

# Facts, commitments, actions: Rotolito's vision for a sustainable future

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## Why we embarked on a virtuous path

Dear Stakeholders,

January 1st, 2026 will be a history-making day for European companies with more than 250 employees. We will be all required to publish a non-financial report that measures and documents our Sustainability practices. Companies ill-prepared for this mandate will be left behind: **integrating Sustainability is not a game, it is a duty owed to the future**, an evolution that goes beyond the blind pursuit of capitalism, which has demonstrated its flaws by leading the planet to collapse.

To achieve the outcomes set out in the 2030 Agenda, the next few years will be crucial: we need to solve systemic challenges by finding seamless, durable solutions and innovations that ensure economic resilience. Establishing rules, codes and principles, for ourselves and for dissemination throughout our supply chain and network, is a necessary step.

I founded Rotolito at a time when environmental awareness was poor. Companies were following regulations, making quality products, and complying with the laws of the market and society. However, even then, Progress, a concept well distinct from uncontrolled development, was my guiding light. I have sought to guide our company and people to embrace simple yet sacred principles: **restoring what you take, sharing success and reinvesting, preserving reputation as the most precious asset, acting without harm.**



These are the seeds of Sustainability that we have always nurtured and that have been permeating our corporate culture for years. With the help of my sons, as we flourished, the Rotolito family grew, spreading our values and rules to everyone we came in contact with around the world.

Now the time has come to formalize our commitment to Sustainability.

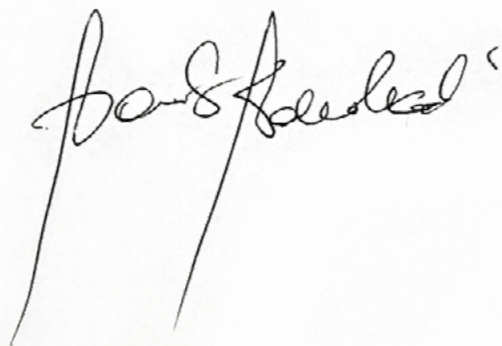
This report documents our journey so far and makes commitments for our next and further progress. It is an open invitation to our stakeholders to join us on this journey and help us stay on track. Rotolito's destination has never changed, but we now see our purpose with greater clarity and we look forward to sharing every step we take with all our Stakeholders in a spirit of transparency and participation.

With this report, we highlight our successes and critical issues, because sharing always brings valuable lessons: both our experiences and yours can inspire others to do better.

**Let us have an open conversation as we walk this path as interconnected parts of the same system.**

Together with all of you - our people, our partners and our communities - we are certain that we will build a brighter future and deliver long-lasting value.

Enjoy your reading,  
Paolo Bandecchi  
President, Rotolito



# Rotolito's world

## [Company overview](#)

Since its founding year in 1976, Rotolito has been continuously investing in the research of innovative solutions and **advanced technologies to offer printed products to various national and international markets:** becoming more and more **respectful of the Planet**, of the forests from which the raw material is produced, of the People working with us and for us, and of the Communities and the Territory on which our 6 production plants are located. Rotolito believes in **interdependence**, the basis of its daily vision and mission, so that we never lose the thrill of **leafing through the Knowledge**, of nurturing emotions, of **educating new generations** to the beauty of printed paper.

**Rotolito's work is not an alternative to knowledge and information disseminated digitally, but a faithful and valuable ally.**

Cutting-edge technology and the continuous search for **innovative solutions** are key to improving our consulting services for different markets, customers and products. We build our leadership on the ability to respond to **regulations and specific needs**, making

us an **international benchmark** across industries and sectors.

Over the years, we have been growing our sales offices in **strategic locations** around the world: **Milan, Geneva, Paris, Shanghai, New York, Los Angeles and Bucharest**, offering pre-press services, digital printing, sheetfed offset, web offset, gravure, and multiple binding solutions such as paperback, hardcover, stapling, wire-O spiral, while adopting countless varieties of finishing.

**We print for any publishing sector:** fiction, illustrated, periodical, educational, legal or sacred; and for private enterprises: monographs, luxury packaging, catalogues, price lists, brand books, brochures, flyers, posters; but also for the large-scale retail trade sector and its complex production necessities.

**Paper Cube**, our technological gem for storage efficiency and **automated third-party logistics**, embodies the synthesis of our **mindset** and our most significant **KPI**.

In December 2022, we started an assessment following the **B Impact Assessment (BIA)** criteria to integrate **Sustainability** into our Business strategies; a process matching with the goal to achieve **B Corp certification**. Methods and scores related to the assessment are well explained in the methodological note and annex.

## Highlights 2022

○ SUSTAINABILITY ● COMMERCIAL

# 18.795

Total orders delivered in 2022

# 31%

International clients

# 11.343

Tons of CO<sub>2</sub> saved through the purchase of electricity with Guarantees of Origin

# 106.100

Tons of paper with environmental certifications processed (Nava Press excluded)

# 64%

Of total purchasing expenses with Italian suppliers

# 1,35

MWh of photovoltaic electricity generated

# 968

Current clients in Italy and around the world

## 1976-1995

### Foundation and expansion

In 1976 Rotolito Lombarda is founded by Paolo Bandecchi, and in a few years becomes a relevant player in the printing industry.

The vision is clear and forward-looking: acquiring strategic assets to provide completeness of service, time and cost optimization, know-how and competences over the whole production cycle. In 1984 with the acquisition of Tramontana of Arese, Rotolito enters into the educational publishing market.

The first turning point comes in 1985 with the acquisition of Intergrafica, an industry leader, which increases the workforce from 18 to 300 employees and brings the historic Pioltello facility.

In 1986 Rotolito Lombarda acquires Litografica Leschiera, a pre-press and photolithography company.

Thanks to the acquisition of Ofsa in 1991, Rotolito implements and refines its presence in the school market - a sector in which precision, adherence to schedules and optimization of costs and services are required - a further important step towards leadership.

**It is in 1994 that Paolo Bandecchi's strategic vision is fulfilled. The acquisition of Legatoria Ferrari of Bergamo places Rotolito as a true outlier in the European printing industry: besides a steady growth in terms of production capacity and turnover, and differently from its national and international competitors, binding services are integrated with printing ones and are all carried out in-house.**

As early as the mid-1990s, Rotolito is the first company in Europe to purchase a Komori sheet-fed printing machine, manufactured in Japan, which guarantees high quality standards at lower production costs. This choice positions Rotolito not only for outstanding product and service quality but also for the competitiveness enabled by state-of-the-art Japanese technology.



# 1996-2010

## Innovation and efficiency

**Automation becomes a pillar of Rotolito's innovative DNA, as Rotolito introduces in 1997 unmanned laser-guided carriages in its plants.**

In **1998** the new Computer To Plate (CTP) technology is introduced, which allows text and images to be transferred from computers directly to printing plates, thus eliminating the use of photocomposition films, saving time and resource, and reducing waste.

The year **2001** marks the entry of Simone Bandecchi into the company as Foreign Sales Manager, who consolidates Rotolito's reputation internationally in terms of product and service quality: notable publishers and clients in the UK, France, Scandinavia, Germany, North Africa and Switzerland elect Rotolito as their partner to print their publications.

It is in **2006** when Paper Cube is inaugurated, the flagship of Rotolito's innovation and strategic vision: a fully automated paper storage building powered by a cutting-edge photovoltaic system. An effective and efficient engineering gem, anti-waste and a total guarantee of Quality and Sustainability.

In **2007** Federico Bandecchi, Paolo's son and Simone's brother, joins the company, occupying the important role of CFO and who, over time, will take care of important and strategic investments for the Group's growth.

**Soon, the advent of digital printing presents itself as a disruption in the printing industry. In 2009 Rotolito readily invests in this direction by commissioning an HP T300 and thus promising European markets an epochal turning point for short-runs with high printing quality.**

A transition taken care of down to the smallest detail by Emanuele Bandecchi, who oversees operations. In **2010** the machine is installed and marks a significant milestone in terms of innovation and technological breakthrough.

**2010** is also a year of consolidation of Rotolito's identity, with the relocation of the historic plant from the center of Pioltello to the brand-new headquarters in Via Sondrio, which combines technological efficiency and green architecture. The building is marked in the name of energy efficiency; an example is the installation of a geothermal energy system (which collects groundwater at a constant 14°C temperature, and returns it to the irrigation ditch).

# 2011-OGGI

## Consolidating leadership

The policy of sustainable energy management continues in **2011**: with the installation of two photovoltaic systems in the Capriate and Cernusco sul Naviglio facilities, Rotolito produces 1,350 MWh of clean electricity annually, destined to self-consumption, with a saving of 750 tons of CO<sub>2</sub>.

In **2012**, a second major digital printing machine, the HPT400, is installed to fulfil the need for short-runs at high quality or small editorial re-prints.

Meanwhile, a system is installed in the Cernusco sul Naviglio plant that recovers hot fumes from printing machines by reusing them to heat rooms in the winter season. On the contrary, an absorber with lithium bromide technology that transforms the hot fluid into cold, is used to cool the rooms in the summer period.

It is in **2013** that Emanuele Bandecchi is appointed as Rotolito's Marketing Director. Along with his father Paolo and brothers Simone and Federico, an entrepreneurial example is now established, with an imprint rich in family values but conducted with the professionalism and experience of a managerial organization.

**2014 is a crucial year for the company's prestige and its expansion into international markets.**

The acquisition of 100% of Nava Press is completed, a reference brand for printing dedicated to the haute couture, design, architecture, automotive and special projects in luxury packaging. This acquisition completes the expansion by means of prestigious sales offices in New York, Paris, London, and Geneva.

Consistent with the strategic vision, in **2016** a participatory agreement is signed with White Star, the group of companies specialized in the publication of illustrated books and, in particular, photographic editions destined for international markets. Emanuele Bandecchi becomes sales director for the France, Switzerland and North Africa markets.

In **2017**, Nava Press commercial presence in Asian markets is further expanded, marked by the opening of the Shanghai office.

The vision of Paolo Bandecchi and his management now speaks many languages, and the time is mature for a comprehensive rebranding effort: **2018** is the year in which Rotolito Lombarda is renamed to the more easily and internationally recognizable Rotolito. An important year also for the acquisition of Segraf, the historic company that publishes La Settimana Enigmistica.



In **2019**, a minority shareholding participation is implemented in Artigrafiche&Diaries of Pognano (BG), a production and commercial plant totally dedicated to the particular segment of diaries / notebooks / journals, which is joined by the acquisition of Inprint.

At the same time, investments are being made to improve efficiency, thanks to the installation in the Pioltello and Cernusco sul Naviglio plants of two Combined Heat Power system (CHP) Trigenerators, which allow a triple energy advantage: self-produced energy, calories from thermal fallout, and frigories produced by a downstream absorber.

**2020** marks another stage in Rotolito's evolution with an important generational change: the ownership of the Group passes from Paolo Bandecchi to his 3 sons, Simone, Federico and Emanuele.

In the same year, Rotolito Romania is established, a result of the acquisition of G. Canale & C. Romania S.A. in Bucharest, an industrial facility specialized in the printing and packaging of illustrated/ cardboarded books serving the whole European market and employing over 250 people.

**2023** sees the lease of a business branch of La Tipografica Varese, a company specialized in the production of thin-paper printings (dictionaries, legal codes, sacred and educational texts).

## Material goals for sustainable development

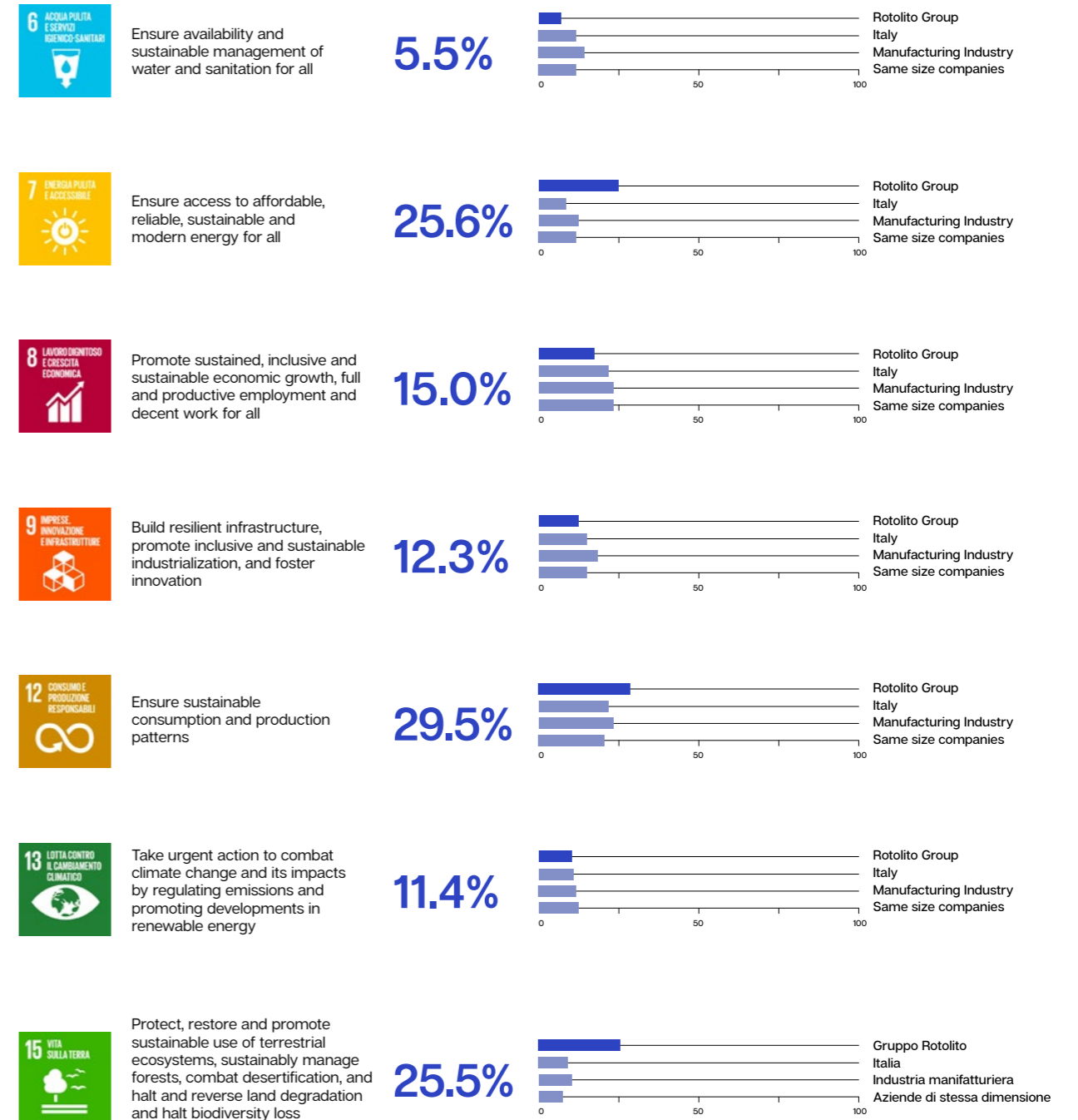
Our Group adheres, contributes and is committed to the achievement of the **17 Global Sustainable Development Goals (SDGs)** set by the United Nations in Paris in 2015.

From a values perspective and conscious of the interdependent relationship that binds our Group to the complex ecosystem in which we live and operate, we consider all 17 SDGs **valuable in contributing to the construction** (or restoration) by 2030 of a world that is more just, **equitable and respectful of the Planet and People**.

**Since our DNA is built on practicality and effectiveness of our actions, we relied on the use of the SDGs Action Manager<sup>1</sup> tool to better understand which of the 17 Global Goals were most relevant to us and therefore most integrable into our business strategies, while also enhancing our “doing”.**

<sup>1</sup>SDG Action Manager is the strategic and operational tool designed to support companies in measuring, correcting, and positively implementing their Sustainability performance consistently with the Sustainable Development Goals (SDGs)

## Relevant objectives and SDG Action Manager scores in the Rotalito Group assessment.



# Shared prosperity: towards transparent and informed governance

The Governance mindset: commitment starts at the top

Implementing a **Sustainability strategy** throughout the organization, **managing goal-setting** and reporting procedures, fostering stronger ties with external **stakeholders**, and ensuring **global accountability** are all made possible by an effective ESG governance.

At Rotolito, we understand that embarking on a Sustainability journey means having **the interests of all our stakeholders** at heart and being transparent and responsible. For this reason, we have **revised our Vision and Mission to reflect our core values**.

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**We will continue to improve our decision-making processes and organizational structure so that our mission is translated into concrete actions.**

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Based on an extensive analysis of our business, environmental and social impacts, we have developed a multi-year plan to **improve our Sustainability performance in all significant areas**, which is aligned with our group strategic plan. We are now aware of the areas where our contribution still has room for growth and towards which **we are committed to taking firm steps**.



## Same values but a new Vision and Mission

According to the motivations behind the **Group Governance** to embark on a path of effective and functional interdependence, we have invested time and resources to define our **Vision** and refine our **Mission**, so that these can better reflect our values and purpose, and guide us more quickly toward concrete strategies and actions.

**We are committed to spread their meaning in our operating environment, following the dictates of innovative Communication Shared Values.**

## Vision

Spreading the **sustainable value** of printed paper, so it will continue to educate, **inform and move** adults and children.

Today and forever.

▶ ROTOLITO

Being the **guardians of the harmony** that is created between designing and making, between technology and craftsmanship, between **dream and matter**.

Being **makers of beauty**, by all means, and guarantors of it through time.

▶ NAVA PRESS

## Mission

We offer the **finest solutions and services** for printed paper, everyday, all over the world, **without harming the Planet, the People and the Prosperity of everyone**.

We invest in **research and development** of the most advanced technologies for a Sustainable and Cultural Progress of **human and environmental capital**.

▶ ROTOLITO

We offer the finest printing and packaging **solutions and services for the luxury industry**, everyday, all over the world. We bring together state-of-the-art technologies with the **savviest craftsmanship** to bring unique artifacts to life.

We are passionate for **sustainable beauty**, respecting the Planet, the People, and the Prosperity of everyone.

▶ NAVA PRESS

## [New Code of Ethics](#)

We are entering a new phase in our [journey toward Sustainability](#), and we want our internal and external stakeholders to be aware of it as well. For this reason, we have revised our **Code of Ethics**, the guidelines for the behaviours of all employees and the company as a whole, in order to reflect our new ambitions.

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**In the updated version of our Code of Ethics, we have explicitly added our ambition to be amongst the first major companies in the printing industry to become a certified B Corp, and to align all our core values with this goal.**

In this crucial document we claim our commitment to the **principle of interdependence**, acknowledging that we are all part of an ecosystem that cannot operate without each other. Similar to nature, the ecosystem in which we exist is complex and the actions of each actor have profound and enduring consequences for the entire system; and [we are committed to evaluating and improving our actions](#) for the good of everyone and everything around us.

The new Code of Ethics will serve not only as a constant reminder to ourselves, but also as a public invitation to all our stakeholders to hold us responsible.

As part of our commitment to integrity and public oversight, we have voluntarily **adopted the 231 Model**, an Italian legal device that establishes the administrative liability of legal entities, companies and associations for crimes committed by their top management and employees. Complete with mechanisms and guidelines on corruption, noncompliance and code violation, the document [is designed to make our business practices and whistleblowing mechanisms transparent](#).

**We are evolving  
and with the  
support of our  
stakeholders we  
can meet the  
highest standards  
by improving  
every day.**



# Harmony with the environment: towards technological advancements fit for the planet

Raw materials, innovation and efficiency: the foundations of environmental sustainability

As a company in the printing industry, we are privileged to have natural and inherently renewable resources as some of the most important raw materials in our production. This means both that we depend on what our natural ecosystems supply, and that we have a responsibility to manage our environmental impact with the utmost care so as not to harm the very resources we rely on.

**From technological advances to the sensitivity of our customers and end users, the printing industry is constantly evolving.**

As a company that has always been at the forefront of embracing new technologies and new perspectives, we intend to take a leadership role in the sustainable transition and always actively seek innovative solutions to improve our overall impact on the environment.

## Environmental Impacts management and data governance

At Rotolito, we have always paid attention to environmental aspects at every stage of our operations. We are now working to gather all the best practices that are part of our DNA, applying a centralized and holistic approach to future initiatives.

Since 2011, our Pioltello plants have been **ISO 14001 certified**. This means that we have carried out a materiality analysis to identify the most important issues to act on and have implemented measures to continuously improve the overall environmental performance of the plant. In 2023, the certification was extended to the Capriate plant and in the coming years we intend to extend it to the Cernusco sul Naviglio facility as well, with the aim of having a unified and consistent environmental management system for all our activities.

With the ISO 14001 Environmental Management System certification and other platforms such as **EcoVadis**, **BookChain Project** and **Carbon Disclosure Project (CDP)**, we have built a solid data management system for managing environmental impacts in recent years.

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**During this initial phase, we recognized both the critical importance of collecting environmental data on a regular basis to guide our decisions, and the complexity and challenges associated with doing so.**

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Building on our existing monitoring mechanisms, this year we are beginning to monitor all key environmental metrics, including incoming materials, energy use, greenhouse gas and other air emissions, water use, waste generation and chemical use.

In line with our initial analysis and our ongoing efforts to extend **ISO 14001 certification** to all of our manufacturing sites, we will set quantifiable and measurable targets for all material issues by presenting a business plan and a robust ESG strategy aimed at continuous improvement.



## Our actions to combat global warming and the adoption of renewable energy

The management of energy sources is a crucial aspect to which **Rotolito has always devoted considerable resources**; this continuous economic and time commitment has allowed us to have an efficient, reliable, and resilient management system. Paying attention to consumption and anti-waste practices to reduce environmental impacts have always been at the centre of the strategic choices related to these aspects.

**The plant and Headquarter in Pioltello built and inaugurated in 2010, was born with the same principles of environmental efficiency already:** in fact, a geothermal energy system was installed, which still powers the refrigeration plant by taking water from groundwater, exploiting its always constant temperature of 14°C, and returning it to the irrigation waterways in total respect of the territorial ecosystem.

In 2011, Rotolito invested in **two photovoltaic systems** in the Cernusco sul Naviglio and Capriate plants, generating 1,35 MWh of **clean electricity** per year, saving 750 tons of CO<sub>2</sub>: an exceptional example for our industry and our sector.

**The Cernusco sul Naviglio** plant is made even more efficient thanks to the heat recovery system, which reuses the waste gases from the printing press furnaces: heat that is used to warm the working areas in winter. In summer, thanks to an absorber with lithium bromide technology that converts hot liquid into cold, the same system acts as an air conditioner and cools the environments.

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**Rotolito's energy mix consists of different energy sources, with self-generated photovoltaics are complemented by highly efficient CHP (Combined Heat Power), and renewable electricity purchased from the grid.**

In fact, about 25% of the energy consumed comes from **renewable sources**, of which about 18% comes from **low-impact sources** such as solar, wind, and geothermal. In fact, for years now, we have been purchasing Guarantee of Origin certificates, which attest that the energy we purchase comes from renewable sources, thus **eliminating the atmospheric emissions** associated with this share of energy.

Finally, in recent years, we have worked with **Climate Partner**, a private consulting firm with expertise in climate accounting, to conduct a full life cycle analysis to measure our total emissions of carbon dioxide and other climate-altering gases, both in our direct operations (Scope 1 and 2) and in our extended value chain (Scope 3).\*

Establishing a robust data collection system is only the first step in understanding how our environmental impacts are distributed; this analysis will serve as the basis **for planning strategic improvements to our energy source management system.**

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# 25%

**of the energy consumed comes from renewable sources**

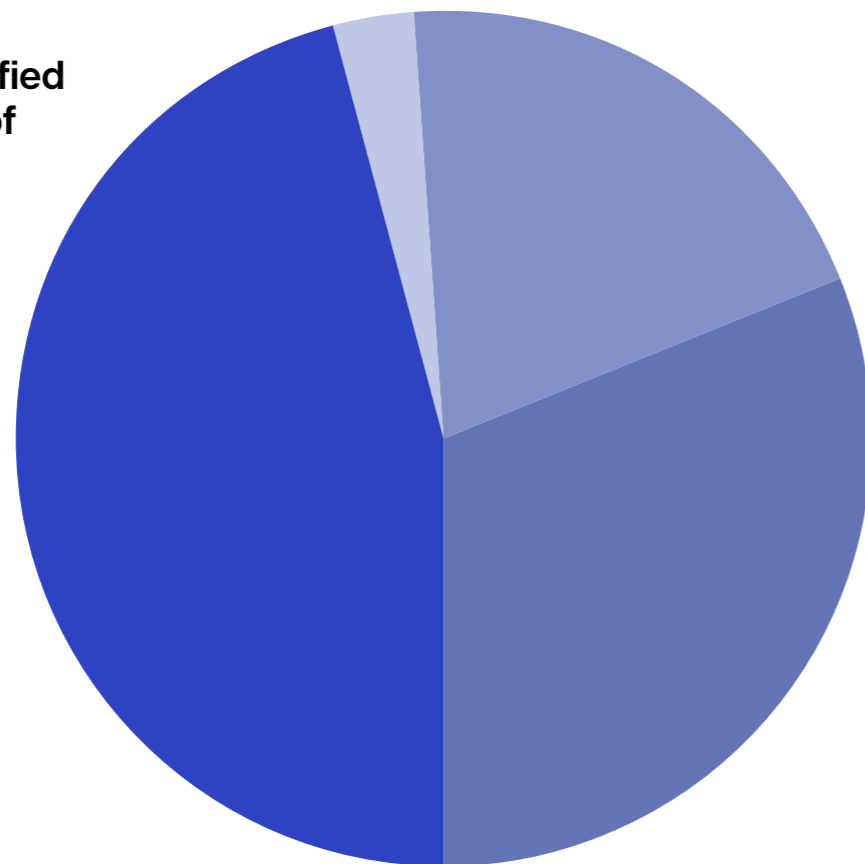
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\*Classification of 3 scopes by GHG Protocol. Source: the Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard, Revised edition.

## Energy Mix (MWh)

# 70%

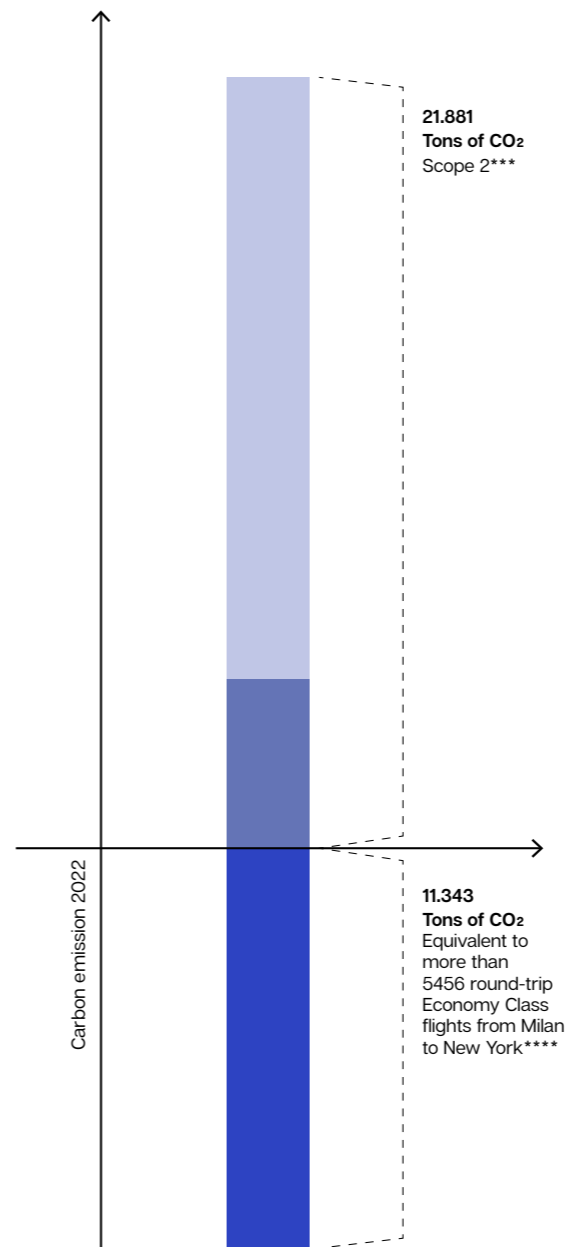
of the electricity purchased is certified with Guarantees of Origin, equivalent to 11.343 tons of CO<sub>2</sub> saved



- 46% Electricity purchased with Guarantees of Origin 23.630.176,00
- 31% Electricity from CHP 16.152.686,00
- 20% Electricity purchased without Guarantees of Origin 10.020.000,00
- 3% Electricity from solar panels 1.340.891,00

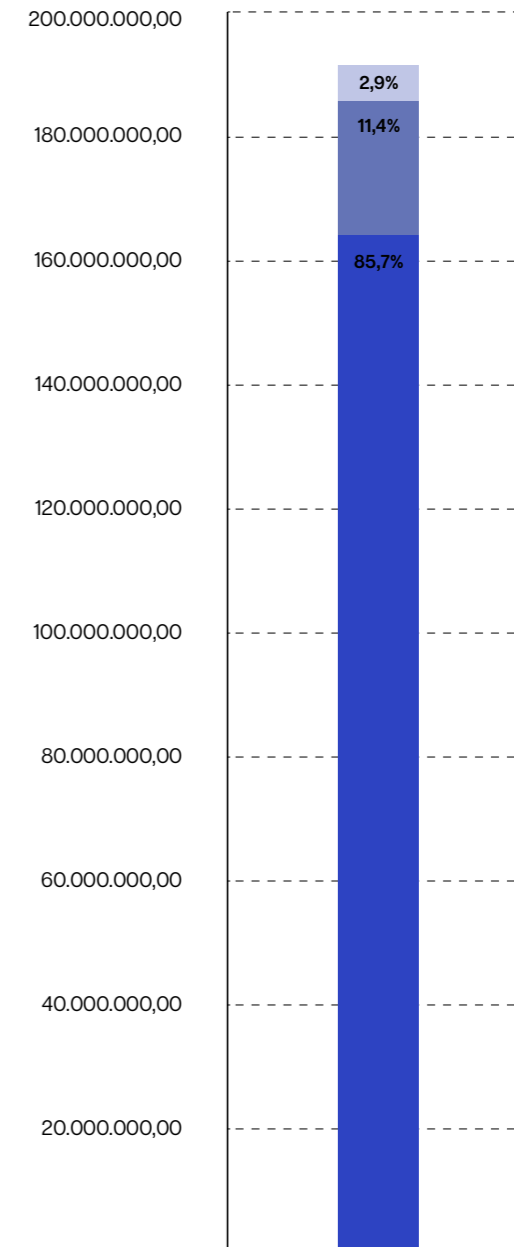
\* Data from Climate Partner measurement platform  
 \*\* Scope 3 calculation excludes inbound and outbound logistics due to lack of data collection mechanisms  
 \*\*\* Scope 3 emissions are mainly due to combined heat and power plants, which are strategic for efficient power generation management due to their high efficiency, and are significantly reduced through the purchase of renewable electricity with Guarantee of Origin certificates  
 \*\*\*\* Source: myclimate.org

## Emissions from energy sources breakdown



- CO<sub>2</sub> from CHP
- CO<sub>2</sub> Electricity Not Certified
- CO<sub>2</sub> saved from Certified Electricity

## Corporate Carbon Footprint\*



- Scope 1 5.559.666,65 kg CO<sub>2</sub>
- Scope 2 21.881.309,66 kg CO<sub>2</sub>
- Scope 3\*\* 164.113.377,86 kg CO<sub>2</sub>

## Our sustainable offer

At Rotolito, we are aware of our **role of interdependence and the various consequences** (social and environmental) that go beyond our decisions and actions. The environmental problem, as we know, has a deadline and a coordinated effort by all actors is needed **to make a difference** before we reach the point of no return. That is why we recognize the importance of taking **responsibility for benchmarking our ecosystem** and working hand in hand with our customers to ensure that our products are designed to the highest and most rigorous quality criteria, while adhering to Sustainability best practices that together contribute to systemic improvements along the value chain.

**Today, approximately 63% of our products are made with FSC- or PEFC-certified paper.** This means that our customers are provided with reliable and transparent information that the products they distribute do not contribute to deforestation or other forms of environmental degradation. In addition, a significant portion of our raw materials come from **recycled sources**, and a considerable portion of our products carry internationally recognized certifications, such as the EU Ecolabel.

**In the future, we intend to further increase the percentage of our products that meet the criteria of credible environmental certifications to achieve 100% sustainable and certified paper.**

In the meantime, we are developing a significant **strengthening of our communication tools** and channels to act with total transparency and at the same time to encourage and motivate our customers to make conscious and responsible product and supplier choices.

With regard to the various stages of finishing and packaging, we are committed to minimizing the use of plastic or any process that could compromise the natural integrity of the paper, in order to ensure a **higher level of recyclability** and thus better certification performance of our final products.

## Revenues 2022 breakdown by certifications

### ROTOLITO

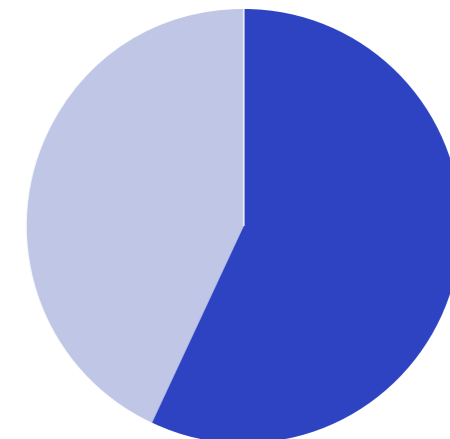
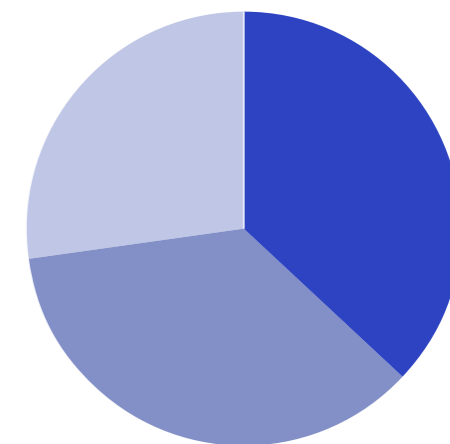
- **37% PEFC**  
82.216.120,17 €
- **35,8% None**  
80.237.940,68 €
- **27% FSC**  
60.947.007,55 €
- **0,2% EU Ecolabel**  
402.548,65 €

### NAVA PRESS

- **56,5% FSC**  
17.893.063,94 €
- **43,4% None**  
13.771.017,71 €
- **0,1% PEFC**  
12.515,00 €

# 63,2%

**Percentage of Group sales from certified orders**



## Our major certifications

**The Forest Stewardship Council (FSC)** is an international non-profit organization that promotes the responsible management of forests. Products from FSC-certified forests are guaranteed to come from responsibly managed lands with sound environmental and social practices, including sustainable cultivation, protection of wildlife and ecosystems, fair labor practices, and respect for the rights of indigenous peoples.



**The Programme for the Endorsement of Forest Certification (PEFC)** is an international non-profit organization that promotes sustainable forest management through independent and voluntary third-party certification. Products from PEFC-certified forests guarantee stringent environmental, social and economic requirements for future generations through a chain-of-custody system.



Established by the European Commission, the **EU Ecolabel** is a voluntary, third-party certification scheme. To be certified, products must meet strict environmental standards throughout their lifecycle, from the extraction and processing of materials to production, use and disposal. Fibers must come from sustainably managed forests or recycled sources, hazardous chemicals must be limited, and manufacturing processes must include limits on emissions, energy use and waste.

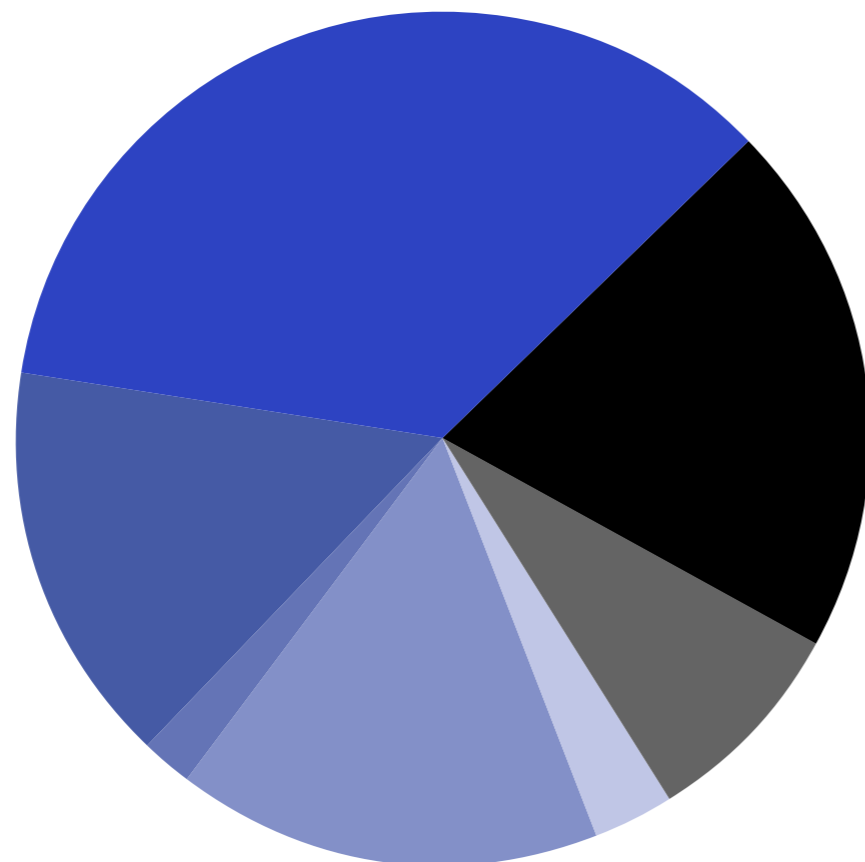




Rotolito paper used in 2022, breakdown by certifications (kg)

**71,8%**

of the total paper used by ROTOLITO has at least one environmental certification.



● 35% PEFC 51.320.806  
 ● 16% FSC 23.147.079  
 ● 2% FSC Recycled 2.942.936  
 ● 16% Customer purchased paper, PEFC. 24.234.166  
 ● 3% Customer purchased paper, FSC. 4.455.696  
 ■ 8% Customer purchased paper, with no certifications 11.183.488  
 ■ 20% No certification 30.318.772

## Our path for a more responsible forest management:

**1.** Offer PEFC-certified paper to customers as a default choice

**2.** Encourage the use of FSC paper as a more virtuous choice

**3.** Promote FSC Recycled certified paper

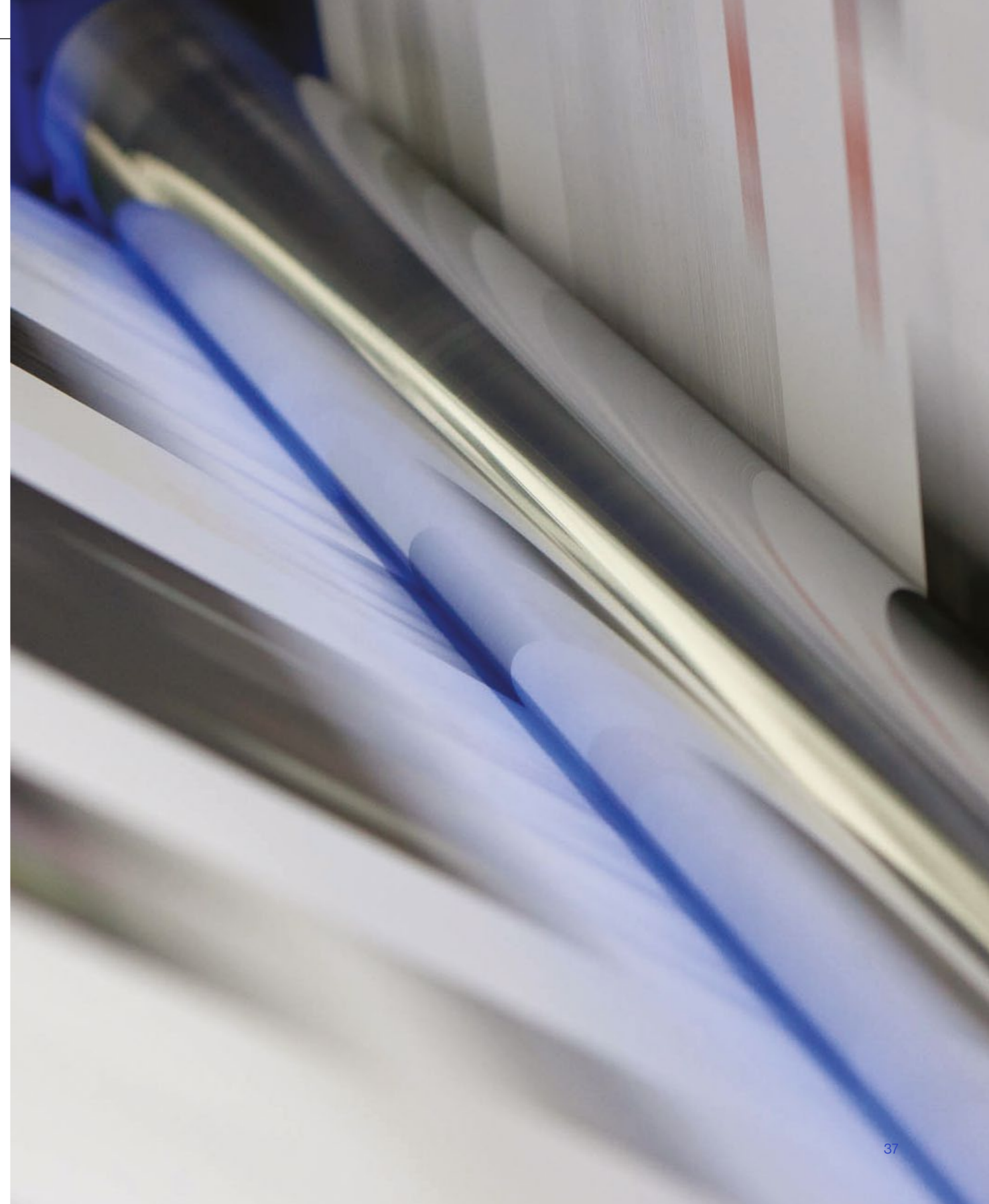
Our technology park, sheetfed and digital, for effective sustainability and cost optimization.

Digital **printing technology** is now an established solution in our industry, but we are **proud to have pioneered the use of digital technology in Europe** back in 2010, allowing us to secure and deliver unparalleled production capacity.

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**Although digital printing can be a more energy-intensive process than traditional printing methods, it offers numerous other advantages in terms of overall production efficiency of printed products and accessibility to publishers and short-run customers.**

In fact, the main advantage is the **ability to print very short runs economically**, optimized to the point of eliminating setup costs (up to 10 times lower than traditional printing methods). A major advantage for short runs and reprints: publishers can keep titles in their portfolio longer and easily reprint digitally only the quantities really needed by the market, easily mixing a first print run with **traditional technology and subsequent reprints with digital technology**, drastically reducing the “unsold” item on the balance sheet: a remarkable achievement in terms of **paper savings** and, more generally, waste, inventory management and environmental impact.





# Paper Cube

Paper Cube is undoubtedly the flagship of our vision and mission. It is a jewel of technology **combining energy and logistic efficiency**, automated and cutting-edge sourcing of a fragile and expensive raw material like paper.

**Paper Cube is such a defining and distinctive element of our mindset that over time it has become a symbol of our identity. An engineering marvel, the result of our relentless pursuit of quality, reliability and efficiency, many customers recognize our leadership precisely because of this unique technological solution to which they entrust their purchases of precious paper rolls.**

Paper Cube is, in fact, a **fully automated paper warehouse building** that can store approximately 15,000 tons of paper rolls. Designed to eliminate waste, Paper Cube uses state-of-the-art automation to receive, store and deliver paper rolls exactly when they are needed in our production facilities. From the initial vision to day-to-day operations, Paper Cube is designed to best store paper at constant temperature and ideal climatic conditions, **providing more space between rolls**, moving them as little as possible to avoid damage, and reducing transportation between the warehouse and the mill.

To manage inventory Paper Cube works around the clock: **during night and weekend hours**, the automation system reorganizes the location of inventory according to production schedules, ensuring compliance with FIFO warehouse logic.

Finally, to complete Paper Cube's modernity and focus on sustainability, in 2011 a **346 kWp photovoltaic system** was installed on its roof, the capacity of which more than covers all its energy needs, making Paper



Cube not only a self-sufficient facility in terms of energy, but also a **clean energy source** for the rest of our activities.

In summary, since 2006, Paper Cube has become an **identifying element of our innovative nature** and a source of pride for our company, an intelligent and sustainable example of automated and high-tech solutions.

# The benefits of Paper Cube



## Minimal land use

As the name suggests, Paper Cube was designed with a **cube shape**, opting for height rather than large area, **drastically reducing land use**. Paper Cube occupies a space of 3,700 square meters x 20 meters in height, with **17 meters above ground and 3 meters underground**, while the same capacity with traditional architecture would have occupied 15,000 square meters!



## Maximum efficiency, minimum waste

An innovative solution born from the need to **reduce waste** at every opportunity. Our philosophy of “**efficiency**” is reflected in every feature and benefit of the Paper Cube.



## Direct and accurate delivery

The previous support warehouse **required daily transportation** of paper between it and the production plants in Cernusco sul Naviglio. **Now this is done automatically**, with Paper Cube delivering the required reels directly to the plants according to daily **production schedules**.



## Optimized transport

Typically, paper is shipped from mills in large quantities to secondary warehouses and then sent to us in **smaller on-demand orders**. Thanks to Paper Cube's **significant storage capacity**, we can handle the transportation directly between the mills and Paper Cube, eliminating the need for intermediate storage and **reducing the overall number of transports, costs, and emissions**.



## Eliminating material damage

With the old off-site warehouse, paper rolls **were primarily shipped by rail from the paper mills**, unloaded at the rail warehouse, and reloaded onto trucks for transport to our warehouse. **These handling operations damaged the paper rolls**, resulting in up to **1% waste**. With Paper Cube, this waste is **completely eliminated**.

# Putting people at the center: towards a workplace where everyone can thrive

## Engagement, satisfaction and empowerment

Our company was born from the work of a small family business that, in 47 years, has become a **leader in the printing industry, both nationally and internationally**.

**Throughout this evolution, the founder and current President Paolo Bandecchi, has instilled a unifying “family spirit” full of healthy and enduring values, implementing a strategic vision that empowers human resources and promotes employee satisfaction at all levels.**

Over time, the organization has evolved from an entrepreneurial to a managerial structure, while **maintaining the close-knit atmosphere** and focus on people that have characterized it since its inception. The BIA reflects a high score for labor practices compared to other companies of similar size around the world. While this is partly due to the strong labor protections in Italy, **we stand out for our ongoing commitment to go above and beyond the current regulations** and to defend the rights, safety and welfare of workers.

For example, in addition to the periodic medical check-ups required by Legislative Decree 81/08 for at-risk workers, we offer annual health screenings and blood tests to all employees in production departments. We also offer cholesterol tests to male and female employees over the age of 50, demonstrating our commitment to prevention.

In addition, we provide other **health benefits**, including accident insurance, dental insurance and supplemental medical insurance. This ensures comprehensive coverage for all full-time and part-time employees and **reduces the burden on their personal finances**.

We view our employees as key stakeholders and value their knowledge, skills and dedication, recognizing that they are critical to our collective success. Therefore, **we value our employees by investing in their training** and development, **promoting work-life balance**, and fostering a sense of solidarity and participation.

For this reason, among other learning and mentoring opportunities, we will organize a **dedicated training on sustainability** to diverse and cross-functional groups of employees, including salaried and hourly workers, technicians, production workers and managers. In this way, **we hope to empower everyone to perform at their best**, to actively participate in the evolutionary process, and to act consciously during our virtuous journey.

Our **turnover rate is extremely low**, less than 5%, reflecting the high level of satisfaction with our organizational culture and climate within the company.

In addition, as a form of **recognition and appreciation** for their hard work and dedication, **we give financial bonuses to all employees**. These bonuses not only enhance their financial security, but also strengthen the sense of value and motivation within our company.

With this in mind, all of our managers receive training that helps them provide feedback, educates them in conflict resolution, guides optimal team management, and monitors performance evaluation systems: **all aimed at laying the foundation for strong professional and human relationships** filled with kindness and empathy, and enabling the maintenance

of a positive and collaborative work environment.

Looking ahead, **we intend to continue to improve our working practices** and enhance the work environment for all our people.

For the future, **we are committed to improving the health and well-being of everyone by promoting awareness-raising** campaigns and activities on various topics (proper nutrition, smoke-free environment, physical activity encouragement, psychological wellness programs, anti-stress practices, and so on).

In addition, extra-occupational training in private financial management is being expanded through a partnership with **Unicredit Bank**.

We will also develop internal procedures for reporting and resolving issues, **strengthening openness** and giving employees a voice.

**We are committed to developing more inclusive diversity and equity policies**, with a focus on gender equality and women's empowerment. Recruitment and hiring practices will be reviewed to diversify candidate and applicant pipelines and to train hiring managers on fair selection practices.

As a result, job postings will include diversity and inclusion statements that reinforce the company's commitment to **fair hiring**.

We have developed a **Vademecum** for new hires: a friendly handbook with administrative information to facilitate the relationship between the company and its employees; **a list of rights and responsibilities, and rules for respectful, sustainable and inclusive behavior toward others**. In addition, the Vademecum will contain a series of useful tips on how to be more aware of one's environmental impact at work and at home.





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**The goal is to promote a positive and fair work culture and to consider quality of life and quality of work as one.**

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Most importantly, we want to build a **system to monitor everyone's engagement** with the intention of continuously improving employee well-being and satisfaction.

By benchmarking against industry standards, **we can make better strategic decisions to promote responsible work practices that put our people first.**

# Survey

**People are at the heart of every business. That is why it is important for us to listen and share values.**

**We asked our colleagues to tell us what it means to be part of Rotolito Group.**

## Through the eyes of our People

### Commitment

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“One thing I value about working here is the commitment and dedication of the owning family. Their steadfast vision pushes us to keep growing and improving, igniting enthusiasm and making the workplace stimulating.”

“Our commitment to sustainability, with the publication of this first report, demonstrates attention to ethics and future generations and fills me with hope.”

“Achieving excellent quality results by working with diverse clients makes me proud to be part of this company. We are always ready to deliver the highest quality. This ongoing pursuit, I believe, is a mark of Rotolito's outstanding ethics.”

### Leadership

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“Working Rotolito for me means being part of a true leader of the market in every sense of the word: feeling always the propulsion to grow and evolve, by moving faster and being the first to embrace technological innovations in the sector. In this sense, the installation and launch of digital printing represents a true element of pride for all of us.”

“In the constant and continuous choices of investing in technological innovations and clean and renewable energy, I see a will to keep up with the evolving needs of the market and a forward-thinking mindset.”

### Teamwork

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“What makes it great to work as part of Rotolito is the possibility to always share what's on your mind and know that you are being heard.”

“What I appreciate most about working at Rotolito is being able to rely on a motivated team, that interacts openly and shares goals and results.”

“Coming to Rotolito every day feels welcoming to me. It is a friendly workplace where people support each other to get the job done. There is a passion for producing quality products together.”





## CHAPTER 05: COMMUNITY

# Interdependence: towards a path of co-evolution

Solid and transparent relationships for shared prosperity

We recognize that our well-being as a company depends on our employees, customers, partners and the local communities in which we operate. Such convictions drive us to foster a culture of interdependence and **shared value** with our entire network of stakeholders.

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**In our journey toward ecosystem co-evolution, we recognize that no single entity can thrive in isolation.**

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We intentionally seek to build strong and mutually beneficial relationships with our partners, fostering **transparent communication**, knowledge sharing, and a shared commitment to common goals, paving the way for a liveable future in which all stakeholders thrive - and will continue to thrive - together.

**Interdependence  
drives innovation,  
creates long-lasting  
value, enriches  
people lives and  
makes a positive  
impact on the world.**





## Engaging clients in virtuous choices

Our clients are more than just customers to us; they are essential partners and collaborators in our interdependent **ecosystem**. It is important for us to understand their specific needs, foster open lines of communication, and consistently deliver high quality, cost-optimized, and environmentally responsible advice and solutions. By building on these **strong relationships**, we create a symbiotic partnership that nurtures loyalty and drives mutual growth. Our ultimate goal is to demonstrate that **quality and sustainability** are closely linked and the most beneficial choice in the medium term.

From the very beginning, our business has been

customer-centric: our efforts have been focused on meeting and exceeding expectations, providing value-added services, and anticipating the needs of the publishers and businesses we serve.

For this reason, in 2013 the Rotolito plants in Pioltello, Cernusco sul Naviglio and Capriate **obtained the ISO 9001:2015 Quality Management System certification**. This certification promotes the establishment of objectives for the **continuous improvement of the quality of the products** and services offered, reducing non-conformities, ensuring process control and encouraging us to continuously improve and provide a better customer experience, while complying with regulatory guidelines on printing, finishing and packaging.

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**Faithful and committed to our virtuous path toward being certified as a B Corp, our goal now and for the foreseeable future is to engage our clients in a two-way dialogue, moving from simply receiving requests to actively inspiring smarter, higher quality choices and promoting the value co-creation of regenerative practices in the production characteristics of printed products.**

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The focus will be on a double track, thanks to the use of an evolving **data management**: on the one hand, towards customers who have already embarked on a virtuous path, orienting them towards more qualitative choices; on the other hand, towards those partners who are at the crossroads of making important and brave decisions, for which it is essential to provide inspiration, advice and reliable solutions, viable and obviously sustainable.

## Creating synergy along the value chain

We have always recognized that our value chain is a highly interconnected and interdependent network in which effective management plays a key role in the mission of our industry and our Country System. This awareness has led us for decades to build partnerships, collaborations and long-term relationships with the most qualified suppliers in our industry.

With this in mind, we are often asked to speak at industry events that bring together the printing, converting and packaging supply chain to participate in moments of discussion on the industry's evolving scenarios and challenges in terms of sustainability and innovation. Moved by the same spirit, in 2017 we joined the Paper and Graphics Federation, which represents the industrial supply chain and includes the companies of Acimga (graphic and paper machinery), Assocarta (paper and board) and Assografici (printing, converting and flexible packaging), with Unione GCT Milano and Comieco as aggregate members. Paolo

Bandecchi - our Founder and President - is currently Vice President of the Federation, elected for the two-year period 2021-2023 and confirmed for 2023-2025.

In the past, before the Federation came to be, he served as president of Assografici, an association we have been associated with since the company was founded in 1976.

Since 2015, our Italian plants, including the one that has housed NAVA PRESS since 2013, have been audited in accordance with the SMETA criteria, a methodology developed by SEDEX that testifies our commitment to respecting workers' rights, improving occupational health and safety and environmental sustainability aspects in our operations, and monitoring them in our supply chain. To best serve the transformation of our family business into a well-established international group, we have always emphasized the importance of strong relationships with our suppliers, based on trust and long-term mutual commitment.

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## **This year, we went a step further by using Benefit Impact Assessment (BIA) criteria to evaluate our suppliers and measure our core performance.**

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Today, guided by our new purpose, we intend to take an even more active role at the center of our value chain, **acting as a change agent at every level**. We want to foster collaboration with competitors with whom we share suppliers, establishing common goals and actions based on our shared purpose. To that end, we intend to transition our corporate purpose and status to a **Benefit Corporation** in the near future and then pursue **B Corp certification**.

## Supply Chain Co-Evolution Model

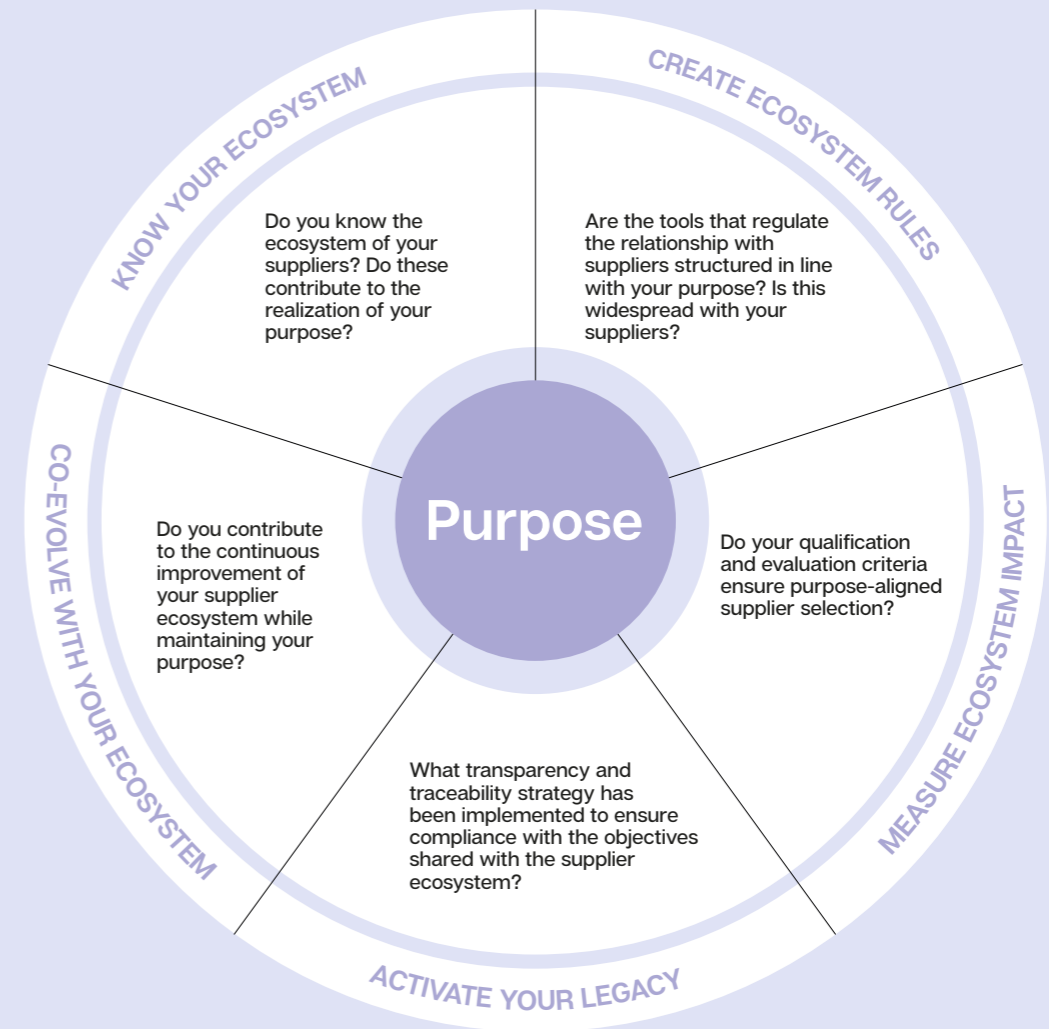
We have adopted a new relationship model with our supply chain: a **Supply Chain Co-Evolution framework developed by NATIVA** (the Regenerative Design Company that supported us in accelerating our transition towards regenerative economic models), which provides for a continuous exchange between us and our partners based on transparency and collaboration.

**A dedicated team came together to reach consensus and jointly assess the maturity and alignment of our company's supply chain management with our objectives, in line with key exogenous trends.**

This analysis helped to better define our **strategic plans** and the work the team will do from now on - in collaboration with our suppliers - **to improve the areas identified as priorities for our business model.** In this way, our suppliers can in turn become a driver of sustainable development for all the entities they work with, triggering virtuous processes of positive competition that will accelerate the achievement of tangible results at scale. As a first step, we will conduct a thorough stakeholder mapping and materiality analysis.

In order to promote **transparency** and contribute to the positive evolution of the industry by positively challenging regulations, we have decided to publicly disclose information about **our suppliers.** We firmly believe that **this approach fosters innovation** and hope to create an industry environment that encourages dialogue, the exchange of ideas and collective problem solving.

## Supply chain evolution model



SUPPLY CHAIN CO-EVOLUTION MODEL, DESIGNED BY NATIVA

**NATIVA**

# Our suppliers

# 64%

Of total 2022 expenditures for raw materials, equipment and services with Italian supplier

# 5+

years

Average length of relationship with suppliers

\*Suppliers included in this report collectively account for 51% of the total Rotolito 2022 procurement expenses. Specifically, paper mills amount to 79% of the total 2022 paper procurement expenses

## Italy

### Paper mills

Burgo Group SpA	40 M€ / 5+ years
Cartiera Francescoantonio Cerrone SpA	1,4 M€ / 4 years
Fedrigoni SpA	404 k€ / 5+ years
R.d.m. Ovaro SpA	501 k€ / 5+ years

### Subcontractors

Print Finishing LI.TO.VER. Srl Converting and Ennoblement	2+ M€ / 5+ years
Ital Bond Srl Converting and Ennoblement	300 k€ / 5+ years
Moroni Scatole Srl Cardboard Packaging	500 k€ / 4 years
Pozzoli Couture Srl Cardboard Packaging	450 k€ / 3 years

### Suppliers

Bbm Srl Cardboard Covers Supplier	2+ M€ / 5+ years
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## Rest of the world

### Finland

Upm Paper Mill	16,6 M€ / 5+ years
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### Switzerland

Perlen Papier Paper Mill	9,4 M€ / 5+ years
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### Austria

Sappi Paper Mill	8,9 M€ / 5+ years
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### Sweden

Holmen Paper Mill	4,7 M€ / 5+ years
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### Luxembourg

Flint Inks Supplier	3,5 M€ / 5+ years
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### Netherlands

Sun Chemical Inks Supplier	2+ M€ / 2 years
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### Usa

Kodak Plates Supplier	2+ M€ / 5 years
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### Japan

Fujifilm Plates Supplier	1 M€ / 5+ years
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**Our well-being  
is deeply  
intertwined  
with that of  
society.**

## Tying ties to our local communities and encouraging youth education

Our well-being is deeply intertwined with that of society. We recognize **our responsibility to the territory and the communities** in which we operate, and we are particularly grateful for the welcome we received when we moved from central Italy to northern Italy.

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**We are particularly committed to nurturing the next generation of talent in the industry and to actively participating in community development to strengthen the social fabric and create a virtuous circle of shared prosperity and progress.**

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As an example of our vocation to keep alive the tradition and importance of printing, in 2017 we activated a partnership with the **Rizzoli Institute** for the Teaching of Graphic Arts in the neighboring municipality of Milan; Emanuele Bandecchi, our Executive Director of Commercial Marketing, became a member of the Institute's Board of Directors in an advisory role. Since 2018, we have been printing, free of charge, around 600 copies of the calendar "**The Advertiser's Folder**", produced by final-year students who can use it as a portfolio to facilitate their future entry into the professional world. In 2020,

during the lockdown emergency due to the CoVID-19 pandemic, we donated several full-tower desktop PC workstations at the request of the faculty to provide students with useful tools to attend classes remotely.

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**In the same spirit, over the years we have opened the doors of our facilities for free tours organized for several local schools active in graphic and visual education, including Istituto di Istruzione Superiore Carlo Emilio Gadda, NABA, Accademia di Belle Arti, CFP Bauer.**

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By actively participating in **educational initiatives**, we contribute to the development of a skilled workforce and the growth of our local community. This collaboration not only benefits the students, but also **provides them with valuable opportunities** and strengthens the link between Rotolito and the surrounding society. It is a testimony to our belief in the power of **civic engagement** as a way to create positive impact, promote a prosperous and sustainable future, and spread the importance of printed beauty and knowledge



# Rotolito's grove

Since our foundation, with the acquisition of the land on which the first factory was built, **we have become the owner of a small grove** of 8600 m2 located between the towns of Cernusco sul Naviglio, Pioltello and Cassina de Pecchi.

Over the years we thought about transforming it into a field for photovoltaic panels, but in the end we decided to keep it intact, **taking full responsibility for the maintenance costs**. Our decision was later confirmed by the Provincial Coordination Territorial Plan, ratified in 2013, which classified the grove as a “**surviving forest area**” to be protected.

Despite its modest size, the grove plays a key role in preserving **ecological links**, as it is part of the larger Martesana Local Park of Supermunicipal Interest. The area, with a total of 74 hectares, is of **great natural and cultural-historical value**, especially since it is located in a highly urbanized landscape. The soil, free of asphalt, remains permeable and promotes the absorption of increasingly heavy rainfall, which could

contribute to flooding in urbanized areas.

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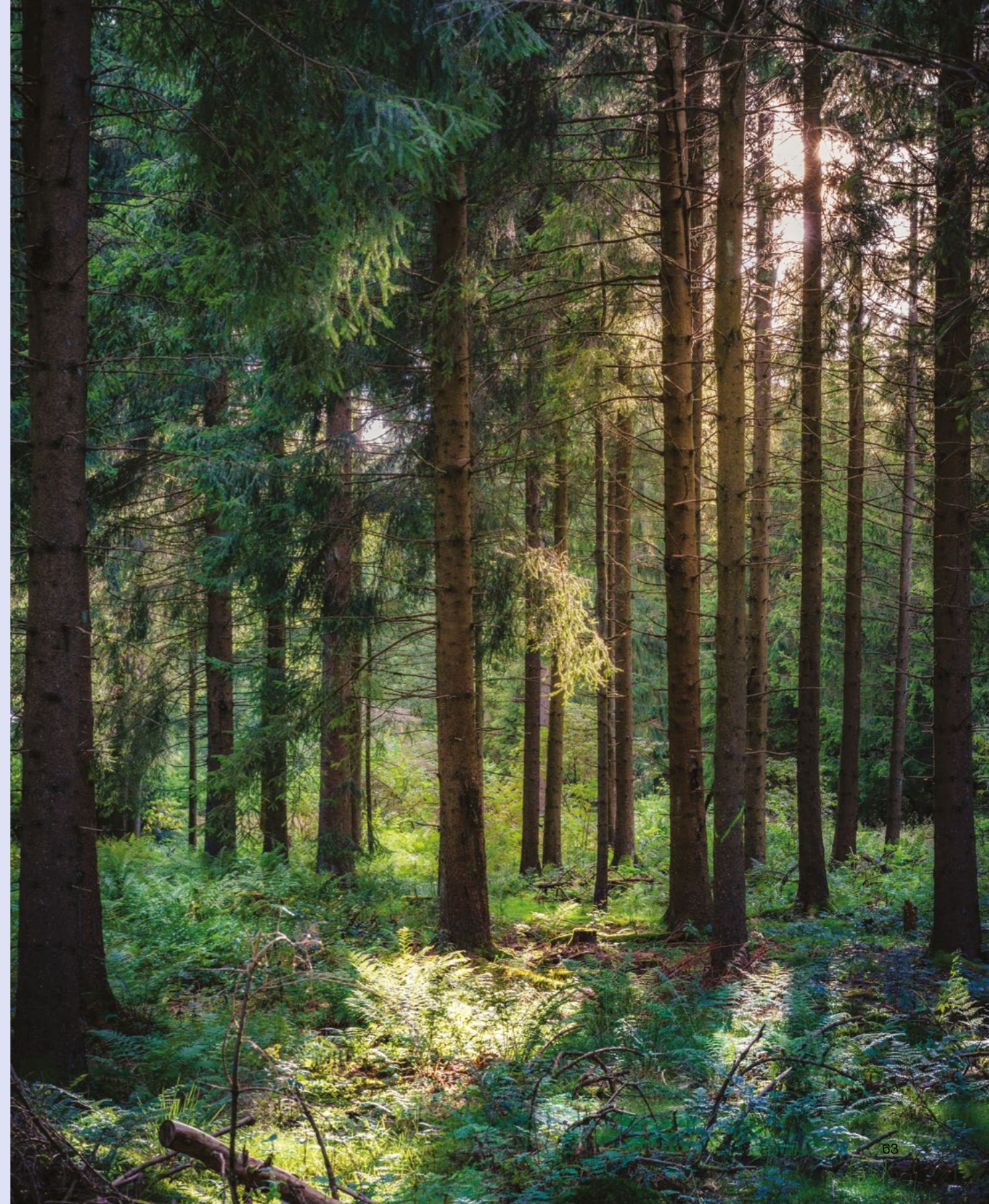
**What prompted us to preserve this small green area was its obvious power to improve the quality of the living environment of the local communities in the surrounding area.**

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Green spaces are rare in our daily lives, but we all know that they contribute directly to our well-being as human beings with **rare regenerative power**.

As trees are the primary source of the raw material used to make our products, we believe **this protected grove symbolizes our identity values** and how much we owe our success to the planet.

45°30'54.7 “N  
9°21'06.1 “E





# Rava Foundation

With the acquisition of Nava Press in 2014, we inherited the partnership established by founder Gianni Nava with the **Francesca Rava Foundation - NPH Italia Ente del Terzo Settore**, which has been helping children, adolescents and women from families living in difficult and fragile conditions in Italy, Haiti and around the world since 2000.

Every year, we renew our **formal commitment to provide operational support to the Foundation** by providing services valued at 15,000 euros, printing information materials, catalogs and other printed products that help promote its charitable activities.

Over the years, we have adjusted the budget as needed, up to 20,000 euros as needed.

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**Supporting beneficiaries who live on the other side of the world, in this case specifically in the Caribbean, is a way for us to recognize these impacts and act intentionally to improve them.**

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As an entrepreneurial family, **we feel strongly connected to this cause** and are proud to be able to support families in need whose fragile living and environmental conditions have been less favorable.

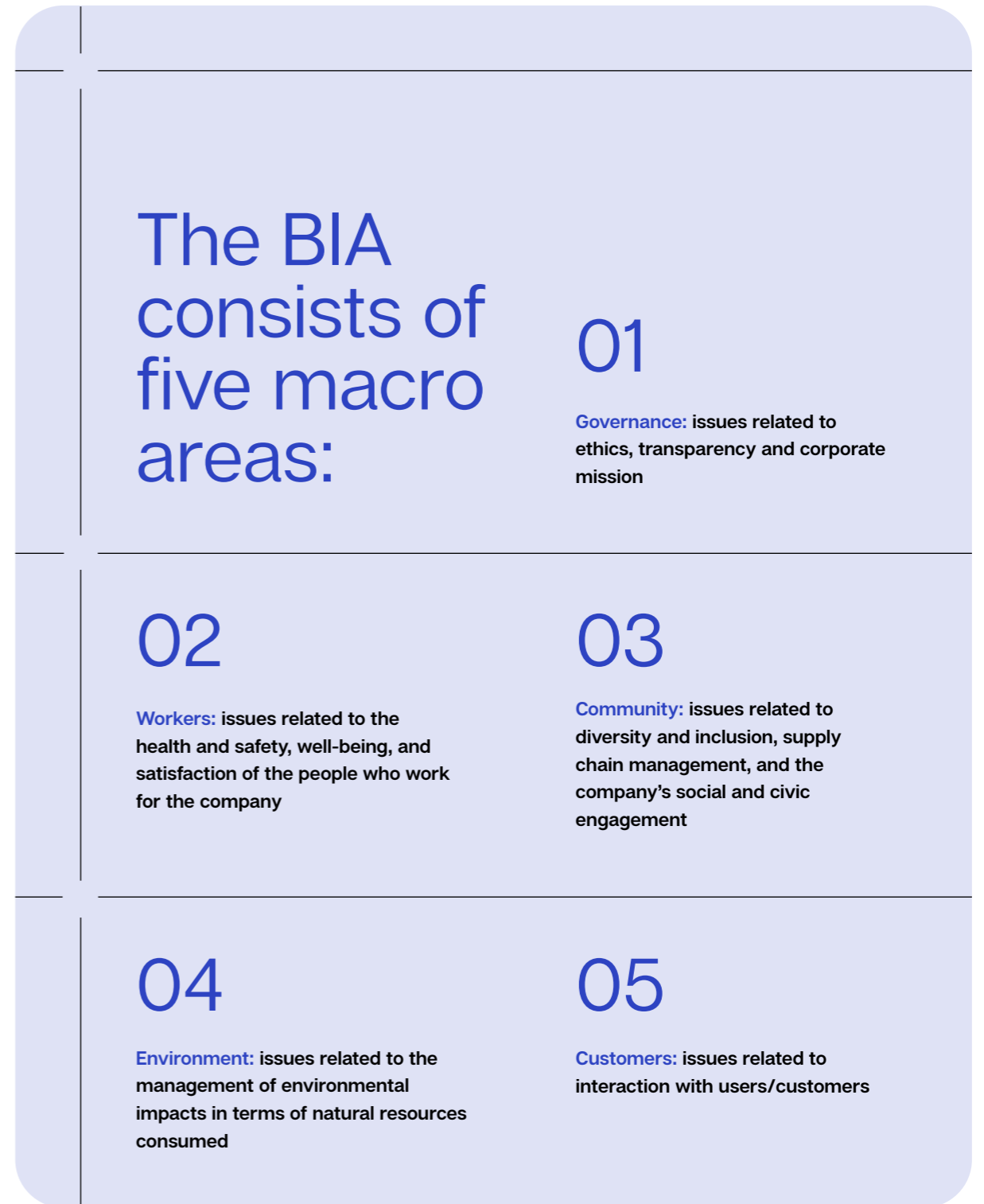
# We are aware that our impacts, both environmental and social, spread and have both global and local effects.



*20 anni in Italia, 65 nel mondo*

# Methodological note and purpose of the report

This document **illustrates our evolutionary journey**, as the Rotolito Group, towards a future-proof business model. It aims to make our stakeholders aware of the choices we are making to **integrate sustainability principles** into the way we do business. At the heart of the document is an **in-depth look at our impacts**, meaning the **value we create for internal and external stakeholders**. You cannot improve what you do not know, so as a first step in this path, we have measured our impact using the **Benefit Impact Assessment (BIA)**, the international third-party standard developed by the American non-profit B Lab and used by more than 240,000 companies worldwide to assess their sustainability performance.





The analysis consists in answering about **200 questions** on all the practices adopted by the company, and at the same time it allows to obtain an impact score and to compare it with an **international benchmark**.

The scope of **this first report includes Rotolito Italy, Rotolito Romania and Nava Press**, while the quantitative data refer only to Rotolito Italy (excluding the Baranzate plant, which will soon be closed due to the merger with the Cernusco sul Naviglio plant) and Nava Press, unless otherwise indicated. All quantitative data originate from internal monitoring mechanisms, unless otherwise specified.

The document covers **practices and initiatives** implemented in 2022 and some ongoing initiatives in 2023. In addition, for the sake of completeness, some practices adopted over the past 20 years have been included in this first edition.

A cross-functional and cross-divisional team, including board members and shareholders, worked on the project with the support of external consultants. The material cited was gathered through interviews and written communications.

This document is intended to be **the first voluntary edition of Rotolito's Sustainability Report** and represents a first step towards comprehensive and regular reporting on the company's performance and social and environmental objectives. We intend to continuously improve the completeness and accuracy of our reporting initiatives and adopt international standards in the coming years.

If you have any questions about this report, please contact [sostenibilita@rotolito.com](mailto:sostenibilita@rotolito.com)

## CHAPTER 07

# Annex

The table below details our performance, as measured by the **Benefit Impact Assessment (BIA)**, by area:

Impact Area	Rotolito's score
<b>Governance</b>	<b>4.4</b>
Mission & Engagemen	1.4
Ethics & Transparency	2.9
<b>Workers</b>	<b>21.5</b>
Financial Security	2.2
Health, Wellness & Safety	8.4
Career Development	3.1
Engagement & Satisfaction	3.3
<b>Community</b>	<b>8.9</b>
Diversity, Equity, & Inclusion	2.2
Economic Impact	2.8
Civic Engagement & Giving	1.4
Supply Chain Management	2.0
<b>Environment</b>	<b>21.0</b>
Environmental Management	1.4
Air & Climate	5.7
Water	1.4
Land & Life	3.3
Land/wildlife Conservation	8.7
<b>Customers</b>	<b>1.7</b>
Customer Stewardship	1.7
<b>Total score</b>	<b>57.6</b>