

Centro Accessori SpA Società Benefit



Impact report

Financial year 2022
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2022



*Our task in life is not
to surpass others but
to surpass ourselves
Aurelio*

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from the Administrator

The choice to set up a Benefit Company has its roots deep in our hearts. Being established in this form is certainly less important than BEING a Benefit Company. This corporate form allows us to live and operate according to our values and impacts the entire management philosophy of our underlying business idea.



Dr. Aurelio Castricini

For us at Centro Accessori this “sustainable spirit”, this constant search for Shared Benefit is inherent, it is part of ourselves and is constantly revealed in our choices, those relating to strategies, the choice of collaborators and even Partners. We therefore decided to embark on this path with a very clear mission: **Helping the company develop in a healthy and stable manner.**

HEALTHY: principles, values, sustainable growth, which respects the individual to society, able to create an environment in which people find a natural stimulus for growth and enhancement.

STABLE: an organization that does not depend on the individual, that self-generates success, that is able to grow autonomously and constantly find in itself the skills and forces necessary for a constant development, and if not, develop them.

My hope and all my commitment is to ensure that this spirit is fully perceived by all collaborators so that a new way of doing business based on the centrality of the Person and the search for harmony of the group to create a strong and cohesive structure.

Introduction

Society Benefit: the legal status for a Double Purpose company



Benefit Corporations (SB) represent an evolution of the very concept of a company: they integrate into their corporate purpose, in addition to profit objectives, the aim of having a positive impact on society and the biosphere. The Benefit Company is a legal form of enterprise that pursues the aim of profit and supports it with one or more social or public utility purposes.

Introduced in Italy since January 2016, first in Europe and first in the world outside the USA (where the legal form of Benefit Corporation, equivalent to the Italian Benefit Company, has been introduced since 2010) Benefit companies represent a real evolution of paradigm compared to the traditional model of capital companies.

Traditional for-profit companies have as their sole purpose the production of

profits to be distributed to shareholders, while Benefit Companies have a dual purpose: to create value for both shareholders and other interested parties.

The adoption of the benefit company status is a voluntary act, which qualifies entrepreneurial action with a highly innovative character that operates as an agent of change capable of impacting the sustainable development of territories, which recognizes value in people and relationships with stakeholders and undertakes to transparently evaluate its impact. This implies a profound change in terms of governance and strategy for the creation of value, pursuing these objectives of common benefit in a responsible, sustainable and transparent way, criteria of conduct necessary to meet the high standards established by the law.



Abroad, the Benefit Company is known as Benefit Corporation and has spread since 2006 thanks to B-Lab, an American non-profit organization (founded by Bart Houlahan, Andrew Kassoy and Jay Cohen) which conceptualized the Benefit Corporation paradigm and B Corp, a new business model, capable of triggering positive competition between companies, not to be the best in the world but the best for the world.

Today this concept has been embraced by many and has become a global movement of entrepreneurs who use business as a force for regenerating society.

Unlike the Benefit Company, a B-Corp (also called Certified B Corporation) is a company that has voluntarily subjected itself to the B-Impact assessment promoted by the B-Lab,

which is the certifying body and has obtained certification. Centro Accessori has long expressed its orientation towards attention to the impact on people and the environment, with the adoption of the status of Benefit Company, it assumes a formal commitment, recognized and explicit in its statute and subject to the rules of responsibility, sustainability and transparency required.

***POSITIVE
COMPETITION
BETWEEN COMPANIES
NOT TO BE THE BEST
IN THE WORLD BUT
THE BEST FOR THE
WORLD.***

About us

Centro Accessori SpA Società Benefit has been a distribution company for materials and components for footwear and leather goods since 1980.

The history of Centro Accessori begins when Italy is in full recession and Aurelio Castricini, a young graduate in economics, decides to go against the grain, that is, give up freelance work to invest in a new business, following a paternal intuition dating back to 1973: create a “supermarket” of accessories for the manufacture of footwear.



The business started, as often happened in those times, in a small place “under the house” with the help of two collaborators and an employee in Monte San Giusto, a small village between two cities Macerata and Fermo, one of the most active and oldest footwear district in Italy and in the world.

The conquest of its own space in the market for the distribution of footwear

accessories and components required distinguishing itself from other market operators and this became the distinctive element that still characterizes the company today: offering a very varied range of items by type. This fact allowed the young company to get noticed as a structure in which it was possible to find what was difficult to find as it was often expensive and which still remains its distinctive characteristic today.



1992

In 1988 the company had around twenty collaborators and the growth was such that it was necessary to allocate the activity to a larger warehouse of around 1,000 m².

The expansion of the headquarters was followed in 1992 by the internationalization process with the opening in Poland of a real center serving local footwear companies. It was the first time that everything needed for the production of footwear was made available to customers in a single location: from accessories to machines and from soles to leather. In parallel with the international development of the company, there was a further need to expand the distribution area and in 1994 it became necessary to build a new 3,000 m² factory. The ownership decided to keep the headquarters in the Sangiusto area to help support the area with its business.



1996

In 1996 the process of expansion abroad continued with the opening of a warehouse in Felgueiras, Portugal, followed by a branch in San Joao de Madeira.



1999

In 1999 Centro Accessori prepared for the new millennium with the opening of the Teknochim Laboratory for the production of special products for personalized leather finishing. Subsequently, the activity will expand to carry out ACCREDIA® accredited physical-mechanical and chemical tests on the materials that make up the shoe as well as on the finished product itself.



2001

In 2001, the foreign market was enriched with another structure in Timisoara, Romania, with a subsequent branch in Bucharest. The changed distribution needs make it necessary to expand the factory up to a covered area of 5,500 m².



2007

Another reality in Bulgaria in Kyustendil was opened. The partnership which will see the company present in Belgrade, Serbia, has currently been concluded.

In the near future, if opportunities arise, other warehouse openings are planned in countries that are offering themselves as reference points for footwear production, even at a medium/high level.

This expansion policy is the practical implementation of the philosophy that has always inspired the company since its inception: the “just in time” service not only as regards the assortment of articles but also the proximity to the production sites to allow customers operators a significant saving on the costs of supplying and managing raw materials.



2012

In 2012, new impetus and visibility was given to the activity of the Teknochim Laboratory with the construction of a new factory in the area adjacent to that of the parent company.



2021

Labmoda is born

In 2021 the Labmoda division dedicated to prototyping becomes a new production reality in the new building in Sant'Elpidio a Mare: Labmoda srl. Born as a spin-off of Centro Accessori, after having gained decades of experience in the creation of customized products and prototypes for the fashion sector: footwear, leather goods and clothing. The expertise of a staff who has worked for many years in the personalized production sector has been transferred within it, characterized by enthusiasm and great attention to quality and accustomed to responding to the ever-changing requests of fashion customers, customers who are notoriously increasingly demanding and aware also in sustainability.

Consistent with this line, Centro Accessori starts its own voluntary certification process, which is obtained by creating, applying and maintaining a Management and Organizational System compliant with specific reference standards, valid at international level. This is how in 2022 it gets its first certification: GRS and GOTS after an intensive training program, relying on a traceability system and implementing further organizational improvements.

Also in the same year, an important corporate change takes place: Centro Accessori SpA becomes Centro Accessori SpA Benefit Company, consistent with its path of sustainability and Corporate Social Responsibility undertaken in previous years, since in 2019 when created and proposed the first entire collection of sustainable products and components for footwear and leather goods – the Conscious Collection.

Since then, sustainability has become part of company's daily life and now also part of the business model as a Benefit company, choosing to be an agent of change in the world of fashion, contributing to the sustainable development of territories, giving value to people and relationships .



2022

Today Centro Accessori SpA Società Benefit is the operating Holding of a group engaged in the fashion sector to give answers to the multiple needs of the market: from the design and manufacture of fashion accessories, from consulting to the production of leather finishing products, from fabrics to linings and strings, from adhesives to soles by providing customers with a team of professionals specialized in different production sectors and an updated warehouse with tens of thousands of items.

Despite the distinct identity of its members, the Group has a common philosophy: the “just in time” service, the continuous search for new products, also carried out internationally and a real “obsession” for the quality of service and innovation.



VALUES

Our mission is to help making fashion' business sustainable, providing products and services that promote environment and people's respect.



In order to achieve this mission, we intend to make use of principles that we consider to be fundamental values for the company's actions:

Enthusiasm:

enthusiasm is passion and curiosity, it is a value that generates the drive to act towards a change with a positive impact because if professionalism makes you better, passion brings you closer.

Responsibility:

one's actions must be aware of one's role and the impact it will have on the activities of colleagues, customers, suppliers and in achieving a common final result.

Respect:

it means acting in full respect of the fundamental rights of every individual, protecting their moral integrity and ensuring equal opportunities.

Competence:

it means acting with the full ability to orient ourselves in our sector, thanks to a know-how that has become knowing how to be, towards the customers for whom we are partners in projects to be carried out together and the suppliers with the majority of whom we have relationships lasting over ten years of healthy collaboration.

Confidentiality:

it is how all the information learned as a result of one's work activity and information relating to personal data are managed, guaranteeing maximum confidentiality in full compliance with current legislation in terms of privacy and GDPR.

The Purpose

Centro Accessori SpA Società Benefit intends to be a transformative company, with a dual purpose: generating profit and positively impacting the future of new generations.



The new Benefit statute

Animated by the desire to flank entrepreneurial activity with initiatives supporting the common good, we have chosen to become a Benefit Company, which, in addition to its profit objectives, is committed to having a positive impact on society and the planet, operating responsibly, sustainably and transparently towards people, communities, territories and the environment, cultural and social assets and activities, bodies and associations and other stakeholders.

The company wants to contribute to a paradigm shift in the fashion industry by encouraging the development of models capable of creating value for people and the planet.

As a benefit company, Centro Accessori SpA Società Benefit intends to pursue multiple objectives of common benefit and operate in a responsible, sustainable and transparent manner towards people, territory, environment and other stakeholders.

The company therefore intends to carry out more specific purposes of common benefit described below:

COLLABORATORS

Promote the well-being of its employees and collaborators from a psychological and physical point of view, creating a working environment capable of enhancing them and making them grow as an integral part of a team



TERRITORY

Contributing to the development of the territory in which operates, through economic aid to the cultural and social initiatives of the Municipality of Monte San Giusto and of the religious and public non-profit organisations

ENVIRONMENT

Using sustainable materials in packaging with a view to the circular economy by favouring processing with a lower environmental impact in line with sustainability principles

1. The first specific purpose of common benefit

In relation to the first purpose of common benefit: *“Promote the well-being of its employees and collaborators from a psychological and physical point of view, creating a work environment capable of enhancing them and making them grow as an integral part of a team”.*

ACTIONS PLANNED IN 2023	Relative KPIs	GOALS
Introduction of a Psychological Help Desk for company employees	Open weekly desk in the company	The listening desk is a space protected by professional secrecy dedicated to fostering people's well-being, thus contributing to the protection of workers' health and psychophysical integrity.
Introduction of a supplementary welfare system (health benefits) within 6 months of employment	Distribution of the welfare card	Centro Accessori intends to support workers and their families by introducing a social protection system that can generate improvements in the motivation and corporate climate of its employees.
Introduce additional benefits for majority of employees in non-managerial positions	Guaranteeing discounts on health services also to family members	Centro Accessori has for years been committed to making employees feel valued, providing them with benefits that impact on their families and are often among those that strengthen their attachment to the company most of all.

ACTIONS PLANNED IN 2023	Relative KPIs	GOALS
Introduction of internal procedures for expressing, also anonymously, one's opinions and making suggestions for change in the organisation and encouraging dialogue and confrontation.	Introduction of anonymous, physical and digital reporting system.	The company encourages dialogue and discussion, also through a corporate culture that actively encourages employees to report their doubts, suggestions and reports.
Introduction of a formal initial training process for new workers.	Preparation of a welcome and introduction system to the company.	In the context of human resources, Centro Accessori recognizes the importance of onboarding, a strategic orientation process for new hires. The aim is to encourage their integration into the company, helping them to understand its culture and dynamics, to be productive in the shortest possible time.
Maintenance of the company house organ with outings every two months to stimulate training on transversal skills and discussion on topics relating to diversity, equity and inclusion.	Transversal training through the company magazine.	Transversal skills represent a person's attitude in the workplace: from the way of relating to colleagues to the ability to solve more or less complex problems, up to the ability to listen and empathize. Creating an open corporate culture that is attentive to aspects of sociability and empathy is strategic for a positive corporate climate and a productive work environment. Promoting inclusiveness can prevent discrimination and can guarantee equal opportunities and full participation in working life to the most disadvantaged people.

ACTIONS PLANNED IN 2023	Relative KPIs	GOALS
Promote diversity, equity and inclusion right from the selection and hiring process.	Inserting a message affirming commitment to diversity, equity and inclusion in job postings.	Promote inclusiveness and ensure that diversity and inclusion policies are respected in the company starting from the selection process of job candidates.
Encourage internal promotions.	Publish announcements of open positions on the company bulletin board.	Drawing on staff already hired for new roles can increase engagement and loyalty towards the company.
Introduce an internship policy.	Draft the Internship Policy.	The company's objective is to promote the significance of internships, providing a young person with no experience with the opportunity to develop skills in the workplace, given that normal study paths, normally focused on theoretical notions, do not offer. Furthermore, an internship in a company is very useful for staggers to verify their skills in the field and define whether it is the right area of work for their needs.
The company monitors and evaluates the satisfaction and involvement of its workers.	Compare your churn rates to relevant benchmarks.	Monitoring worker satisfaction and involvement is essential to intervene promptly and help maintain a positive corporate climate that encourages the entire company to do better.

2. The second specific purpose of common benefit

Contribute to the development of the **territory** in which it operates, through economic aid for the cultural and social initiatives of the Municipality of Monte San Giusto and the non-profit religious and public bodies of the same

ACTIONS PLANNED IN 2023	Relative KPIs	GOALS
Civic participation	Investments for the community: Macerata Opera, Nativity Scene Exhibition, Donations to Religious Institutes, Elderly Club, Support for the Scholastic Institute	We believe in supporting the local community in which we operate. This support includes help for religious bodies, cultural activities, schools, community development projects.
Increase the % share of donated turnover (it is now between 0.1 and 0.4%). Formal commitment regarding charitable donations.	Establish an annual donation quota.	Increasing our commitment to the local community aims to support the territory and the cultural development of the community.
Drawing up the suppliers' code of conduct.	Editing and publication on the company website.	The objective for 2023 is the drafting and publication of the Code of Ethics which contains reference standards also for strategic suppliers, in order to align on values and behaviors with a view to responsible action shared by the entire production chain. also a reference for strategic suppliers, in order to align on values and behaviors with a view to responsible action shared by the entire production chain.

ACTIONS PLANNED IN 2023	Relative KPIs	GOALS
Incentivize suppliers to improve their social or environmental performance through contractual terms, prices or other means.	Sending application for adherence to the Code of Ethics and SA8000	The company intends to comply with SA8000 and obtain certification, recognizing the criteria that the company must respect in carrying out activities and providing services, in order to have ethical behavior towards workers. Once certified, the company will ask its suppliers to adhere to the guidelines to push them to improve their social impact.
Support the improvement of water resources, waste, in the supply chain.	Request your suppliers to collect data and inform about their water footprint in the survey.	The company intends to involve its supply chain in a process of improving environmental performance.
Establish a formal process to express opinions and send feedback to the company.	Send and collect supplier survey data.	Suppliers will have an online interface available that offers a confidential and secure tool to send feedback or reports.
Support the adoption of policies or practices that promote better social or environmental performance	Organization of benefit company events.	Centro Accessori believes it is essential to promote and share the most significant issues and experiences concerning Benefit Companies to stimulate the evolution of the sustainable economic development model of the Marche region.

3. The third specific purpose of common benefit

Use sustainable materials in packaging from a circular economy perspective, favoring processes with lower environmental impact in line with sustainability principles.

ACTIONS PLANNED IN 2023	Relative KPIs	GOALS
Draw up a written and distributed EPP (environmentally preferable purchasing) policy including meetings and conferences, paper, packaging, office supplies.	Preparing the policy EPP for paper-packaging-office supplies.	Promote the use of recycled products and reduce environmental impact.
Implement EMS Environmental Management System - 140001.	ISO 14001 certification	Obtaining ISO 14001 certification will make it possible to improve management policies compatible with environmental responsibilities, after having assessed the environmental impact of the company's activities. Define quantifiable objectives and targets defined regarding environmental and social aspects of the company's activities, with periodic compliance reviews and audits.
Monitor consumption reduction objectives (in % of turnover).	Introduce a periodic consumption control system.	Have a first baseline measurement of energy and water consumption.

ACTIONS PLANNED IN 2023	Relative KPIs	GOALS
Increase energy consumption from renewable sources.	Request 100% supply from renewable energy.	Environmental protection and improving air quality are sensitive issues, making a sustainable choice must now be an imperative for all of us, choosing to use renewable energy to reduce environmental impact.
Reduce impact caused by travel and commuting.	Draft the sustainable mobility policy with limitation of company travel.	The company is oriented towards reducing pollution deriving from activities that can be carried out remotely, to limit pollution risks and encourage energy saving.
Introduce water conservation methods.	Raising awareness good practices and introducing taps with photosensitive cells.	Reduce water consumption/waste.
Environmental impact of packaging.	Monitor the indicator: in the last two years the company has reduced waste at source related to product packaging.	Reduce environmental impact by introducing packaging materials designed to have an overall lower impact than common alternatives: packaging materials certified in accordance with independent environmental impact standards.

ACTIONS PLANNED IN 2023	Relative KPIs	GOALS
Monitoring chemicals in the supply chain.	Publicare nel website le schede di sicurezza.	Transparency is important and we have decided to make information on the safety of our products transparent and accessible to everyone.
Maintenance Quality certification provided by third parties.	GRS certification	Maintain the status of certified company - GRS to reduce resource consumption and increase the quality of recycled products.
Obtaining quality certifications provided by third parties.	SA8000 certification	Correctly manage and monitor all activities and processes related to them that impact on issues relating to workers' conditions and its requirements also extend to suppliers and subcontractors.
Obtaining quality certifications provided by third parties.	14001 certification	Introduce a management structure for the integration of environmental management practices, pursuing environmental protection, pollution prevention, as well as the reduction of energy and resource consumption.
Improve the environmental impact of packaging.	Increase the percentage of packaging materials certified in accordance with independent environmental impact standards.	Reduce packaging impact.

Impact

measurement

Article 1, paragraphs 376 to 382, of the stability law for the year 2016, introduced the benefit company which refers to profit-making companies that distribute profits but pursue one or more purposes of common benefit and have a significant social impact. Paragraph 382 of Law 208/2015 provides as follows:

- a. For the purposes referred to in paragraphs 376 to 384, the benefit company annually draws up a report concerning the pursuit of the common benefit, to be attached to the corporate financial statements and which includes: a) the description of the specific objectives, methods and actions implemented by the directors for the pursuit of common benefit purposes and any circumstances that have prevented or slowed it down;
- b. the evaluation of the impact generated using the external evaluation standard with characteristics described in Annex 4 annexed to this law and which includes the evaluation areas identified in Annex 5 annexed to this law;
- c. a section dedicated to the description of the new objectives that the company intends to pursue in the following financial year.

From the foregoing it can be seen that the **law does not prescribe a specific impact measurement standard**, but **describes the requirements that it must possess** (Annex 4 of the standard). There are numerous standards, including:

- the G4 reporting guidelines promoted by the Global Reporting Initiative (a quasi-standard for drafting sustainability reports);
 - the “Ethical Business” system proposed by the Center for Innovation and Economic Development - Special Agency of the Forlì-Cesena Chamber of Commerce (CISE) - which also provides a certification process for businesses inspired by principles and practices contained in the Line UNI ISO26000 Guide (Corporate Social Responsibility),
 - the Global Compact Self Assessment Tool developed by the UN Global Compact;
- the B Impact Assessment (BIA) developed by B-Lab.

Businesses need comprehensive, credible and comparable impact standards to support changing economic systems.

Used by over 150,000 companies, the B Impact Assessment is a tool that can help measure, manage and improve performance that has a positive impact on the environment, communities, customers, suppliers, employees and shareholders.

Centro Accessori has selected the latter as the standard to measure and monitor the impact of its company and to initiate many small and large changes, sometimes very demanding, to have **an increasingly less extractive and increasingly regenerative impact**.

The BIA is a rigorous tool for measuring the environmental and social impact of companies, structured with the aim of making very different companies comparable in every part of the world, evaluating the impact of the company's operations and business model on workers, communities, environment and customers.

Using the B Impact Assessment also allows you to identify, monitor and learn about improvement opportunities and best practices over time.

01

Governance:

the company mission as a whole, the ethics, responsibility and transparency of the company;

02

The community:

evaluates the company's contribution to the economic and social well-being of the communities in which it operates, through issues such as diversity and inclusion, creation of jobs, civic commitment and philanthropy, management of the supply chain and more;

03

The Environment:

evaluates the company's overall environmental impact and management, waste disposal, sustainability and more;

04

Customers:

evaluates the value the company creates for its direct customers and consumers of its products or services, product and service warranty, data privacy, data security and more;

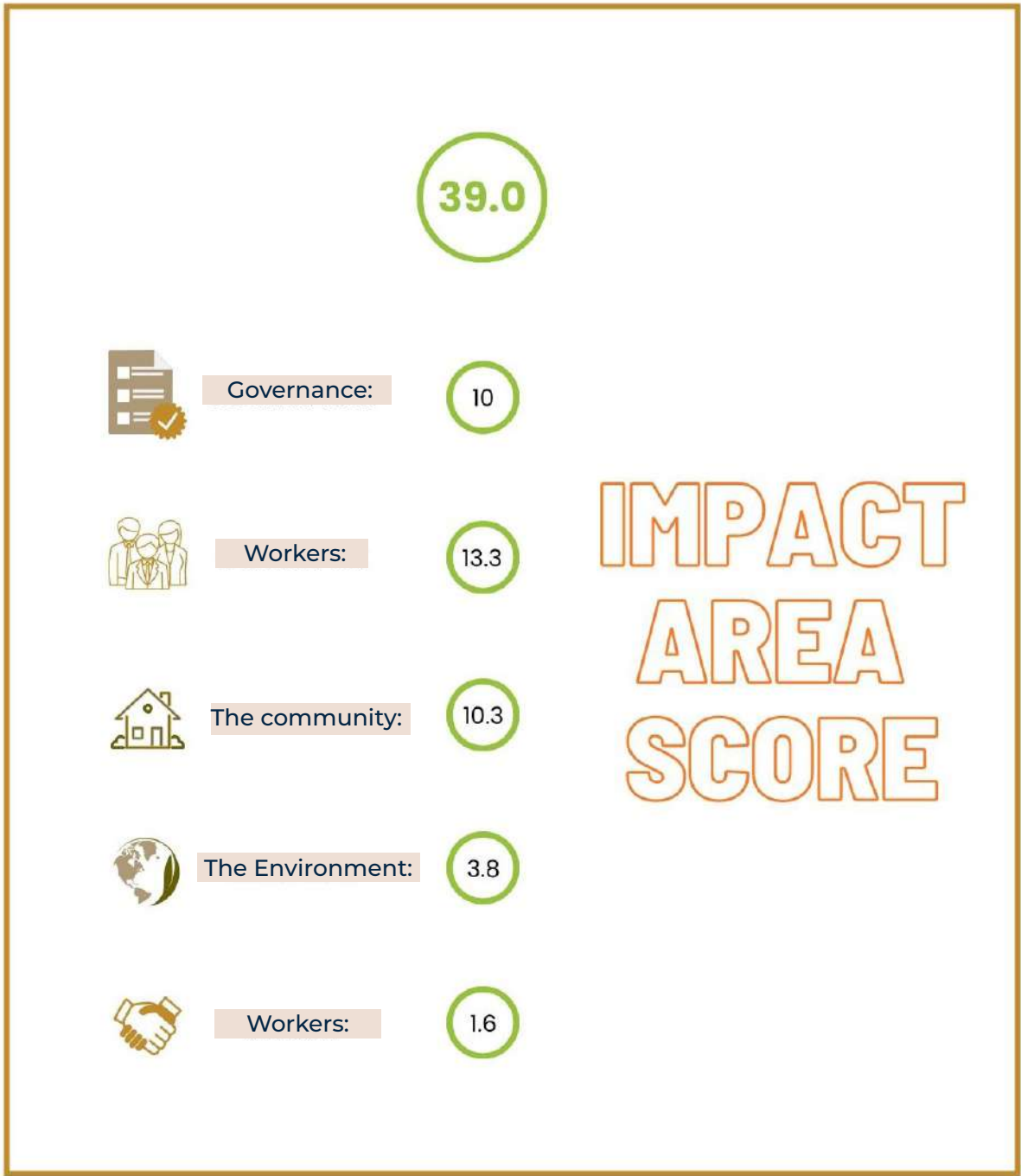
05

Workers:

evaluates the company's care towards its workforce by considering human resources management policies.

The BIA, the related score, the KPIs are a stimulus for continuous improvement and therefore a sort of path indicator for a journey that continues without interruption.

39.0



Conclusions

The company is aware of the limits linked to the environment, of the importance of the concept of resource management and of the indispensability of the principle of sustainability which must guide entrepreneurial action, i.e. respect for the environment or any context characterized from limited resources. Sustainable development is a theme that the company has been addressing for several years in terms of product and now it has intended to implement in terms of process, to contribute more actively to improving our living conditions without destroying or irremediably damaging the resources for those who come after our.

The United Nations has 17 objectives on its agenda to be achieved by 2030, signed on 25 September 2015 by 193 UN member countries, including Italy, to share the commitment to guarantee a better present and future for our planet and to the people who live there. The Sustainable Development Goals (SDGs) are contained in a large action plan: the 2030 Agenda for sustainable development. These 17 objectives are divided into 169 Targets and 240 indicators, which represent a compass to place Italy and the world on a sustainable path.

With the 2030 Agenda, for the first time a clear judgment is expressed on the unsustainability of the current development model, not only on an environmental level, but also on an economic and social level, thus definitively overcoming the idea that sustainability is solely an environmental issue and affirming an integrated vision of the different dimensions of development.

The objectives are common to all countries and within them to all components of society, since we are all part of the change for a better tomorrow, we are all responsible for it. To embrace development in all its parts, everyone's commitment is fundamental.



Consistent with its 42 years of history, Centro Accessori adopts a model of conduct that it hopes will be increasingly widespread to do more and better together to achieve the ESG (Environmental, Social, Governance) objectives, i.e. the three indispensable dimensions to verify, measure, control and support a company's commitment in terms of sustainability towards common objectives on all important issues for development: the fight against poverty, the elimination of hunger and the fight against climate change.



The Journey Has Begun





CENTRO
ACCESSORI SpA
SOCIETÀ BENEFIT



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