



BACK LABEL SBRL: SUSTAINABILITY REPORT 2022



Certified by ICEA
G00176



Certified
Corporation

100% MADE IN ITALY

For **Back Label**, being sustainable means acting for long-term development.

*“It means feeling in the present the responsibility for future generations’ welfare and therefore acting consciously; working to preserve natural resources and contribute hand-in-hand as consumers and business owners to combat climate change by minimizing the impact on the environment. In short, long-term growth can only be achieved through responsible behavior.” ~ BL **Alessandra Perricone**,*

Commercial Director and Impact Specialist

Back Label is aware that the path to sustainable development requires rigorous policies, tools and lines of action with respect to environmental issues. Responsibility towards future generations requires a strong core commitment to the careful use of our

scarce natural resources and the diminishing of the impact of our business activities.

As a demonstration of its attention to the environment, since 2020, **Back Label** has adopted an Environmental Policy which, in addition to reiterating the constant attention to comply with all legislative and other applicable regulatory requirements, formalizes the company’s commitment to continually improve its environmental performance by minimizing the impact of its production site and offices, as well as that of activities, services, products and logistics.

With regards to direct environmental impacts (scope 1 and scope 2), i.e., those generated by the offices, the logistics center, and the production site, in line with previous years, Back Label directs its efforts on the following points:

- o Evaluation and monitoring of environmental impacts aimed at identifying and implementing improvement measures.
- o Purchase of electricity from renewable sources.
- o Use of technologies to support interaction between employees aimed at reducing the movement of people.
- o Efficient use of resources and procurement from responsibly managed sources.
- o Involvement and awareness of people through guidelines and programs aimed at reducing the consumption of paper, plastic, toner, energy and promoting separate waste collection.

The energy consumption of Back Label is linked not only to the heating and lighting of the structures, but also to the operation of office and production equipment (computers, printers, sewing machines and cutting tables).

CONSUMI ENERGETICI DIRETTI (tCO2eq)				
	2019	2020	2021	2022
<i>Da fonti non rinnovabili:</i>				
Gas naturale	20,62	11,65	11,08	7,79
Carburante auto	14,35	8,8	9,12	8,53
CONSUMI ENERGETICI INDIRETTI (tCO2eq)				
	2019	2020	2021	2022
<i>Da fonti non rinnovabili:</i>				
Elettricità	1,29	1,97	0	0
EMISSIONI TOTALI (tCO2eq)				
	36,26	22,42	20,20	16,32

Also for 2022, **Back Label**, in addition to acting on the reduction of impacts, continued the activity of offsetting the emissions generated through the collaboration with South Pole Carbon Asset

Management Ltd. – a company specialized in supporting companies in identifying paths for the reduction of consumption and compensation of residual and unavoidable CO2 emissions.

In particular, **Back Label** offset 7.80 Tco2 through the Mount Sandy project whose goal is to permanently protect a regionally and culturally important pocket of biodiversity-rich land in partnership with its Traditional Owners

Local birds, animals and plants flourish undisturbed, while native plants for revegetation are supplied by the local nursery at Raukkan Aboriginal Community,

a self-governed Indigenous community 50 kilometres northwest of the project site.

Raukkan community members are also employed for onsite works including vegetation monitoring and mapping, fencing, and pest and weed control. By supporting EcoAustralia, Australia's unique heritage and vegetation are protected for generations to come; while certified emission reductions are helping to slow the climate crisis and create a circular economy.

<https://market.southpole.com/home/offset-emissions>

Furthermore, in order to limit the indirect impact linked to the purchase of raw materials, and to the creation and distribution of its products, the company has initiated direct communication on sustainability with its suppliers with the aim of achieving common results through the application of good environmental practices, especially with regards to production and logistics. Back Label is aware of the impact of urban mobility

and encourages its employees to adopt environmentally friendly solutions.

Thanks to the adoption of virtuous behaviors, aimed at containing air pollution, everyone can in fact contribute to improving air quality.

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The initiatives range from the total supply of energy from renewable sources – i.e., through the implementation of the second 100% green energy meter - to the identification of ways to make energy use more and more efficient - such as the new cutting method that concentrates the cutting activity on just 2-3 days a week depending on the workload - up to the reduction of the impacts associated with the movement of employees for business trips, through an increased use of trains.

As for the efficiency of lighting systems, in 2022, **Back Label** integrated and replaced all its display racks with Light-Emitting Diode (LED) systems and continued the gradual process of substituting exhausted light bulbs with Led bulbs in whole head quarters.

The latest generation LEDs, capable of ensuring excellent quality of light, allow an estimated energy saving of up to about 80% compared to previously used lighting systems

and at the same time produce less residual heat.

Back Label has also optimized the potential offered by new technologies that favor smart working and remote communication, allowing to reduce the impacts deriving from travel, on the environment and on the quality of life of people, also thanks to the use of the most innovative systems of video conferencing.

In fact, for the third consecutive year, **Back Label** offers its employees the opportunity to use smart working for up to 2 days a month.

This way, **Back Label** not only offers office staff the opportunity to get in touch with their colleagues without having to physically move,

but also contributes to the reduction of CO2 emissions due to failure to travel to reach the workplace.

WASTE:

The waste generated by **Back Label** activity mainly refers to packaging material and office/textile processing waste. In 2022, the company recycled approximately 85% of the waste generated.

The offices are equipped with special containers for separate waste collection (paper, cardboard, wood, plastic, aluminum, glass, and electronic equipment) and the employees are sensitized on the importance of applying correct practices, so that waste can be sent for disposal or recycling / recovery through charities or recycling platforms.

Always keeping in mind the importance and significance of circular economy in **Back Label's** activities, the company constantly dialogues with partners and organizations to study solutions to re-evaluate the waste produced by the company, with a particular focus on waste from fabric processing, particular focus is given at Euratex future developments.

LOGISTIC SYSTEM:

Back Label has always been, as far as possible, oriented towards implementing logistical solutions capable of guaranteeing operational efficiency and compliance with delivery times but also attention to the environment. It encourages and supports its logistics partners to adopt increasingly sustainable transport systems and modes through:

- o Defining of efficient routes for the procurement of raw materials from suppliers and partners and continuous communication with the commercial for shipments to customers, in order to reduce the distances traveled.
- o Efficient packaging space optimization to ship the same volume of product in less space.
- o Use of means of transport with a lower environmental impact.

Compatibly with market needs and whenever possible, **Back Label** tries to limit shipping its products via air, instead, it prefers utilizing on-land shipments.

Over the last three years, the company has extended the monitoring of CO2 emissions from the transport of all finished products through partners that provide reward guarantees such as DHL GoGreen.

1 FIND CERTIFICATES TOWARDS END OF REPORT.

“BACK” TO GIVE BACK:

Welcoming everyone, valuing diversity, expressing oneself freely, are integral elements in **Back Label's** corporate culture, as well as determining factors for the growth model and the way of doing business.

Back Label lives on multiplicity and dialogues with all generations and cultures aware of how diversity constitutes an essential and enriching factor.

For several years **Back Label** has been promoting initiatives and sponsoring projects that aim to support local communities and various charitable organizations through cash donations, product donations and organizational and productive support to new talents.

Back Label's commitment to support the community takes the form of initiatives mainly attributable to: scientific research and prevention, social development and poverty, and support for populations in emergency situations.

“BACK to People”:

As defined in the Code of Ethics and in line with an inclusive approach, no form of discrimination is tolerated on the basis of ethnic origin, skin color, gender, sexual orientation, religion, nationality, age, political opinion, trade union affiliation, marital status, physical or mental disability and any other personal status or characteristics.

Respect for diversity and equal opportunities and the prevention of all types of discrimination are principles that **Back Label** undertakes to guarantee at every stage of the employment relationship, from the selection process to the definition of wages, to opportunities for professional growth, up to the management of the phase of termination of the employment relationship.

In 2022, Back Label undertook to strengthen the culture of inclusion and enhance diversity through the launch of work initiation paths for people with disabilities through the local A.I.P.D and Associazione Tantemani.

The inclusion of people with disabilities is a topic in which the company has been working for some time.

Back Label manages diversity in accordance with the rules and practices established by applicable laws and encourages the various company departments to integrate people with disabilities.

Each insertion is evaluated respecting and balancing the needs and skills of each individual person, providing the correct workstations, and possibly modulating working hours.

By doing so, people are protected and put in a position to be able to give their best.

Back Label provided for the insertion of additional people with different degrees of disability for the whole of 2022, also through the collaboration with the institutional bodies responsible for targeted job placement.

As a matter of fact **Back Label the Wellnesswear** continued the engagement started in 2021 in a program of development and integration of people with disabilities by adopting solutions and points of view to cover tasks once considered delegable only to people without disabilities.

The program starts from a careful analysis of the work tasks necessary for business development are analyzed according to different intrinsic perspectives, to find talents who are able to bring solutions through their skills and competences to get to cover with equal (if not greater efficiency) the tasks themselves.

Back Label the Wellnesswear once identified these figures introduced with an internship experience, then an apprenticeship and finally integrated into the structure with very specific employment contracts, positions, and tasks, decided to distribute the load of insertion into 4 macro phases.

I. First test phase: divided into a variable number of meetings aimed at familiarization and knowledge of our company procedures and canonical needs.

II. Internship phase: aimed at field testing the candidates' skills and leading the candidate to interface with all colleagues by disconnecting from the tutor.

III. Delegation of responsibility and identification of the path that the candidate can do independently always with the supervision of the tutor first and then of the colleagues.

IV. In this phase, particular attention is paid to the analysis of the candidate's stress resistance over 8 working hours.

V. Final insertion in the business context according to company and candidate needs.

Back Label partners in this path are the AIPD association which in 2021 nominated G. and the Tantemani Laboratory which in the same year proposed collaborations with E. and other young people on call.

“Experience has led us to the positive conclusion that E.’s qualities can be well adapted to the implementation of the production procedures followed, upon his input, by our ERP management system; specifically, E. would be responsible for transferring the contents of the production and warehouse bills to the system in the internal cycle and controlling and digitizing the content of the processing phases in the external cycle. To verify E.’s consistency, we are increasing the working hours and the load of responsibility “ ~ Vera Bono, Creative director & tutor of G. and E.

“With G. the developments became rapid from the first day. G. helps with small tasks such as cleaning, tidying up of work tools and cafeteria services. Her cheerfulness and transparency have given a strong input to all colleagues and collaborators who relate to her with a positive spirit and a genuine desire for interaction. Also, with G. we are increasing the load of the hours and therefore the engagement I would like to clarify that the approach described above pursues the looming goal of profit which remains the primary index of the company’s health. This approach also adds a new evaluation index that derives from being together well, doing everyone good for good.” ~

Filippo Perricone, Back Label Managing Director



GOGREEN CERTIFICATE 2022

BACK LABEL SRL

offset a total of **5,748.09 kg CO₂e**
for 2022 with GoGreen Climate Neutral services.

Deutsche Post DHL Group has offset the greenhouse gas emissions generated by transportation and logistics through worldwide, registered climate protection projects.

More details about the DPDHL GoGreen Projects Portfolio and selection criteria can be found at:
dpdhl.com/gogreen-projects

Michiel Greeven
Executive Vice President
Sales Express Global & Europe

This certificate is issued by Deutsche Post DHL Group. The greenhouse gas emissions stated on this certificate (reported as CO₂e*) include emissions from transport and logistics as well as upstream emissions from fuel and energy production. The emissions have been calculated and offset via expenditures on climate protection projects as mentioned above. SGS (Société Générale de Surveillance) has verified the tracked greenhouse gas emissions and the related offsets against the Carbon Management System and according to the „Greenhouse Gas Protocol - Product Life Cycle Accounting and Reporting Standard“ for the period of 01.01.2022 to 31.12.2022.

* CO₂e: The CO₂ equivalents for our emissions offset include carbon dioxide (CO₂) as well as further GHG emissions such as methane (CH₄).



DHL GOGREEN



GoGreen

CERTIFICATO

DI ENERGIA PRODOTTA DA FONTI RINNOVABILI

Power.it attesta che l'energia fornita a

BACK LABEL SRL

È prodotta esclusivamente da impianti che utilizzano fonti rinnovabili quali idroelettrica, geotermica, eolica e solare, in conformità con la Direttiva 2009/28/CE e con la Deliberazione dell'Autorità per l'Energia Elettrica e il Gas - ARG/elt 104/11

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CERTIFICATO N.

2022

PERIODO DI VALIDITÀ



RILASCIATO DA

GOGREEN



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GO0176



Certified

100% MADE IN ITALY

[BACKLABEL.COM](https://www.backlabel.com)