





















Sustainability Report 2021



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AREA	RESULTS	SDG
ECONOMICS AND GOVERNANCE	+13.4% - €38.8 mil. - Revenues 2021* average annual revenue growth CAGR 2007-2021	
ECONOMICS AND GOVERNANCE	Ethics Organization, Management and Control Model and Code of Ethics	
ECONOMICS AND GOVERNANCE	Ethics Legality rating ★ ★ ★ maximum value	
ECONOMICS AND GOVERNANCE	Environment Management System certified and compliant with ISO 14001:2015 standard	
ECONOMICS AND GOVERNANCE	Quality Management System certified and compliant with ISO 9001:2015 standard	
ECONOMICS AND GOVERNANCE	Research and development 7.8%* of revenues invested in R&D (2021) Innovation & Development Committee to promote research activity in the company and support strategic decisions of the Board of Directors	
ENVIRONMENT	100% electricity from renewable sources (from 2019)	
ENVIRONMENT	29.9% total energy from renewable sources (2021)	
ENVIRONMENT	+ 3.2% self-generated electricity (2021-2020 comparison)	
ENVIRONMENT	- 31.9% water consumption per employee (comparison 2021 - 2020 - 2019)	
ENVIRONMENT	0.83 kg of waste generated per 1,000€ production value	
ENVIRONMENT	96.3% of waste sent for recycling (2021)	

AREA	RESULTS	SDG
ENVIRONMENT	Zero CO₂ emissions for electricity use (scope 2, 2021)	
ENVIRONMENT	Less than 45.22 tons of CO₂ equivalent emitted due to reduction in business travel, packaging, waste generated and water consumption (scope 3, from 2019)	
SOCIAL	197 employees +13.9% over 2019	
SOCIAL	96.4% employees hired on a permanent basis	
SOCIAL	Continuing Education 26.2 average hours/year per employee (2019-2020-2021)	
SOCIAL	Zero occupational diseases (2019-2020-2021)	
SOCIAL	Work-life balance agile work; flexitime; hour bank	
SOCIAL	Corporate welfare plan Applied to 11 areas** and expanded by supplementary health/social security insurance and subsidized loans	
SOCIAL	Social and environmental criteria in supplier selection and evaluation	
SOCIAL	Customer satisfaction analysis extended to all customers	
SOCIAL	Sustainability for the territory 4 projects in favor of socio-economic development of the community Atlantide - social inclusion in business; ICONA - re-functionalization of Olivetti factories; Carlo Ferrero Onlus Association; Spazio Blu - day care center aimed at the world of autism	

* Consolidated data of the Company OSAI A.S.

**According to the PMI Welfare Index for SMEs, OSAI, through its welfare policies, covers 11 of the 12 categories under the most comprehensive corporate welfare model.