



Sustainability Report

2023



Sustainability is embedded within our **values, strategy, and operations** and it drives our path forward.

“We work to make the World better” is a core **value** of the Haworth Group, to which we belong.

Being the partner of reference for our customers in achieving their sustainability targets is our **strategic posture**.

Reducing waste and continuously improving material and energy efficiency in our **operations** is paramount to achieve our competitiveness.



To our stakeholders

Dear stakeholders,

The release of Poltrona Frau Interiors in Motion's first Sustainability Report is a moment of immense pride in our entire organization. For nearly 40 years, Interiors in Motion has brought excellence and luxury into the interiors of vehicles, aircraft, and yachts, successfully industrializing custom-made products. The year 2023 marked significant economic growth, allowing us to improve on the previous year's results by nearly 20%. This success has been possible only thanks to the daily collaborative effort of our 432 members.

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To address the ever-increasing sustainability demands of the sector in which we operate, which requires a particular level of transparency and depth in ESG matters, we have taken steps to enhance our reporting of activities and achievements as a Business Unit, leading us to the decision to embark on the journey that led to the publication of this report.

In 2023, our commitment to low-impact excellence intensified with the adoption of a certified systematic approach to quantify the carbon footprint of all our products, through which we will ensure that environmental considerations are integral to our manufacturing processes. Our dedication to sustainability is further demonstrated by our implementation of returnable containers to minimize resource use for packaging and by maintaining zero waste directed to landfill also in 2023. Additionally, our adherence to the IATF 16949 certification for the Automotive Quality Management System ensures that our products meet the highest standards of quality and safety.

This Sustainability Report marks the beginning of a long-term journey towards greater transparency and accountability in our sustainability efforts, emphasizing our dedication to continuously improving and innovating, ensuring that we meet the highest standards of environmental and social responsibility.

Thank you for your continued support. Sincerely,

Giovanni Maiolo

General Manager of Poltrona Frau Interiors in Motion

Dear readers,

It is with great enthusiasm that we share this Poltrona Frau Interiors in Motion's 2023 Sustainability Report. This document not only highlights our achievements but also places them within the broader context of the Haworth Lifestyle family.

Interiors in Motion fully translates the Poltrona Frau's philosophy of "industrialized tailors," producing lightweight, environmentally friendly, and high-quality products into the luxury mobility industry. Our commitment to low-impact excellence and customer-centricity drives us to innovate continuously and work closely with our clients to meet their unique needs.

We play a pivotal role in actively contributing to the broader Haworth's sustainability vision of creating inspiring, sustainable spaces that enhance people's lives and businesses.

We are committed to being dependable partners in transitioning to a more sustainable future. Our dedication goes beyond supplying low-impact excellent products; it includes providing clear, documented, and standardized information to our clients and suppliers.

We recognize the relevance of transparency and data sharing in boosting the competitiveness of those who collaborate with us. By offering detailed insights into our sustainability practices and metrics, we strive to support your sustainability goals and promote a cooperative approach toward achieving long-term environmental and economic success.

We look forward to continuing this journey with our Clients and our Group.

In earnest,

Ervin Riccobon

CEO of Haworth Lifestyle Industrial Division

Poltrona Frau Interiors in Motion 2023 Key numbers

39 years

bringing the elegance of Poltrona Frau to the interiors of vehicles, aircrafts and yachts

€ 89 mln

turnover
up 21% Vs. 2022

4



LCA Systematic Approach

to quantify the carbon footprint
of all our products

2

dedicated production
facilities to meet the
growing needs of our
clients

432

total members of which 86
hired in 2023

Leader in luxury
in motion since 1985

Lightness
for efficiency

Proximity
for quality

Focus on People
development

Methodological
note



Returnable containers

implemented to minimize material consumption

5

Zero waste

directed to landfill

>38.000

hours of *on-the-job* training
provided to new members

IATF 16949

certification for the
Automotive Quality
Management System





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Leader in luxury in motion since 1985 09

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Leader in luxury
in motion since 1985

Lightness
for efficiency

Proximity
for quality

Focus on People
development

Methodological
note

01

Leader in luxury
in motion since 1985



Leader in luxury in motion since 1985

[GRI 2-1]

Poltrona Frau Interiors in Motion started its activities in 1985 with the vision of bringing the elegance and quality of Poltrona Frau to the interiors of automobiles, aircrafts, and yachts.

Together with residential and custom interiors, Interiors in Motion represents one of the souls of Poltrona Frau, one of the most renowned brands of Haworth Lifestyle. Interiors in Motion embodies a unique blend of thought, design, skill, and rigor. This legacy, meticulously passed down from master to apprentice, is deeply integrated into the corporate culture and guides every aspect of the Business Unit's operations. Interiors in Motion focuses on creating components and solutions to craft exclusive interiors for different means of transport, working closely with its clients to ensure the highest standards of excellence.

The Business Unit boasts a highly trained team of professionals who accompany clients through every phase of the project with the approach of “**industrialized tailors**”. From design to product development, testing and validation of new solutions, and manufacturing and program management, Interiors in Motion offers innovative solutions to meet clients' expectations and minimize the footprint on the environment, ensuring that every product reflects the brand's low-impact excellence.

Over the years, Interiors in Motion has earned a reputation for excellence by creating components for some of the world's leading brands. The Business Unit has forged strategic partnerships with prestigious names in the automotive, aeronautical, and nautical sectors, consistently delivering products and solutions that embody the hallmark elegance of Poltrona Frau. Among the standout projects, the bespoke solutions crafted for some of the most luxury automotive brands, such as Ferrari, Lamborghini, McLaren, Jaguar Land Rover and Ducati, highlight the unit's ability to deliver innovation and luxury. Additionally, the collaboration with the Ferretti Group underscores the long-standing relationships and trust Interiors in Motion has built within the yachting industry.

The collaboration process begins with an in-depth understanding of the client's needs and the project's unique requirements. The team then provides stylistic support, leveraging their expertise to guide the design phase. This includes developing customized leathers, fabrics textures, stitchings and colors that meet the specific demands of the project while ensuring they remain consistent to the Poltrona Frau quality level. The journey from concept to completion is meticulously managed, with a focus on achieving a seamless integration of aesthetics and functionality.

Interiors in Motion's commitment to quality extends beyond design and craftsmanship. The Business Unit also emphasizes the importance of innovation, continually exploring new materials and techniques to enhance its offering. This forward-thinking approach ensures that Interiors in Motion remains at the forefront of luxury interior design, capable of meeting the evolving needs of its discerning clientele.

This obsession for customer quality has driven a continuous and healthy growth: **in 2022 the Business Unit opened a new manufacturing facility in Montegranaro**, to complement its historical site in Tolentino. The new facility, which extends to over 15.000 m², was necessary to address the significant growth experienced by the Business Unit in recent years and to meet the demand from new clients. The new production plant mirrors the historic Tolentino facility in every aspect. Both plants are located just 34 km apart, ensuring proximity to key suppliers, which is crucial for maintaining a short supply chain and consolidating existing commercial partnerships.

Vision and Values

Vision

Be globally recognized as the undisputed excellence in sustainably developing and crafting luxury interiors for in-motion applications.



Values

Interiors in Motion embraces both Poltrona Frau and Haworth Lifestyle values.

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Poltrona Frau

HERITAGE

We have a great future behind us.

TIMELESS PRODUCTS

Many have written our story; this is what makes it so unique.

DURABILITY

Our products are hand-made to last generations.

INTERNATIONAL FLAIR

Born in Italy and raised around the world.

INNOVATION AND RESEARCH

We are over 100 years old, but we still think about our future.

CRAFTSMANSHIP

We use the most advanced technology in the world: our hands.

SUSTAINABILITY

We try to improve all environments, even the one we live in.

Haworth Lifestyle

WE LISTEN TO OUR CUSTOMERS

We apply their insights to our products and services to design inspiring spaces that enrich people's lives and businesses. Together with our partners and distributors, we create value using our talents, expertise and knowledge.

WE LEAD WITH DESIGN

Our family of businesses has a rich history of design and research from beautiful products to high-performing solutions to inspiring spaces. Our members are encouraged to think creatively, collaborate, and take risks to bring great ideas to fruition.

WE WORK TO MAKE THE WORLD BETTER

We think beyond our business to our communities. We cultivate hope for the future by embracing diversity, protecting our environment and creating economic value. In our small way, we help make the world a better place for people to work and live.

WE HONOR INTEGRITY

We believe that honesty, transparency, and accountability are the foundation of trust. We build mutually beneficial business relationships, beyond legal and ethical practices, meeting our commitments while upholding our Values.

WE RELY ON OUR MEMBERS

Through the boundless potential of empowered and engaged members, we are united in a common vision. Our members bring experience, cultural diversity, and dedication to the customers we serve. We invest in continuous learning intended to help our members flourish.

WE EMBRACE CONTINUOUS LEARNING

In a rapidly changing world, we seek variety of thought and opportunities to expand our knowledge. By applying this learning every day, we transform our business, enhance our performance, and innovate in ways that exceed our customer's expectations.

WE CREATE VALUE

We deliver innovative solutions to satisfy our customers' unmet needs. Our success contributes to the livelihood and growth of our members, their families, our shareholders, and our entire network.

Our history in brief

1912

Renzo Frau founded Poltrona Frau, giving birth to a secular history of excellence.

1985

Interiors in Motion was born to meet the growing demand for high-quality interior solutions in the automotive sector.

2012

100 years of Poltrona Frau. Michele De Lucchi designs the Poltrona Frau Museum inside the manufacturing plant in Tolentino.



1996

The first Ferrari F355 featuring interiors branded by Interiors in Motion is launched.



2014

The Haworth Group acquires the majority of Poltrona Frau Group's shares, thus consolidating its position as a global leader in high-end design furniture.

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2016

Ethiad Airways wins the Crystal Cabin Award with the First Class of the Boeing 787, thanks to the cabins created by Interiors in Motion.

2023

Interiors in Motion inaugurated a new production facility in Montegranaro to accommodate the significant growth experienced in the latest years.



How we create value

16

€ 89
mln

turnover
Up by 21% Vs. 2022

Interiors in Motion embodies the concept of industrialized tailors, managing an integrated value chain that accompanies clients through every phase of the production process while maintaining a commitment to low-impact excellence. Its team of expert professionals supports clients from design to product development, testing and validation of innovative solutions, and manufacturing and program management, ensuring every detail aligns with the client's vision and technical specifications. Thanks to the distinct offer, in 2023, Interiors in Motion generated an economic value of over € 89 million, marking a 21% increase compared to 2022.

The value chain of Interiors in Motion demonstrates low-impact excellence by achieving product superiority while minimizing environmental impact. This process begins with the selection of leather and fabrics, in collaboration with partner tanneries and fabric manufacturers. This is followed by the sourcing and supply chain management phase, ensuring the right materials are obtained and managed effectively. Precise control and nesting of materials come next, leading to the cutting phase where materials are cut to required specifications and then assembled with precise sewing techniques.

The quintessential process step is the meticulous manual wrapping of the leather and/or fabric on the substrate using a specific industrial glue. This is followed by the assembly phase, where the final product takes shape, and ultimately the packing and shipping phase, where the product is finalized and prepared for delivery.

By focusing on each step of the value chain, Interiors in Motion not only maintains the high standards of Poltrona Frau but also upholds a commitment to sustainability and low environmental impact.

We call ourselves “Industrialized tailors”

Every year we manufacture:

500

cars 100% tailor made, completely customizable with various types of materials, patterns, and other bespoke options

2.500

cars with highly customizable interiors

12.000

instrument panels

18.000

headliners

22.000

door panels

24.000

seat covers

Interiors in Motion is providing its distinct services not only for luxury car makers but also for aviation and yachting. Each segment has its own unique requirements and challenges. The file rouge across all segments is the level of sophistication and quality of the solutions offered.

Automobiles

Interiors in Motion expertise in automotive interiors is well-established and it is based on almost 40 years of collaboration with some of the world's leading car manufacturers. Every day the Business Unit takes this expertise to the next level by offering custom interior solutions for luxury and high-performance vehicles. From hand-stitched leather seats to bespoke dashboards and trim, every element is crafted to the highest standards. Interiors in Motion's ability to combine traditional craftsmanship with modern technology ensures that every interior is not only beautiful but also tailored to the specific needs and preferences of the client.

Yachts

Yachts represent the epitome of luxury travel on water, and Interiors in Motion ensures that this luxury extends to every aspect of the yacht's interior. Working closely with yacht designers and builders, the Business Unit creates bespoke pilot seats that combine functionality and durability requirements with the aesthetic sophistication of the most challenging customers.

Aircraft

Interiors in Motion has developed expertise in creating luxurious aircraft interiors that meet the sector specific stringent requirements without compromising on comfort or aesthetics. The division works on both private jets and commercial aircrafts, offering solutions that range from plush seating to fully equipped onboard lounges and conference rooms. By using advanced materials and cutting-edge technology, the Business Unit ensures that every interior is a masterpiece of design and functionality, providing first-class experience for passengers.

Our governance model

[GRI 2-9] [GRI 205-2] [GRI 205-3]

Interiors in Motion adopts a governance model based on the principles of fairness, transparency, and integrity, to create and share value with its stakeholders.

To ensure proper oversight of all business operations and the integration of corporate principles and values into business processes, Interiors in Motion has adopted a multi-level governance structure. Moreover, the Business Unit has implemented an organizational, management and control model in accordance with the provisions of Legislative Decree 231/2001 since 2018. This decision reflects the Company's commitment to conducting its activities in a correct and transparent manner, promoting ethical and virtuous behaviors. The adoption of this model aims to raise awareness among those acting in the name and on behalf of Poltrona Frau, contributing to the management and prevention of potential crimes or illicit behaviors within the Company.

Furthermore, Poltrona Frau adopts the Code of Ethics defined by Haworth Group, which outlines the fundamental principles of the company and contributes to their promotion. The Code complements the internal control system and serves as an effective tool for preventing conflicts of interest, instances of corruption, and illicit or irresponsible behaviors both within the company and in its relationships with clients, suppliers, and the external community.

The Supervisory Body is responsible for verifying the effectiveness and functioning of these systems, addressing any non-compliance with established rules. To facilitate the reporting of any irregularities, in 2023, the Company updated its whistleblowing channel, formalized in a dedicated policy. The whistleblowing communication channels were transferred to a management program that ensures the confidentiality of complaints and simplifies the information flow.

Interiors in Motion ensures the dissemination and awareness of anti-corruption policies and procedures by promoting specific training initiatives on the subject to all Board members and employees. In 2023, the Business Unit did not record any instances of corruption.



Sustainability strategy

Poltrona Frau has adopted a sustainability strategy comprising 46 objectives, covering all 17 material themes identified by the Company through a materiality analysis, with the goal of having a positive impact on the protection of the environment, its resources, people, and communities, and of actively contributing to the achievement of the Sustainable Development Goals (SDGs) of the 2030 Agenda.

The plan considers the main areas of the Haworth Lifestyle sustainability strategy, and it is structured into four macro-categories: environment, people, product, and society. These categories reflect the Company's commitments based on the material topics, outlining specific actions and activities aimed at creating a solid foundation for long-term corporate sustainability.

Interiors in Motion plays a pivotal role in achieving specific objectives within the Sustainability Plan. Regular status updates are scheduled to evaluate the progress of these goals and the strategic initiatives implemented. For each material theme, the SDGs to which Poltrona Frau contributes are indicated in the following table along with the objectives to be achieved, the related initiatives, and the target year for achieving them.

- Initiative completed
- Initiative on progress
- Initiative not yet started

SDGs	TARGETS	TOPIC	INITIATIVES	STATUS	TARGET YEAR
ENERGY EFFICIENCY AND GHG EMISSIONS REDUCTION					
3-7-8-12-13-15-16	Greenhouse gas emissions reduced by 50%	GHG emissions - Scope 1, Scope 2 and Scope 3	Increasing the number of charging stations for electric cars	<div></div>	2030
	Net-zero emissions	GHG emissions - Scope 1, Scope 2 e Scope 3		<div></div>	2050
	100% renewable energy sourcing for electricity for manufacturing facilities	% of energy from renewable sources / total energy	Defining a new policy on sustainable mobility	<div></div>	2030
CIRCULAR DESIGN AND SUSTAINABLE MATERIALS AND PRODUCT INNOVATION					
3-6-8-11-12-15	Design of 100% of new products according to the principles defined in the Circular Design Guide	% of new products made with LCA indications / total of new products manufactured	Implementation of new products with indications of environmental impacts	<div></div>	2025
	Evaluation with a Lifecycle Assessment (LCA) of 100% of new products)	% of new products with LCA evaluation / total of new products manufactured	Monitoring of the % of new products with LCA assessment of environmental impacts	<div></div>	2025
RESPONSIBLE SOURCING, RESPONSIBLE SUPPLY CHAIN AND HUMAN RIGHTS					
5-8-12-16	Signature by 100% of Tier 1 new suppliers of the Supplier Code of Conduct	% of Tier 1 suppliers which have signed the Code of Supplier conducts / total of Tier 1 suppliers	Monitoring the percentage of new suppliers who have signed the Supplier Code of Conduct	<div></div>	2025
	100% of sustainably sourced leather	% of leather purchased from sustainable sources / total of leather purchased % of reducing the environmental impact of leather	Collaboration with external partners to identify more sustainable leather purchases	<div></div>	2025
SUSTAINABLE PACKAGING					
12	Usage of 100% renewable, reusable, recyclable, or compostable packaging	% of cardboard packaging / total packaging	Use of cardboard packaging and develop an initiative on reusable packaging	<div></div>	2025
		% of Tier 2 suppliers involved / total of Tier 2 suppliers	Development of reusable packaging with Tier 2 suppliers	<div></div>	2025
PRODUCT QUALITY AND SAFETY					
16	Reduction in the number of complaints	% of ppm / total ppm received	Monitoring complaint rate and improving performance indicators	<div></div>	2025

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in motion since 1985

Lightness
for efficiency

Proximity
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Focus on People
development

Methodological
note

02

Lightness for efficiency

23

An LCA Systematic Approach to sustainable products

Interiors in Motion is dedicated to minimizing environmental impact by adhering to a Life Cycle Thinking philosophy, an approach that considers the entire life cycle of products, from design to disposal, while ensuring rigorous quality and safety standards are met.

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Since 2019, Poltrona Frau has collaborated with the Department of Industrial Engineering and Mathematical Sciences at the Università Politecnica delle Marche to conduct Life Cycle Assessments (LCA) for its most important products. The LCA methodology assesses the environmental impacts associated with all stages of a product's life cycle, identifying opportunities for optimization.

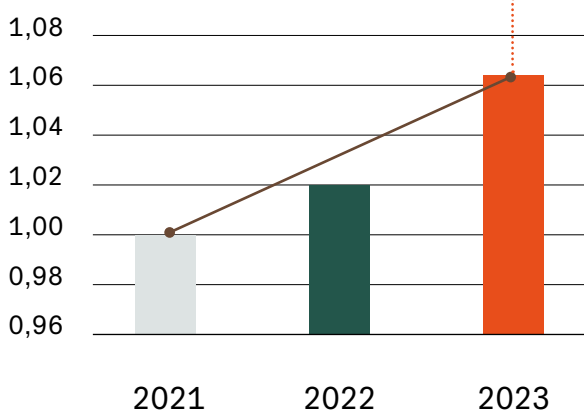
In 2023 Interiors in Motion took a further step towards integrating Life Cycle Thinking into its operations to be able to position itself as a leading supplier in the increasingly challenging luxury automotive sector. Interiors in Motion has developed a carbon footprint assessment model applicable to all products within the Business Unit. This model was developed using a systematic approach, ensuring comprehensive and consistent evaluation across all product categories.

The methodology is aligned with the provisions and guidelines of ISO14040 and ISO14044 on Environmental management and Life cycle assessment, and it is now applicable to evaluate the environmental performance of all product configurations offered. Initially, a pilot analysis was conducted on three product categories representative of the entire range offered by the business unit: a door panel and two dashboard components. The results are now leveraged in a broader model easily scalable to all other managed categories as needed.

The adoption of the LCA model marks a significant step forward in Interiors in Motion ambition to integrate environmental parameters as key drivers of purchase decisions.

Leather yield

(2021 = 1)



16%

Production efficiency for leather yield increased by 16% compared to the 2021 baseline, driven by improved material optimization techniques

The model allows the Business Unit to proactively discuss the carbon footprint and environmental impact of different product configurations with customers, alongside price and delivery timelines, based on the materials selected. The results of the LCA analyses provided valuable insights for process improvement, leading to initiatives that increased leather usage efficiency by 16% compared to 2021 levels.

As far as leather is concerned, Interiors in Motion is committed to reducing the environmental impact of the material, starting from the careful selection of suppliers up to the optimization of tanning and material preparation activities. By integrating stringent environmental criteria into every stage of the supply chain, Interiors in Motion ensures that its leather not only meets the highest quality standards but also supports its sustainability objectives.

The Business Unit's focus on innovation is driven by collaboration with clients, treating them as partners in promoting the innovation process. These partnerships allow Interiors in Motion to continuously improve and tailor its products to meet evolving customer needs and environmental standards. By working closely with clients, Interiors in Motion can develop cutting-edge solutions that enhance the overall efficiency and sustainability of its products.

Industrial energy efficiency and emission reduction

[GRI 302-1] [GRI 305-1] [GRI 305-2] [305-6] [305-7]

over
80%

In 2023, Interiors in Motion consumed around 12.400 GJ of energy, a 20% increase compared to the previous year, primarily due to the rise in production and reflecting the Business Unit's business growth. 56% of the consumed energy is electricity, which is the primary source used in the production processes, such as digital cutting machines, laser cutters for precise material preparation, industrial sewing machines, and robotic systems for assembly, as well as surface treatment equipment such as printing and padding machines, and paint and drying booths.

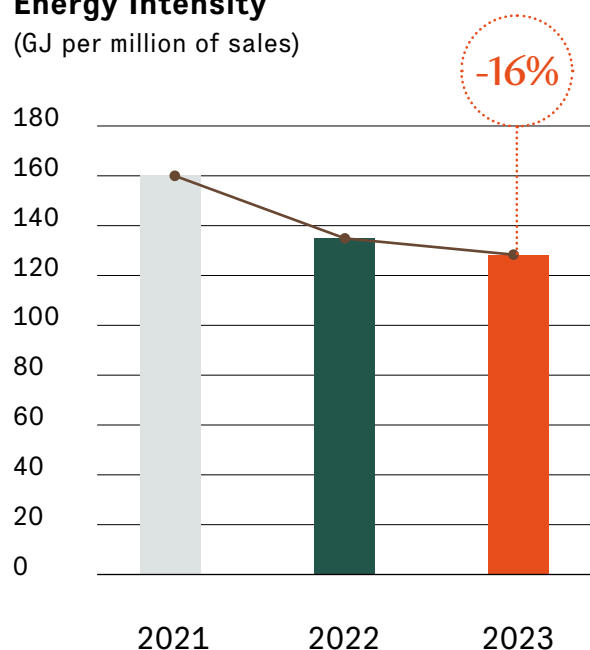
In 2023, Interiors in Motion reached over 80% of its energy consumption from renewable sources and, starting from July of the same year, signed a contract for the supply of 100% renewable electricity certified by Gestore dei Servizi Energetici (GSE) according to current regulations.



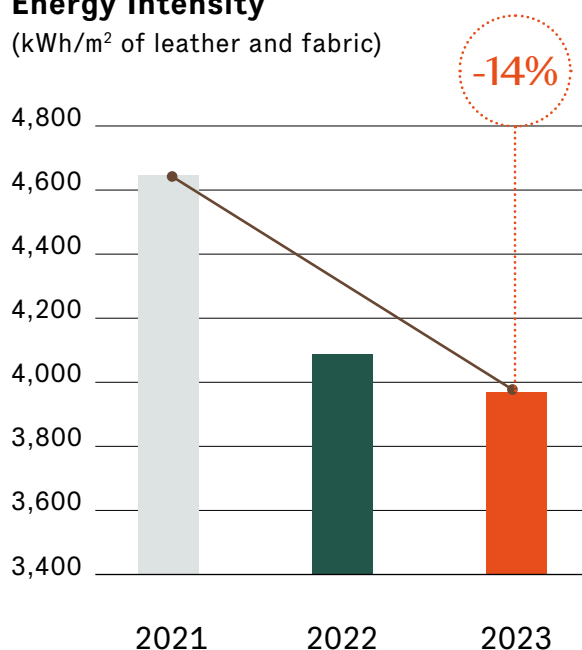
GRI 302-1 | Energy consumption within the organization (GJ)

	2021	2022	2023
TOTAL DIRECT ENERGY CONSUMPTION	4,304	3,674	5,281
of which natural gas	3,152	2,309	2,341
of which diesel	943	1,199	2,236
of which petrol	209	166	704
TOTAL ELECTRICITY CONSUMPTION	5,423	6,324.00	7,151
from renewable sources	3,606	5,092	5,524
of which purchased	2,869	3,988	4,566
of which self-produced	737	1,104	1,404
purchased from non-renewable sources	1,817	1,232	550
TOTAL ENERGY CONSUMPTION	9,727	9,998	12,432
GJ per million of sales	160	135	134

Energy Intensity (GJ per million of sales)



Energy Intensity (kWh/m² of leather and fabric)





18.000

photovoltaic modules
installed at Tolentino

The Business Unit has launched a number of initiatives aimed at increasing its energy efficiency, such as the installation, in 2022, of a photovoltaic system on the roof of the Tolentino plant with 18,000 photovoltaic modules. The system underwent a revamping intervention in 2023 to improve its efficiency and increase its production capacity.

To identify potential areas for improvement, Poltrona Frau has also adopted in 2023 an internal measurement system that provides more granular data collection on energy consumption. This allows the company to determine consumption by source type, such as offices, plants and machinery and identify potential inefficiencies.

These approaches have led to a significant decrease in its energy intensity in the last 2 years, both related to sales and to production output.

The total direct (Scope 1) and indirect (Scope 2) emissions of Interiors in Motion, calculated using a market-based approach, amount to 460 tCO₂eq.

GRI 305-1 and GRI 305-2 | Direct and indirect GHG emissions (tCO₂eq)

	2021	2022	2023
TOTAL DIRECT EMISSIONS (SCOPE 1)	242	207	376
of which from natural gas consumption	178	130	132
of which from diesel consumption	73	69	199
of which from petrol consumption	8	8	44
TOTAL INDIRECT GHG EMISSIONS (SCOPE 2) (MARKET BASED)	159	108	84
TOTAL INDIRECT GHG EMISSIONS (SCOPE 2) (LOCATION BASED)	475	553	626
TOTAL EMISSIONS (MARKET BASED)	401	337	460
TOTAL EMISSIONS (LOCATION BASED)	733	783	1,001

During the 2021-2023 period, Interiors in Motion did not record any emissions of ozone-depleting substances, nitrogen oxides, sulfur oxides, or other significant pollutants.

Finally, Interiors in Motion pursues continuous improvement also in monitoring and reducing production waste, leveraging its ISO 14001 certified Environmental Management System and the IATF 16949 certified Automotive Quality Management System. The focus is on minimizing material defects and efficiently managing waste, including those from defective components supplied by third parties. To this end, Poltrona Frau has launched packaging redesign projects to gradually eliminate materials that are difficult to recycle.

IATF
16949

certification for the
Automotive Quality
Management System

In 2023, Poltrona Frau managed over 690 tons of waste, 95% of which was non-hazardous, marking a 19,6% increase from the previous year due to higher production volumes. Notably, the company has not sent any waste to landfill in the last three years.

306-3 Waste generated; 306-4 Waste diverted from disposal; 306-5 Waste directed to disposal (ton)

	2021	2022	2023
TOTAL WASTE PRODUCED	202.3	255	305.9
Hazardous	10.2	13.9	16
Non-hazardous	192.1	241.1	289.9
WASTE DIVERTED FROM DISPOSAL	202.3	255	305.9
HAZARDOUS	10.2	13.9	16
Other operations	10.2	13.9	16
NON-HAZARDOUS	192.1	241.1	289.9
Recycling	0	20	204.7
Other operations	192.1	221.1	85.2
WASTE DIRECTED FROM DISPOSAL	0.2	0.1	0
HAZARDOUS	0	0	0
Landfill	0	0	0
Incineration with energy recovery	0	0	0
Other operations	0	0	0
NON-HAZARDOUS	0.2	0.1	0
Incineration with energy recovery	0.2	0.1	0
Other operations	0	0	0

Sustainable packaging

Interiors in Motion is committed to the use of sustainable packaging, aiming to use 100% renewable, reusable, recyclable, or compostable packaging materials.

The company invests in researching various solutions to reduce environmental impact without compromising product protection during transport, for example by optimizing the amount of raw material used or by incorporating recycled content.

The research and innovation activities are conducted by the Packaging Engineering team, which, through monthly meetings, sets goals and projects aimed at the efficient use of raw materials and cost optimization. Coordinating with the internal packaging department, these activities always consider customer feedback and suggestions, combining them with the results of ongoing internal research on new materials and alternative packaging designs.

Focus on bespoke solutions for reusable packaging

In 2023, Interiors in Motion implemented a returnable packaging program with the aim of reducing the amount of waste generated by single-use packaging and promoting more sustainable and efficient logistics.

Recognizing the unique requirements of delivering custom-built pieces, the Business Unit has adopted pallet containers made from recyclable materials, designed for multiple uses. These packaging solutions ensure that each bespoke product is securely protected during delivery to prevent any damage.

Thanks to close collaboration with its commercial partners, the packaging is returned after delivery using the same carriers employed for the initial shipment. The returned packaging is then carefully cleaned and, if necessary, repaired to ensure reusability. This approach not only enhances sustainability but also ensures that each custom-built piece is protected during transit, reflecting Interiors in Motion's commitment to excellence and environmental responsibility.

Additionally, Interiors in Motion adopted water-based adhesives for all new products, replacing solvent-based materials, with the goal of extending their use to all company packaging. Water-based adhesives provide numerous benefits, including improved safety due to their non-flammable, non-explosive, and non-toxic nature. They also help lower emissions of volatile organic compounds (VOCs), reduce reliance on non-renewable resources, and enhance sustainability in material extraction and separation processes. By adopting these adhesives, Interiors in Motion is contributing to reducing environmental impact and fostering long-term sustainability.

Water Based

adhesives adopted for all
new products



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03

Proximity
for quality

Responsible sourcing and local supply chain

[GRI 204-1]

Interiors in Motion recognizes the importance of involving the entire supply chain in achieving its corporate sustainability goals.

Every supplier operating on behalf of the business unit is required to accept and adhere to the Code of Ethics. Furthermore, Poltrona Frau has included a sustainability clause within the General Conditions of Purchase for products and services, which requires suppliers to manage their activities in accordance with its sustainability principles and values.

The Business Unit monitors strategic suppliers on a quarterly basis through a supplier evaluation process, which includes criteria such as quality – measured by the value of non-conforming parts – timeliness of delivery – based on delayed orders – and service level – which includes flexibility and responsiveness to emerging issues. Suppliers failing to meet requirements are penalized. Additionally, the possession of environmental certifications is positively valued, representing an added value in the selection of suppliers. In 2023 alone, 47 audits were conducted, all yielding positive results.

97%

the percentage of spending directed towards Italian suppliers

In 2023, the company purchased goods and services worth a total of nearly €64 million, 97% of which were sourced from suppliers based in Italy.

This choice reflects the company's desire to support the development and growth of a local skill base focused on craftsmanship, leading-edge quality and service level consistent with the global luxury automotive sector. It also ensures Poltrona Frau's control over compliance with the Code of Ethics and the General Conditions of Purchase for products and services.

GRI 204-1 | Proportion of spending on local suppliers (%)

	2021	2022	2023
PERCENTAGE OF SPENDING FROM SUPPLIERS BASED IN ITALY	97%	97%	97%

Quality policy

Interiors in Motion adopts a quality policy that identifies specific objectives to be pursued when conducting quality-related activities.

The effectiveness and efficiency of this policy are periodically monitored by the management. The policy focuses on preventing defects, reducing waste, and monitoring the supply chain and it is compliant with the IATF 16949 automotive standard, recognized as the best practice by component manufacturers and major car makers.

To ensure product quality and safety, Interiors in Motion implements a material tracking system to identify those that might cause non-conformities. A product tag is used to correlate each customer order with the internal manufacturing processes. The tag is then linked to a specific batch of components used and to the individual operators who have performed the processing and inspections.

All materials are certified to meet automotive and other sector relevant standards, and any changes to the final product must be approved by the customer. Each member receives regular training on new activities or role changes that might impact product quality and is informed about the implications of non-conformities in relation to customer requirements.

The company also conducts internal audits on all processes and work procedures to verify the Quality Management System's compliance with the reference standards, employing qualified assessors. Additionally, on site audits are also conducted on suppliers to evaluate and monitor risks related to their activities and support the development of their quality management systems.

Focus on customer centricity

Interiors in Motion considers the customer at the heart of its business philosophy, demonstrating the utmost care in all stages of the process.

The Business Unit is committed to meeting all customer needs and requests, offering a high degree of customization in both products and services, and ensuring that every product is tailored to the specific requirements of the client, providing unique solutions that reflect their individual preferences and needs.

With a focus on continuous improvement, Interiors in Motion pays particular attention to customer feedback, promoting an environment of ongoing dialogue and continuous improvement. This approach allows the company to adapt quickly and respond effectively to customer needs: by actively listening to and engaging with customers, Interiors in Motion can refine its processes and products to achieve the highest levels of satisfaction.

Interiors in Motion views its customers not just as recipients of services, but as partners in promoting innovative products and processes. Over the years, the Business Unit has organized multiple collaborative events with key clients, initiating dialogue processes dedicated to research and development. These moments of interaction have been crucial for fostering innovation and continually enhancing the company's offerings.

The concept of "industrialized tailors" is central to Interiors in Motion's philosophy, allowing the Business Unit to deliver products that are customized, environmentally friendly, and of exceptional quality. Each product is meticulously crafted to ensure it meets the stringent standards of Poltrona Frau, while also incorporating innovative techniques and materials that reduce environmental impact. The commitment to low-impact excellence means that Interiors in Motion not only produces high-quality products but does so in a way that minimizes its environmental footprint.

By integrating customer-centric practices with a commitment to sustainability and innovation, Interiors in Motion consistently delivers products that embody the luxury and excellence of Poltrona Frau.

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Focus on People
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Methodological
note



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04

Focus on people development

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Interiors in Motion team

[GRI 2-7] [GRI 2-8] [GRI 2-30] [GRI 401-1] [GRI 405-1]

As of December 31, 2023, Interiors in Motion employs a total of 432 members, of which 66% are on permanent contracts and 99% are full-time. Women make up 37% of the workforce, and 19% of employees are under the age of 30. All members are covered by a national collective bargaining agreement.

Total number of members by contract type and gender as of 31.12.2023 (n.)¹

	2021			2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent contract	180	91	271	182	102	284	180	104	284
Fixed term contract	38	33	71	72	40	112	91	57	148
TOTAL	218	124	342	254	142	396	271	161	432

Total number of members by type of employment and gender as of 31.12.2023 (n.)¹

	2021			2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	214	122	336	251	140	391	268	159	427
Part-time	4	2	6	3	2	5	3	2	5
TOTAL	218	124	342	254	142	396	271	161	432

GRI 2-30 | Collective bargaining agreements¹

	2021	2022	2023
Number of members covered by collective bargaining agreements (n.)	342	396	432
Total number of members (n.)	342	396	432
PERCENTAGE OF MEMBERS COVERED BY COLLECTIVE BARGAINING AGREEMENTS (%)	100%	100%	100%

1. The wording of the indicator has been aligned with corporate language.

GRI 405-1 | Diversity of members (n.)¹

	2021			2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
TOP MANAGEMENT	1	-	1	2	-	2	3	-	3
under 30 years	-	-	-	-	-	-	-	-	-
30 – 50 years	-	-	-	2	-	2	1	-	1
over 50 years	1	-	1	-	-	-	2	-	2
MIDDLE MANAGEMENT	7	1	8	7	1	8	7	1	8
under 30 years	-	-	-	-	-	-	-	-	-
30 – 50 years	5	1	6	4	-	4	4	-	4
over 50 years	2	-	2	3	1	4	3	1	4
WHITE COLLARS	29	10	39	29	13	42	33	14	47
under 30 years	2	2	4	4	5	9	5	3	8
30 – 50 years	19	7	26	17	6	23	19	9	28
over 50 years	8	1	9	8	2	10	9	2	11
BLUE COLLARS	181	113	294	216	128	344	228	146	374
under 30 years	39	23	62	48	26	74	47	28	75
30 – 50 years	97	63	160	115	74	189	128	89	217
over 50 years	45	27	72	53	28	81	53	29	82
TOTAL	218	124	342	254	142	396	271	161	432
under 30 years	41	25	66	52	31	83	52	31	83
30 – 50 years	121	71	192	138	80	218	152	98	250
over 50 years	56	28	84	64	31	95	67	32	99



Diversity, equity, inclusion and belonging (DEI&B)

[GRI 405-1] [GRI 406-2]

Interiors in Motion embeds core values of equity, inclusion, and belonging into its daily operations, aiming to create a work environment that embraces diversity. Each year the company conducts a survey among all employees to explore these aspects of This questionnaire focuses on how belonging, listening ability, and equity in career opportunities are perceived by the members in the organization. Based on the survey results, the company prepares and shares an annual improvement plan to address the improvement opportunities.

The Haworth DEI&B Committee plays also a crucial role in this effort. Established in 2022, the Committee includes members from various companies within the Group, including also Poltrona Frau Interiors in Motion. Acting as ambassadors within their organizations, Committee members promote information exchange across the various companies on a global basis, contributing to the governance of DEI&B initiatives and developing effective short- and medium-term strategies.

Members' training and development

Interiors in Motion considers the knowledge and the know-how of its members a strategic asset and it is committed to design and deliver continuous training and skills development initiatives.

Through the Haworth Group's Member Central platform², each member has the opportunity to conduct self-assessment sessions, thereby contributing to the definition of their own growth path in close co-operation with the management structure.

To ensure comprehensive skill development and the nurturing of Poltrona Frau's "Intelligence of the Hands," Interiors in Motion provides on the job training for new hires. In 2023, this training program involved 56 members, totaling over 38,000 hours. This program included participation from various departments such as Cutting, Accessory Processing, Sewing, Gluing, Wrapping, and Assembly. This process helps build a personalized training plan that includes courses covering a wide range of areas, from technical to managerial and soft skills. At the end of each training session, members are asked to complete a satisfaction survey to enhance and improve future training activities.

The training is structured at multiple levels to meet the needs of all members. To this end, the Poltrona Frau Academy includes visits to the Poltrona Frau Museum and practical sessions within the Company, where the brand's values and artisanal techniques are directly imparted. Interiors in Motion members are particularly engaged in specific training sessions related to the wrapping process and the quality requirements of the automotive sector. In 2023, over 1.400 hours of training were delivered, averaging 3.3 hours per member³.

2. The Haworth Group's Member Central Platform is a centralized tool, accessible to all members. It provides a wide range of professional development opportunities and serves as a dynamic platform for both members and management, facilitating clear communication of expectations, progress tracking, and the provision of feedback.

3. Does not include on the job training hours.

GRI 404-1 | Average hours of training per year per member⁴

	2021			2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Top management	0.0	-	0.0	0.0	-	0.0	2.7	-	0.0
Middle management	12.6	0.0	11.0	8.6	32.0	11.5	21.2	16.0	20.5
White collars	5.2	8.0	5.9	7.3	9.7	8.1	15.2	19.4	16.4
Blue collars	0.0	0.0	0.0	0.8	0.1	0.5	1.9	0.4	1.2
TOTAL	1.1	0.6	0.9	1.8	1.2	1.6	4.0	2.1	3.3

GRI 404-3 | Percentage of members receiving regular performance and career development reviews (%)⁴

	2021			2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Top management	100%	-	100%	100%	-	100%	100%	-	100%
Middle management	100%	100%	100%	100%	100%	100%	100%	100%	100%
White collars	100%	100%	100%	100%	100%	100%	100%	100%	100%
Blue collars	20%	27%	22%	31%	29%	30%	38%	38%	38%
TOTAL	33%	33%	33%	41%	36%	39%	48%	44%	47%

4. The wording of the indicator has been aligned with corporate language.



Talent attraction and retention

In the past three years, Interiors in Motion has grown by 26% in terms of headcount. In 2023 alone, the Business Unit welcomed 86 new members, 33% of whom are under 30.

Attracting new talent with the right skills and openness to innovation is essential not only to boost productivity but also to ensure the excellence of the products. Therefore, in 2023 Interiors in Motion introduced a dedicated talent acquisition and people development Unit responsible for defining and delivering employer branding activities. These include career days, workshops with universities, internships, and external company presentations.

The search for new talent occurs through various channels, including spontaneous applications, resumes received from educational institutions, dedicated LinkedIn posts, job advertisements on recruiting platforms, collaborations with employment agencies, and participation in university career days. After the selection process, new hires, who are generally employed under a temporary contract, participate to induction programs. These programs include meetings with colleagues from different company functions to provide a comprehensive overview of useful information for their integration. Subsequently, managerial training and development programs are designed to support the professional growth of employees within the organization.

401-1 | New members hires and turnover

	2021			2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
TOTAL HIRES	38	24	62	74	36	110	54	32	86
under 30 years	15	14	29	32	13	45	25	10	35
30 – 50 years	23	9	32	36	19	55	27	22	49
over 50 years	-	1	1	6	4	10	2	-	2
TOTAL TERMINATIONS	25	11	36	56	19	75	37	14	51
under 30 years	6	5	11	18	10	28	14	3	17
30 – 50 years	13	5	18	38	6	44	15	9	24
over 50 years	6	1	7	-	3	3	8	2	10
TOTAL MEMBERS	218	124	342	254	142	396	271	161	432
HIRING RATE	17%	19%	18%	29%	25%	28%	20%	20%	20%
TURNOVER RATE	11%	9%	11%	22%	13%	19%	14%	9%	12%

Members' welfare and wellbeing

[401-2] [401-3]

Interior in Motion is dedicated to enhancing employee well-being through targeted welfare policies and initiatives that improve both work and personal life quality.

To effectively identify employee goals and expectations, as part of Poltrona Frau, Interior in Motion conducts an annual Engagement Survey in collaboration with the Haworth Group. The survey results serve as the foundation for crafting and implementing corporate wellness policies.

Interiors in Motion is also committed to promoting healthy and sustainable behaviors among its employees. Each week, the business unit provides baskets of fresh fruit. Additionally, the two facilities are equipped with charging stations for electric cars, available free of charge. Team members are also periodically involved in contact meetings with the management team, aimed at team building.

The company also employs a proposal collection system in critical areas such as workplace health and safety, environmental improvements, organizational culture, processes, and products. Proposals can be submitted in both paper and digital forms, accessible through QR codes, ensuring ease of participation and inclusivity. These submissions are reviewed by a dedicated team led by the Engineering and Safety departments and evaluated by a special committee. On a quarterly basis, the most valuable ideas receive a financial recognition, underscoring Poltrona Frau's commitment to recognize individual contributions to sustainability and collective well-being within the organization.

With the implementation of the corporate supplementary agreement for the 2021-2023 period, Poltrona Frau has introduced various benefits and perks that go well beyond salary. These include flexible working arrangements, financial support for public transportation and bonuses for significant life events such as weddings or child births. A notable initiative is the Solidarity Hours Bank, which fosters a sense of community and mutual support among members by allowing them to donate leave hours to colleagues in need.

In 2023 31 members have utilized parental leave. Of these, 21 returned to work at the end of their leave during the reporting period. Moreover, 19 members who returned to work after parental leave were still employed 12 months after their return.

The company also emphasizes training and professional development by offering internships for members' children and promoting access to supplementary pension programs, demonstrating its commitment to the long-term welfare of its staff.

In 2023, to honor the contributions of its employees, Poltrona Frau, in collaboration with the Haworth Group, has established the Dick Haworth Values Award. This award recognizes members who actively exemplify and promote company values in their work. All members are encouraged to nominate colleagues who have shown exceptional commitment to collaboration and teamwork. The nominations are then reviewed by Matthew and Dick Haworth (Group's Chairman and Chairman Emeritus respectively) who select the winners.

GRI 401-3 | Parental leave⁵

	2021			2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
MEMBERS WITH THE RIGHT TO PARENTAL LEAVE (%)	100%	100%	100%	100%	100%	100%	100%	100%	100%
MEMBERS WHO TOOK ADVANTAGE OF PARENTAL LEAVE (N.)	10	14	24	12	20	32	13	18	31
Members who returned to work following parental leave (n.)	8	8	16	10	10	20	11	10	21
Members who did not return to work following the parental leave (n.)	2	6	8	2	10	12	2	8	10
of which still on parental leave (n.)	0	4	4	1	10	11	2	8	10
of which have left the company (n.)	0	0	0	1	0	1	0	0	0
Members who returned to work after taking parental leave and who are still in the company 12 months after return (n.)	4	5	9	5	8	13	9	10	19

5. The wording of the indicator has been aligned with corporate language.

Health and safety

[GRI 403-1] [GRI 403-3] [GRI 403-4] [GRI 403-5]
[GRI 403-6] [GRI 403-8] [GRI 403-9]

Interiors in Motion ensures that all workplaces are maintained in optimal conditions of safety, hygiene, and comfort, often exceeding regulatory requirements

Health and safety are managed through an integrated Quality, Safety, and Environment policy, certified under UNI EN ISO 45001.

Interiors in Motion has established an internal reporting system that allows its members to provide suggestions and feedback on improving health and safety conditions. These reports are reviewed every four months by a committee comprising the operations management, workers' representatives, and the Quality, Safety, and Engineering units. The committee recognizes the top three contributions with a payroll bonus, thereby fostering a culture of listening and collaboration within the company.

Regular internal and external audits are conducted to evaluate the effectiveness of safety measures, with results discussed during the annual management review. The Environment and Safety Manager, along with the Head of the Protection and Prevention Service, identifies critical processes to monitor, considering the whole manufacturing cycle, the ancillary activities performed in the plants and in the external locations. The hazard and risk analysis identifies health and safety risks at each stage of the operational processes, including normal, abnormal, and emergency conditions. This analysis also considers potential impacts on third parties and is reviewed and updated as necessary following organizational changes such as new processes, technologies, or materials.

To prevent injuries and occupational diseases and ensure effective and transparent communication of safety policies and objectives, in 2023 Interiors in Motion has trained 432 members in a wide range of topics, from first aid and fire prevention procedures to specialized training for forklift and special vehicle operators.

During the year, there were 3 minor injuries reported over more than 900,000 hours worked. Additionally, the company did not record any cases of occupational diseases.

GRI 403-9 | Work-related injuries⁶

	2021			2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Deaths due to work-related injuries	0	0	0	0	0	0	0	0	0
Recordable occupational injuries with severe consequences	0	0	0	0	0	0	0	0	0
Recordable occupational injuries	2	0	2	0	0	0	1	2	3
at work	2	0	2	0	0	0	1	2	3
commuting	0	0	0	0	0	0	0	0	0
Rate of recordable occupational injuries	N.A.	-	2.71	-	-	-	N.A.	N.A.	3.25

6. The recordable work injury rate is calculated as (number of injuries / hours worked) x 1,000,000. The rate of work injuries with serious consequences is calculated as the number of work injuries with serious consequences (excluding fatalities) / hours worked x 1,000,000.





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Methodological note

Methodological note

[GRI 2-1] [GRI 2-2] [GRI 2-3] [GRI 2-5] [GRI 3-1] [GRI 3-2] [GRI 3-3]

This first edition of Poltrona Frau Interiors in Motion's Sustainability Report shows the Business Unit commitment to reporting and presenting to all its stakeholders the economic, environmental, and social results achieved during the year with rigor and transparency.

The reporting period coincides with the fiscal year 2023 and provides, where available, a comparison with the data from the previous two years.

The document has been prepared with reference to GRI (Global Reporting Initiative) standards, whose references are indicated in the text through identification codes in square brackets and in the GRI Content Index.

The materiality analysis process was divided into three phases:

- Definition of impacts: Positive and negative impacts were defined through benchmarking and external context analysis. These were subsequently validated through interviews with reference points for each material topic.
- Fine-tuning material topics: a workshop was conducted with the top management to validate and refine the identified impacts related to priority topics.
- List of material topics: The results of the previous two phases led to the list of material topics and the related positive and negative impacts considered most relevant for the activities and context in which the Business Unit operates.

Below is the list of prioritized material topics with a brief explanation of the most relevant impacts related to each theme, both positive and negative, divided into four macro-areas: environment, people, product, and society.

MACRO-AREA	MATERIAL TOPIC	POSITIVE IMPACTS	NEGATIVE IMPACTS
SOCIETY	Customer satisfaction	<ul style="list-style-type: none"> Positive impact due to increased perceived customer involvement and listening by the Company Positive impact generated by business continuity Positive impact due to satisfaction of customer needs through appropriate customer experience 	<ul style="list-style-type: none"> Potential loss of competitiveness if customers' needs and demands are not listened to in a timely manner
PEOPLE	Occupational health and safety	<ul style="list-style-type: none"> Increased employee productivity by maintaining workplaces in optimal safety, hygiene, and comfort conditions Positive impact from providing training courses that enable employees to be informed about specific safety procedures 	<ul style="list-style-type: none"> Possible negative impacts on employee health caused by occupational diseases, accidents, and/or injuries if the topic is not properly overseen
SOCIETY	Human rights	<ul style="list-style-type: none"> Positive impact related to the protection and respect of human rights throughout the company's value chain 	<ul style="list-style-type: none"> Negative impact resulting from possible violation of human rights along the supply chain. Possible negative reputational impact, with potential legal consequences, if human rights violations occur
PRODUCT	Product quality and safety	<ul style="list-style-type: none"> Positive reputational impact derived by communicating the absolute craftsmanship of the product to increase the degree of acceptability of defects in natural materials (e.g., leather, wood, and marble) Positive impact due to the selection of the best raw materials to ensure safe and quality products 	<ul style="list-style-type: none"> Potential product defects due to faulty workmanship Potential impact on customers' health from the potential presence within the products of chemicals that do not comply with regulations in the relevant markets
PRODUCT	Sustainable packaging	<ul style="list-style-type: none"> Positive environmental impact achieved by saving raw materials, using recycled material, and reducing single-use plastics for product packaging. Positive environmental impact related to the use of biodegradable plastics for product protection. Positive reputational impact related to the reuse of packaging in line with customer demands. 	<ul style="list-style-type: none"> Negative environmental impact of placing single-use packaging on the market that is neither recyclable nor produced from recycled sources
PEOPLE	Training and employees' development	<ul style="list-style-type: none"> Improving technical, managerial, and soft skills of employees through upskilling and reskilling activities in line with new market demands 	<ul style="list-style-type: none"> Negative impact related to the lack of professional development of its employees resulting in loss of resources Potential lack of availability on the market of craft and technical skills necessary for the development of production activities
PRODUCT	Circular design and sustainable materials and product innovation	<ul style="list-style-type: none"> Positive impact on the environment related to circular design and the study and use of more sustainable materials Positive impact related to the high durability of the product and its potential recyclability at end of life Positive impact related to the development of technical solutions that allow easy replacement of damaged components to increase the lifecycle 	<ul style="list-style-type: none"> Negative reputational and environmental impact resulting from failure to manage and integrate circular economy initiatives in product design and manufacturing Negative environmental impact resulting from a failure to virtuously manage the product at the end of its lifecycle
PEOPLE	Diversity, equity and inclusion	<ul style="list-style-type: none"> Positive impact due to the promotion of an inclusive work environment capable of creating a positive atmosphere among employees Positive impact related to the company's promotion of equal opportunities and fair treatment for employees 	<ul style="list-style-type: none"> Negative impact on employees due to failure to create an inclusive, non-discriminatory and diversity friendly work environment where equal opportunity is promoted

MACRO-AREA	MATERIAL TOPIC	POSITIVE IMPACTS	NEGATIVE IMPACTS
PRODUCT	Product innovation	<ul style="list-style-type: none"> Lower product environmental impact through the use of technological innovations that meet customer demands 	<ul style="list-style-type: none"> Reputational impact and potential loss of competitiveness due to failure to introduce innovative solutions
SOCIETY	Responsible sourcing, responsible supply chain and human rights	<ul style="list-style-type: none"> Positive impact on the local economy resulting from the selection of local suppliers Improved awareness related to sustainability issues along the supply chain resulting from the spread of sustainability practices and policies 	<ul style="list-style-type: none"> Potential disruptions in the Company's business continuity and operations due to unsustainable performance along the entire supply chain Potential limitation in supplier selection due to socioenvironmental requirements and/or in the case of customer-imposed suppliers
ENVIRONMENT	Waste management	<ul style="list-style-type: none"> Positive impact generated by responsible waste disposal and minimization of waste through recycling initiatives Positive impact generated by the efficiency of materials chosen in design and production to minimize waste 	<ul style="list-style-type: none"> Negative environmental impact caused by inadequate waste management, particularly hazardous waste, with low percentage of waste going for recycling
ENVIRONMENT	Energy efficiency and GHG emissions reduction	<ul style="list-style-type: none"> Positive impact from consuming self-generated electricity through the photovoltaic system and obtaining warranty certifications for the use of electricity from renewable sources 	<ul style="list-style-type: none"> Negative environmental impact caused by the generation of GHG emissions from the Company's growing production activity and value chain
PEOPLE	Employee welfare and well-being	<ul style="list-style-type: none"> Positive impact due to increased productivity by employees incentivized by welfare and wellness policies developed by the company Positive impact due to proper work-life balance of employees 	<ul style="list-style-type: none"> Lower productivity and efficiency due to worsening employee welfare Negative reputational impacts caused by the failure to value employees
PEOPLE	Talent attraction e retention	<ul style="list-style-type: none"> Enhancement and growth of human capital through professional figure specific training plans and career paths Improvement in productivity through meeting business and employee needs 	<ul style="list-style-type: none"> Potential loss of talent and reduced attractiveness due to failure to value, protect and develop resources Potential negative impact related to turnover in the company and subsequent loss of know-how
SOCIETY	Customer data privacy and protection	<ul style="list-style-type: none"> Positive impact due to protecting the confidentiality of information acquired in the course of its business by providing up-to-date security measures and appropriate policies 	<ul style="list-style-type: none"> Potential negative impact caused by the possible breach of sensitive customer and employee data (data breach)
PRODUCT	Responsible sourcing	<ul style="list-style-type: none"> Positive impact related to the selection of certified, responsibly sourced raw materials that ensure compliance with ethical and environmental standards Compliance with current and future material sourcing regulations 	<ul style="list-style-type: none"> Potential negative impact on product quality from failure to supply certified raw materials
SOCIETY	Community engagement	<ul style="list-style-type: none"> Strengthening relationships with different stakeholders in the area and promoting community welfare and development by creating shared value through listening and engagement activities with the local community Positive impact resulting from the employment of local staff 	<ul style="list-style-type: none"> Possible negative impact on brand reputation resulting from a lack of interest and involvement of the community in which it operates

The data and information contained in this document were collected with the support of all functions of the Business Unit. The process was supervised and coordinated by the Corporate Social Responsibility unit of Haworth Lifestyle.

GRI content index

Statement of Use Interiors in Motion has reported in accordance with the GRI standards.

GRI 1 used GRI 1: Foundation 2021.

Applicable GRI Sector Standard No GRI sector standard is applicable.

General disclosure

GRI STANDARD	DISCLOSURE	LOCATION	NOTE
GRI 2: General Disclosures 2021	2-1 Organizational details	Leader in luxury in motion since 1985	
	2-2 Entities included in the organization's sustainability reporting	Methodological note	The Sustainability Report includes information regarding the sole Interiors in Motion business Unit.
	2-3 Reporting period, frequency and contact point	Methodological note	Reporting period: 01/01/2023-31/12/2023 Frequency: Annual Date of publication: 11/24 Contact point: press@poltronafrau.it
	2-5 External assurance		This document did not undergo external assurance.
	2-6 Activities, value chain and other	How we create value	
	2-7 Employees	Interiors in Motion team	
	2-8 Workers who are not employees	Interiors in Motion team	
	2-21 Annual total compensation ratio		a) 2023: 13; 2022: 13; 2021: 6;
	2-22 Statement on sustainable development strategy	To our stakeholders	
	2-23 Policy commitments		https://www.poltronafrau.com/it/it/code-of-ethics.html
	2-25 Processes to remediate negative impacts	Focus on customer centricity	
	2-27 Compliance with laws and regulations		In the three-year period 2021-2023, Interiors in Motion did not record any significant cases or received fines for cases of non-compliance with laws and regulations.
	2-30 Collective bargaining agreements	Interiors in Motion team	

Specific disclosures

GRI STANDARD	DISCLOSURE	LOCATION	NOTE
GRI 3: Material topics 2021	3-1 Process to determine material topics	Methodological note	
	3-2 List of material topics	Methodological note	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	Responsible sourcing and local supply chain	
MATERIAL TOPICS			
GOVERNANCE			
GRI 3: Material topics 2021	3-3 Management of material topics	Our governance model	
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	Our governance model	
BUSINESS ETHICS AND INTEGRITY			
GRI 3: Material topics 2021	3-3 Management of material topics	Our governance model	
GRI 205: Anti-corruption 2016	205 – 2 Communication and training about anti-corruption policies and procedures	Our governance model	Interiors in Motion has communicated and provided training on anti-corruption policies and procedures to all governing bodies and employees.
	205-3 Established incidents of corruption and actions taken	Our governance model	In 2023, Interiors in Motion recorded no incidents of corruption.
RISK MANAGEMENT AND REGULATORY COMPLIANCE			
GRI 3: Material topics 2021	3-3 Management of material topics	Quality policy	
GRI 416: Customer health and safety 2016	416-1 Assessment of health and safety impacts by product and service categories	Quality policy	
SHARED VALUE CREATION			
GRI 3: Material topics 2021	3-3 Management of material topics	How we create value	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	How we create value	
CIRCULAR DESIGN AND PRODUCT INNOVATION			
GRI 3: Material topics 2021	3-3 Management of material topics	An LCA Systematic Approach to sustainable products	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	An LCA Systematic Approach to sustainable products	
	306-2 Management of significant waste-related impacts	An LCA Systematic Approach to sustainable products	
SUSTAINABLE PACKAGING			
GRI 3: Material topics 2021	3-3 Management of material topics	Sustainable packaging	
PRODUCT QUALITY AND SAFETY			
GRI 3: Material topics 2021	3-3 Management of material topics	Quality policy	

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note

GRI STANDARD	DISCLOSURE	LOCATION	NOTE
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Quality policy	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Quality policy	In the three-year period 2021-2023 Interiors in Motion has not recorded any incidents of non-compliance regarding health and safety impacts of products and services.
DIVERSITY, EQUITY, INCLUSION AND BELONGING			
GRI 3: Material topics 2021	3-3 Management of material topics	Interiors in Motion team	
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	Interiors in Motion team	
GRI 406: Non discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Interiors in Motion team	In 2023, Interiors in Motion recorded no incidents of discrimination.
TRAINING AND DEVELOPMENT			
GRI 3: Material topics 2021	3-3 Management of material topics	Members' training and development	
GRI 204: Training and education 2016	404-1 Average hours of training per year per employee	Members' training and development	
	404-3 Percentage of employees receiving regular performance and career development reviews	Members' training and development	
OCCUPATIONAL HEALTH AND SAFETY			
GRI 3: Material topics 2021	3-3 Management of material topics	Health and safety	
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	Health and safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Health and safety	
	403-3 Occupational health services	Health and safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and safety	
	403-5 Worker training on occupational health and safety	Health and safety	
	403-6 Promotion of worker health	Health and safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Health and safety	
	403-8 Workers covered by an Occupational Health and Safety Management System	Health and safety	
	403-9 Work-related injuries	Health and safety	

GRI STANDARD	DISCLOSURE	LOCATION	NOTE
TALENT ATTRACTION E RETENTION			
GRI 3: Material topics 2021	3-3 Management of material topics	Talent attraction and retention	
GRI 401: Employment 2016	401-1 New hires and turnover	Talent attraction and retention	
EMPLOYEES WELFARE AND WELL-BEING			
GRI 3: Material topics 2021	3-3 Management of material topics	Member welfare and wellbeing	
GRI 401: Employment 2016	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Member welfare and wellbeing	
	401-3 Parental leave	Member welfare and wellbeing	
RESPONSIBLE SUPPLY CHAIN			
GRI 3: Material topics 2021	3-3 Management of material topics	Responsible sourcing and local supply chain	
GRI 204: Procurement practice 2016	204-1 Proportion of spending on local suppliers	Responsible sourcing and local supply chain	
GRI 308: Supplier Environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible sourcing and local supply chain	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible sourcing and local supply chain	
CUSTOMER SATISFACTION			
GRI 3: Material topics 2021	3-3 Management of material topics	Quality policy	
GRI 416: Client's health and safety 2016	416-1 Assessment of the health and safety impact of product and service categories	Quality policy	In 2023, no products were evaluated on the basis of health and safety impacts.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Quality policy	In the three-year period 2021-2023, Interiors in Motion has not recorded any incidents of noncompliance regarding health and safety impacts of products and services.
CUSTOMER DATA PRIVACY AND PROTECTION			
GRI 3: Material topics 2021	3-3 Management of material topics	Quality policy	
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Quality policy	In the three-year period 2021-2023, Interiors in Motion did not receive any complaints about violations of customer privacy.
HUMAN RIGHTS			
GRI 3: Material topics 2021	3-3 Management of material topics	Responsible sourcing and local supply chain	
GRI 406: Non discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Responsible sourcing and local supply chain	In 2023, Interiors in Motion recorded no incidents of discrimination.

GRI STANDARD	DISCLOSURE	LOCATION	NOTE
ENERGY EFFICIENCY AND GHG EMISSIONS			
GRI 3: Material topics 2021	3-3 Management of material topics	Industrial energy efficiency and emission reduction	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Industrial energy efficiency and emission reduction	
	302-3 Energy efficiency	Industrial energy efficiency and emission reduction	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Industrial energy efficiency and emission reduction	
	305-2 Energy indirect (Scope 2) GHG emissions	Industrial energy efficiency and emission reduction	
	305-6 Emissions of ozone-depleting substances (ODS, "ozone-depleting substances")	Industrial energy efficiency and emission reduction	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Industrial energy efficiency and emission reduction	
WATER MANAGEMENT			
GRI 3: Material topics 2021	3-3 Management of material topics	Sustainable packaging	
WASTE MANAGEMENT			
GRI 3: Material topics 2021	3-3 Management of material topics	Sustainable packaging	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainable packaging	
	306-2 Management of significant waste-related impacts	Sustainable packaging	
	306-3 Waste generated	Sustainable packaging	
	306-4 Waste diverted from disposal	Sustainable packaging	
	306-5 Waste directed to disposal	Sustainable packaging	
PRODUCT INNOVATION			
GRI 3: Material topics 2021	3-3 Management of material topics	An LCA Systematic Approach to sustainable products	



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