy

GRI 302-1 • ESRS E1-5

Energy consumption for the company, associated with forms of rationalization, represents a fundamental parameter for describing the impact it has not only in terms of efficiency, but also in terms of its impact on the environment. The monitoring system in terms of energy used/distributed/saved allows the company to identify the areas in which it is most necessary to intervene for a better rationalization of resources, a view to an increasingly better strategy for its efficiency.

Electricity consumed in company-owned and leased offices in last budget reporting period (e.g., Jan. 1-Dec. 31) was 519,947 kWh.

The value of energy used by the enterprise from fossil sources is 53%.

Protecting the environment is a priority commitment for Newfloor, which has chosen to use energy from renewable sources through SUM's GREENER brand. A concrete initiative to invest in the future, protect the planet and ensure a sustainable world for the next generations.



Water and water discharges

GRI 303-5 • ESRS E3-4

Managing water resources in a sustainable manner is of paramount importance to the organization's impact on environmental issues, considered as a shared asset to be preserved.

Working with stakeholders in this context is essential for the organization to manage water resources sustainably as a shared asset and to take into account the needs of other users in the watershed. Together with stakeholders, the organization can set collective goals water use, increased investment in infrastructure, policy advocacy, capacity building, and awareness raising. Therefore, it is important in this context to involve its stakeholders, starting with those internal and closest to the company-employees, nonemployee workers, consultants, and suppliers, first and foremost-to share best practices in terms of rationalizing water resources and making better use and utilization of them.

The company's water consumption in the last reporting period is 4 m³.

Waste

GRI 306-2 • ESRS E5-1 • ESRS E5-5

In the context of the GRI Standards, the environmental dimension of sustainability concerns an organization’s impacts on living and nonliving natural systems, including land, air, water and ecosystems. Embedded in this context is the issue of waste, which can be generated by the organization’s own activities, but can also be generated by upstream and downstream actors in the organization’s value chain.

Waste, therefore, can have significant negative impacts on the environment and human health if poorly managed.

The total farm waste produced in the last reporting year (e.g., Jan. 1-Dec. 31) is 233.65 tons.

The company, in its locations, differentiates:

- the computer equipment;
- the glass;
- plastic;
- the paper.

NEWFLOOR’s main waste is gypsum powder CER 170802. In recent years, the company has replaced the open collection system with a closed one so that the waste is also contained during transport, and it is also periodically analyzed and then recovered.







People





Employment

GRI 2-7-a • GRI 2-7-b • GRI 401-2 • GRI 403-9 • GRI 405-1 • ESRs S1-6 • ESRs S1-9 • ESRs S1-11 • ESRs S1-12 • ESRs S1-14 • ESRs S1-15

Fundamental is to understand the organization’s approach to employment and job creation, as well as recruitment, selection and retention of staff and related practices, including the working conditions it offers.

The stability of its workforce from a contractual standpoint, linked to internal welfare policies, are foundational elements for the organization to ensure high productivity performance.

An appropriate work environment that fosters social inclusion and work-life balance for employees, values diversity and provides equal opportunities, accompanied by welfare tools, improves enterprise performance and strengthens the organization’s ability to adapt to extraordinary events.

The number of female employees, interns/trainees, and self-employed women by occupational category:

Employees	8
-----------	---

The number of male employees, interns/interns, and self-employed workers by occupational category:

Squares	1
Employees	3
Workers	13

The percentage of total employees belonging to protected categories under L. 68/99 or disadvantaged persons under L. 381/91 and/or underrepresented minorities is 5%.

The percentage of total employees by contract type:

Indefinite Time	72%
Fixed-term	28%

The number of accidents that occurred in the past 5 years was less than 3.
 The total number of days lost due to injury cases that resulted in temporary inability to work in the last budget reporting period (e.g., January 1-December 31) was 14.
 The hours worked during the last budget reporting period (e.g., Jan. 1-Dec. 31) by all employees are 34,279.
 The company with a view to corporate welfare awards productivity bonuses.

Training

GRI 403-5 • GRI 404-1 • ESRS S1-13

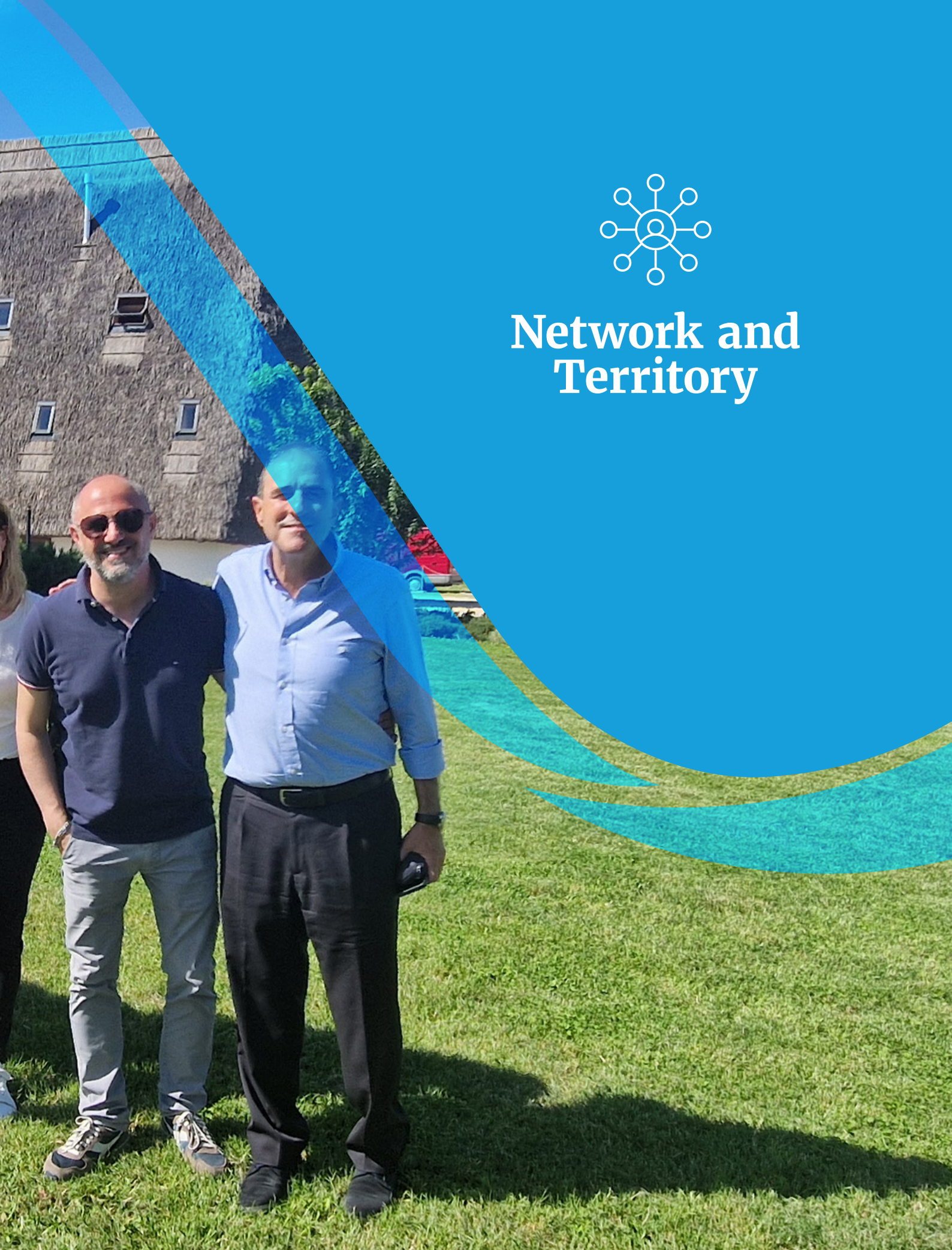
The development and maintenance of professionalism and skills are conditions that enable companies to be able to pursue their strategic goals of creating value to the organization.

The main topics covered by the training provided during the last budget reporting period (e.g., Jan. 1-Dec. 31) included:

- predominantly environmental content (e.g., combating waste of materials and natural resources, waste management, water resource management, efficiency in energy use, etc.);
- The area digital innovation for sustainable transformation;
- The area of occupational health and safety;
- ESG issues, EPD.







Network and Territory



Customer relations

GRI 418

On the subject of customer relations, it is of great importance how the company considers the health and safety impacts of its customers, starting with the products and services it makes, and how these impacts are assessed in the different phases of the life cycle of its business, from the development of the product concept, to the research and development phase and eventual subsequent certification. The same impact is to be sought in the stages of realization, then manufacturing and production, but also in marketing, through to supply, use and the attention that the company gives afterwards, including a post-sales support phase up to the end-of-life cycle of the product or service.

Thus, in this logic, the initiatives taken by the organization to address security throughout the life cycle of a product or service and the assessments that pertain to this issue, including the increasingly important privacy and security of data, become relevant.

The company has a Privacy and Data Security policy/procedure.



Infrastructure investments and funded services

GRI 203-1

The economic dimension of sustainability concerns the impacts of an organization on the economic conditions of its stakeholders. It also concerns the impacts of an organization on economic systems at local, national and global levels.

Economic impact can be defined as a change in the productive potential of the economy, which has an influence on the well-being of a community or stakeholders, as well as on long-term development prospects.

When we speak of indirect economic impacts, we are referring to the consequences of financial transactions and the flow of money between an organization and its stakeholders, and they are particularly important when assessed in relation to improving the conditions of stakeholders, not only directly related to the company's own activities, but connected to the additional impacts they may have.

The investments made by the company respond to national and international sustainable development goals. Investment, innovation, technology development and the pursuit of quality are key elements in economic strategies, as they create a multiplier effect that benefits a wide range of people.

The company makes donations, sponsorships and gifts to benefit the community in the area in which it operates.



NEWFLOOR continues to support John, a child from Cittadella (PD) with right leg tibial hemimelia, a rare condition that affects one in a million children. We support his therapies and the path to reconstruction Through the purchase of "Le Chicche di Giò" products.

NEWFLOOR supports the area by promoting cultural events such as "Straw Scenes," a traveling theater review in the municipalities of Saccisica.

For the occasion, the company created and donated a **pedagogical floor** mock-up inside the Casone Ramei - Casone Bianco, in the municipality of Piove di Sacco (PD), transforming a museum space into an **educational play area for children**.

The floor was installed in the picturesque setting of this 19th century historic building, now home to the Museum of folk culture and peasant culture.







Business Model and Innovation





Suppliers and procurement practices

GRI 2-22 • GRI 2-23 • GRI 204-1 • GRI 308 • GRI 414-1 • ESRS 2 MDR-P • ESRS S2-1 • ESRS 2 GOV-1 • ESRS 2 G1-2

As part of the organization's relationships with its suppliers, an extremely important chapter concerns their environmental assessment, by which is meant the commitments that suppliers make in terms of sustainability and behavior consistent with these issues.

With a view to constant improvement of impacts and mitigation of negative ones, the organization is increasingly brought to assess compliant supplier behaviors in terms of social, economic and environmental impacts as these impacts directly and indirectly reflect on the company's own value chain.

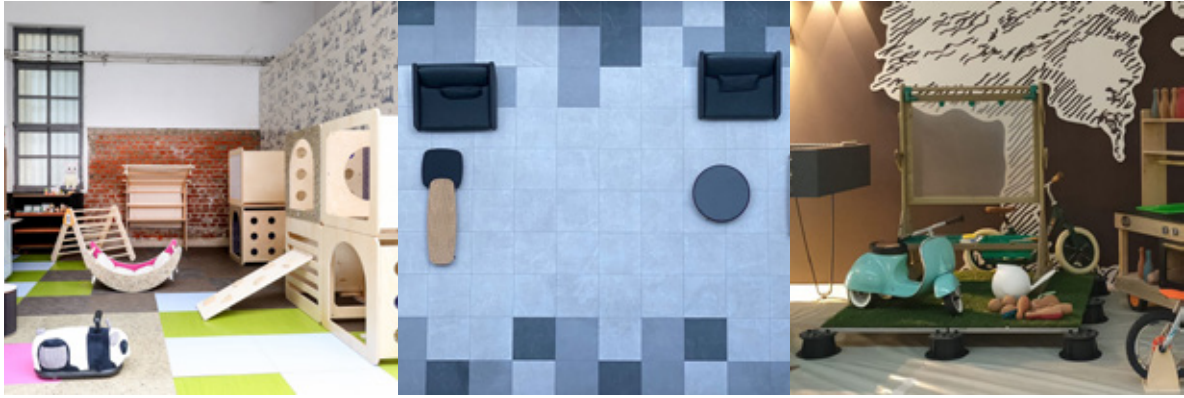
Thus, on the one hand, the organization is led to monitor the behavior of suppliers and, on the other, to define strategies and actions to limit the scope of those that have negative impacts.

The company revised its strategy to seize the opportunities of the new development model focused on sustainability: in particular, it implemented investments aimed at technological improvement.

The company holds ISO 9001 (Quality Management System) certification.



ISO 9001 Quality Management System



The company has a process for monitoring the timeliness of payments to its suppliers. The company includes an assessment of suppliers on ESG areas, particularly on their possession of environmental certifications, their geographical proximity, and their possession of social certifications (in health and safety). Newfloor regularly participates in both national and international trade fairs, key opportunities to connect with a wide and diverse audience and to promote its innovative products and solutions. Thanks in part to the support of partners, it succeeds in representing the company in the best possible way, seizing opportunities for networking, collaboration and growth. In addition, the company is present at targeted industry events, where it can delve into the most current issues in its field, establish new relationships and strengthen existing ones, sharing experiences and gathering new insights for the future.







Leadership and Governance





Governance

GRI 2-22 • GRI 2-23 • ERSR 2 GOV-1

The organization's governance structure, composition, knowledge, and roles are important in understanding how the management of the organization's impacts on the economy, the environment, and people, including the impact on their human rights, is integrated into the organization's strategy and operations, also emphasizing how well the company itself is "equipped" to oversee the management of impacts.

The company revised its strategy to seize the opportunities of the new sustainability-focused development model: in particular, it implemented a process for assessing ESG impacts, appointed a dedicated sustainability figure, and implemented an analysis of regulatory impacts.

Professional Ethics

GRI 1 • ERSR 2 SBM-3 • ERSR 2 IRO-1

The organization's political commitments must be directed toward responsible business conduct, including a commitment to human rights.

These commitments constitute the company's values, principles and norms of behavior and mission embedded within its economic objectives. The human rights enshrined in national and international standards, coupled with the organization's actions to prevent or mitigate potential negative impacts for each material issue are the lattice through which the company's activities must transit, deeming the political commitment as an integral part of the company's strategy. It is therefore appropriate for the company to its risk factors and equip itself with strategic tools to address them.

The company conducted an analysis of its sustainability impacts on E and S factors. On a scale of 1 to 10, the accuracy of the analysis of sustainability impacts on E and S factors is 6.

As a company led by female leadership, Newfloor is strongly committed to the promotion of gender equality and women’s empowerment, values that it believes are fundamental not only to team growth, but also to the advancement of society at large. She firmly believes that gender diversity leads to greater innovation, better decision-making, and a more inclusive and challenging work environment.

For this reason, the company adopts corporate policies that equality in career opportunities, the enhancement of female talent, and the creation of a work environment that supports work-life balance. It is also committed to raising awareness of the importance of breaking down stereotypes and cultural barriers through initiatives and partnerships that support women’s rights and promote positive change.

He believes that each step toward gender equality represents an investment in the future, not only of the company, but also of the communities in which it operates, helping to build a more equitable and sustainable world for all.



NEWFLOOR supports youth and promotes sports as a fundamental activity for generating and transmitting values of **tolerance** and **respect** toward all. For this reason it sponsors the “Pulcini 13/14” team of **Atletico A.V.**, an amateur soccer club active in the territories of **Arzergrande** and **Vallonga**, in the province of Padua.

Regulatory Compliance

GRI 2-22 • GRI 2-23 • GRI 2-26 • ESRS 2 MDR-P • ESRS S1-3

An organization's compliance indicates the ability of governing bodies to ensure that operations conform to certain performance parameters or universally recognized standards. In this context obtaining certifications attesting to the high degree of compliance of the company's business, sector or procedure become a guarantee in the eyes of stakeholders and those directly or indirectly involved in the company's value chain, with a view to reducing or mitigating negative impacts on particular issues related to sustainability, thus in the social, environmental and economic spheres.

The company holds certifications, such as EPDs for 8 products.

There is a figure within the company who receives negative evidence with respect to possible wrongdoing, violations of laws or crimes during its activities (e.g., Whistleblowing).

The company has adopted a Code of Ethics.





The actions recommended



Business and corporate governance

- Strengthening Governance Principals.
- Consider joining Benefit Societies.
- Strengthen its strategy to seize the opportunities of the sustainable development model.
- Prepare a materiality analysis aimed at identifying key impacts related to environmental and social factors.



Water, energy and waste

- Limit the share of energy consumed derived from fossil sources.
- Implement initiatives aimed at reducing its environmental impact.
- Implement a water recovery and/or reuse system.
- Implement initiatives, measures or actions to limit the impact of climate change.
- Measure company emissions related to air pollution to understand its environmental impact and identify appropriate improvement actions.

Environmental Certifications

- Adopt ISO 14001 certification on environmental management.
- Consider out physical hazard insurance.
- Adopt ISO 50001 certification on energy management systems.



Personnel Management, Certifications and Standards

- Consider adopting the guidelines set forth in ISO 45001 regarding worker health and safety management.
- Adopt policies to cover issues such as diversity and inclusion and human rights management.
- Post on its website its corporate policy regarding Equality, Diversity and Inclusion issues.
- Adopt policies for the management of human rights and child, forced or compulsory labor.
- Implement regular consultations with key stakeholders.



Regulatory Certifications

- Adopt ISO 37001 certification on the management system for the prevention of corruption.



Relationship with Stakeholders and the Territory

- Conduct projects in schools or the community on sustainability issues.

Indice dei GRI

GRI Standard		Title of Gri	Chapter/paragraph	Page
GRI 1: Foundation 2021	1		Professional Ethics	38
GRI 2: General Disclosure 2021	2-1	Organizational details	Organization Profile	5
	2-2	Entities included in reporting of sustainability of the organization	Organization Profile	5
	2-3	Reporting period, frequency and point of contact	Reporting information	9
	2-4	Review of information	Reporting information	9
	2-5	External Assurance	Reporting information	9
	2-6	Activities, value chain and other business relationships	Organization Profile	5
	2-7-a	Report the total number of employees and a breakdown by gender and geographic area	Employment	24
	2-7-b	Report the total number of employees by type of contract signed	Employment	24
	2-22	Sustainable development strategy statement	Suppliers and practices of supply	34
	2-22	Sustainable development strategy statement	Governance	38
	2-22	Sustainable development strategy statement	Regulatory Compliance	39
	2-23	Policy commitment	Suppliers and practices of supply	34
	2-23	Policy commitment	Governance	38
	2-23	Policy commitment	Regulatory Compliance	39
2-26	Mechanisms for requesting clarification and raising concerns	Regulatory Compliance	39	
2-29	Approach to involvement of the stakeholder	Reporting information	12	
GRI 203: Indirect Economic Impacts 2016	203-1	Investment in infrastructure and services supported	Infrastructure investment and funded services	30
GRI 204: Procurement Practices. 2016	204-1	Proportion of expenditure made to in favor of local suppliers	Suppliers and practices of supply	34

GRI Standard		Title of Gri	Chapter/paragraph	Page
GRI 301: Materials 2016	301-1	Materials used weight or volume	Materials	18
	301-2	Recycled input materials used	Materials	18
GRI 302: Energy 2016	302-1	Domestic energy consumption to the organization	Energy	19
GRI 303: Water and water discharges 2018	303-5	Water consumption	Water and water discharges	19
GRI 305: Emissions 2016	305-5	Reduction of greenhouse gas (GHG) emissions	Impact management environmental	18
GRI 306: Waste 2020	306-2	Management of significant impacts related to waste	Waste	19
GRI 308: Supplier Environmental Assessment 2016	308		Suppliers and practices of supply	34
GRI 401: Employment 2016	401-2	Benefits for full-time employees that are not available to fixed-term employees or part-time	Employment	24
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on the occupational health and safety	Training	25
	403-9	Occupational Injuries	Employment	24
GRI 404: Training and Education 2016	404-1	Average number of training hours per year per employee	Training	25
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity in governance bodies and among the employees	Employment	24
GRI 414: Social evaluation of suppliers 2016	414-1	New suppliers that have been selected using social criteria	Suppliers and practices of supply	34
GRI 418: Privacy of the customers 2016	418		Customer relations	30

NEWFLOOR S.r.l.

Via della Tecnica, 10

Codevigo (PD)

mmatterazzo@newfloor.net

www.newfloor.net

