



# SUSTAINABILITY REPORT 2023



BETTER SILVER

Shaping beauty since 1977



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## Letter to our Stakeholders

**Dear Stakeholders,**

it is with great satisfaction that BETTER SILVER presents its third Sustainability Report to illustrate how it intends to continue sustainable development.

In 2022 we submitted our second Sustainability Report (Sustainability Report 2022) declaring the particularly challenging objectives we aimed to achieve. We wish to make an initial reflection on what has been achieved to ensure continuous improvement:

- We have achieved the two certifications we set as objectives for 2025: “Environmental Certification” (ISO 14001) and “Health and Safety Certification” (ISO 45001). These certifications are the result of a continuous commitment to improving our internal procedures, constant monitoring, and oversight of environmental issues and workplace safety.
- Regarding the increased investment in social activities, this is a goal we are actively pursuing and plan to report on in our upcoming sustainability reports by 2025.

We would like to sincerely thank everyone who continues to believe in us day after day, collaborating with passion and respect to promote the sustainable development of Better Silver S.p.A..



## 01 METHODOLOGICAL NOTE

The creation of this Sustainability Report is **entirely voluntary**, as it is not obligatory under Legislative Decree 254/2016 to report non-financial performance. To identify the most pertinent issues for Better Silver, internal analysis was conducted using the materiality matrix. This tool helped assess the crucial issues for both our organization and our key stakeholders. Data was collected through ongoing company audits, and medium-term objectives were established in line with initiatives aimed at contributing positively to society and the surrounding environment.

Our reporting approach was influenced by the GRI Standards, the widely accepted guidelines in non-financial reporting. It's important to note that this inspiration serves as a reference model for now, and we cannot confirm that this report aligns with GRI Standards in any of the options provided (Core, Comprehensive, GRI-referenced).

*Additionally, we incorporated the 17 Sustainable Development Goals of the United Nations 2030 Agenda and assessed each area of sustainability using the international standards of ISO 26000 and the ESG (Environment, Social, and Governance) methodology.*



GUIDELINES

ESG

ESG CRITERIA



AGENDA 2030  
for sustainable development

## a. Methodological notes

### International Guidelines

### ISO26000, 17 SDG's, ESG

The Sustainability Report was created through the International Standard ISO 26000 “Guidelines on Social Responsibility” published on November 1, 2010, and then updated and republished December 10, 2020.

The ISO 26000 Guidelines are a framework for assessing and defining an organization’s accountability for the effects of its operations on Economic, Social, Environmental Sustainability, and Governance.

The International Standard ISO 26000 “Guidelines on Social Responsibility” is the result of the broadest consensus on an international level achieved between vested experts and key stakeholders and was developed with the aim of encouraging the worldwide adoption of best practices in terms of sustainability and corporate responsibility.

The standard reaps the fruits of a general agreement on relevant aspects, such as:

- > the definitions and general principles of social responsibility;
- > the crucial issues that need to be addressed in terms of social responsibility;
- > the integration of social responsibility into overall activities of an organization.

The ISO 26000 Guidelines made it possible to analyze the company’s commitment to sustainability in seven key areas:

*Organisational and Governance, Human Rights, Labour Practices, The Environment, Fair Operating Practices, Consumer Issues, Community Involvement and Development.*



Free reworking of the ISO 26000 scheme

## Agenda 2030 - 17 SDG's

The 2030 Agenda for Sustainable Development is an action program for people, the planet and prosperity undersigned in September 2015 by the governments of 193 United Nations member countries.

It incorporates 17 Development Sustainable Objectives – *Sustainable Development Goals, SDGs* – in a great action program for a total of 169 'targets' or goals.

Better Silver is committed to achieving 12 of the 17 United Nations 2030 agenda objectives.



## ESG (Environmental, Social e Governance)

The acronym ESG refers to three fundamental dimensions (**Environmental, Social and Governance**) to verify, measure, monitor and support commitment to the sustainability of a company.

Better Silver decided to develop its own reporting according to this method.

**ESG**  
ESG CRITERIA



## b. Stakeholders

INTERESTED PARTIES (relevant)	NEEDS AND EXPECTATIONS	NEEDS AND EXPECTATIONS	INTERESTED PARTIES (relevant)
<i>Shareholders</i>	<ul style="list-style-type: none"> <li>The company consistently generates sufficient profits to cover essential assets and make necessary investments to ensure ongoing growth and development.</li> </ul>	<ul style="list-style-type: none"> <li>Timely payments as per the agreed terms.</li> <li>Consistent and regularly scheduled orders, with flexible delivery times.</li> <li>Opportunities to boost turnover and margins in partnership with Better Silver.</li> <li>Access to knowledgeable and responsive contacts within Better Silver for mutually beneficial collaboration, especially on technical matters.</li> <li>Recognition in the market as a supplier associated with Better Silver.</li> </ul>	<i>Suppliers</i>
<i>Workers</i>	<ul style="list-style-type: none"> <li>Receive a regular salary payments.</li> <li>Experience a positive and supportive work environment.</li> <li>Be treated with respect and dignity by owners and supervisors.</li> <li>Be free from discrimination and unfair privileges.</li> <li>Have the opportunity to showcase their talents and enhance their knowledge, skills, and experiences.</li> <li>Advance their careers, increase their income, and achieve personal satisfaction.</li> </ul>	<ul style="list-style-type: none"> <li>Adherence to agreed-upon terms to ensure mutual benefits for both parties.</li> <li>A collaborative relationship grounded in honesty and loyalty from both sides.</li> </ul>	<i>Machine And Equipment Suppliers</i>
<i>Customers</i>	<ul style="list-style-type: none"> <li>Products of high quality that adhere to safety regulations and legal standards (such as fineness, hallmarking, and the absence of dangerous substances).</li> <li>Adherence to specified delivery schedules.</li> <li>The ability to place and receive large orders swiftly and competitively, considering the size and production capacity of Better Silver, with a diverse range of choices.</li> <li>Access to innovative and stylish products.</li> <li>Prompt and efficient handling of complaints.</li> <li>Options for product customization.</li> <li>Technical guidance on products.</li> </ul>	<ul style="list-style-type: none"> <li>Provide financial backing to a stable company that consistently fulfills its obligations.</li> <li>Production facilities within the area that do not harm the environment or the residents' health.</li> <li>Employment prospects for both direct and outsourced workers.</li> <li>Contributions through taxes and various payments to the municipality.</li> <li>Voluntary donations and sponsorships addressing local necessities.</li> <li>A sense of pride in hosting a prosperous company within its vicinity.</li> </ul>	<i>Financial Partners</i>
<i>End Users</i>	<ul style="list-style-type: none"> <li>Expertly crafted jewelry, available in both contemporary and traditional styles tailored to individual preferences, crafted in Italy (or Europe), meeting high-quality standards, and ensuring that nickel and other hazardous substances are not present.</li> </ul>	<ul style="list-style-type: none"> <li>Adherence to existing regulations encompassing tax, safety, and environmental standards.</li> <li>Transparency, integrity, and a sense of responsibility from a thriving, reputable company that serves as an industry benchmark.</li> </ul>	<i>Municipality</i>
		<ul style="list-style-type: none"> <li>Compliance with the requirements of the ISO 9001, ISO 14001, ISO 45001, SA8000 and RJC standards with which Better Silver is certified.</li> <li>Collaboration and transparency when conducting audits.</li> <li>Commitment and determination to resolve any non-conformities that emerge during the audits.</li> </ul>	<i>Public</i>
			<i>Certification</i>



## c. Materiality Analysis

The materiality analysis carried out by Better Silver is presented as the final outcome of the **company's reflection** process, which involved the structured engagement of stakeholders to **identify the most significant aspects**.

This comprehensive study considered several factors:

- Examination of internal company records.
- Key concerns voiced by stakeholders, evident through their diverse requests and sustainability reports.
- Issues deemed significant by Better Silver, aligning with its beliefs and commitments.

The aim of this matrix is to guide Better Silver in a thoughtful selection of the most important aspects to focus on, both in terms of reporting and strategic orientation.

### GOVERNANCE

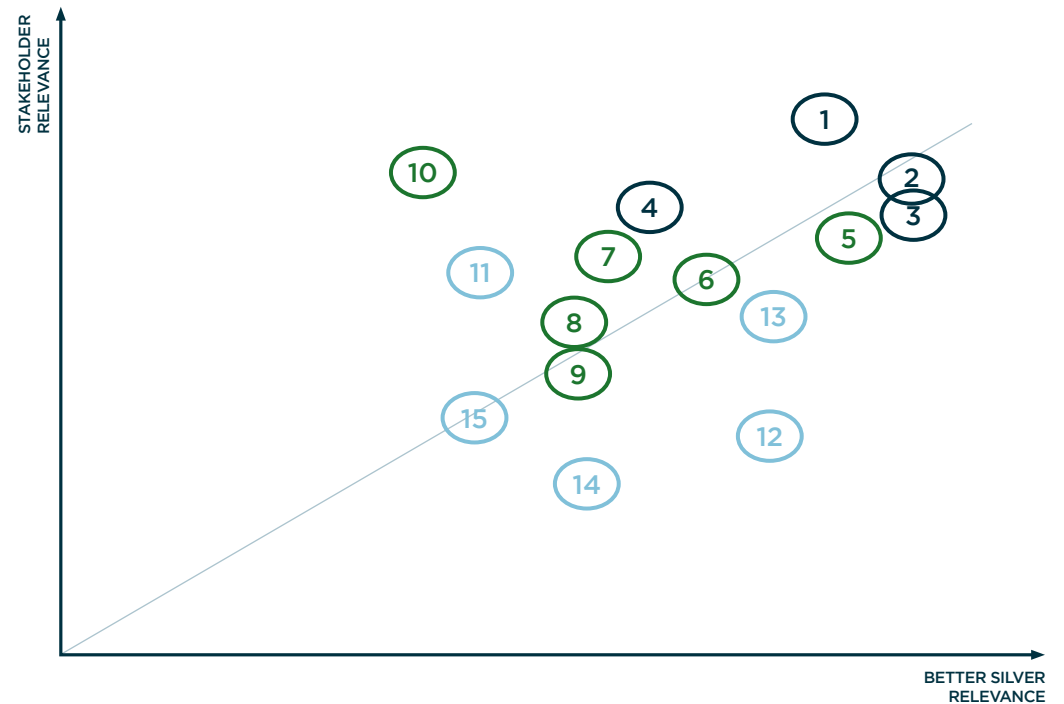
1. QUALITY AND CUSTOMER FOCUS
2. GROWTH AND REINVESTMENT
3. INNOVATION
4. TRANSPARENCY

### ENVIRONMENTAL

5. RENEWABLE ENERGY
6. CONT. SUPPLY CHAIN
7. RECYCLING
8. RAW MATERIAL TRACKING
9. WATER SAVING
10. REDUCTION IN EMISSION

### SOCIAL

11. INCLUSION
12. LOCAL COMMUNITIES
13. HEALTH AND SAFETY
14. EMPLOYEE TURNOVER
15. EMPLOYEE WELFARE





## 02 CORPORATE IDENTITY

### **Better Silver SpA and Its Evolution**

Established in **1977** in Bressanvido, a quaint town in the Vicenza countryside, Better Silver S.p.A. has been crafting and promoting silver chains, jewelry, and other precious items for over four decades, with approximately **90% of its creations exported globally**.

It operates as a joint stock company, with 98% ownership held by the parent holding firm, Bettinardi Group, fostering synergy among its subsidiaries through managerial support. The remaining 2% ownership belongs to its founder and chairman, Romano Bettinardi.

The company's core mission is to tackle the challenges encountered in the jewelry and fashion industry and achieves this by leveraging its vertically integrated production system and making consistent investments in innovation and technology.

Our daily commitment revolves around satisfying key industry stakeholders, aspiring to establish ourselves as a leading company in the production of finished products and components.

Our technological arsenal encompasses chain machines, investment casting, 3D printing, CNC lathes, stamping, and laser engraving, catering to items made from both precious and non-precious materials.

This is possible because Better Silver operates as an industrial entity, overseeing nearly all production processes internally, from wire making to the final product, leveraging facilities in Italy and Romania.

This integrated setup positions us as invaluable partners for prominent international players in both the luxury and accessible jewelry sectors, as well as for organized and online retailers.



**14.500** m2,  
2 in Italy and  
1 in Romania  
1 in U.S.A.  
**16** departments



more than  
**1.100** machines



**372**  
employees



**80**  
Tons\*

\* per year

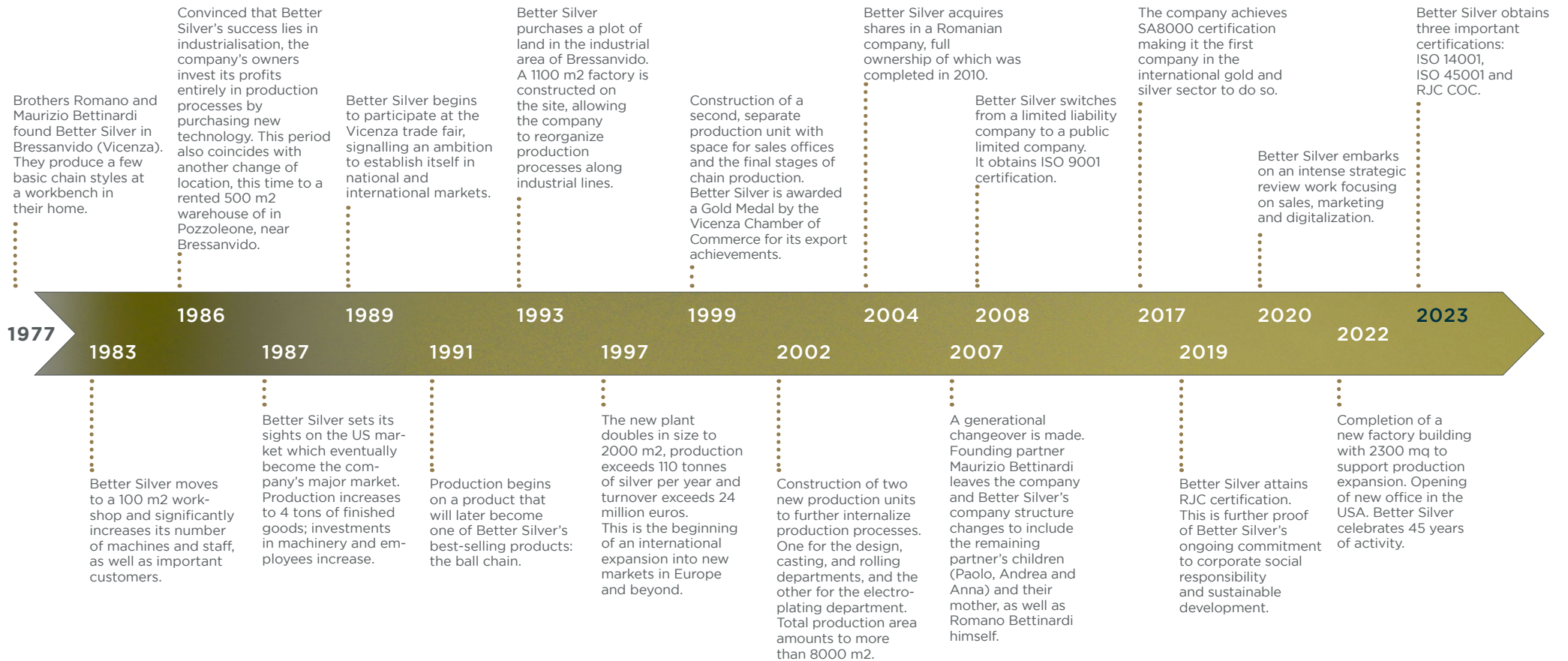


**Mtrs 10**  
Million



**Pcs**  
**20**  
Million\*

## a. History in a nutshell



## b. Corporate culture

2020 was a year of introspection and innovation, leading the management team and the family to articulate the fundamental essence and core values of the company. These values are crucial for ongoing evolution of the company while keeping it rooted in its origins. A renewed vision was developed, deeply connected to the company's history and its perspective on the present, past, and envisioned future.

Central to this vision is the notion of social redemption - the relentless pursuit of improving one's circumstances. This fervor has been a driving force, mirroring the founder's journey, who, arising from challenging beginnings, sought pride, societal acceptance, and a lasting impact. This aspiration lives on daily, fueled by persistent effort, immense passion, the determination to surpass prior achievements, and an enduring sense of unfulfillment.

This ethos shapes our identity, compelling us to inspire continual self-improvement in others, extending from our employees and customers to collaborators and suppliers. We endorse and uplift those who share the desire to excel and enhance themselves, nurturing the unyielding flame that fuels our energy today and propels us toward a better tomorrow.

The distinctive values that define Better Silver can be encapsulated in these three fundamental concepts: **Family**, **Ingenuity**, and **Courage**.

---

3 values  
family, ingenuity  
and courage

---



**Family** *"Feeling part of a shared history. Knowing that you can rely on others. Such trust is the bond that lets us grow together harmoniously. Support in times of difficulty, but also getting carried away by the enthusiasm of being part of something that goes beyond work. Building links supported by a collaborative and sharing spirit. This is the only way we know of to draw strength from each other, and where 'I' naturally becomes 'we'. This is how new challenges can be met. Only in this way can great things be achieved, all together."*

**Ingenuity** *"It has always been our approach to put ideas into practise through choices and actions. Ingenuity is innate in us. This is proven by our continuous research into new technological solutions and by our unconventional thinking, which leads us to take unexplored paths in an overall vision of evolution. This is the deepest sense of a challenge called enterprise. Not being afraid of change, indeed anticipating it, in the knowledge that we can write a new chapter of our history. All fuelled by our passion for our work and the amazement that comes from continuous renewal. As if it were the first day. As if it were always a new beginning."*

**Courage** *"Courage was the fuel that powered our engines. Every choice, even a well-considered one, requires a good dose of tenacity. Vision and foresight enable us to look beyond obstacles, but it is courage that allows us to take on challenges, to make the choices that may have seemed risky at the time, but which revealed themselves to be fundamental to the success of the company."*

## VOCATION

Meeting the challenges encountered by the jewelry and accessory industries is our calling, made possible through our vertically integrated manufacturing system and continuous investments.

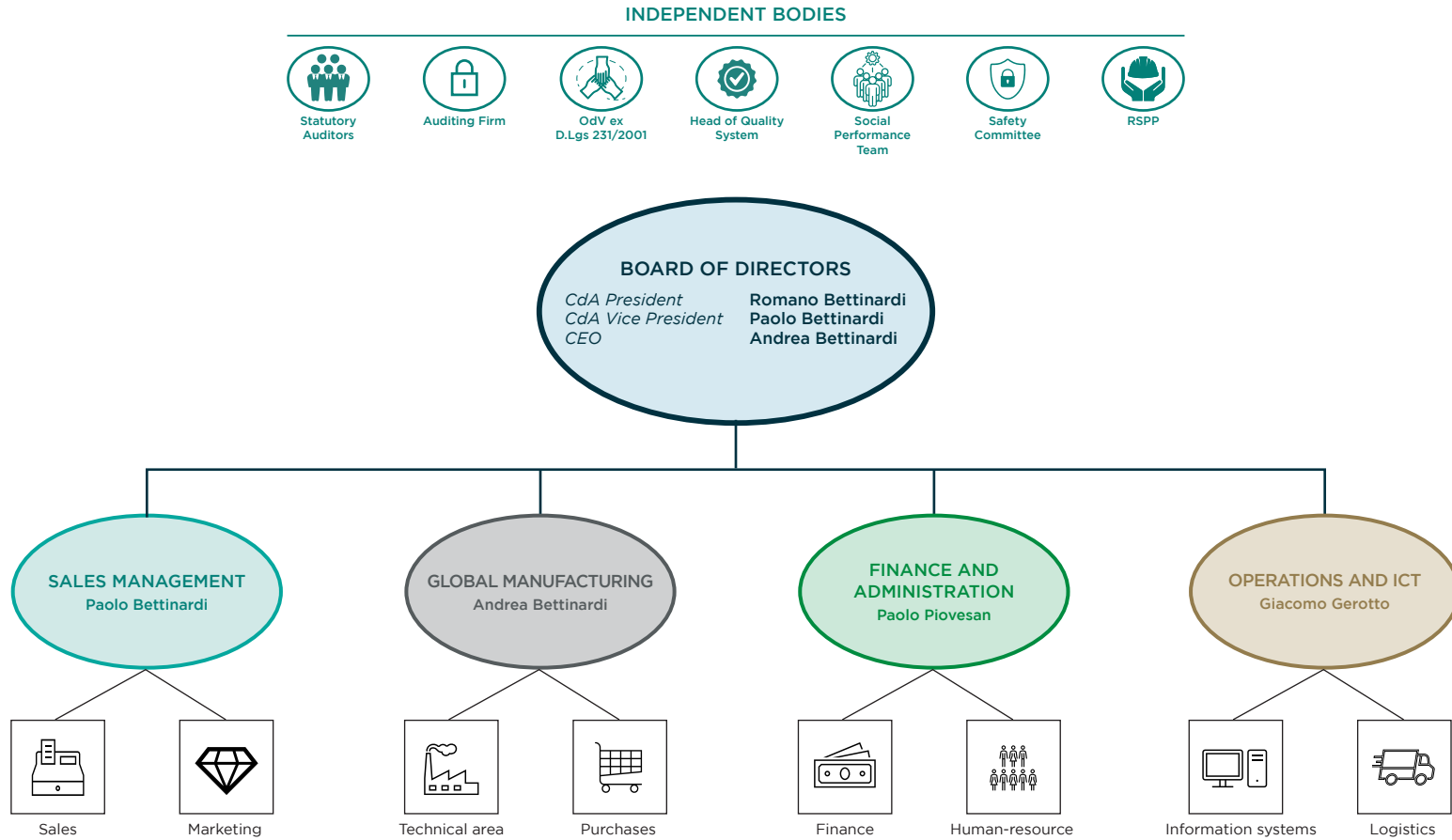
Our objective is to emerge as a leading entity in the jewelry and accessory market, specializing in the production of finished goods and components. Each day, we diligently strive to satisfy key industry stakeholders.

Our product range spans from jewelry chains to precision casting, incorporating 3D printing, CNC lathes, molding, and lasering techniques, encompassing both precious and non-precious materials.

This extensive portfolio is achievable due to our industrial approach, spanning from wire production to the creation of finished products in our facilities located in Italy and Romania.

Our unique structure empowers us to collaborate with major international players in the luxury and accessible jewelry sectors, as well as with organized and online retailers.

## C. Corporate organization





## 03 BETTER SILVER'S COMMITMENT TO SUSTAINABLE BUSINESS



ROMANO BETTINARDI CHAIRMAN



PAOLO BETTINARDI CEO



ANDREA BETTINARDI CEO

For Better Silver, **Sustainability** means **taking responsibility to evolve, grow** and innovate with care and attention to everything that surrounds and includes the company: the environment, the employees, and the stakeholders who gravitate around the company and have made its growth possible.

The management team at Better Silver SpA, run by the founding Bettinardi family, is aware of its role and responsibilities and acknowledges the importance of human resources as an added value to the company's assets and performance. It was therefore decided **to draw up a sustainability report to communicate in a thorough, truthful and transparent manner how** Better Silver is applying its own ethical vision of the business. In accordance with this vision, the company

seeks to assist the local community where Better Silver was founded, is based and continues to operate; the people who work every day within the organisation and contribute to the sound management of its profits, so that these become a source of further progress, **innovation** and **continuity**.

The Company therefore undertakes to report its commitment to sustainability through creation of the Sustainability Report.

*The Marketing and Communications Manager, Anna Bettinardi, and the CFO Paolo Piovesan (sustainability managers in the Company), continually hone their skills in the field of sustainability through courses and constant updates.*

## a. Governance

### ISO26000: 6.2 Organization Governance

#### ESG: Governance

#### Agenda 2030 SDG's



BETTER SILVER has increasingly integrated its commitment to Sustainability with the corporate strategy by developing Governance tools that can be implemented in the company through colleagues and External stakeholders.

To guarantee a Quality Service to the customer, the company has chosen to engage certification companies to ensure the reliability of the entire organization.

Better Silver SpA has translated its commitment in a Social Responsibility Management System in accordance with SA8000 and RJC COP standards. Better Silver SpA was the first company in the silver jewellery sector to obtain SA8000 certification in 2017. Since 2019, the company is a member of the RJC (Responsible Jewellery Council), a standards organisation set up to improve responsible environmental, social, ethical and human rights practices across the jewellery supply chain in relation to gold, silver, platinum, diamonds and coloured gemstones.

It is therefore committed to trading in accordance with the RJC Code of Practice (COP), which since 2019 also includes silver in its scope.

In January 2020, Better Silver obtained RJC certification, including for its RBS EXIM Srl branch in Romania. RJC COC certification was also obtained in February 2023 (02/02/23).

Regarding product quality, Better Silver has an ISO 9001 certified quality management system.

Since 2008 it has been certified ISO 9001, an internationally recognized standard for the creation, implementation and management of a Quality Management System (QMS), published by the ISO (International Organization for Standardization).

Moreover in 2023 Better Silver has obtained two important certifications: “Environmental Certification” (ISO 14001) and “Health and Safety Certification” (ISO 45001).

Finally, Better Silver has Additional Product Certification n. 38 issued by the Precious Metals Laboratory of the Chamber of Commerce of Vicenza, where compliance of securities and trademarks of precious metal products is ensured carried out by the company, according to the procedures defined by current legislation (Regulation of titles and identification marks of precious metals D. Lgs. n. 251 of 1999).

The company has adopted a Company Regulation that is shared with all employees and has implemented the Code of Ethics that is shared with the company's Stakeholders.

The company has defined a 3-year corporate strategy with objectives it intends to pursue for the development and growth of the company.

Confindustria Vicenza provides the company with continuous updates and support for company management and organization.



#### BOARD OF DIRECTORS

**ROMANO BETTINARDI** *President*

**PAOLO BETTINARDI** *Advisor*

**ANDREA BETTINARDI** *Advisor*

#### BOARD OF STATUTORY AUDITORS

**PAOLO PENZO** *President*

**MATTEO ROSSATO** *Statutory Auditor*

**PIERANTONIO DAL LAGO** *Statutory Auditor*

#### EXTERNAL AUDITORS

**EY S.p.A.**

### Economic and Financial Performance

Better Silver keeps financial records of all transactions in accordance with Italian and European accounting standards.

The Financial Statements are prepared in compliance with the relevant provisions of the Italian Civil Code and under the provisions of Legislative Decree 139/2015, implementing Directive 2013/34/EU.

It is accompanied by the Management Report in accordance with Article 2428 of the Italian Civil Code.

Since 2018 Better Silver has engaged - on a voluntary basis - one of the leading international consulting firms EY, to carry out economic and financial auditing on its own financial statements and on the consolidated financial statements of the holding company Bettinardi Group.

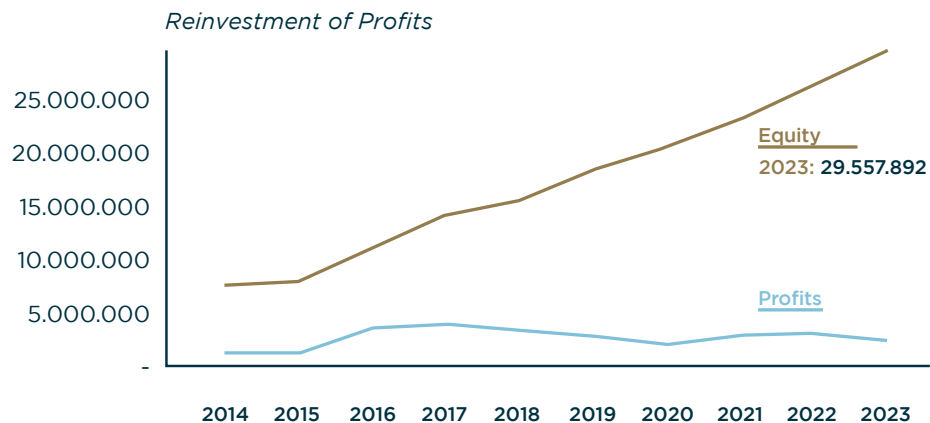
Seeking an audit conducted by a reputable and organized third-party entity reflects the management's commitment to showcasing complete transparency and professionalism in their business operations. This commitment is a fundamental value deeply ingrained in their organizational culture.

Similarly, Better Silver requested the issuance of a **Public Credit Rating** by the CERVED rating agency since 2017 and by the **MODEFINANCE** rating agency since 2023, both recognized at the European Level by the European Securities and Markets Authority (ESMA). This audit again is voluntary, the aim being to guarantee maximum transparency and financial reliability by publicly declaring strategies, objectives and the results achieved to all stakeholders associated with the company.

The rating obtained in recent years declares a high level of creditworthiness, thus further highlighting the sound management of the company, which has ensured its financial solidity and ability to meet all its commitments within the agreed deadlines. One indicator that certainly attests to the sound management and financial stability of the company is the **reinvestment of profits** in the company.

This aspect, a cornerstone from the company's origins and still of fundamental importance for the continuity of the business, underlines an absolute conviction of the need for a continuous injection of wealth into the company's assets in order to facilitate solidity, continuity and above all sustainable growth.

BETTER SILVER SpA	2023	2022	2021
Sales revenue	€ 69.140.175	€ 60.002.219	€ 59.351.485
Operating Profit (EBIT)	€ 5.219.524	€ 4.011.377	€ 5.396.122
Gross Operating Margin	€ 8.156.220	€ 6.608.765	€ 7.864.606
Net profit	€ 4.009.967	€ 3.856.796	€ 4.222.887
Cash absorbed by investments (CAPEX)	€ 3.266.966	€ 4.011.377	€ 3.951.422





## a. Governance

### *Anti-corruption policy*

Better Silver Spa has a policy of zero tolerance for any form of corruption.

Better Silver has adopted an **anti-corruption policy** to prohibit bribery in all practices and transactions and to protect employees from sanctions or adverse consequences for identifying issues related to suspected bribery, for refusing to participate in bribery or to make a facilitating payment, by providing the necessary training to its employees.

This anti-corruption policy sets out the **rules of conduct** that must be observed to **reduce the risk of corruption**, including compliance with the provisions of Italian and European regulations and all other laws against bribery and corruption in force in the countries in which the company trades.

It complies with the requirements of the **RJC COP** standard on bribery and facilitation payments.



03

a. Governance

**Anti-corruption policy**

Specifically, people who work for Better Silver Spa:

- *must never promise, offer or pay a bribe*
- *must never request or accept a bribe*
- *will not be penalised or adversely affected in any way for refusing to pay or receive bribes, even if the refusal results in a loss of business opportunities for the company*

Management has approved these principles, which are applied in all countries in which the company operates, regardless of local customs and practices.

This policy applies to anyone working for Better Silver Spa, anywhere in the world.

This includes all employees, regardless of the type of employment contract, and any other representative of the company.

The **Legality Rating** was obtained in 2021, a recognition granted to companies by the Competition and Market Authority that respect high standards of legality and the degree of attention placed in the correct management of their business.

Better Silver has received the **new** Legality Rating in 2023. Compared to the previous one, the score has been improved, going from **★++** to **★+++**

*Better Silver S.p.A. requires third parties performing services on its behalf or in its name to comply with all provisions of local anti-corruption laws in all business dealings and may also require third parties to comply with this policy.*



**AUTORITÀ GARANTE DELLA CONCORRENZA E DEL MERCATO**  
AGCM

Cruscotto Rating

Ti trovi in: Home → Cruscotto Rating

Variazione

Punteggio attuale per: **BETTER SILVER SPA**  
fino al: **31/10/2025**  
★ ★ ★

Istanze presentate dall'impresa

Fascicolo	Richiesta	Stato	Data Decisione	Esito	Data termine validità (*)	Rating	Funzionario
RT14281	Attribuzione	Pratica conclusa	31-10-2023	RATING ATTRIBUITO	31-10-2025	★ ★ ★	Zirpoli Rosamaria
RT14281	Attribuzione	Pratica conclusa	21-09-2021	RATING ATTRIBUITO	31-10-2025	★ ★ ★	Francescone Giovanni

Elementi mostrati da 1 a 2 (Numero totale di elementi 2)

(\*) Data termine validità. In caso di esito di revoca, sospensione o annullamento si intende la relativa data



a. Governance

**Product quality**

**BETTER SILVER  
JEWELRY JOURNEY**



⋮  
Silver purchased from accredited suppliers who guarantee its recycled provenance (100%)  
**1**

⋮  
Internal processing through **15 production phases**  
**3**

⋮  
Outsourcing of some processes to our subsidiary RBS  
**4**

## 03

## a. Governance

**Product Quality**

Better Silver only manufactures and sells jewellery that is safe for the health and safety of its users in as much as it meets all legal criteria for classification as such.

In particular, products can be classified as compliant with regulations banning hazardous substances such as nickel, lead and cadmium.

Product disclosure, on the other hand, means any communication of information (which must always be correct, complete and accurate) concerning jewellery products, including the types of treatments used to change the appearance of products.

The fineness of silver (title), gold and platinum is accurately disclosed.

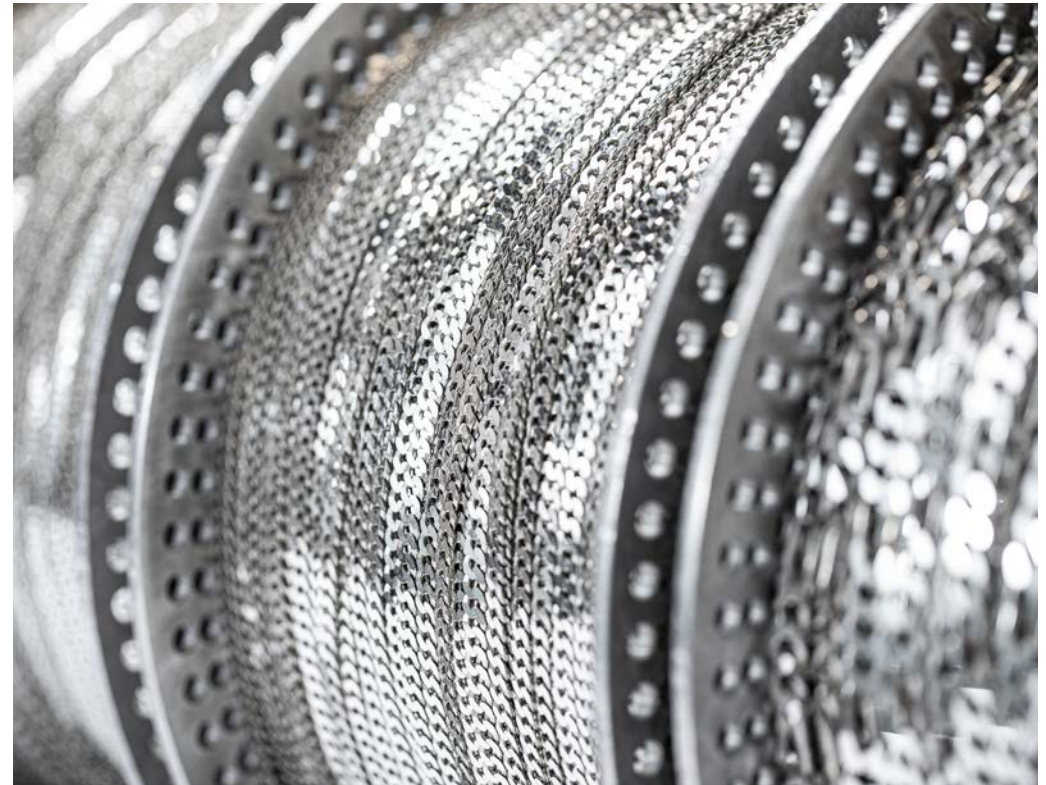
The description of fineness or title is as clear as the term 'gold', 'silver' or 'platinum' or their abbreviations.

The use of gold, silver and platinum as plating material is also clearly stated.

The description of the plating and fineness or title of the material used is as clear as the term 'gold', 'silver' or 'platinum' or their abbreviations.

Better Silver does not, under any circumstances, make any untrue, misleading or deceptive statements or material omissions when selling, advertising or marketing silver, gold or platinum jewellery products (including artificial stones set in its products).

Information regarding the physical characteristics of its products complies with relevant national regulations and internationally accepted standards.



## b. Commitment to the environment

### ISO26000: 6.5 *The Environment*

### ESG: *Environment*

### Agenda 2030 SDG's



#### Better Silver is **surrounded by beauty** and it **creates beauty**:

it is located in Bressanvido (a small town in the province of Vicenza), in a countryside oasis, a land of freshwater springs (a naturalistic heritage to be preserved) not far from the river Brenta and its fairy-tale landscapes, and at the foot of the Asiago plateau and flanked by the unique and magnificent historical cities of Verona and Venice.

**The protection of this land** and its value is a challenge that the company sets itself every day.

The contribution made in 2017 to the municipality of Bressanvido for the construction of a playground near the renovated town hall square, as part of the environmental and social redevelopment of the area, is an example of the strength of our attachment to the territory.

Another important issue is **water protection**, and that of **avoiding wasting water**, given the scarcity of water resources and the importance and abundance of water in our regions, which characterizes and influences the entire ecosystem.





## b. Commitment to the environment

Better Silver acknowledges the potential adverse environmental effects of specific internal production processes like electroplating, welding, and melting. Therefore, the company is dedicated to taking all necessary precautions.

This commitment involves assessing and minimizing risks, implementing proper procedures, and adhering to responsible practices in the management of production processes, associated equipment, and waste.

In terms of waste disposal and emissions, Better Silver ensures full compliance with current Italian legislation, primarily the Consolidated Environmental Act (Legislative Decree no. 152/2006 as amended).

To enhance our environmental management, we collaborate with qualified external experts. We've engaged an experienced consultancy firm, tasked with supporting compliance criteria in an ever-changing regulatory landscape.

This includes managing environmental practices such as the Single Environmental Authorization (AUA), maintaining an up-to-date record of all environmental obligations, and verifying the MUD declaration before electronic submission, among others.

Additionally, equipment suppliers (such as air suction and plating systems) are chosen based on their attention to regulatory and environmental factors, along with their technical expertise.

Waste transport and disposal service providers are carefully selected from candidates with proper authorization and unwavering professional integrity.

Better Silver is dedicated to minimizing its environmental footprint.

We achieve this by educating our customers about our commitment, selecting suppliers who prioritize environmental responsibility, and involving employees in tangible and ethical actions within the company environment.

## b. Commitment to the environment

### ***Environmental management***

Better Silver has an established Safety and Environment Department, dedicated to environmental management, and associated administrative duties. The CEO holds the ultimate responsibility for supervising the environmental management system.

All employees engaged in the processes receive comprehensive training and information regarding environmental risks and controls, as outlined in written procedures and company protocols. Often, this training involves hands-on experience alongside experienced staff, whether internal or external, throughout various production processes and waste management operations, including handling, storage, and record-keeping.



### ***Waste and emissions***

Better Silver identifies all significant waste and emissions released into the atmosphere, water, and soil concerning its operational processes, aligning with relevant laws and regulations.

External consultants, experts in the field, provide continual support, monitoring the company to ensure continuous compliance with the evolving regulatory framework.

In cases of operational process changes or facility modifications, these advisors are consulted to assess the environmental impact. Documentation proving the identification of waste and emissions primarily includes the following records:

- AUA (Autorizzazione Unica Ambientale - Single Environmental Authorisation) procedures, in particular documents for the authorisation of emissions into the atmosphere
- Waste sheets, prepared by external consultants, containing characterisation, hazard classification, EWC code and results of laboratory analysis
- Waste Loading and Unloading Registers (in digital format)
- Waste identification forms
- Single Environmental Declaration Form (MUD)

b. Commitment to the environment

The 4 Rs of waste management:

Image taken from: "Guide to the RJC Code of Procedure".



**Reduce**

the amount of waste produced wherever possible.

**Reuse**

waste materials if possible.

**Recycle**

materials that cannot be reduced or reused.

**Recover**

materials and energy.

**Dispose**

safely any residual waste as a last resort.

reducion  
gas emission,  
improving  
energy efficiency

know as the  
"4 R" of waste  
management

In addition to these documents, hazardous waste is physically identifiable in the storage areas by means of signs indicating the type of waste, the EWC code and the label with a black R on a yellow background.

The quantities of waste produced and regularly disposed of through authorised transporters and disposal experts can be found in the Waste Loading and Unloading Registers and in the MUD.

Atmospheric emissions are monitored and managed according to the requirements of the relevant authorisations contained in the AUA.

Information and data on the quantity and quality of emissions can be found in the respective test reports of analyses carried out by accredited laboratories and in the records of Periodic Checks of Emissions into the Atmosphere. Monitoring data on waste and emission quantities is important in order to understand whether there are any anomalies (plant malfunctions or errors in production processes) and whether there is room to improve environmental performance, and subsequently to measure the results of any corrective actions.

Wherever possible Better Silver applies the principles of reduce, reuse, recycle and recover, known as the "4 Rs" of waste management, to minimise the impact on the environment.

Examples are the **reduction** of greenhouse **gas emissions**, **improving energy efficiency** and recycling the raw materials used for processing.



## b. Commitment to the environment

### *Natural resources*

Better Silver regularly monitors energy and water use in its operations by analysing consumption data on invoices and reports (e.g. Electricity Report) from electricity, natural gas and water suppliers and by checking the relevant meters.

Where possible, it takes measures to improve the efficient use of these resources for both environmental and economic reasons.

Better Silver is mindful of the other important natural resources used in its operations, starting with the mineral components of the raw materials fed into the production cycle, such as precious metals (especially silver) and other metals or alloys such as bronze and brass.

Again, our constant focus on efficient use is motivated by both environmental and clear economic reasons.

This is the case with scrap and reworked silver jewellery or semi-finished products that require remelting, refining and reworking processes that consume energy and employ other technical and human resources. It is therefore in the company's interests to seek to minimise waste and reworking.

## 100% energy from renewable sources

The measures implemented in terms of care for our ecosystem require the full attention of all staff working within our company in their individual daily actions, aimed at an ever greater reduction of waste.

The most significant actions are as follows:

- The greatest source of potential greenhouse emissions by Better Silver is our more than **5 Million Kilowatts of energy consumption** per year.

As early as 2011, two photovoltaic systems were installed on the roofs of the plants in Bressanvido, making maximum use of the available surface area.

In total, these plants produce over **350.000 kilowatts of electricity per year**, approximately **10% of the total electricity consumed**.

The photovoltaic panels are cleaned regularly to ensure maximum yield.

Thanks to the goal achieved of using **100% renewable energy** produced exclusively from wind, water, and sun, **our emissions have been reduced to zero**.

Every year, we save 1.500 tons of CO<sub>2</sub> from entering the atmosphere.

Contracts (Guarantee of Origin, 100% green energy certificate) have been made with specialized suppliers at higher costs to achieve this result.



## 03

### b. Commitment to the environment

100% recycled silver

in-house systems to produce hydrogen

Reuse of all metal production waste

- Implementation of **in-house hydrogen production systems**, a gas extensively utilized for operating furnaces and various production processes. This approach eliminates greenhouse gas emissions linked to the ground transportation of hydrogen by external firms.

Notably, hydrogen production plants operate on electricity, partially generated by our photovoltaic panels.

- Adoption of **water recovery systems for internal and external production uses**, involving the transport of wastewater (e.g., from electroplating) to specialized and authorized companies for treatment and purification.

Only toilet water is discharged into the sewage system.

- **Recycling all metal production waste**, primarily silver, which is melted down and refined to create new raw materials. Better Silver is truly committed to this cause.

- **Since 2021, all silver raw materials used** have been sourced from recycled origins with carefully chosen suppliers.

- Utilization of **special heat exchangers in exhaust systems** for heat recovery, preventing energy wastage (mainly methane gas) by using it to heat the workplace.

- Installation of a new industrial oven in 2023: an important investment to **minimize energy wastage** in the production process.

- **Streamlining travel logistics** for transporting semi-finished products from the subsidiary in Romania.

- Gradual introduction of **low-emission vehicles** (such as hybrids) in the corporate car fleet.

- Deployment of a **high-definition video conferencing system** by Cisco, enabling Better Silver to connect with its global business partners effectively. This system has significantly decreased the need for international travel, leading to reduced costs, saved time, and lowered CO2 emissions.

- The expansion of the production plant, completed in 2022, has allowed Better Silver to consolidate most of the production activities within one facility.

This development results in a substantial reduction in transportation between different plants, leading to decreased CO2 emissions.

- **In 2023** Better Silver has **obtained ISO14001**, the internationally recognized standard for environmental management systems. Adhering to this standard ensures Better Silver is taking proactive measures to minimize its environmental footprint, comply with relevant legal requirements, and achieve its/ environmental objectives.

The framework encompasses various aspects, from resource usage and waste management to monitoring environmental performance and involving stakeholders in environmental commitments.



## c. Commitment to employees

### ISO26000: 6.3 Human Rights 6.4 Labour Practices

#### ESG: Social

#### Agenda 2030 SDG's



*Our employees are invaluable to us. Better Silver endeavors to inspire and support its staff amid the company's challenges. People are regarded as a crucial asset, valued, nurtured, and treated with respect and care.*

*Better Silver is a place where those who want to stand out from the crowd, give their best and improve themselves find fertile ground. Our aim is to stimulate and develop our employees, so that they can find an environment where they are listened to and considered.*

*The company offers safe, dignified, and fair working conditions for all employees, free from any form of discrimination in hiring, remuneration, access to training, promotion, termination of relationship or retirement, based on race, national, territorial or social origin, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political*

*opinions, age or any other condition that could give rise to discrimination.*

*Better Silver guarantees staff the right to follow principles or practices, or to meet needs related to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, trade union membership, political opinions or any other condition that could give rise to discrimination.*

*It also undertakes to ensure that no threatening, abusive, exploitative or sexually coercive conduct, including gestures, language or physical contact, takes place in the workplace.*

*Better Silver does not benefit from or support in any way the use of child labour, nor does it use young workers, except in the case of interns sent by schools, who are paid for the duration of their employment.*



*Employees are free to leave the workplace at the end of the standard working day and also to terminate the employment relationship subject to reasonable notice.*

*The company is currently not unionised, probably because over time a direct, trusting, understanding, collaborative and loyal relationship has been established between staff and management.*

## 03

## c. Commitment to employees

The company has obtained the SA8000 Ethics certification and takes concrete actions regarding working conditions:

- *Application of the national collective agreement for the gold industry.*
- Part-time contracts, flexible hours and, where possible, smart-working for family-work balance.
- *Severance pays paid out in advance to employees in case of special needs.*
- A company portal to allow people to view wage profiles, absence permits, holidays and company communications from a computer or mobile phone.
- *Noticeboards in the company to share company communications with everyone.*
- Meetings with Management and Function Managers to plan development objectives based on company performance and to evaluate innovative solutions and projects.
- *Meetings with Function Managers and their teams to coordinate operations and update activities.*
- Professional or personal needs are addressed by management to define possible solutions.
- *Lunchrooms available for employees who choose to stop for a lunch break and break areas available for breaks during the working day.*
- Yearly plenary meetings organized with the entire company to share the progress and ongoing innovative projects and to experience a convivial moment to promote a positive corporate climate and a sense of belonging to the company.
- *Birthdays and anniversaries celebrated in the company to create convivial moments that contribute to a serene and positive corporate climate.*
- Cultural trips and visits to important Italian companies as an opportunity for everyone to spend a day together and gather ideas for company improvement (Ex. Ferrari, Florence).
- *Company welfare for employees through special agreements with local commercial activities (supermarkets, pharmacies, medical centers), with the Unicredit banking institution, with the insurance agency used by the company, and with the Bressanvido nursery school. Some collaborators in the company receive restaurant vouchers.*



### c. Commitment to employees



As of December 31, 2023, the company employed **113 individuals, comprising 59 women and 54 men, with an average age of 44 years. Most employees have a company seniority of over 14 years, while those who leave do so primarily for retirement.**

Formal training sessions take place within and outside the company, along with additional development activities, to enhance the satisfaction, skills, and commitment of new employees. All employment contracts at BETTER SILVER are indefinite.

### Inclusion

Better Silver ensures equal opportunities and does not discriminate in recruitment, compensation, training access, promotion, termination, or retirement based on factors such as race, nationality, territory, social origin, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinion, age, or any other potential basis for discrimination.

addresses. We make sincere efforts to accommodate these requests whenever possible, acknowledging the importance of balancing work responsibilities with family obligations.

The company is committed to fostering inclusion, particularly in female employment. Currently, 49% of our total workforce comprises women, and among them, **9 out of the 17 individuals holding supervisory positions in their departments are women.**

As of December 31, 2023, out of 59 female employees, **17 are engaged in part-time roles, constituting 29% of the total female workforce. Notably, 68% of these part-time positions are occupied by mothers returning from maternity leave.**

In this context, we highlight RBS, a direct subsidiary of our group located in Romania. The manager of RBS has been a part of our organization for several years, overseeing a team of approximately 180 employees, all of whom are women. Another important aspect of our approach pertains to women in the workplace, especially in our efforts to support female employees returning from maternity leave.

During the initial years after childbirth, new mothers have specific needs related to childcare and family management, which our company recognizes and empathetically

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**113** employees

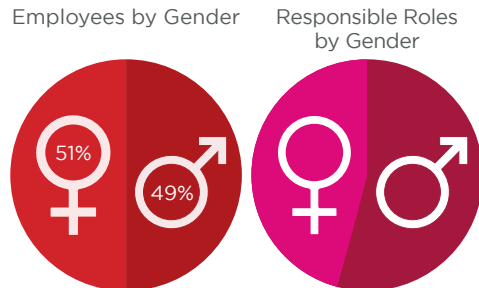
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**59** women

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**54** men

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**17** people covering  
supervisory positions  
in their **9** departments  
are women

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## 03

## c. Commitment to employees

**Training**

We firmly believe that training is a crucial element for achieving success.

This belief is reflected in our consistent efforts to organize diverse activities and initiatives.

In 2023, there was an increase in training hours compared to 2022. In 2023, the total hours amounted to 1,072, compared to 957 in 2022, resulting in an increase of 115 hours, representing a percentage increase of 12%.

Notably, our corporate training event called “**Plenary**,” introduced in 2020, is a half-day session designed for all employees.

This event aims to foster transparency, encourage participation, and engage our entire team in vital discussions about the company’s culture, development strategies, accomplishments from the previous year, company objectives, and the launch of new product collections.

Due to the event’s significance and the positive feedback from participants, we continue to host the Plenary event annually.

- *To foster personal and professional development, we conduct annual training courses designed to enhance individuals’ efficiency in their respective roles and tasks.*
- *Newly recruited employees undergo an onboarding course, introducing them to the company and their specific responsibilities. Those hired under an apprenticeship contract receive comprehensive training, coaching sessions, and regular meetings with human resources over 36 months to monitor their progress.*
- *Employees transitioning to new roles within the company receive training and support until they are fully prepared for their new responsibilities.*
- *We arrange internal training sessions where employees are trained to become trainers themselves, facilitating knowledge transfer among colleagues. (For instance, the training activity conducted in collaboration with the Sales Manager).*
- *Plenary meetings held throughout the year feature speakers who engage the entire company team, sharpen their skills, and contribute to improving the overall business climate.*



### c. Commitment to employees

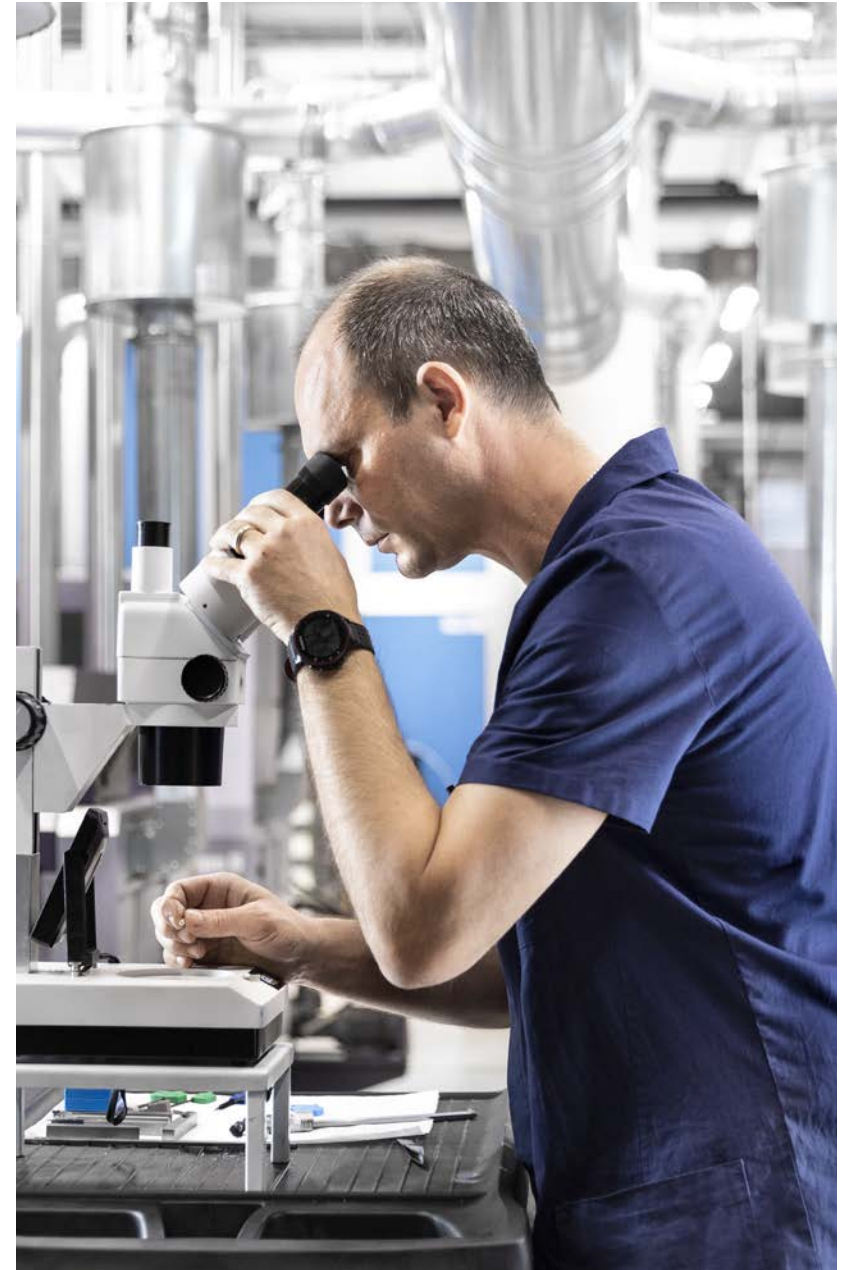
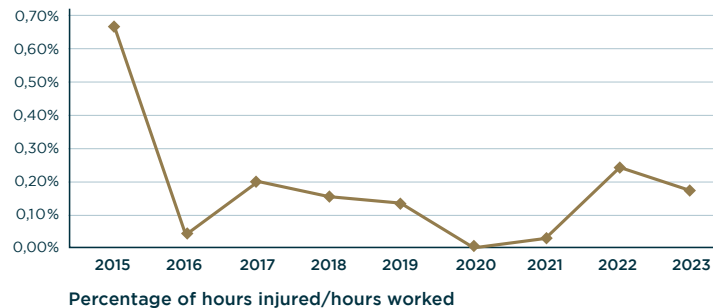
#### **Health, safety and accidents**

Better Silver applies Health and Safety regulations to guarantee a proper working environment:

- Procedures that help prevent accidents.
- Risk assessments of health and safety.
- Preventive and control maintenance to ensure the safety of equipment and machinery.
- Supply of personal protective equipment. In the case of safety shoes, the company has an agreement with a local specialized shop to allow employees to choose the model they consider best for 8 hours of work.
- The company joins Metasalute, the Supplementary Health Care Fund for workers in the metalworking industry.

Since 2015, total hours worked per year are available. It is therefore possible to compare the hours lost to injury (injury days x 8 hours) with the hours worked and obtain the relative percentage. From 2015 to 2023 this calculates to 0.18%.

YEAR	Days Lost to Injury	Hours Lost to Injury	Working Days	Injury Days/Working Days
2015	125	1000	149.609	0,67%
2016	7	56	150.292	0,04%
2017	37	296	151.950	0,19%
2018	29	232	155.249	0,15%
2019	27	216	165.354	0,13%
2020	0	0	123.530	0,00%
2021	5	40	161.004	0,02%
2022	49	392	161.622	0,24%
2023	38	304	173.355	0,18%
				<b>Average 0,18%</b>



### c. Commitment to employees

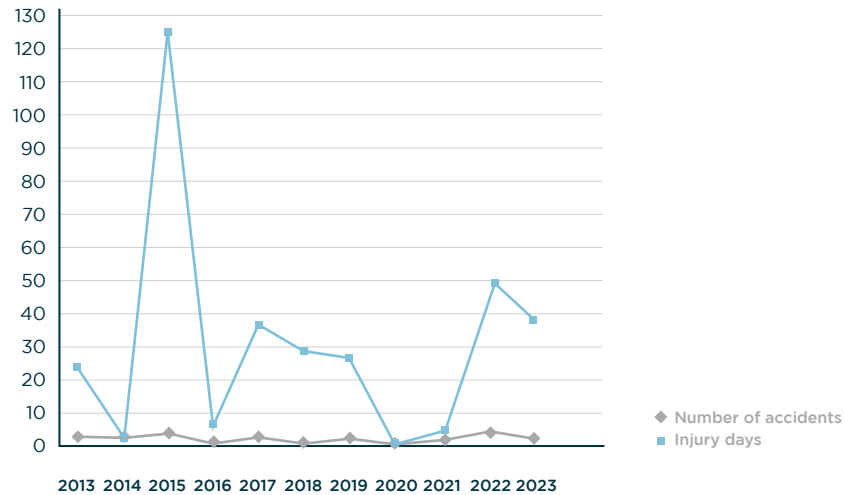
Analyzing the trend of injuries from 2013 up to today, it can be said that injuries are rare and not serious compared to the size of the company.

Following is the data on accidents and a graph on their trend (accidents on the way to work are also included).

YEAR	Number of Accidents	Number of Days Lost
2013	3	24
2014	2	3
2015	3	125
2016	1	7
2017	2	37
2018	1	29
2019	2	27
2020	0	0
2021	1	5
2022	4	49
2023	2	38
<b>Year Average</b>	<b>1.9</b>	<b>31.2</b>

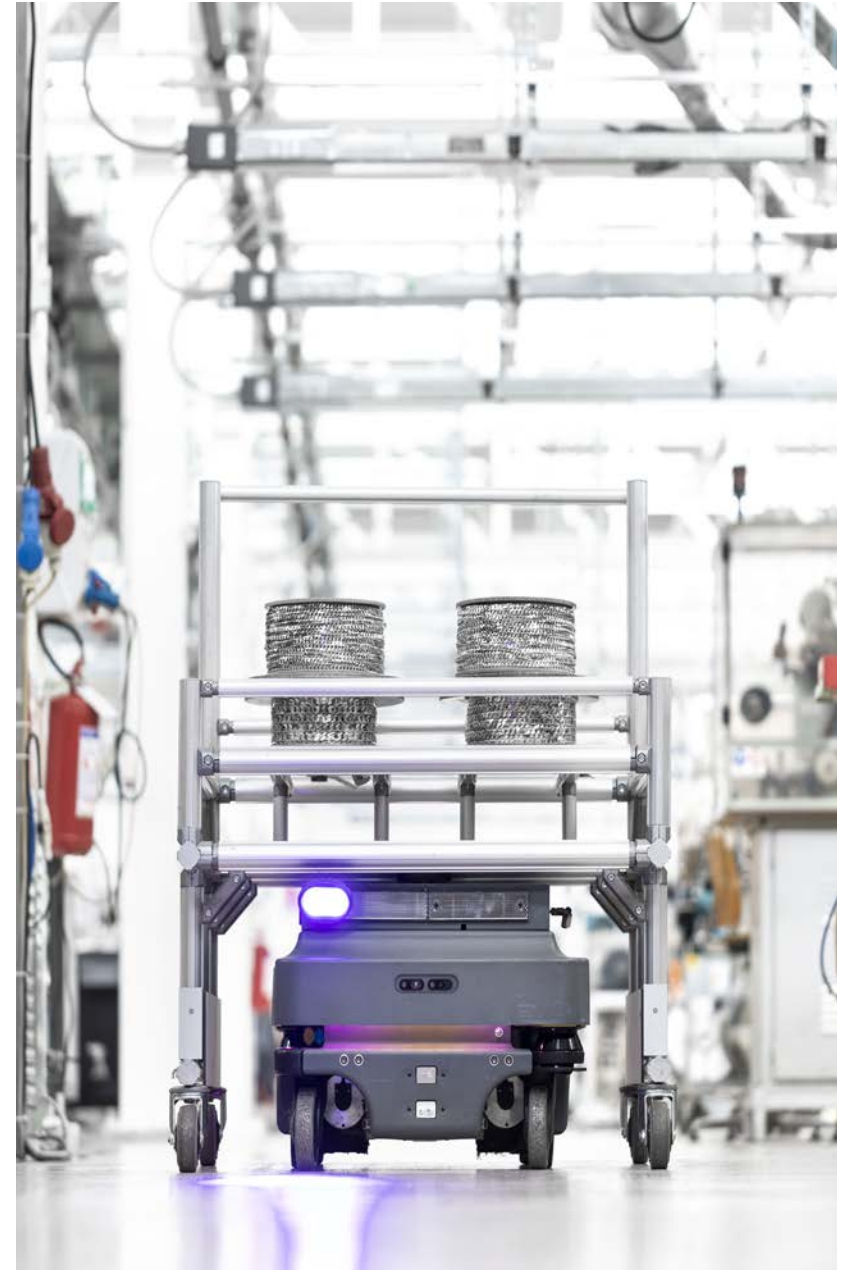
Accidents at Work

**0.18%** percentage between accident hours and hours worked



2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023

Days/Years of accidents





## d. Commitment to the supply chain

### ISO26000: 6.6 Fair Operating Practices

### ESG: Environment Social

### Agenda 2030 SDG's



Better Silver chooses suppliers to strengthen its supply chain for raw materials, logistics, and services.

This selection is based on values such as responsibility, reliability, and loyalty, fostering collaborative partnerships aimed at continuous performance enhancement.

### Control and agreements with accredited suppliers

Better Silver, as a 'downstream company, places a strong emphasis on understanding the origins of its raw materials. We actively evaluate supply chain risks, audit suppliers, and collect information to verify that we source responsibly.

It's crucial to emphasize that **SA8000** and **RJC COP** do not require absolute compliance from all Better Silver suppliers. Furthermore, they do not mandate assistance for supplier certification.

Instead, these standards depend on Better Silver's supervision and impact throughout the supply chain to **encourage socially responsible practices among its suppliers.**

The company aims to **establish enduring partnerships with suppliers**, preferring long-term relationships over short-lived or one-time contracts.

If issues arise, the company collaborates with suppliers to resolve problems before considering suspending or ending the business relationship. In such situations, the company may provide training or other capacity-building initiatives to help suppliers fulfill necessary requirements. However, in severe cases, the company might terminate the relationship immediately or temporarily suspend trade.

Better Silver offers a comprehensive complaints procedure to all stakeholders in case of non-compliance with responsible sourcing due diligence from conflict and high-risk areas.

Notably, the majority of external processing is handled by the subsidiary RBS EXIM S.R.L., where BETTER SILVER ensures direct adherence to SA8000/RJC requirements. Regarding RJC, RBS is integrated into Better Silver's certification and undergoes third-party audits.



Better Silver applies due diligence to verify the **SA8000** and **RJC COP** compliance of its suppliers, including subcontractors and private employment agencies, in the manner described below.

This approach also applies when selecting new suppliers, and adheres to the following:

- Identification of members of the supply chain
- Communication on the expectations of SA8000/RJC
- Risk assessment
- Risk management
- Performance monitoring

The identification of supply chain members is done through the creation of a "**Supply Chain Map**", which specifically considers the main suppliers and others that may have a major impact on compliance with **SA8000** and **RJC COP** requirements (i.e. with a higher risk of non-compliance).

### RJC Code of Practices Standard (COP)

In 2023 we obtained **ISO 45001**, an international standard that specifies requirements for an occupational health and safety management system. The standard establishes criteria for an OH&S policy, objectives, planning, implementation, operation, auditing and review. Key elements include leadership commitment, worker participation, hazard identification and risk assessment, legal and regulatory compliance, emergency planning, incident investigation and continual improvement.





## 03

### d. Commitment to the supply chain

For suppliers of silver, gold and platinum, RJC or LBMA certification is also required for assurance of responsible sourcing from conflict and high-risk areas and, in all cases, these materials are purchased from a few highly-qualified suppliers: historically, the company has used the established metal banks, which are of Italian or German origin and have always stood out for their quality and reliability.

Internal warehouse records are kept on transactions to track all incoming and outgoing movements of silver, gold and platinum, and information is collected on the form, type and weight of incoming materials, along with details of suppliers.

Risks related to the purchase of raw materials may involve suppliers implementing the following actions: gross violations of human

rights, torture, forced or compulsory labour, war crimes, support for non-governmental armed groups or public or private security forces, corruption and misrepresentation of the origin of minerals, money laundering and tax evasion.

High-risk areas may include territories with political instability or repression, weak institutions, insecurity, declining civil infrastructure and widespread violence.

These areas are often characterised by widespread violations of human rights and national and international law.

Where Better Silver does not source directly from refineries, it asks suppliers to state the identity of upstream refineries and to provide evidence that they have conducted due diligence procedures in accordance with the recommendations of OECD guidelines.

Once the members of the Supply Chain Map are identified, a risk assessment for each individual supplier is carried out. The results of this assessment should be recorded on the assessment itself and can be summarised by assigning a value from 1 to 5, where 1 stands for negligible risk and 5 stands for extreme risk. Based on the results of the risk assessment, appropriate action, in the form of reasonable efforts, are defined and implemented to ensure that significant risks are adequately addressed.

Such action may include, for example, activities to train suppliers on the requirements of the standard etc. In addition, appropriate measures to monitor the social performance of suppliers are then established and implemented. These activities may consist of communication, audits, surprise audits, contractual agreements, corrective action plans etc. The ultimate goal remains to reduce or remove any significant risks.

Furthermore, the company:

- Selects suppliers of raw materials, processes, services, and consultancy in the local and national territory (only 5% are foreign).
- Undertakes to financially satisfy suppliers with payments within 30 days.
- Shares the Sustainability Report annually with its most strategic suppliers.

## e. Commitment to customers

### ISO26000: 6.7 Consumer Issues

### ESG: Environment Social

### Agenda 2030 SDG's



For 46 years, Better Silver has been committed to increasing its attention and presence towards the Customer through concrete, innovative and sustainable actions, considered fundamental for customer satisfaction and long-term loyalty.

Better Silver operates in the B2B market, supplying customers ranging from wholesalers to retail chains and international brands.

Better Silver has an almost predominantly international clientele, exporting approximately 85% of its production of finished and semi-finished silver products beyond national borders.

Over time, the company has developed its product customization capabilities with the help of the Style and Research and Development teams. Product customization begins with customer inquiries, which are handled by Better Silver's collaborators, who, through their expertise, skill, and experience, strive to deliver the highest quality solutions that meet product and service requirements.

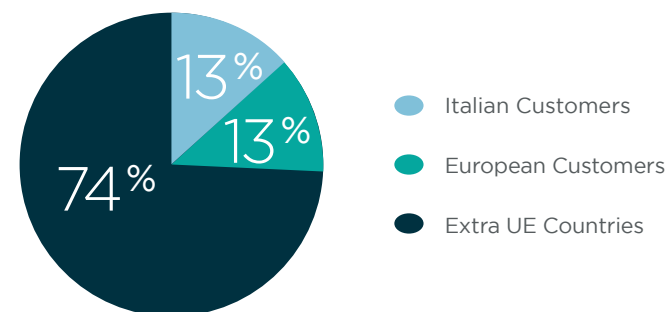
The company has invested extensively in Industry 4.0 to offer the customer an efficient service.

To be more responsive to the American market, in 2022 the company established "Better Silver USA Corp.", an American branch with a Business Development Manager directly on site.

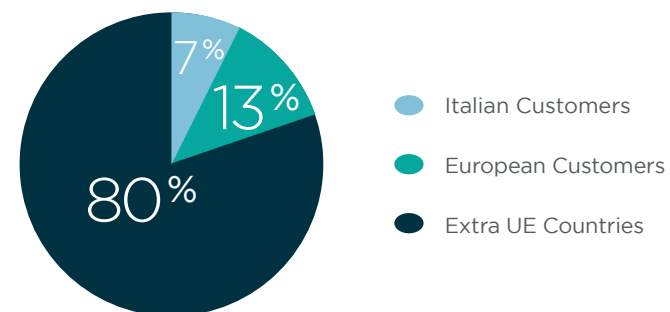
To maintain contact with Customers, Better Silver is present annually at the main industry fairs of JCK in Las Vegas, HKTDC Hong Kong International Jewelry and Vicenza Oro, to welcome strategic and potential customers into the company's world. Furthermore, many visits to customers are organized throughout the year, as well as invitations to customers to visit our two factories in Bressanvido (VI).

These opportunities provide a platform to showcase the business's structure, production capacity, meticulous attention to detail, and overall operational excellence to both existing and potential customers. It also allows the business to share innovations in products and processes and introduce new collections.

Customers BETTER SILVER 2023



Sales (qty) BETTER SILVER 2023



## 03

## e. Commitment to customers

To ensure high-quality customer service, the company has actively pursued certifications that vouch for the reliability of its entire organization, including ISO 9001, SA8000, RJC COP, RJC COC, and Additional Product Certification No. 38 issued by the Precious Metals Laboratory of the Vicenza Chamber of Commerce.

Additionally, Better Silver requested the issuance of a **Public Credit Rating** by the CERVED rating agency since 2017 and by the **MODEFINANCE** rating agency since 2023, both certified by the European Securities and Markets Authority (ESMA), to enhance credibility and foster trust with customers.

In 2023, the company updated the Legality Rating, an accolade bestowed by the Competition and Market Guarantor Authority to businesses upholding high standards of legality and demonstrating proper attention to proper business management.

The company undergoes regular audits from customers, particularly large international corporations. Better Silver provides customers with precise information regarding the physical attributes of its products. The company ensures that its products adhere to relevant national and international regulations and standards. Better Silver exclusively manufactures and sells jewelry that is safe for users' health and safety, meeting all legal criteria for such products.

Better Silver's products comply with regulations that prohibit the use of hazardous substances like nickel, lead, and cadmium. The company communicates its commitment to sustainability with customers through a Sustainability Report, accessible on a dedicated page of its website. Customer complaints are managed through a dedicated workflow to assure prompt and comprehensive responses.



## f. Commitment to the territory and the community

### ISO26000: 6.7 Community Envolment and Development

#### ESG: Social

#### Agenda 2030 SDG's



## 14 Associations

Better Silver has consistently shown sensitivity towards various social concerns, especially those related to the progress and well-being of the region, as well as programs for hospitals and healthcare facilities.

Understanding the diverse needs of the community, Better Silver actively participates in developing projects that enhance social welfare for the residents.

Since 2016, the company has made numerous charitable contributions to non-profit organizations and local authorities.

These contributions have been channeled to various associations, including:

- *Associazione Veneto Tanzania Onlus in Vicenza, supporting association's activities for the past decade, specifically their collaboration with the Vicenza Hospital and the Iringa Hospital in Tanzania.*
- *Comune di Bressanvido, supporting the municipality to lend a vehicle equipped with a hydraulic platform for social activities catering to disabled individuals.*
- *AVSI Foundation in Milan, supporting development projects in impoverished nations. The company made a specific contribution to AVSI in 2023 for a project assisting families and children in Lebanon.*
- *Bressanvido parish, supporting for the operation of the kindergarten over the last decade.*
- *Patronato Noi of Bressanvido, contributing to the restoration of their premises.*
- *"Women for Freedom Onlus" in support of their diverse activities.*
- *Volley Poybrex ASD (a local sports association).*
- *Associazione Sogni Onlus.*
- *Cultural Association OMI University.*
- *Parkinson's Disease Association of Vicenza.*
- *Only The Brave Foundation Onlus.*

- *Fondazione San Bortolo Onlus, specifically for the "Aiutiamo Vicenza" project.*
- *Azienda ULSS 7, supporting emergency Covid-19 efforts in the hospital.*
- *Margherita Soc. COOP ONLUS.*
- *Funding a new alarm system in the parish nursery school.*
- *In 2017, the company financed the creation of a public park, complete with playground, in Bressanvido.*
- *The company actively encourages employees to engage in volunteer work with local associations, offers support such as gifts for local charities, packaging tape for food bank parcels, and financial contributions for village celebrations.*

Better Silver discovers new talents by partnering with local schools, offering opportunities for students to combine their education with practical work experiences. This collaboration includes hosting students for alternating school and work programs and providing internship opportunities during the summer period.

The company collaborates with several institutes, namely Piovene, Brocchi, Fusinieri, Remondini, Scotton, and San Gaetano. Additionally, Better Silver works in association with universities such as Verona, Padua, Trento, Venice, and Milan, inviting young students to participate in internships for personal and professional development.



# 04 GOALS

## a. Commitment to the 17 SDGs of the 2030 agenda

The 2030 Agenda for Sustainable Development is an Action Program for People, Planet and Prosperity signed on 25 September 2015 by the United Nations Organization with the Governments of 93 Member Countries, including Italy.

The 2030 Agenda consists of 17 Sustainable Development Goals which must be achieved with the contribution of Member Countries by 2030 to attain a better and more sustainable future for all individuals by addressing the global challenges we are experiencing, including those relating to: poverty, inequality, climate and environmental change, social degradation, peace, and justice.

The 17 objectives are fundamental for a development that leads to more sustainable economies that respect the planet and more inclusive ones that respect people, to guarantee the progress of societies that in the future become ever stronger and more resilient.

In particular, the invitation to collective commitment calls for companies of any size and industry, from the 193 UN Member Countries, to play an active role in making an important contribution to achieving the 17 Objectives of the 2030 Agenda with new Sustainable Business Models that put Economic, Social and Environmental Sustainability and Governance at the center in the choices of Investments, Innovation, Technological Development, and creation of multi-stakeholder networks.

BETTER SILVER accepted this invitation and chose to join the 2030 Agenda by integrating Sustainability into its Strategy and by committing to concrete changes in the way we operate to contribute to the following SDG'S of Sustainable Development:



### GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages.



### QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



### GENDER EQUALITY

Achieve gender equality and empower all women and girls.



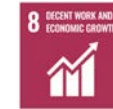
### CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all.



### AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable, and modern energy for all.



### DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.



### INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



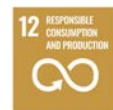
### REDUCED INEQUALITIES

Reduce inequality within and among countries.



### SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements inclusive, safe, resilient, and sustainable.



### RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.



### PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.



### PARTNERSHIPS FOR THE GOALS

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

## b. Better Silver's sustainability goals



In view of the social and environmental issues we have addressed over the years, we have set **challenging targets to be achieved within 2026**:

### *Environment*

- 25% reduction in chemical product consumption.

### *Social*

- Increase the budget allocated to employees, based on certain requirements, with a new formalized corporate welfare system that allows employees to access various products and services they may need.
- New certification about “gender equality” (Uni-PdR 125:2022).

### *Governance*

- Adoption of Model 231 and designation of the Supervisory Body.
- Definition and designation of the Sustainability Team.



BETTER SILVER

**Better Silver S.p.A.**

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