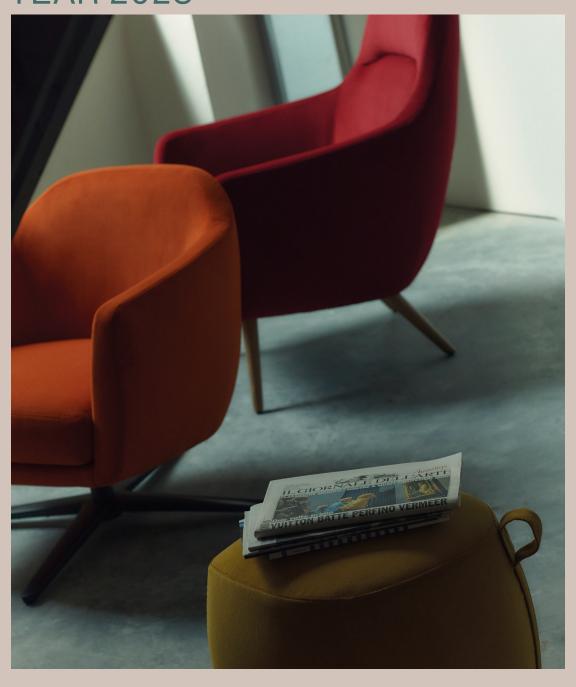


FINANCIAL STATEMENTS SA8000

SOCIAL RESPONSABILITY
KEY PERFORMANCE INDICATOR
YEAR 2023











COMPANY PRESENTATION

OUR HISTORY

Since 1976 we have been bringing Italian manufacturing quality and design to the world with our sea-ting. Each project is selection and dedication, an interaction of tailoring and technology, innovation and sustainability.

OUR MANIFESTO 20

We design chairs dedicated to human beings, looking at the transformation of the vision of work:

- New Needs at the heart of our approach
- We want to be an object of desire, not a commodity
- Our lives are not black and white but in technicolor
- We believe in the future, but we know there is no more time to waste in taking a sustainable vision 'beyond production'
- People are at the center, and we dedicate ourselves to them throughout the sales and after-sales cycle

SUSTAINABLE BY CHOICE

Today Luxy has one of the most sustainable production cycles on the market, having over the years of a large number of processes and procedures that could fall within the strict international certification paths well before sustainability became 'fashionable'.

Production life cycle:

- ISO 9001 (Quality Management System)
- ISO 14001 (Environmental Management Certification)
- ISO 45001 (Occupational Health and Safety)
- ISO 37001 (Anticorruption)
- SA 8000 (Ethical labour system certification)
- FSC Forest Stewardship Council® Certification
- Level (Compliance with sustainability criteria)
- Code of ethics and Compliance 231

MANIFESTO 20 indicates our corporate mission points towards which we will strive in the next three years.

1. Re-Usability by Design

Sustainability must be introduced before Production. The design constraints of new products must be directed towards the principles of end-of-life reuse.

Aim: Sustainability as a design constraint in the Design phase with specific reference to the end-of-life life cycle of the product but also to the optimisation of packaging and shipping.

2. Inner World Care

Thinking about changing workplaces and the vision of what will remain of them in a dimension of visual, architectural, human 'wellbeing'. We want to offer the Luxy family a wonderful place in which to work, sharing a vision of Native, not incidental, Sustainability.

Application of Inclusion indices, Gender Equality research, application of models of Welfare and Wor-king Environment will be our goals within the MANIFESTO 20.

3. Outer World Care

Sustainability must also be about our impact in being sensitive to the people who represent our external system of reference. The ethics of Data Privacy, with a clear and transparent pact aimed at serving the customer to the best of its knowledge and decision-making capacity. The overall customer experience designed with the human being at the centre, from communication to service.

CO2 Compensation in our activities related to Digital Commerce The Paperless Society.

For more information: https://luxy.com/sostenibilita/



COMPANY STRUCTURE



Classification by gender female TOT. 28 Officers 17

38%

@ FREEDOM OF ASSOCIATION

NO. labour union representatives

WORKING HOURS Hours per week



Average working hours/employee

0 Number of cases of exceeding overtime annual limits

and free from harassment and oppression.

Luxy does not resort to unfair disciplinary procedures and/or those not provided for in the NATIONAL LABOUR CONTRACT

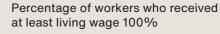
applied and is committed to ensuring that the working environ-

ment is respectful of differences, of the dignity of individuals

WAGE

166 h







Punctuality

of wage

payments





company canteen contribution

company canteen contribution

(% employee)

A Social Performance Team (SPT) was set up to monitor the

Luxy has endorsed the SA8000 Policy published at

The SA8000 Management System is certified by an accredi-

ted certification body every 6 months audits are carried out to

56% (% company)

implementation of the standard in the company.

Each year the management reviews the progress.

No. major non-compliance

No. minor non-compliance,

for improvement

Observations and Suggestions



Living wage overrun percentage 35%



Gender Pay Gap 5%

27%

Due diligence for SA8000 is applied to all suppliers with a

purchase volume of €10,000 or more, with the exception of

Suppliers to whom due diligence is applied

the 'subcontractor' category, which is always analysed.

Purchase volume on which

Due diligence is applied



Members

Altea fund

128

88%

SURVEYS

National labour contract applied 'WOODWORKING AND FURNISHING INDUSTRY'



Indefinite-term

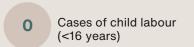
SPT MONITORING

https://luxy.com/sostenibilita/

verify compliance.

No. of internal audit

CHILD LABOUR

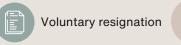


Cases of child labour/ASL





@ FORCED LABOUR



Overtime hours

Union Agreement



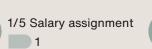


Month



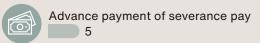






Video surveillance systems





⑤ DISCRIMINATION



619

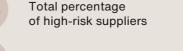


contracts

by gender









Luxy carried out a risk analysis on its supply chain, identi-

fying the categories of suppliers most at risk in terms of human rights violations and labour rights violations.

Monitoring and data collection activities are carried out on these, including on-site audits.

Luxy provides its employees, and various external stakeholders, with the following ways to submit reports of possible violations of the SA8000 standard or suggestions for improvement.

0 No. of reports received

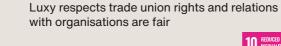
(16 -18 years)











Manager 1 1

Percentage

of union members

Hours of union

leave granted

100%

requested





Hours

law 104





Strike hours called for

collective bargaining

8

Union assembly hours

6





® HEALTH AND SAFETY



Hours not worked

diseases were recorded

No accidents and no occupational

due to illness



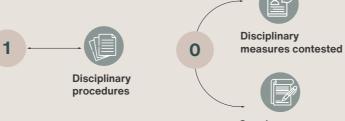
Medical check-ups

- 33 annual 3 pre-emplyment 2 another examinations
- TOTAL 4.813



© DISCIPLINARY PROCEDURES

100%



Ongoing litigation / cases Employees, customers, suppliers and all third parties can send reports to spt@luxy.com

Luxy takes over all audit results, analyses the causes and define improvement actions.

This SA8000 Report is published on the website, posted on notice boards and sent to key stakeholders. The company is available to receive requests for further information, feedback or comments on the data set out in this document via e-mail: spt@luxy.com

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