

Solution Group S.r.l.
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Milan, May 13th 2021

Communication on Progress

In late 2020 Solution Group Srl started a transition of its operations towards a more sustainable and inclusive system by adopting several practices aimed at improving our foot print and supply chain. We started by signing the UN Global Compact and getting an assessment from Ecovadis. We then concentrated on acquiring certifications to further prove our commitment towards this transition. Last but not least we started several initiatives towards making our business a more for purpose enterprise by reinvesting parts of our profits towards a noble cause and promoting products which are responsibly produced and sourced.

The Ecovadis assessment proved to be the most challenging one. To prove our commitment towards human rights, sustainability and fair practices is a real challenge in our industry where most of the productions happen in countries where there are little regulations on these themes. However, with our extensive experience and pool of selected suppliers, we are managing to control and assess our supply chain through strong partnerships with audited vendors.

Not only we are improving the way we buy, but at a closer level we are managing to increase our employee's satisfactions through several practices that take care of their health and work standards. All our employees are receiving regular medical checks every year and private health insurance is provided for certain medical areas, even though we operate in a country with complete free healthcare. This has made it possible for us to acquire the SA8000 certification in January 2021 proudly proving our efforts in encouraging the wellbeing of our staff. We have integrated in house tutorials on sexual harassment, corruption, conflict of interests and responsible buying, further increasing the knowledge of our staff and making them more conscious of the surroundings they operate in.

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Moreover, we have given our staff general guidelines on energy preservation and responsible use of the office's resources. We have upgraded our heating and cooling systems to last generation devices by drastically decreasing our carbon footprint. On top of this, our efforts in buying ecofriendly products, discouraging our customers to buy plastic goods or encouraging recycled materials, have made it possible that most of our productions now include a sustainable variant. All these efforts have allowed us to acquire the ISO14001 certification and our management system in assisting our client made it possible for us to also be ISO9001 certified for the first time in many years.

In October 2020 we started a new venture. After two years of research and design we created our own brand: nudo nature made. A line of personal care accessories completely made of natural raw materials such as bamboo, sisal, loofah and konjac. This new project allowed us to diversify our business and enter the retail market. We acquired new customers and launched an e-commerce website, promoting responsible and sustainable product purchases to the masses. We managed to secure deals with very big international retailers who are promoting and sustaining the cause of clean, sustainable products, opening our doors to a completely new field.

Last but not least, in January we joined forces with a for profit purpose company called Forest Nation. Through them we started a new program for our customers. For every €5000 spent on promotional merchandise with us, we commit in planting 100 trees in Tanzania. The farms where the trees are planted are mostly managed by women, helping to narrow the gender inequality index in a country which terribly needs such efforts. Through the planting of trees, we are providing work and food to the local populations on top of having a detail monitoring of the CO2 sequestered, the O2 emitted in the atmosphere, the hours of work created for the local population and the hectares of land reforested. With this initiative by May 13th 2021, we have managed to plant 16000 trees.

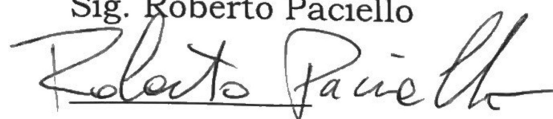
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Our customers are given a certificate for each order which meets the target to plant the trees and we are now monitoring all the positive impact we are doing with our operations.

The last six months have been an intense journey to start our transition towards being a more for purpose company, and even though some costs have gone up, the relationship with our customers is stronger than ever thanks to the positive impact they recognize we are doing. Not only this gives us a competitive advantage which will prove to be fundamental in the years to come, but also our staff's perception of the constructive impact they are providing towards their day-to-day operations, translates in a more enthusiast and committed attitude towards their job's positions.

Solution Group S.r.l.
Sig. Roberto Paciello



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