

# OUR IMPACT

Impact Report 2026

Castelli Milano 1938 Limited

**CASTELLI**

MILANO  
1938



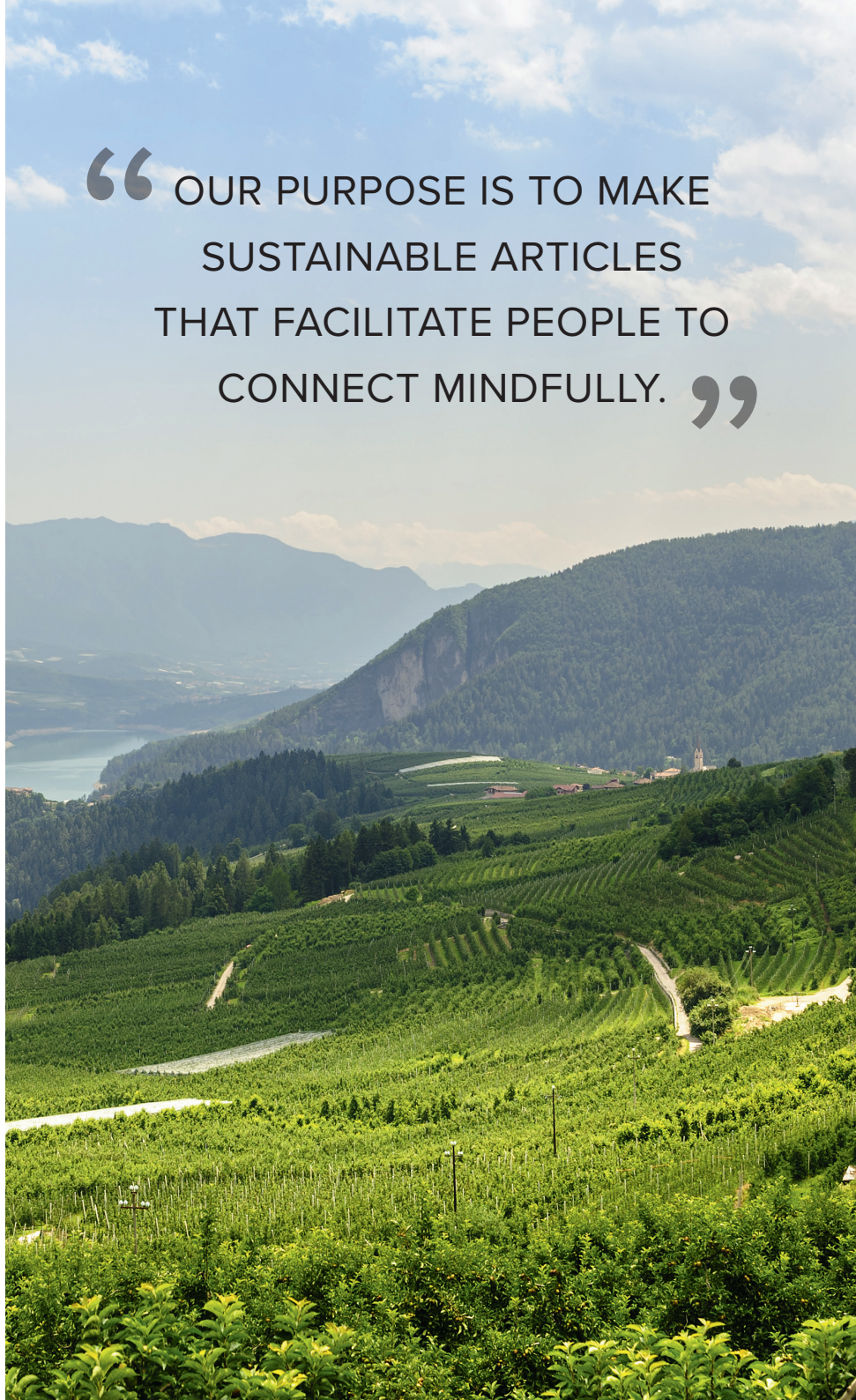
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# STATEMENT FROM OUR FOUNDER **MAURIZIO CASTELLI**

Castelli Milano 1938 Spa was started by Lindo & Maria Castelli to make artisan articles that have a mindful nature. Castelli have for generations created award winning designs in Bergamo, Italy. The mindful craft of each item is as strong as ever and today's generation are expanding our circle of care to our social and environmental responsibilities. We are not passive in our social responsibilities. We seek the highest level of accreditations, upholding the highest level of ethics, we are committed to continually contributing and participating in support of a healthier world. We will publish our performance, be assessed and be open in our improvements. We are a company of integrity.

**Maurizio Castelli**  
CEO Castelli Milano 1938 Spa



“ OUR PURPOSE IS TO MAKE  
SUSTAINABLE ARTICLES  
THAT FACILITATE PEOPLE TO  
CONNECT MINDFULLY. ”

# GOVERNANCE

Following the landmark update to our Articles of Association in February 2024, we remain committed to balancing the needs of all stakeholders with transparency and fairness. To move beyond mission statements and into measurable action, we have continually evolved our internal framework.

Building on initial initiatives, such as our e-waste disposal protocols and support for breastfeeding mothers, we have significantly expanded our inclusive workplace toolkit in October 2025. This included the launch of our Menopause Awareness and Support Policy and a comprehensive suite of Neurodivergence Guides specifically designed to support employees with ADHD and Dyslexia. These additions ensure our commitment to equity is reflected in the lived experience of our team.





# WORKERS

We remain dedicated to enhancing our employees' physical, professional, and social well-being by consistently listening to their feedback. Following our 2024 initiatives—which included a 50% survey uptake and the successful roll-out of paid financial awareness training, we are proud to see engagement continue to grow.

Our 2026 Employee Satisfaction survey reached a 64% completion rate, reflecting a strengthening dialogue within our team. Most notably, 80% of respondents now rate the company's work schedule as either 'Excellent' or 'Good.' These insights have directly shaped the programs launched throughout 2025 and continue to drive our commitment to personal well-being and career development today.



# COMMUNITY

At Castelli, we believe in being active members of our community. We empower our employees to get involved with local charities and in 2024 we provided 1–3 days of dedicated volunteer leave each year. Throughout 2025, our staff utilised this time to complete two local litter-picks in collaboration with a community volunteer group, helping to improve and maintain our local green spaces.



We believe in giving back to our community and supporting causes that make a positive impact. Over the past few years, we've had the privilege of supporting several charities that align with our values and mission. Here are some of our charitable endeavours:

## BUTTERFLY CONSERVATION

[www.butterfly-conservation.org](http://www.butterfly-conservation.org)



**Butterfly  
Conservation**  
corporate  
member

In support of our continued  
contribution to the  
sustainable revolution,  
**Castelli** are proud to be corporate  
members of **Butterfly Conservation.**

Feb 2024



## MARINE CONSERVATION SOCIETY

[www.mcsuk.org](http://www.mcsuk.org)

In support of our continued  
contribution to the  
sustainable revolution,  
**Castelli** are proud to donate to the  
**Marine Conservation Society.**





# ENVIRONMENT

Throughout 2025, we transitioned from planning to active environmental stewardship. Having established rigorous tracking of our CO2 footprint, we successfully integrated environmental KPIs into our annual staff appraisal process, ensuring accountability at every level of the organisation.

A key highlight of our 2025 sustainability roadmap was the October introduction of our Food Waste collection initiative, which we are excited about diverting significant volume from landfills. Our performance against last year's targets is now transparently documented on our website for all stakeholders to review.

Results for Year Ended 31 December 2024 in Tonnes:

Total Scope 1 emissions (CO2E T)	36.27
Total Scope 2 emissions (CO2E T)	34.58
Total Scope 3 emissions (CO2E T)	4.83

We were carbon neutral for 2024 having offset 100% of our emissions in carbon credits.

# CUSTOMERS

Since launching our Customer Satisfaction surveys in 2024, we've made continuous engagement a priority. To support this further, our management team uses an active internal feedback log to capture and action insights received from every customer touchpoint. This internal process ensures that feedback leads to tangible results. We further support customers to reduce their own carbon footprint with a range of sustainable products including our Appeel range made from recycled apple peel and our Oceano notebooks made from plastic bottles.



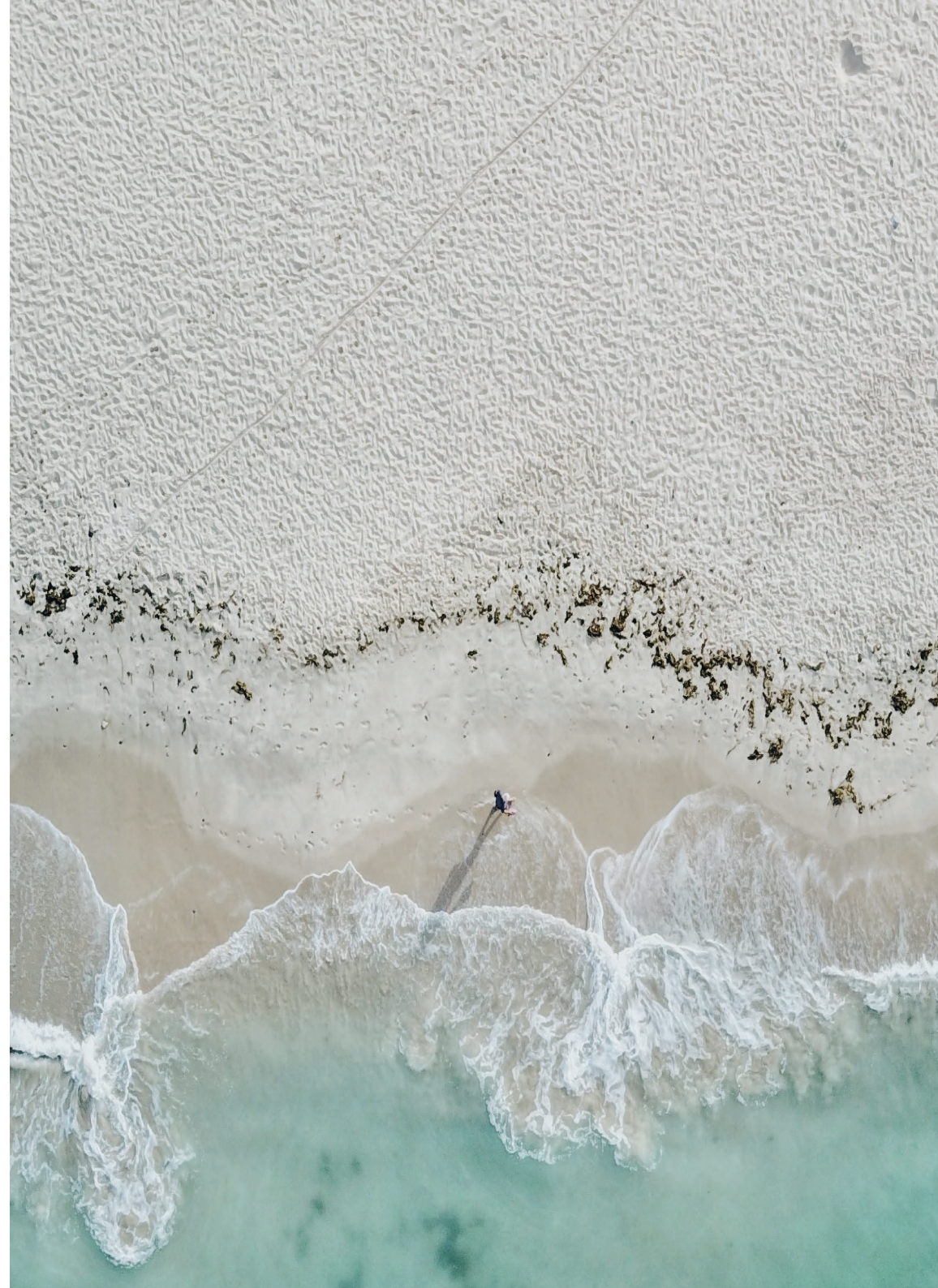
# THANK YOU

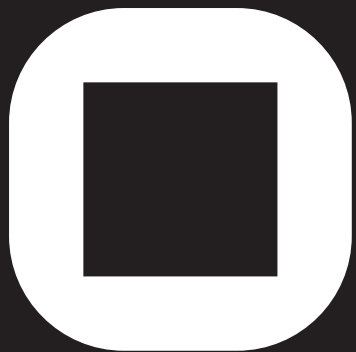
## FOR READING AND BEING PART OF OUR CHANGE

We are proud of the progress we are making to create a sustainable, inclusive, and equitable company.

We believe that by aligning our business with the values of B Corp values, we can create a positive impact for our employees, communities, and the planet.

Together, we can continue to drive meaningful change and make a lasting impact for future generations.





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