

OUR IMPACT

Impact Report 2024

Castelli Milano 1938 Limited

CASTELLI

MILANO
1938



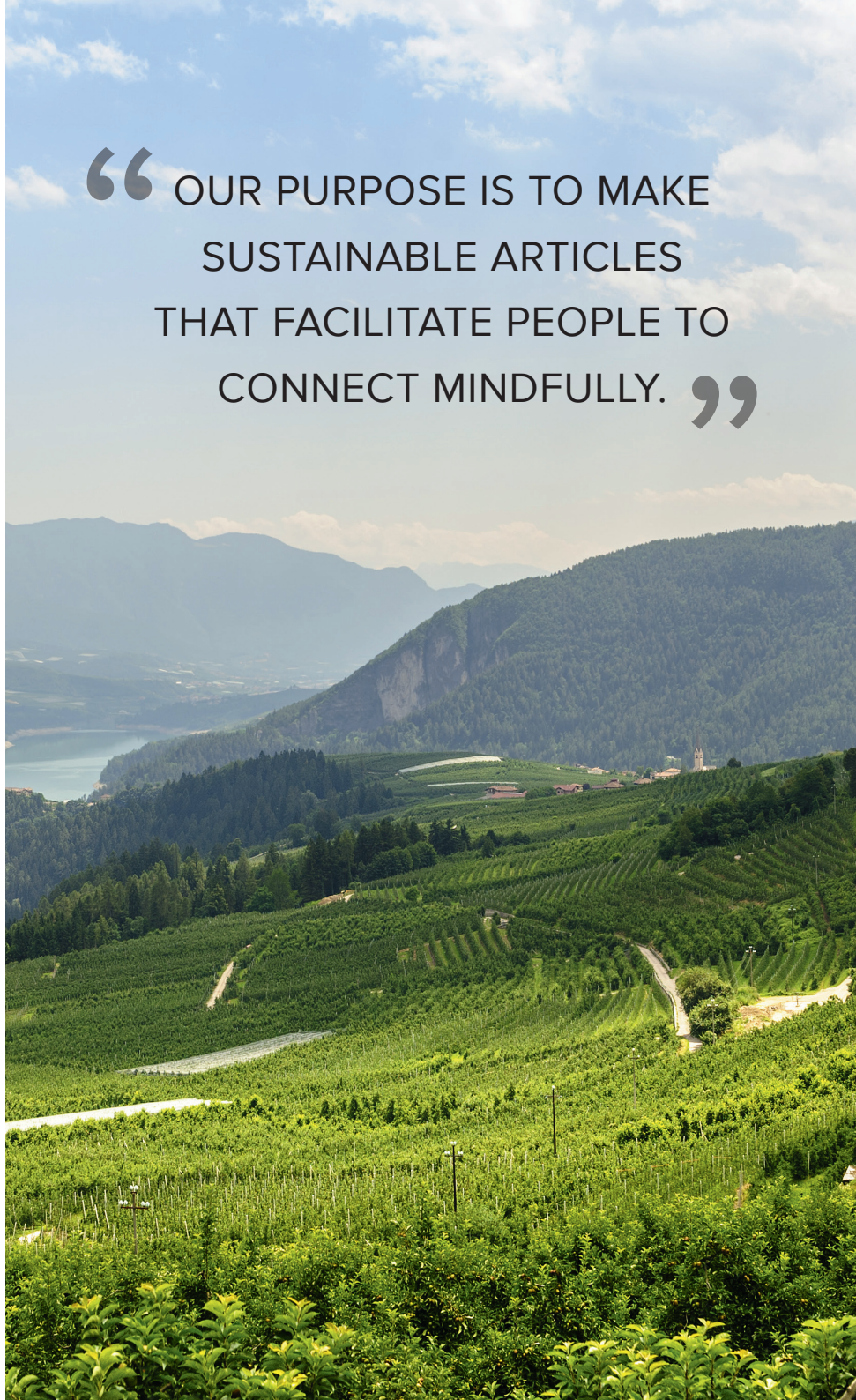
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STATEMENT FROM OUR FOUNDER **MAURIZIO CASTELLI**

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

In February 2024 the Directors took the significant step of updating our company articles of association stating our mission to take our wider stakeholders into account in making decisions; ensuring we treat each group fairly and equally; and to publish an impact report for accountability and transparency.

We have updated a number of our internal policies and plans to support this ambition including but not limited to: introducing a new policy for working breastfeeding mothers; introducing a formal stakeholder engagement plan; and updating our policy on disposal of e-waste and other hazardous materials.





WORKERS

We have taken steps to learn what we can do to contribute to our employees' physical, professional, and social well-being via two surveys: the Employee Satisfaction survey and the Wellness During the Week survey, both of which launched in February of this year, and have seen over 50% of engagement from employees. We are working on programmes to address the feedback obtained from staff which will be rolled out in 2024 and early 2025. We are also rolling out financial awareness training courses open to employees during paid time this year, to promote personal wellbeing and career development.



COMMUNITY

In order to contribute to the economic and social well-being of the communities we operate in, we have implemented a 1-3 days leave requirement for all staff annually to get involved in supporting local charities. A Castelli Charities Programme will launch formally in H2 of 2024 offering employees a choice of different causes to support.



We believe in giving back to our community and supporting causes that make a positive impact. Over the past year, 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



**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

In support of our continued
contribution to the
sustainable revolution,

Castelli are proud to donate to the
Marine Conservation Society.





ENVIRONMENT

We have begun in earnest to take environmental stewardship of all our activities by tracking and measuring our CO2 footprint, by rolling out new environmental KPIs against which all staff will be assessed at appraisal time, and setting targets for the next 12 months. Our successes against these results will be made publicly available via our website for all stakeholders.

Results for Year Ended 31 December 2023 in Tonnes:

Total Scope 1 emissions (CO2E T)	34.39
Total Scope 2 emissions (CO2E T)	34.63
Total Scope 3 emissions (CO2E T)	3.25

We were carbon neutral for 2023 having offset 100% of our emissions in carbon credits.

CUSTOMERS

In addition to the customer support we already provide, we have increased our engagement with our direct customers with the launch of a Customer Satisfaction survey. We will establish action plans to address the feedback we obtain from customers. 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.



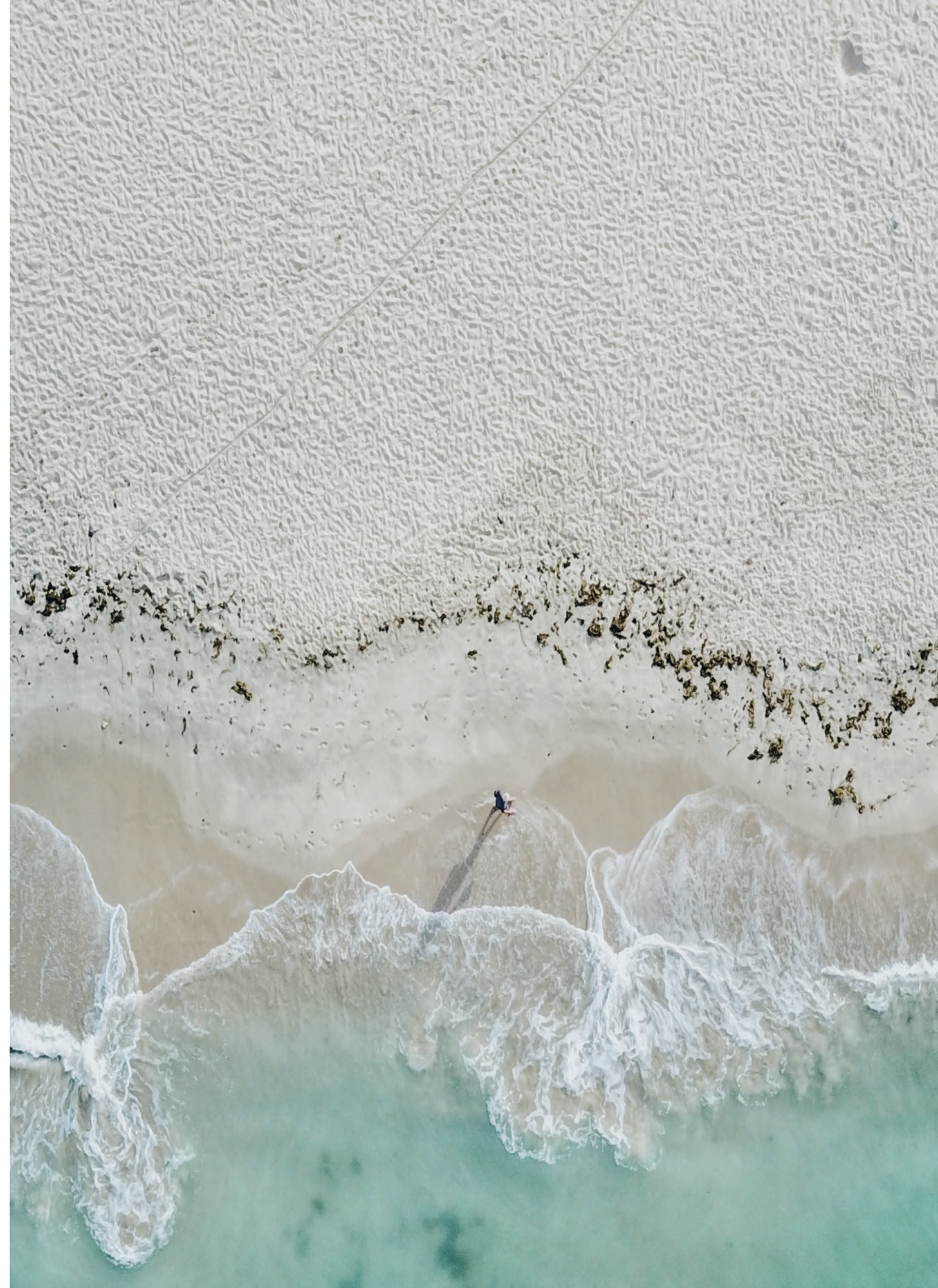
THANK YOU

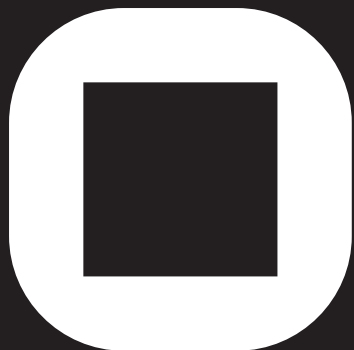
FOR READING AND BEING PART OF OUR CHANGE

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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