



# ***SUSTAINABILITY REPORT***

**2019**





## Index

<b>Letter to the stakeholders</b>	04
<b>Oesse's energy</b>	07
About us .....	07
Our numbers .....	08
Products and markets .....	10
Our values .....	12
<b>Oesse's Governance</b>	14
The sustainability policy in Oesse .....	14
Sustainability management .....	16
The relationship with our stakeholders and the materiality matrix .....	17
Management of the supply chain .....	21
Quality products .....	24
Privacy management .....	24
<b>Energy for the environment</b>	26
<b>Energy for people</b>	30
Health and safety .....	31
Training .....	32
Benefits and well-being of people and the territory .....	35
Inclusion and equal opportunity .....	38
<b>Methodological note</b>	41
<b>GRI standards index</b>	42

# LETTER TO THE STAKEHOLDERS

For quite some time I felt the need to align spontaneous initiatives within a coordinated strategy, allowing the company to bear witness to its commitment, character and style.

A style based on "doing", observing shared values and behavioural norms that distinguish us. The interest is no longer just about how much is done, but more and more about how it is done and how to do it well. We have changed our vision to become a hallmark of excellence.

The challenge that attracts us is demonstrating that we can work in our interest and for the good of the community, in an original way with quality-based leadership and in a creative and forward-looking manner.

At the level of Governance, we have established a sustainability committee, a working group composed of the most important company functions given the task of analysing the most relevant issues and their related impacts, to then propose an action plan aimed at a total integration between the economic-financial and socio-environmental logics, shared with our stakeholders.

We have placed people and the environment at the heart of our business strategy, because we believe that sustainable growth is an act that

we owe to future generations. After collecting information on these issues for some time, in autumn we began to implement a structured path concerning the same. The intentions were first focused on focusing on our "why" and then moving on to "how", that is, with what style, values and behaviours would we be active; the "what" has been easy: to date we produce the best heat exchangers on the market.

Conscious of the fact that in a path of excellence it is essential that every person operates according to an ethic and style, as a first necessity, we turned to the P of People, because we believe that Profit is only a consequence of the "right" People, motivated people who are able to shape our production systems, but also our consumption styles as individuals.

We are actively committed to creating a better tomorrow with conscious and responsible behaviours at work and in everyday life and the first Oesse Sustainability Report seeks to respond to this need, because we believe it is our duty to account for the performance within the sustainability path that we have decided to undertake.

There are many initiatives that we have planned and many that we have



already been able to realise long before we understood the importance of measuring them in order to be able to bear witness to them through this first report.

The first Sustainability Report is a management tool that allows us to monitor the progress we have already made and allows us to identify areas for improvement, while providing evidence of how sustainable development is an integral part of our strategy. In 2021 Oesse will celebrate the 25th year since its establishment, one more reason to demonstrate and witness our path and our maturity in the active social role that will accompany our sustainable growth. A witness made even more effective by the particular historical moment that we are experiencing, which has allowed us to grasp and experience with greater intensity and vigour our commitment to a sustainable future, aware of the interdependence of each human being with the global dimension.

We have learned to appreciate silence as space that is available for reflection to devote to the context in which we operate. We have invested in the quality of working life, freeing ourselves from the superfluous in order to make room for the important things that surround us: the persons we care about, our relationships, the

environment and the satisfaction of having participated concretely in a goal as common as it is universal. Only through the intelligence, passion and will of all of us will it be possible to spread a culture of sustainability, necessary for improving things with the benefit of hindsight, actively working for the creation of a better tomorrow.

It is also for this reason that we have accompanied our strategy towards a social responsibility of living and working with ethics and elegance with the pay-off: Sharing Energy. I thank everyone for their commitment.

---

**Francesco Scandolo**  
*Managing Director*





## Oesse's energy

# ABOUT US

Since 1996, Oesse Srl has been a leader in the design and sale of industrial fluid cooling systems.

Founded from the vision of the Company's CEO, Francesco Scandolo, the company has affirmed its capabilities and brand over time through increased know-how, becoming one of the benchmarks of European players in industrial heat exchange.

## 2000

Oesse establishes in a **warehouse in San Quirino**, creating the space necessary to satisfy the continuous work with the Far East.

## 2011

The production and assembly departments are divided. **With the opening of Plant 2 we move from 2,100 square metres to 6,800 square metres.**

## 1996

**Oesse** was founded as a European buyer office of compressor components.

## 2009

The crisis leads to diversification towards the **endothermic engine sector**.

## 2014

**Introduction of the Lean approach** to business processes for improving quality, efficiency, and time to market.

## 2019-2020

Current **Reshoring** assessment for total production in Italy, which reduces both the risks of sudden blockages and the risks of negative impact on the environment.

## Oesse's energy

---

# OUR NUMBERS

20+ 

---

years of shared energy

17.000.000 

---

turnover

300 

---

new projects per year



2 

production plants

+50 

foreign markets served

+50 

employees

## Oesse's energy

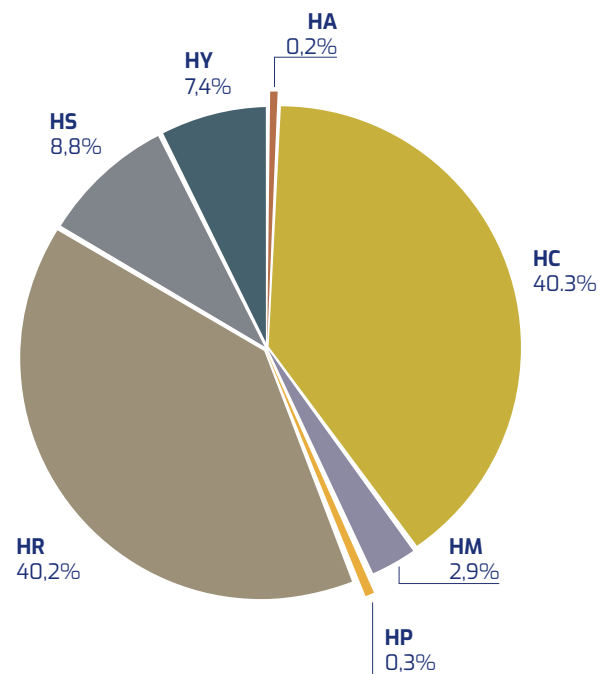
# PRODUCTS AND MARKETS

Our leadership stems from the continuous exchange of information between the customer and the company; in this way, we provide quality products and a service in line with customer expectations, throughout all phases of project development: **Analysis and consulting, Design, Development and sampling, Testing, Production, Shipping and After-Sales assistance.**

Our products, standard and customised, cool the most prestigious brands of endothermic engines and the application sectors are multiple:

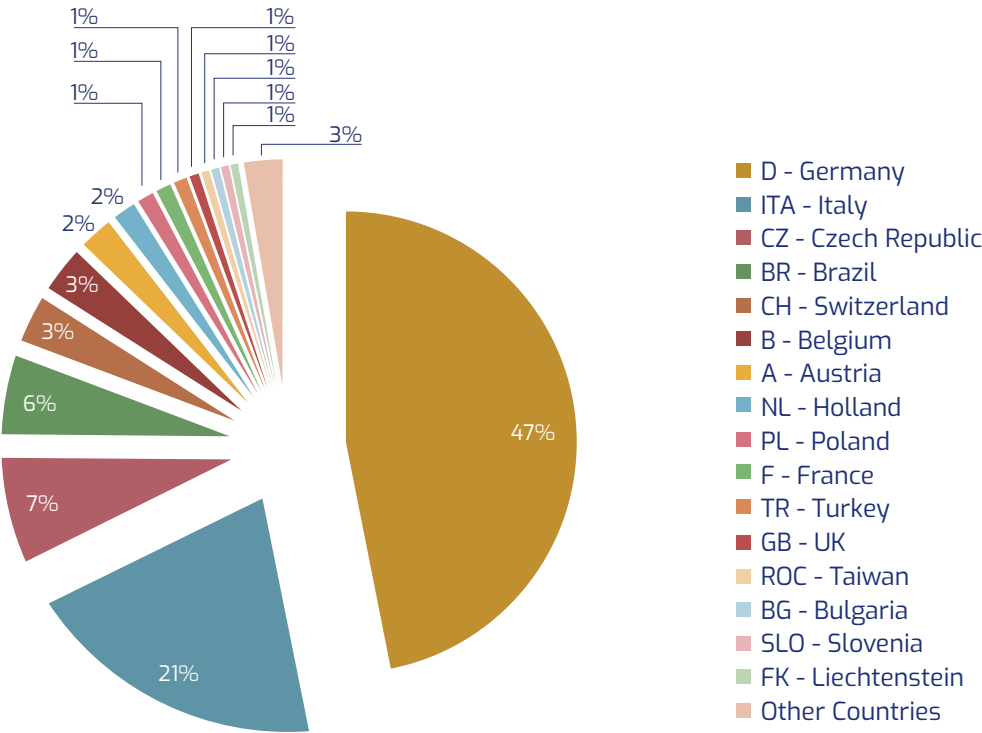
01. OFF ROAD
02. AGRICULTURE & FORESTRY
03. HANDLING & LOGISTIC
04. ENDOTHERMIC ENGINES
05. ENERGY / RENEWABLE
06. HYDRAULIC DEALERS
07. INDUSTRIAL / STATIONARY
08. RAILWAY
09. ELECTRIC & ELECTRONIC DEVICES
10. OIL & GAS
11. ON ROAD
12. MUNICIPAL VEHICLES

1. We assemble our products in line with customer needs, which is why in 2019 we mainly sold Custom products (HR, HS and HC Series) and to a lesser extent the Standard ones (HY, HP, HM, HA Series).



PRODUCTS SOLD BY %

2. From our registered and operations offices in Via Maestri del Lavoro, 81/83 in Porcia, in the heart of Italian manufacturing in North-eastern Italy, we ship our products to Europe, in particular Germany, the Middle East and South America.



PRODUCTS SOLD BY COUNTRY BY %

## Oesse's energy

---

# OUR VALUES

### WE ARE THE FOOTPRINT OF EXCELLENCE

Our Purpose is being a company that witnesses a style of sustainable growth, capable of transmitting attention to conscious choices, because even a complementary product could be the energy able to set in motion great changes.

With our Mission we seek to guide the innovation of industrial processes by proposing integrated solutions for heat exchange, attentive to preserving our resources and building solid relationships with our stakeholders. Innovation is the basis of sustainability, only by creating new products and processes will it be possible to offer high-performance solutions that respect the delicate balance of our planet. Innovating the organisational systems to look toward shared and lasting well-being.

To conduct its business in a sustainable way, the company must not only find innovative solutions, but must also maintain constant relationships with its stakeholders. This is how a company's success is deeply tied to its reputation and the consistency of its value system, and with that of the stakeholders.

Our values integrate sustainability principles: Respect, Enthusiasm, Integrity and Responsibility.

Without attention to human beings and their capacities, there is no development or innovation that can be said to be sustainable: any objective that we collectively set can only be achieved thanks to the action of the individual who is an integral part of our system.

Our choice is to set our values within the Code of Ethics. This is because we believe that it is necessary to demonstrate and communicate in a document with legal value the rules that guide our conduct, directing the choices of those who work within Oesse, both in regard to relations with the company itself, and with external stakeholders.



## RESPECT

- Respecting people for assumed behaviours, skills, merits and interests, enhancing individual peculiarities
- Earning the respect of people through fairness in relationships and one's commitment respecting targets and deadlines
- Respect the environment by promoting the improvement starting from the corporate environment made of values, rules, processes



## ENTHUSIASM

- Demonstrate unstoppable curiosity and interest in exploring new themes
- Face and propose new challenges with passion and optimism
- Put yourself empathically towards others and be a testimonial of the corporate spirit through a smile



## INTEGRITY

- Being aware of your own merits and recognize your limits and errors by persevering in improvement and maintaining critical lucidity
- Be consistent with the purposes and values of the company while respecting the authenticity of their ideas and their way of acting
- Operate in transparency and simplicity by pursuing the assigned goals on time



## RESPONSIBILITY

- Promote continuous improvement with maximum availability and sharing, involving colleagues
- Carry out your activities with diligence and skills constantly updated.
- Prove loyalty and reliability towards the organization
- Being a positive and enthralling incentive. The example of constructive and productive attitudes

## Oesse's Governance

---

# THE SUSTAINABILITY POLICY IN OESSE

Consistent with our spirit, we have developed the awareness and the desire to play an active role on our territory. For us, being a footprint of excellence means having the will to leave a tangible evidence of how sustainable business development can be triggered, that is, to constitute an example capable of doing business with style and elegance that can be emulated.

A style marked by the strong ethical values of the territory, witnessed by the daily behaviours of people who act in harmony with the environment. Oesse supports and encourages the laboriousness and ingenuity of people in creating profit aimed at contributing to the protection and improvement of the surrounding environment, starting from the internal one of the company and then expanding more and more on the territory of which we feel part. A virtuous spiral cadenced by milestones of excellence, which will allow us to attract new talents that will bring new value; value that Oesse will continue to let flow into the territory. Our sustainability policy called "3 P" means:

### PEOPLE

Motivated and enthusiastic people, curious and willing to gain more insight, able to create and to smile, each person aware of the purposes of his or her contribution.

### PROFIT

The company as a place of transformation of value, comfortable and efficient, able to gratify and stimulate ideas. An organisational model

capable of constantly innovating and renewing itself in the continuous search for improvement. A testimony of conscience and responsibility.

### PLANET

Harmony, balance and respect between man and the environment, between society and nature, along a path of shared and sustainable development.

The UN 2030 Agenda is the reference document to indicate the sustainability guidelines of the system. Among the objectives (SDG), we have identified those upon which to focus our efforts and express our contribution by sharing our interest in these issues with the stakeholders in an intent of shared commitment that we have expressed in the slogan Sharing Energy. Within this Sustainability Report you will find, for each theme covered, the references to the following objectives:





Agenda 2030 objectives	Themes
  	<b>Environment</b> Materials Emissions Waste
     	<b>Social</b> Safety Training Welfare/Benefit Work well-being Equal opportunity Discrimination
   	<b>Governance</b> Social evaluation of the suppliers Product quality Privacy Socio-economic and environmental compliance

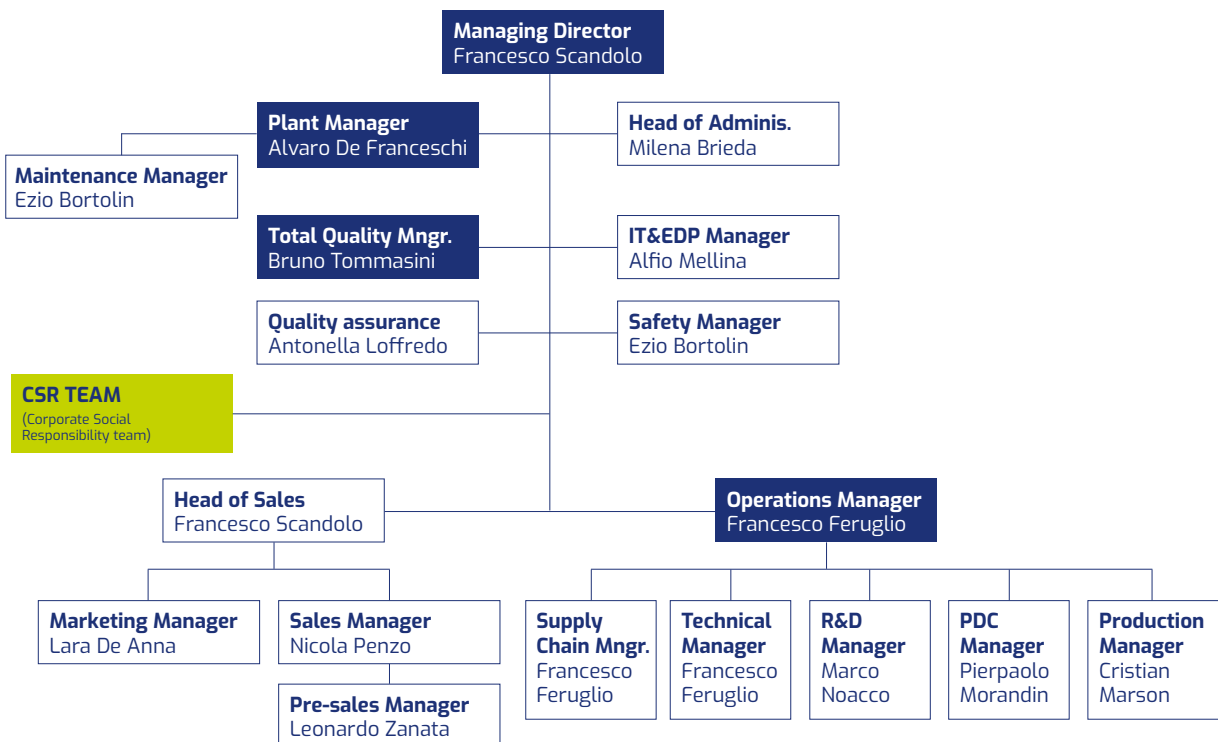
## Oesse's Governance

# SUSTAINABILITY MANAGEMENT

At Oesse, we have always been sensitive to corporate organisational orientations and continuous improvement; we include sustainable strategic innovation among our main strategies to create lasting and shared value, paying particular attention to the social community and the environment.

As proof of this, we have decided to include the CSR Team in our organisation chart. The group includes, in addition to the Management, the Manager for the Prevention and Protection

Service, the Marketing Manager, the Administration Manager, the Plant Manager, the Operations Manager and the Quality System Manager. This group has the task of following the progress of the implementation of sustainability projects throughout the year, creating shared value inside and outside Oesse.



# THE RELATIONSHIP WITH OUR STAKEHOLDERS AND THE MATERIALITY MATRIX

## Mapping

For our first report, we sought to directly involve our stakeholders in identifying the themes to be accounted for. Engaging our stakeholders means understanding and knowing what they think about sustainability issues, in order to then be able to direct our strategic choices.

We have also identified 23 themes to be submitted to our stakeholders by identifying them through a benchmark analysis with the competitors, as well as by the 2030 Agenda Sustainable Development Goals and by an internal needs' analysis.

Through group work we have identified the stakeholders and then grouped them into the following macro-categories:

## Our interlocutors

### Customers

- Customised
- Standard

### Media

- Social
- Trade magazines
- Local newspapers

### Research and development bodies

- Universities
- Other research bodies

### Suppliers

- Suppliers of standard products and services
- Suppliers of customised products
- Agents

### Community financial institutions

- Public Administration
- Cultural associations (sport, music)
- Training institutes
- Trade associations

### Financial institutions

- Banks and insurance companies

### Internal stakeholders

- Employees and their families
- Management and owners

### Competitors

## Oesse's Governance

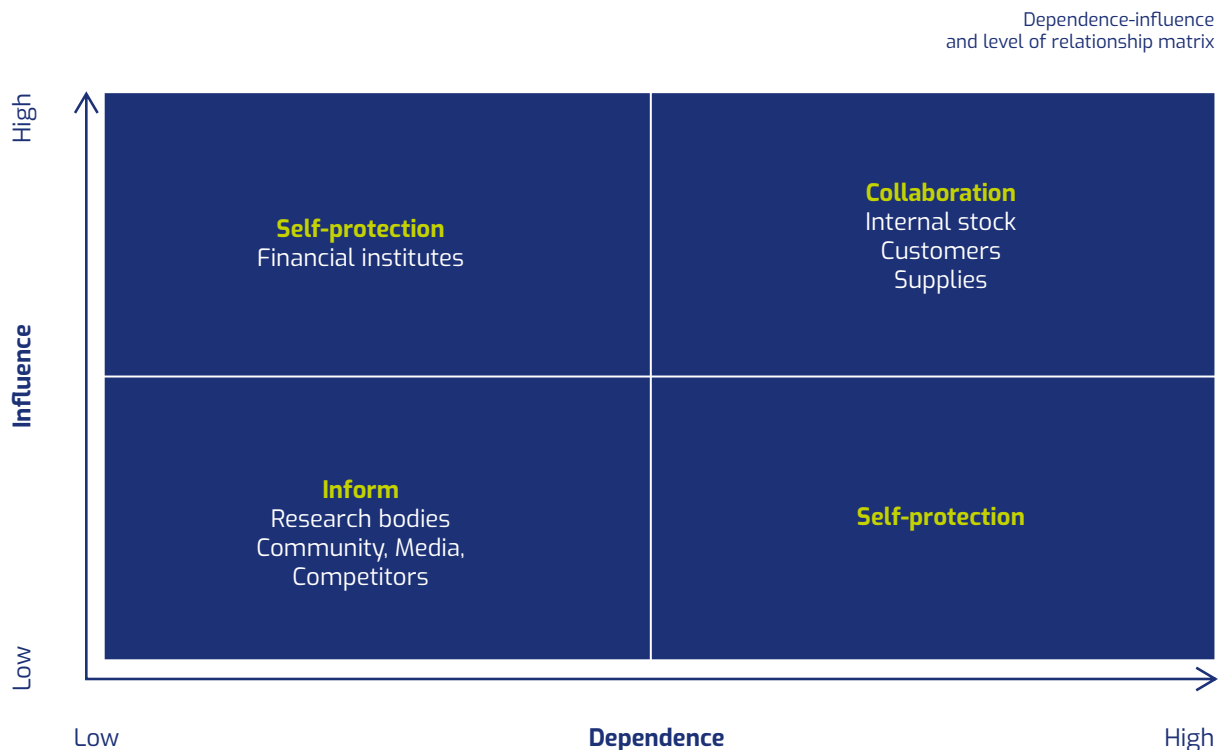
### Evaluation

Each category of stakeholders has been placed within a matrix to determine their degree of dependence and influence in regard to the activity of our company, and then defining the degree of engagement to be established with each. This is because we believe it is essential to strengthen trust in the relationship with our stakeholders, cultivating relationships: a path of sustainability is based on dialogue to build shared value in the medium to long term.

To determine the degree of engagement at each quadrant, a level of importance has been assigned, corresponding to the total number of stakeholders to be assigned within each category.

We chose the on-line questionnaire as the communication channel, a way to quickly connect with our contacts and to obtain easily processable results: 39 questionnaires were sent with a response rate of 90%.

This allowed us to open a direct channel with our stakeholders for identifying the issues that are important to them as well as determining the level of sensitivity with respect to each theme.

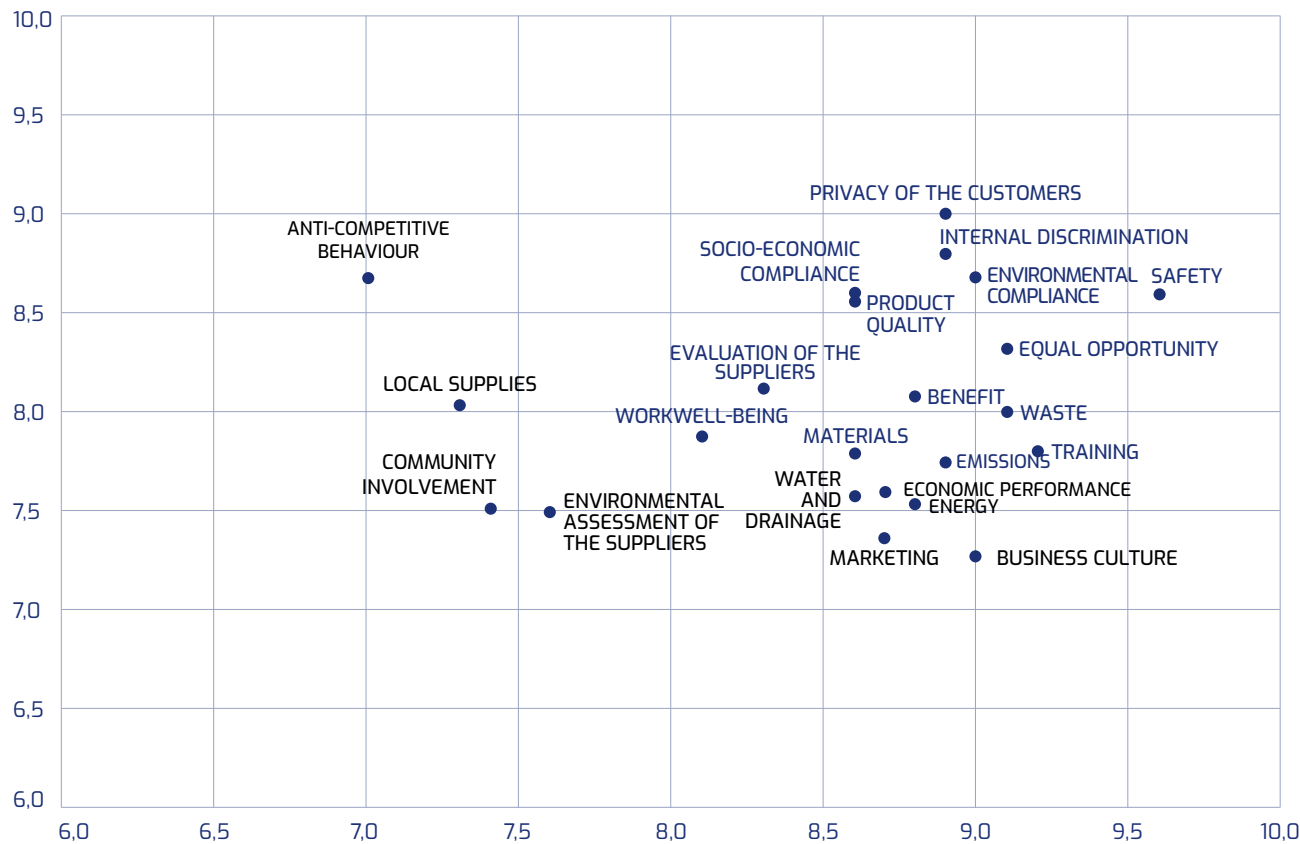


Materiality

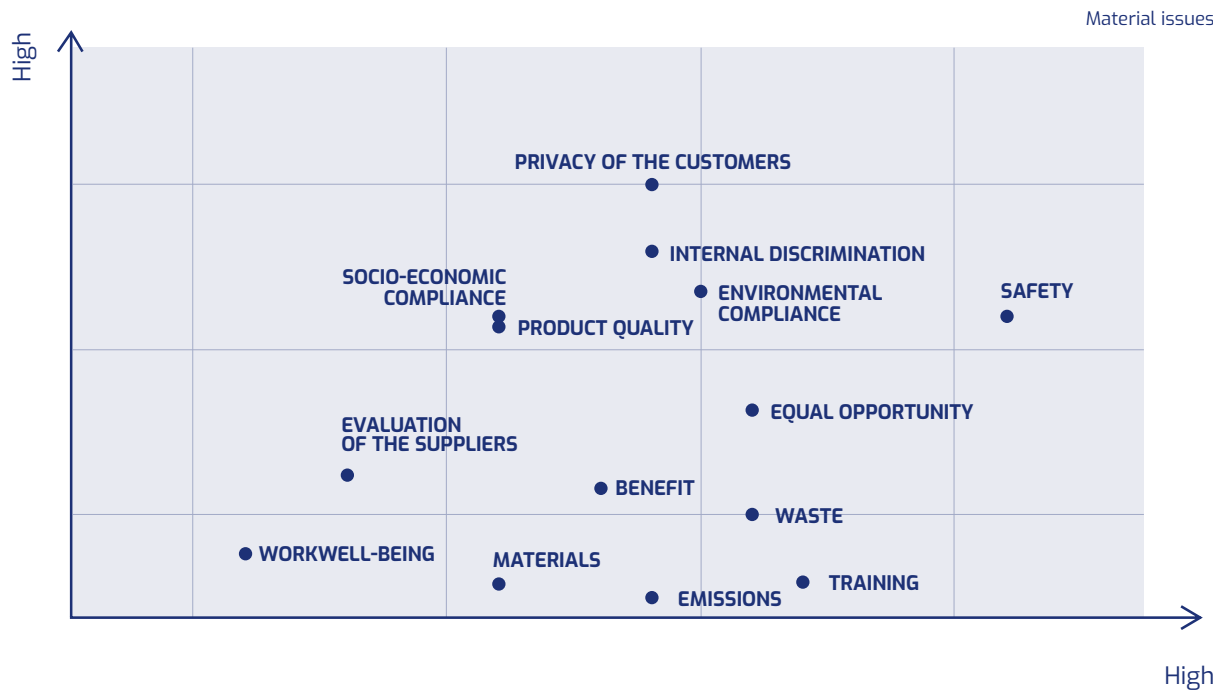
The responses to the surveys were analysed and inserted into a matrix, called a materiality matrix, aimed at identifying the themes considered as priorities by Oesse (axis of the ordinates) and its stakeholders (axis of the abscissa).

The themes considered relevant are depicted in blue.

Materiality matrix



# Oesse's Governance



In the table we show the themes divided according to the Environment, Social and Governance (ESG) areas.

This breakdown reflects the order in which topics will be presented within the report.

Classification of the material themes identified

Area	Social
Environment	Materials, Emissions, Waste
Social	Safety, Training, Equal opportunity, Internal discrimination, Welfare/benefits, Work well-being
Governance	Social evaluation of the suppliers, Product quality, Privacy, Socio-economic and environmental compliance



The analysis of the questionnaires received also revealed further issues that we will consider in our strategic choices, namely:

- Paying attention to the circular economy
- Studying the engine power/fan absorption ratio to reduce the fuel consumption of the machines

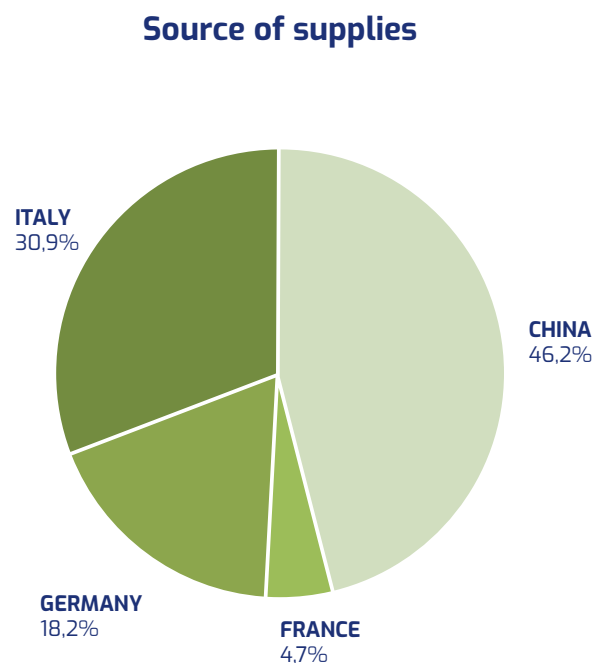
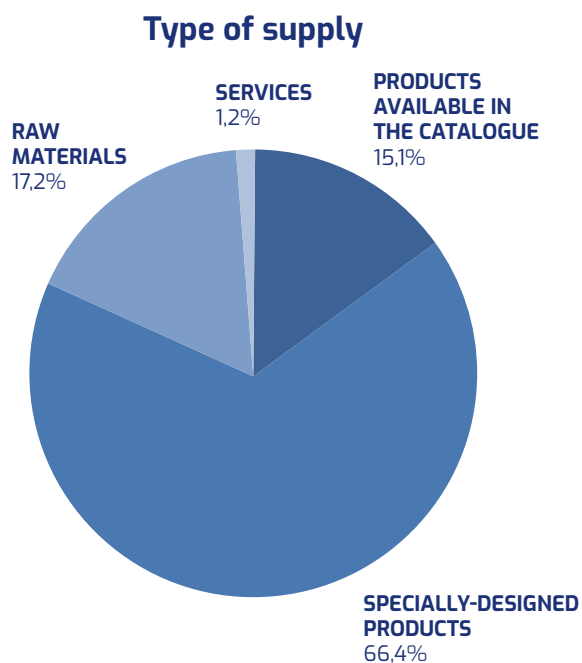
- Promoting the culture of sustainability
- Promoting the happiness of its employees during the work day.

# MANAGEMENT OF THE SUPPLY CHAIN



We are committed to creating real partnerships with our suppliers, to ensure a high-level end product.

We have different categories of suppliers present in different countries.



## Oesse's Governance

The image presents the production cycle of Oesse with the incoming materials:



Supplier management follows quality procedures in accordance with our Certified Quality Management System ISO 9001:2015. We are implementing specific questions within the selection criterion to assess sensitivity to social and environmental issues, to guide our selection criteria, also in accordance with our sustainability policies.

Suppliers are currently evaluated through ISO 9001 audits and through quarterly send/deliver quality reports. New suppliers are required to fill out the introductory pre-assessment form, followed by the sampling order and the final evaluation with report. Working at the pre-assessment level of the suppliers, it is possible to spread the CSR culture with the related questionnaire, involving them directly in regard to sustainability issues.

The careful management and relationships built over time led, in 2019, to having a percentage of 0.3% of non-compliant parts compared to the total shipped.

The value proposition of a company is also realised through its value chain; this is why we are working together with our suppliers to

connect them more and more to our production chain, implementing the Kanban technique.

## Oesse's Governance

# QUALITY PRODUCTS



To develop an innovative product you need energy, passion and attention to detail, from the initial project, to customisation, to delivery.

To have a product that is always of high quality, it is essential to establish a clear and collaborative relationship with the customers for the management of the critical issues that have emerged. For this reason, customer complaints

are handled directly by the quality office that classifies non-compliance internally or externally in a company database that forwards the defect report to the technical department.

In 2019, the non-conformities detected amounted to 1.2% of the items produced, testifying to the quality of our solutions.

# PRIVACY MANAGEMENT



Oesse protects and manages the personal data in its possession with due caution. For this reason, in line with the General Data Protection Regulation (EU Regulation 2016/679) it has identified within it the corporate functions responsible for data management, the System Administrator and the Internal Manager. All information that has a character of confidentiality, such as work projects, information regarding know-how, financial operations, strategies and operational results,

lists of customers, suppliers and collaborators, represents a strategic component of the company's assets and is therefore kept with all the necessary precautions.

The data in the paper documentation are transferred to the company archive, equipped with various levels of access, based on the confidentiality of the information contained; digital data is instead managed on an external (cloud) server.





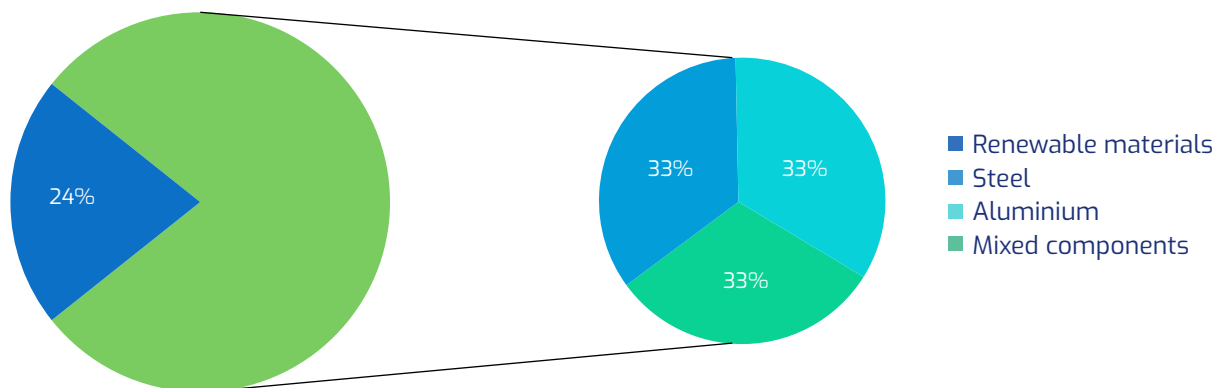
## Energy for the environment



Innovation and sustainability are the basis of production processes able to guarantee sustainable growth within the biophysical limits of the planet. For this reason, in 2020 we decided to undertake a path that will lead to the development of a Life Cycle Assessment (LCA) study, following the ISO 14040 and 14044 standards, of one of the company's flagship products: the HRA3538 exchanger.

This analysis will make it possible to identify the environmental impacts associated with the different phases of the product life cycle, allowing specific interventions to be adopted along the supply chain and to make more efficient use of the resources.

During 2019, we began our path of environmental sustainability by classifying our input materials as either renewable or non-renewable, as indicated in the graph:



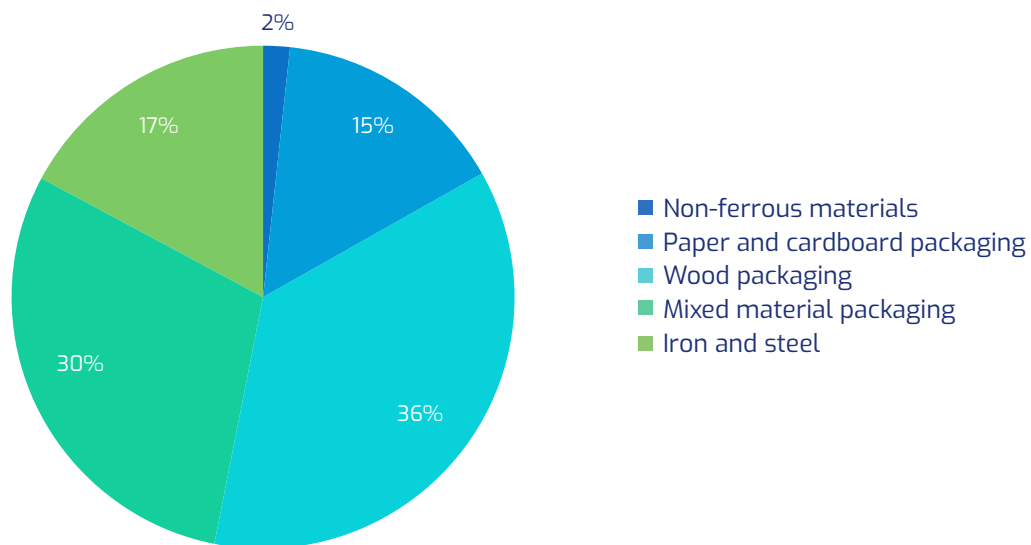
RENEWABLE AND NON-RENEWABLE MATERIALS BY %



Renewable materials consist of paper-cardboard and wood packaging. Mixed packaging consists of metal and plastic rubber. For the coming year, we have set ourselves the goal of acquiring information from suppliers on the composition of the material so that we understand the percentage of recycled material it contains. This type of information will be considered in the identification of new suppliers through a dedicated evaluation questionnaire.

This will also have an effect on waste production. Currently, 100% of the waste is allocated to third parties for recovery or disposal.

The goal for 2020 is to work on differentiating mixed packaging, so as to improve the recycling rate and eliminate the corresponding CER code.



WASTE BY COMPOSITION %

## Energy for the environment

---

Aware that all our actions at the local level produce an impact at the global level, we have decided to take a path toward reducing our greenhouse gas emissions, which are mainly responsible for increasing the global average temperatures and therefore producing climate change. The project will involve the calculation of the carbon footprint of our organisation, to then join the Science Based Target Initiative programme.

Joining this initiative means bearing witness to our commitment to keeping the average increase in world temperature well below the 2°C increase compared to the pre-industrial levels, choosing emission-reduction targets in line with the targets set by the Paris Agreement (2015). We are aware that, being ourselves part of the supply chain of many companies, we can contribute to the reduction of our customers' total emissions and serve as an example to our competitors. This choice is also a distinctive strategic element for our company.

Our path will lead us to reducing Scope 1 and 2 emissions, i.e. those from physical units or processes owned or controlled by the company that release GHG into the atmosphere, and those that come from the production of imported electricity, and to measure and reduce those of Scope 3, including all other indirect emissions generated by the company's value chain. This will have positive effects at the level of corporate strategic innovation and will be an essential element in our contribution to Objective 13 of the UN 2030 Agenda for Sustainable Development.

### OUR INITIATIVES

The energy that develops within an exchanger is the same that we want to share with our people and our community.

For this reason, we have contributed to the reforestation of the wooded areas of North-eastern Italy devastated by Hurricane Vaia in 2018 and distributed to employees and customers 200 cocoa trees to be planted in Cameroon through the on-line project Treedom.

Finally, for a more sustainable management of resources, we have introduced a company electric car and made available to our employees aluminium water bottles and a drinking water dispenser, reducing our environmental impact and spreading the culture of sustainability also at home and not only at work.





## Energy for people

---

To create the energy of our exchangers, the first thing we need is people's energy. Allowing them to work in a safe, positive and stimulating work environment is our priority.



# HEALTH AND SAFETY



We prevent risks for our employees by constantly keeping the Risk Assessment Document (DVR) constantly updated, in compliance with the Consolidated Text on Safety at Work, Legislative Decree 81/08, following the risk assessment of all the company's activities and processes, carried out by the Employer in collaboration with the RSPP, the external Company Physician and the Workers' Safety Representative and with the consequent prevention and protection measures. The figure of the external Company Physician, in addition to collaborating in the risk assessment phase, carries out the health surveillance in the company and intervenes in case of high risk resulting from the annual evaluation of the work-related stress risk.

To create innovation, we also need organisational and management models able to support a path of continuous and conscious improvement. For this reason, we have decided to implement an Organisational Safety Management Model (MOG-S ex 231), a management system that defines unique operating methods for reducing accidents, occupational diseases and safeguarding the health and safety of our collaborators and employees. Our management system, although not certified, has allowed us to intervene, ensuring the continuity of the adequate levels of protection of people even in the period characterised by the Covid-19 pandemic and therefore, with the continuation of production activities.

Employees can communicate their health and

safety observations through the WSR and internal trade union representatives, three for the various trade unions representing manual and white-collar workers. Considerations are taken in charge and due response is given according to the priorities of the actions. To improve engagement with collaborators and employees and understand the internal needs, surveys can be administered, as was the case with the questionnaire for work-related stress assessment distributed during the ongoing health emergency.

In the event of a situation that could have developed into an accident, the Near Miss form is filled in, when unforeseen situations have determined, or could have determined, risk to people, things and/or the environment. This allows us to prevent future potential accidents through careful analysis of the situation and lets us implement effective solutions, thanks to the sensitivity and attention of our employees. However, during 2019, 3 accidents were recorded with an accident rate of 99,900 hours worked, equal to 30.03.

Companies that carry out their activities within temporary or mobile construction sites within the perimeter of our company are required to draw up the Operational Safety Plan, while a single document for the risk assessment of interference is presented and countersigned by the contracting company. No accidents attributable to staff from external companies were reported in 2019.

## Energy for people

# TRAINING



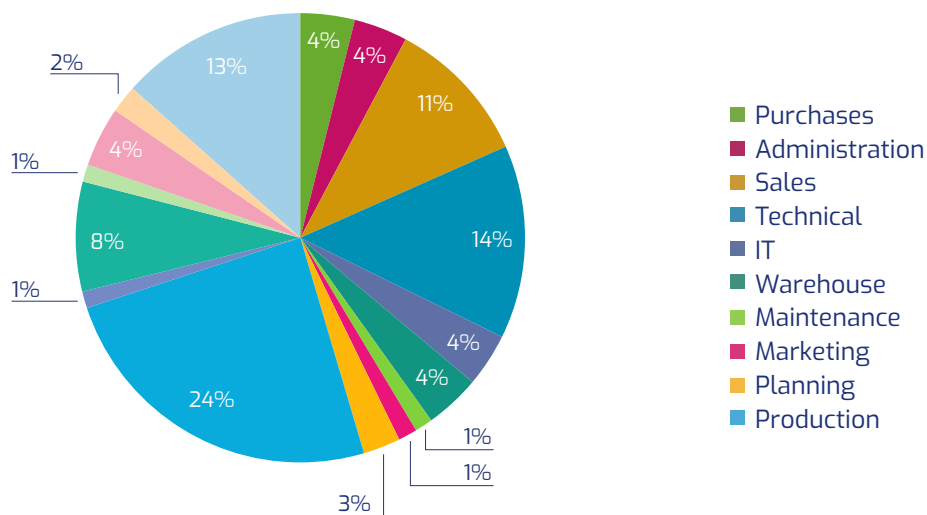
We support the training of our employees, necessary for valorising people, stimulating a cultural change and creating new energy within the company. In 2019, employees at all levels had an average of 27 hours of training, 26 hours on average for women and 28 hours for men. In addition to the mandatory training regarding security, the other issues addressed are numerous: innovation, sustainability, production, sales, IT and accounting.

Lean training played a very important role and involved the entire company at all levels. This management system, implemented since 2014 thanks to a project carried out as part of a Thesis in Engineering of the University of Trieste, aims at maximising the value provided to the customer through the reduction of waste in

company processes and the search for what the customer wants, aligning production flows with these needs.

Through continuous improvement and the identification of the root cause of problems, it is possible to improve production processes and increase the system's efficiency.

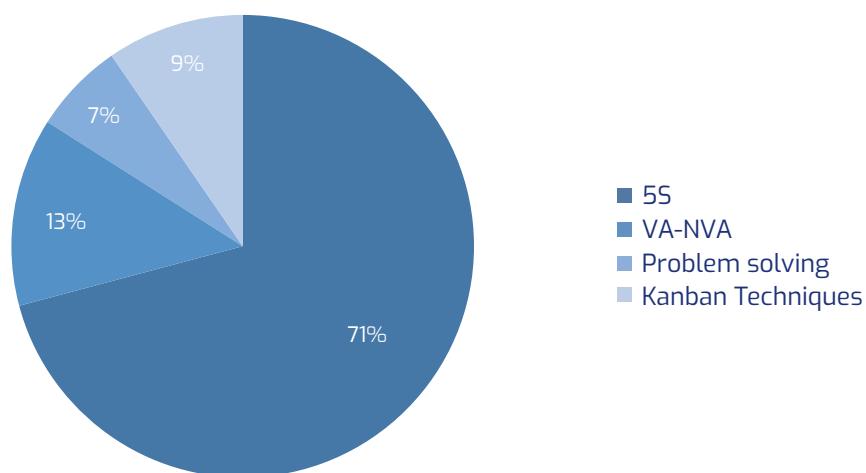
We believe that to have people's active commitment and participation it is essential to involve them in our vision. For this reason, we have decided to implement a training plan for all areas of the company:



LEAN TRAINING HOURS BY COMPANY AREA



The training has dealt with the basic principles, main techniques and basic tools (e.g.: Scrum, A3X, 5W2H, Ishikawa diagram).



LEAN TRAINING HOURS BY TOPIC

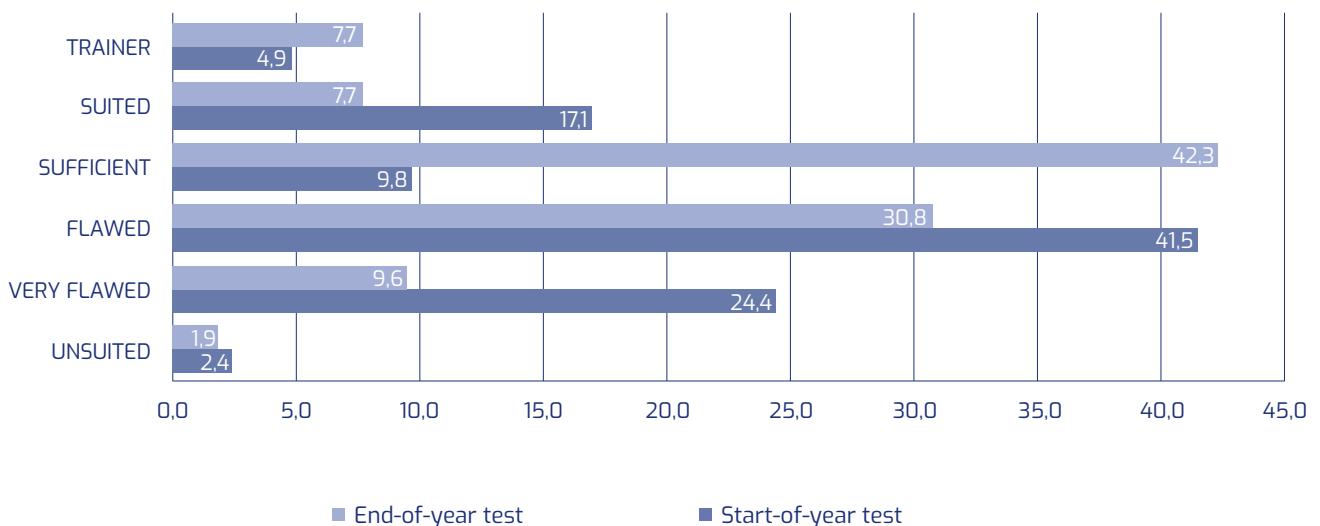
## Energy for people

To verify the actual level of knowledge achieved, two tests were carried out, one at the end of 2018 and one at the end of 2019, demonstrating a significant improvement, also thanks to the continuous visits to the open construction sites.

Working in a Lean perspective means not only working on the fight against waste but also working on people: in 2019 we started coaching sessions for managerial figures, followed by team-building and leadership sessions.

We have also structured a training course preparing for participation in the Bauma Trade Fair, with the aim of improving the sales process, arranging it according to Lean principles, designed for both the commercial and technical personnel.

**Percentage of Lean technical learning Year 2019**



# BENEFITS AND WELL-BEING OF PEOPLE AND THE TERRITORY



At Oesse we seek to create a working environment increasingly tailored to our employees, attentive to their well-being and quality of life, in order to give them the opportunity to express the maximum energy in their activity. Our employees can benefit from the service offered by the Esperia Medical Centre in Porcia through our membership in the Industrial Union of Pordenone, so as to be able to easily and advantageously access specific healthcare services at a reduced rate. In addition, following the preparation of the canteen area, we have decided to contribute to the coverage of more than 50% of the cost of the meal tickets of our People. Through a three-year second level negotiation, we have also determined the

calculation criteria for production premiums, regulated by the Metalworking Collective Labour Contract.

In 2019, we undertook and continued the following projects:

- relaxation area equipped with table football
- company library with a section dedicated to Lean topics
- purchase and installation of the automatic defibrillator for cardiac arrest.



## Energy for people

---

### Initiatives for the employees

- FAMILY DAY. Since 2017, we have been organising a corporate dinner that takes place once a year and all families are invited. This creates a moment of aggregation and sharing outside working hours.
- COMPANY LOTTERY. Each Christmas we distribute, through a lottery, the gifts we have received from our suppliers.
- AWARD FOR VIRTUOUS EMPLOYEES. Employees who follow behaviours in line with Oesse values receive symbolic awards (3 in 2019).
- COMPANY SENIORITY AWARD. Every year we reward the employees who have celebrated 15 years of seniority in the company. In 2019, three employees received this recognition: two men and a woman.

### Initiatives for the community

We sponsored the Blues in Villa festival, held from 25 to 27 July at the Park of Villa Varda in Brugnera (PN) providing some free tickets for our employees.

During an internal team-building event held in December, we created a book of children's stories, later printed and donated to the Association La Biblioteca di Sara di Pordenone, which carries out a book distribution and lending service to patients at the Santa Maria degli Angeli Hospital, with particular attention to young patients.



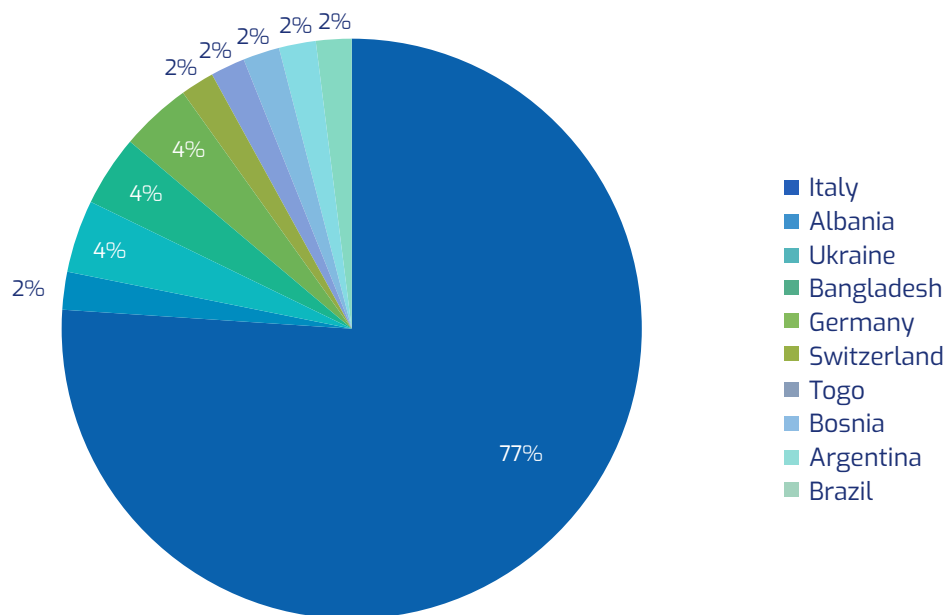


## Energy for people

# INCLUSION AND EQUAL OPPORTUNITY



In Oesse, we respect diversity and believe it is a value. Our employees, all employed with an open-ended contract, belong to 10 different nationalities.



EMPLOYEE COUNTRY OF NATIONALITY BY %

The company has 52 employees, divided as follows:

	Man	Woman
Full Time	32	15
Part-time		5

We understand that inclusiveness is a driver for the creation of value for the business itself.

We are therefore committed to increasing the presence of female personnel, to create a workplace where men and women can carry out their tasks on the basis of equal opportunities for all.



38%



Woman	Blue Collars	White Collars	Managers
<30		5%	
from 30 to 50	35%	35%	5%
>50	15%	5%	



62%



Man	Blue Collars	White Collars	Managers
<30	3%	6%	
from 30 to 50	25%	28%	9%
>50	13%	13%	3%

MALE AND FEMALE PRESENCE % DIVIDED BY AGE AND TYPE OF EMPLOYMENT



# Energy for people

The recognition of the results achieved, the professional potential and the skills expressed by the employees are the essential criteria for career and salary advancements. Despite the fact that there is a wage gap, we will strive to reduce it and achieve true and active inclusiveness.

No reports of internal discrimination emerged in 2019. In any case, a whistleblowing system will be implemented in accordance with the former Legislative Decree 321/01 that also will include cases of discrimination.

Seniority	Blue Collars	White Collars	Managers
<30		19%	
da 30 a 50	5%	23%	26%
>50	29%	4%	

% DIFFERENCE IN PAY FOR MEN'S AND WOMEN'S SALARIES  
BY TYPE OF EMPLOYMENT

---

# METHODOLOGICAL NOTE

In order to communicate and bear witness, in a clear and transparent way, to the importance we attach to sustainability issues at Oesse, we have decided to draw up the first Sustainability Report, following the Global Reporting Initiative Standards "Core" option.

It seeks to be a tool to convey our social, economic and environmental performance through appropriate indicators and to communicate the objectives we are committed to pursuing. The indicators presented are the tool for measuring the material themes resulting from phase of engagement with the stakeholders.

The perimeter of the 2019 Sustainability Report follows that of the Financial Statement, attributable to the company Oesse Srl. Oesse Srl undertakes to draw up its Sustainability Report annually. For any information, please consult the contact person:

**Lara De Anna:** [l.deanna@oesse.com](mailto:l.deanna@oesse.com)

# GRI STANDARDS INDEX

Disclosures		Chapter	Page number	Notes
GRI 100: FOUNDATION				
GRI 102: General disclosures				
Organizational profile				
102-1	Name of the organization	About us	7	
102-2	Activities, brands, products, and services	Products and markets	10	
102-3	Location of headquarters	Products and markets	11	
102-4	Location of operations	Products and markets	11	
102-5	Ownership and legal form	About us	7	
102-6	Markets served	Products and markets	11	
102-7	Scale of the organization	Inclusion and equal opportunity	39	
102-8	Information on employees and other workers	Inclusion and equal opportunity	38	
102-9	Supply chain	Management of the supply chain	21	
102-10	Significant changes to the organization and its supply chain			Not applicable
102-11	Precautionary Principle or approach			Not applicable
102-12	External initiatives			Not applicable
102-13	Membership of associations	Benefits and well-being of people and the territory	35	
Strategy				
102-14	Statement from senior decision-maker	Letter to the stakeholders	4	
Ethics and integrity				
102-16	Values, principles, standards, and norms of behavior	Our Values	12	
Governance				
102-18	Governance structure	Sustainability management	16	
Stakeholder engagement				
102-40	List of stakeholder groups	The relationship with our stakeholders and the materiality matrix	17	
102-41	Collective bargaining agreements	Benefits and well-being of people and the territory	35	
102-42	Identifying and selecting stakeholders	The relationship with our stakeholders and the materiality matrix	18	
102-43	Approach to stakeholder engagement	The relationship with our stakeholders and the materiality matrix	18	

	Disclosures	Chapter	Page number	Notes
102-44	Key topics and concerns raised	The relationship with our stakeholders and the materiality matrix	21	

**Reporting practice**

102-45	Entities included in the consolidated financial statements	Methological Note	41	
102-46	Defining report content and topic Boundaries	Methological Note	41	
102-47	List of material topics	The relationship with our stakeholders and the materiality matrix	20	
102-48	Restatements of information			Not applicable
102-49	Changes in reporting			Not applicable
102-50	Reporting period	Methological Note	41	
102-51	Date of most recent report			Not applicable
102-52	Reporting cycle	Methological Note	41	
102-53	Contact point for questions regarding the report	Methological Note	41	
102-54	Claims of reporting in accordance with the GRI Standards	Methological Note	41	
102-55	GRI content index	GRI Standards Index	42	
102-56	External assurance			Not applicable

**GRI 300: ENVIRONMENTAL****GRI 301: Materials**

103-1	Explanation of the material topic and its Boundary	Energy for the environment	26	
103-2	The management approach and its components	Energy for the environment	26	
103-3	Evaluation of the management approach	Energy for the environment	26	
301-1	Materials used by weight or volume	Energy for the environment	26	

**GRI 305: Emissions**

103-1	Explanation of the material topic and its Boundary	Energy for the environment	28	
103-2	The management approach and its components	Energy for the environment	28	
103-3	Evaluation of the management approach	Energy for the environment	28	
305-1	Direct (Scope 1) GHG emissions	Energy for the environment	28	

**GRI 306: Effluents and waste**

103-1	Explanation of the material topic and its Boundary	Energy for the environment	27	
103-2	The management approach and its components	Energy for the environment	27	
103-3	Evaluation of the management approach	Energy for the environment	27	
306-2	Waste by type and disposal method	Energy for the environment	27	

Disclosures		Chapter	Page number	Notes
<b>GRI 307: Environmental compliance</b>				
103-1	Explanation of the material topic and its Boundary			Not applicable
103-2	The management approach and its components			Not applicable
103-3	Evaluation of the management approach			Not applicable
307-1	Non-compliance with environmental laws and regulations			Not applicable
<b>GRI 400: SOCIAL</b>				
<b>GRI 401: Employment</b>				
103-1	Explanation of the material topic and its Boundary	Benefits and well-being of people and the territory	35	
103-2	The management approach and its components	Benefits and well-being of people and the territory	35	
103-3	Evaluation of the management approach	Benefits and well-being of people and the territory	35	
401-2	Benefits	Benefits and well-being of people and the territory	35	
<b>GRI 403: Occupational health and safety</b>				
103-1	Explanation of the material topic and its Boundary	Health and safety	31	
103-2	The management approach and its components	Health and safety	31	
103-3	Evaluation of the management approach	Health and safety	31	
403-1	Occupational health and safety management system	Health and safety	31	
403-2	Hazard identification, risk assessment, and incident investigation	Health and safety	31	
403-3	Occupational health services	Health and safety	31	
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and safety	31	
403-5	Worker training on occupational health and safety	Health and safety	31	
403-6	Promotion of worker health	Health and safety	31	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety	31	
403-9	Work-related injuries	Health and safety	31	
<b>GRI 404: Training and education</b>				
103-1	Explanation of the material topic and its Boundary	Training	32	
103-2	The management approach and its components	Training	32	
103-3	Evaluation of the management approach	Training	32	
404-1	Average hours of training per year per employee	Training	32	

Disclosures		Chapter	Page number	Notes
<b>GRI 405: Equal opportunity</b>				
103-1	Explanation of the material topic and its Boundary	Inclusion and equal opportunity	39	
103-2	The management approach and its components	Inclusion and equal opportunity	39	
103-3	Evaluation of the management approach	Inclusion and equal opportunity	39	
405-1	Diversity of governance bodies and employees	Inclusion and equal opportunity	39	
<b>GRI 406: Non discrimination</b>				
103-1	Explanation of the material topic and its Boundary	Inclusion and equal opportunity	38	
103-2	The management approach and its components	Inclusion and equal opportunity	38	
103-3	Evaluation of the management approach	Inclusion and equal opportunity	38	
406-1	Incidents of discrimination and corrective actions taken	Inclusion and equal opportunity	38	
<b>GRI 414: Supplier social assessment</b>				
103-1	Explanation of the material topic and its Boundary	Management of the supply chain	23	
103-2	The management approach and its components	Management of the supply chain	23	
103-3	Evaluation of the management approach	Management of the supply chain	23	
414-1	New suppliers that were screened using social criteria	Management of the supply chain	23	
<b>GRI 418: Customer privacy</b>				
103-1	Explanation of the material topic and its Boundary	Privacy management	24	
103-2	The management approach and its components	Privacy management	24	
103-3	Evaluation of the management approach	Privacy management	24	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy management	24	
<b>GRI 419: Socioeconomic compliance</b>				
103-1	Explanation of the material topic and its Boundary	Socio-economic compliance		Chamber fee 450 €
103-2	The management approach and its components	Socio-economic compliance		Chamber fee 450 €
103-3	Evaluation of the management approach	Socio-economic compliance		Chamber fee 450 €
419-1	Non-compliance with laws and regulations in the social and economic area	Socio-economic compliance		Chamber fee 450 €

Disclosures		Chapter	Page number	Notes
MATERIAL TOPICS NOT COVERED BY THE GRI STANDARDS				
<b>Well-being at work</b>				
103-1	Explanation of the material topic and its Boundary	Benefits and well-being of people and the territory	35	
103-2	The management approach and its components	Benefits and well-being of people and the territory	35	
103-3	Evaluation of the management approach	Benefits and well-being of people and the territory	35	
<b>Quality products</b>				
103-1	Explanation of the material topic and its Boundary	Quality Products	24	
103-2	The management approach and its components	Quality Products	24	
103-3	Evaluation of the management approach	Quality Products	24	







---

**Oesse Srl**

Via Maestri del Lavoro, 81/83  
33080 Porcia (PN) – Italy



---

**P** +39 0434 922958  
**F** +39 0434 590046



---

info@oesse.com  
**www.oesse.com**