

## Human capital, central building block for growth

A measurable, palpable path, shared by the team: the story of Ravioli's first Sustainability Report



The team

The first Sustainability Report, with the contribution and participation of the entire company team, was an important step along Ravioli's relentless journey towards innovation and social and environmental responsibility. This is a remarkable achievement for this historic Milanese company, whose foundation dates back to

1926, a manufacturer of mechanical and electromechanical equipment for industry. "Involving employees in the realisation of this first balance sheet not only served to take a snapshot of the company's situation in

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terms of energy and resource consumption, outlining reduction and compensation actions in line with the major sustainable guidelines, but it was fundamental to understand the employees' wishes and work with them to structure an improvement plan", Stefano and Elisa Daidone, with their father Giorgio, representing the entire family, tell us. The Daidones also point out that sustainability reports are compulsory for listed companies, while they are completely voluntary, as in their case, for other types of companies.

"We decided to embark on this path to focus on the human and social aspect of sustainability, assessing the current state of our equity and inclusion, in order to make improvements in the entire corporate community, obviously in the present, but also looking to the future".

Already in 2009, Ravioli drew up a Code of Ethical Behaviour that represented a solid basis for future developments. Today, inspired by the 17 Sustainable Development Goals of the UN Agenda 2030, Ravioli has developed a balance sheet that includes the three types of environmental, economic and social responsibility.

"Not only attention is paid to energy consumption, but also to the conscious use of water resources, waste disposal and offsetting emissions, for example thanks to the Ravioli forest, which we have helped to expand by supporting Treedom (registered trademark), a company that plants fruit

trees in various countries around the world". Employees, during specific team-building days with external consultants, have greatly contributed to achieving one of Ravioli's main goals: working in a healthy and safe environment that is geared towards talent development.

"In addition to training courses and respect for the principles of diversity and inclusion, we have adopted virtuous but very practical behaviours, such as using water bottles instead of plastic bottles and using an app for the company canteen that allows us to also reduce waste of fresh food. We believe that the difference always starts with small gestures". Yet Ravioli's objectives go beyond the mere company boundaries and address in a broader sense the socio-economic ecosystem represented by the entire supply chain, including public bodies and third sector stakeholders.

"The ultimate goal is that, through continuous training and compliance with tax and safety rules, we can continuously increase corporate welfare".

Finally, a word on products that, in the name of the circular economy, should not be disposed of, but recycled.

"The study of our mechanical and electromechanical equipment goes precisely in this direction: it must be designed to be reused. In fact, a product is sustainable when it generates little or no waste after purchase, when it can be reused several times and recycled at the end of its life cycle. Furthermore, it must be as durable as possible".

The almost 100-year-old Ravioli is therefore preparing to embark on a profoundly sustainable future full of challenges to be faced with determination and team spirit. ■



The management of Ravioli Spa