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# IMPACT REPORT 2021

MB FIX SRL SB  
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# BENEFIT CORPORATION



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

While traditional companies exist with the only purpose of making a profit, Benefit Corporations integrate in their corporate purpose, in addition to the purpose of making a profit, **the purpose 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 "Società Benefit", was introduced in 2010 and now exists in 33 states), **the Benefit Corporation** to allow entrepreneurs, managers, shareholders and investors to protect the company's mission and **distinguish themselves on the market** from all other corporate forms **through a virtuous and innovative legal form.**



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## BASIC FEATURES OF BENEFIT CORPORATIONS



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

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

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

By law, Benefit Corporations must appoint a management person to be **responsible for the company's impact.** They also undertake **to report transparently and comprehensively on their activities through an annual impact report,** describing actions taken, plans and future commitments.

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# BENEFIT CORPORATIONS: PURPOSE, RESPONSIBILITY AND TRANSPARENCY



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

- **Purpose:** BC are committed to create a positive impact on society and the biosphere. Sustainability is an integral part of their business model and they create favourable conditions for social and environmental prosperity; today and in the future.
- **Responsibility:** BC are committed to considering the impact of the company on society and the environment in order to create long-term sustainable value for all stakeholders.
- **Transparency:** BC are required to communicate annually and report according to third-party standards their achievements, progress and future commitments towards achieving social and environmental impact, both to shareholders and the general public.



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To be properly drafted, the **impact report** must include:

1. A description of the specific objectives, methods and actions implemented by the directors in pursuit of the goals of common benefit and any circumstances that prevented or slowed it down.
2. The assessment of the impact generated using the external assessment standard with characteristics described in Annex 4 of the law and including the assessment areas identified in Annex 5 (corporate governance, employees, other stakeholders and the environment).
3. A section dedicated to the description of the new objectives that the company intends to pursue in the next financial year.



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## HOW TO BECOME A BENEFIT CORPORATION

In Italy, companies listed in Book V Titles V and VI of the Civil Code can become a Benefit Corporation.

- Newly established companies can be incorporated as Benefit Corporation at any notary and existing companies can become Benefit Corporation by amending their statute.
- Amendment of the statute usually requires a qualified majority vote of all shareholders.
- The procedure for amending the statute is identical to that adopted for any other similar corporate transaction, with the addition of a declaration to the corporate purpose that the company is a Benefit Corporation and other changes specified by law.



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**«B-Corp give back to the entrepreneur full command over the original impulse that drives human action: to produce benefit, to create positive innovation for oneself, the community and the environment.**

**Inextricably merging this tension with the pursuit of profit frees us from negative cultural conditioning that often leads businesses to devour what should be their true mission.»**

Senator Mauro Del Barba

First Signatory of the DDL on Benefit Corporation

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# FOR-BENEFIT AND SUSTAINABILITY ARE NO LONGER AN ALTERNATIVE BUT A NEW WAY OF DOING BUSINESS

Currently, corporate law requires directors to put profit above everything else. Benefit Corporation legislation changes the purpose of a company, giving entrepreneurs the freedom to consider people and the environment.

The choice to become a Benefit Corporation is completely voluntary and has no impact from a tax perspective.

Shareholders enjoy all the same protections and rights set out in traditional corporate law, but they also have greater freedom and the ability to keep the company accountable for its declared mission.





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## PRESENTATION



**Founded in the late 1960s**, MB FIX took its first steps within one of Italy's most important heating districts by producing mechanical fixing systems.

Thanks to the innovation and quality of its products, which extend from **fixing systems to bathroom accessories**, MB FIX immediately distinguished itself within the market by becoming the preferred choice for that **niche of customers most focused on the safety and user-friendliness** of a good solution, with special success in the German market.

Today, thanks to the determination gained through almost fifty years of experience and in-depth knowledge of the market, **MB FIX is ready to propose the most appropriate solutions for every customer need**, from radiator manufacturers to wholesalers or HVAC distributors.



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## **What**

**We design  
fixing systems**

## **How**

**We design functional, practical  
and customized solutions**

## **Why**

**Creativity makes the  
world a safer place**

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## OUR CORPORATE PURPOSE

As a Benefit Company, pursuant to and for the purposes of Article 1, paragraphs from 376 to 384, Law No. 208 of 28 December 2015, **the company intends to pursue one or more common-benefit purposes and to operate in a responsible, sustainable and transparent way towards people, communities, territories and the environment, assets, cultural and social activities, bodies, associations and other stakeholders.**

The company's aim is the **production and trade of fixing systems and accessories for the building, plumbing and hardware sectors.** The moulding of plastic materials, the cutting and/or die-casting of small metal parts, the processing of metals and plastic materials, and the marketing of these.

It may also exercise **the activity of retail and wholesale trade of related products**, connected and pertinent to the above-mentioned sectors and grant agency and representation mandates.

WE WOULD LIKE TO MAKE THE WORLD A SAFER PLACE  
THANKS TO THE CREATIVITY OF OUR MECHANICAL FIXINGS  
CUSTOMIZED TO EVERY AESTHETIC AND FUNCTIONAL  
NEED.

VISION



MISSION

WE DESIGN AND PRODUCE MECHANICAL FIXINGS  
WITH ESSENTIAL BOND BETWEEN PRACTICAL SAFETY  
AND AESTHETIC ELEGANCE. ALL THIS THANKS TO THE  
SKILLS ONLY WE ARE ABLE TO OFFER AND OF WHICH IT  
IS WARRANTY OUR HISTORY WHITNESSED BY THE  
RECOGNITION AND TRUST OF OUR CUSTOMERS.



The company, related to what is mentioned in paragraph 3.1., also has the following specific purposes of common benefit:

- ❖ **Enhancement of human capital inside and outside** the company, professional and personal growth of each employee in a working environment marked by safety and wellbeing of people.
- ❖ **Development of inclusive relations with the territories** in which the company is present and with local communities, contributing to the realisation of projects and initiatives that can bring benefits to the community in the cultural, social, educational and welfare spheres.

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## THE PURPOSE OF COMMON BENEFIT WILL BE PURSUED:



By **producing positive effects** on its own or through subsidiary/associated companies even if not qualified as Benefit Corporation:

- I. Spreading and developing skills**, know-how and managerial culture of the company's internal human capital
- II. Enhancing internal talent** and attracting new talents
- III. Encouraging the employment of women** also in top positions
- IV. Creating or maintaining jobs** also at top level for young people
- V. Creation of an inclusive and participatory social context**, in which people and communities can find opportunities for meeting, dialogue, and enrichment with regard to cultural, relational, recreational and psycho-physical wellness.



The company may :

- carry out all commercial, movable and financial transactions necessary for the achievement of the corporate purpose, with the exception of financial activities for the exercise of which registration in special registers/listings is required pursuant to Articles 106 et seq. of Legislative Decree 385/1993 (T.U.B.)
- to request loans of any kind;
- to grant sureties, endorsements, guarantees, even in favour of third parties, provided that such activities are carried out in a way that is strictly instrumental to the achievement of the corporate purpose and not in relation to the public;
- to acquire, both directly and indirectly, shareholdings in Italian and foreign companies, provided that they are within the limits set forth in Article 2361, first paragraph, of the Italian Civil Code.

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## WHY WE ARE A BENEFIT CORPORATION

Since 02/12/2021 MB FIX SRL SB became a Benefit Corporation because we believe in a new way of doing business.

MB FIX has chosen to:

- ❖ **Enhance the human capital inside and outside** the company, make each employee grow professionally and personally in a working environment marked by safety and wellness of people.
- ❖ **Develop inclusive relations with the territory**, contributing to the realisation of projects and initiatives that can bring benefits to the community in the cultural, social, educational and welfare areas.



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## OUR PROJECTS FOR 2022



MB FIX wants to enhance its human capital by focusing on **training**.

For 2022, we have designed an elaborated human resources training plan to develop skills and know-how.

We have chosen as partners, leaders in training of the territory such as CUOA of Altavilla Vicentina and Forema srl.

For 2022 we have planned a total of almost **800 hours of training** to which we will add a team building day involving all employees and close partners.







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





MB FIX is also working to have a **positive impact on the local area** and people by joining the following project:

“**POLLINATE THE PLANET**” of 3bee. [www.3bee.com](http://www.3bee.com)

3bee is an agri-tech company (Srl) and start-up that develops clever monitoring and diagnostic systems for bee health. In two years, they have developed a network of 10,000 beekeepers all over Italy, allowing them to create a research, development and circular economy plan called 'Adopt a hive'.

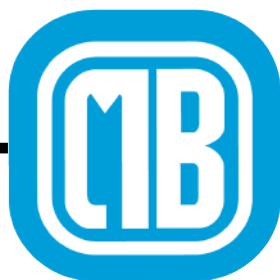




The environmental and social impact of adopting no.1 B2B hive in 1 year includes:

- protection of 300,000 bees
- 300 million pollinated flowers
- - 20% bee mortality in the hive thanks to 3Bee hive-technology
- + 30% productivity for the beekeeper thanks to 3Bee hive-technology
- - 30% chemical treatments thanks to 3Bee hive-tech technology
- + 50% biodiversity (due to: increased pollination - reduced travel savings economic - savings indirect CO2 abatement)





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## 2021

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