



PUSTERLA

1880

Communication on progress: United Nations Global Compact Year 2021



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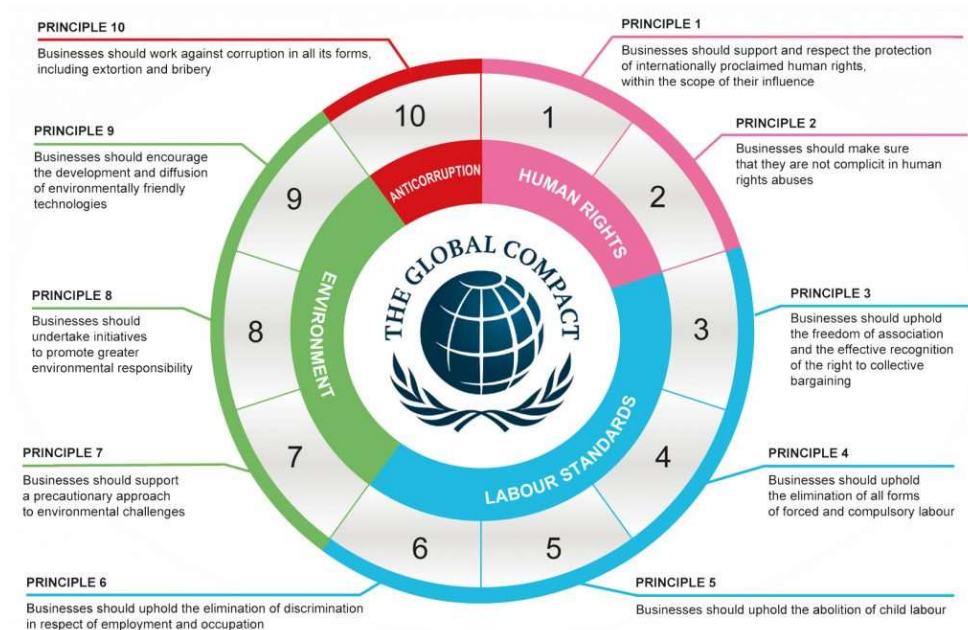
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The Director General's statement of support

The Pusterla 1880 family & our partners work hard every day to provide comprehensive services and qualitative products to our customers.

Roberto Marini, Chief Executive Officer:

"The prosperity of our company and of the partners with whom we are engaged requires a long-term commitment to the sustainable management of our business.

We are committed to the 3 pillars of Sustainable Development:

-Respect for the Environment by doing everything possible to ensure that our activities are not harmful to ecosystems, and that biodiversity, fauna and flora can be preserved.

-The Human pillar that goes through our actions to fight against social exclusion, improving employee's skills and their diversity, development of fair and local trade.

-Economical topic which is essential to ensure the sustainability of our business and its steady growth, is committed to introduce accurate actions so that economic growth is done harmoniously with other pillars.

These commitments affect all of our company's stakeholders and this has an impact on our health, safety and environment.

We have put in place a management system that allows us to continually measure and improve our performances and actions.."



Pusterla 1880 SpA
Via Pusterla, 4,
21040 Venegono Inferiore VA, Italia

H.E. António Guterres
Secrétaire Général Nations Unies
New York, NY 10017
USA

Venegono Inferiore, 2022/01/03

Dear Mr. Secretary-General,

I am pleased to confirm that Pusterla 1880 group supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption, since years and confirm it again for the year 2022.

With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

Pusterla 1880 is a group including following companies: Pusterla 1880 SpA (Italy); Scatolificio Cristina S.r.l (Italy) ; Pusterla 1880 France SAS ; Adine SA (Fr); Pusterla 1880 UK Ltd ; Pollard Boxes Ltd (UK) ; Clarke Rubicon Ltd (UK) ; Virojangler SARL (France) ; Pusterli & Amoretti srl (Italy) ; CA TUNISIE s.a.r.l (Tunisia) ; Lux Packaging SRL (Moldavia).

Pusterla 1880 is making each year a clear statement of this commitment to our stakeholders and the general public. We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles.

We support public accountability and transparency and commit to report annually according to the UN Global Compact COP policy.

Sincerely yours,

Signature: 

Roberto MARINI
Chief Executive Officer

Actions implemented to meet the 10 principles of the United Nations Global Compact

I/ Governance

- Since 2018, the Pusterla 1880 Group has been defining and spreading its CSR commitments based on the 10 principles of the Global Compact and incorporating the 17 Sustainable Development Goals established by the United Nations.
- To spread these commitments to stakeholders, both internal and external to the company, [the CSR & Quality policy](#) and the [ethical code](#) have been drawn up. These documents can be consulted on the company's website.
- Continuous improvement of CSR performance is at the heart of the company's concerns. A progress plan has been established using the [EcoVadis](#) evaluation system. The objective is to reach a Platinum level by 2025, for all the group's sites. In order to reach these objectives, we take into account internal and external stakeholders in our strategy, such as employees and suppliers.
- In 2021 Pusterla 1880 becomes the first company in its sector to issue senior bonds Sustainability-Linked. This 25 M € issuance of Sustainability-Linked Euro PP (ISIN code: ITO005436677) further strengthens the financial structure of Pusterla 1880 and supports its external growth strategy. These securities listed on Euronext Access are characterized by a coupon that will be adjusted according to the level of key ESG performance indicators agreed with the investors, in order to take a proactive ESG approach, in particular towards the gradual reduction of greenhouse gas emissions and Social Impact.

ecovadis



Documents :

- Ethical code: <https://www.pusterla1880.com/activities/>
- CSR & Quality policy : [DOC-G003D Quality & CSR Group Policy & Commitments.pdf](#)



II/ Human rights

Human rights "are the inalienable rights of all human beings, regardless of their nationality, place of residence, sex, ethnic or national origin, color, religion, language or any other condition".

The Pusterla Group has always had in its DNA the absolute and unconditional respect of these rights and works to have them respected in its environment.

Principle 1 :

Businesses should support and respect the protection of internationally proclaimed human rights, within the scope of their influence

- The Pusterla Group is committed to applying the laws, conventions and regulations in force in the countries where it operates. In general, it adheres to the principles of the Universal Declaration of Human Rights of 1948, of the International Labour Organization (ILO) and in particular to the conventions concerning the protection of workers, the prohibition of forced labour and child labour. This commitment is reflected in the **Ethical code**. **SDG 8**

Principle 2 :

Businesses should make sure that they are not complicit in human rights abuses

- Historically operating in Western Europe, the growth of the Pusterla Group has led it to be more in contact with countries at risk, particularly in Asia and North Africa. The Pusterla Group ensures that these fundamental principles are strictly applied through external audits such as **SMETA Sedex**. All group entities are registered in the SEDEX database, assessments are made, and an audit program is established. Concerning Pusterla's partners in Asia, they are systematically audited through the SMETA Sedex standard, and the improvement action plans are rigorously followed up.
- All group companies have also put in place robust supplier evaluation processes and **sustainable purchasing charters** have been drawn up and distributed. **SDG 12**



Documents :

- Ethical code: <https://www.pusterla1880.com/activities/>
- Sustainable purchasing charters: [DOC-G008B Sustainable Purchasing Charter.pdf](#)

III/ Labour standards

The meaning of the Labour standards can be illustrated by the concept of decent work, an expression of the dignity of the person at work. It implies the research and implementation of individual and collective criteria that make work an activity that ensures freedom, security, dignity and equity, as stated by the International Labor Organization (ILO). In the Pusterla Group, this aspect is an integral part of the management philosophy and respect for each and every employee is considered a condition for the success of the entire group.



Principle 3 :

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

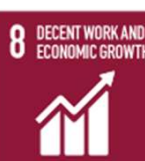
- All the companies of the Pusterla 1880 group provide their employees with the representative institutions provided by the laws of the countries in which they operate. Within the group, local management organizes the healthiest and most constructive social dialogue possible in a spirit of mutual listening and within the appropriate legislative framework. Social dialogue is therefore primarily managed locally to adapt to the economic and human dimensions. All Group companies are required to have an employee representative body or to engage in negotiations, which provide a forum for discussion.

Principle 4 :

Businesses should uphold the elimination of all forms of forced and compulsory labour



- Our activities in five European Community countries are not highly exposed to the risk of forced labor, and the Group's two sites in Moldavia and Tunisia are audited several times a year with compliant results. As for Pusterla Asia, the monitoring of the panel of partner factories is ensured by [SEDEX Smeta](#) audits, which are particularly precise and efficient, placing us at an exemplary level in terms of social compliance.
- Pusterla 1880, located in Parma, Italy, is also SA 8000 and B-Corp certified. These two labels prove the company's strong social commitment.



Principle 5 :

Businesses should uphold the abolition of child labour

- Our actions to eradicate child labor are mainly focused on factories outside the European community as they are not very exposed to this risk. The two sites of the group located in Tunisia and Moldavia are audited several times a year with compliant results. There remains the activity of our entity Virojangler operating mainly in Asia via a network of partners. The monitoring of the panel of factories by **SEDEX Smeta** audits and a particularly precise and effective follow-up of improvement actions, places us at an exemplary level in terms of social compliance. The **ethical code** is also very clear on the subject of child labor: "Pusterla 1880 prohibits the use of any form of child or forced labor. Pusterla 1880 does not stipulate contracts with suppliers or subcontractors who use child labor. Pusterla 1880 prohibits the employment of persons under the age of 18 in positions involving hazardous work. In addition, it prohibits the employment of persons under the age of 16."

Principle 6 :

Businesses should uphold the elimination of discrimination in respect of employment and occupation

- The **Ethical code** states that the Pusterla 1880 Group offers equal opportunities to all employees based on their professional qualifications and individual skills, without discrimination of age, religion, ethnic or geographical origin, sexual orientation, politics or trade unions.
- Since August 6, 2021, the company has adhered to the **WEPS** (Women's Empowerment Principles), to promote the importance of gender equality in the workplace. Currently, the share of women on board is 31%. **SDG 5, 10**
- As part of L'Oréal's **Solidarity sourcing** program, Pusterla France has set up 3 projects. The first one to facilitate access to work for people without diplomas and unemployed (11.56 FTE in 2021), by providing them training with a job at the end. The second to integrate people with disabilities (14.21 FTE in 2021). The last project concerns the social inclusion of seniors who are far from employment (1 FTE in 2021). **SDG 1, 4, 10**

3
projects
solidarity
sourcing



Documents : Ethical code: <https://www.pusterla1880.com/activities/>



IV/ Respect of the environment

The Pusterla Group works to ensure that its development strategy is sustainable and therefore meets "the needs of the present without compromising the ability of future generations to meet their own needs".

It is not a question of giving ourselves a good conscience or of distinguishing ourselves from the competition, but of applying actions that limit the impact of our activities as much as possible and of constantly improving ourselves.

The group's policy, including the environmental aspect, can be consulted via the following link:

<https://www.pusterla1880.com/corporate-social-responsibility/>

Principle 7 :

Businesses should support a precautionary approach to environmental challenges



- At the moment, 5 plants are **ISO 14001** certified, representing approximately 70% of the group's production capacity. The objective is to have all the group's sites certified in the short term. **SDG 11, 12, 13, 14, 15**
- For many years, the group has been **FSC** certified, which ensures the sustainable origin of the raw materials used for the design of products manufactured by Pusterla 1880. For 2 years, the group has switched to a multi-site certification in order to homogenize the management of the chain of custody of FSC certified materials. **SDG 12, 13**
- The Venegono site (Italy) is equipped with solar panels, enabling it to produce part of the energy needed to power the site. **SDG 7, 13**
- At the end of 2021, Pusterla 1880 launched a project to calculate the group's **carbon footprint**. The year 2021 will be the base year for the first calculation in collaboration with the consulting firm Quantis. The goal is to subsequently establish a plan to reduce the company's greenhouse gas emissions. Pusterla's objective is to reduce its carbon footprint/turnover ratio by at least 10% by 2025. **SDG 11, 13**

5 sites ISO
14001
certified =
70% of the
production
capacity



Principle 8 :

Businesses should undertake initiatives to promote greater environmental responsibility



- Pusterla 1880 has committed, in collaboration with Green Future Project, through a sportive activity to contribute to the reforestation of the west coast of Madagascar, by planting mangroves, with the aim of restoring the local biodiversity, both terrestrial and marine. Mangroves have a carbon absorption capacity of 12.3 kg of CO₂ per tree per year. Pusterla has contributed a total of €9385 to this project, which represents a carbon offset of 115,435 kg of CO₂. MDGS 13, 14, 15

Ecosystem
conservation

115 435
kg of CO₂
absorbed

Principle 9 :

Businesses should encourage the development and diffusion of environmentally friendly technologies

- The company is committed to bringing plastic-free packaging to the market thanks to its eco-design policy and patented wedge concept: **Caleco**. This innovation replaces thermoformed plastic wedges with a cardboard structure with molded cavities in cellulose or any other cardboard. Between 2017 and 2020, the boxes produced by Pusterla France have gone from 67g/case to 45g/case of plastic, i.e. -33%. **SDG 9, 12, 14**
- The teams in charge of product design are trained in eco-design by the "eco-design guide" in order to limit the impact of Pusterla 1880 products from the design phase.

-33% of
plastic per
box between
2017 and
2020

CALECO 2.0

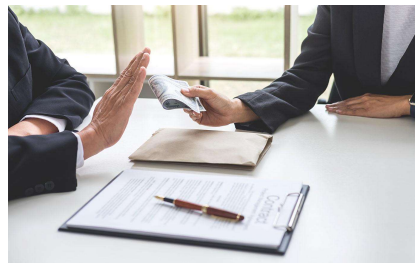


V/ Anti-corruption

Principle 10 :

Businesses should work against corruption in all its forms, including extortion and bribery

In this field, the Pusterla 1880 Group, as well as all its entities, has established an **ethical code** and **sustainable purchasing charters** that considerably reinforce the rules in various areas. In its commercial relations, Pusterla 1880 observes the principles of loyalty, fairness, transparency, efficiency and openness of markets, regardless of the size of the company. All actions, operations and negotiations carried out and, in general, the behaviour of Pusterla's employees in the performance of their work activities are inspired by the maximum accuracy, completeness and transparency of information as well as the clarity and veracity of accounting documents, in accordance with the legislation in force and internal procedures. Acts of goodwill, such as gifts or entertainment, are permitted when they are of modest value, cannot damage the integrity or reputation of either party and cannot be interpreted by an impartial observer as conferring benefits inappropriately. In all cases, this type of expenditure must always be authorized by the line manager in accordance with established procedures.



Documents :

- Ethical code : <https://www.pusterla1880.com/activities/>
- Sustainable purchasing charters: [DOC-G008B Sustainable Purchasing Charter.pdf](#)

17 PARTNERSHIPS
FOR THE GOALS



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Future goals and actions

The Pusterla 1880 group has identified the SDGs (Sustainable Development Goals) where it believes it can take effective action. These include health and well-being (3), education (4), gender equality (5), decent work and economic growth (8), industry innovation and infrastructure (9), reduced inequality (10), sustainable cities and communities (11), responsible consumption and production (12), climate change (13), life on earth (15), peace, justice and effective institutions (16), and partnerships in achieving the goals (17).

In order to have a positive impact on all of the above topics we have set several goals:

- At the end of 2021, Pusterla 1880 launched a project to calculate the carbon footprint of the group. The year 2021 will be the base year for the first calculation in collaboration with the company Quantis. The aim is to establish a plan to reduce the company's greenhouse gas emissions. Pusterla's goal is to reduce its carbon footprint/turnover ratio by at least 10% by 2025. **SDG 11, 13, 17**
- The group's ambition is to certify all its factories ISO 14001. **SDG 11, 12, 13, 15, 17**
- By 2025, all the group's factories will be certified with the EcoVadis platinum medal. **SDG 3, 4, 5, 8, 9, 10, 11, 12, 13, 15, 16, 17**



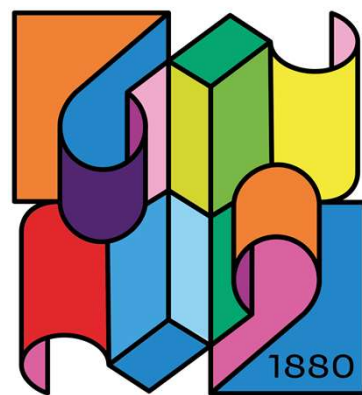
-10% by 2025



Dashboard

Carbon Footprint	2021	2022	2023	2024	2025	2026
Objectives	Year 1 measur ^t Y21 = CF21 / TO21	Y22 ≤ Y21*-1%	Y23 ≤ Y22*-2%	Y24 ≤ Y23*-2%	Y25 ≤ Y24*-2%	Y26 ≤ Y25*-2%
Results	XXX					

ecovadis	2020	2021	2022	2023	2024	2025
Italy (Venegono Inferiore)	(Bronze)	≥ 60 (Silver)	≥ 66 (Gold)	≥ 70 (Gold)	≥ 73 (Platinum)	≥ 74 (Platinum)
	52	60				
France (Cherré & Oradour/G)	(Silver)	≥ 66 (Gold)	≥ 66 (Gold)	≥ 70 (Gold)	≥ 73 (Platinum)	≥ 74 (Platinum)
	63	71				
UK (Glasgow / Dover)	(Silver)	≥ 63 (Silver)	≥ 66 (Gold)	≥ 70 (Gold)	≥ 73 (Platinum)	≥ 74 (Platinum)
	60					
Pusterla ASIE (Paris, Genève, Shenzhen)	(Silver)	≥ 66 (Gold)	≥ 68 (Gold)	≥ 70 (Gold)	≥ 73 (Platinum)	≥ 74 (Platinum)
	54	65				
Tradate (Italy)	(Gold)	≥ 67 (Gold)	≥ 68 (Gold)	≥ 70 (Gold)	≥ 73 (Platinum)	≥ 74 (Platinum)
	66	72				
Parma (Italy)	(Bronze)	≥ 60 (Silver)	≥ 66 (Gold)	≥ 70 (Gold)	≥ 73 (Platinum)	≥ 74 (Platinum)
	50	73				
Jemmel (Tunisia)	NA	1st evaluat*	≥ 60 (Silver)	≥ 66 (Gold)	≥ 70 (Gold)	≥ 73 (Platinum)
		In progress				
Chisinau (Moldavia)	NA	1st evaluat*	≥ 60 (Silver)	≥ 66 (Gold)	≥ 70 (Gold)	≥ 73 (Platinum)
		In progress				
Mayet (France)	(Silver)	>66 (Gold)	> 68 (Gold)	> 70 (Gold)	>73 (Platinum)	>74 (Platinum)
	60	69				
Leicester (UK)	NA	NA	≥ 63 (Silver)	≥ 66 (Gold)	≥ 70 (Gold)	≥ 73 (Platinum)
	49	56				
Coalville (UK)	NA	NA	1st evaluation	≥ 66 (Gold)	≥ 70 (Gold)	≥ 73 (Platinum)



PUSTERLA