



**Sustainability
report 2022**



Summary

Introduction	2
✓ BORDERLESS LOGISTICS	4
Who and What	5
To talk about leadership you need numbers	6
✓ SUSTAINABILITY PROGRAM	8
The fundamentals of sustainability	9
The 9 mainstays of sustainability	10
✓ COMPANY MANAGEMENT	14
Economic results	16
Training events	17
Partnerships for goals	18
✓ SOCIAL SUSTAINABILITY	20
Small actions, great results	21
Occupational accidents and illnesses	24
Company quality	26
Company culture	31
✓ BONZAI FOR THE ENVIRONMENT	34
Green energy	35
Responsible use	38
The Bonzai forest	41



The first Bonzai Sustainability Report is a very important document for me and for the entire company. On the one hand, it allows us to evaluate the impact that the company's activities have on the Environment, Society and the Economy in the long term: it is a way of verifying whether we are doing enough to ensure sustainability at all levels and whether our business practices are in line with the objectives we have set ourselves. On the other hand, it represents a great opportunity to demonstrate our commitment to Corporate Social and Environmental Responsibility, which helps us build solid and lasting relationships with our Customers and Stakeholders through collaborations in virtuous avenues and ambitious projects. Sustainability is not a trend, but a necessary challenge: we owe it to us, to the planet and to future generations. This is our way of proving that Bonzai certainly doesn't back down.



Luigi Bonzano
C.E.O.

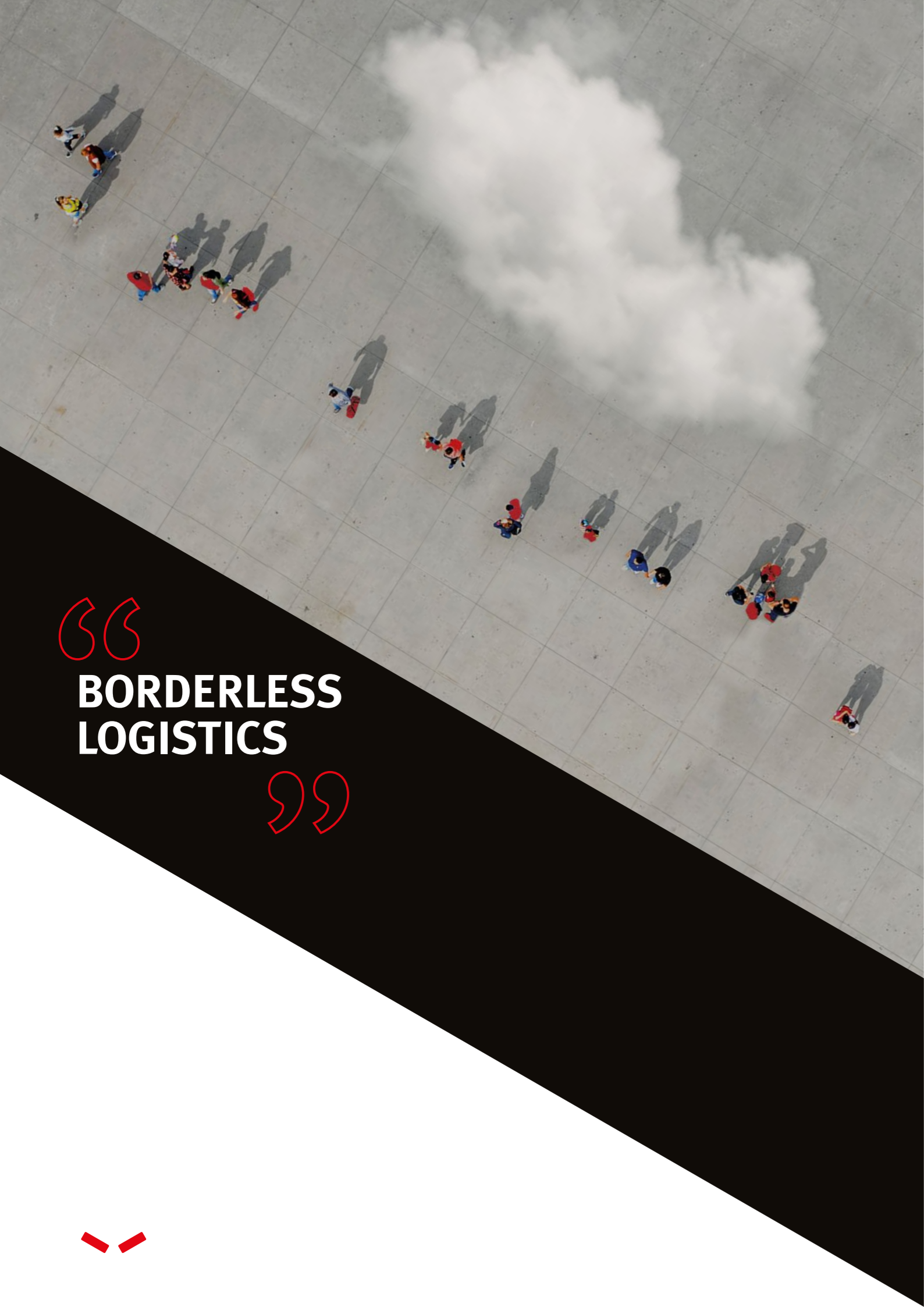


I could say "No Greenwashing", but obviously the Bonzai concept of sustainability goes much further, it starts from people and their needs (more or less conscious) that are no longer negotiable: the Environment the Community and a Company that is an extension of its principles of respect, inclusion and participation.



Mauro Audisio
General Manager





BORDERLESS LOGISTICS

Who and what



The Bonzai Group was created to meet the needs of the “fast moving” industry in those sectors where rapid change is an integral part of business processes. Bonzai goes further. It is a “next generation company” which, through acquired know-how, a disposition for experimentation, an aptitude

for **sustainability** and **innovation**, presents itself as a strategic and operational partner capable of anticipating the changes that impact the industrial logistics organisation. A “fast company” created to guarantee rapid, precise, and tailor-made responses.



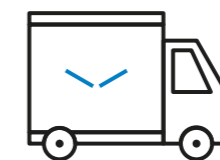
BANKING & INSURANCE
60K m² Dedicated warehouses
300K Researches per year
2,5n Mln stored UDAs



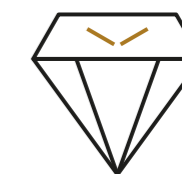
FASHION
80K m² Dedicated warehouses
15 Mln Managed garments
800K Packages shipped per year



CONSUMER
55K m² Areas managed
1 Mln lines per year
650K Packages handled



DISTRIBUTION
455K E-commerce shipments
240K b2b shipments
1,1 Mln Packages managed

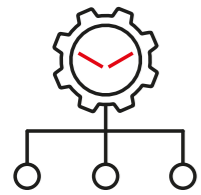


LUXURY
10K m² Dedicated warehouses
500 k Pieces shipped
3,5K Shops supplied

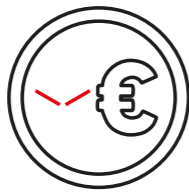




To talk about leadership you need numbers



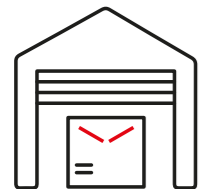
5
SECTORS



+45
M(euro) **TURNOVER** (year 2022)



+300
EMPLOYEES*



+200.000
MANAGED AREAS SQM



18
OPERATING SITES IN ITALY

*direct and indirect

WHERE





SUSTAINABILITY PROGRAM



The fundamentals of sustainability



Our sustainability path was officially born in October 2021 under the name of **Bonzai Sustainability Program** with my appointment as **Corporate Social Responsibility Manager**. I am proud to work in a Company that has already embarked on this path in its first year of activity, an indication of the relevance and priority given to ESG issues, and I am grateful for the trust, support and collaboration received from the Management and colleagues. This path has led us to the publication of our first **Sustainability Report**, drawn-up voluntarily to demonstrate in a tangible and measurable manner our commitment focused not only on the economic growth of the Company, but also towards the reduction of the environmental impact and paying particular attention to the social implications of our business. We believe in **awareness** as the first step towards change, which is why our Report does not represent a destination, but a fundamental stage through which to become aware of what has been done and how much more can be done to continue on our journey. A moment to stop and recognize our capabilities, but also to formulate constructive criticisms on which to work on over the next few years, one step at a time.

THE FUNDAMENTAL PRINCIPLES

First we built the foundations, defining the fundamental principles, and imprinted them in our Code of Ethics.

These are:

- **Legality**
- **Integrity**
- **Trasparency**
- **Responsibility**
- **Honesty**
- **Excellency**

These represent the values that guide our way of doing business, to which both the Management and the Employees are required to scrupulously comply in the activities and relationships within the Company as well as towards Co-workers, Customers and Suppliers.

Silvia Chessa

Process Engineer
& Corporate Social Responsibility Manager





The 9 mainstays of sustainability



To establish the course of our journey, we were guided by the GRI Standards defined by the Global Reporting Initiative, an international non-profit body created with the aim of defining the reporting standards on the sustainable performance of companies and organizations of any size, belonging to any sector and country in the world.

So we asked ourselves: who has an interest in Bonzai's ESG work? Who does our business impact?

Thus we identified our stakeholders, as well as the main recipients of this document, who are:

- **Partners**
- **Employees**
- **Customers**
- **Suppliers**
- **Employer associations with which we collaborate**
- **Future generations**

THE MAINSTAYS OF SUSTAINABILITY

We then focused on defining our goals, drawing inspiration from the 17 Sustainable Development Goals (SDGs) indicated by the United Nations in the 2030 Agenda as a strategy «to achieve a better and more sustainable future for all».

The Management has identified 9 priorities:

- Protection of workers' health and well-being
- Growth
- Decent work
- Education and training
- Energy consumption
- Responsible procurement
- Innovation
- Fight against climate change
- Partnerships for goals

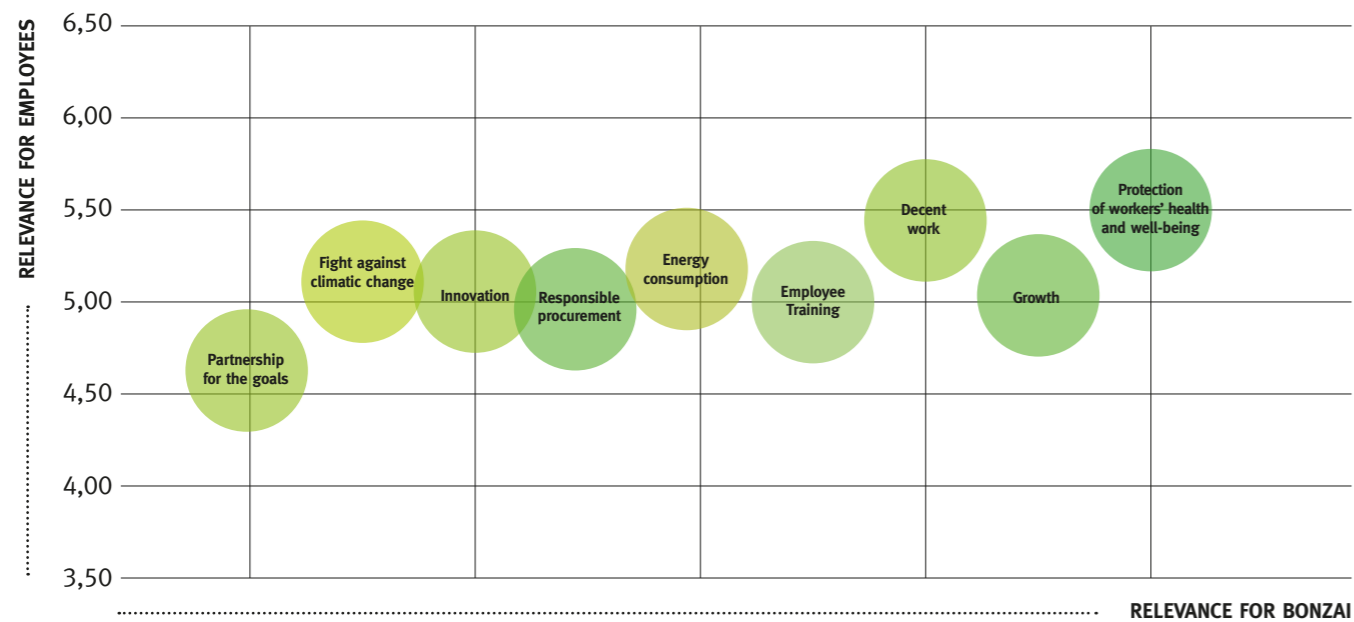


MATERIALITY ASSESSMENT

Embracing the principle of materiality, according to which the actions undertaken in the area of Sustainability must generate a significant and tangible impact both for the Company and for its stakeholders, we have decided to involve Employees to understand the most relevant areas of intervention for them.

We asked the survey participants to give a rating from 1 to 6 on the importance attributed to the 9 mainstays. The results obtained allowed us to design our Materiality Matrix, placing on the x-axis the elements with the materiality index attributed by Bonzai, while on the y-axis the one indicated by the employees.

MATERIALITY MATRIX



Having defined the direction of our journey, we will now go into detail on the projects launched and the actions implemented within the Bonzai Sustainability Program in

the Environmental, Social and Governance field to move step by step towards the objectives we have set ourselves.





COMPANY MANAGEMENT

The term Governance generally mean the way in which a Company is managed and governed. On a practical level, Governance translates into a set of policies and procedures that are shared and applied within the various corporate areas to ensure the proper functioning of the entire body, in line with its own principles and corporate culture.

During 2022 we decided to make an impression aimed at Sustainability within our Governance, adding or modifying some documents of our Quality Management System.

SUSTAINABLE DEVELOPMENT POLICY

We felt the need to formalize our commitment with an ad hoc Policy, with which we committed ourselves to adopting «an economically and ethically responsible approach, generating value and sustainable growth, with the implementation of good environmental and social practices at company level to harmonize the impact on all areas in which it operates, supporting an aware corporate culture and equal opportunities».

CAR POLICY

We have integrated our company car fleet management policy by placing a maximum ceiling on CO2 emissions in the definition of the Car Lists.

The added paragraph reads that «the Company also intends to progressively introduce the Sustainable Development concept within its own car fleet; for this reason the Car Panel transmitted will consist of cars whose maximum CO2 emissions limit (g/km) is less than or equal to 150».

PROCUREMENT

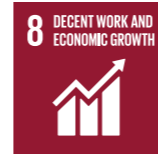
In the paragraph relating to the methods for selecting suppliers of goods and services, in addition obviously to the quality, safety and cost-effectiveness parameters, «ESG (Environmental, Social and Governance) requirements have been added such as the use of recycled and recyclable materials, the presence of certifications of the material such as FSC or Ecolabel, geographical position of the distribution centre with respect to the applicant site».

INVESTMENTS

Fully aware that an environmental and/or social investment may have a slower economic return than an ordinary efficiency improvement process, we have decided to include an exception to the return times imposed for the approval of a project. «The project, in the event of efficiency improvement, is authorized if it foresees a recovery within 1.5 years; in the event of a 'sustainable' project, recovery is allowed within 2.5 years».



Economic results



A company is an economic organism therefore it is not possible to speak of sustainability without monitoring its economic results, on which its solidity and durability over time is based.

	BONZAI S.P.A.		BFASHION S.R.L.		BONZAI GROUP	
	2021*	2022	2021	2022	2021*	2022
Turnover	37.180.462	35.624.854	6.679.704	9.539.270	43.860.166	45.164.124
EBITDA	2.670.528	1.760.996	574.050	692.680	3.244.578	2.453.676
	7,2%	4,9%	8,6%	7,3%	7,4%	5,4%
EBT	1.979.801	759.734	537.192	622.603	2.516.993	1.382.336
	5,3%	2,1%	8,0%	6,5%	5,7%	3,1%
R.O.I.	8,6	7,0%	15,2%	15,4%	9,5%	5,2%
R.O.E.	16,2%	8,2%	59,7%	40,7%	19,4%	12,4%
R.O.S.	5,8%	2,5%	8,3%	6,7%	6,1%	3,4%

* financial statements consolidated with the other companies currently present in the group

Bonzai, against a slightly growing group turnover (44 million in 2021 vs 45 million in 2022), presents a pre-tax group result down from Euro 2.5 million to Euro 1.3 million. The reasons for this contraction, which in any case consolidates a 2022 margin in line with the sector, are to be found in non-recurring

activities with high margins in 2021, in the less profitable performance of the Transportation and Banking sectors and in the higher central costs incurred for the enucleation of the Bonzai group from the Bcube group.



Training events



Innovation is closely linked to the sustainability of a company: innovating means keeping up with the times, giving yourself the opportunity to grow and improve by taking advantage of the most cutting-edge techniques and tools.

We set ourselves a target for 2022 for our Engineering department to participate in at least 5 training events including seminars, webinars and technical courses.

At the end of the year, we reported the following attendances:

- Webinar « The LIFE programme: European funding for the environment and climate action»
- Webinar « Sustainability strategies and ESG reporting

for companies»

- ebinar « Rising commodity, gas and energy prices: how to deal with the coming months»
- Webinar «ESG Stories: from awareness to sustainability»
- Intralogistica Trade fair Milan
- Lean Six Sigma course (2 resources from the Engineering department)
- Power BI course (2 resources from the Engineering department)

We therefore met and exceeded our innovation training goal in 2022.

We also set ourselves the same target for 2023.



Partnerships for the goals



Bonzai believe that success is only such if it is redistributed within the community that helped create it, which is why we support associations and organizations engaged in various social fields in the territories in which we operate. In 2022 we chose to support:



Amaci per Bene
Association of Voluntary Organizations in support of Pediatric Surgery in Bologna



Associazione VITAS
Association of Voluntary Organizations which provides clinical support and personal contact to the families of individual suffering from incurable diseases

We also believe that important and lasting results can only be achieved with healthy and forward-looking partnerships that create value for all parties involved. During 2022 we worked in partnership with:



Confindustria
To discuss, share, build, for the benefit of the territory and the country. In September 2022 Bonzai participated in FARETE, “two days of networking” to showcase the production, process and subcontracting capabilities, as well as the services that the industrial sector offers to customers.



Elite Soluzioni Blockchain
The project aimed at providing elite solutions for the fourth generation Supply Chain, thanks to the use of advanced technologies and a qualified consultancy service on financing and Industry 4.0.





“
**SOCIAL
SUSTAINABILITY**
”



Small actions, great results



ANTI-FATIGUE MATS

We know that standing on hard surfaces for extended periods can cause a variety of problems. Pain in the muscles and joints, excessive pronation or flattening of the foot and pain in the lower back region are quite common in professions that require standing for four or more hours a day. For this reason, during 2022 we decided to intervene in a targeted manner on packing workers, the category most at risk from this point of view, installing in two of our warehouses - in Agliana (PISTOIA) and in Montaletto di Cervia

(RAVENNA) - anti-fatigue mats in all packing islands. The cushioning effect they produce allows continuous micro-movements of the feet, which reduce the poor circulation of blood in the legs and the consequent side effects. Furthermore, to make the repetitive handling of light loads more comfortable, we use scissor-lift trolleys that allow to set the pick-up height of the packages so as to reduce the risk of incorrect movements to the detriment of the back.

Anti-fatigue mats installed in the Agliana warehouse (Pistoia)





OUTDOOR RELAXATION AREAS

In the spring of 2022 we decided to create small relaxation areas outside our factories in Caorso (Piacenza) and Cortemaggiore (Piacenza), to allow all the resources employed on the sites to enjoy some fresh air in peace during coffee breaks or to have lunch with friends on sunny days.

We are convinced that spending time outdoors is good not only for your body but also for your mood. A simple gesture to improve people's psychophysical well-being. During 2023 we intend to extend the project to two other sites.

Outdoor relaxation area at the Caorso warehouse (Piacenza)





Occupational accident and illnesses



The health and well-being of workers are priority elements at Bonzai, whether they are direct employees or Logistics Partners operating within our Warehouses.

For this reason, we continued to monitor the detailed trend of injuries during 2022 thanks to the collaboration between Operations, HR and Quality in order to

investigate the causes from time to time and promptly correct them so that they no longer represent a risk factor.

KPIo2_LOST WORKED HOURS

Società	Sito	Target	Metodo di calcolo	Gen	Feb	Mar	Apr	Mag	Giu	Lugl	Ago	Set	Ott	Nov	Dic	YD actual
B FASHION	Castagnole delle Lanze (AT)	1%	% hours lost by accidents on total worked hours	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %
	Pollenzo-Bra (Cuneo)	1%	% hours lost by accidents on total worked hours	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %
BONZAI	Montaletto di Cervia (RA)	1%	% hours lost by accidents on total worked hours	0,00 %	0,9 %	2,04 %	2,36 %	2,29 %	0,00 %	0,10 %	0,00 %	0,85 %	0,00 %	0,00 %	0,00 %	0,71 %
	Oderzo (TV)	1%	% hours lost by accidents on total worked hours	N.A.	N.A.	N.A.	N.A.	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %
	Treviso (Osram)	1%	% hours lost by accidents on total worked hours	N.A.	N.A.	N.A.	N.A.	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %
	Portogruaro	1%	% hours lost by accidents on total worked hours	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.		0,00 %	0,00 %	7,33 %	0,00 %	2,00 %	1,87 %
	Settala	1%	% hours lost by accidents on total worked hours	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %
	Caorso (PC) / Cortemaggiore (PC)	1%	% hours lost by accidents on total worked hours	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	3,09 %	2,41 %	3,00 %	0,71 %
	Calderara di Reno (BO)	1%	% hours lost by accidents on total worked hours	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %
	Agliana (PT)	1%	% hours lost by accidents on total worked hours	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %	0,00 %
	Totale gruppo			0,00 %	0,23 %	0,51 %	0,59 %	0,38 %	0,00 %	0,01 %	0,00 %	0,08 %	1,04 %	0,24 %	0,50 %	0,30 %

Dashboard for checking the hours of absence of personnel working on sites (both direct and indirect) due to injury

Company quality



TRAINING

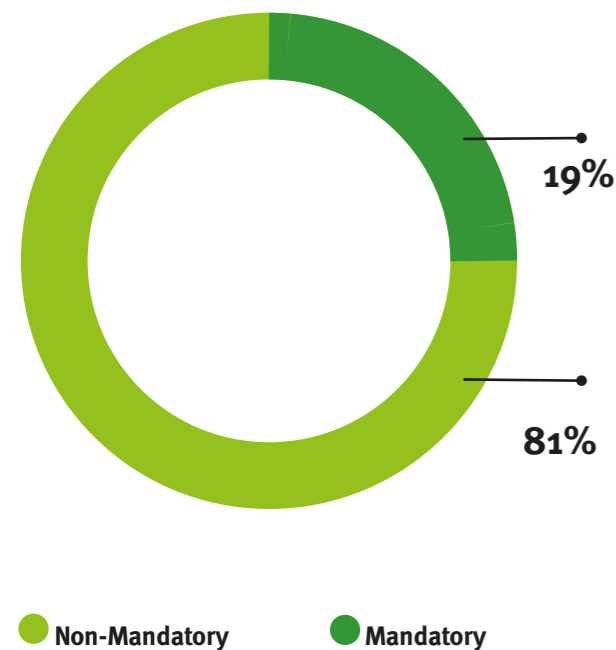
At Bonzai we believe that personnel training, at any level, is essential for the success of the entire company. Only in this way, in fact, can we guarantee the trust of our Customers and Collaborators, presenting ourselves as a competent and professional Partner, able to offer efficient logistics solutions that comply with high quality standards. For this reason, in 2022, our Employees participated in 1,696 hours of training, of which only 19% was included in the plans required by law. Almost 1,400 hours were invested in courses for the use of the Office package, English courses, courses

for achieving ISO Certifications and Lean Six Sigma courses for obtaining the Green Belt certificate. Not just internal training: our HR Department has as its target the organization of at least 3 occasions related to training/education outside the Company. During 2022 we met the students of two Technical Institutes present in two Regions in which we operate: one in Emilia Romagna and the other in Piemonte, e gli abbiamo raccontato il lavoro di Bonzai, focalizzandoci in particolar modo sugli aspetti più Piedmont, and we told them about Bonzai's work,

focusing in particular on the more engineering and technical aspects. With this approach, students can converge on corporate life and logistics first-hand, resolve their doubts and obtain answers by encountering those who are engaged in this job daily. Our goal is to stimulate curiosity and interest in our sector in future generations, and to create the conditions for eventual career paths to be offered to the young people in our area, in an international context.

This year we also had the honour of accompanying a Business Economics student at the University of Naples in his degree course: our CFO assisted him in drafting his thesis entitled "Management budget and reporting. The evolution of the CFO in the era of digital transformation", which analyses the Bonzai case, presents the corporate group, explores the role of the CFO and Finance within the organization and finally explains future strategies and plans of the Bonzai AFC area.

MANDATORY AND NON-MANDATORY TRAINING 2022



Next to a graduating student during his degree thesis in the company



Lean Six Sigma course: five new Green Belts in Bonzai



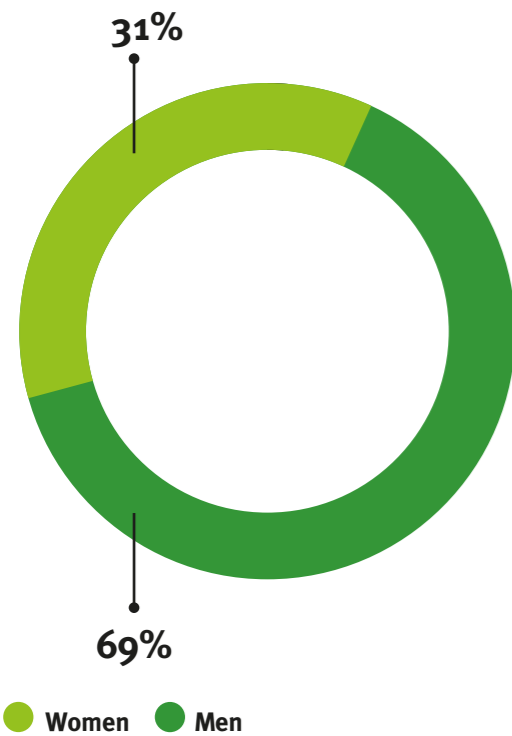


GENDER EQUALITY

We are convinced that there are no ‘men’ and ‘women’ jobs, but it is undeniable that in some professional sectors there are historically and culturally more male or female figures. Logistics is one of these, and is traditionally male-oriented. Notwithstanding that in Bonzai no gender distinction is made - obviously - during the interview and hiring phase, the gap between the number of male and female employees is significant, albeit with a slightly positive trend compared to the previous year. However, we would like to underline that

no salary differences have been identified between men and women with the same roles, responsibilities, skills and length of service. For the sake of completeness, we have also analysed the distribution of men and women by contractual category. On 31/12/2022 the number of male and female **employees** is very similar, and the gap between **male and female workers** has narrowed slightly, although it remains significant. One woman has the position of middle-ranking manager, while the managers are currently only men.

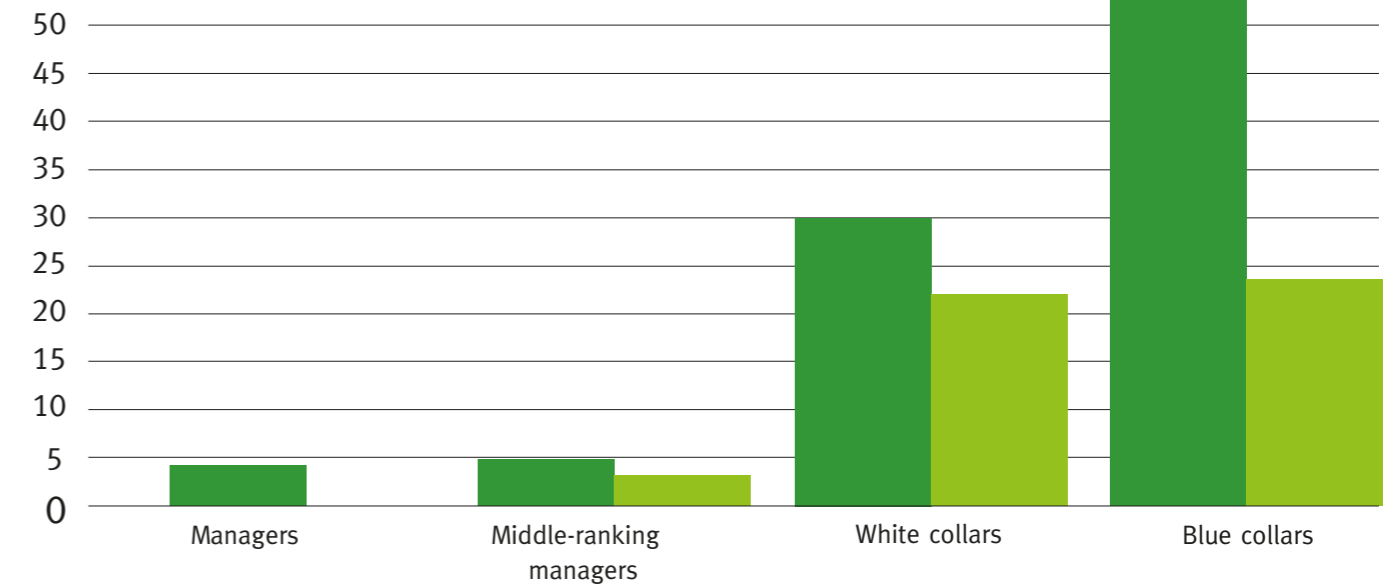
GENDER DISTRIBUTION ON 31/12/2021



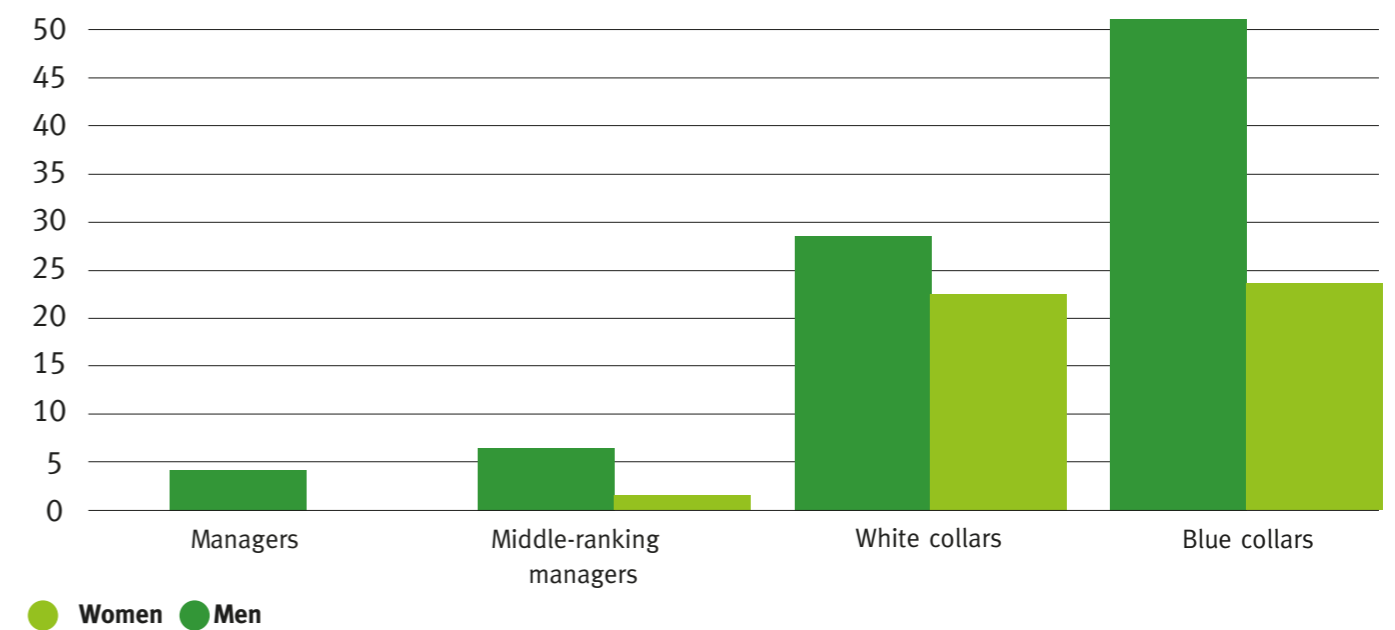
GENDER DISTRIBUTION ON 31/12/2022



DISTRIBUTION BY CATEGORY ON 31/12/2021



DISTRIBUTION BY CATEGORY ON 31/12/2022

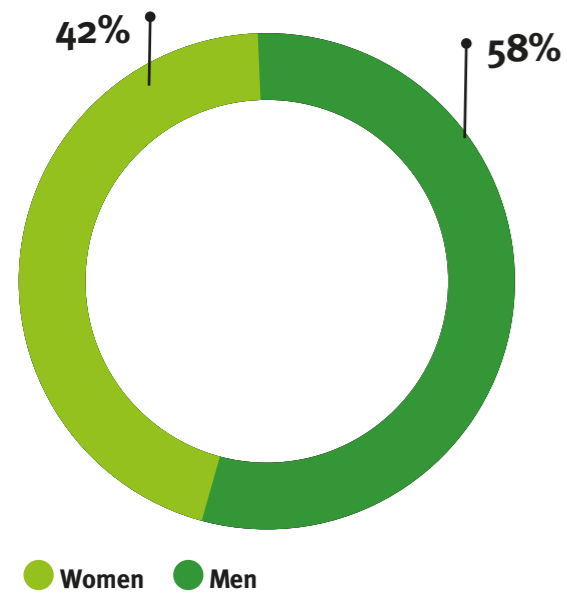




Company culture



HOURS OF TRAINING 2022



The figure relating to training hours divided between men and women is interesting: despite the minority in numerical terms (remember, Bonzai is made up of 69% men), the training hours given to women represent 42% of the total.

In 2023 we will continue to choose people on the basis of the skills, abilities and attitudes they demonstrate, rejecting any distinction not only of gender, but also of age, sexual orientation, religion and ethnicity.

DECENT WORK

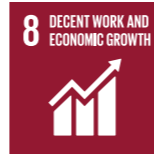
From Bonzai's point of view, all those who are committed to the Company's success every day by giving their time, energy and skills must also be rewarded with trust, transparency and stability. As of 31/12/2022, **96%** of Employees have a **permanent contract**.

UNCONVENTIONAL FUEL

At the beginning of 2022 we all witnessed a substantial increase in the price of raw materials. Fuels, in particular, have reached and exceeded the threshold of 2 euros per litre, making our daily journeys by car very arduous. For this reason, the Bonzai Board, Management and Ownership, has conceived and contributed to the creation of "**Unconventional Fuel**", an initiative

The **Overall Turnover Rate**, calculated as: $(\text{NO. OF INCOMING PERSONNEL} + \text{NO. OF OUTGOING PERSONNEL} / \text{AVERAGE NO. OF EMPLOYEES}) \times 100$ is equal to **10%**, a number generally considered physiological and which does not represent a particular reason for attention.

designed to ease the inconvenience of expensive fuel. At the beginning of May, all employees – blue collars and white collars – received a financial contribution in the form of fuel vouchers and a letter explaining the Company's desire to make «a concrete gesture to thank all the those who every day undertake to nurture this great journey called Bonzai».



EMPLOYEE EXPERIENCE

With this term we mean the set of experiences, interactions, perceptions and sensations endured and experienced by the Worker within the Company. Bonzai believes it is essential to pay attention to the work experience of its Employees, because it is aware that it is precisely the individuals of which it is made up that represent the real competitive advantage of the business. For this reason, the primary objective is the diffusion of a transparent corporate culture that strongly believes in team camaraderie, in collaboration between colleagues and in communication between workers and employers.

During 2022 we carried out a free survey in collaboration with Great Place To Work and KPMG with the aim of photographing the Employee Experience of the Bonzai Group and studying the characteristics of the individual's experience.

The research was conducted following the model of the 6 mainstays, analysing the following areas:

- **EMPATHY:** understand the conditions of individuals to establish a profound relationship
- **PERSONALISATION:** focus on the individual to create an emotional connection
- **TIME & EFFORT:** minimize the efforts of individuals and create simple and fluid processes
- **EXPECTATION:** manage, satisfy and exceed the expectations of individuals
- **RESOLUTION:** turn a bad experience into a better one
- **INTEGRITY:** be reliable and generate trust

For this first edition of the study, white collars, Middle managers and executives of the Group were involved for a total of 60 individuals.

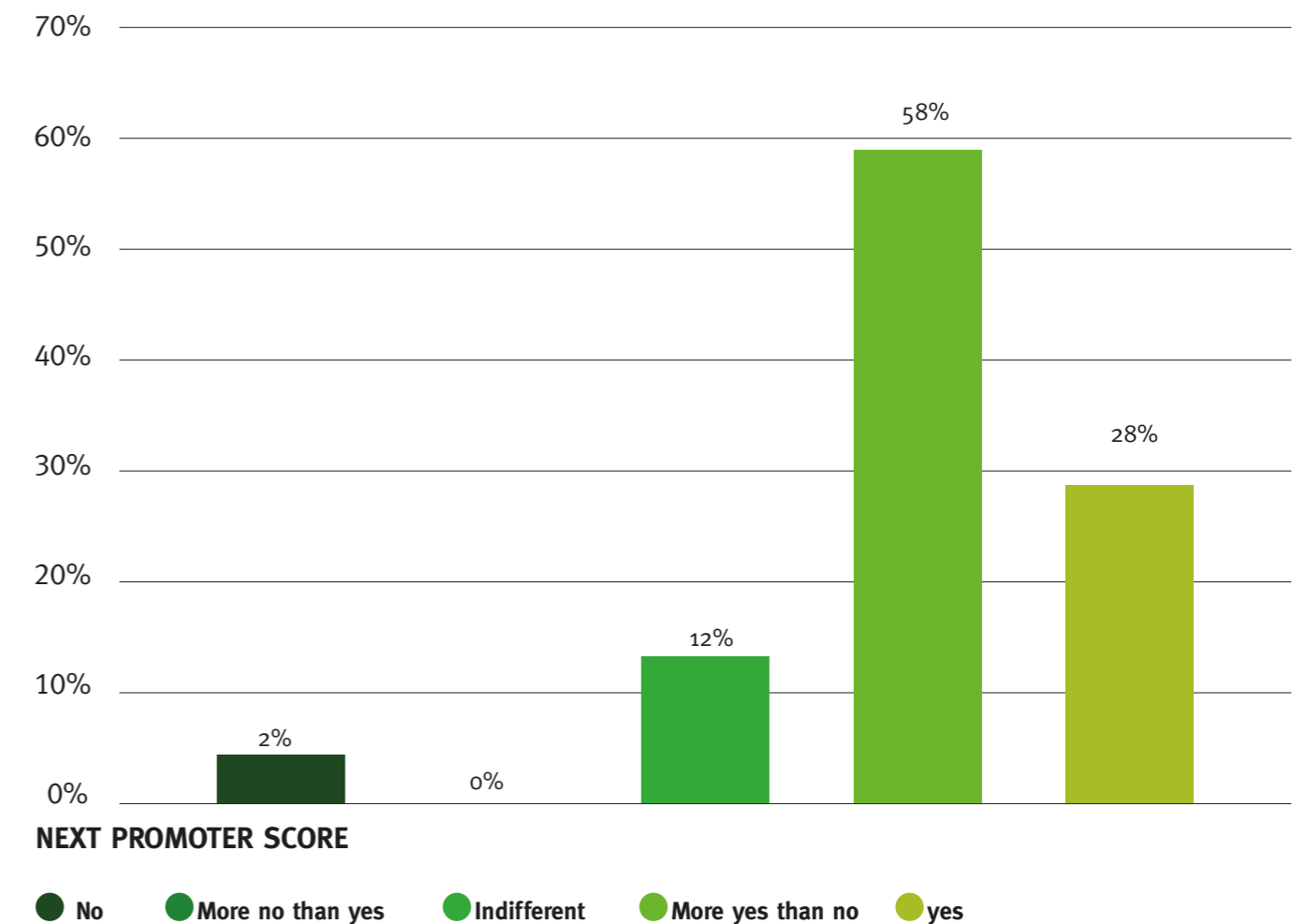
The survey revealed strengths and weaknesses of the work experience in Bonzai.

Starting from December 2022, the HR office has set up periodic meetings with the Operations Managers aimed at consolidating the areas already considered satisfactory by the employees and intervening with

corrective actions for the areas that can be improved.

However, the study returned an overall positive conclusion: 86% of the participants, in fact, consider the experience in Bonzai to be excellent. Our goal for 2023 is obviously to improve on this result.

WOULD I RECOMMEND MY COMPANY AS AN EXCELLENT WORKPLACE?





“
**BONZAI
FOR THE
ENVIRONMENT**
”

“ **Green energy** ”



ELECTRICAL ENERGY

Our journey towards reducing electricity consumption in warehouses began in 2020 in Caorso (PC), a plant of over 30,000 m2 that consumed more than 900 MWh per year - equal to almost 60% of Bonzai's total needs. We have divided the work into two steps:

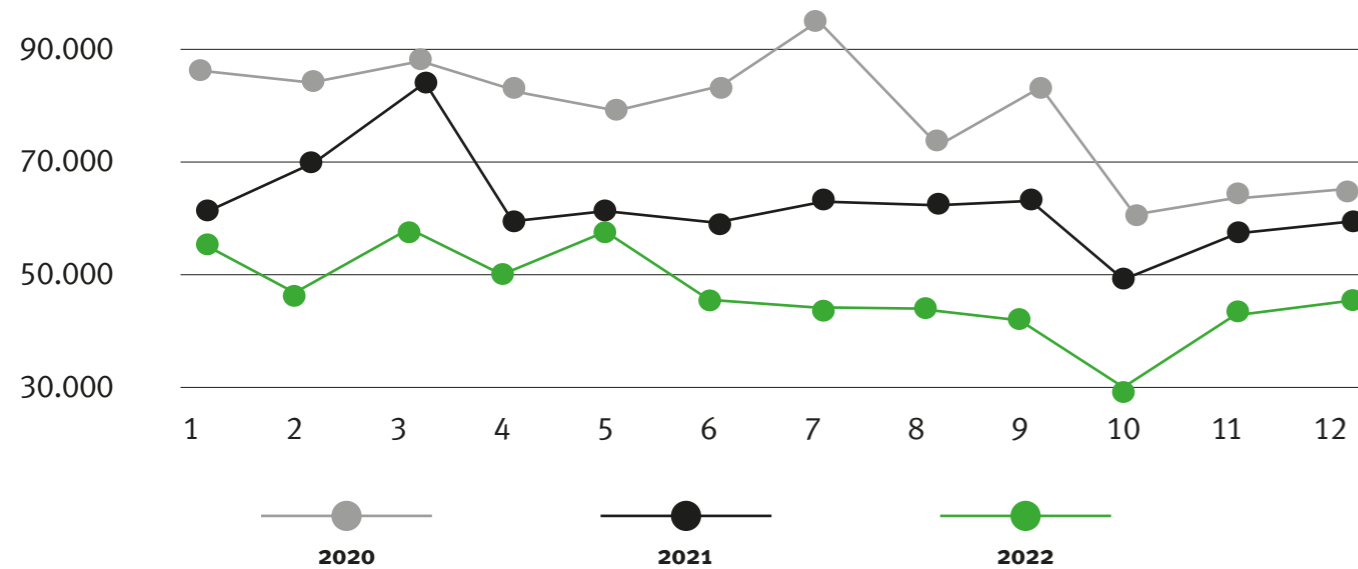
- During 2021 we compartmentalised the facility so as to be able to light only the warehouse areas used from time to time and we partially replaced the old iodide lamps with LED lighting fixtures.
- During 2021 we finished replacing all the lamps. Thanks to this project, in 2022 we achieved a **35% reduction in consumption compared to 2020.**

At the end of the year, we also implemented operating procedures aimed at involving the personnel who work in the warehouse every day, so that the progressive reduction of our environmental impact becomes a common goal felt by everyone.

In 2023 we therefore expect a further 15% reduction in consumption directly attributable to the lighting of the operating areas.



COMPARISON OF YEARS



Year	kWh	% Change	Comparison
2020	933.296		
2021	763.354	-18%	Compared to the previous year
2022	602.568	-21%	Compared to the previous year
		-35%	Compared to 2020

In the Montaletto di Cervia (RA) warehouse, which influenced 17% of Bonzai's total consumption in 2021, we instead intervened during 2022 with the installation of intelligent twilight sensors capable of regulating the activation of the lighting system based on the natural brightness in the various periods of the day.

Thanks to this operation, in 2022 we achieved a reduction in consumption of 6% compared to 2021. In 2023 we are committed to extending the operating procedures set up for Caorso to this plant as well, in order to involve and raise awareness among the personnel.

Anno	kWh	% Change	Comparison
2021	268.670		
2022	252.402	-6%	Compared to the previous year

The process of reducing the environmental impact of our activity in terms of energy has not only focused on reducing consumption, but also on choosing to source from suppliers who guarantee the use of 100% green energy, produced from certified renewable sources. The partnership with Egea was established throughout 2022, for all our warehouses with utilities registered to Bonzai and the other companies of the Group. At the end of the year, we also started a feasibility study for the installation of a photovoltaic system on the roof of one of our

warehouses, which would allow us to fully cover the local electricity needs. During 2023, should the analysis give a positive outcome, we plan to define times and methods for the implementation.





Responsible use



Our environmental commitment consists of small but real gestures. Compatible with the field in which we operate, we try to adopt the simple but fundamental rule of the 3 Rs more and more every day: Reduce, Reuse, Recycle.

REDUCE

USELESS PACKAGING

There are contexts in which, due to a specific request from the customer or due to particular needs of the product we deal with, we are forced to use bubble wrap packaging. In all other cases we have chosen to switch to paper fillers, which are 100% recyclable.

DISPOSABLE PLASTIC

We chose the Montaletto di Cervia warehouse – which employs the largest number of employees – as a pilot for the installation of two water dispensers connected directly to the water system, so that everyone always has clean, filtered and fresh water available to fill their own bottles.

In this way we have drastically reduced the consumption of bottled water, with positive consequences in terms of waste produced and CO2 emitted for the production and transport of bottles. During 2023 we plan to extend the project to two other sites.

REUSE

DURABLE PACKAGING

In the Montaletto di Cervia (RA) and Agliana (PT) warehouses, for two important world-leading customers in the production of sports equipment and luxury clothing and accessories, we manage the empty/full cycle of durable packaging: containers, bins and pallets in continuous circulation between our customers' suppliers who send us the raw material, the warehouse for storage and the production departments that we supply for the transformation into the finished product.

RECYCLE

RECYCLED CONSUMABLE MATERIAL

With the exception of one customer who has explicitly asked us to use white paper for the documentation we attach to shipments, we only use 100% recycled paper in all our warehouses.

We have also been testing more recycled consumables throughout 2022:

- At the Caorso (PC) and Cortemaggiore (PC) sites, for the past six-months we have only used adhesive tape made from plastic bottles, made up of 85% recycled PET.
- At the Settala (MI) site, where for one customer we had to use bubble wrap as a filler for shipments of generator spare parts all over the world, we have started to choose reels made of 100% recycled and recyclable material.

Starting from the middle of the year, 100% of the bubble wrap used in the warehouse is regenerated and regenerable.



Water dispenser installed in the Montaletto di Cervia (RA) warehouse



The Bonzai forest



SEPARATE WASTE COLLECTION

During 2022 we carried out a precise mapping of the waste collection containers in the various warehouses. As a result, 45% of our facilities own and use a bin for each type of waste produced: paper and cardboard, plastic, wood, undifferentiated waste and textiles (Fashion sector only). As regards the remaining 55%, although the Supplier Companies that take care of disposal, undertake to separate the waste transferred to the mixed container

downstream, we have decided to carry out an analysis on the volumes of waste produced at each site in order to evaluate the possibility of carrying out this operation upstream. In Caorso (PC), where there was only one bin for all types of waste, in December we added one for the deposit of paper and cardboard. In 2023 we are committed to continuing this analysis in order to ensure the greatest possible separation of our waste.

Recycled material used in the Settala (MI) and Caorso (PC) warehouses

THE ENVIRONMENTALLY FRIENDLY TAPE



Made up of 800 trees of different species, it is located in Guatemala and is part of a reforestation project with a high social impact in collaboration with ZeroCO2. This means that each plant, in addition to producing benefits for the environment, generates a positive impact for the farming family to which it is entrusted.

It has been calculated that in its first 15 years of life, the entire forest will absorb 430,750 kg of CO2 and produce over 150,000 kg of fruit including oranges, avocados, cocoa beans, limes and sapodilla plums, as well as obviously contributing to the reforestation of the area.

Why did we choose to plant trees?

Reforestation is considered one of the most effective actions in the fight against the climate crisis, but not only. The most direct effect that a tree has on the territory is that of capturing CO2 which occurs throughout the growth phase, but it is also essential to stop the drying of the soil and desertification, reduce the impact of flooding and the risk of landslides and mudslides, protect against extreme heat, regulate

temperature, clean air and water from pollutants and constitute the habitat for much of the earth's biodiversity.


Why did we choose Guatemala?

In the last 20 years alone - from 2001 to 2020 - Guatemala has lost 20% of its forests due to causes attributable to man. Deforestation not only accelerates the concentration of CO2 in the atmosphere, aggravating the climate crisis, but creates poverty for the farming communities who live in those places. Planting trees means actively participating in the fight against global warming and, at the same time, gives farming families economic and nutritional stability. By donating trees to farming communities, their true identity is safeguarded. A tree in Guatemala is a precious contribution to the nutrition and economy of the community.

We are committed to growing our forest year by year; our goal for 2023 is to double our positive impact in defence of the forests, the species that inhabit them, the soil, the air and the people.



In 2021, Bonzai Group has:

 planted 800 trees in GUATEMALA	 and absorbed 430.750 Kg of CO ₂ *	 thus supporting 16 families
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*Trees are considered the most effective and economical technology to offset greenhouse gases.
Planting a tree therefore supports the global effort to combat climate change.*

*The value reported is an ex-ante estimation from the scientific literature.



Planting certificate of the Bonzai forest in Guatemala

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Operating Center
via Luigi Bonzano
Cavaliere del lavoro, 4
15033 Casale Monferrato (AL)
T. +39 0142 565600

info@bonzaigroup.it

www.bonzaigroup.it