



**ILCAM**GROUP  
ONE PARTNER, ALL FRONTS

# Sustainability Main Highlights



2023

# Letter to stakeholders

Dear readers,

2023 was a significant chapter in the history of our Group. In a year marked by new challenges and significant opportunities, we have strengthened our commitment to sustainability, making it a cornerstone that will inform our actions and have a positive effect on the future of our business activities.

It is this vision that has shaped our first public Sustainability Report, an extract of which is presented in the coming pages for your perusal, with the full version available on our website. This document reflects our determination to assess the Group's impacts on the environment, the economy and on people, highlighting the essential contribution of all company functions involved across the Group's various companies.

We are very much aware that our path is an ever-evolving one and are delighted to announce that it will be informed by our new Sustainability Plan, namely a detailed map of the initiatives and processes that we plan to implement in the coming years. The Plan – founded on a business model revolving around circularity and the efficient use of resources – seeks to develop innovative solutions that reduce our environmental impact and promote the wellbeing of the planet and its inhabitants, with the active engagement of all our stakeholders.

We are committed to maintaining an active and transparent dialogue with all stakeholders. Your participation and collaboration are key to the success of the initiatives we are planning. We are grateful for the support and trust you have shown thus far and we are confident that, together, we will achieve new heights.

We are convinced that change is possible and that sustainability is not just a goal to tick off, but a compass that steers us every day towards a better future.

We really encourage you to read our Sustainability Report and find out about the commitment and passion we are channelling into this journey.

Happy reading.

**Pierluigi Zamò**  
CEO



**ILCAM**  
ILCAM GROUP

# ILCAM GROUP

## THE GROUP'S NUMBERS



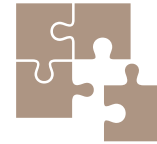
**€255M**

Sales  
2023 financial year



**4**

Countries where the Group's  
core companies are present



**30 mln**

parts produced  
a year

## ENVIRONMENTAL PROTECTION



**25% GJ**

Use of renewable energy  
(2023)



**SCOPE 1 = 3%**  
**SCOPE 2 = 4%**  
**SCOPE 3 = 93%**



**0,40 ML**

Total water use  
(2023)

## THE GROUP'S STRENGTH: THE VALUE OF OUR PEOPLE



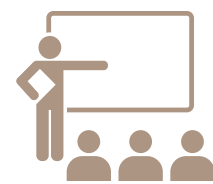
**1.038**

Employees (2023)



**98,8%**

Employees on open-ended  
contracts (2023)



**5.993**

Training hours (2023)

## RESPONSIBLE VALUE CHAIN MANAGEMENT



**33%**

Recycled raw materials  
+7% compared to 2022



**97%**

Renewable raw materials

# IDENTITY OF ILCAM GROUP

Ilcam Group, a leading manufacturer in the European furniture component market, caters to a broad spectrum of customers, including furniture manufacturers, distributors of components, large distribution chains and businesses specialized in the contract market.

The Group has earned the enduring trust of international markets, over the years, with a combination of advanced technologies and cutting-edge production processes. Its success is founded on solid teamwork and on the ability to build lasting relationships with its stakeholders, ensuring transparency, collaboration and that input and feedback are acted on. These values have been cultivated over the sixty-plus years we have been in business.

**1959** Tullio Zamò establishes ILCAM in Manzano, in Italy's Northeast, to produce curved backs for the wooden chair industry.

**1960** The product range is extended with the addition of table legs and bases for furniture factories in Brugnera and Pesaro.

**1970** With the founder's sons, Pierluigi and Silvano Zamò, joining the business, the company starts making oak cabinet doors and begins to expand into the European market.

**1980** New technologies are introduced to produce cabinet doors: veneering and thus the use of panels, along with thermoplastic sheet pressing. ILCAM stands out for having the best coating line in Europe.

**1990** Investments in foreign markets: ILMEST in Slovenia and ILROM in Romania.

**2000** New headquarters in Cormons; manufacturing and logistics optimized.

**2010** Period of significant investment: new companies are taken over and established, resulting in the "Ilcam Group", and the first PV solar system is installed.

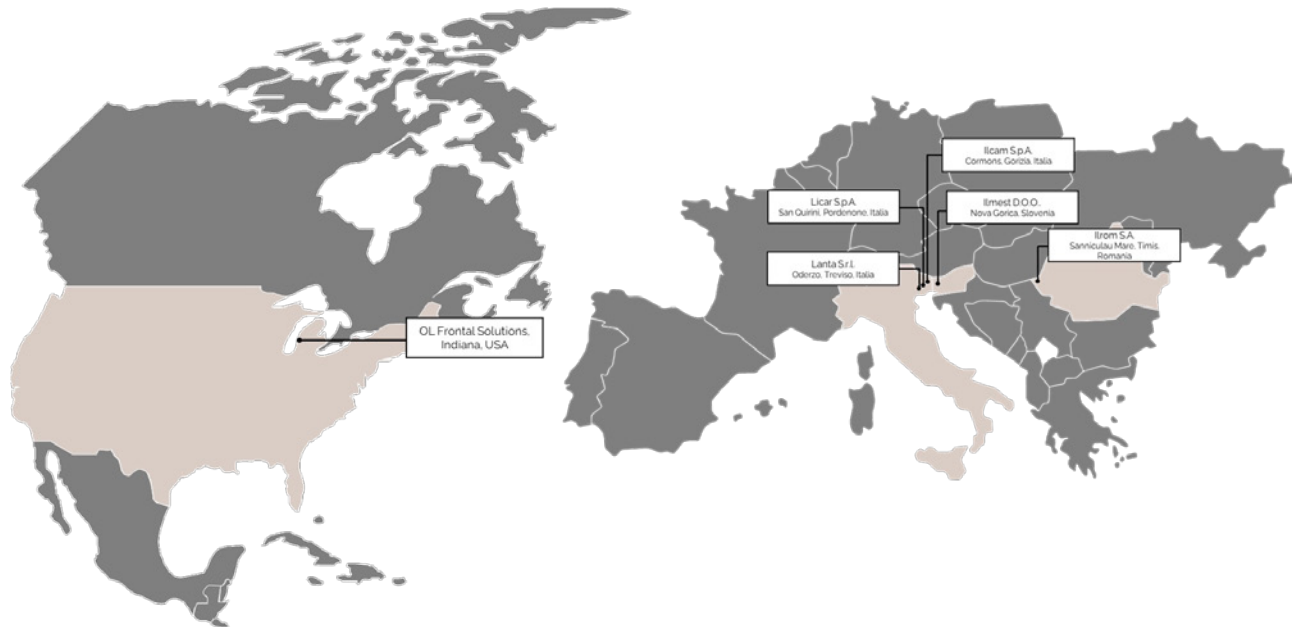
**2014** LICAR is taken over and LANTA is established.

**2018** Joint venture with Canadian group Olon. O.L. Frontal Solution established in the US.

**2022** New squaring/edge banding facility built on the parent company site.

**2023** Full takeover of O.L. Frontal Solution.

The core companies making up Ilcam Group are spread across three European countries: Italy (in the Veneto and Friuli-Venezia Giulia regions), Slovenia and Romania. The Group has recently expanded its business into the United States, strengthening its presence in America. Below is a detailed summary of the various entities making up the Group:



**ILCAM**  
 ILCAM GROUP

**Ilcam S.p.A. (Cormons, Italy)**, the parent company and the most cross-cutting of all the companies. It handles all woodworking, pressing, squaring/edge banding and coating technologies.

- **Licar International S.p.A. (San Quirino, Italy)**, handles wrapping technology.
- **Lanta S.r.l. (Oderzo, Italy)**, focused on making carcasses, squared/edge-banded products and flat panel lamination.
- **Ilmest D.O.O. (Nova Gorica, Slovenia)**, looks after the panel veneering process and handles intergroup logistics.
- **Ilrom S.A. (Sanniculau Mare, Romania)**, handles a process that goes all the way from the sawmill to the manufacture of solid wood components and wood-based parts.
- **OL Frontal Solutions, now known as "LICAR America", (Jeffersonville, Indiana, USA)**, the latest addition to Ilcam Group, it is LICAR International's US-based manufacturing facility.



**LICAR**  
 ILCAM GROUP



**LANTA**  
 ILCAM GROUP



**ILMEST**  
 ILCAM GROUP



**ILROM**  
 ILCAM GROUP



**LICAR America**  
 ILCAM GROUP



# VALUES AND TRANSPARENCY

The Group's **Mission** is inherently linked to transforming homes into more inviting, liveable spaces. The real-life manifestation of this goal is the production of fronts for furniture that embody industrial excellence while still being true to the skilled craftsmanship that Italian style is renowned for: two hallmarks of the brand.

At the same time, our **Vision** is to be a partner to leading kitchen manufacturers across Europe and further afield, while maintaining a sustainability-conscious approach when it comes to all the Group's technologies.

This approach has today earned the Group recognition as a leading European name in the woodworking industry and in the production of top-quality components.



# GOVERNANCE STRUCTURE

The Board of Directors of parent company Ilcam S.p.A. has 9 members: 8 directors plus the CEO. Some members of the parent company's Board also sit on the Boards of other companies within the Group.

There is a certain homogeneity across the Board in terms of gender and age group, with all 9 members being male and aged over 50.

Ilcam S.p.A.'s Board is tasked with determining corporate strategies and policies, delivering effective governance, ensuring compliance with standards and regulations and achieving strategic goals. The members of the Board are selected during the annual general meeting, during which the shareholders assess such criteria as expertise, experience and integrity, thus ensuring an optimal makeup. The Board of Directors is reappointed every three years to ensure a balanced representation of expertise and perspectives. The members of the Board are actively involved in approving major investments, in selecting key managers and in handling exceptional situations,

establishing cohesive and responsible leadership.

The Board calls on senior management across the Group's companies for support in the decision-making process, acting as a key point of call for sharing information, discussing strategies and aligning the activities of the different corporate entities.

Licar International S.p.A., Lanta S.r.l. and Ilrom S.A. have their own separate Board of Directors.

The American company OL Frontal Solutions LLC also has a Board, though its makeup and operation complies with US regulations.

Lastly, the Slovenian Ilmes D.O.O. does not have a Board of its own, and instead has a general manager who is elected by appointment of the parent company.

# RESPONSIBLE BUSINESS

Ilcam Group keeps a close eye on its business activities and their responsible running. The parent company Ilcam S.p.A., along with Lanta S.r.l. and Licar International S.p.A., have cemented this commitment by adopting strict **Codes of Ethics**.

These Codes set out the principles and rules that guide the behaviour of employees and stakeholders, ensuring an ethical approach to all business decisions. The other companies in the Group are planning to adopt similar documents in the near future to further strengthen ethical cohesion across the organization.

## Legality

Honest and fair compliance with laws, regulations and the Code of Ethics.

## Integrity

Upright and transparent business conduct, promoting honest business relations.

## Loyalty

Honouring agreements and respecting corporate heritage, with decisions made in good faith.

## Discretion

Respecting the confidential nature of business information.

## No conflict of interests

Business decisions made in the company's interests, avoiding conflicts with personal activities.

## Occupational safety and work conditions:

Promoting work conditions that are good for employee health and wellbeing.

## Equal opportunities

Professional advancement based on results, expertise and equal opportunities.

## Sustainability

Being mindful of our environmental and social impact in business activities and in stakeholder relationships.



To minimize manufacturing-related impacts, the Group has implemented a number of vital management systems over the years, aligning with internationally recognized environmental, quality, health and safety certifications:



	<p><b>FSC</b></p> <p>Forest Stewardship Council certification is an internationally recognized standard ensuring that timber used in the production process is traceable and comes from environmentally, socially and economically responsible sources.</p> <p>Ilcam S.p.a. (2001), Licar international S.p.a (2001), Ilmest D.O.O (2001), Ilrom S.A. (2005), Lanta S.r.l (2015)</p>	<p><b>PEFC</b></p> <p>The Programme for the Endorsement of Forest Certification is an international standard whose purpose is to ensure that wood-based products come from sustainably and responsibly managed forests.</p> <p>Ilcam S.p.a. (2010), Ilmest D.O.O. (2010), Ilrom S.A (2010). Licar International S.p.a. (2012), Lanta S.r.l. (2017)</p>
<p><b>ISO 14001</b></p> <p>ISO 14001 is an international standard providing detailed guidelines for creating and implementing an environmental management system. This system helps organizations identify the environmental impacts of their activities, adopt measures to reduce them and continually monitor their environmental performance.</p> <p>Ilcam S.p.a. (2010), Licar International S.p.a. (2018)</p>	<p><b>ISO 45001</b></p> <p>ISO 45001 is the occupational health and safety standard that provides a framework for the implementation of an effective management system that enables organizations to identify and manage the health and safety risks for their workers.</p> <p>Ilcam S.p.a. (2021)</p>	<p><b>ISO 50001</b></p> <p>ISO 50001 is the energy management standard for organizations. It provides a framework for establishing, implementing, maintaining and improving an energy management system, with the intended outcome being to improve its efficiency, reduce costs and mitigate its environmental impact.</p> <p>Ilcam S.p.a. (2022), Licar International S.p.a. (2023)</p>

# THE GROUP'S SUSTAINABILITY COMMITMENT

Sustainability has been a priority concern for Ilcam Group since its inception: creating value in the furniture industry has always been a key driver for the business, facing the future with an innovation-oriented approach, protecting the environment around us, taking care of our people and operating responsibly all along the supply chain.

This second edition of the Sustainability Report is one of many demonstrations of Ilcam Group's tangible commitment to the world of sustainability, especially since it is published on a purely voluntary basis, given that there is no legal obligation to do so as things stand.

Ilcam Group has embarked on a path of integrating sustainability into its business management, which has also involved developing a Sustainability Plan setting out the strategy through measurable goals and real-world actions. The Plan has been drawn up consistently with the findings of the materiality assessment, which have allowed the Group to identify its impacts on the environment and on people. With the Sustainability Report – the full version of which is available to download from our website – Ilcam Group provides a structured presentation of information based on this Plan, giving a transparent overview of the initiatives undertaken and the outcomes secured over the past year.

The Sustainability Report, then, is not simply a document presenting a summary, but a dynamic tool that drives the Group to continuously improve, bolstering its role as a responsible player within its operating arena.

## MATERIALITY ASSESSMENT

The topics presented and reported in this Sustainability Report reflect the findings of a materiality assessment conducted in compliance with the requirements of the GRI Standards 2021, whereby we have identified the topics responsible for the most significant impacts generated by the Group on the economy, the environment and on people, including impacts on human rights.

The list of material topics has been determined by assessing both actual and potential impacts, both negative and positive, and looking at their significance all along the value chain: resultingly, this approach includes not just the Group's internal (direct) operations, but its upstream and downstream activities, too.

# MATERIALITY THEMES

**Climate change and Energy**



**Consumption of water resources**



**Circular economy**



**Waste management**



**Biodiversity and materials**



**Air pollution**



**Health and safety**



**Violation of workers' human rights**



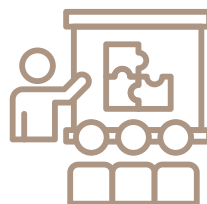
**Worker wellbeing**



**Diversity and equal opportunities**



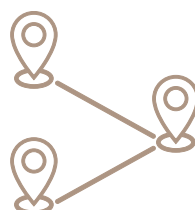
**Employee training and development**



**Procurement practices**



**Local communities**



# THE GROUP'S SUSTAINABILITY PLAN

Ilcam Group has drawn up a Sustainability Plan to proactively tackle the environmental and social impacts of its activities.

This Plan is based on an in-depth analysis of its impacts all along the value chain. The sustainability pillars identified inform short-, medium- and long-term initiatives, engaging various stakeholders to reduce the impacts identified as needing to be prioritized.

## ENVIRONMENTAL PROTECTION



We seek to **respect** the **environment** by being increasingly responsible in our management of the **impacts** we **generate**, using **natural resources** efficiently and being constantly and actively engaged in fighting **climate change**

## TAKING CARE OF PEOPLE



We take care of the people **within Ilcam's orbit**, ensuring **wellbeing, safety and equal opportunities** for all. We also **retain ties with our local region**, promoting and supporting our local communities.

## RESPONSIBLE VALUE CHAIN MANAGEMENT



We are responsible for our **whole value chain**, promoting **transparent relationships with suppliers** and customers, striving to **select certified raw materials and incorporate circular economy principles** into all our business activities.

**Governance and business integrity:** there is an additional fourth pillar, which cuts across all areas, concerned with the importance of conducting business activities in an ethical, fair manner aligned with a good governance system. Accordingly, governance and integrity together form the reference framework that informs the Group's strategy and Sustainability Plan.

## SUSTAINABLE DEVELOPMENT GOALS

SDGs – which stands for Sustainable Development Goals – **are at the core of the 2030 Agenda as they represent a series of 17 ambitious and interconnected goals that seek to put an end to poverty, protect the planet and ensure prosperity for all, promoting peace and justice.**

Ilcam Group has decided to align the actions included in its Sustainability Plan with 6 of the 17 SDGs so as to provide clear guidelines that are in line with the framework offered by this United Nations tool.



SDG 3 concerns people's **good health and wellbeing**. Its aim is to ensure healthy lives and promote wellbeing for all, at all ages, improving access to healthcare, **reducing maternal and infant mortality rates, fighting diseases**, both infectious and non-communicable, and **providing universal quality care**.



SDG 7 seeks to ensure **universal access to sustainable and modern energy**. It focuses on promoting the use of renewable energy, improving energy efficiency and providing electricity to all.



SDG 8 seeks to promote **sustainable and inclusive economic growth**, with full and productive employment and decent work for all. It focuses on reducing unemployment, eradicating forced labour and human trafficking, and improving work conditions and social protection.



SDG 12 seeks to ensure **sustainable consumption and production** patterns. It focuses on promoting resource efficiency, **reducing waste and sustainable waste management**, thus helping to protect the environment and promote responsible development.



SDG 13 concerns action to **combat climate change and its impacts**. It focuses on promoting action to **mitigate the effects of greenhouse gases**, adapting to climate change and boosting the resilience of communities and ecosystems.



SDG 15 focuses on **protecting and restoring terrestrial ecosystems**. Seeking to stop **deforestation, protect biodiversity and promote the sustainable management of natural resources**, the aim is to protect the health of the planet and ensure a sustainable future for future generations.

# ENVIRONMENTAL PROTECTION

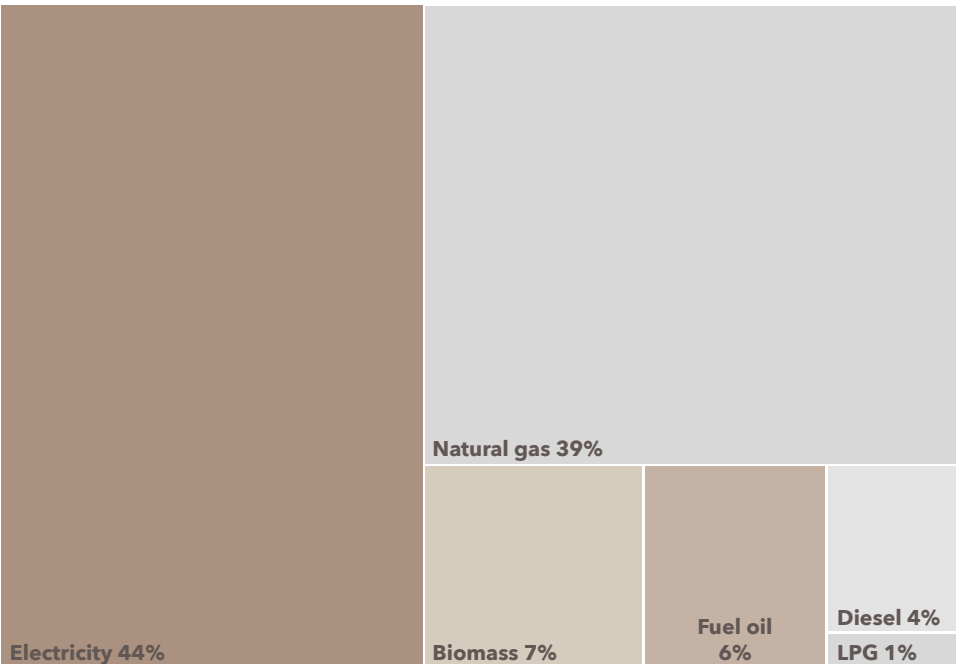
Aware of the environmental impacts that can result from our activities, Ilcam Group is committed to implementing practices and initiatives aimed at reducing and mitigating said effects. We pursue this goal by adopting specific environmental management policies and certifications.

## ENERGY EFFICIENCY AND ACTION TO COMBAT CLIMATE CHANGE

Consumption of natural resources and the environmental impact of production processes are two key factors in the current economic context. To address these issues, the Group has had a business model in place since its inception in which sustainability and responsibility in the management of natural resources feature highly. This approach is actioned through relevant procurement policies and with the optimization of energy use required to operate the production lines and run our plants.

In 2023, the Group's total energy usage came to a total of 262,959 GJ.

**Total energy usage by category (2023)**



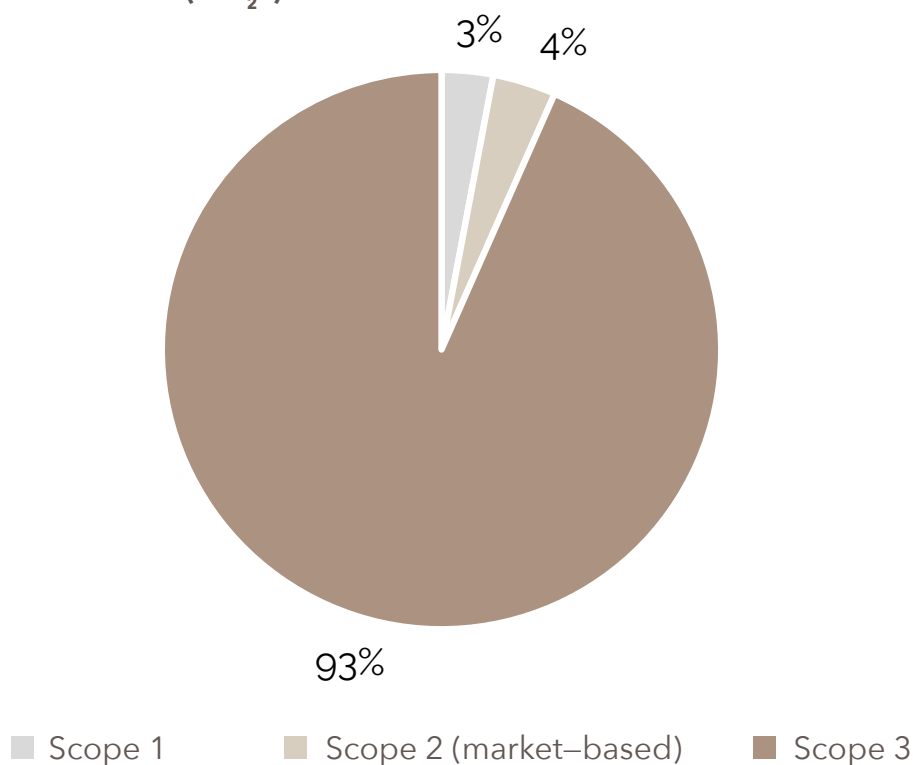


# GREENHOUSE GAS EMISSIONS

Monitoring greenhouse gas (GHG) emissions is key to the responsible management of our environmental impact and is the starting point for developing effective emission-reducing strategies.

Ilcam Group monitors both its GHG emissions that fall under Scope 1, also known as direct emissions, and its GHG emissions under Scope 2, namely indirect emissions.

**Total GHG emissions for 2023 (tCO<sub>2</sub>e)**



At the time of publication of this Sustainability Report, emissions falling under Scope 3 are being calculated for the current reporting year.

## OTHER POLLUTANTS

Direct emissions of atmospheric pollutants differ from GHG emissions in that they do not contribute to the greenhouse effect or to the Earth's rising temperatures. Nonetheless, it is important to point out that these emissions, where they exceed certain thresholds, can be harmful to human health and to ecosystems. In Ilcam Group's case, pollutant emissions are inherently linked to production processes, especially to activities involved in coating, pressing, woodworking and heat generation.

In 2023, Ilcam Group recorded atmospheric pollutants for a total of 53.2 tonnes.

## RESPONSIBLE MANAGEMENT OF WATER RESOURCES

The Group uses water not just for use in kitchens and bathrooms, but as an essential part of its work processes. This includes cooling the machinery and equipment and washing operations, which are an integral part of the production processes. On this note, water plays an important role in keeping industrial equipment at the right temperature, ensuring it works correctly and as efficiently as possible.

### Water use for the 2021-2023 three-year period (ML)

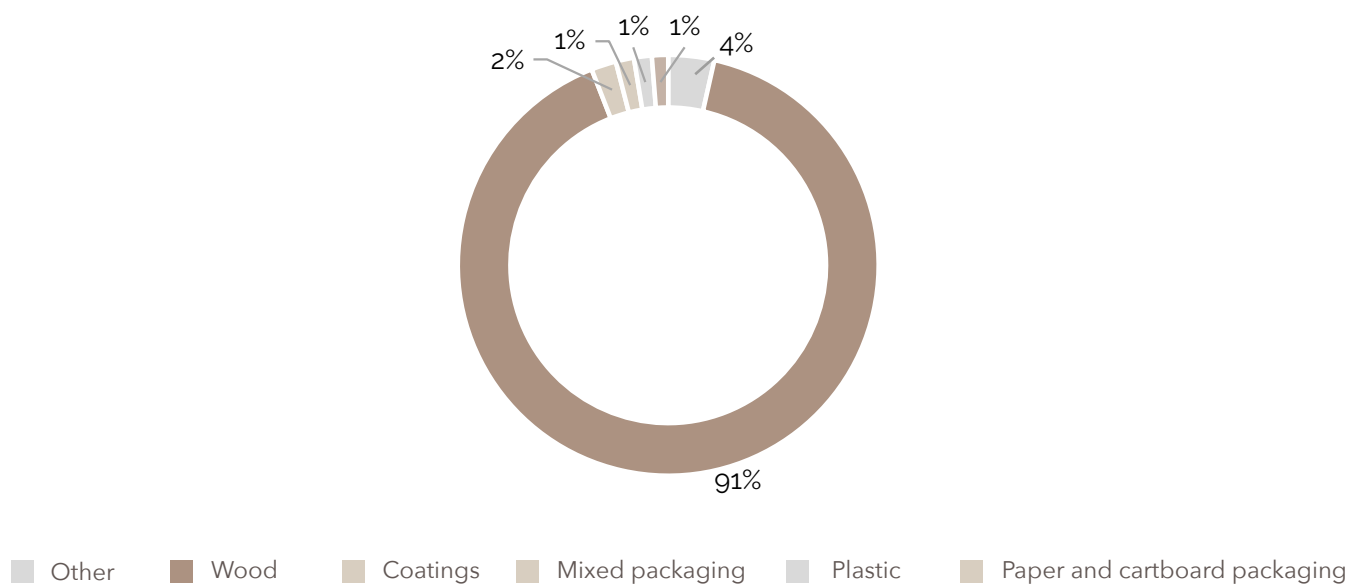
	2021	2022	2023
Total water intake	34,51	29,24	31.31
Total water discharge	34,12	28.85	30.91
<b>Total water consumption</b>	<b>0.39</b>	<b>0.39</b>	<b>0.40</b>

Total water consumption in 2023 remained virtually unchanged from 2022, sitting at 0.40 ML. This finding shows that, despite a slight increase in water intake and discharge, water management by the Group has been consistently efficient, keeping the net consumption of this vital resource at stable levels.

# WASTE MANAGEMENT AND DISPOSAL OPERATIONS

Given its considerable size, the industry it is part of and the growth trajectory it is set on, the Group produces a significant amount of waste every year. Consequently, the responsible management and appropriate removal of said waste has always been a key focus for the company.

## Breakdown of waste generated by type (2023)



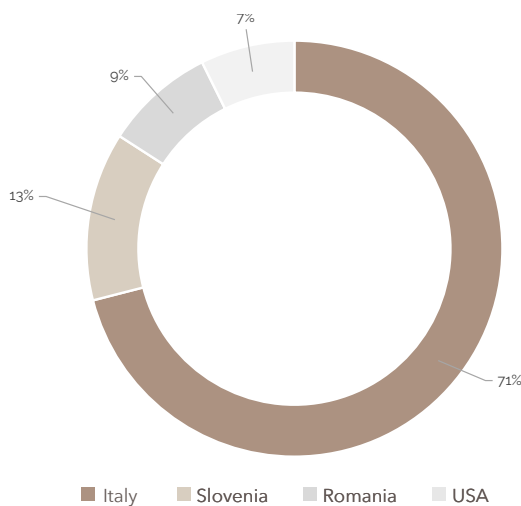
The amount of waste produced is up slightly from the previous year, with a total of 25,708 tonnes in 2023 (+4%). Nonetheless, it is worth noting that certain categories of waste, such as electronic waste, are not directly related to production processes and can vary depending on specific events, such as the scrapping of obsolete equipment. Lastly, the increase may be put down to the fact that certain types of waste are only collected at specific times of year. This means they are stored and disposed of at given intervals, in compliance with the legislation in force.

# THE GROUP'S STRENGTH: TAKING CARE OF OUR PEOPLE

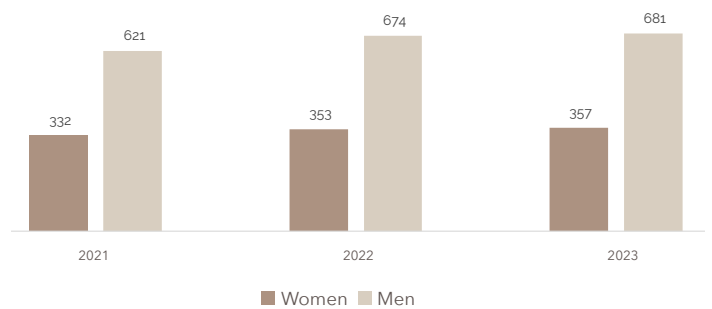
## THE GROUP'S EMPLOYEES

As at 31 December 2023, Ilcam Group had a staff of 1,038 employees. Men accounted for 66% of employees and women for 34%: a proportion that reflects the nature of the industry in which the Group operates, which historically features more men than women given the predominance of manual jobs.

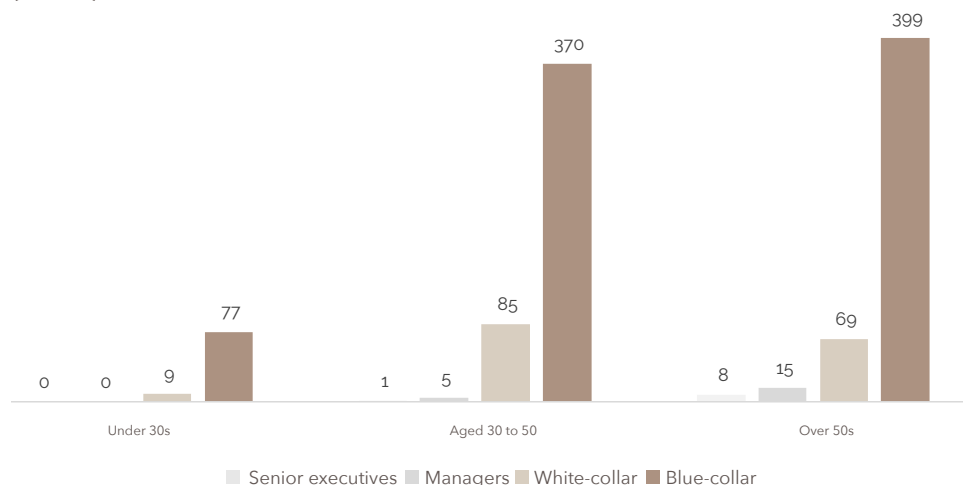
Employees by geographical area (2023)



Breakdown of employees by gender (2021-2023 three-year period)



Employees by age and occupational category (2023)

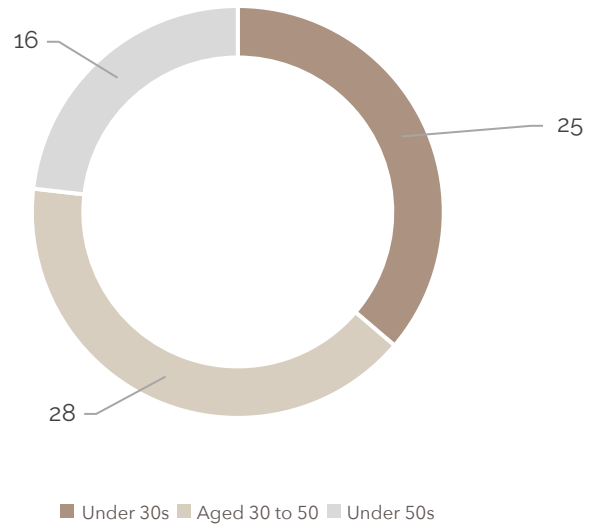
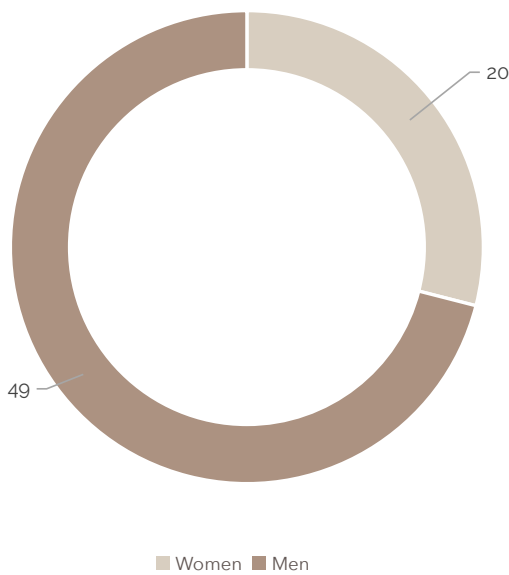


In terms of employment contract, almost all workers in the reporting year in question were taken on with an open-ended contract (98.9%).

## Hirings and terminations

In 2023, 69 new employees joined the staff – 20 of whom were women and 49 men – resulting in a hire rate of 6.6%, down on the year before (18.8%). The drop in recruitment in 2023 was the product of a particularly difficult year for the timber and furniture industry, marked by a market slowdown compared to the previous two years. This situation has led to many companies in the industry, including Ilcam Group, limiting the number of new hires and focusing instead on increasing the wellbeing and development of their existing resources.

### Hirings by gender and age group (2023)

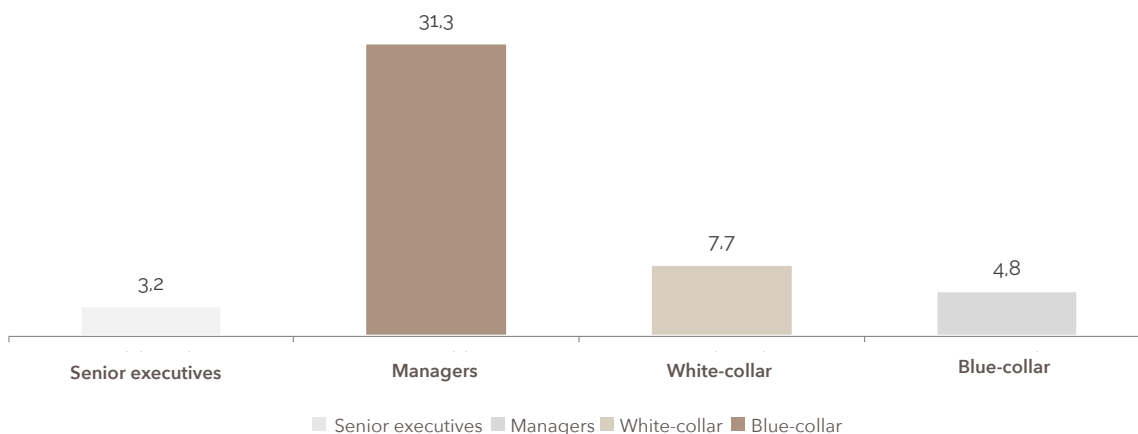


# WELLBEING AND GROWTH OF OUR EMPLOYEES

Ilcam Group places much importance on the professional development of its team. This is why we offer tailor-made, targeted training programmes to upgrade the individual skills of each member of the team.

In 2023, the company delivered a total of 5,993 hours of training, for an average 5.8 hours per employee (up 16% on 2022).

## Average hours of training by occupational category (2023)



Ilcam Group mainly uses virtual classrooms for training, though also provides for in-person sessions for courses on soft and technical skills in a small group format to ensure one-on-one attention. Training programmes are structured based on the specific requirements of the different job categories.

## Diversity and inclusion

Ilcam Group is committed to promoting a safe and inclusive workplace, where every employee can feel recognized and valued. To this end, the principles of the company's Code of Ethics are clearly posted around its facilities and on digital noticeboards in strategic areas, highlighting the fact that no form of discrimination will be tolerated.

The Group applies a zero-tolerance stance to any episode that might undermine respect and the diversity and safety of employees. In this regard, a specific process has been implemented to handle discrimination and harassment complaints. In accordance with this process, once a report is received, the relevant Oversight Body thoroughly examines all the information submitted and, working closely with HR managers and with due respect for privacy, assesses the facts described and takes the most appropriate measures.

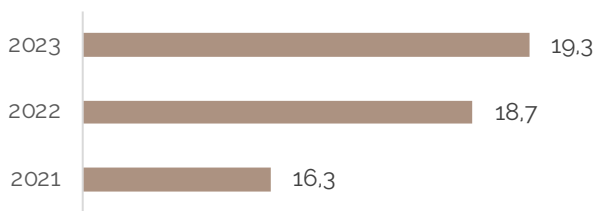


# HANDLING OF HEALTH AND SAFETY MATTERS

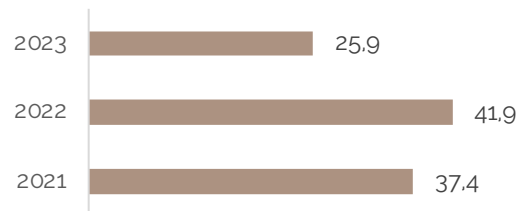
Employee safety is a number one priority for the company and is seen as a non-negotiable principle.

Ilcam Group recognizes that the success of a business greatly depends on its ability to respectfully cultivate and retain its most valuable resource: its employees. This realization prompted the Group to implement an Occupational Health and Safety Management System to standard OHSAS 18001, and it was one of the first in the industry to do so, back in 2013. This international instrument, of a voluntary nature, was developed to help organizations monitor and manage work activities to minimize risks to worker health and safety, thus reducing the incidence of workplace injuries.

**Accident frequency rate  
(employees 2021-2023)**



**Accident frequency rate  
(workers other than employees 2021-2023)**



No lethal accidents occurred anywhere across the Group for any employee or other worker category during the 2021-2023 three-year period.

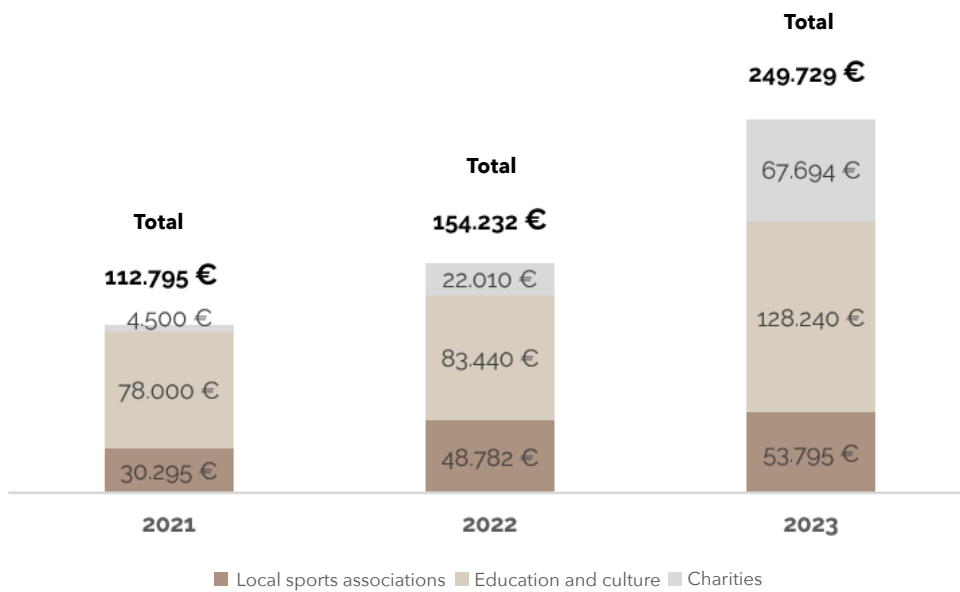
Ilcam Group recognizes the high risk of injury involved in manufacturing and has developed a personalized training plan to address the specific risks associated with the various different tasks. Production managers and OHS managers monitor the application of risk analysis processes, supported by a workplace safety officer, who records accidents. Procedures have been put in place to report misconduct with hardcopy or digital forms. A company doctor determines health protocol intervals, and the Ilcam S.p.A. headquarters has a manned first aid station.

# OUR INITIATIVES TO SUPPORT LOCAL COMMUNITIES

Committed to maintaining and strengthening its ties to its local region, Ilcam Group actively contributes to the wellbeing and development of local communities.

Over the course of 2023, the Group has supported numerous social, cultural and sports initiatives, with donations totalling €249,729, distributed across the following categories respectively: 22% to local sports associations, 51% to education and culture, 27% to charities.

## Donations made by Ilcam Group (2021-2023)



# RESPONSIBLE VALUE CHAIN MANAGEMENT

The Group’s activities include design, manufacturing, sale and after-sales service. They are based on key principles that inform our business approach and the innovation that each company within the Group brings to the furniture industry.

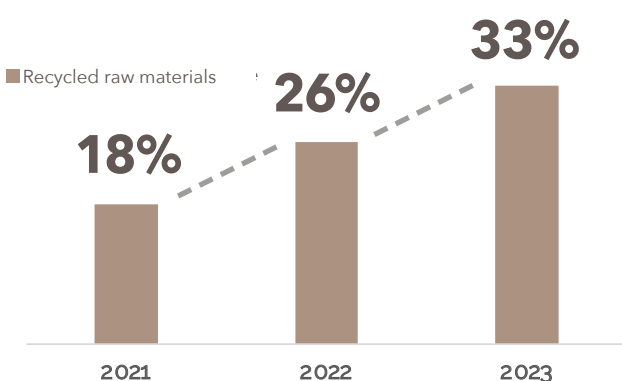
## MATERIALS, CIRCULARITY AND PRODUCT INNOVATION

### Raw materials used over the 2021-2023 period

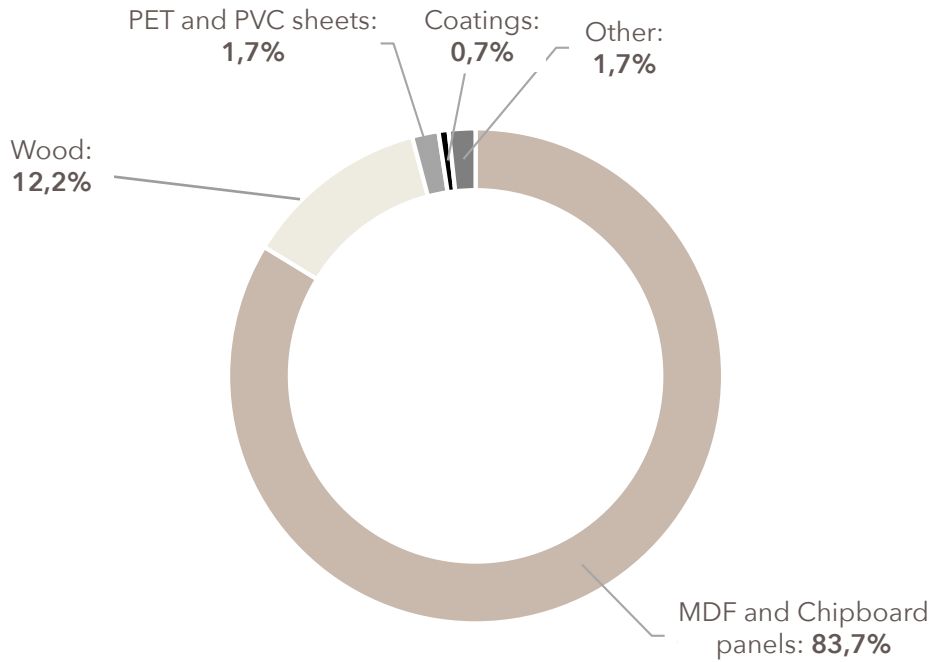
Over the 2021-2023 three-year period, the total amount of raw materials used by the Group has varied considerably, swayed by market dynamics and the effects of the Covid-19 pandemic. In 2022, consumption increased by 3%, climbing from 142 tonnes in 2021 to 147 tonnes. However, in 2023, the total fell to 111 tonnes, equating to a 24% drop from 2022 levels. This fluctuation can

be attributed to an exceptional production period over 2021-2022, which pushed up the demand for raw materials. With production returning to normal levels in 2023, we have seen a reduction in purchasing as a result of a drop in demand and the use of existing stock.

### Recycled raw materials over the 2021-2023 period

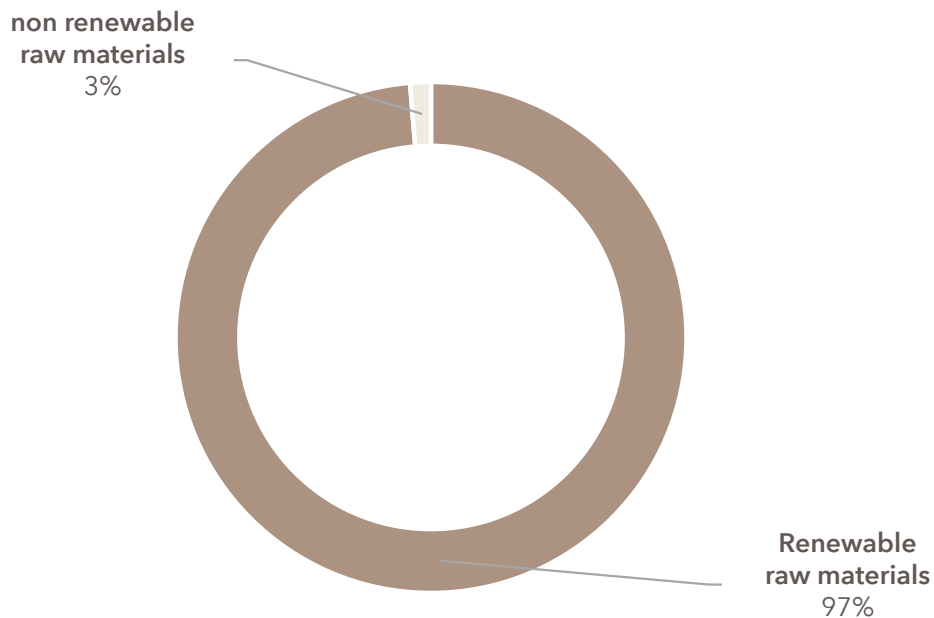


Over the last three years, Ilcam Group has focused more and more on recycling, resulting in a steadily growing percentage of recycled materials used. This increase in the use of recycled materials demonstrates the Group’s growing commitment to reducing the environmental impact of its operations. The jump from 18% to 33% over the space of just three years is a step change towards more sustainable resource management, which has a positive knock-on effect on the reduction of virgin raw materials and on the promotion of a more responsible production cycle.



The breakdown of raw materials used in 2023 by the Group shows a clear majority of renewable materials.

### Breakdown of renewable vs non-renewable materials in 202



97% of raw materials used by the Group can be classed as renewable, while non-renewable raw materials account for the remaining 3%. The former category refers to raw materials that can be regenerated naturally over a relatively short period of time, like wood and its derivatives. This type of resource is deemed sustainable as, when managed correctly, it can be used without depleting available resources in the long term. Non-renewable raw materials, on the other hand, are materials that cannot be regenerated and are made up of depletable resources.

# PROTECTION OF BIODIVERSITY AND ECOSYSTEMS

Biodiversity refers to the full array of living organisms that inhabit the Earth and the complex interactions that take place amongst them. These organisms play a vital role in the global life cycle. Nonetheless, they are constantly exposed to threats and manmade pressures that negatively affect biodiversity, such as changes in land use, pollution, deforestation and overexploitation of natural resources.

Ilcam Group has conducted an analysis to identify the areas of greatest importance for biodiversity in the regions where it does business, using the **WWF's Biodiversity Risk Filter tool**. This platform serves as a screening tool and enables companies and institutions to assess the risks associated with biodiversity harm and loss resulting from their activities. The methodology used by this tool is based on the analysis of **assessment units** overlapping **key biodiversity areas**, namely the most significant regions in terms of flora and fauna.

# RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Ilcam Group has built strong, enduring relationships with its raw material suppliers over the years. These longstanding relationships allow for better resource planning, reduce risks associated with supply chain disruptions and promote continuous improvement in the quality of materials supplied, all of which translates into end products of a high standard, customer expectations being met and strengthening of the Group's reputation.

The Group takes tangible steps to act responsibly, adopting criteria that reflect a profound respect for nature, pursuing the highest standards and attaining certifications that attest to its environmental commitment, including FSC and PEFC certifications.



# FURNITURE PACT - SDA BOCCONI SUSTAINABILITY LAB

In 2023, Ilcam Group signed up to the Furniture Pact, a voluntary agreement devised by SDA Bocconi's Sustainability Lab. The Furniture Pact is designed to steer companies in the timber and furniture industry towards advanced sustainability practices. This pact includes a strict assessment method covering seven inspection categories and over thirty key factors, developed with input from leading companies in the panel, paper, and furniture and woodworking machinery industries.

The importance of the Furniture Pact lies in its ability to promote sustainability at a supply chain level, incentivizing companies to improve their environmental, social and governance (ESG) performance. Being a member of the Furniture Pact entails committing to monitor and continuously improve management practices, helping reduce environmental impact, improve social conditions and ensure transparent and responsible governance.

For Ilcam Group, signing up to the Furniture Pact represents a step change in the implementation of sustainable management practices. This undertaking enables the Group to:

- **Improve transparency and accountability:** implementing a strict assessment system that ensures continuous monitoring of ESG performance.
- **Promote innovation:** adopting new technologies and processes that reduce environmental impact and improve operating efficiency.
- **Strengthen competitiveness:** aligning with the industry's best practices, boosting the company's reputation and attracting sustainability-minded customers and investors.
- **Help bring about a positive impact:** working with other companies to improve environmental and social conditions all along the timber and furniture supply chain.

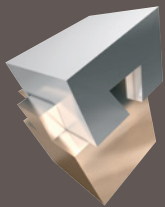
Through the Furniture Pact, Ilcam Group demonstrates its commitment to a more sustainable future, taking action not just for the sake of its own improvement, but for the improvement of the whole furniture industry.



Scan the QR code to watch a video  
of the interview with Elisa Zamò,  
the Group's ESG Manager.  
([elisa.zamo@ilcam.com](mailto:elisa.zamo@ilcam.com))



**This document is an extract of the sustainability report. The full version is  
available to view on the corporate website.**



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