

FIORINI



The manifesto

FOR YEARS, THEY HAVE BEEN TELLING YOU THAT THE CONTENTS MATTER MORE THAN THE PACKAGING.

WE ARE COMMITTED TO CONCEIVING, DESIGNING AND PRODUCING INCREASINGLY TOP PERFORMING PACKAGING.

OUR SACKS
DON'T JUST SIMPLY
"CONTAIN".

THEY CARRY,
VALUE AND
PROTECT.

About us

Our job started out a long time ago, in 1947, based on the dream of **Giambattista Fiorini**, a man of vision who - in the tough post WWII years - accepted the challenge of changing his lifestyle scenario.



2

PRODUCTION
PLANTS



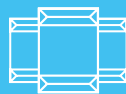
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FOREIGN
AGENCIES



50

MILLION €
TURNOVER



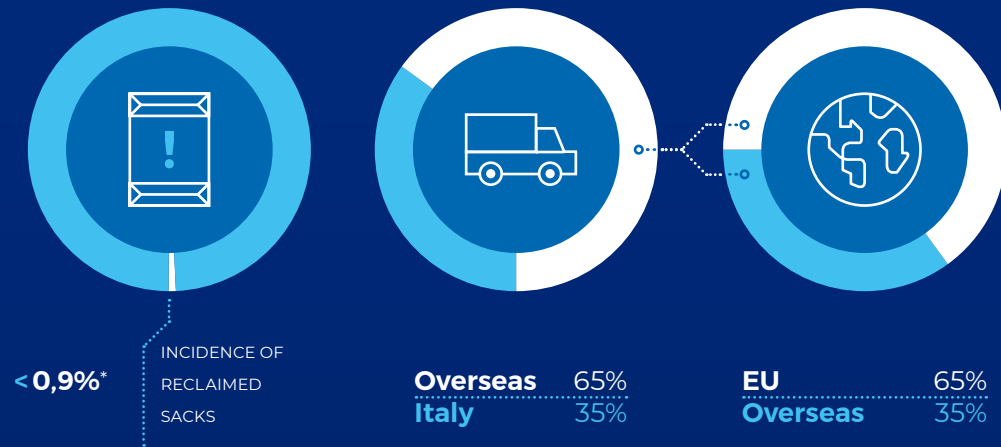
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MILLION SACKS
PRODUCTION CAPACITY

From 1947 to date, we have grown along at the same pace as the evolution of production systems and technologies without ever abandoning the passion that has fuelled us since the very first day. A passion for **welfare** and **sustainable development**, not only economic, but also and above all of values that concern work, culture, safety, the environment, people.

FIORINI

Data for 2017



* performance improved by 58% compared to the minimum envisaged by the national terms and conditions of sale

A competitive
and sustainable
business model

DEVELOPMENT STRATEGIES AND RESULTS

The story of Fiorini Packaging testifies to the ability to combine the **sustainability** of the business model in all its forms, whether economic, social or environmental, with the **competitiveness** that has led the company to become a benchmark in the packaging market. The challenge of the present and of the near future is to continue to grow on the market, while maintaining focus on our values.



FIORINI

What we
need to
compete

SUSTAINABILITY

It is a virtuous circle: we place the utmost attention on our products to ensure that what's behind them gives rise to **ideas, plans** and **ambitions**.

We consider the social and environmental sustainability objectives to be the primary condition to achieve growth in the medium and long term. Plans aimed at creating a shared value, consistently with the strategies implemented as part of our industrial plan. The adoption of an Integrated Management System, for instance, is a strategic decision for an organisation that can help improve its overall performance and provide a solid basis for development initiatives.

A sustainability that is increasingly integrated into the strategy.
And, naturally, into the product.

CERTIFICATIONS



Quality management system
ISO 9001 CERTIFIED SINCE 1997



Environmental management system
ISO 14001 CERTIFIED SINCE 2000



Hygiene management system in the production
of food-grade packaging SINCE 2017



Occupational health and safety management
BS OHSAS 18001 CERTIFIED SINCE 2003



Food safety management
ISO 22000 CERTIFIED SINCE 2009



QUALITY AND INNOVATION

We do business in such a highly competitive market and tackle major international players; innovation has thus become a fundamental requirement to guarantee customer **satisfaction** and the **continuity of our company's growth**. Our concentration on innovation allows us here at Fiorini Packaging to focus on a type of growth which is smart, long-lasting and responsible. This is a planned and highly structured process.

It is only through investment in research and development that we are successful in creating a quality product. Quality that, for Fiorini Packaging, means competitiveness, not competition.

Our research and development laboratories work hard every day to come up with products that are functional for the transportation and preservation of materials, such as our three core products:

With plenty more innovation in the pipeline for the years to come.



The **Rain Shield** system, designed to preserve the product even in adverse weather conditions;



Moist Shield, which lends the paper water-repellent properties, so water slips away from the sack, eliminating the possibility of it coming into contact with the product;



Gh2ost is the first barrier treatment, covered by an international patent, which protects the product by exploiting the properties of paper, eliminating the use of plastic. This also gives the product the ability to be water soluble and so if the sack is thrown into a concrete mixer, it disappears in a matter of minutes.

Control of
the entire
production
chain

FROM SUPPLIER TO FINISHED PRODUCT

The current economic model is a linear one: you produce, you use and you dispose. The alternative is represented by the circular economy, a **system in which the raw materials remain in the economic cycle as long as possible**.

The company undertakes to maintain - during production of its products - the most complete compliance with the applicable regulations in force in various sectors (health and safety, food safety, hygiene, environmental regulations, administrative regulations), as well as with any agreements and specifications drawn up in agreement with customers.

Designing the future means taking care of the environment around us: over the years, biocompatibility and environmental sustainability have become fundamental values. This is why we select and monitor our products right from the raw materials utilised. The paper we use is sourced from managed and/ or certified forests. Our focus on the maximum reduction of waste paper is an important objective for us, since the market increasingly requires complex multiply products and the use of increasingly customised paper resources. Paper waste has decreased progressively between 2014 and 2017.



68^{MLN}

SQUARE
METERS



9.500

FOOTBALL
PITCHES



2.800

ARTICLES WHICH HAVE
GENERATED 8,095 ORDERS



+50

THOUSAND

LITRES OF PRINTED INK
RECOVERED



VALUING PEOPLE

People - employees, suppliers, customers - constitute our most important capital. A capital comprising skills, experience, and emotions that are nurtured and strengthened every day.

Today Fiorini Packaging can boast 201 employees, 97% of whom proudly have open-ended contracts. Talent is extremely important to us: 23% of our staff is under 40. Employee loyalty to the company is extremely high: the average seniority is almost 20 years.

Years in which these people, because that's how we prefer to call them, have grown together with the company. Investing in the growth of our employees is a key factor for our business growth: for this reason, more than 1,000 hours of training were completed in 2017.

Hours which were also invested in relational soft skills. To guarantee our customers maximum satisfaction, we rely on analysis methods that make it possible to measure the relational dynamics between our company and the customers themselves. By analysing the expectations and the perception that customers have of what we do, we measure: **Reliability, Relational skills, Reassurance skills,** and **Empathy.** Our surveys show that our customers have ranked our skills at an average score of 6 out of 7.

**Training
and development
of employees**

+ 1000 HOURS

TRAINING IN 2017





PROTECTING THE ENVIRONMENT

We are aware and proud to produce sacks and packaging that not only contain materials, but which also carry the values and passion that the company wishes to convey and communicate

The paper used to produce our sacks is sourced from **controlled and certified forests**. Our focus on the maximum reduction of waste paper is a vital objective for us, since the market requires complex multi-ply products where the use of paper resources is increasingly customised. Ever since the end of the '90s, we have chosen to use water-based inks, as well as a significantly reduced quantity of solvents and other dangerous substances. Furthermore, the glues we used are mainly organically-based, such as potato flour or maize starch. This is our why to restrict the use of chemical-based glues.

Our focus on manufacturing has led us to a drastic reduction in CO2 emissions per tonne of sacks produced, and we have now reached extremely low levels both in absolute terms and relating to production volumes. Our water consumption has been progressively reduced over the last 4 years: this demonstrates our ongoing focus on reducing the wastage of this precious environmental resource. Responsible production is driving our company towards a reduced utilisation of chemicals and a more efficient usage of raw materials. **Our products may in some cases be 100% recycled**, while in others they need to be taken apart to be rendered recyclable.

WE ARE MEMBERS OF:



-9,2%

REDUCTION OF WASTE
PAPER (BETWEEN 2014
AND 2017)

0,02 kg

CO2 EMISSION PER
TONNE OF SACKS
PRODUCED

+4%

WASTE RECOVERED
(PAPER AND OTHER)
SINCE 2014

Fiorini
across the
local territory

COMMITTMENT TO THE WELFARE OF THE COMMUNITY

Since 1947, we have been doing business in our territory with the awareness that business principles also entail the adoption of values aimed at the welfare of the local community and of society as a whole.

There are many initiatives in support of the community - with a particular emphasis on our beloved Senigallia - which Fiorini Packaging invests in: from the redevelopment of wonderful places around the city, to the possibility of providing young people around the territory with employment , always keeping an eye open towards the future.

Because art contains beauty

Thanks to the scheme alternating school with practical work experience, we have partnered up with the Liceo Scientifico "Enrico Medi" secondary school in Senigallia, promoting an innovative project entitled "**Pack Your Future**".

This is a multi-annual activity, which began in the 2016/2017 school year, and continued throughout 2018, allowing about 20 youngsters from form 4DSC to get to know the job, its locations, its pace and complexities, gaining information on the positioning and definition of the various organisational and production departments, acquiring operational skills combined with a generalised view of our markets and competitors, improving teamwork skills, as well as getting to know part of the history of the territory.



OUR COMMITMENTS

We have told you what we have done over 70 years. What we can do from now on? We want to implement actions and concrete initiatives that are consistent with our values.

THE COMMITMENT WE ARE MAKING IS TO MOVE TOWARDS AN INCREASINGLY SUSTAINABLE AND RESPONSIBLE DEVELOPMENT: THROUGH THE DISSEMINATION OF THE CULTURE OF SUSTAINABILITY, REDUCING THE ENVIRONMENTAL IMPACT OF OUR PRODUCTION PLANTS, INVOLVING OUR EMPLOYEES, SELECTING OUR SUPPLIERS CAREFULLY, WHILE CONTINUING TO IMPROVE OCCUPATIONAL HEALTH AND SAFETY.

THANKS TO RESEARCH, WE WANT TO DEVELOP PRODUCTS THAT ARE INCREASINGLY AT THE CUTTING-EDGE OF TECHNOLOGY, SO THAT CUSTOMER LOYALTY AND SATISFACTION GROW EVEN FURTHER.

201

EMPLOYEES IN 2017

23%

WORKERS
UNDER 40



45

AVERAGE AGE
OF WORKERS



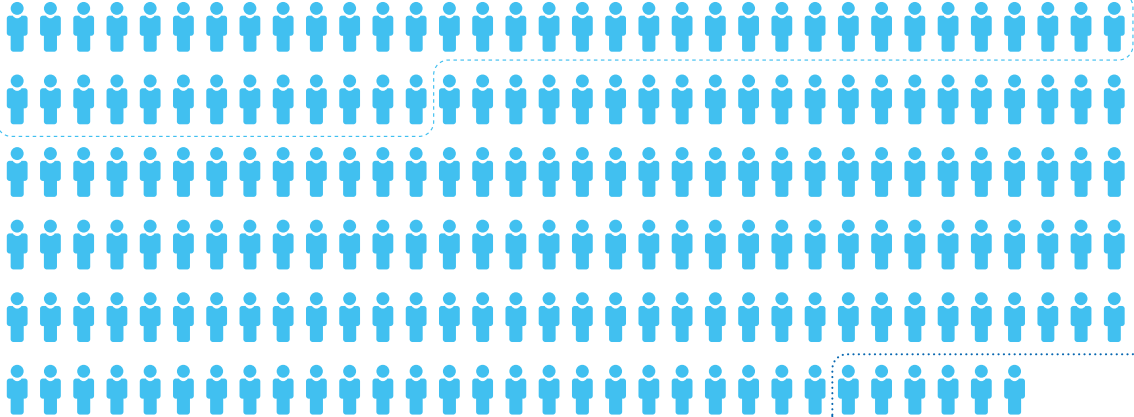
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AVERAGE
SENIORITY



97%

PERCENTAGE
OF WORKERS
WITH
OPEN-ENDED
EMPLOYMENT
CONTRACTS





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