



# Impact Report

# 2022



# INNOVATION THROUGH TRADITION, since 1886

Since 1886, SALES has been Europe's leading manufacturer of paper packaging and self-adhesive labels. The aim is to offer customers increasingly sustainable packaging, while maintaining its technical, functional and graphic characteristics.

## 1886 | THE ORIGINS

Sales was established in 1886 in a small premises in Via Madama Cristina in Turin, starting out with the production of paper labels and envelopes. At the time, although the company was already equipped with automatic and innovative machinery, considerable skilled labour was required to carry out the numbering and string application work, which still had to be done by hand. The first customers were the mills, textile manufacturers and the fledgling industries of the time, which were beginning to need an ever-increasing amount of packaging material. In the early 1900s, the company further specialised by producing the first reinforced paper envelopes, which is still one of the main activities of the envelope department today.

## 1959 | LABELS ARE BORN

Among the first pioneers in Europe, Sales invested in the first printing presses for self-adhesive labels on reels, a very advanced technology for those years.

## The '70s e '80s | THE PADDED ENVELOPE IS BORN

Sales grows and develops, patenting another important innovation: the plastic bubble-wrapped envelope, a packaging solution destined to become a worldwide standard.

## 1996 | THE QUALITY

In 1996, well ahead of its competitors, Sales was awarded ISO 9001 quality certification by SQS Swiss.

## 1997 | RAMBLOC IS BORN

In 1997, Sales patented the first Rambloc® branded reinforced notepad. In just a few years, it transformed the market, becoming a new standard in stationery and retail.

## 2000 | A NEW HOME

In the early 2000s, a second plant was built, dividing production into the two divisions of graphics and paper converting, of which the company is composed today.

## 2002 | THE FIRST ENVIRONMENTAL CERTIFICATION

In 2002, Sales obtained the ISO 14001 environmental certification and began a virtuous path that led to FSC certification in 2009.

## 2013 | DIGITAL SILKSCREEN IS BORN

In 2013, Sales introduces, for the first time in Italy, SILK printing, a screen-printing process capable of ennobling the label with high opacity and tactile relief, realised with a completely digital technique. In addition to this, it develops the technology to produce booklet and multipage labels.

## 2018 | B CORP

In 2018 Sales achieved B Corp certification, the first company of its kind in Europe.

## 2020 | BENEFIT COMPANY

In 2020 Sales becomes the first Benefit Company in its sector. In the same year, the Rambloc-Protect product line for personal and environmental care is created.

## 2020 | E|Pad THE PADDED PAPER ENVELOPE IS BORN

In 2021 Sales wins the ECOPACK 2021 award organised by CONAI, in the e-commerce category thanks to the E|Pad paper envelope.

## 2022 | SALES IS A GREEN HERO

In 2022, the book written by Alessandro Gassmann 'Me and the #GreenHeroes' is published, in which Sales' story is told among many virtuous companies. ECOVADIS certification also arrives.

## 2023 | TEXSO PACKAGING IS BORN

In 2023, the new Texso Packaging catalogue is presented and the first B2B Marketplace from producer to user, without intermediaries, is launched.

## Letter from the Sole Administrator

Today, the word sustainability has taken on a widespread meaning in every sphere and, paradoxically, has lost its value as a virtuous model, both civil and industrial, to often leave the field to marketing and communication. In addition, there is a lack of measurement and reference models, and we are unclear about the priorities to be pursued in a rapidly changing context that is leading humanity towards impending and very serious dangers. For these reasons, we chose to become a B Corp. We wanted to have a yardstick that was serious, third party and extremely challenging to really measure our impact on the environment and our community. We wanted to be aware that we can generate more value than what we take from the environment, in the name of an increasingly fundamental concept of interdependence. It is only thanks to all the improvements we have worked on over the past four years that SALES has been able to confirm its membership of a still too small group of companies, re-certifying itself as one of the 4,500 B Corp companies in the world. For us, this is an excellent result and we are happy to be able to testify to it in this sixth Impact Report. We have set a top priority: the systematic reduction of CO2 in our industrial processes, leading to the ambitious goal of zero CO2 emissions by 2030. To this main goal, we have added many initiatives concerning the processes or products we offer to our target markets. We strongly want to influence the packaging and converting world towards alternative solutions, which have the same technical performance and can bring added value to our customers and ultimately to people.

It is with great satisfaction and emotion that we present this report, as a testimony to the work we are doing, so that it can be an inspiration and example to those who are looking for a new industrial and production model that is better for companies, for the community in which we live, and for our planet.

Domenico Tessera Chiesa



# What is a B Corp?

A B Corp is a company that has been certified by B-Lab, a non-profit organisation, after completing a questionnaire analysing its environmental and social performance and integrating a commitment to stakeholders into its statute. The standards to be met are strict and this certification is based on a single tool used by over 150,000 companies worldwide, the B Impact Assessment. This tool is free of charge and is available through a technology platform that allows companies to identify their activities in the areas of: Governance, Workers, Community, Environment, Customers.

The B Corp movement, present in 150 sectors and 65 countries and with more than 4,000 members, is aware of the importance of companies in supporting the transition towards a new paradigm adapted to our times, concrete and scalable, focused on considering business as a positive force. B Corporations are therefore companies that, through their economic activity, create a positive impact on people and the environment: they have consciously chosen to work in a responsible, sustainable and transparent manner and to pursue a higher purpose than just profit.

## The Benefit Companies

Benefit societies are for-profit companies whose corporate purpose has a dual objective: to create value for both shareholders and stakeholders. The vision of the Benefit Societies is to trigger a positive competition between all companies, so that they are measured and evaluated according to the same yardstick: positive impact on society and the planet, in addition to economic results.

Common benefit means the pursuit of one or more positive effects and/or reduction of negative impacts on people, communities, territories and the environment, cultural and social goods and activities, bodies and associations and other stakeholders. Italy introduced this legal form of Benefit Societies in 2016, the first country in Europe after the United States, to enable companies to align their corporate mission with the pursuit of shared long-term value. It is the directors and management who are responsible for ensuring that activities are carried out with the aim of having a positive impact and that the aims of common benefit stated in the articles of association are achieved.

### THEY CHOOSE TO:

- Explicit in their charter the positive impact on society and the biosphere that they intend to activate, i.e. the shared value for which the company exists.
- Measure their impacts and communicate them annually in transparency through an impact report that complements the company's traditional reporting.
- Having a governance that allows the company to act always considering the impact on society and the environment, in order to create long-term sustainable value for all stakeholders.

# VALUES

QUALITY  
CUSTOMER FOCUS  
CUSTOMISED OFFER  
INNOVATION  
COLLABORATION  
RESPECT FOR THE ENVIRONMENT  
CERTIFIED RAW MATERIAL

## Our mission

Being one step ahead of competitors by investing in technology patents and R&D.  
Doing business while respecting people and the environment.

## Certifications



Certified



This company meets the highest standards of social and environmental impact

Corporation



# Sales Benefit Company

Specific aims of the common benefit:

- **INNOVATIVE BUSINESS PROCESSES:** Continuously researching and implementing business processes aimed at minimising negative impacts and improving positive impacts.
- **PROMOTION OF VIRTUOUS SYNERGIES:** Through collaboration with institutions, non-profit organisations or bodies and foundations whose purpose is aligned with that of the company.
- **POSITIVE ENVIRONMENTAL IMPACT:** Committing not to cause ecological damage and applying methods and models aimed at waste reduction and environmental sustainability.

## Our Commitment

In 2019, at the UN Climate Change Conference COP25 in Madrid, more than 500 B CORPs made a public commitment to achieve climate neutrality by 2030, thus 20 years ahead of the Paris Agreement.

Today, more than 900 B CORP companies have made this commitment. The campaign is called NET ZERO 2030.

Sales has decided to strengthen its commitment by defining a Plan to become Net Zero Carbon by 2030 that identifies ambitious goals and concrete actions in the short, medium and long term.

In particular, the new Net Zero Carbon plan envisages a gradual reduction in Scope 1 and 2 emissions, in line with the commitments set out in the Paris Agreement to limit the rise in global temperature to no more than 1.5° C, and a gradual containment of Scope 3 emissions, through increasing awareness and involvement of the value chain, first and foremost suppliers and subsidiaries.

In order to do so, an activity plan will be developed to optimise energy consumption by investing in renewable energy resources and carbon removal projects to balance returned emissions. Projects will be identified on the basis of quality and impact criteria, also in line with the Sustainable Development Goals.

From 2018, Scope 1 and 2 emissions will be monitored, and from 2023, Scope 3 emissions will be analysed. Actions to reduce and cancel these emissions through offsetting will then be identified by 2030.

Sales is committed to publishing the results obtained and the progress of the project with annual reports on its environmental sustainability.

# Accountability, sustainability and transparency

## B CORP ASSESSMENT

This part of the impact report aims to present some data on Sales referring to the fiscal year 2022 and broken down according to the impact analysis model proposed by the B Corp certification process.

The selected KPIs provide data relevant to the company and its objectives, in line with internal needs and the demands of the external environment.

**GOVERNANCE:** The 'Governance' impact area assesses the company's overall mission, ethics, accountability and transparency.

**WORKERS:** The impact area 'Employees' assesses the company's contribution to the financial, physical, professional and social well-being of its employees.

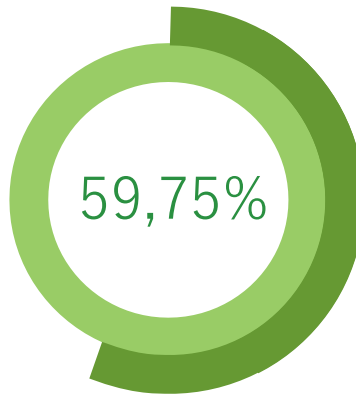
**COMMUNITY:** The 'Community' impact area assesses the positive impact of the company on the economic and social well-being of the external community in which it operates.

**ENVIRONMENT:** The 'Environment' impact area evaluates the company's general environmental management.



# Environmental Data

**Energy** 59.75% of the total energy consumed comes from renewable sources (electricity, heating, etc.)



Total energy consumed (Kwh)	<b>1.136.714,41</b>
Green energy (%)	<b>59,75</b>
Green electricity (%)	<b>100</b>
Total CO2 emissions produced (Scope 1 and 2) (Tonn CO2 eq.)	<b>108,2</b>
Compensated Emissions (Tonn CO2 eq.) (Voluntary CO2 compensation from gas use - VER)	<b>54,00</b>
Actual CO2 emissions (Tonn CO2 eq.)	<b>54,20</b>
Water Consumption (Litres)	<b>1.070.000,00</b>
Waste Products (Kg)	<b>171.491,00</b>
of which to the waste-to-energy plant	<b>124.724,00</b>
of which recycled (Kg)	<b>40.026,00</b>



# Environmental data per 1,000 € turnover

	2021	2022
• Energy Consumed	275 Kwh	172 Kwh
• CO <sub>2</sub> Emissions (Scope 1 e 2)	28 Kg	7 Kg
• Water Consumed	176 L	162 L
• Waste	36 Kg	26 Kg

## Positive Impacts

### DONATIONS

**Liberal donations to local and national associations and organisations (%)**: U.G.I. - Unione Genitori Italiani contro il tumore dei bambini; Rete del Dono; Aero Club Torino: "In Volo per un sorriso" - The initiative gives a day of fun and flying to the children assisted at the Regina Margherita Children's Hospital in Turin; F.M.R.I. - Federazione Malattie Rare Infantili; Per Nia Onlus in support of the Regina Margherita Children's Hospital in Turin

### COMMUNITY SUPPORT

**"Noi con Voi" Project**: In March 2022 we inaugurated a special car, together with a number of companies, for the free transport of elderly and disabled people living in our municipality. A social advertising project with Auser (Association for Active Ageing)

**MiAmo Event 2022**: For this occasion, we created #TEXSO Band, a special bracelet that gave access to the 9-day event, made of reinforced and recyclable paper. Together with many products from the Rambloc Protect line, it helped to support the projects and non-profit organisations involved in the event: yoga classes, fitness sessions, pet counselling, dances and in-depth meetings with experts.

**Rambloc4Ukraine**: Since the beginning of the Russian invasion of Ukraine, SALES has sent around 10,000 notebooks and notebooks through local associations directly involved in the field.

**Waste4School Project**: A large part of the waste sheets from the production of Rambloc exercise books are donated to pre-schools and primary schools, which periodically come to collect them.

# Employees

	2021	2022
<b>Total Number of Employees</b>	36	36
<b>Women (%)</b>	42	42
<b>Age (%)</b>		
<b>18-40 yrs</b>	30,5	30,5
<b>41-60 yrs</b>	66,6	66,6
<b>&gt; 61 yrs</b>	2,9	2,9
<b>Contracts</b>	Only 5.5% of contracts are fixed-term, the majority are indefinite.	100% of the contracts are of indefinite duration
<b>Parental leave</b>	2.7% of employees took parental leave	About 11% of employees took parental leave
<b>Work Life Balance</b>	Possibility of 32 monthly smart working hours for all non-production employees	Possibility of 32 monthly smart working hours for all non-production employees
<b>Health and Well-being</b>	Health insurance 'Health Always' Covid insurance Flu vaccination campaign	Health insurance 'Health Always' Covid insurance Flu vaccination campaign
<b>Bonus</b>	All employees who worked during the previous year received the Annual Production and Results Bonus	All employees who worked during the previous year received the Annual Production and Results Bonus
<b>Training</b>		
General (hrs for employee)	9,7	5,4
Security (hrs for employee)	14,6	4,8
<b>Safety at Work</b>	No accidents recorded during the year	One accident recorded during the year

# Targets achieved in 2022

## GOVERNANCE

- In January 2022 Sales was recertified as a B-Corp company, with a score of 90.2
- The new GERP management system was introduced, in conjunction with the one currently in use, for a gradual and systemic transition of information.

## WORKERS

- The agreement between the company and trade unions for the new annual production and result bonus was signed.
- A new dining area was created in 2022 and renovation work began on the company canteen.

## COMMUNITY

- With the help of an external company, we calculated the Ecological Footprint, in particular of Scope 1 and 2, following the guidelines of ISO 14067:2018
- Implementation of the RIFO Project for the Collection and Recycling of Used Jeans: Re-Think Your Jeans is a collaborative circular economy project, which allows you to put your old jeans garments into a transparent regeneration process (<https://rifo-lab.com/pages/riciclo-vecchi-jeans>)

## ENVIRONMENT

- Most of the non-recyclable waste produced in 2022 was sent to RDF
- In 2021 we joined the Cycle 4 Green project, which converts siliconised paper waste into recycled paper (<https://www.c4g.fi/>): 12.2 tonnes of glassine were collected and sent to C4G for recycling in 2022, which avoided the emission of 23 tonnes of CO<sub>2</sub> eq. into the atmosphere.
- Sales joined the Re.Wind Project to collect stretch and/or shrink film, which is processed to create new recycled film (<https://rr-rewind.it/>)

# Targets 2023

GOVERNANCE			
Activities 2022	KPI	Target 2023	KPI
New ERP introduction	GERP	Implementation and definitive use of GERP as a single management system	New internal procedures
Ecovadis Certification obtainment	Ecovadis Certification	Improvement plan	Ecovadis Gold Certification
WORKERS			
Development of workers' professional skills	Training hours	Increase in training hours	% training hours
Implementation of new staff	HR	Optimisation and improvement of Job Rotation	Increase in the number of employees
Renovation of area for new company canteen	Work progress	New company canteen	Employee satisfaction
Increased benefits for all employees	Benefit selection	Implementation of an individual health policy	Health insurance
New reward system	Workers' reward	Possibility of receiving the prize on the welfare platform	Activation of the Welfare Platform
COMMUNITY			
Collaboration with InVento Lab for #BCorpSchool project	Partnership with InVento Lab	Supporting Youth Training and Education	Donation of 1,400 notebooks reinforced Rambloc
Increase in annual donations	Liberal donations	Participation as sponsor in the charity event 'In Volo per un Sorriso' organised by UGI Turin	Partnership with UGI
AMBIENTE			
Research by the consulting company for the calculation of scope 3 emissions	Research and choice of consultant company	Calculation of ecological footprint (scope 3)	Emissions Inventory
Search for hybrid van for deliveries in Piedmont and surrounding areas	Quotations	Use of hybrid van for deliveries in neighbouring areas to reduce environmental impact	% Hybrid van deliveries
Waste reduction	% produced waste	Reducing plastic, particularly water bottles	Water dispensers on tap
Waste reduction and recycling	% recycled waste	Start of R&D project aimed at recycling production waste from self-adhesive label printing	% recycled waste
Increased FSC paper purchases	% FSC Purchase	Introduction of FSC-certified Texso paper	% Texso FSC Paper
Improving environmental impact	% Emissions	Replacing the gas boiler with a new hybrid or heat pump system	New heating system
Approccio alla biodiversità	Ricerche	Introduzione di arnie per api da posizionare sui tetti dei due stabilimenti	Posizionamento arnie



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