



FINANCIAL STATEMENTS SA8000

SOCIAL RESPONSIBILITY
KEY PERFORMANCE INDICATOR
YEAR 2024



UPDATED ON THE AL 22/05/2025



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

- 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
- UNI PdR 125 (Gender Equality)
- ECOVADIS
- SYNESGY

MANIFESTO 20 indicates our corporate mission points

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 Working 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.

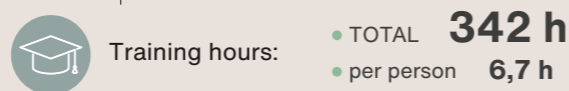
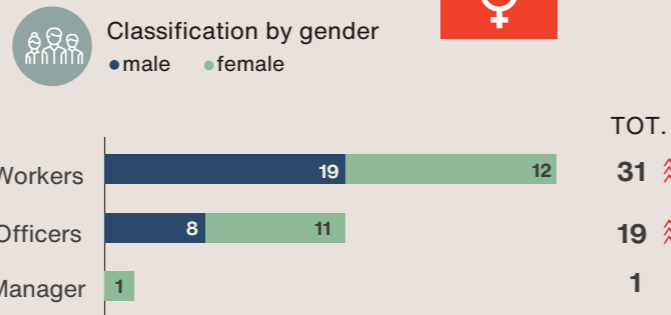
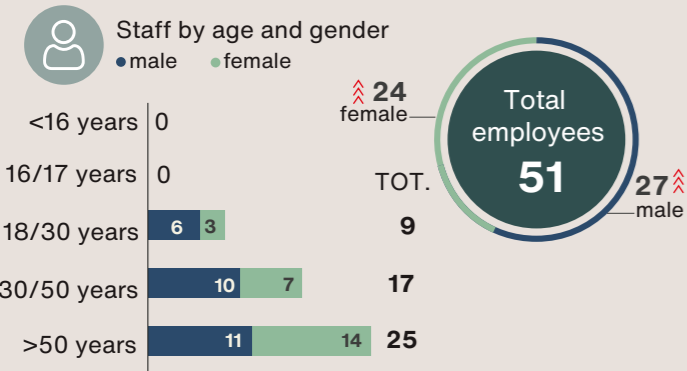
CO₂ Compensation in our activities related to Digital Commerce The Paperless Society.

Luxy S.p.A. is a Benefit Company, since December 2024

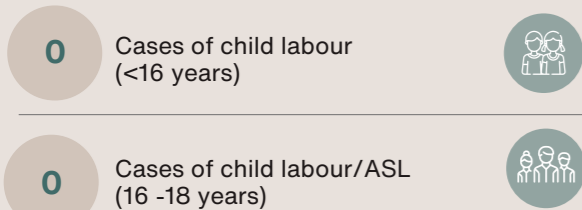
For more information: <https://luxy.com/sostenibilita/>

MANAGEMENT SYSTEM SA8000_CERTIFICATE CISE N. 751 expiring 07/03/2027

COMPANY STRUCTURE



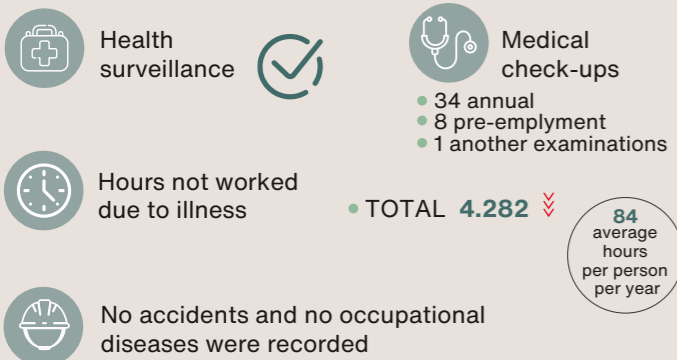
1 CHILD LABOUR



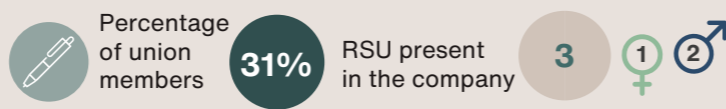
2 FORCED LABOUR



3 HEALTH AND SAFETY

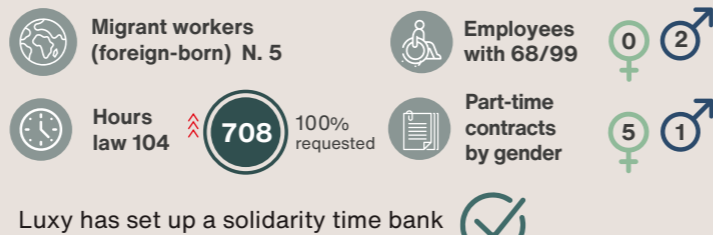


4 FREEDOM OF ASSOCIATION

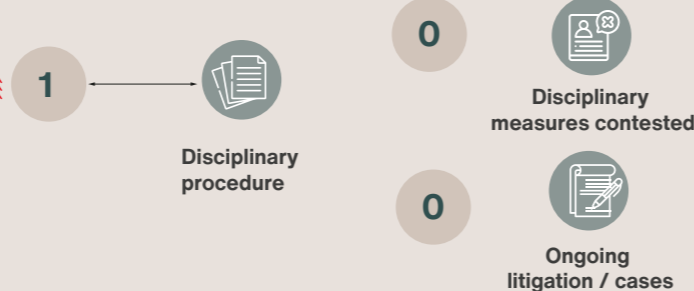


- Luxy respects trade union rights and relations with organisations are fair
- Union agreements for video surveillance

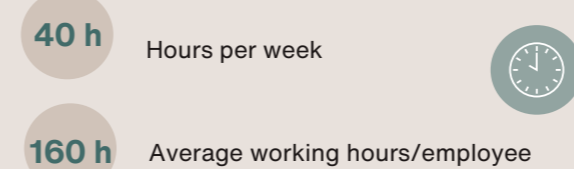
5 DISCRIMINATION



6 DISCIPLINARY PROCEDURES

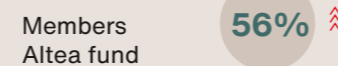


7 WORKING HOURS



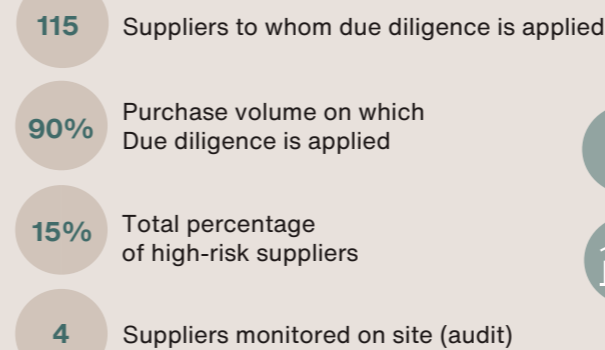
8 WAGE

- Percentage of workers who received at least living wage **100%**
- The lowest base pay is **46%** higher than the living wage.
- Gender Pay Gap nonexistent analyzing roles, tasks and specific skills.
- National labour contract applied 'WOODWORKING AND FURNISHING INDUSTRY'.



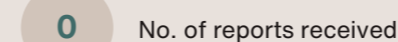
SURVEYS

Due diligence for SA8000 is applied to all suppliers with a purchase volume of €10,000 or more, with the exception of the 'subcontractor' category, which is always analysed.

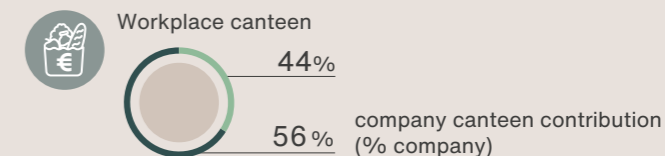
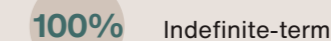
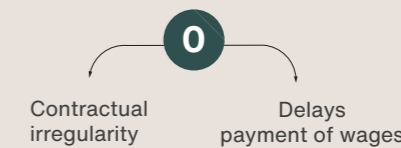
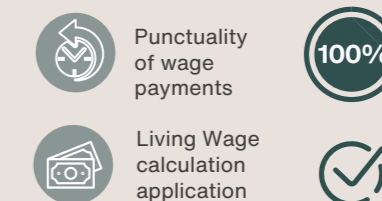
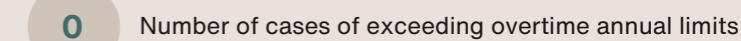


Luxy carried out a risk analysis on its supply chain, identifying the categories of suppliers most at risk in terms of human rights violations and labour rights violations.

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.



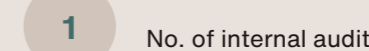
Luxy does not resort to unfair disciplinary procedures and/or those not provided for in the NATIONAL LABOUR CONTRACT applied and is committed to ensuring that the working environment is respectful of differences, of the dignity of individuals and free from harassment and oppression.



SPT MONITORING

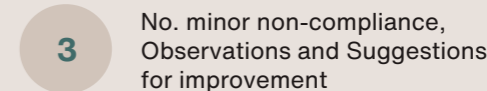
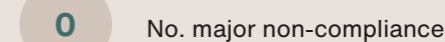
A Social Performance Team (SPT) was set up to monitor the implementation of the standard in the company.

Luxy has endorsed the SA8000 Policy published at <https://luxy.com/sostenibilita/>



Each year the management reviews the progress.

The SA8000 Management System is certified by an accredited certification body every 6 months audits are carried out to verify compliance.



Employees, customers, suppliers and all third parties can send reports means the link <https://ethicpoint.eu/luxy/>

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

CONTACTS

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