

SUSTAINABILITY REPORT

SUMMARY 2020



MESSAGE FROM THE CEO



We are living in an era characterized by profound transformations, dictated not only by the health emergency but also by the speed at which technology is redesigning development and communication models, from the Internet of Things to Big Data, from Deep Learning to Artificial Intelligence and Cloud Computing. Digital technology is changing the whole world, not just businesses, and it involves us all as human beings, changing our habits, our relationships and even our way of working. There are no ready-made recipes for tackling this unprecedented path in a digital age characterized by complexity, where solutions never adopted before must be sought and created every day. In view of this scenario, the third Iris Ceramica Group Sustainability Report makes a clear and ever more determined commitment to promoting change and disseminating values based on responsible growth towards environmental and social sustainability objectives. Choices once regarded by the virtuous as irrefutable indications of the actions to be taken in the field of corporate responsibility have now become essential for everyone in every sector to restart and feed the hope that much can be achieved in the current contingency which, despite its drama, has also encouraged a reflection about an inspired and mature reconstruction, showing the fragility of the globalized world and the so-called "butterfly effect", a term introduced by Edward Lorenz to explain how, a single action, even in its limited sphere, can unpredictably determine significant long-term effects in a system (Chaos Theory).

We are facing a "new world" but in this modernity our values and inspiring principles - innovation, sustainability and excellence in quality - become even more authoritative and authentic. We are convinced that these concepts must be approached holistically: it is not enough to develop innovative products or processes, we must innovate in the way we act every day; it is not enough to think only of environmental sustainability, we must also put social sustainability into practice, paying more attention to the most vulnerable categories; we must excel in production processes as well as in the services and responses we give every day inside and outside the company. It is in this context that, between the end of 2020 and the first weeks of 2021, the research conducted by Iris Ceramica Group, in collaboration with the University of Milan, confirmed the efficacy against the SARS-CoV-2 Coronavirus, of one of our leading industrial projects: ACTIVE SURFACES®, the eco-active ceramic surfaces resulting from our ingenuity and advanced and innovative research. This is an extraordinarily important milestone, because thanks to our antibacterial, antiviral, anti-pollution and anti-odor materials we are improving the quality of life of people and of the environments and spaces in which they live and work. Despite the slowdown imposed by the health emergency in 2020, the Group has resolutely continued its path as an international business, strengthening its efforts to make its companies sound, safe and sustainable. The measures we have adopted to deal with the situation allowed us promptly to introduce new safeguards and guarantees which in fact accelerated the achievement of our previously planned objectives, including health insurance policies for employees and their families. We also invested in increasing the use of energy from renewable sources, which today stands at 39% of consumption by the Group's production lines, with a reduction, in the last three years, of 7,104 tons of CO₂.

In an uncertain economic and social scenario, we wanted to convey a message of confidence by opening our Flagship Store in Milan, which joins those in New York, London and Berlin and the 14 showrooms located in 6 countries, as an open space for experimentation that welcomes the design community to rethink our way of life in the future.

In fact, our ability to listen has become increasingly decisive in maintaining the relationship with all our stakeholders and establishing objectives, even in the short term, in a system of shared values. This is why the involvement of all the actors that influence the product life cycle is such an essential and strategic step in preparing the sustainability report. In 2020, the Group was included in the Future Respect Index, joining 44 companies selected for their sustainability report from a database of 1,127 financial statements classified by ConsumerLab in the last three years. This recognition and the certification granted by the German Institute of Quality and Finance, which a few months ago selected us for our welfare policy and included us in its Top Job - Best Employers category, encourage us to do increasingly better. In its first year of full operation, the Iris Ceramica Group Foundation expressed its support for sustainability, culture and society by providing 348,000 euros of support for associations that have always been involved, at local or national level, in protecting the environment and the weakest members of society, young people, women, the sick and the disabled.

These were only the first steps of an adventure that has ambitions to develop projects that will see us at the forefront of proposing innovative solutions and practices to achieve well-being and responsibility for all. We imagine a better world for current and future generations, where we can live in harmony with ourselves and with the environment around us, so that well-being and progress are an inseparable and essential combination, in which the "butterfly" does not identify a theory of chaos, but is a metaphorical expression of the nobility and strength of ceramics, which "appears as a beautiful butterfly with a titanium body".

OUR COMMITMENT TO SUSTAINABILITY

On the following pages, the Iris Ceramica Group presents a summary of its third Sustainability Report. For the Group, this report has a dual purpose: to communicate transparently with its main stakeholders and to strengthen a strategy that is increasingly integrated with social responsibility and sustainability policies, pursuing some of the Sustainable Development Goals (SDGs) promoted by the UN as part of the 2030 Agenda.



This document is a summary and refers to the full report which can be viewed in the "Sustainability" section of the Iris Ceramica Group website.

The principles of accuracy, balance, clarity, comparability, reliability and timeliness were respected in drafting this document, in accordance with the guidelines set by the latest version of the Global Reporting Initiative (GRI), called GRI Standards. The data refer to the year 2020 while the full version published online shows the data for the three-year period 2018-2020.

Global Reporting Index principles

- **Accuracy:** reporting the indicators required by the standard in as detailed a manner as possible;
- **Balance:** emphasizing both the positive and negative, and therefore improvable, aspects;
- **Clarity:** ensuring that the data are easy for all stakeholders to use;
- **Comparability:** presenting the greatest possible amount of data on a three-year scale;
- **Reliability:** involving all company functions in data collection and subjecting them to a thorough review by the BoD;
- **Timeliness:** due to the global health emergency caused by COVID-19, it was not possible to present the sustainability report by May 2021.

OBIETTIVI
PER LO SVILUPPO
SOSTENIBILE



2020 SUMMARY

ECONOMY

478,000,000

478 million euros is the global turnover across 115 countries.

25,000,000

25 million square meters is the Group's production capacity..

8

8 countries have company offices and production sites: Italy, USA, Germany, Spain, France, Mexico, UK and Russia.

4

4 Flagship Stores in the international design capitals: Milan, London, Berlin, New York.

11

11 company showrooms in international trend capitals: Chicago, Los Angeles, San Francisco, Madrid, Castellon, Moscow and St. Petersburg, Modena (Fiorano Modenese HQ), Reggio Emilia (Castellarano HQ, 3 large separate spaces).

ENVIRONMENT

348,742

348,742 square meters of ACTIVE SURFACES® panels produced in the three-year period 2018-2020, corresponding to 1,875 kg of NOx degraded per year, equivalent to the benefit provided by 1,169,000 square meters of green spaces

39,707

39,707 tons of CO₂ saved during the year

39%

39% of electricity purchased in 2020 produced by certified renewable sources

15.40%

15.40% of 59,416 wooden packages shipped to the customer reused in the supply cycle

154.888

154,888 tons of CO₂ saved thanks to the use of recycled polythene packaging and adoption of the Aliplast PARI system for the independent management of packaging waste.

SOCIETY

1,578

1,578 employees across the world.

5,837

5,837 hours of training dedicated to professional growth and refresher courses

348,000

348,000 euros earmarked for 18 socio-cultural projects supported by the Iris Ceramica Group Foundation.

100%

100% gender equality recorded for new hirings under 30 years of age.

30

30 scholarships and training experiences offered to the children of employees during the COVID-19 emergency.

HIGHLIGHTS 2018-2020

TOWARDS A CIRCULAR ECONOMY

During 2020, the Iris Ceramica Group and the SOS School of Sustainability launched a research project to investigate the characteristic ecosystem of the ceramic industry and outline a circular economy model aimed at generating economic and social value through innovation in processes, products and services.

The aim is to reduce the environmental impact by enhancing ceramics within the concept of Building As a Service, a new way of conceiving buildings, where digital technology, the physical environment and management interact as essential and interdependent elements.

The detailed examination of the industry gradually analyzed the product life cycle, mapping all the stakeholders and defining good practices, bringing them to the fore in an initial pilot project for a mixed-use residential and commercial complex on the outskirts of Milan. Innovative laying systems, unconventional areas of application, renewal of processes and services, will allow ceramic materials to be integrated within a circular and sustainable scenario in the buildings and cities of tomorrow.

IRIS CERAMICA GROUP FOUNDATION

The Iris Ceramica Group Foundation is the interpreter of the Group's vision, inspiring future choices by promoting sustainable architecture and design, developing partnerships to spread shared values, promoting cultural models for the growth of collective awareness, solidarity and environmental protection activities. In 2020, we supported 18 social, environmental and economic projects with a disbursement of 350,000 euros.

ACTIVE SURFACES®

High performance ceramic ACTIVE SURFACES® are characterized by antibacterial, antiviral, anti-pollution, anti-odor and self-cleaning action. They boast major ISO certifications and international patterns and have been on the market successfully for over ten years. Recent research conducted between the end of 2020 and the beginning of 2021, working with the Departments of Biomedical Sciences of the University of Milan, ascertained the antiviral properties of ACTIVE SURFACES® against Coronavirus SARS-CoV-2 (responsible for COVID-19). The data gathered highlighted extraordinary results relating to the ability of ACTIVE SURFACES® to eliminate SARS-CoV-2 at a rate of 94% after only 4 hours of exposure to low intensity UV light (natural light and conventional light bulbs).

IMPACT ASSESSMENT

During 2020, we produced an Impact Assessment resulting from the construction of an innovative Hybrid Operating Room at the Baggiovara Hospital in Modena, with contributions from our Foundation. The survey assessed the social, economic and environmental impacts of the new structure and its cutting-edge technologies which, in addition to improving the effectiveness of surgery, had positive impacts on the training provided, as well as on research and the development of new materials.

HISTORICAL MUSEUM

The Group's Historical Museum tells of the birth and expansion of an entire production sector that over time has established itself as one of the bastions of Italian production. It is a snapshot of contemporary society told through symbols that weave together the history and development of a business with the transformation of Italy's image and customs, from the economic boom of the early Sixties to the present day. As a witness to an Italian model of excellence, the Museum is part of the Museimpresa circuit, the Italian Association of Corporate Archives and Museums, which brings together museums and archives of the most significant Italian companies to share an important heritage and disseminate business culture.

GOVERNANCE

BOARD OF DIRECTORS

The Board of Directors of Iris Ceramica Group S.p.A. holding company consists of 4 people:

- Romano Minozzi Chair and Managing Director
- Federica Minozzi Vice-Chair and Managing Director
- Sergio Stefano Mascaretti Managing Director
- Mauro Tabellini Managing Director

BOARD OF STATUTORY AUDITORS

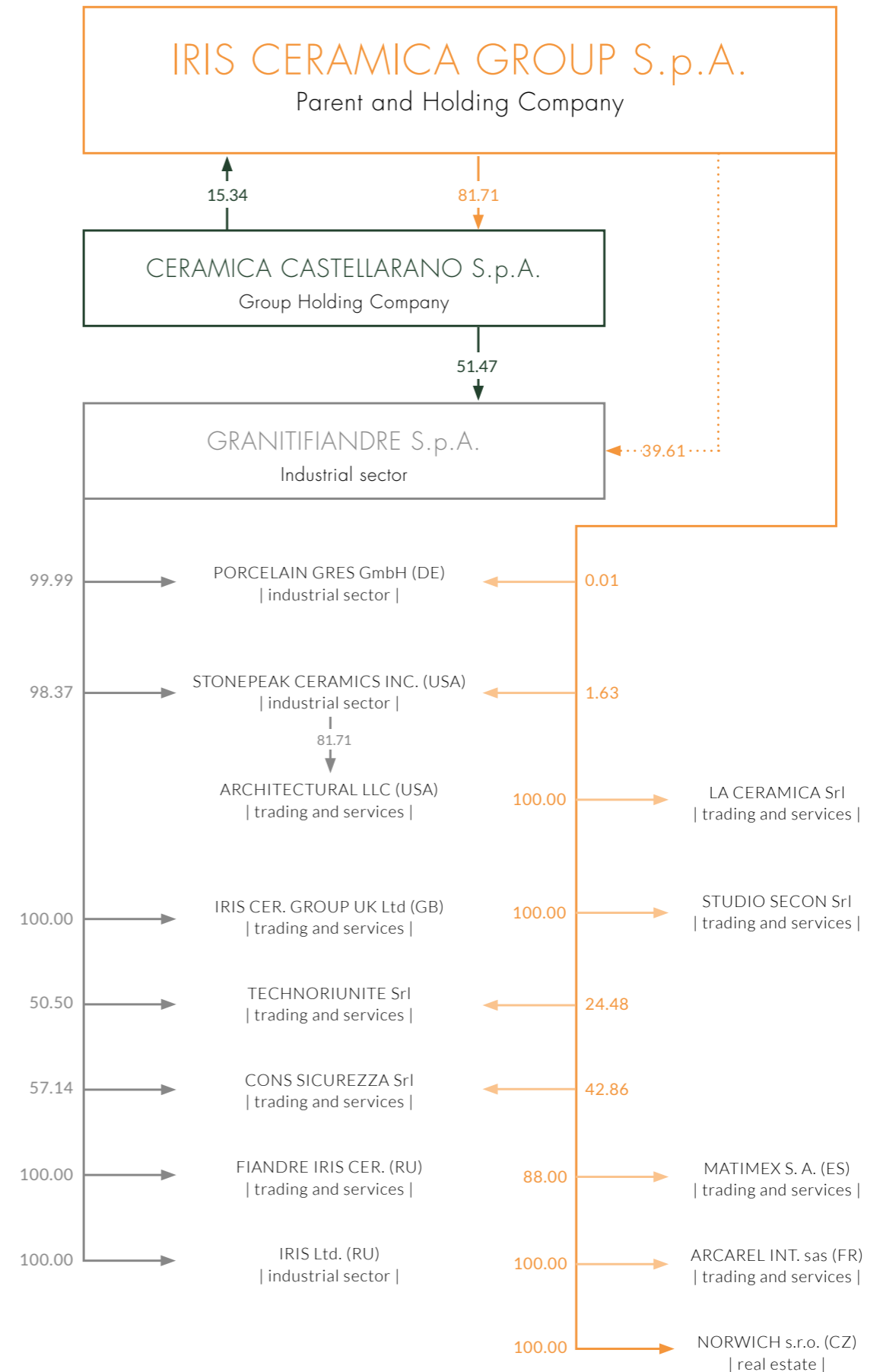
The Board of Statutory Auditors consists of 5 people:

- Gian Carlo Guidi Chair
- Dario Maggioni Regular Statutory Auditor
- Rosa Carla Parisi Regular Statutory Auditor
- Massimo Fioroni Alternate Statutory Auditor
- Roberto Leoni Alternate Statutory Auditor

EXTERNAL AUDITOR

Deloitte & Touche S.p.A.

The external auditor has been entrusted with the statutory audit of the accounts for 2019-2021.



(The data refer to the distribution of company shares)

60 YEARS OF HISTORY



1961

Iris Ceramica is born in Fiorano Modenese: the heart of the Italian ceramic production district.

1970

Romano Minozzi has the equation Ecology=Economy posted on the walls of his factories, as an expression of his entrepreneurial vision.

1972

Iris Ceramica promotes "Pollution - For a new aesthetic of pollution" in Bologna, commissioning 26 extraordinary avant-garde artists to denounce the increase in environmental problems.

1973

The first issue of the unconventional magazine "HUMUS" is released, a quarterly magazine of culture, current affairs and innovation published and distributed by the Iris Foundation.

1975

Awarded a gold medal by the Italian President, Iris Ceramica materials become the first to be placed in the International Museum of Ceramics in Faenza.

1987

Iris Ceramica acquires Castellarano Fiandre.

1989

The GranitiFiandre brand makes its debut and publication of the Materia begins as a testimony to the relentless commitment to spreading architectural knowledge and culture.

1992

Iris Ceramica acquires Matimex.

1993

Iris Ceramica acquires Ariostea.

2001

In advance of all modern social media, the digital magazine Floornature.com is published online, destined to become a reference for international architecture and design.

2008

The MA.DE collection is the first ceramic selected by ADI, the Association for Industrial Design for the 21st edition of the Compasso d'Oro award.

2009

Production begins of ACTIVE SURFACES® materials, revolutionary eco-active ceramic surfaces that improve the well-being and safety of spaces and the people who inhabit them.

2012

Floornature.com launches the Next Landmark international architecture award, a stage for young designers and creatives now in its 10th edition.

2018

46 years after Pollution, the Group returns to Piazza Santo Stefano in Bologna to create an installation designed in partnership with SOS-School of Sustainability to reflect on the theme of sustainability and climate change. At the 16th. International Architecture Show, the Group is the technical sponsor of the national "Arcipelago Italia" pavilion curated by Mario Cucinella Architects.

2019

The Group achieves Zero Emissions in its Italian large tiles production factories, ahead of the UN Agenda 2030 goals. The Iris Ceramica Group Historical Museum is inaugurated and the Iris Ceramica Group Foundation is established, as official testimonies of the Group's commitment to the environment and the community.

2020

ACTIVE SURFACES® are tested against SARS-CoV-2, demonstrating extraordinary effectiveness in eliminating the virus.

SIZE OF THE GROUP

Iris Ceramica Group S.p.A. is the holding company of an articulated Group of companies that manufacture and market technical ceramic materials and panels. The Parent Company based in Modena manages equity investments and the investment of financial resources.

The following are the main figures for the Group's production and economic capacity:


18,860,890 sq.m
Total transactions (sales)

21,027,107 sq.m
Total materials produced

€ 415,885,000
Consolidated net revenues

€ 1,841,525,000
Total capitalization (debt and equity)

Net sales in countries that account for 5% or more of total revenues

 **€ 151,093,322**
USA

 **€ 44,152,830**
GERMANY

 **€ 36,820,307**
ITALY

 **€ 26,602,250**
FRANCE

ECONOMIC VALUE GENERATED AND DISTRIBUTED

2020 was an unusual year, unique, in many respects, in world economic history and therefore in the historical path of each individual company in view of the health emergency caused by COVID-19. Against this background, Iris Ceramica Group acted promptly to introduce changes to the way it operates, applying the Group's intrinsic values: Innovation, Sustainability and Excellence in Quality. The Group's financial data for 2020 is in line, if not better, than the sector average and in any case consistent with our strategic goal of being a sustainable company in any situation and for all our stakeholders.

Below are the main financial data, among which we would highlight the very high percentage of Economic Value directly generated and redistributed: over 88%.

DIRECTLY GENERATED ECONOMIC VALUE (figures in thousands of euros)

€ 478,799
Revenue

ECONOMIC VALUE DISTRIBUTED

€ 285,916
Operating costs

€ 104,644
Salaries and benefits

€ 22,878
Payments to capital suppliers

€ 9,038
Payments to P.A.

€ 310
Investments in the community

ECONOMIC VALUE RETAINED

€ 56,013

Difference between economic value generated and economic value distributed

88.3%

of the economic value generated by Iris Ceramica Group is redistributed

A company's value added is the wealth it generates and may be calculated as the difference between gross production and the consumption of goods and services. Analyzing the distribution of value added is a lens through which to assess the Company's commitment to Social Responsibility. The data used are drawn directly from the Consolidated Financial Statements. The wealth produced and distributed consists not only of the profit for the year, but also items that in the financial statements are classified as costs, whereas in this case, like profit, they represent the value that the company generated through its economic activity. The breakdown of Iris Ceramica Group's value added reflects the function of overall governance and guidance of the Group's activity.

A SINGLE GROUP MANY SUCCESSFUL BRANDS

A network of brands with different vocations that share a commitment to satisfy even the most exacting demands with unique materials and high-profile services. A complete range for architecture and interior design that in 60 years has been perfected with the development of new production lines and highly specialized technical solutions in a perfect balance between historic companies such as Iris Ceramica, Fiandre, FMG or Ariostea and young brands with great potential such as Porcelaingres, Stonepeak Ceramics and SapienStone. All the collections produced by the Iris Ceramica Group companies offer infinite solutions not only for floor and wall coverings but also furnishing and design applications, which combine exceptional performance with an unmistakable aesthetic value. Installation is only the final phase, but no less important, of the process of creating the architectural work: specific technical skills guaranteed by companies such as Technoriunite and Granitech guarantee the best choice of materials and execution of the work. A combination of experiences that has also developed value in terms of communication and knowledge sharing with the international design community. Since 2001, Floornature.com has been the reference portal for architecture and design: translated into five languages, with over 100,000 visitors per month, it informs, documents and promotes the debate on rapid changes in the architectural landscape and the ecological transition.



CERTIFICATIONS

SYSTEM CERTIFICATIONS

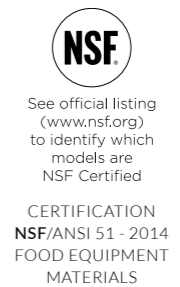
In order to achieve its production efficiency and business processes optimization objectives, with a view to continuous improvement, the Iris Ceramica Group has implemented certified integrated management systems, both in the environmental (ISO 14001) and in the quality (ISO 9001) and safety (ISO 45001) fields. In particular, the Group's strong commitment to sustainable and responsible development has also allowed it to achieve the ISO 50001 certification for energy management.



PRODUCT CERTIFICATIONS

The main product certifications achieved by Iris Ceramica Group include the LEED (Leadership in Energy and Environmental Design) certification, a classification system for the ecological footprint of buildings that sets the standards for assessing their environmental, social and economic sustainability. Iris Ceramica Group materials have been awarded the GreenGuard - GreenGuard Gold certification, which ensures the virtual absence of volatile organic compounds (VOC) emissions, thus contributing to the creation of healthier indoor environments, even in the presence of sensitive people (such as the elderly and children).

Iris Ceramica Group was also the first in its industry to achieve the specific EPD (Environmental Product Declaration) certification according to the "from Cradle to Grave" approach of the EN 15804 standard, assessing the environmental impact throughout the life cycle of the material.



AWARDS 2020

Today Iris Ceramica Group is one of the foremost Italian industrial groups specialized in producing high profile technical ceramics and porcelain stoneware. The products stand out for their quality of finish, original style, attention to detail and technological innovation. Quality is in fact the common thread that characterizes all the products made by the Group's companies, not only because of their constant commitment to aesthetic research and sustainable innovation but also as a result of a broader vision that sees products in relation to their entire life cycle, defining their value with full respect for the environment..



BEST PRODUCT AWARD

The Fiandre Architectural Surface Amazonite tile was among the winners of the 2020 Best of Products Awards presented by The Architect's Newspaper in the "Editor's pick" category. The judges were impressed by the sophisticated design and simplicity of cleaning and sanitizing operations. Considering the new requirements arising from the health emergency, this last feature places Amazonite among the most popular materials in terms of guaranteeing hygiene and safety, both of which are more essential than ever today.

EXCELLENT PRODUCT DESIGN

The Magneto collection by Fiandre Architectural Surface received special recognition: the GOLD award at the German Design Award 2020 in the Excellent Product Design category. Magneto was selected for its original aesthetic features that combine modernity and tradition, as well as for being made with over 40% pre-consumer recycled material content in compliance with LEED and BREEAM criteria.

INNOVATION & TECHNOLOGY

ACTIVE SURFACESS® won the A&D AWARDS 2020 Gold Award in the "Innovation & Technology / Living space" category, the most distinguished Hong Kong award dedicated to excellence in architecture and interior design. Among the features that most impressed the judges was the photocatalytic process that allows the microbial agents that come into contact with the surfaces to be eliminated.

OUR PEOPLE

Human capital is the most valuable asset for a company's growth and success. Iris Ceramica Group invests in people, talent and knowledge by enhancing the bond with its employees, in the context of both collective and individual remuneration policies, and through active participation in the life and growth of the Group. The experience and limited turnover are the direct consequence of the perception of a workplace that is favorable to meeting professional needs in an environment of continuity that is focused on the future, with recognizable values and the opportunity to develop independence and professionalism. This is demonstrated the "Top Job-Best Employers" Group award presented by the German Institute of Quality and Finance (ITQF) in which more than 2,000 Italian companies with the highest number of employees participate. The period for collecting nominations started in 2019 and ended in July 2020, including the months of the pandemic. Correlated elements such as workplace safety, health protection, and the opportunity to work from home were decisive factors in the opinions expressed by employees.

2020

new recruits



F



M

< 30

46

40

from 30 to 50 years of age

18

65

> 50

4

16

dismissed

< 30

17

43

from 30 to 50 years of age

22

52

> 50

12

47

THE ENVIRONMENT

Taking the ECOLOGY=ECONOMY equation as our starting point, the Iris Ceramica Group has embarked on a constant and consistent path of responsibility for an economy that serves mankind and has led to the achievement of an important milestone: zero impact production.

The challenge of reducing harmful emissions from the chimneys of the kilns used in the production of large ceramic tiles has been met and is part of the continuous research being done to minimize the environmental footprint that production processes generate locally with cutting-edge technologies that define a sustainable and efficient development model inspired by the principles of the circular economy.

The Group uses raw materials that are not at risk of exhaustion by choosing closed-circuit production systems, reintroducing waste into the production cycle and producing eco-active materials that can truly improve people's quality of life. The choice of suppliers and ancillary supplies favors relationships with partners who share the same attention to the environment.

In 2020, Iris Ceramica Group finalized an agreement with Alperia, the largest energy service provider in Trentino Alto Adige which, through its 34 hydroelectric plants, uses local water resources to generate certified renewable energy. For years, the Group's production units have been applying solutions intended to save energy using photovoltaic systems at a number of sites including the Matimex subsidiary in Spain.

As part of the initiatives taken to recycle packaging, since 2014 the Group has been running a European campaign to have wooden packaging (crates and trestles constituting 90% of the total purchase weight) returned for in the supply cycle. In 2020, out of a total of 59,416 packages shipped, 15.40% were returned. Also in 2020, to ensure the sustainable use of paper and cardboard, purchases were reduced by 10.4% compared to the previous year, while increasing the percentage of disposal by 10.8%.

39%

39% of electricity purchased from certified renewable sources and a certified self-offsetting photovoltaic system at the Matimex production unit in Spain.

-10.40% +10.80%

We have reduced the purchase of paper by more than a tenth of the total, while at the same time increasing the percentage of disposal.

15.40%

15.40% of the 59,416 items of wooden packaging shipped during the year were reused in the supply cycle (15% out of a total of 186,077 in the three-year period 2018-20).

1,843 276

1,843 tons of wood saved and 276 tons of greenhouse gases avoided thanks to pallet recycling.



THE COMMUNITY

Iris Ceramica Group has chosen to support its growth strategy with a strong, unwavering commitment to creating value for society as a whole through the actions of its Foundation. This close relationship has resulted in support for projects that the Group considers vital and strategic for the environment, society and culture, and to which it dedicated a total of 348,000 euros in the first year of activity, and which are briefly described below.

COMMITMENT TO THE ENVIRONMENT

SEA SHEPHERD OPERATION SISO

A campaign launched in 2019 to combat illegal fishing off the coast of the Aeolian Islands, in order to conserve and protect biodiversity and safeguard the ecosystem. In September 2020 in particular, the new Conrad vessel joined the fleet to trace and remove approximately 10,000 km of illegal FADs, in order to restore balance in the marine fauna.

FAI – FONDO AMBIENTE ITALIANO _ GOLDEN DONOR

FAI is a non-profit foundation set up in 1975, along the lines of the National Trust, with the aim of protecting and enhancing Italian historical, artistic and landscape heritage. The Iris Ceramica Group Foundation has joined the Corporate Golden Donor program to demonstrate its care and commitment to Italian art, culture and landscape.

SUPPORT FOR CULTURE

ERT-EMILIA-ROMAGNA TEATRO FONDAZIONE. ISOLA DEL TESORO

Produced in collaboration with Emilia Romagna Teatro, a dramatized reading was posted to the Iris Ceramica Group YouTube channel to support its community during the pandemic lockdown and encourage young and old to rediscover the thrill of adventure through one of the most compelling classics for children, Robert Louis Stevenson's Treasure Island.

FONDAZIONE COCCAPANI & SCHOOL OF SUSTAINABILITY. NEXT LANDMARK 2020

The international 2020 Next Landmark competition for young architects, created and promoted by Floornature.com magazine, funded the winning project for the redevelopment of the outdoor area of the Coccapani Foundation's nursery school in Fiorano Modenese. The winner also received a scholarship to attend Mario Cucinella's SOS -School of Sustainability.

ADOPT A COLUMN

Fundraising promoted by the Abbey of the Benedictine Fathers of San Pietro in Modena to restore the sixteenth-century Cloister of the Columns through the adoption of a column, to support and protect the local cultural heritage.



SOCIAL CARE

ACTION AID _ WE GO

The program is intended to contribute to the economic independence and inclusion in the workplace of women who have suffered gender and domestic violence, strengthening their individual skills and local protection systems by promoting good practices and implementing cooperation networks between anti-violence centers.

SAVE THE CHILDREN _ NON DA SOLI

The project is intended to support young people at risk in the disadvantaged suburbs of several Italian cities by creating Points of Light, places for them to meet and socialize, which were forced to reduce face-to-face activities during the lock-down imposed by Covid-19, and the provision of tools to support distance learning in order to combat educational poverty: tablets and software for teaching, materials for play and study, seminars for teachers, food vouchers for families.

FONDAZIONE ANT ITALIA ONLUS

In the difficult health emergency of 2020, Iris Ceramica Group Foundation's contribution was used for primary and secondary prevention activities that every year allow specialist medical support to be provided at home to 10,000 people with cancer, plus over 25,000 cancer prevention visits. The Foundation was awarded the 2020 "Franco Pannutti" Eubiosia Award for the Emilia-Romagna Region for supporting ANT assistance and prevention activities in the area, also related to the COVID-19 emergency.

L'ORA DEL NOI _ NON PERDERE IL FILO

A non-profit association that operates in towns in the ceramic district, providing operational support and training for the employment of young people with disabilities, promoting and supporting the development of skills, offering professional opportunities by promoting specific educational activities and in particular stimulating graphic skills.

ASSOCIAZIONE VITTORIO LODINI. 4K VIDEO SURGERY

The project promotes the application of augmented reality for video-assisted surgery through 4K technologies. The aim is to use innovative cutting-edge techniques to contain the risks associated with surgery, making them more precise, less invasive and safe in terms of potential post-operative complications.

AZIENDA OSPEDALIERA-UNIVERSITARIA DI MODENA SCUOLA DI EMATOLOGIA TERAPIA CAR-T

The project aims to support the scholarships and research activities of specialized laboratories organized by Modena hospital's Department of Hematology for the development of CAR-T therapies used in the treatment of patients with non-Hodgkin's lymphoma.

CARITAS DIOCESANA DI MODENA DONNE E UOMINI DI SPERANZA:

A social inclusion network set up in the middle of the COVID-19 emergency to provide concrete help to the most fragile social categories, through listening and economic support. From April to November 2020, the network ensured weekly home deliveries of basic necessities, reaching up to 260 families and 950 people, half of them children.

STAKEHOLDERS MATERIALITY MATRIX

The Iris Ceramica Group Sustainability Report, of which this document is a summary, is based on the Standard version developed by the Global Reporting Initiative and puts dialog with stakeholders and the materiality analysis at the center of the reporting activity.

In order to improve the relationship with our stakeholders, we decided to organize a multi-stakeholder engagement during which we shared and weighted the various relevant issues identified by our Group; a meeting that also proved useful to develop a sustainability strategy together for the coming years.



The results of this meeting can be seen in the extended version of the Report, in the methodological note which also includes the materiality matrix developed together with the stakeholders. We are convinced that dialogue with our stakeholders is crucial to sustainability and that discussion defines the themes and objectives to be developed jointly to enhance the meaning and scope of each investment in responsibility in the immediate future.



VISION OF THE FUTURE

The drafting of this third Sustainability Report is a natural and spontaneous consequence of what has been achieved on this front in 60 years: not only transparent and timely reporting, but also a testimony to the commitment made by Iris Ceramica Group to social and environmental improvement, to its ability to affect the very concept of quality and sustainable growth not only where it has a presence and interacts, but also in the wider community that can be identified as the project community. In an unusual year like 2020, the need to think and build tools that reflect the new challenges has emerged with urgency. The fragility of current certainties requires greater awareness to respect the delicate balances that are the basis of every ecosystem. These are some of the objectives we intend to pursue over the three-year period 2020-2022:

GOVERNANCE

REPORTING

The aim is to continue reporting on sustainability and the corresponding value chain, with a view to achieving continuous progress through the maximum involvement of all stakeholders, starting with suppliers. In particular, actions will be explored to improve the corporate climate, promoting the sense of belonging, participation, inclusion and well-being of individuals within the community.

ETHICS

The aim is to continue with the process of developing the ethical aspects of the Iris Ceramica Group's activities, and in particular to create a Group Code of Ethics and an anti-corruption code of conduct for the Italian company, GranitiFiandre Spa.

INVESTMENTS AND INNOVATION

The aim is to invest in the innovation process inherent in the company philosophy by increasing research and technology which, despite the economic difficulties in particular, will prove to be valuable allies in defining new strategies for positive adaptation to the changing global context.

ENVIRONMENT

CLIMATE CHANGE

The Iris Ceramica Group's commitment is to consolidate the actions taken in recent years for the gradual reduction of CO² emitted into the atmosphere with a view to achieving "Zero Emissions" (already achieved in the elimination of volatile organic compounds-VOCs), seeking solutions to mitigate the Group's impact on the environment.

RENEWABLE ENERGY

In the field of energy consumption, the Group has launched a plan for growth and investment in renewable sources to protect the environment and the health of the community, embracing an increasingly responsible production model through partnerships with certified suppliers such as Alperia with which an agreement was signed at the beginning of 2020.

CIRCULAR ECONOMY

With the goal of developing the circular economy, research and development continues with the aim of reducing the environmental impact of the product throughout its life cycle and designing new solutions for service innovation and process reorganization. In the near future, the Group also intends to invest in the development of materials and the adoption of circular economy methods, gaining specific certifications such as EPD (Environmental Product Declaration) or LCA (Cradle to Grave version), life cycle analysis for assessment of the associated environmental loads through the analysis of energy and materials consumed, waste generated, logistics and transport, as well as waste and emissions released into the environment.

SOCIAL

IRIS CERAMICA GROUP FOUNDATION

Through its Foundation, the Group promotes the values of architectural culture, sustainability and solidarity on which to build the civil society of the future, in line with the objectives of the UN 2030 Agenda. The projects supported encourage ethical and responsible thinking and are aimed at the local area and community in the broadest sense. In addition to funding virtuous associations that support young people, inclusion and campaigns to protect the environment, we intend in the near future, as one of the objectives of the Foundation, to create our own project proposal for the well-being and health of communities and the Emilia region.



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