

IMPACT REPORT 2022

MB FIX SRL SB
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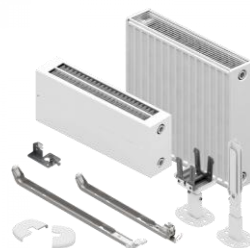
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1. PRESENTATION

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.

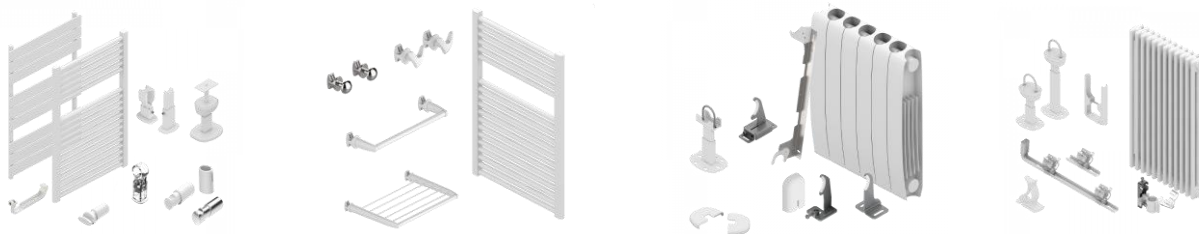


MB FIX operates in the traditional thermo-hydraulics sector, designing and proposing **products for the mechanical fixing** of heating elements (core business), pipes, sanitary fixtures and air conditioners. In the last 10 years, the company has studied and developed a range of **bathroom accessories**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

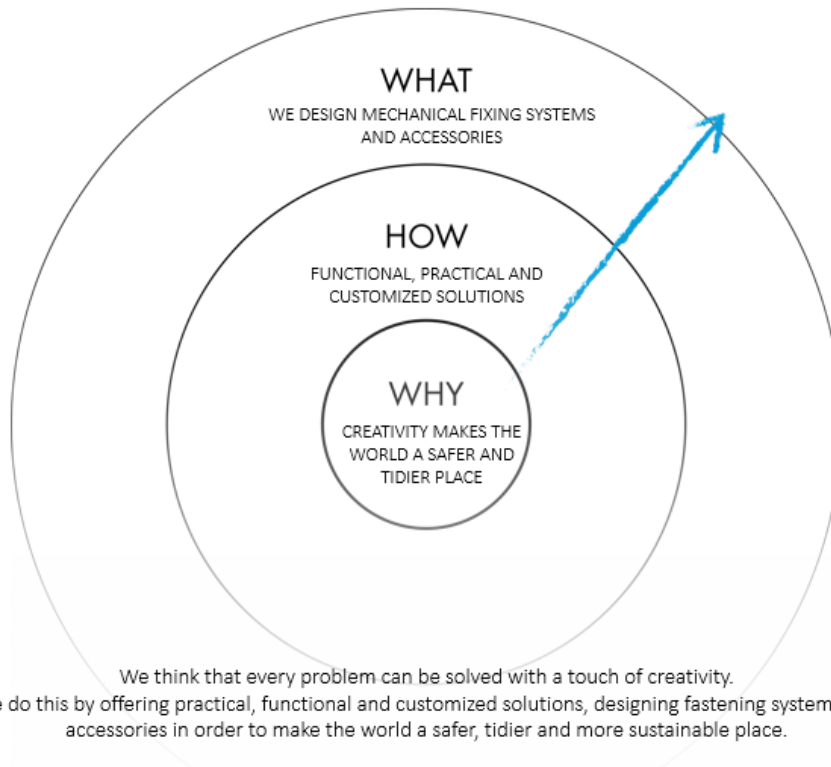
Thanks to the innovation and quality of its products, MB FIX immediately distinguished itself within the market, becoming the preferential choice for that niche of customers most attentive to safety and practicality of use of a good solution, with particular success in the German market.

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

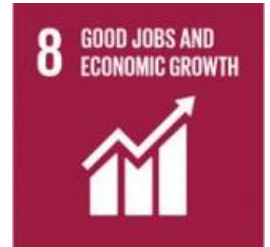
VISION

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.

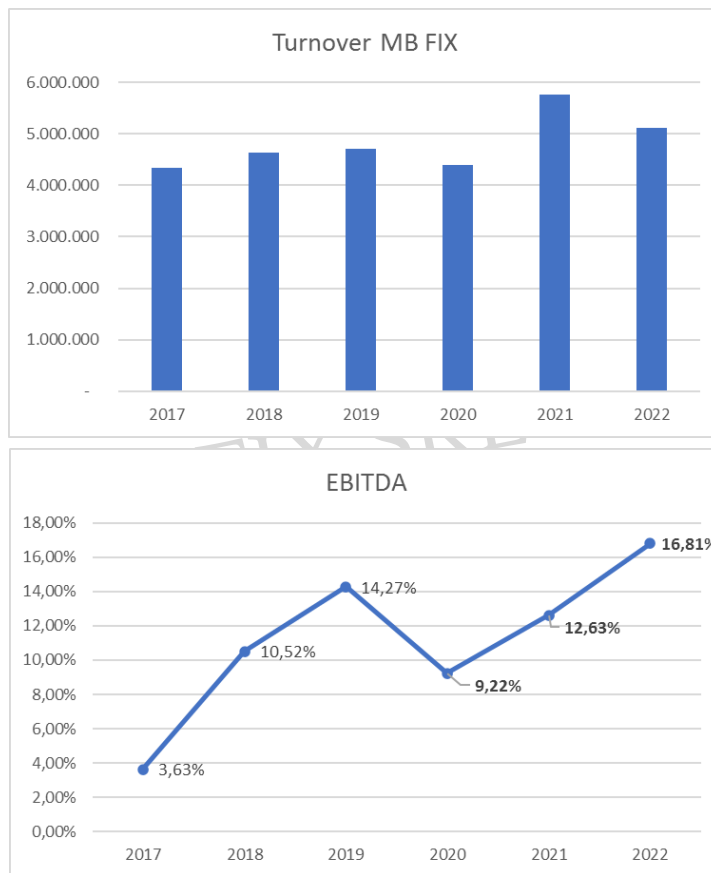
WE VALUE **HUMAN CAPITAL**, TO ALLOW EVERY EMPLOYEE TO PROFESSIONALLY AND PERSONALLY GROW IN A WORK ENVIRONMENT BASED ON SAFETY AND WELL-BEING OF PEOPLE.

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, has been introduced since 2010 and now exists in 33 states), the **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 a 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 the achievement of social and environmental impact, both 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, the shearing and/or die-casting of small metal parts, the processing of metals and 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 provisions 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 purposes 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
- 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 articles 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 the 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 2022 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.

STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/2021	2022 OBJECTIVES	31/12/22	STATUS
TRAINING	TOTAL HOURS OF TRAINING	197	800	816	✓
TRAINING	PROVIDED TRAINING ON BUDGETED TRAINING	100%	100%	102%	✓
TRAINING	ACTIVATED INTERNSHIPS No.	1	1	1	✓
TEAM BUILDING	BUSINESS EVENTS No.	8	8	10	✓



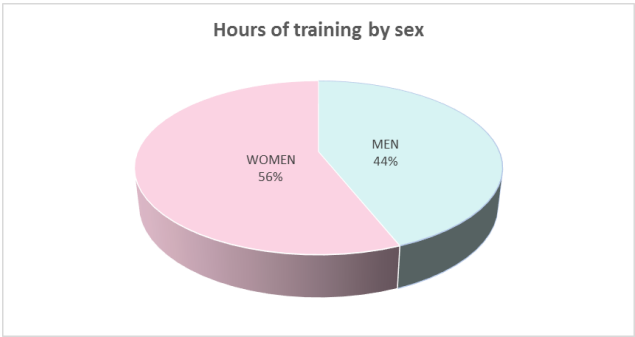
6. OUR PROJECTS COMPLETED IN 2022: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



In 2022 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.



X



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**.



MB FIX promotes the start of internships in the company.

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

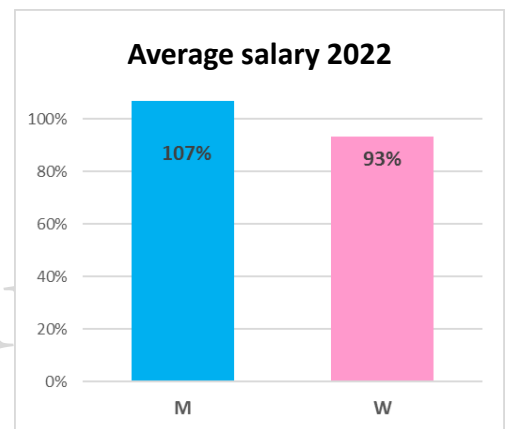
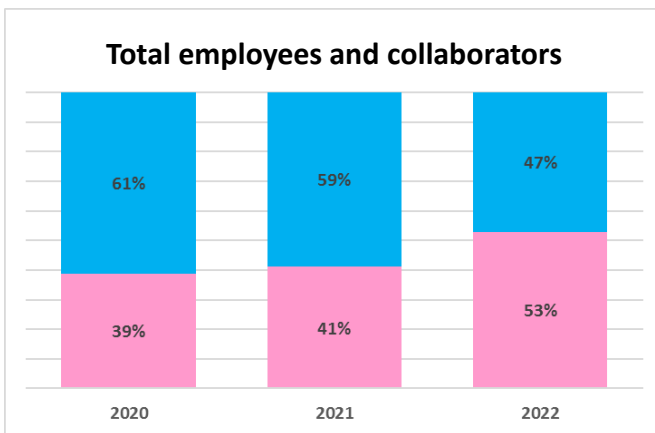
6. OUR PROJECTS COMPLETED IN 2022: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



In 2022 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 2022: 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)	31/12/2021	2022 OBJECTIVES	31/12/22	STATUS
LEARNING AND GROWTH - HR MANAGEMENT PROCESSES	ENCOURAGEMENT OF FEMALE EMPLOYMENT	% WOMEN ON THE TOTAL OF EMPLOYEES	41%	50%	53%	✓
	GENDER EQUALITY	AVERAGE FEMALE SALARY/ TOTAL AVERAGE SALARY RATIO	79%	>85%	93%	✓

6. OUR PROJECTS COMPLETED IN 2022: 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**.

MB FIX provided 100% of its employees with an **additional welfare plan** to reward their commitment despite the failure to reach the allocated MBO.

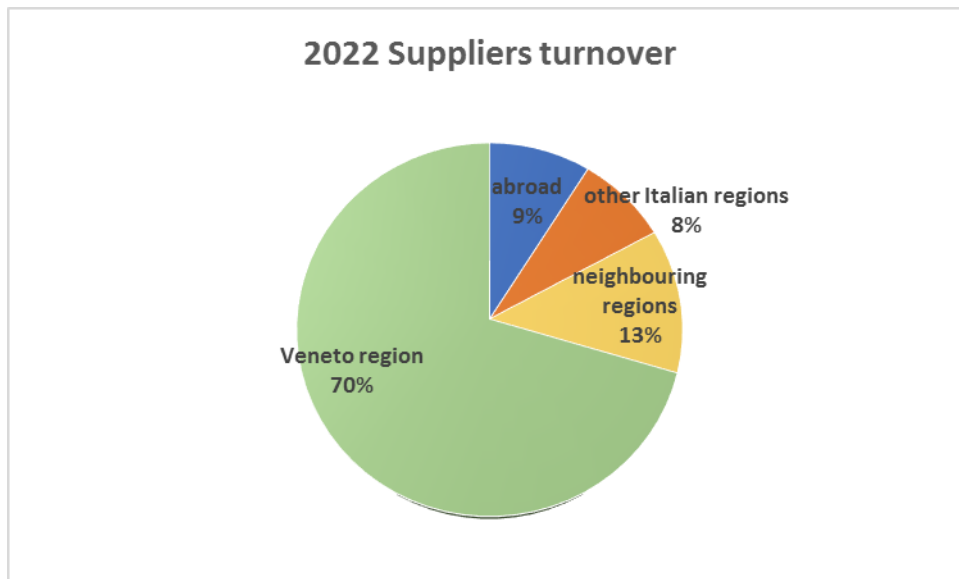
PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/2021	2022 OBJECTIVES	31/12/22	STATUS
LEARNING AND GROWTH - HR MANAGEMENT PROCESSES	SAFETY AT WORK	INJURIES No. TO EMPLOYEES No.	0%	0%	6%	✗
	WELL-BEING IN THE COMPANY	% EMPLOYEES WITH > 10 YEARS SENIORITY	24%	24%	24%	✓
	LIFE/ WORK BALANCE	EMPLOYEES WITH > 150 HOURS RESIDUAL HOLIDAYS	0%	0%	0%	✓
	LIFE/ WORK BALANCE	HOURS OF RESIDUAL HOLIDAYS TO EMPLOYEES No.	39	70	67	✓

6. OUR PROJECTS COMPLETED IN 2022: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/2021	2022 OBJECTIVES	31/12/22	STATUS
INTERNAL PROCESSES - COMMERCIAL PROCESSES - PRODUCTION- SUPPLYINGS	EXTERNAL PROCESSES EFFICIENCY	% LOCAL SUPPLIERS TURNOVER - VENETO REGION	72%	70%	70%	✓

MB FIX has chosen to **develop inclusive relationships with the territory** by choosing local suppliers and manpower. Even in 2022, **70% of turnover** is developed with **suppliers from our region** and a further 13% with suppliers from neighboring regions.



6. OUR PROJECTS COMPLETED IN 2022: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY

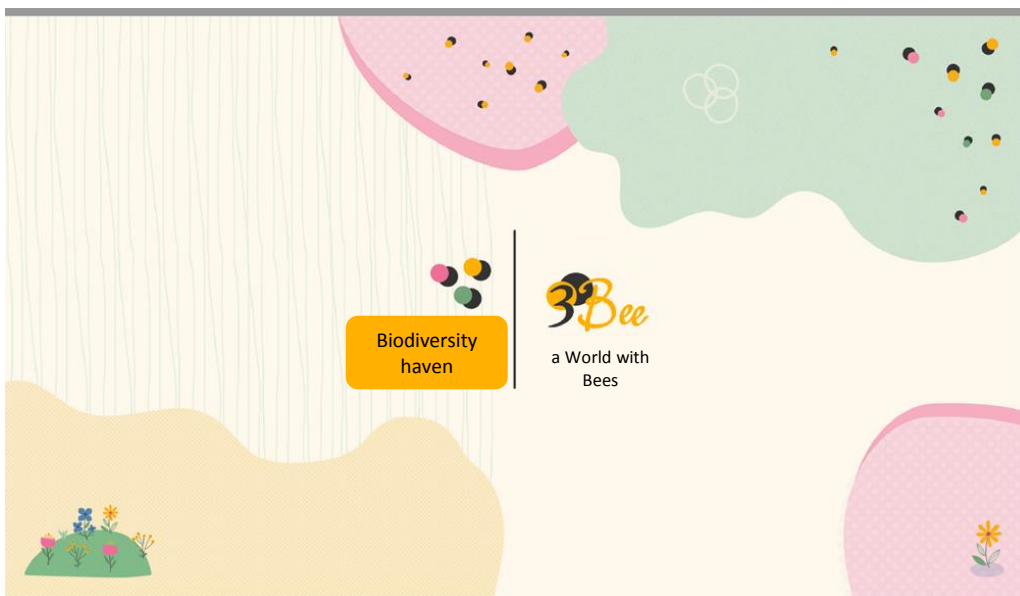


MB FIX also undertakes to have a **positive impact on the territory and on people** by joining the projects:

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

“NECTARIFEROUS GROVE PROJECT” of 3bee. www.3bee.com

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	31/12/2021	OBJECTIVES 2022	31/12/22	STATUS
CLIENTELE - COMMERCIAL PROCESSES	INNOVATION / DIFFERENTIATION	PROTECTED BEES	-	300.000	300.000	✓
		TONS OF ABSORBED CO2	0	8	8	✓



6. OUR PROJECTS COMPLETED IN 2022: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY



This is not a Bee



- This is a biodiversity keeper
- This creates invisible threads between trees
- This is home to 90% different flowering species
- This is a bioindicator
- This is a biodiversity certification
- This is an asset for your company

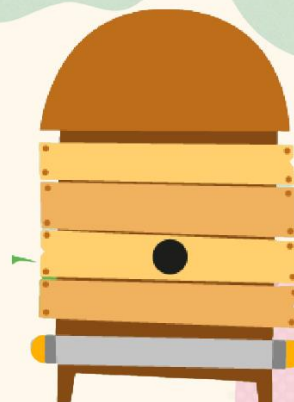
This is environmental Protection

ENVIRONMENTAL AND SOCIAL IMPACT RECAP

MB FIX'S HIVE

- 300 thousand protected bees/year
- 3 millions of pollinated flowers/year
- 1 local beekeeper supported
- Environmental biomonitoring with analysis
- Environmental education and awareness

Every tech hive protects up to 300 thousand bees per year, that pollinate up to 3 millions of flowers in one year. Thanks to technology, we reduce families mortality by 30%, we reduce management costs by 70%, increasing productivity by approximately 20%.



6. OUR PROJECTS COMPLETED IN 2022: DEVELOP INCLUSIVE RELATIONSHIPS WITH THE TERRITORY



ENVIRONMENTAL AND SOCIAL IMPACT RECAP

MB FIX'S NECTARIFEROUS GROVE

- 100 native trees planted
- 0,5 hectares of planted soil
- 154 kg of produced nectar/year
- 280.000 fed bees/year
- 8.7 tons of absorbed CO2/year
- 1 local grower supported

A grove guarantees pasture for all the pollinators, avoiding starving mortality, and contributes to the fight against climate change by absorbing CO2. Thanks to the planting of 100 selected native trees, we support the conservation of ecosystems and local biodiversity, as well as the social and economic power of growers.



7. OUR PROJECTS FOR 2023: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



For MB FIX, human capital is a determining factor for company growth which must be valued, retained and rewarded through training activities, health protection and risk prevention, economic incentives and improvement of the company climate.



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

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



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**.

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

7. OUR PROJECTS FOR 2023: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



For 2023 we have planned a total of **over 500 hours of training** to which we will add a team building day that will involve all employees and closest collaborators.

In 2023 we have planned to host a student alternating between school and work and to activate at least one further internship.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2023 OBJECTIVES
LEARNING AND GROWTH - HR MANAGEMENT PROCESSES	TRAINING	TOTAL HOURS OF TRAINING	500
	TRAINING	PROVIDED TRAINING ON BUDGETED TRAINING	100%
	TRAINING	ACTIVATED INTERNSHIPS No.	2
	TEAM BUILDING	BUSINESS EVENTS No.	8

7. OUR PROJECTS FOR 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, objectives also present in the 2023 plan.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2023 OBJECTIVES
LEARNING AND GROWTH - HR MANAGEMENT PROCESSES	ENCOURAGEMENT OF FEMALE EMPLOYMENT	% WOMEN ON THE TOTAL OF EMPLOYEES	50%
	GENDER EQUALITY	AVERAGE FEMALE SALARY/ TOTAL AVERAGE SALARY RATIO	>85%



MB FIX intends to guarantee the health, safety and well-being of its collaborators.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2023 OBJECTIVES
LEARNING AND GROWTH - HR MANAGEMENT PROCESSES	SAFETY AT WORK	INJURIES No. ON EMPLOYEES No.	0%
	WELL-BEING IN THE COMPANY	% EMPLOYEES WITH > 10 YEARS SENIORITY	24%
	LIFE / WORK BALANCE	EMPLOYEES WITH > 150 HOURS RESIDUAL HOLIDAYS	0%
	LIFE / WORK BALANCE	HOURS OF RESIDUAL HOLIDAYS ON EMPLOYEES No.	50



7. OUR PROJECTS FOR 2023: ENHANCE INTERNAL AND EXTERNAL HUMAN CAPITAL



MB FIX has decided to undertake a process of internal improvement of safety and its environmental impact in line with its statute in order to guarantee its collaborators a healthy and safe working environment.



During 2023 it will achieve:

- **certification of ISO 45001 for occupational health and safety management system**
- **environmental certification of ISO 14001.**

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2023 OBJECTIVES
INTERNAL PROCESSES - COMMERCIAL PROCESSES - PRODUCTION - SUPPLYINGS	STRATEGIC PLANNING EFFICIENCY	ISO 45001 CERTIFICATION	100%
		ISO 14001 CERTIFICATION	100%



7. OUR PROJECTS FOR 2023 : DEVELOP INCLUSIVE RELATION- SHIPS WITH THE TERRITORY



MB FIX has also chosen to **develop inclusive relationships with the territory**, favoring local suppliers and manpower. MB FIX has already made use of the collaboration of some social cooperatives in the area for many years and continues to maintain this positive collaboration.

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2023 OBJECTIVES
INTERNAL PROCESSES - COMMERCIAL PROCESSES - PRODUCTION - SUPPLYINGS	EXTERNAL PROCESSES EFFICIENCY	% LOCAL SUPPLIERS TURNOVER - VENETO REGION	70%



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

PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2023 OBJECTIVES
INTERNAL PROCESSES - COMMERCIAL PROCESSES - PRODUCTION - SUPPLYINGS	INTERNAL PROCESSES EFFICIENCY	PURCHASE OF PACKAGING COMPOSED OF % RECYCLED MATERIALS	100%



7. OUR PROJECTS FOR 2023: DEVELOP INCLUSIVE RELATION- SHIPS WITH THE **TERRITORY**

Also for 2023 MB FIX is committed to having 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

3bee is an agri-tech company (Ltd.) and start-up that develops intelligent monitoring and diagnostic systems for bee health. In 2 years it has developed a network of 10,000 beekeepers throughout Italy thus allowing the creation of a research, development and circular economy program called "Adopt a beehive".

The environmental and social impact of adopting 1 B2B hive in 1 year predicts:

- the protection of 300,000 bees
- 3 millions pollinated flowers
- minus 20% bee mortality in the hive thanks to 3Bee hive-tech technology
- plus 30% productivity for the beekeeper thanks to 3Bee hive-tech technology
- minus 30% chemical treatments thanks to 3Bee hive-tech technology
- plus 50% biodiversity (given by: greater pollination-travel reduction-economic savings indirect CO2 abatement)



7. OUR PROJECTS FOR 2023: DEVELOP INCLUSIVE RELATION- SHIPS WITH THE TERRITORY

The environmental and social impact of creating a nectariferous forest involves the creation of new habitats for pollinators and enhancing the conservation of local biodiversity, building a more sustainable and responsible future.

Pollinators have increasing difficulty in finding nectar resources.

Our grove consists of at least three nectariferous grove species planted by selected growers. This allows to create pastures with graduated blooms, allowing pollinators to find melliferous stocks in all seasons.



PERSPECTIVE	STRATEGY OBJECTIVES	PERFORMANCE MEASURES (KPI)	2023 OBJECTIVES
CLIENTELE - COMMERCIAL PROCESSES	INNOVATION / DIFFERENTIATION	PROTECTED BEES	300.000
		MILLIONS OF POLLINATED FLOWERS	3
		No. OF POLLINATORS	460.000
		TONS OF ABSORBED CO2	5,5

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



Ensure healthy lives and promote well-being for all at all ages.

MB FIX offers its employees a work environment that is attentive to safety, accident prevention and a correct work/life balance.



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

MB FIX offers its employees professional training and promotes internships and placements within the company.



Achieve gender equality and empower all women and girls.

MB FIX encourages female employment to promote gender equality.



Promote sustained, 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.

8. OUR COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Goal UN



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Commitment MB FIX

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



Ensure sustainable consumption and production patterns.

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



Take urgent action to combat climate change and its impacts.

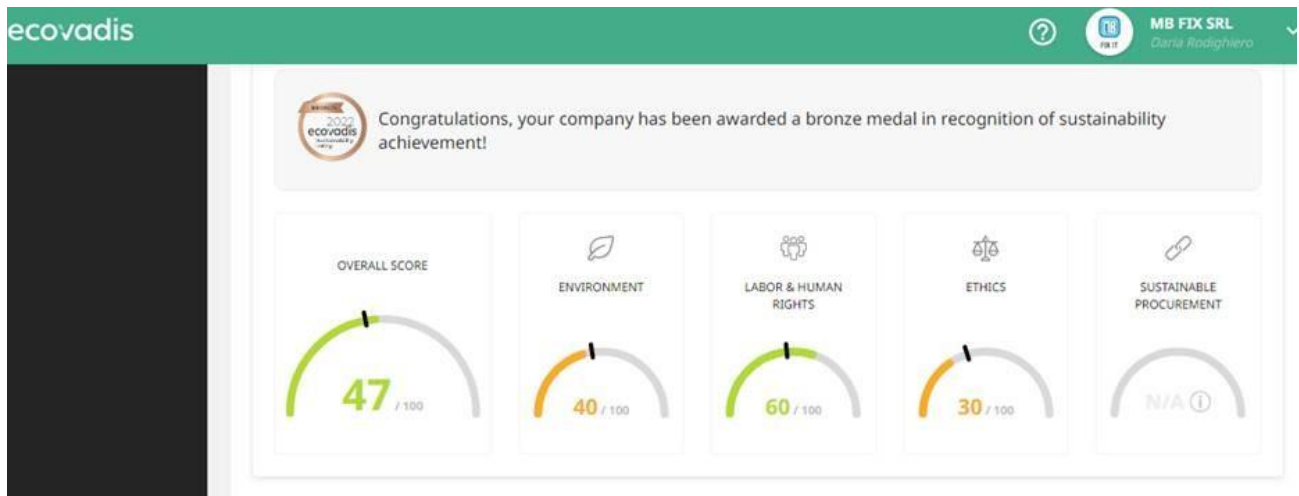
MB FIX supports 3bee with the adoption of a beehive and in the planting and protection of a nectariferous grove, promotes partnerships with local suppliers to reduce CO2 emissions.

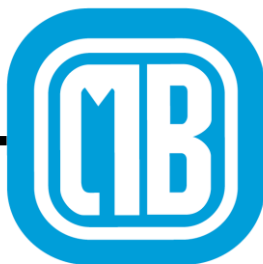


Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

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

9. OUR PERFORMANCE OF SUSTAINABILITY MEASURED BY ECOVADIS





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IMPACT REPORT

2022

