

IMPACT REPORT 2023

MB FIX SRL SB
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CONTENTS



1. Presentation
2. Our Numbers
3. Benefit Corporations
4. The corporate purpose of MB FIX
5. Why we are benefit
6. Our projects completed in 2023
7. Our projects for 2024
8. Our commitment to the UN Sustainable Development Goals
9. Our evaluation Ecovadis

MB FIX SRL SB



1. PRESENTATION

MB FIX SRL SB is a company born in the late 60s in one of the most important Italian districts of heating, producing sides and grilles for water and electric radiators. Subsequently it developed skills in the subcontracting of mechanical fastening for European and Italian manufacturers of radiators, managing to bring out products under its own brand and freeing itself from a purely subcontractor reality.

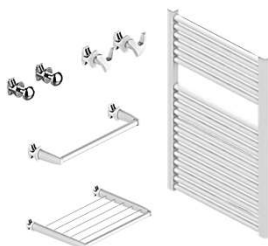


MB FIX operates in the traditional thermo-hydraulics sector, designing and proposing **products for the mechanical fixing** of heating elements (core business), pipes, sanitary fixtures and air conditioners. In the last 10 years, the company has studied and developed a range of bathroom accessories in ABS for direct installation on any type of radiator, metal surface or wall.

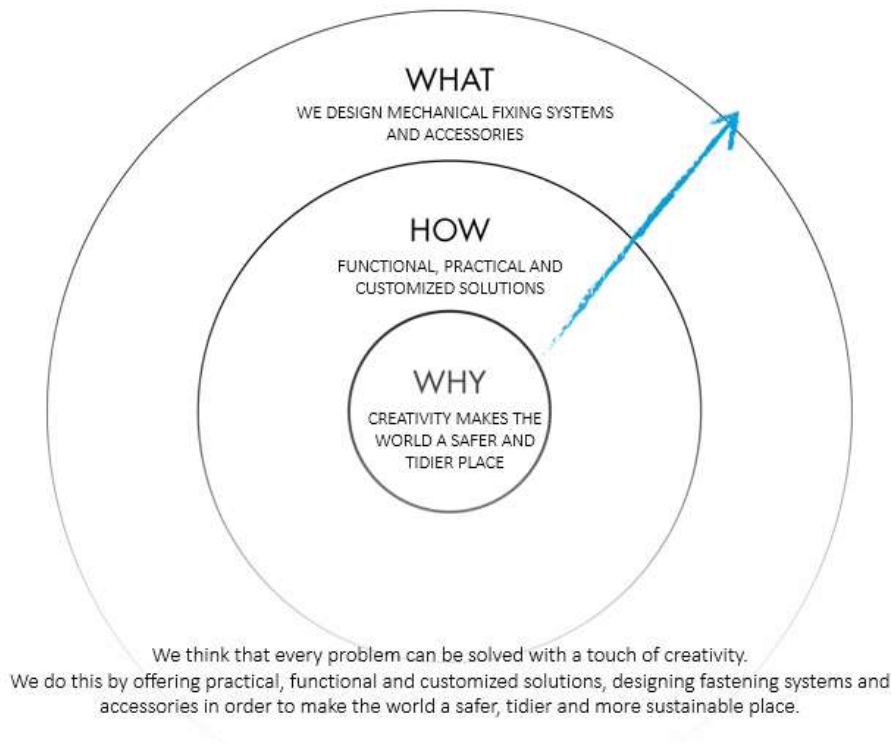
Thanks to the innovation and quality of its products, MB FIX immediately distinguished itself within the market, becoming the preferential choice for that niche of customers most attentive to safety and practicality of use of a good solution, with particular success in the German market.

The market on which the company operates is mainly foreign, mainly focused on German-speaking markets. In general, the turnover developed can be divided into 28% in Italy and the remaining 72% abroad.

Today, thanks to the determination gained through fifty years of experience and in-depth knowledge of the market, MB FIX is ready to offer the most appropriate solutions for every customer need, from radiator manufacturers to thermo-hydraulic wholesalers and distributors, to private.



1. PRESENTATION



WE WANT TO MAKE THE WORLD A **SAFER** PLACE THANKS TO THE CREATIVITY OF OUR **MECHANICAL FIXING SYSTEMS**, CUSTOMIZED FOR ANY AESTHETICAL AND FUNCTIONAL REQUIREMENT.

WE WANT TO MAKE THE WORLD A **TIDIER** PLACE THANKS TO THE FUNCTIONALITY OF OUR **HANGERS**, SUITABLE FOR ANY NECESSITY.

WE WANT TO MAKE THE WORLD A **MORE SUSTAINABLE** PLACE THANKS TO OUR WAY OF DOING BUSINESS, WHICH HAS A **POSITIVE IMPACT** ON PEOPLE AND THE ENVIRONMENT.



MISSION

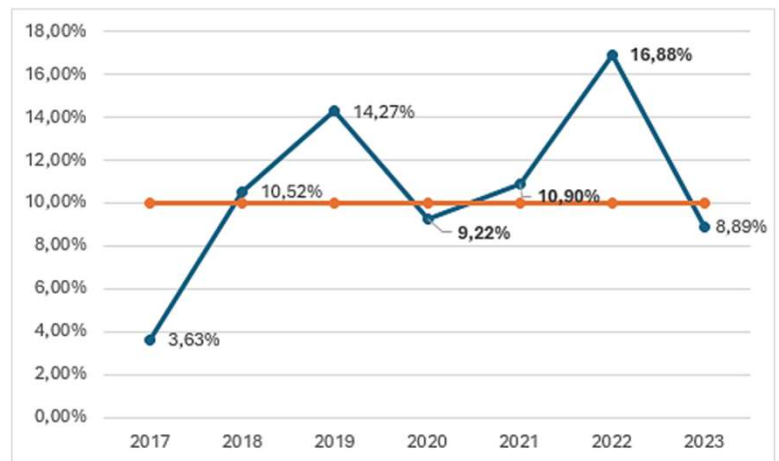
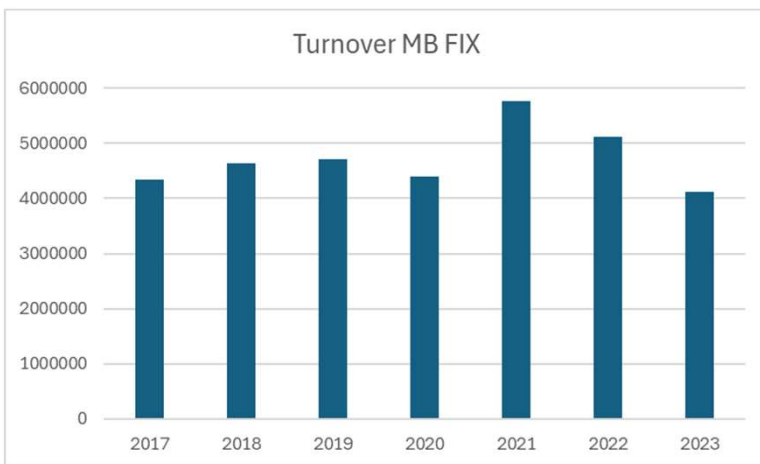
VISION

WE DESIGN AND PRODUCE **MECHANICAL FIXING SYSTEMS** IN THE ESSENTIAL BOND BETWEEN PRACTICAL SAFETY AND AESTHETICAL ELEGANCE, THANKS TO SKILLS THAT ONLY WE CAN OFFER AND WHICH ARE GUARANTEED BY OUR STORY, TESTIFIED BY THE RECOGNITION AND THE TRUST OF OUR CUSTOMERS.

WE DESIGN AND PRODUCE PRACTICAL AND ELEGANT **FURNISHING HANGERS**, CONCEIVED TO BE APPLIED TO EVERY KIND OF RADIATOR, TO METAL SURFACES AND WALLS. WE VALUE **HUMAN CAPITAL**, TO ALLOW EVERY EMPLOYEE TO PROFESSIONALLY AND PERSONALLY GROW IN A WORK ENVIRONMENT BASED ON SAFETY AND WELL-BEING OF PEOPLE. WE SUPPORT **ENVIRONMENTAL** CONSERVATION AND **TERRITORY** INCLUSIVITY PROJECTS.

2. OUR NUMBERS

MB FIX's turnover is consolidated and has a positive trend, just as profitability is progressively improving and is higher than the average of Italian manufacturing companies.



MB FIX pursues the policy of correctness towards its partners **ZERO DELAYS** boasting 100% punctual payments both towards suppliers and employees.





3. BENEFIT CORPORATION

Benefit Corporations (BC) represent an evolution of the very concept of the company.

While traditional companies exist with the sole purpose of profit, Benefit Corporations integrate in their corporate purpose in addition to the purpose of profit, **the aim of having a positive impact on society and the environment.**

Since January 2016 Italy has introduced, first in Europe and first in the world outside the USA (where the legal form of Benefit Corporation, equivalent to the Italian **Benefit Corporation** to allow entrepreneurs, managers shareholders and investors to protect the company's mission and **stand out on the market** compared to all other corporate forms **through a virtuous and innovative legal form.**

The decision to become a Benefit Corporation is completely voluntary and has no tax impact.

Benefit Corporations voluntarily pursue, in the exercise of the business activity, in addition to the purpose/of profit, **also one or more purposes of common benefit.**

By common benefit we mean **the pursuit of one or more positive effects** (which can also be achieved by reducing the negative effects) on **people, communities, territories, environments, cultural and social assets and activities, bodies and associations and other stakeholders.**

Benefit Corporations pursue these purposes of common benefit **in a responsible, sustainable and transparent way** and their management requires managers to balance the interest of the shareholders and the interest of the community.

By law, Benefit Corporations are required to appoint a management person who is **liable for the impact of the business.** They also undertake **to report their activities in transparent and complete manner through an annual impact report**, which describes the actions carried out, plans and future commitments.



BENEFIT CORPORATION: PURPOSE, LIABILITY AND TRANSPARENCY



A Benefit Corporation is a traditional corporation with modified obligations that commit management and shareholders to higher standards of purpose, liability and transparency.

- **Purpose:** Benefit Corporations are committed to creating a positive impact on society and the biosphere. Sustainability is an integral part of their business model and they create conditions conducive to social and environmental prosperity; today and in the future.
- **Liability:** Benefit Corporations undertake to consider the impact of the company on society and the environment, in order to create long-term sustainable value for all stakeholders.
- **Transparency:** Benefit Corporations are required to annually communicate and report according to third-party standards the results achieved, their progress and future commitments towards shareholders and towards the general public through an Impact Report.



4. OUR CORPORATE PURPOSE

As a Benefit Corporation, pursuant to and by effect of art. 1 paragraphs from 376 to 384, Law n.208 of 28 December 2015, **the company intends to pursue one or more purposes of common benefit and operate in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, goods, cultural and social activities, bodies, associations and other stakeholders.**

The company's object is the **production and sale of fastening systems and accessories for the construction, plumbing and heating and hardware sectors**, the molding of plastic materials plastics as well as their marketing.

It will also be able to exercise the **activity of retail and wholesale trade** in similar products, connected and pertaining to the sectors specified above and to assume, thus granting agency and representation mandates.

- ☐ The company, in relation to the provision of paragraph 3.1., also has the following specific purposes of common benefit as its object:
- ☐ **The enhancement of human capital inside and outside** the company and the professional and personal growth of each collaborator in a work environment based on people's safety and well-being.
- ☐ **The development of inclusive relationships with the territories** in which the company is present and with local communities, contributing to the implementation of projects and initiatives that can bring benefits to the community in the cultural, social, educational and well-being fields.



4. OUR CORPORATE PURPOSE

The purpose of common benefit will be pursued:

Through the **production of positive effects** on its own, or through subsidiaries/associates even if not qualified as Benefit Corporation:

- I. Diffusion and development of skills**, know-how and managerial culture of human capital within the company.
- II. Enhance internal talent** and attract new talent
- III. Encourage female employment** even in top positions anche in posizioni apicali
- IV. Creation or maintenance of jobs** also at top level for young people
- V. The realization of an inclusive and participatory social context**, in which people and communities can find opportunities for meeting, dialogue, and enrichment regarding the cultural, relational, recreational and psycho-physical well-being aspects.

The company will be able to:

- Carry out all the commercial, movable and financial operations necessary for the achievement of the corporate purpose, excluding the financial activities whose exercise requires registration in special registers/lists pursuant to article 106 and following referred to Legislative Decree 385/1993 (T.U.B.);
- Apply for funding of any kind;
- Grant sureties endorsements, deposits, guarantees also in favor of third parties, provided that such activities are carried out strictly instrumental to the achievement of the corporate purpose and not towards the public.
- Assume, both directly and indirectly, shareholdings in Italian and foreign companies, provided that they are within limits set forth in art.2361, first paragraph, of the civil code.



5. WHY WE ARE A BENEFIT COOPERATION

Since 06/12/2021 MB FIX SRL SB has become a Benefit Corporation because we believe **in a new way of doing business**.

MB FIX has combined its economic objectives with a commitment to generate a positive impact on people society and the environment.

MB FIX chose to:

- ❖ **Enhance human capital inside and outside** the company and help each collaborator grow professionally and personally in a work environment based on people's safety and well-being.
- ❖ **Develop inclusive relationships with the territory**, contributing to the implementation of projects and initiatives that can bring benefits to the community in the cultural, social, educational and well-being fields.



6. OUR PROJECTS COMPLETED IN 2022: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



MB FIX has chosen to enhance human capital by focusing on **training**.

In 2023 we created a structured human resources training plan to develop skills and know-how.

We have chosen as main partners the leaders in local training, the CUOA of Altavilla Vicentina, Forema srl and Considi srl.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
LEARNING AND GROWTH - MANAGEMENT PROCESSES R.U.	FORMATION	HOURS OF TOTAL TRAINING	606	350		✓
	FORMATION	TRAINING ON BUDGET TRAINING	100%	100%		✓
	FORMATION	N. ACTIVE PLACEMENTS	4	2		✓
	WORK AS A TEAM	N. CORPORATE EVENTS	9	8		✓

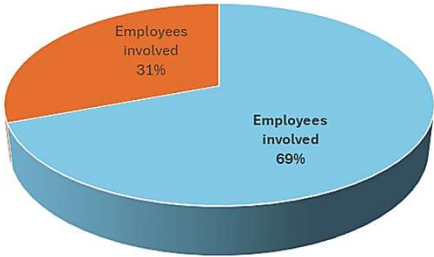


6. OUR PROJECTS COMPLETED IN 2023: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL

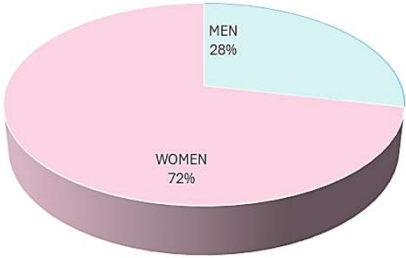


In 2023 we carried out a total of **over 800 hours of training** involving all employees and main collaborators, with particular attention to the training of female personnel

Collaborators involved in training activities

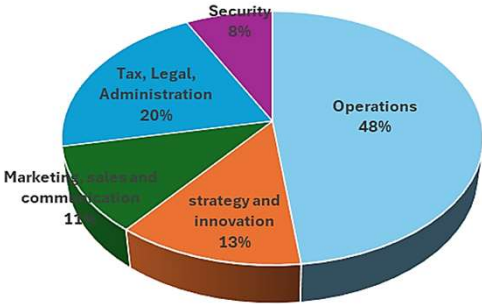


Hours training by gender



We are working in particular on a Lean Transformation project to be a **lean** and **flexible** company in order to always respond more effectively to the requests of our **customers**.

Training Hours by Area



MB FIX promotes the start of internships in the company.

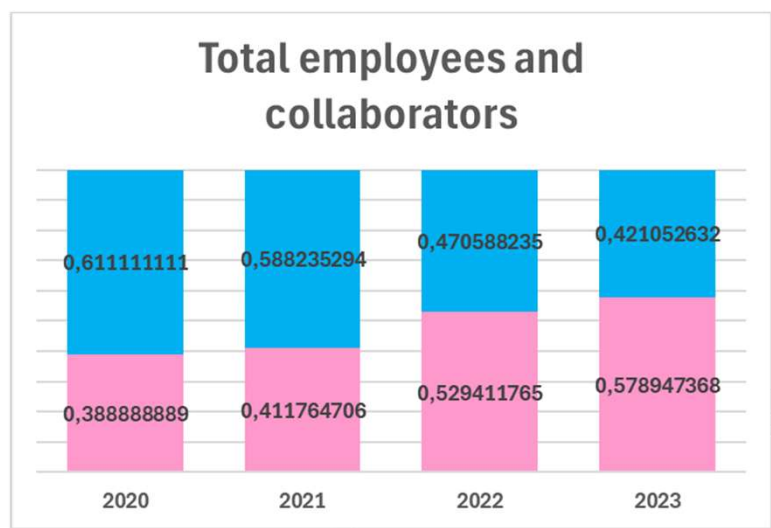
	2020	2021	2022	2023
internships activated	3	1	1	4
confirmed internships	2	1	0	0

6. OUR PROJECTS COMPLETED IN 2023: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL

In 2023 we held a **team building** day that involved all employees and closest collaborators to promote a climate of collaboration in the company.



6.OUR PROJECTS COMPLETED IN 2023: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



MB FIX encourages female employment and promotes gender equality. The number of employees by gender is balanced, as are salaries.



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
LEARNING AND GROWTH - PROCESSES MANAGEMENT R.U.	ENCOURAGING THE EMPLOYMENT OF WOMEN	% WOMEN IN TOTAL EMPLOYEES	58%	50%		✓
	GENDER EQUALITY	AVERAGE EARNINGS OF WOMEN WITH AVERAGE TOTAL EARNINGS	93%	>90%		✓

6. OUR PROJECTS COMPLETED IN 2023: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



MB FIX had only one work-related **injury** in the last 20 years of business.

8 YEARS average length of service in the company and 24% of workers with more than 10 years of service.

MB FIX has provided 100% of the **planned holidays**.

MB FIX offers all employees supplementary **health insurance**.

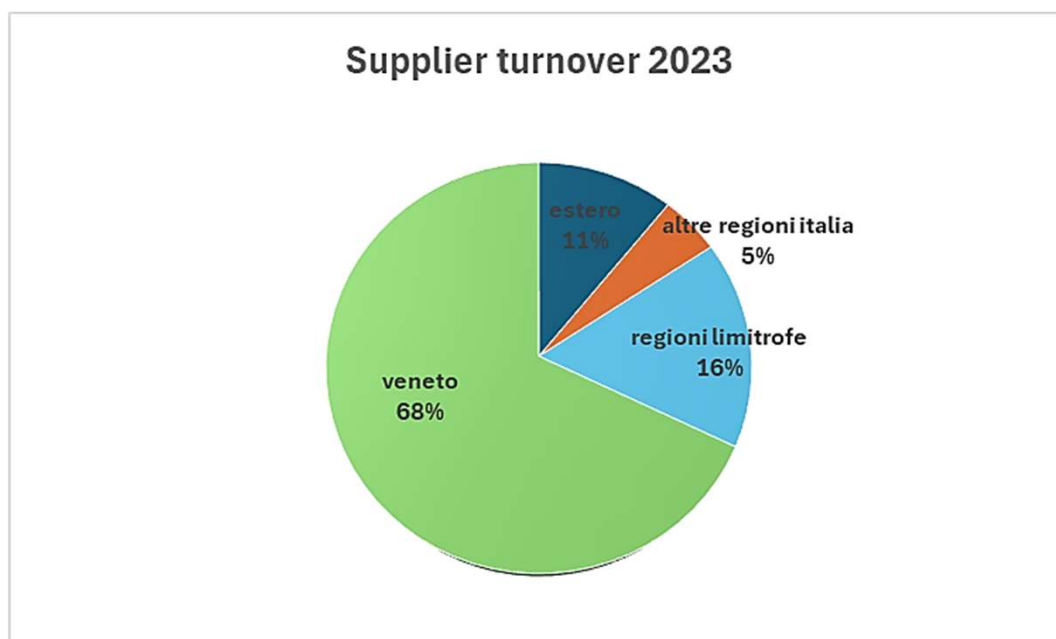
PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
LEARNING AND GROWTH - PROCESSES MANAGEMENT R.U.	SAFETY AT WORK	N. ACCIDENTS INVOLVING N. EMPLOYEES	0,94%	0%		✓
	WELL-BEING IN THE COMPANY	% EMPLOYEES WITH SENIORITY > 10 YEARS	24%	24%		✓
	LIFE BALANCE/ WORK	EMPLOYEES WITH RESIDUAL HOLIDAY HOURS > 150	0%	0%		✓
	LIFE BALANCE/ WORK	HOURS OF RESIDUAL HOLIDAYS ON N. EMPLOYEES	17	50		✓

6. OUR PROJECTS COMPLETED IN 2023: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
INTERNAL PROCESSES - BUSINESS PROCESSES - PRODUCTION -	EFFICIENCY OF EXTERNAL PROCESSES	% TURNOVER LOCAL SUPPLIERS - VENETO	68%	66%		!

MB FIX has chosen to **develop inclusive relationships with the territory** by choosing local suppliers and manpower. Even in 2023, **70% of turnover** is developed with **suppliers from our region** and a further 13% with suppliers from neighboring regions.



6. OUR PROJECTS COMPLETED IN 2023: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY

MB FIX also undertake to have a **positive impact on the territory** and **on people** by joining the projects:

“**POLLINATE THE PLANET**” of 3bee. www.3bee.com

«**NECTARIFEROUS GROVE PROJECT**» of 3bee. www.3bee.com



MB FIX SRL SB

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
CUSTOMERS - BUSINESS PROCESSES	INNOVATION / DIFFERENTIATION	PROTECTED BEES	300.000	300.000		✓
		MILLIONS OF POLLINATED FLOWERS	300	300		✓
		PROTECTED NECTARIFEROUS TREES	100	100		✓
		TON CO2 ABSORBED	8	5,5		✓

6. OUR PROJECTS COMPLETED IN 2023: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY

REPORT OASI DELLA BIODIVERSITA'
Partner: [MB Fix] Release: [2023]



AGENDA 2030



La tutela delle api contribuisce all'impollinazione delle specie vegetali e di conseguenza alla resilienza degli ecosistemi rispetto alla produzione di cibo, centrando il sottopunto 2.4 "...garantire sistemi di produzione alimentare sostenibili e applicare pratiche agricole resilienti che aumentino la produttività e la produzione, che aiutino a conservare gli ecosistemi...".

La comunicazione del progetto agli stakeholder contribuisce alla sensibilizzazione riguardo le tematiche di tutela degli impollinatori e conservazione della biodiversità e degli ecosistemi. La sensibilizzazione è la migliore arma per combattere la perdita di biodiversità, in quanto conduce i consumatori a prendere scelte più consapevoli.



Abbracciare progetti di sostenibilità e di tutela della biodiversità, uniti ad una corretta comunicazione possono portare ad una crescita indiretta dell'azienda dovuta ad una maggiore attrattività dell'azienda stessa, dei suoi prodotti, nonché a porre il proprio brand come esempio nel settore.

Gli impollinatori contribuiscono alla riproduzione di gran parte delle specie vegetali, mantenendo la resilienza agli ecosistemi e concorrono indirettamente all'assorbimento delle emissioni e alla lotta ai cambiamenti climatici.

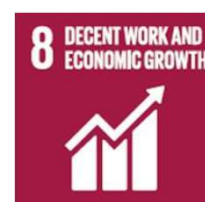


Gli impollinatori svolgono uno dei servizi ecosistemici fondamentali in natura, mantenendo in salute gli ecosistemi e tutelando l'equilibrio dinamico tra la crescita delle specie vegetali e il mondo animale.

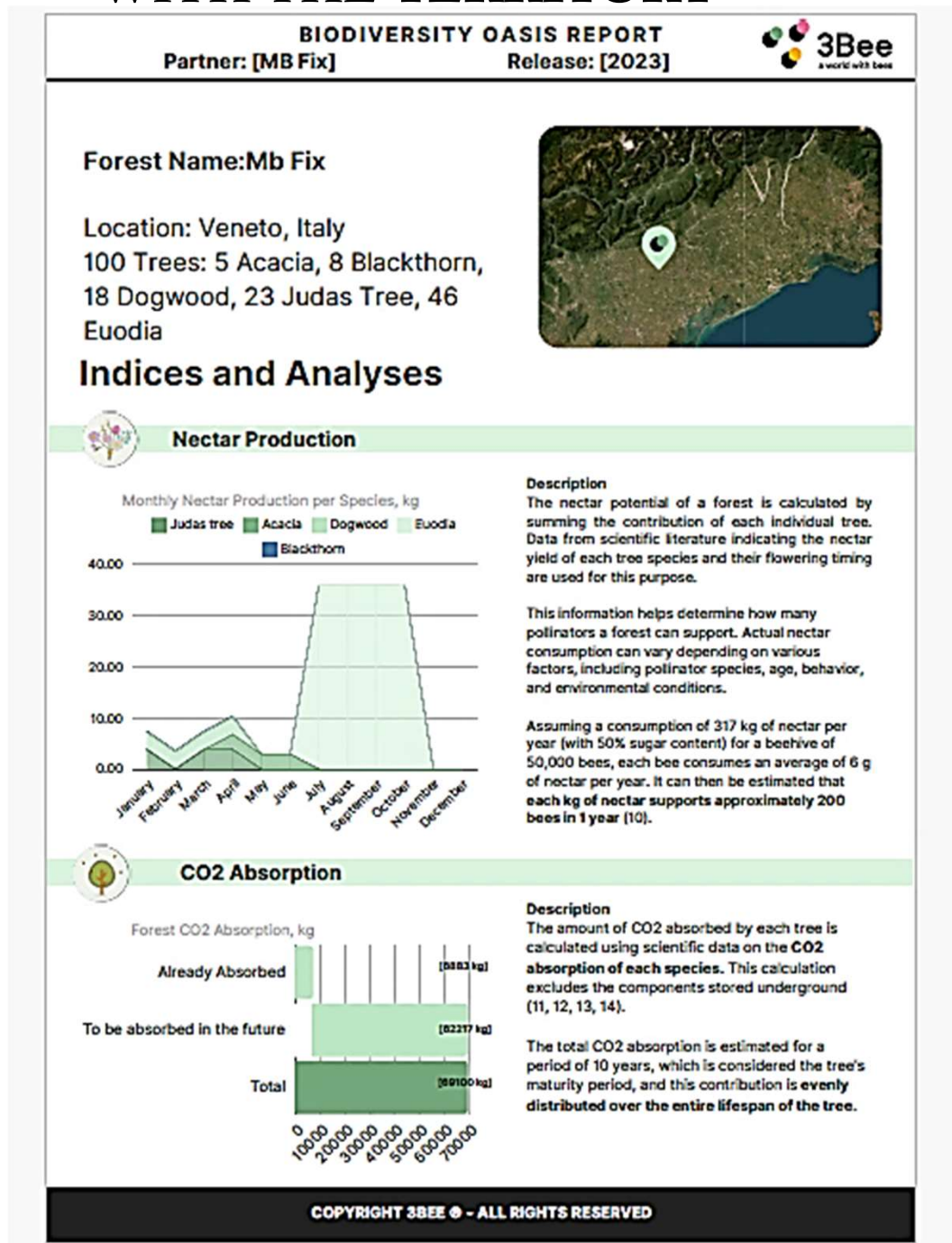
Per contribuire alla transizione ecologica è necessario un approccio combinato delle soluzioni presenti e progetti come "Adotta un alveare" in cui vengono toccati gli SDGs sopracitati sono un esempio di queste soluzioni.



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6. OUR PROJECTS COMPLETED IN 2023: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY



6. OUR PROJECTS COMPLETED IN 2023: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE **TERRITORY**

BIODIVERSITY OASIS REPORT

Partner: [MB Fix]

Release: [2023]


3Bee
a world with bees

AGENDA 2030

4 QUALITY EDUCATION

Project communication with stakeholders contributes to raising awareness about pollinator protection, biodiversity conservation, and ecosystem preservation. Raising awareness is the most effective tool to combat biodiversity loss, as it leads consumers to make more informed choices.

The planting and management of forests contribute to regenerating a healthy ecosystem and improving soil quality, thereby ensuring greater water retention and better purification from pollutants. This also contributes to a proper local water cycle.

6 ACQUA PULITA E IGIENE

8 DECENT WORK AND ECONOMIC GROWTH

Embracing sustainability and biodiversity conservation projects, coupled with effective communication, can lead to indirect growth of the company through increased attractiveness of the company itself and its products, as well as establishing its brand as a leader in the industry.

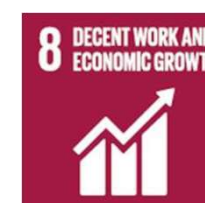
The integration and regeneration of ecosystems, even in urban environments, lead to a reintegration of the natural component in cities, enhancing their livability and restoring ecosystem services through the return of flora and fauna to urban areas.

11 CITTÀ E COMUNITÀ SOSTENIBILI

12 CONSUMO E PRODUZIONE RESPONSABILI

Restoring pollinator habitats leads to more sustainable and responsible food production. Protecting pollinators contributes to adequate production through natural ecosystem services, avoiding the need for artificial interventions to compensate for any deficiencies.

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6. OUR PROJECTS COMPLETED IN 2023: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY

BIODIVERSITY OASIS REPORT

Partner: [MB Fix]

Release: [2023]

3Bee
a world with bees


SUSTAINABILITY REPORTING
STANDARD

With the new European Corporate Sustainability Reporting Directive (CSRD), companies will be **required** to **report** their environmental, social, and governance impacts. Among the environmental aspects are those related to **biodiversity**, both positive and negative.

Companies required to **report** will be those exceeding at least 2 of these 3 thresholds:

- More than 250 employees
- More than 40 million euros in revenue
- More than 20 million euros in total assets

In addition to being more stringent, the regulation will require many sectors to report on the topic of **biodiversity**.



The "Adopt a Hive" project falls under biodiversity-related projects and can be included within the following standards:

GRI Standards (Global Reporting Initiative Standards)		SASB (Sustainability Accounting Standards)
Point	Specific subpoint	Ecological Impacts
203 - Indirect Economic Impacts	203-1	Human Rights and Community Relations
304 - Biodiversity	304-1 304-2 304-3	Resilient Business Model
404 - Training and Education	404-1	Physical Impacts of Climate Change
4013 - Local Communities	413-1 413-2	Employee Health and Safety

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7. OUR PROJECTS FOR 2024: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL

For MB FIX, human capital is a key determinant of business growth that should be enhanced, retained and rewarded through training activities, health protection and risk prevention, economic incentives and improvement of the business climate.

MB FIX has chosen to enhance human capital by focusing on training.

In 2024, we have planned an articulated human resources training plan to develop skills and know-how.

In particular, we will continue to work on a Lean Transformation project to be a lean and flexible company in order to respond more and more effectively to our customers' demands.

We have chosen a leader in training in the area, CUOA in Altavilla Vicentina, as our main partner. We have also activated a tailor-made consulting/training platform that can be used by all company email holders where it is possible to address an unlimited number of requests, the innovative start-up Beyond the Box.

We will also proceed with specific training on Law 231 for the implementation of the 231 model for the prevention of crimes.



7. OUR PROJECTS FOR 2024: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



By 2024 we have planned a total of more than 350 hours of training to which we will add a team building day involving all employees and close associates.

Quarterly key performance indicators are shared with all employees and collaborators.

In 2024, we plan to host two students in the school-to-work alternation and activate at least one additional internship.

MB FIX SRL SB

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
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	FORMATION	TRAINING ON BUDGET TRAINING	100%	100%		✓
	FORMATION	N. ACTIVE PLACEMENTS	4	2		✓
	WORK AS A TEAM	N. CORPORATE EVENTS	9	8		✓

7. OUR PROJECTS FOR 2024: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL

MB FIX encourages female employment and promotes gender equality. The number of employees by gender is balanced as are salaries, goals also present in the 2024 plan.



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
LEARNING AND GROWTH - PROCESSES MANAGEMENT R.U.	ENCOURAGING THE EMPLOYMENT OF WOMEN	% WOMEN IN TOTAL EMPLOYEES	58%	50%		✓
	GENDER EQUALITY	AVERAGE EARNINGS OF WOMEN WITH AVERAGE TOTAL EARNINGS	93%	>90%		✓

MB FIX aims to ensure the health, safety and well-being of its employees.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
LEARNING AND GROWTH - PROCESSES MANAGEMENT R.U.	SAFETY AT WORK	N. ACCIDENTS INVOLVING N. EMPLOYEES	0,94%	0%		✓
	WELL-BEING IN THE COMPANY	% EMPLOYEES WITH SENIORITY > 10 YEARS	24%	24%		✓
	LIFE BALANCE / WORK	EMPLOYEES WITH RESIDUAL HOLIDAY HOURS > 150	0%	0%		✓
	LIFE BALANCE / WORK	HOURS OF RESIDUAL HOLIDAYS ON N. EMPLOYEES	17	50		✓

7. OUR PROJECTS FOR 2024: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL

MB FIX has decided to embark on a path of internal improvement of safety and its environmental impact in line with its charter in order to ensure a healthy and safe working environment for its employees.

During 2024 it will achieve:

- **ISO 45001 occupational health and safety management system certification.**

During 2024, it will also implement the Law 231 management model aimed at ensuring the prevention of crimes and appoint the relevant Supervisory Board.



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
PROCESSI INTERNI - PROCESSI COMMERCIALI - PRODUZIONE - APPROVVIGIONAMENTI	STRATEGIC PLANNING EFFICIENCY	ISO 45001 CERTIFICATION		100%		✓
		MANAGEMENT MODEL L.231		100%		✓



7. OUR PLANS FOR 2024: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY.



MB FIX has also chosen to **develop inclusive relationships with the local area** by favoring local suppliers and labor. MB FIX has already been working with a number of social cooperatives in the area for many years and continues to maintain this positive partnership.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
INTERNAL PROCESSES - BUSINESS PROCESSES - PRODUCTION -	EFFICIENCY OF EXTERNAL PROCESSES	% TURNOVER LOCAL SUPPLIERS - VENETO	68%	66%		!



MB FIX has also chosen to **purchase packaging materials produced exclusively from recycled materials** and to reduce the use of plastic.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
INTERNAL PROCESSES - BUSINESS PROCESSES - PRODUCTION - SUPPLIES	EFFICIENCY OF INTERNAL PROCESSES	PURCHASE PACKAGING MATERIALS MADE OF AT LEAST 70% RECYCLED	100%	100%	100%	✓



7. OUR PLANS FOR 2024: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY.



Anche per il 2024 MB FIX si impegna ad avere un **impatto positivo sul territorio e sulle persone** aderendo ai progetti:

“**POLLINATE THE PLANET**” of 3bee. www.3bee.com

«**NECTARIFEROUS GROVE PROJECT**» of 3bee. www.3bee.com

3bee is a company (Srl) and agri-tech start-up developing intelligent monitoring and diagnostic systems for bee health. In 2 years it has developed a network of 10,000 beekeepers throughout Italy, enabling it to create a research, development and circular economy program called "Adopt a Hive."



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/23	OBJECTIVES 2024	31/12/24	STATUS
CUSTOMERS - BUSINESS PROCESSES	INNOVATION / DIFFERENTIATION	PROTECTED BEES	300.000	300.000		✓
		MILLIONS OF POLLINATED FLOWERS	300	300		✓
		PROTECTED NECTARIFEROUS TREES	100	100		✓
		TON CO2 ABSORBED	8	5,5		✓



7. OUR PLANS FOR 2024: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY.

BIODIVERSITY OASIS REPORT

Partner: [MB Fix]

Release: [2023]



Actions on biodiversity

The loss of **habitat** and **biodiversity** represents one of the most significant challenges to which everyone is called to participate, as also recognized in the **United Nations' 2030 Agenda** (1).

The reasons behind this include land consumption, pollution, the intrusion of invasive species, and climate change, in all of which humans play a key role.

Thanks to the **"Adopt a Hive"** project - part of the Biodiversity Oasis project - it is possible to contribute by monitoring the **quality of the environment** and **enhancing ecosystem services** such as **pollination**.

The Importance of Pollination

Among the ecosystem services that humans benefit from nature, **entomophilous pollination** is one of the most important: 90% of wild flowering plants and 70% of food crops require pollinators for reproduction (2). Without bees, **food production would be severely compromised**, which would have significant repercussions on global food security (3).

Furthermore, the loss of pollinators such as bees would have a devastating impact on biodiversity since **many other species depend on the plants that bees help pollinate**.



Honey bees (Apis mellifera) and Hive Tech

To conduct the monitoring, domestic honey bees were chosen as they can be managed through beekeeping, a culturally existing activity since ancient times for honey production purposes.

The **Hive Tech IoT device**, provided by the company to beekeepers, does the rest of the job by sending data on the health of the bees, enabling prompt action if the colony is in trouble.



Bees impact nature but are also influenced by it.

The health status of the bee colonies in the hives allows us to gather data on the level of biodiversity in the area.

For every X amount of honey produced, there is a corresponding 4X amount of nectar collected.

Considering that each flower generates about 0.35 mg of nectar and that on each trip, they carry up to 0.04g, it is possible to estimate, based on the kilograms of honey produced, the number of pollinated flowers (4-6).

Conversely, through the sound analysis of the buzzing emitted by the queen and the **internal temperature of the hive**, the beekeeper receives alert signals when the food reserves are low and regarding the potential brood of the queen (a temperature below 20°C indicates that the queen is not brooding).

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2 ZERO HUNGER



4 QUALITY EDUCATION



6 CLEAN WATER AND SANITATION



8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



15 LIFE ON LAND



17 PARTNERSHIPS FOR THE GOALS



8. OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS



8.OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

The goals to which contributes MB FIX :



8. OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Goal UN

Commitment MB FIX



End hunger, achieve food security, improve nutrition and promote sustainable agriculture.

MB FIX supports 3bee with the adoption of a hive of bees that contribute to the pollination of plant species and consequently to the resilience of ecosystems with respect to food production.



Ensuring health and well-being for everyone and all ages.

MB FIX provides its employees with a work environment that focuses on safety, injury prevention and a proper work/life balance.



Provide quality, equitable and inclusive education, promote lifelong learning opportunities for all.

MB FIX provides its employees with vocational training and promotes internships and apprenticeships within the company.



Achieving gender equality and empowerment of all women and girls.

MB FIX incentivizes women's employment to promote gender equality.

8. OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Goal UN

Commitment MB FIX



Ensure the availability and sustainable management of water and sanitation for all.

MB FIX supports 3bee in the planting and protection of a nectariferous forest that contributes to the regeneration of a healthy ecosystem and improved soil quality over time. Ensuring better sealing and water purification.



Fostering lasting, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

MB FIX has consolidated its economic and financial performance to provide the best working conditions for employees and suppliers



Building resilient infrastructure and promoting innovation and equitable, responsible and sustainable industrialization.

MB FIX pursues its goals of consolidation and growth through process and product innovation.



Making cities and human settlements inclusive, safe, resilient and sustainable.

MB FIX supports 3bee in the planting and protection of a nectariferous forest: integration and regeneration of ecosystems leads to a reintegration in cities of the natural component.

8. OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Goal Un

Commitment MB FIX



Ensuring sustainable patterns of production and consumption.

MB FIX in its production processes is monitoring and promoting the use of recycled materials.



Take urgent measures to combat climate change and its consequences.

MB FIX supports 3bee with the adoption of a beehive and in the planting and protection of a nectar forest, promotes partnerships with local suppliers to reduce CO2 emissions.



Protect, restore and promote sustainable use of the earth's ecosystem, counter desertification, halt land degradation, halt the loss of biological diversity.

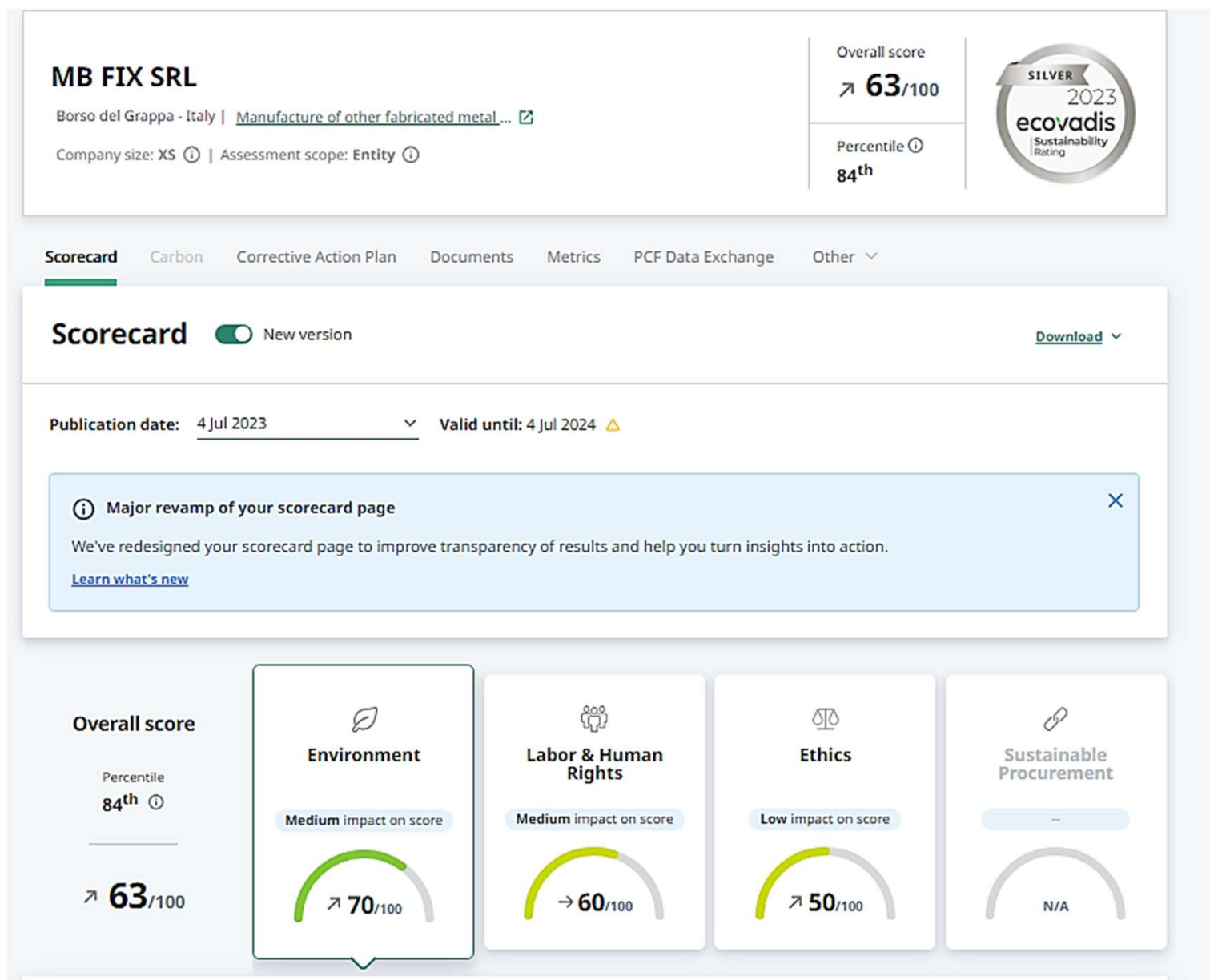
MB FIX supports 3bee with the adoption of a beehive and in the planting and protection of a nectariferous forest.

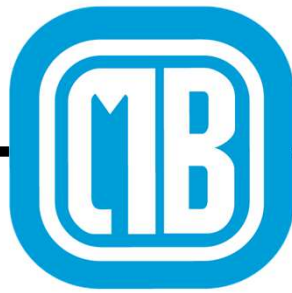


Goal 17 focuses on strengthening the means of implementation of the 2030 Agenda and promoting the global partnership for sustainable development and is cross-cutting in nature compared to the various Goals, which instead propose specific means of implementation.

MB FIX supports 3bee with the adoption of a beehive and in the planting and protection of a nectariferous forest, examples of a combined partnership approach to achieving the SDGs.

9. OUR PERFORMANCE OF SUSTAINABILITY MEASURED BY ECOVADIS





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IMPACT REPORT

2023

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