

# Cassina



THE CASSINA  
PERSPECTIVE  
ON SUSTAINABILITY

2022  
SUSTAINABILITY  
HIGHLIGHTS



# THE CASSINA PERSPECTIVE ON SUSTAINABILITY

In an ever-changing world, the concept of sustainability extends its boundaries to conquer new directions, principles, people and horizons.

Our contribution  
to bring a new  
perspective  
to the future

Thanks to its unique perspective, Cassina has established itself over time as an Italian company that represents design excellence throughout the world.

Today, that perspective also expands to the realm of sustainability. A circular vision capable of combining history and avant-garde, authenticity and innovation, passion and technology: to respect, protect, create and promote design, the environment and people.

# HIGHLIGHTS

## PRODUCT

### CircularTool

The measurement of the circularity rate and disassembly index of new products

### Cassina Pro

The collection designed for the workplace and hospitality sector, certified according to the most important international standards for quality and safety

## PEOPLE, CLIENTS AND COMMUNITY

**49%**

Female presence

**+2,470 hours**

Training delivered through in-person, e-learning and on-the-job programs

## ENVIRONMENT

**2.54 thousand MWh**

(-3% vs. 2021)

Electricity consumption

**1,485 tCO<sub>2</sub>**

(-2% vs. 2021)

GHG emissions from energy consumption (Scope 1 and Scope 2 Location-based)



“ In this Sustainability Report, we would like to underline the importance of the initiatives and actions employed by Cassina to **reduce our impact on the environment, enforce our governance policies and support our employees, our most important asset.** ”

Luca Fuso  
Cassina CEO

# 4 THE CASSINA PERSPECTIVE ON SUSTAINABILITY

## About us

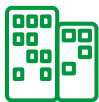
The history of Cassina began in 1927, when Cesare and Umberto Cassina founded the family company in Meda. Since then, **avant-garde, uniqueness, authenticity and design culture** are the elements that distinguish the company and have allowed it to become an international symbol of **Made in Italy excellence**.

Over the years, Cassina has collaborated with prominent figures in the world of design, curating a collection that includes iconic pieces by renowned 20th Century masters as well as innovative products by acclaimed authors, such as, **Michael Anastassiades, Mario Bellini, Ronan & Erwan Bouroullec, Antonio Citterio, Rodolfo Dordoni, Piero Lissoni, Vico Magistretti, Gaetano Pesce, Gio Ponti, Tobia Scarpa, Philippe Starck and Patricia Urquiola**, Cassina's Art Director.



Discover our Manifesto  
by scanning the QR code

### Cassina is organised in two divisions:



#### Residential

Committed to providing residential solutions, it offers a catalogue of furniture suitable for all areas of the home.



#### Custom Interiors

Creates customized solutions for contract projects.

INNOVATION AND RESEARCH,  
RESPECTING THE TRADITION  
OF ITALIAN CRAFTSMANSHIP,  
GUIDE OUR PERSPECTIVE FOR  
A MORE SUSTAINABLE PLANET

## The Cassina Perspective 2022

Cassina's vision: a conscious and futuristic concept.

**Cassina's philosophy combines the icons of the Modern Movement with contemporary creativity to give life to authentic atmospheres for all areas of the home, according to a unique design code based on excellence.**

In 2022, the collection was enriched with new proposals by **Michael Anastassiades, Rodolfo Dordoni, Mikal Harrsen, Patrick Jouin, Gio Ponti and Patricia Urquiola**, and saw the debut of the Dutch designer **Linde Freya Tangelder**.

A highlight of the new additions includes Cassina Details, a collection of accessories and complementary pieces that combines brand-new products with existing ones, showcasing Cassina's eclecticism and versatility in completing home atmospheres.

The new pieces are by renowned artists and architects, including the creative duo **Formafantasma, Bodil Kjær, Charlotte Perriand and Gaetano Pesce**, and have also been developed through collaborations with Italian excellences such as **Ginori 1735** and **cc-tapis**.

Thanks to its distinct attitude marked by research and innovation, in 2022 Cassina presented **Esosoft**, a sofa system born from the new collaboration with architect **Antonio Citterio**.

Milan Design Week 2022 was the stage for the launch of **Modular Imagination**, a project that combines fashion and design by the creative genius **Virgil Abloh**. This collaboration develops the implications of modularity, with two elements that can be combined to create, adapt and rebuild space based on one's needs.

The contamination with other sectors, such as fashion, also continued with the limited edition of the **Soriana** armchair, designed by **Afra and Tobia Scarpa**, which was also presented with circular materials and upholstered with premium Japanese denim.

**Cassina has also renewed its commitment to adopting an even more conscious approach towards the environment and people through the ongoing research of Cassina LAB, an ever expanding approach born from the collaboration with the POLI.design at the Milan Polytechnic.** Within this context, Cassina has implemented the "CircularTool" that concretely measures key indicators such as a product's circularity rate and disassembly index, to optimize design and production with a circular vision, crucial aspects that the company has prioritized in all development stages of the 2022 Collection.

# Our mission and values

Cassina defines its principles and values to guide its future.

## Mission



Respect, protect, create and promote design by understanding each client's needs through its commitment to absolute quality and uncompromising service.

## Values



### Experimental research and innovation

- Courage to experiment
- Clear sightedness in bringing original and innovative ideas to life
- Promotion of well-being and sustainability
- Inclination and long tradition for custom interiors



### Craftsmanship expertise and industrial know-how

- Meticulous handcraftsmanship combined with cutting-edge technological skills
- Complex solutions that combine technical excellence and timeless elegance
- Perfection brought to life by the most expert hands
- Absence of screws and nails in the carpentry workshop
- Research of the latest generation technologies



### Authenticity and tradition

- Respect of accuracy and authenticity in the reissue of great icons
- Painstaking research to implement the highest quality
- Constant focus on excellence
- Continuity between past and present



### Cultural influence

- Generation of a contemporary design aesthetic
- Production of the milestones of contemporary design
- Contribution to the diffusion of the works of the designers and architects of the Cassina collections
- Interpretation of and reflection on social change through ongoing research and experimentation
- Foundation of a legacy, each Cassina product is passed from generation to generation

### Cassina, part of Haworth Inc., shares and complies with the Group's values:

1. We listen to our Customers

2. We rely on our Members

3. We honor Integrity

4. We embrace Continuous Learning

5. We lead with Design

6. We create Value

7. We work to make the World better



# Our history

## FOUNDATION



### 1927

The company "Amedeo Cassina" was founded on the initiative of the brothers Cesare and Umberto Cassina.

LE CORBUSIER, PIERRE JEANNERET AND CHARLOTTE PERRIAND - THE DESIGN



### 1928

Le Corbusier, Pierre Jeanneret and Charlotte Perriand design a furniture collection with a metal structure and present it at the Salon d'Automne in Paris in 1929.

## FIRST COMPASSO D'ORO



### 1954

Cassina wins its first Compasso d'Oro with the 683 chair by Carlo de Carli.

LE CORBUSIER, PIERRE JEANNERET AND CHARLOTTE PERRIAND - THE ACQUISITION



### 1964

Cassina acquires the rights to the first four models designed by Le Corbusier, Pierre Jeanneret and Charlotte Perriand.

## COMPASSO D'ORO AWARD



### 1970

The Soriana model by Afra and Tobia Scarpa wins the Compasso d'Oro award for the complexity of its image achieved with constructive and technical means of remarkable simplicity and consistency.

## CASSINA IMAESTRI COLLECTION



### 1973

The Cassina iMaestri Collection was created with the architects Gerrit T. Rietveld and Charles Rennie Mackintosh through careful philological research work.

## COMPASSO D'ORO AWARD



### 1979

Cassina wins its third Compasso d'Oro with the Maralunga model by Vico Magistretti.

## LAUNCH OF THE CASSINA CUSTOM INTERIORS DIVISION



### 1980

The Cassina Custom Interiors division, dedicated to design services and tailor-made furniture for the hospitality, automotive, luxury and fashion sectors, was formalized.

## COMPASSO D'ORO AWARD



### 1991

Cassina wins its fourth Compasso d'Oro for the innovative role and the international opening of its production, and for contributing to the overall enhancement of project culture.

## POLTRONA FRAU GROUP



### 2005

Cassina becomes part of Poltrona Frau Group.

## HAWORTH ACQUIRES THE POLTRONA FRAU GROUP



### 2014

Haworth, an American group operating in the design and production of flexible and sustainable workplaces, acquires Poltrona Frau Group.

## PATRICIA URQUIOLA BECOMES ART DIRECTOR



### 2015

The architect and designer Patricia Urquiola is appointed Cassina Art Director.

## THE CASSINA PERSPECTIVE



### 2019

"The Cassina Perspective" concept is introduced, organizing the company's collection according to a new perspective that combines Modern icons with the most innovative products.

## CASSINA LAB



### 2020

The company presents Cassina LAB, born from the collaboration with the POLI.design at the Milan Polytechnic, to rethink the future of design.

## CASSINA BECOMES AN HISTORICAL TRADEMARK OF NATIONAL INTEREST



### 2022

The company becomes part of the Special Register of Historical Trademarks of National Interest, established in 2019 by the MISE.

Cassina launches its e-commerce platform in Italy, France, Germany, Austria and Benelux.

# 8 OUR PERSPECTIVE ON PRODUCT

Each product encompasses multiple points of view, such as the designer's concept, the uniqueness of the project, the quality of its materials, its performance and functionality.

Our products have always represented the excellence of Made in Italy design and we want to transfer the same value to our approach to sustainability.

Our perspective is embodied in investing every day in a circular innovation system. Each step of the process is aimed at creating increasingly responsible products, for the environment and our territory.

Our contribution  
to giving a new perspective  
to the product.

# TODAY'S PERSPECTIVE

## **Cassina LAB**

An approach that promotes innovation for circular design

## **Made in Italy**

88% of raw materials, packaging and semifinished products from local suppliers

## **Best 100**

Among the "100 Italian Circular Economy Stories" by Fondazione Symbola and Enel

## **Matrec Partnership**

For a mapping and measurement system of Ecodesign KPIs

## **ISO 9001**

Certified quality management system

## **Cassina Pro**

The collection designed for the workplace and hospitality sector, certified to the highest international standards for quality and safety

# OUR PERSPECTIVE FOR 2025

## **Circular Design Guide**

Definition of guidelines for more sustainable design

## **Ecodesign Strategies**

Measurement of circular performance indicators

## **Responsible Sourcing**

Definition of a responsible procurement policy and of the supplier code of conduct

## **Sustainable Packaging**

Use of reusable or recyclable packaging

## **Digitization of the Cassina Archive**

3,579 photographed and digitalized drawings

## **Customer centricity**

Supporting the customer in purchasing decisions by providing detailed information on the supply chain of each product

# Product quality and safety



**Certified Quality Management System ISO 9001**

**Policy for Quality, Environment, Health and Safety in the Workplace**

**GREENGUARD certification for certain products**

**British Standard 5852 certification and California TB 117:2013 certification for the Residential and Cassina Pro lines**

**BIFMA certification for the Cassina Pro line**

## Cassina Pro collection

Since 2021, Cassina has evolved to become *Pro* with a new professional, project-orientated collection with products certified to meet design needs related to public spaces.

Specifically studied for the hospitality sector and workplace, Cassina Pro was further enriched with five new projects for the **2022 ORGATEC** trade fair: the *Cab Office* collection by **Mario Bellini**, the *Cotone Slim* bench by **Ronan & Erwan Bouroullec**, the *Banquette Mauritanie* bench and the *Bureau Boomerang* desk, both designed by **Charlotte Perriand**, and the *LC16 Bureau* desk by **Le Corbusier**.

These were joined by a selection of new designers from 2022, like **Linde Freya Tangelder** with the *Soft Corners* poufs and **Mikal Harrsen** with the *Ghost Wall* system, in addition to a selection of successful products from the residential collection developed for commercial use.

Cassina Pro focuses on the key parameters of **safety, quality, durability and performance**. Great attention has been paid to materials, using leathers and fabrics with superior strength, suitable for intensive use and certified with the most important fire-proof tests.



## Circular Design

Cassina is committed to constantly innovating its products. Staying true to the icons of the past, the company looks towards the future for the development of its designs, adopting an increasingly responsible approach.

The **Research and Development Center** applies the principles of circular design to all new products. The aim is to continue to design objects that can last over time, adapting to the needs of

new generations and promoting the use of raw materials with a lower environmental impact and from more sustainable sources.

## Cassina LAB

To fulfil these commitments, in 2020 Cassina presented **Cassina LAB**, an innovative approach aimed at guiding and giving concrete form to research and the creation of design solutions geared towards greater sustainability by adopting an increasingly circular view.

**Over the years, this approach has consolidated to become the guiding principle for the design and manufacture of Cassina products.**

The Cassina LAB philosophy has three pillars:

**Timeless design**

**Circularity**

**Well-being**



## Examples of circular products

### **Leggera Outdoor chair by Gio Ponti**



In 2022, Cassina transformed Gio Ponti's Leggera chair into an outdoor version, giving form to a reinterpretation where the iconic wooden frame has been replaced with austenitic stainless steel.

The chair has been developed through hydroforming, a construction technique used in Formula One, and can be **completely disassembled**.

### **Flutz chair by Michael Anastassiades**



The Flutz chair embodies a fascinating material and structural oxymoron that stands out for the minimization of the materials used. The frame is made entirely from extruded aluminum, while the

seat is composed of birch plywood covered with easily removable recycled PET wadding. **The chair's elements can be disassembled at the end of its life cycle.**

### **Esosoft sofa by Antonio Citterio**



Antonio Citterio makes his debut for Cassina with a system for the living area that combines past and future with a design that pays homage to the great masters, while drawing upon contemporary production techniques.

**Circular materials have been employed like a polyurethane foam that contains a percentage of polyols deriving from biological sources, and recycled PET wadding for the cushions.**

### **Sengu Bold sofa by Patricia Urquiola**



The Sengu Bold system celebrates comfort through its generous volumes and abundant padding. **This project is oriented toward greater sustainability thanks to its soft cushions padded with recycled PET fibre placed on the backrest.**

**The seat cushion is composed of two parts: the inside is made of differentiated density polyurethane foam, with a percentage of polyols deriving from biological sources, and the exterior is padded with recycled PET blown fibre upholstered with recycled PET fabric.**

### **Modular Imagination by Virgil Abloh**

**Virgil Abloh**, a visionary of contemporary culture, collaborated with Cassina to conceive this unique project that explores the **design implications of modularity**. *Modular Imagination* is an open invitation to take part in the configuration of space and the construction of new worlds. The project consists of two different-sized matte black blocks with contrasting orange joints that can be combined with each other.

**The components of Modular Imagination can**

**be easily separated at the end of the product's life cycle. A dashed line, situated under its feet, indicates where the soft polyurethane upholstery, with a percentage of polyols deriving from biological sources, can be cut away from its recycled wooden core.**

To honour the creative genius of Virgil Abloh, who died prematurely in 2021, Cassina presented this project to the public during the **2022 Milan Design Week**.



# 14 OUR PERSPECTIVE ON PEOPLE

At Cassina, people are our most important resource, from every point of view.

They are the key to our success and they represent the secret to facing future challenges.

In a future where diversity, equity and inclusion are fundamental principles to attract new talent, generate a sense of belonging and give value to the potential of each single person.

A future in which Cassina acts specifically for the health, well-being and satisfaction of every employee, both at work and in life.

Our contribution  
to giving people  
a new perspective.



# TODAY'S PERSPECTIVE

## 91% permanent contracts

Out of a total of 352 employees

## Female presence

49% of employees are women

## Young talents

49% of new hires are less than 30 years old

## ISO 45001

Integrated and certificated health and safety management system for workers

## 2,472 hours of training

Delivered in 2022

# PERSPECTIVE FOR 2025

## Diversity, Equity & Inclusion

Establishment of an internal committee charged with promoting concrete initiatives and diversity, equity and inclusion employee training

## Health and rights

Extension of the supplementary health care and parental leave policy

## Engagement Survey

Inclusion of sections dedicated to DE&I and Welfare within the annual employee survey

## Cassina Welfare

Continuation and implementation of the "Flexible Benefits" platform

## Involvement of the community

Promotion of cultural initiatives, such as participation in exhibitions, support of young designers, support of cultural foundations and involvement of students

## Talent attraction

Development and implementation of Employer Branding activities



352 employees  
in 2022

• + 12% compared to 2021

- 5% turnover  
outgoing

91% permanent  
contracts

## People, clients and community

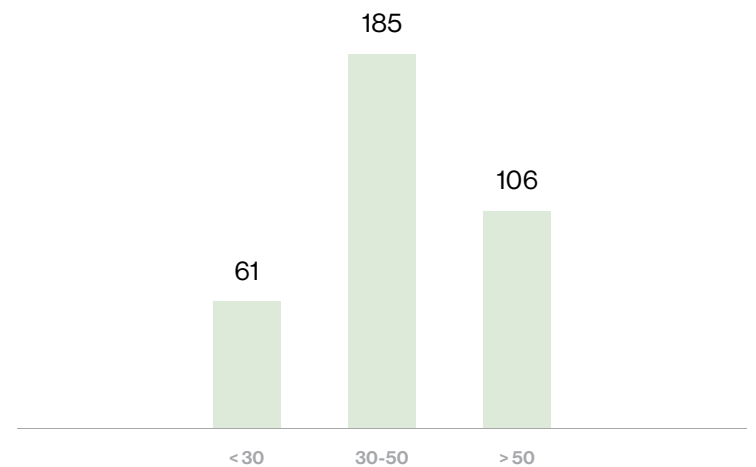
### Personnel composition, talent attraction and retention

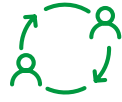
Cassina is committed to creating an attractive and stimulating work environment, combining respect for corporate values with an increasingly strong sense of belonging. For Cassina, employees constitute an asset to be valued and supported in their own personal and professional growth.

Cassina invests in its employees with training and awareness initiatives on health and safety, professional development and well-being. Furthermore, to enable the development of the brand and make it more attractive to the labor market, Cassina cultivates

**relationships and collaborations with the most prestigious universities and research institutes**, including the Milan Polytechnic, Luigi Bocconi University, Università Cattolica del Sacro Cuore and LIUC Università Cattaneo.

**Employees by age group at 31.12.2022 (no.)**





In 2022, 100% of employees were involved in performance reviews and professional development processes

## Employee training and development

Cassina considers employees its main asset and their continuous training is a long-term development strategy for the brand that not only improves their performance but also the company's.

### Training of employees

Competence and skills are necessary elements for the growth of the company, therefore Cassina promotes the development and enhancement of resources by organizing training and refresher courses.

**The company offers training programs to employees, enabling them to keep up to date with new market requirements.**

Throughout 2022, 2,472 hours of training were provided on Code of Ethics, Compliance, Anti-Corruption, Human Rights, DE&I, Health and Safety, Managerial Capacity Building and Cyber security. In addition, induction sessions were provided for all new hires about the organization and corporate culture, and programs aimed at internal brand and Group career paths (e.g. job rotation or job enlargement) were initiated.

### Participation in the Haworth Leadership Institute

In cooperation with Haworth, a special training program dedicated to the enhancement of the Group's talents has been launched. The **Haworth Leadership Institute** is a program that consists of several modules, each dedicated to a different

grade level, and is intended for **high-potential employees** to guide them into management and leadership positions. In 2022, two Cassina employees had the opportunity to take part in this exceptional training course.

### Performance appraisal

Performance appraisals reflect the company's people-value-driven culture. Employees at all levels are involved in self-assessment sessions with a view to maintaining constant dialogue and ensuring transparency and recognition of merit.

## Diversity, equity and inclusion

Cassina is committed to creating a work environment where equal opportunities and collaboration are valued, and where people can express themselves freely without discrimination.

At Cassina, valuing the uniqueness and single characteristics of each person begins at the recruiting stage. The selection of candidates in Cassina takes place in a fair manner, **valuing merit and talent**. These principles are also considered during career advancement and remuneration.

Cassina views corporate **diversity** as a strength and no form of discrimination is tolerated. All employee characteristics are respected and valued, such as origin, skin color, age,

gender, sexual orientation, religion, or any other aspect that may distinguish a person.

Moreover, Cassina firmly believes in **respecting human rights** and enforces constant monitoring of this through the prohibition of child labor, compliance with minimum wage regulations, the supervision of employee health and safety, and anti-discrimination and anti-corruption policies. In 2022, no incidents of discrimination were reported.

Haworth has launched a series of initiatives to promote and spread a culture marked by diversity, equity and inclusion as values to be integrated into all Group brands. In September 2022, an **awareness journey** was **launched on these issues**. This included a workshop involving all the CEOs of the brands that are part of the Group and members of Haworth's Diversity, Equity and Inclusion Committee.

Committee members serve as **DE&I Ambassadors within their own companies**. They also provide feedback and input to the DE&I roadmap, including strategy, key themes, outcomes, milestones and goals. Ambassadors work closely with Haworth's CSR team as well.



# Employee welfare and well-being

Cassina pays special attention to the welfare of its employees and directs its efforts to always ensure new welfare initiatives by investing heavily not only in the professional sphere, but also in personal benefits.

Cassina is committed to providing its corporate population with a good work-life balance by increasingly expanding projects and initiatives included in its Welfare Plan.

As early as 2017, Cassina offered its employees a home working policy, ensuring greater flexibility and autonomy, thus reducing travel to and from the workplace.

With the signing of **the three-year union agreement** (2021-2023), Cassina has implemented new initiatives to benefit and support employees and their family members, some of which are provided in the form of corporate welfare through a dedicated Flexible Benefit portal.



**Reimbursement of education expenses**



**Supplementary pension**



**Transportation reimbursement**



**Reimbursement of care expenses**



**Shopping vouchers for recreational activities**

**Employee satisfaction** is monitored through an annual internal climate survey, during periodic meetings with unions and based on the activation of services available on the corporate welfare platform. In fact, employee feedback on the services offered is considered fundamental to understanding their needs and acting according to their well-being and real necessities.

Cassina has been working for several years to provide the best possible care for its employees, both through services, such as the reimbursement of medical expenses and by entering into agreements and conventions with specialized institutions.



**Reimbursement of medical expenses**



**Flu vaccine campaign**



**Breast cancer screening**



**Prostate screening**



**Agreement with the Istituto Auxologico**



**A new agreement with Lilt**

To support families, in addition to helping with expenses incurred for education and training, Cassina provides an additional bonus on the birth or adoption of a child, and a bonus following the marriage of its employees.

# Community engagement

Cassina has always aimed to address challenges in society by seeking to anticipate trends and be a leading example in its industry, involving the community and its stakeholders.

**The creation of shared value also involves the local community and territory, which is why Cassina has identified concrete actions such as training and establishing partnerships with the public sector, civil society and universities, as well as selecting local suppliers.**

It is particularly **important for Cassina to interact with the Community, capturing its needs and passions and using them as input for its creative process**, to remain at the forefront of the market and offer products that can satisfy real needs.



## A selection of initiatives launched in 2022

### Cassina donates a smile at Christmas!

During the holiday season, Cassina organized the collection of gifts for the children and youth guests at the "Pietre vive" foster home in Inverigo (Como) and the entire network of

Coordinamento Minori Como which takes in and supports more than 300 children. This initiative involved Cassina employees who were asked to write a letter or create a greeting card.

### Patronage: support for young designers

Patronage aims at cultivating young international talent, supporting their creativity and developing creative ideas. This year, Cassina supported the first solo exhibition "Rooted Flows – Solidified Reflections" by the Dutch designer Linde

Freya Tangelder, at the Carwan Gallery in Athens. In parallel, Cassina collaborated with Linde to develop Soft Corners, a first line of furniture launched at the Cassina Store Milan during Design Week.

### "Concorso di idee per architetti under 35"

During the exhibition "il Mondo di Poggi" held in Pavia, Cassina sponsored a contest for architects under the age of 35, in collaboration with the Ordine Architetti Pianificatori Paesaggisti e Conservatori of the Province of Pavia. Launched in 2021, the competition was aimed at designing a chair inspired by

the philosophy of architect Franco Albini, who collaborated with Poggi. The prototype of the winning project, the 'G Chair' designed by architect Carlo Farina, was manufactured by Cassina and displayed in the exhibition.

### "The Time is Now. Design and Architecture towards a more sustainable future"

The event, which featured Luca Fuso, CEO of Cassina, and Silvia Prandelli, Principal of the architecture firm Populous, was moderated by Marco Capellini from Matrec. The talk provided an

opportunity to explore how design and architecture can create synergies in the application of strategies aimed at circular and sustainable models.

### "Misurare la circolarità dei prodotti"

This important event was organized at the Italian Camera dei Deputati, in collaboration with Matrec, to promote the knowledge and application of solutions and tools for circular product design.

On this occasion, the companies Cassina and Hera Luce talked about their approach to measuring the circularity of products and designs.

# Customer satisfaction

At the core of Cassina's business strategy is its customer's satisfaction, considered the most relevant issue for the company. Consistent with this philosophy, Cassina has in recent years initiated a review of its internal processes and organization with a view to "customer centricity", that is, placing the customer and their needs at the center as the primary reference to evaluate its activities.

To efficiently conduct this process, a **Selling Ceremony** has been defined for Cassina Store salespeople and staff. This practical guide is described below in four points:

01

**Interacting with the client**  
ensuring a best-in-class sales experience.

02

**Transmitting and telling the history of the brand**, its values and cultural heritage.

03

**Making the best use** of the stores' commercial potential.

04

**Creating and nurturing** lasting and **valuable relationships** with customers.



# 22 OUR PERSPECTIVE ON THE PLANET

Energy transition, safeguarding the environment, combating climate change: these are themes that we have chosen to pursue not only in words but in deeds, through a new approach to production and a vision that, in addition to respecting and protecting design, is able to respect the nature that surrounds us.

A new philosophy, in which the beauty of a Cassina project is also measured in its ability to value environmental issues.

Our contribution  
to giving the planet  
a new perspective.



# TODAY'S PERSPECTIVE

## ISO 14001

Certified environmental management system

## Impact measurement

Calculation of CO<sub>2</sub> emissions, generated waste and consumed water

## Green electricity

Commissioning of a photovoltaic plant and supply of electricity from renewable sources

## 2022 electrical energy consumption

2,54 thousand MWh (-3% vs. 2021)

## GHG emissions from 2022 energy consumption

(Scope 1 e 2 Location-based): 1,485 tCO<sub>2</sub> (-2% vs. 2021)

# PERSPECTIVE FOR THE FUTURE

## 100% from renewable sources

Green electricity also for international subsidiaries by 2025

## -50% of GHG emissions

By 2030, with targeted net-zero emissions by 2050

## Electric car charging stations

Increase of charging stations for electric or hybrid company vehicles

## Increase in electricity production

Through the installation and commissioning of a new photovoltaic system on the roof of one of the company's plants

## Zero waste to landfill

Maintaining zero waste to landfill for production sites and increasing the % of waste to be recycled

## Biodiversity

Increased purchase of wood from sustainably managed forests

## Cassina continues to make concrete commitments on energy transition, to safeguard the environment and combat climate change.

In this regard, the company has equipped itself with an **Environmental Management System certified according to ISO 14001**, to ensure increasing care and protection of the environment.

# Environment

## Energy consumption and emissions

Energy consumption is a significant component in Cassina's production processes. The company is committed to actively contributing to energy transition by reducing its emissions by 2030.

In relation to the current geo-political context, due to the uncertainties that the energy crisis is generating in the market, **Cassina has decided to invest in renewable energy plants to significantly reduce its CO<sub>2</sub> emissions.**

To meet internal electricity consumption, Cassina **installed a photovoltaic system at the Meda headquarters in via Busnelli at the end of 2022, which allows a significant portion of the electricity that the company consumes to be generated independently and from renewable sources.** Furthermore, in 2022 Cassina **implemented energy efficiency actions for the main production plants**, for example, a new vacuum system in the

carpentry workshop, thus making a "targeted" use of the extraction process by eliminating energy waste when not all the machinery is in operation.

**To involve the corporate population in this process, Cassina carried out a major awareness-raising activity, distributing guidelines stating some simple actions to put into practice.**

In 2022, an additional electric car charging station was introduced, bringing the total number of installed stations to three and, in 2023, new electric vehicles will be added to the company car fleet.



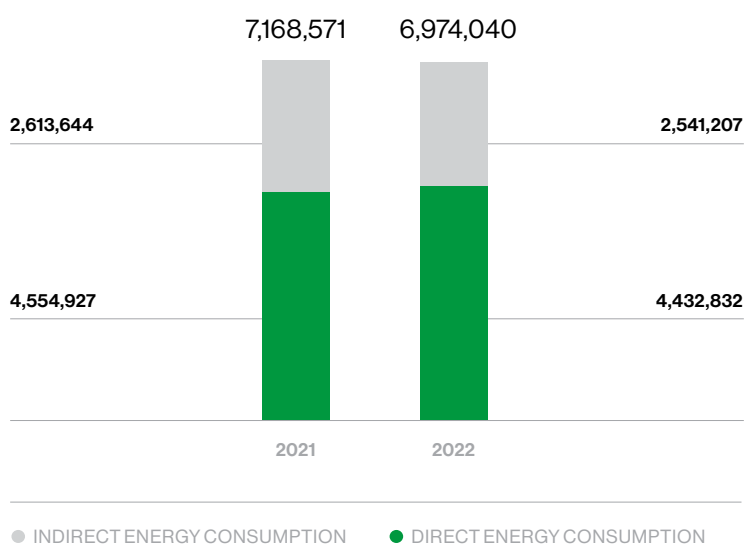
**In 2022, there was a slight reduction in gas and energy consumption, from 7.2 thousand MWh to 7.0 thousand MWh, despite the significant increase in production volumes.**

This result was also made possible by the installation of a home automation system, which allows control of consumption in real time, making it possible to avoid wasting energy. Approximately 2 thousand MWh comes from renewable energy sources, accounting for 87% of total electricity consumption.

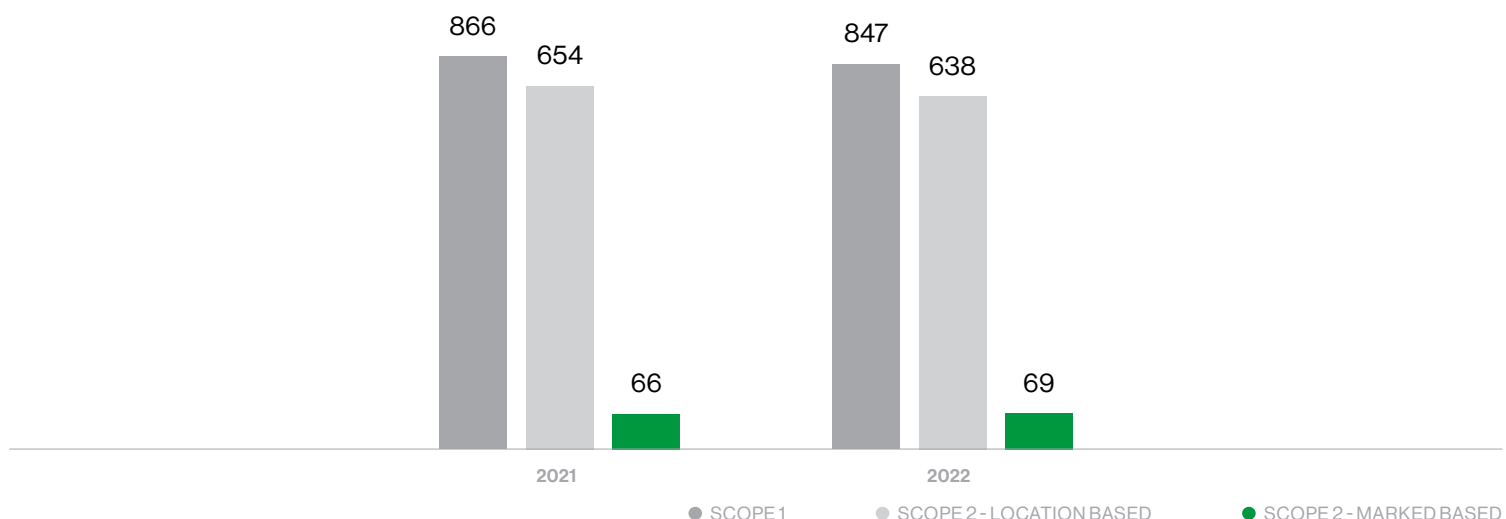
In conformity with the Greenhouse Gas Protocol (GHG Protocol), Cassina has calculated the GHG direct emissions (Scope 1)<sup>1</sup> and the indirect emissions derived from purchased energy (Scope 2)<sup>2</sup>.

The above energy consumption figures resulted in 2022 in direct Scope 1 emissions of 847 tons CO<sub>2</sub> (-2% vs. 2021) and indirect Scope 2 location-based emissions amounting to about 638 tons of CO<sub>2</sub> (-2% vs. 2021), and 69 tons of CO<sub>2</sub> under market-based methodology.

Energy consumption (kWh)



Scope 1 e Scope 2 GHG emissions (tCO<sub>2e</sub>)



1. Scope 1 emissions are direct GHG emissions from sources owned or controlled by the organization.  
 2. Scope 2 emissions are indirect GHG emissions resulting from the generation of purchased or acquired electricity, heating, cooling and steam consumed by the organization.



Esosoft system by Antonio Citterio - Cassina, ph.© Valentina Sommariva

## Sustainable logistics

Cassina's goal is to constantly monitor logistics to ensure that transportation is optimized to contain and reduce CO<sub>2</sub> emissions in the atmosphere and, at the same time, improve shipping costs.

**Cassina is committed to the continuous research and development of innovative logistics solutions, also in collaboration with its suppliers.**

The optimization solutions adopted to date include:

- Consolidation and grouping of shipments;
- Direct shipments from suppliers to subcontractors;
- Route optimization;
- No empty trips;

- Delivered At Place ("DAP") transport for customers, via container to consolidate various goods wherever possible.

**In 2022, Cassina implemented a reorganization of internal logistic flows, partly to cope with the significant growth of volumes produced in relation to the company's increased turnover.** As a result of this reorganization, it was possible to reduce the flow between the two plants in Meda and Lentate, resulting in a positive impact in terms of reductions in CO<sub>2</sub> emissions and urban traffic.

## Waste management

Cassina complies with all applicable regulations on waste storage and sorting, including protecting the safety of its operations and the health of its people. The company is committed to **reducing waste production, also through selective waste separation.**

Referring to Cassina's production cycle, the majority of waste comes from direct production activities, mainly wood processing

waste such as chips and sawdust and offcuts of leather and saddle leather.

To reduce the amount of waste generated during the company's production, **Cassina also strives to optimize the use of leather and fabrics in its design process in order to minimize as much as possible the amount of waste produced.**

Cassina has also implemented waste awareness actions, distributing informative material to all employees on how to make efficient waste collection.

An agreement is currently being finalized with a partner who will be responsible for recovering surplus leather from Cassina's production and turning it into new products to be placed on the market. This will bring an economic benefit to the company and further reduce the volume of waste produced and not recoverable.

## Water management

Cassina is aware of the value of water, especially considering the problems related to its availability, due in part to the drought that has been sweeping Italy in recent years.

Cassina's water needs only relate to civilian use, even in the manufacturing plant, as current industrial processes do not involve the use of water.

Water is only used from the local waterworks, and wastewater

**In 2022, 834 tons of waste was generated, of which only 4.81 tons was hazardous.** The increase in volumes generated compared to 2021 is due to growth in production and corporate turnover. In 2022, the ambitious goal of "zero waste to landfill" was reached". Cassina's efforts are now focused on reducing the percentage of waste that can be disposed of and sorted externally to achieve savings from an economic as well as an environmental perspective.

is discharged into the public sewage system, to be treated and purified by consortium plants.

Total water consumption in 2022 was 9,449 liters, a drastic decrease from 2021 (11,657 liters). This was possible, thanks to the repair of a water leak and the installation of six timers, aimed at optimizing water flow. The company is also committed to raising awareness among its employees about the proper use of this resource.

## Biodiversity

Cassina considers it essential to focus its attention on the ways in which it uses land, exploits resources and pollutes by involving its supply chain in the adoption of specific initiatives.

**Biodiversity protection is mainly carried out through actions aimed at researching and using materials from renewable, sustainable and organically grown sources.**

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