

# WayPoint



**Sustainability Report 2024**

# Index

<b>A message to our Stakeholders</b>	<b>03</b>
<b>KPI 2024 – Highlights</b>	<b>04</b>
<b>2024 Main Initiatives</b>	<b>06</b>
<b>Stakeholders Map and ONU GOAL 2030</b>	<b>09</b>
<b>1   WayPoint World</b>	<b>13</b>
1.1 This is WayPoint	15
1.2 Product development	20
1.3 Our Products and Brands	22
1.4 Supplier selection and management	25
1.5 Client relationship	28
1.6 Sustainability path: from reporting to planning	31
<b>2   Our Operations</b>	<b>35</b>
2.1 Company’s environmental commitment	37
2.2 Monitoring and optimising resources consumptions	42
2.3 Initiatives and Commitment to Local Communities	48
<b>3   Our People</b>	<b>54</b>
3.1 Employees as the essence of brand success	56
3.2 Training for personal and professional improvement	61
3.3 Employees Health and Safety	63
<b>Methodological note</b>	<b>64</b>
<b>GRI Content Index</b>	<b>66</b>

# Alberto Baesso

INNOVATION  
MANAGER



## A MESSAGE TO OUR STAKEHOLDERS

Dear valued stakeholders,

I am delighted to present our first Annual Sustainability Report, which showcases our unwavering commitment to building a more sustainable and responsible future for all.

In today's world, the importance of sustainability cannot be overstated. As a small company, we understand the significance of our role in contributing to a more sustainable and resilient future for our planet and its inhabitants. With limited resources, we have embraced the challenge wholeheartedly, striving to make a difference in the communities we serve and the environment we share.

Despite, we are not yet obliged by law, we have taken significant steps to reduce our environmental footprint. Through energy-efficient practices, waste reduction initiatives, and responsible sourcing, we have managed to minimize our impact on the environment. Moreover, we are investing significantly in sustainable innovation, collaborating with several Italian universities and co-financing research grants for Ph.D. program.

We recognize that there is much more to accomplish on our sustainability journey. Therefore, we are committed to learning, evolving, and seeking innovative solutions to the challenges ahead. While we celebrate our accomplishments, we are also aware of the responsibility that lies ahead to create lasting change.

Our accomplishments would not have been possible without the invaluable support and guidance of our stakeholders. Your belief in our mission has fuelled our determination to push the boundaries and make meaningful contributions to sustainability.

In closing, I extend my heartfelt gratitude to each stakeholder who has played a role in making our sustainability journey possible. Together, we will continue to work towards a more sustainable, inclusive, and prosperous world.

Thank you for being a part of our journey.

I wish you a pleasant reading of our 2024 Sustainability Report.

*Alberto Baesso*, Innovation Manager

## Economic Sustainability



**1.8**

REVENUE in MILLION €  
(Financial Statement 2023)



**78%**

INCREASE ARTICLE  
SOLD  
e-commerce channel



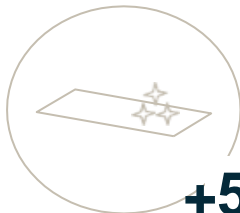
**25%**

EXPORT



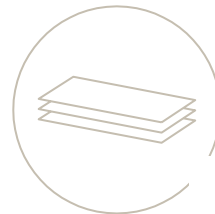
**>5**

COUNTRIES OF DESTINATION  
OF THE PRODUCTS



**+500**

PRODUCTS



**3**

COLLECTIONS



**1**

FACILITY



**2**

R&D centres

## Social Sustainability



**12**

EMPLOYEES  
(Financial Statement 2023)



**95%**

PERMANENT  
CONTRACTS



**98%**

LOCAL SUPPLIERS  
IN ITALY

## Environmental Sustainability



**2**

PATENTS



**25%**

RECYCLED MATERIALS  
IN OUR PRODUCTS



**50%**

RECYCLED MATERIAL  
FOR PACKAGING



**462**

M<sup>3</sup> WATER  
CONSUMPTION



**20%**

CRUDE WASTE



**54736**

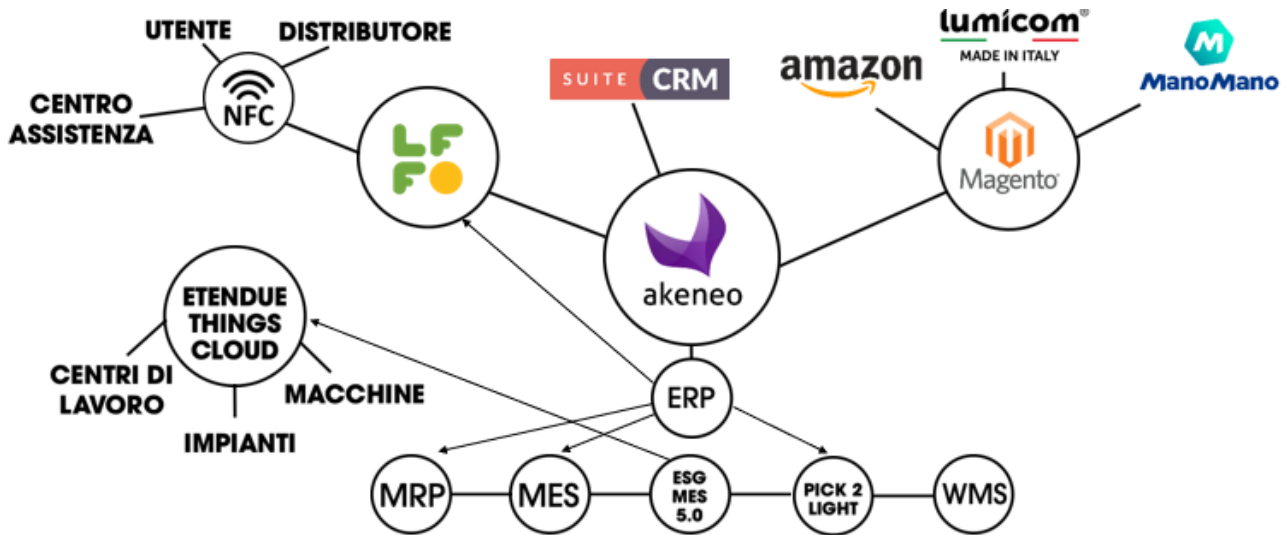
kWH OF  
RENEWABLE ENERGY



# WayPoint

2024 MAIN INITIATIVES

## Digitalization



WayPoint has invested heavily in its digital structure with the aim of evolving the company's tools by leveraging technology as an opportunity to improve both processes and the visibility of brands and products. In 2023, the company's digital structure was therefore upgraded to a High-Level Structure (HLS), in accordance with the ISO management system, to have a fully integrated structure (see Figure above). In particular, our Product Information Management (PIM) system, (Akeneo), allows us to have a single corporate repository. It can connect each other the other systems already present in the company (ERP, CRM, and MES) to retrieve various information and centralise it. In addition, it allows us to have a complete synchronization of data, guaranteeing that each company area will have an up-to-date version of every piece of information relating to a particular item. In particular, our PIM is interconnected with the Magento platform for managing the digital marketplace, consisting of our e-commerce site (Lumicom) and the various external marketplaces (Amazon, ManoMano). The CRM (Customer Relationship Management) is also connected to PIM and, in turn, to ERP (Enterprise Resource Planning) and e-commerce platforms, allowing us to manage customer relationships innovatively. Specifically, through this interface, the customer has all the information related to an article at his/her disposal and can consult his/her customer experience. Furthermore, in the near future, the customer will be able to consult a series of environmental information relating to the carbon footprint of each article throughout its life cycle, its efficiency, and its reparability. Instead, the interconnection between ERP and MRP allows us to plan production and manage it efficiently, which is essential for a production like ours based on Just in Time.

With this industrial philosophy in mind, WayPoint has invested several resources in 2023 so that the MES will interface directly with the Pick 2 Light system, which allows to manage the stock-picking of components and semi-finished products automatically, semi-automatically, or manually, and with the Warehouse Management System (WMS), which manages the handling of materials inside the warehouse and outside with suppliers. Thanks to this integrated system, in the near future, our operator taking over an order will be guided at every stage. From the loading of the components and semi-finished products from the warehouse to the number of pieces required for that order to appear on the shelf, to the work area where he/she has to place the pallet, to the next processing stage for each item. In addition, at the end of processing for each finished product, the operator will insert a tag, and for the e-commerce channel, the WMS will automatically associate the end customer's order and the assigned carrier with the product code. Whereas, if the end product is destined for the retailers' traditional channel of sales, the pallets will be tagged and positioned in the warehouse. In this way, the picking operator will have a picking list and will be guided through the warehouse by a radio system to locate the pallet to be picked using an automatic detection system. In addition, a reader at the end of picking will read the tag of each article and will check the picking list, indicating any errors, or if there are none, it will close the picking list and issue the exit note.

Finally, the WMS also manages external suppliers. In fact, the WMS communicates with the MES in a bi-directional manner, so that, when we receive a delivery of material from a supplier, after making a visual quality check of the load, the goods are deposited in the warehouse, consequently the WMS and the MES are updated by an operator.

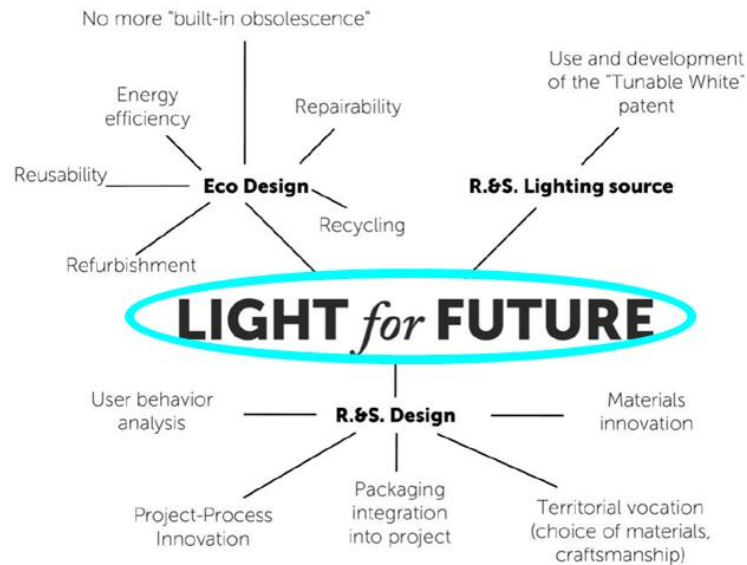
**-Flexibility.** Our digital structure is managed on traditional storage systems with in-house servers, private data centres and partly via the Amazon AWS service. This hybrid system was chosen to have more options in the future as these technological solutions evolve.

**-Ease of use.** WayPoint uses *Cognito*, an AWS system that allows users to log in uniquely with the same credentials to both our e-commerce site and our home automation app "*Light for Future*".

**-Security of data access.** We guarantee the security of user data since the data management system is owned by us and not outsourced. In addition, permissions are issued to each company's team or individual user for read-only access to data, with the possibility of data modification only under authorization.



## Innovation and Sustainability



Numerous R&D and technological innovation projects were carried out by WayPoint in 2023, especially with a view to sustainability. In line with the work carried out in 2022, the **LIGHT FOR FUTURE** brand was registered, which will encapsulate innovative solutions for product interfacing with the user, Internet of Things technologies. As a matter of fact, as part of the Industry 5.0 program during 2023, WayPoint has started to invest in the “Environmental Sustainability Management System” (ESMS) project. The idea is to equip each machine (Altivole’s plant) with a sensor and a controller that, depending on the functions of the machine, will send environmental data as well as production data to the WayPoint’s MES. When the project is completed it will be possible to have evidence of the environmental impact for each batch or even individual components/semi-finished products. In addition, the project also plans to collect data on a social level, i.e., information will be collected for each operator on his/her psycho-physical state to assign him/her tasks suited to his/her state of health. Moreover, the R&D team is starting up the Etendue Things Cloud project, which is a reporting system that detects the various types of atmospheric emissions in real-time, thanks to a group of control units installed on all emission points, scalable according to requirements. Those data are analysed on the WayPoint design/construction platform, where pre-alarm and alarm thresholds can be set.

Finally, WayPoint has initiated several collaborations with various Italian universities to carry out empirical research on the role of Visible Light Communication (VLC), Power Line Communication (PLC), and the use of light in wellness.

# Stakeholders Map



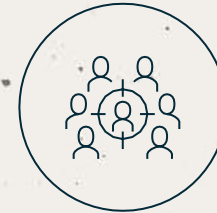
## WayPoint



Employees



Local  
Communities



Trade Unions

WayPoint recognises the importance of clear and effective communication towards stakeholders as the basis of a lasting and reliable relationship capable of directly and indirectly influencing business development. Moreover, communication towards external stakeholders plays an important role in defining the company image. Therefore, WayPoint is committed to maintaining transparent, accurate, timely communication in compliance with company policies, procedures and the Code of Ethics.

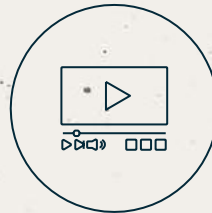
## Stakeholders



Customer, designer



Suppliers



Media



Public  
administration and  
regulatory bodies



Commercial Partners

# WayPoint contributions to ONU GOAL 2030

Sustainable development issues have become central to the political agendas of the world's most important leaders. On 25 September 2015, at the 70th General Assembly of the United Nations, world leaders adopted a new global framework for sustainable development: the **ONU GOAL 2030 Agenda**, consisting of 17 goals (Sustainable Development Goals – SDGs) and 169 sub-goals, valid for the period 2015–2030. Every country is called upon to contribute to the achievement of the goals. With this in mind, the 9 Sustainable Development Goals (SDGs) on which **WayPoint** exercises **concrete and tangible action** are identified below, the main results of which are illustrated in the various sections of this report.

	<p><b>ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES</b></p>	<p><b>MATERIAL TOPICS</b></p> <ul style="list-style-type: none"> <li>· Innovation &amp; Product quality</li> <li>· Employees health and safe</li> </ul>	<p><b>CHAPTER</b></p> <ol style="list-style-type: none"> <li>1. WayPoint World</li> <li>3. Our people</li> </ol>
	<p><b>ENSURE INCLUSIVE EDUCATION AND LEARNING</b></p>	<p><b>MATERIAL TOPICS</b></p> <ul style="list-style-type: none"> <li>· Talent development and retention</li> </ul>	<p><b>CHAPTER</b></p> <ol style="list-style-type: none"> <li>3. Our people</li> </ol>
	<p><b>GUARANTEE AVAILABILITY AND SUSTAINABLE WATER MANAGEMENT</b></p>	<p><b>MATERIAL TOPICS</b></p> <ul style="list-style-type: none"> <li>· Eco-design &amp; Circular Economy</li> <li>· Energy &amp; Climate Change</li> </ul>	<p><b>CHAPTER</b></p> <ol style="list-style-type: none"> <li>2. Our operations</li> </ol>
	<p><b>ASSURING EVERYONE ACCESS TO ECONOMIC, RELIABLE, SUSTAINABLE AND MODERN ENERGY SYSTEMS</b></p>	<p><b>MATERIAL TOPICS</b></p> <ul style="list-style-type: none"> <li>· Energy &amp; Climate Change</li> </ul>	<p><b>CHAPTER</b></p> <ol style="list-style-type: none"> <li>2. Our operations</li> </ol>



**SUPPORT  
EMPLOYMENT  
AND  
SUSTAINABLE  
ECONOMIC  
GROWTH**

**MATERIAL TOPIC**  
· Talent development and retention

**CHAPTER**  
1. WayPoint World



**BUILD RESILIENT  
INFRASTRUCTURE,  
PROMOTE  
INCLUSIVE AND  
SUSTAINABLE  
INDUSTRIALIZATION  
AND FOSTER  
INNOVATION**

**MATERIAL TOPIC**  
· Innovations & Product Quality

**CHAPTER**  
1. WayPoint World  
2. Our operations



**MAKE CITIES AND  
HUMAN  
SETTLEMENTS  
INCLUSIVE, SAFE,  
RESILIENT AND  
SUSTAINABLE**

**MATERIAL TOPIC**  
· Innovation & Product Quality  
· Eco-design & Circular Economy

**CHAPTER**  
1. WayPoint World



**ENSURE SUSTAINABLE  
CONSUMPTION AND  
PRODUCTION  
PATTERNS**

**MATERIAL TOPIC**  
· Sustainable Supply chain management

**CHAPTER**  
1. WayPoint World



**TAKE URGENT ACTION  
TO COMBAT CLIMATE  
CHANGE AND ITS  
IMPACTS**

**MATERIAL TOPIC**  
· Energy & Climate Change

**CHAPTER**  
1. WayPoint World  
2. Our operations

# 1 |

# WayPoint World

1.1	This is WayPoint	Pag. 15
1.2	Product development	Pag. 20
1.3	Our Products and Brands	Pag. 22
1.4	Supplier selection and management	Pag. 25
1.5	Client relationship	Pag. 28
1.6	Sustainability path: from reporting to planning	Pag. 31

## ONU GOALS 2030





# In a nutshell



**1.8**

MILIONS €  
CONSOLIDATED TURNOVER  
2023



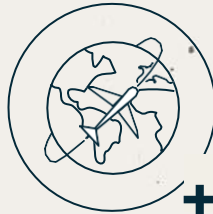
**25%**

EXPORT  
2023



**1**

CONTINENT  
IN WHICH WAYPOINT IS  
PRESENT WITH PLANTS AND  
BRANCHES



**+5**

MARKET  
OF PRODUCT  
DESTINATION



**2**

R&D centres



**2**

CORPORATE  
SPIN-OFF



**4**

PILLARS



**1**

SUSTAINABILITY  
ROADMAP

# WayPoint

## 1.1 THIS IS WAYPOINT



It was in 1963 when Bruno Baesso started to produce classic wrought iron chandeliers on the porch of his home. It is with these values that we think and create as true craftsmen of the richest and most fertile Italian tradition. In 2000, WayPoint s.r.l. was born, seeking to adapt to the needs of large-scale distribution a product and a process philosophy that traces the approach of ancient workshops. In the WayPoint workshop: *“Everyone knows how to do everything or almost everything”* (Alberto Baesso, Innovation manager). Every process and every piece of machinery can be entrusted to each of our craftsmen-workers because there is no one figure specialized in a single task. It is no longer the machine that makes the man, binding him to its rhythms and requirements, but the man who makes the machine. This choice has two advantages. On the one hand, it puts us in a position to continuously generate innovation: only those who can do are also capable of inventing. On the other hand, it gives us flexibility because if a customer ask to change the colour of a product at the last minute, we can respond quickly to the request because we can manage everything in-house.

In the **2023** financial year, **WayPoint's consolidated turnover was equal to 1.8 million euros**. At an income and financial level, 2023 closed with positive results and improvements compared to 2022.

The registered office of WayPoint is located in Verona instead the production plant in Altivole in the province of Treviso (Italy). Furthermore, the company has Research & Development laboratories spread across various regions of Italy and a network of distributors in many European countries.

# WayPoint

1.1 THIS IS WAYPOINT

## WayPoint- Factory

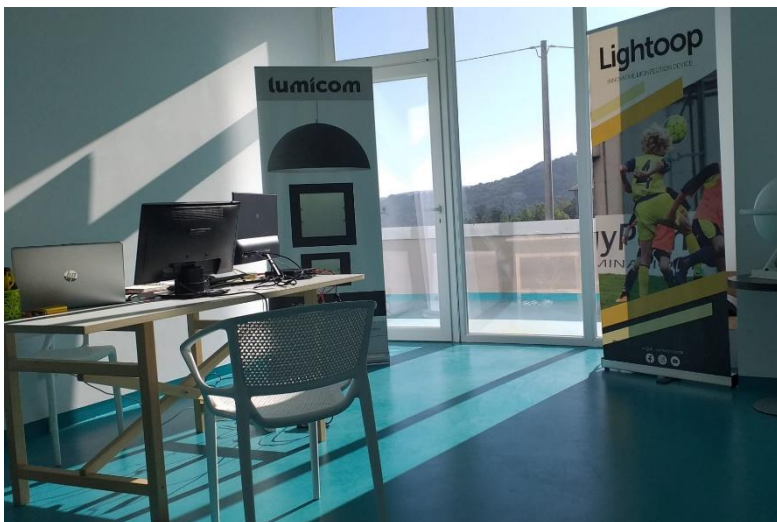


### ALTIVOLE (Treviso, Italy)

The Altivole plant is located in one of the most important industrial districts in Veneto.

In this plant, there is an entire department for glassworks which is influenced by the nearby Venetian craftsmen.

## WayPoint- R&D Departments



### GALATI MAMERTINO (Messina, Italy)

R&D centre for the design and eco-design.

Moreover, there is a team for study the light.



# WayPoint

## 1.1 THIS IS WAYPOINT



### PALERMO

(Unipa–University Campus, Italy)

Engineering-oriented R&D centre, located on the university campus of the University of Palermo, at the Department of Management Engineering.

Its proximity to the academic environment enables our team to carry out various scientific research projects, especially in the fields of sustainability and circular economy.



### VEGA HUB

(Venice, Italy)

Besides being a R&D centre, it is also a business incubator. One of our innovative start-ups is based here.

# WayPoint

## 1.1 THIS IS WAYPOINT

The strategies in which WayPoint has been investing for years, namely its growing internationalization, the commercial policy of diversification of distribution channels (e-commerce and physical distribution channel), and product and brand differentiation from its competitors, proved to be winning choices. Confirming the company's strong internationalization path, WayPoint has today a high propensity to export: **25% of the turnover comes from sales outside the national borders.**

### RESEARCH & TECHNOLOGY

The technological laboratory works daily to raise product quality through production tests and a constant search for innovative solutions.

The incessant striving for uniqueness, and the ambition to be the link between a product of high craftsmanship and its declination in an industrial and sustainable key, leads WayPoint to try to produce most of its components in-house. Products and solutions are constantly tested so that they fully meet the company's objectives: excellent quality, superior performance, and sustainable production processes. The focus on colour is matched by a focus on product quality. Every luminaire must have characteristics that meet the company's parameters. For this, tests are conducted on mechanical resistance in the various stages of manufacture, safety, and durability.

### WAYPOINT: INDUSTRY 4.0 PATH

Over the years, the company has developed a completely new production process characterized by innovative methods and highly automated technologies typical of Industry 4.0, such as vacuum systems, waterjet cutting systems, press-bending, and Pick & Place systems. These are methods and technologies that, among other things, increase energy efficiency and reduce environmental impact.



# WayPoint

## 1.1 THIS IS WAYPOINT

Results are achieved thanks to a competent, close-knit team, which follows an intensive update and training program and which, in addition to its expertise, also makes its enthusiasm available to clients. A holistic approach to doing business, which finds sustainability one of its fundamental pillars.

## Vision

*"We like to think of our product as containers of stories. Stories of forms and materials, thoughts and technologies. The stories are told, are listened to, are remembered. But above all the stories are lived."*

## Mission

We design superior luminaire to inspire designers, architects and all those who wish to shape places to live, work and be themselves. Thanks to the talents of our people, we set trends in elegance and quality, using the most advanced technologies to create timeless products and sustainable process





# WayPoint

## 1.2 PRODUCT DEVELOPMENT

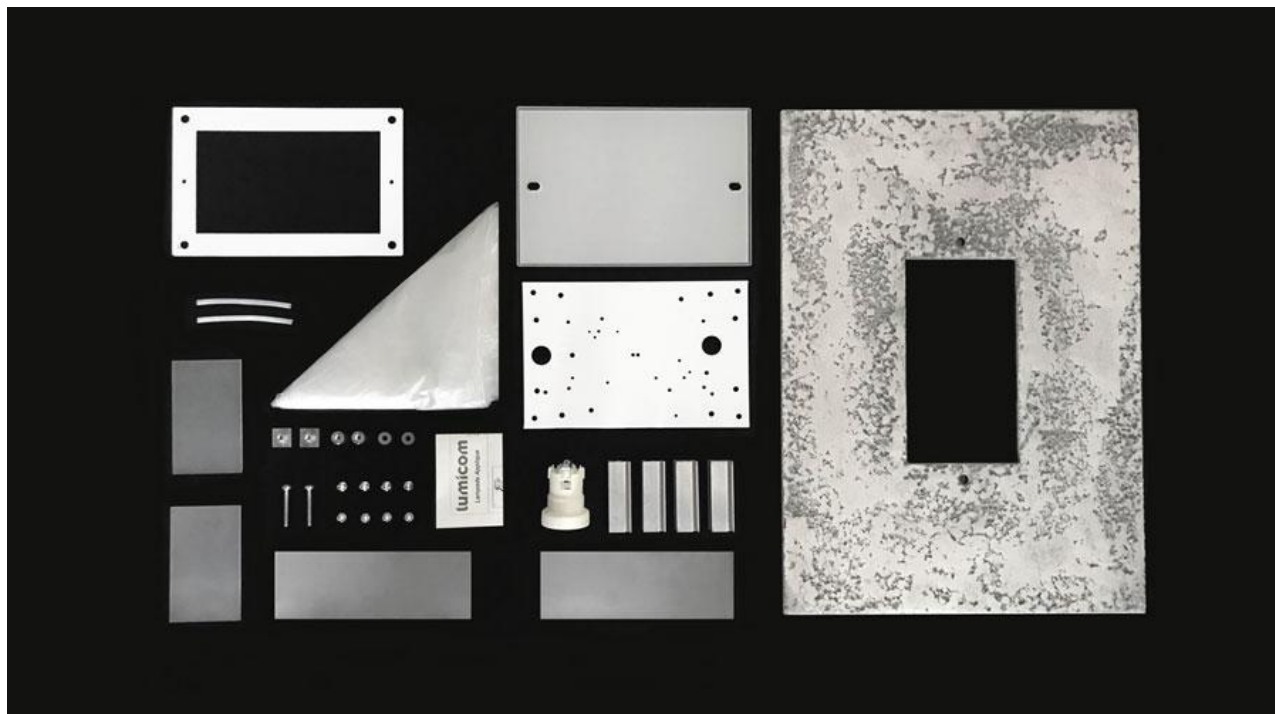
WayPoint's aim of bringing to life inspired sketches and projects from lighting architects and designers demands a coordinated production process involving the R&D department, highly specialised artisans, and an accurate quality control system. Within this process, in collaboration with designers, architects and engineers, WayPoint directly manages the conception and the lighting systems design. Moreover, monitoring activities and tests are carried out to assess product quality and safety requirements and compliance.

An integral part of the WayPoint value chain is the customer care, directly and internally managed with a single point of contact for both the Decorative and the Architectural collections. The aim is to build a strong relationship with all customers and to respond effectively and promptly to each customer's needs.

Since 2016, the company has started a human resources training plan. Today, Waypoint is able to carry out most manufacturing, assembly and logistics activities in-house without having to outsource the purchase of parts. Moreover, pivotal investments were done to increase the production capacity. These two steps have enabled the company to reduce warehouse by moving towards just-in-time production. Waypoint produces what is needed, not one piece more, not one piece less, so:

*"Don't ask us how many items we have in stock, ask us how much we can produce",*  
(Rosa Brunella Reginato, CEO).

There is always a margin of improvement, therefore the next step is on incorporating the use of digital technology for 3D metal printing, which will further expand the company in-house production capacity and further diversify the product range.



### The Development of New Lighting Solutions

#### *Conception*

Designers, architects and/or engineers submit the lighting solution idea and some preliminary sketches to Waypoint's R&D Department. The top management then assesses these before starting to produce some prototypes.

#### *Pre-series Production Process*

Once a product has been accepted, the R&D team collaborates with designers, architects and engineers to create it. A pre-series is then produced to test the mechanical and electrical design, select the most appropriate materials, identify the best production process, and incorporate any necessary improvements to the luminaire. During these stages, various assessments regarding construction, mechanical and electrical aspects are carried out.

#### *Quality and Compliance*

The pre-series is tested to assess its adherence to quality and compliance requirements.

#### *Product Launch*

Once prototypes simultaneously satisfy the expectations (for the design collection), Waypoint's internal quality standards, and the applicable regulatory requirements, the product is approved for sale. The production stage is launched.

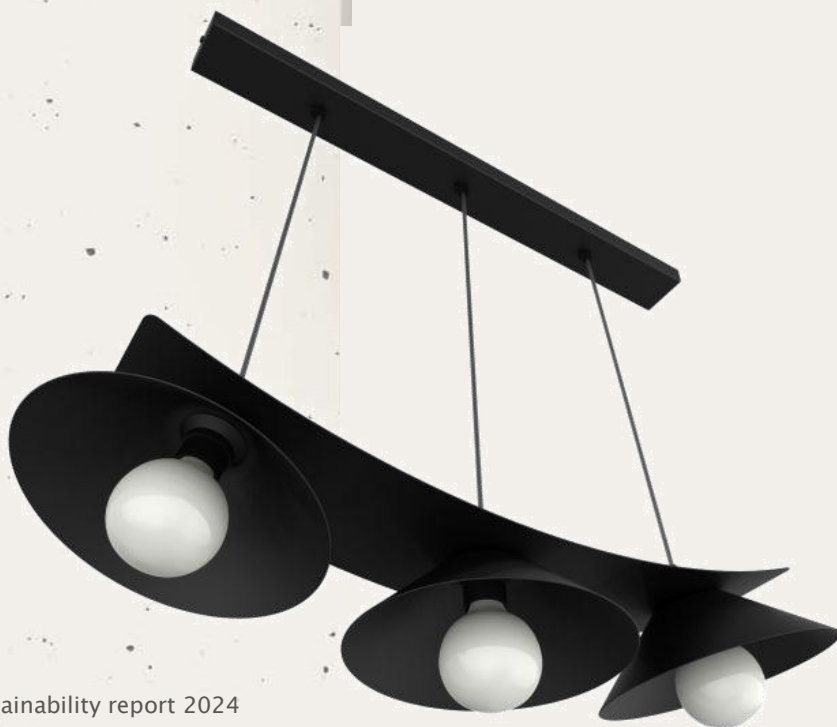
# Collections



## LUMICOM

Lumicom, a WayPoint brand primarily targeting the B2C market, embodies the artisanal roots of Italian tradition while embracing the principles of the circular economy. We strive to integrate inherited craftsmanship with contemporary design, Made in Italy quality, and ongoing research and development. Our ethos is rooted in ethical principles that transcend mere communication or marketing strategies.

Our luminaires are designed to align with eco-design regulations implemented in September 2021, enabling repair, reconditioning, regeneration, and recycling. This commitment ensures not only product efficiency but also extends its lifecycle, reflecting our dedication to sustainability and responsible consumption.





WAYPOINT  
ATELIER

## WAYPOINT ATELIER

Waypoint Atelier stands as a beacon of excellence in high-end lighting. Collaborating with renowned designers, Waypoint crafts exclusive creations that seamlessly blend sophisticated aesthetics with unparalleled craftsmanship. Our offerings provide



# WayPoint

## 1.3 OUR PRODUCTS AND BRANDS



## L-TECH

L-TECH brand is aimed at B2B market, lighting specialist shops. A technical team analyses each design customized solution with innovative and creative proposals to provide an increasingly professional service and assistance to clients both for private activities such as bars, restaurants, office and hotels as well as for public bodies projects. Know-how and innovation are the strengths of L-TECH products. Research into new materials, efficient and innovative solutions through advanced technological processes and high-tech lighting applications are the aspects that characterize the design and industrialization activities of this technical lighting line. Appropriate lighting solutions are realized according to the space and the different surfaces to be illuminated.



### Raw materials' quality

WayPoint dedicates extreme attention to the selection of raw materials to guarantee the highest quality. The main materials used for the production of WayPoint luminaires are steel, glass, and aluminium, all of certified origin and carefully selected on the basis of purity, homogeneity and perfect technical characteristics. The process of selecting the most suitable raw materials is therefore extremely strict. Through the use of top-quality materials, the secret is to be able to produce a handcrafted product on an industrial scale, combining quality, functionality and aesthetics. With a view to sustainability, Waypoint works on researching and selecting better and better materials and sources, in order to produce increasingly eco-friendly and repairable products, anticipating trends and regulations. At the same time, the aim is to identify new raw materials that can offer an advantageous alternative, also in terms of logistical safety and environmental impact, to the materials already in use. Our products contain at least **20% to 30% pre-consumer recycled material** (i.e., reused industrial waste), depending on the type of luminaire (e.g., applique, pendant).

The company keeps the entire production chain monitored. Every single part of the production process is scrupulously monitored in our factory by a staff of highly qualified people. Quality control of all WayPoint's brands begins with the inspection of all input materials, continues with the inspection of all machining and electrical assemblies, and ends with the inspection of surface finishing cycles.



Extensively tested safety measures guarantee a calm and comfortable working environment: this also helps to achieve better results!

Finally, product labels include all information deemed necessary to ensure the safe use of luminaires, in compliance with the minimum safety requirements specified (in the Low Voltage Directive and other applicable EU directives for the EU, in safety standards for all markets).



#### FSC-certified packaging

We use FSC-certified paper for our products, i.e., obtained from well-managed and environmentally friendly forests.



### The Geographical Origin of Raw Materials and Relations with Suppliers

Europe is the crucial supply area for raw materials ensuring high standards in all aspects, from safety to logistics to the environment. As with raw materials, WayPoint pays strict attention to the choice of suppliers. This choice falls on structured suppliers that provide maximum guarantees and support the company in meeting its daily demands. More importantly, the selected suppliers are aligned with WayPoint's environmental philosophy and policy: only in this way does cooperation become a win-win situation.

In terms of quantity, in 2023, about 90% of the main raw materials will come from countries within the European Union. A closer look shows that the supply chain is almost exclusively composed of Italian suppliers. A fact that once again underlines the company's commitment to reducing its environmental impact by shortening its supply chain as much as possible. WayPoint's preference for local suppliers is not a simple choice based on convenience. Instead, it stems from its focus on and attachment to the "Made in Italy" concept – acknowledged as a symbol of expertise, craftsmanship and innovation. Indeed, almost 80% of the Company's suppliers are located in Italy, mainly in the Veneto region.

RAW MATERIAL PURCHASED * FOR GEOGRAPHICAL AREA	2022	2023	
	UE	80%	90%
Raw material purchased (Kg)	EXTRA-UE	20%	10%

\*The raw material considered are glass, aluminium, iron

Raw material purchased	Unit of measure	2023
<b>Total natural raw material</b>	ton/anno	
Sand	ton/anno	1
Slate		0.4
<b>Total semi-finished products</b>	ton/anno	
Glass, enamels, pigments	ton/anno	2.5
Steel	ton/anno	3.2
Aluminium	ton/anno	1.2
Plastics	ton/anno	0.8
<b>TOTAL RAW MATERIALS</b>	<b>ton/anno</b>	<b>9.1</b>

Starting in 2024, the company has implemented an annual qualification and monitoring process for all suppliers through a voluntary questionnaire that includes aspects of quality, respect for human rights and working conditions, environment, health, and safety. Each year, the performance of qualified suppliers will be monitored in terms of quality and delivery times. The aim of this pilot ESG risk assessment of our supply chain is to identify and manage possible sustainability-related issues and red flags.



During the first step of the evaluation, suppliers are asked to fill out a sustainability self-assessment questionnaire. Specifically, suppliers are requested to provide information on human rights, the environment, compliance and ethics, diversity, and health and safety. The process is carried out via an online tool. The questionnaires are then analysed and used to perform a sustainability risk assessment, which allows identifying critical suppliers whose compliance with sustainability criteria needs to be addressed. Based on risk assessment results, suppliers are classified according to 3 levels of risk (high, medium, and low).

**Promoting the Continuous Improvement of Environmental Aspects**

Within the supplier assessment process, the self-assessment questionnaire monitors the environmental management approach implemented by suppliers by focusing on the following aspects:

- presence of an environmental policy and environmental management system (preferably certified)
- reduction targets for GHG emissions, energy and water consumption, and waste generation
- monitoring of environmental aspects
- monitoring of sources of potential releases to air, water, and land, and subsequent identification of improvement areas
- delivery of internal environmental training
- execution of regular audits to verify policies, noncompliance, and corrective actions
- presence of a biodiversity protection strategy.

# WayPoint

## 1.5 CLIENT RELATIONSHIP

Fully embracing the concept of an integrated policy, WayPoint aims to identify and fully meet the requirements expressed by customers, the market, and the environment around us. In achieving its objectives in the fields of Quality, Safety, and Customer Satisfaction, WayPoint's commitment is reflected in the development of a comprehensive set of specific indicators that are constantly monitored and used as a drive for improvement.

## Product Quality and Safety

Guarantee product quality and safety on an ongoing basis is an essential condition for maintaining a lasting relationship with customers and ensuring business expansion. In fact, WayPoint has adopted a policy centred on understanding and satisfying the needs of the end customer. In this sense, targets, monitored on a quarterly basis are applied right from the design stages. Raw materials undergo a series of quality assessments and suitability checks before being fed into the production process (see "Raw materials' quality" paragraph). Non-conforming material is isolated to prevent its accidental release into the production cycle. At the end of processing, all slabs are subject to further checks.

**In 2023, no sanctions were reported concerning product quality and safety.**

## Customer Satisfaction

Product quality and safety are also safeguarded by monitoring and evaluating customer satisfaction, an activity carried out by the Sales Department. The Sales Department plays a reference role for customers, guaranteeing a quick and effective connection and immediately reporting any kind of anomaly in terms of both quality and logistics service. In this context, the complete traceability of the product is essential to being able to trace the production process and identify the day, month, year, and production shift. With this in mind, an **NFC tag system is currently in the testing phase in our R&D departments**. In a nutshell, a tag will be inserted into each WayPoint finished product, through which the customer will be able to scan it and access a series of digital information (see: Box – Digital Product Passport) regarding the results of production controls, the controls carried out on the raw materials used and some environmental information linked to the product carbon footprint.

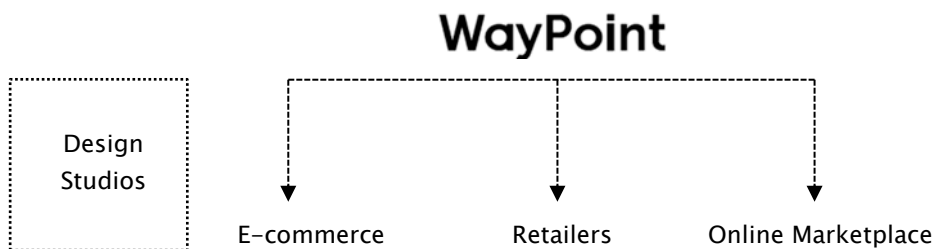
### DIGITAL PRODUCT PASSPORT Project

On each Waypoint luminaire, there is an identification label that guarantees complete traceability, containing sensitive information on code, tone, format, date and time, choice, and finish. In addition, the label links to the company's website where technical information on the product can be found. All WayPoint products are accompanied by technical documentation and instructions for correct installation and use to be supplied to customers. In particular, the safety information sheet contains information on the composition of the material, correct and safe handling, storage, and disposal. Moreover, we provide for each product the repair guidelines for customers and the repair services that we can offer.

# WayPoint

## 1.5 CLIENT RELATIONSHIP

### WayPoint's sales channels



As for communication, WayPoint operates through various sales channels to better adapt its offering to customers' varied expectations and technical requirements. The company mainly relies on electric equipment and lighting specialists' retailers, but also generalist retailers, which predominantly serve end customers. Another pivotal sales channel is represented by the Marketplaces such as Amazon, Mano-Mano.

WayPoint also collaborate with design studios and architectural firms, proposing personalised and unique lighting solutions. Moreover, during the pandemic period WayPoint started to sell its products via its new e-commerce platforms. After an initial rollout in Italy, the e-commerce project landed across Europe, opening up a new sales channel that aims to complement physical stores rather than replace them.

### Customer Proximity in the Digital Era

WayPoint's commitment to combining customer needs and technological innovation is directly linked to the continuous improvement of its digital channels. During 2023, WayPoint reinforced the path taken the previous year by the redesigning and re-engineering of the professional websites: one for each brand. The websites **Lumicom**, **L-Tech** and **WayPoint Atelier** are able to separately address retail customers and professionals, building a user experience and the underlying structure in a way that allows users to find what they are looking for with a suitable level of detail.

One of the main goals of WayPoints' websites is to implement new features to respond to the incoming needs and requests of a broad and varied audience, who are used to interacting with advanced services capable of understanding their needs easily and transparently.

Furthermore, a series of new analytics tools have been integrated into the new websites structure to quickly respond to the needs of customers following the ongoing monitoring of their expression flow.

### ENVIRONMENTAL COMMUNICATION

WayPoint also places great emphasis on positive communication to engage the customer and share its progress in every area of relevance, from Quality to Sustainability.

WayPoint reinforced the path taken the previous year by launching in 2023 its new website page dedicated to “*Sustainability*” in which stakeholders can see; on the one hand, the company’s sustainability path in terms of strategies and goals, on the other hand, its international network composed by industry associations, research centres and universities.

WayPoint is also active on the main social platforms (Linkedin, Facebook, and Instagram). From the point of view of engagement—the actual interest of social users, calculated based on direct interactions and not exclusively related to the display of content—WayPoint records extremely satisfactory values for both brand reputation on Facebook and Instagram.



### Circulytics

To better understand and improve its circular economy performance, WayPoint sought out a standardized method able to quantify outcomes, compare collected data against other businesses, and assess not just the results but also the actions taken to advance its environmental transition. A choice was made to trial Circulytics, a tool that enables companies to measure their results in their transition towards the circular economy, and the extent to which they have achieved circularity across all their operations. Among other things, the methodology adopted by Circulytics requires embracing so-called **SMART** targets, which are:

- **Specific** – well defined, clear, and unambiguous
- **Measurable** – based on specific indicators to measure progress toward goals
- **Achievable** – realistic, attainable, and within reach
- **Relevant** – fit for the purpose at hand
- **Time-bound** – with a clearly defined timeline from start to completion.

The Circulytics methodology measures the circular economy performance of a company's entire operations using a comprehensive set of indicators. The methodology was developed leveraging the 3 principles of the circular economy:

- eliminate waste and pollution;
- keep products and materials in use;
- regenerate natural systems.

The Circulytics methodology is structured into 2 categories:

- the **Enablers** category, which includes indicators of aspects that facilitate a company-wide transformation, from strategic prioritization of the circular economy to the development of systems and assets to support circular operations
- the **Outcomes** category, which measures actual circular economy results at company level, such as those related to material flows, water flows, energy use, service and product design, or procurement and decommissioning of plant, property, and equipment assets.

WayPoint adopted the Circulytics methodology in 2022, beginning the process of assessing the recommended indicators and best practices, to get a clear picture of the quality of its circular economy performance and to identify new targets and improvement areas.

From the financial year 2021 to 2022 there was an improvement in the Circulytics overall score passing from C- to B-, which represents a small step but in the right direction to become more sustainable.






<p><b>Way point s.r.l.</b> Circulytics Summary</p>  <p><b>CIRCULTICS</b></p> <p>Submission Type: Full Scope: Whole company - Control approach: Operational control According to the <u>GHG Protocol definitions</u></p>	<p><b>Overall Score</b>  B-</p> <p><b>Enablers Score</b> B- <b>Outcomes Score</b> C</p> <p>Date of Submission 12/08/2023 Scoring Date 21/08/2023 Financial Year 2022</p>
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WayPoint has established three main pillars that constitute the foundation of its sustainability strategy considering the Scores achieved in each category (e.g., Strategy and Planning, Innovation, Product and Material, Water, Energy) according to the Circulytics tool:

- **Energy and Materials:** Waypoint is aware that global challenges are closely linked to energy and materials, respectively interconnected to climate change and circular economy aspects. WayPoint strives to mitigate and optimise its direct and indirect consumption of these resources.
- **Development and Wellbeing:** WayPoint puts its workforce, regardless of their role, at the centre of its strategies aiming at cultivating an inspiring, inclusive and motivating working environment.
- **Craftsmanship and Know-How:** WayPoint's most valuable asset in the path towards sustainability is strongly related to its heritage of design icons and its technological know-how based on craftsmanship.

WayPoint has been actively working on shaping its commitment to sustainability by focusing on key pillars. Through an inclusive process involving various business functions and direct engagement from the company's management, WayPoint has set specific ESG targets and public commitments for the future. The primary areas of focus fall under the "*Energy and Materials*" and "*Development and Wellbeing*" pillars. Emissions reduction, circular economy, and waste management have been identified as top priorities, and clear actions and initiatives are being established to address these goals. As reported in the table, this commitment included the evaluation of the relevant Sustainable Development Goals (SDGs), creating a direct link between WayPoint's strategy and the United Nations' 2030 Agenda for Sustainable Development.

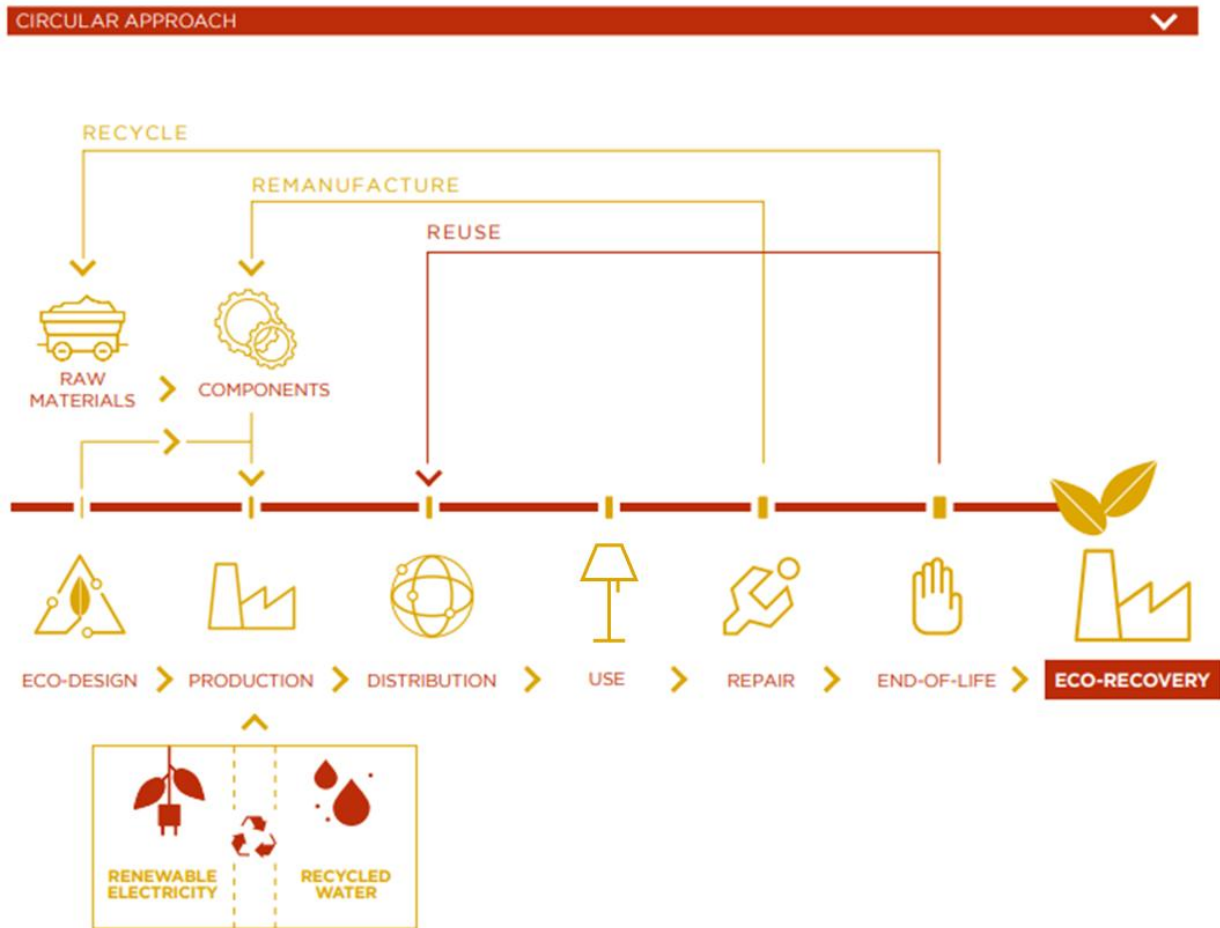
### Our Sustainability Pillars

Pillar	SDGs	Target	KPI	Baseline	Update
Energy and Materials		-22.5% emissions reduction by 2030 <sup>a</sup>	% reduction of Scope 1 + Scope 2 – Market based GHG emissions	28,86 tCO <sub>2</sub> e (2022)	37 tCO <sub>2</sub> e (2023)
		100% of electricity from renewable sources consumed by 2027	% of electricity covered by Guarantees of Origin purchased and consumed over the total electricity consumed	0% (2022)	100% (2023) Fullfil
		Draft a car fleet policy including requiring hybrid/plugin vehicles for the new cars by 2024	Drafting of a car fleet policy	Not Applicable	1 car purchased with e-power technology (2023)
		Production of 100% of electricity from renewable sources by 2027	% of solar power electricity installed	Not applicable	New
		At least 80% of new products' components can be disassembled and recycled by 2025 <sup>9</sup>	% of new products' components can be disassembled and recycled over the total	Varies depending on the collection <sup>b</sup>	On Track
		98% of recyclable packaging	% of recyclable packaging over the total packaging	Varies depending on the collection	Fullfil
	At least 80% of new products can be repair by 2025	% of new product can be repaired over the total	Varies depending on the collection <sup>10</sup>	New	
Development and Wellbeing		FTEs dedicated to ESG training	Sustainability training courses/events (employees)	Not applicable	36 hours

<sup>a</sup> The target on GHG emissions reduction has been defined based on the WB2C (Well Below 2°C) scenario according to the methodology outlined by the Science Based Targets initiative.

<sup>b</sup> The baseline varies from one collection to the next

## Our Circular approach



One of WayPoint’s sustainability priorities is life cycle thinking, which entails using resources fully and for as long as possible through the application of a circular product life cycle approach.

WayPoint and its stakeholders recognize the importance of promoting a circular product life cycle, in which products and materials are recovered and regenerated at the end of their service life. For this reason, the Company is committed to adopting sustainability criteria from the design stage to develop more environment-friendly products. Specifically, the company believe that the circular strategy of remanufacture can make an important contribution to the lighting industry by joining together the ‘waste management’ of lighting with contemporary attitudes to design and manufacture. Remanufacture is the process of *‘returning a used product to at least its original performance, from a customer perspective, with a warranty at least equal to that of a newly manufactured equivalent’* (British Standards Institution, 2019)<sup>c</sup>.

<sup>c</sup> British Standards Institution, 2019. BS ISO 8887-1:2017: Technical product documentation – Design for manufacturing, assembling, disassembling and end-of-life processing. London: s.n.

# 2 |

## OUR OPERATIONS

2.1 Company's environmental commitment	Pag. 37
2.2 Monitoring and optimising resources consumptions	Pag. 42
2.3 Initiatives and commitment to local communities	Pag. 48

### ONU GOALS 2030

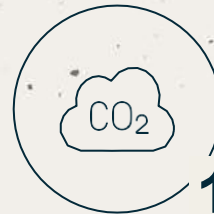


# In a nutshell



**37**

36,8 TON TOTAL CO<sub>2</sub>  
EMISSIONS  
(SCOPE 1 + SCOPE 2 - LOCATION BASED)



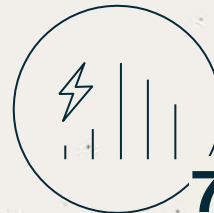
**100**

TON TOTAL CO<sub>2</sub>  
EMISSIONS  
(SCOPE 1 + SCOPE 2 + SCOPE 3)



**54,7**

THOUSAND KWH  
ELETRICITY  
CONSUMPTION  
CLEAN



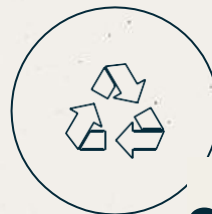
**730**

GJ GAS CONSUMPTION  
GLOBAL



**462**

M<sup>3</sup> WATER  
CONSUMPTION



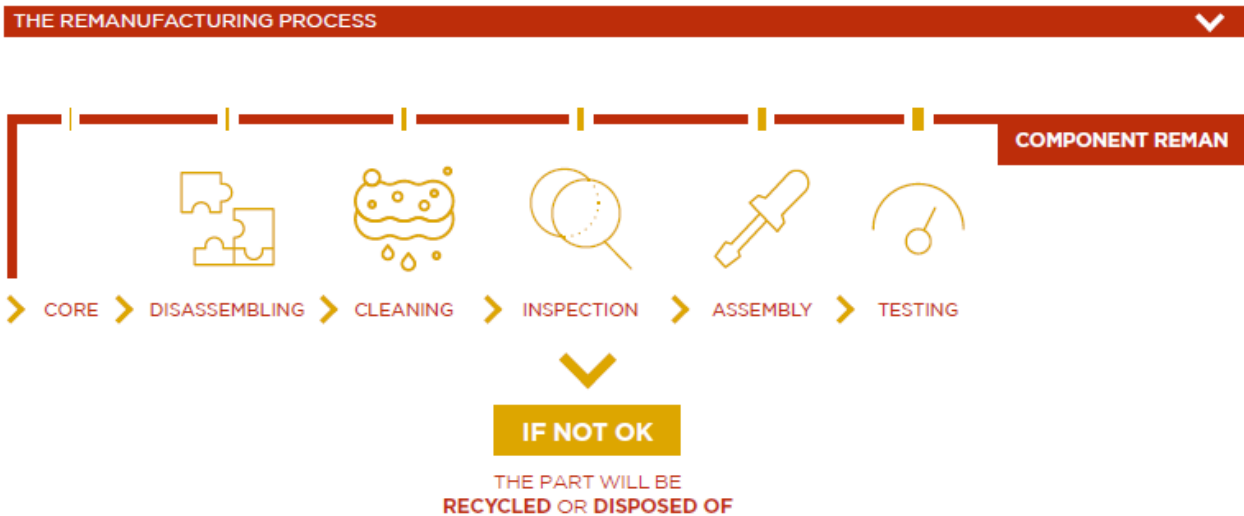
**20%**

RAW WASTE

### The Integrate Corporate Policy

In general, the lighting industry is joining many other industrial sectors in its growing interest for a transition from a linear to a circular economy model, aimed at decoupling economic growth from the consumption of finite resources. Indeed, sustainability awareness in the lighting sector has gradually increased in the past few decades, mainly through improvements in energy efficiency regulations and the spread of voluntary certifications, thus stimulating the various players through the development and enhancement of more efficient lighting technologies.

In recent years, WayPoint has increased its commitment to sustainability and the circular economy. A broad system of actions and initiatives were put in place to comply with the most stringent standards, continuous process improvement, and the search for sustainable technologies. This is a profound approach, guided by the decision to place the concept of sustainability at the forefront, with the precise intention of building a long-term industrial growth plan around it. One of the most challenging goals is modularity – namely the possibility of disassembling the final product in all its main parts to separate the various components. This maximises its recyclability and potential for repair while extending the product's life. The above concept implies rethinking the entire business process in order to deliver on the commitment by both imagining new products that embody circular economy principles from scratch and adapting iconic products to new priorities through so-called regenerative eco-design. Additionally, as already mentioned above, WayPoint is approaching remanufacturing that refers to an industrial process that ensures the same standards of operational performance as new, original equipment components, both contributing equally to a virtuous cycle of savings in raw materials and reductions in materials going to landfill. For this reason, in 2023 Waypoint became a member of the European Remanufacturing Council to fully embrace this path.



### Balancing design of light and environmental challenge

WayPoint profoundly believes that the transition towards a low-carbon and circular economy requires a joint effort from all industry players at a systemic level and that no single company, as innovative and disruptive as it may be, can manage this on its own. For this reason, WayPoint is contributing to the development of new and more effective national and international regulations and standards regarding the lighting sector through close cooperation with its peers. Thanks to its participation in Lighting Europe and other industry association technical departments, WayPoint is at the forefront of several working groups that aim to discuss new regulations and safety standards to safeguard both the lighting industry and final customers.

WayPoint closely collaborated with Lighting Europe, an entity to promote regulations embracing a circular economy perspective, mirroring and confirming the trend that positions the lighting industry as the leading player in the spread of energy efficiency solutions. Additionally, the industry sector has a strong track record in prolonging product lifetimes, increasing recycling, and products' reparability and reducing hazardous waste. Finally, in the next few years, WayPoint will be actively involved in the ESPR for lighting sector revision, Cybersecurity Act and into the definition of Product Specific Rules (PSR) for luminaire component to follow in the implementation of Environmental Product Declaration (EPD) for control gears and light sources.

### WayPoint's participation in industry associations and council



WayPoint was the first member to join the **Italian Remanufacturing Society (SIR)**. Established in 2023, SIR is a non-profit association committed to the promotion and development of training, research and technology transfer activities in the field of Remanufacturing. It actively supports the participation of its members in projects funded by public and private entities. It is dedicated to the publication and dissemination of writings and works, including periodicals, for the purpose of sharing relevant knowledge and information in the field of Remanufacturing, one of the future pillars of the circular economy.



# WayPoint

## 2.1 COMPANY'S ENVIRONMENTAL COMMITMENT



**Lighting Europe**, the industry association representing the lighting industry in Europe. Lighting Europe's mission is to promote the efficiency and sustainability of lighting systems, focusing on environmental challenges, human comfort, and customers' health and safety. Lighting Europe is made up of four Working Groups (WGs) and some Sub-Group (SG), as part of which WayPoint takes direct action, addressing topics such as product safety and quality, the impact of lighting on human life, and sustainability and data protection issues.

- **WG Better Enforcement:** Better Enforcement is key to providing safe and quality products for people, and a level playing field for the industry.
- **WG Sound Product Rules:** this WG works with regulators to shape good rules that foster quality products and innovation and works with the industry to help implement these rules.
- **WG Value of Lighting:** this WG works to spread the concept that light can have important consequences on people's daily life (e.g. affecting mood, cognitive performance, sleeping patterns, and so on).
- **WG Sustainability:** this WG operates to support the lighting industry in taking the lead in sustainability, first and foremost by delivering significant energy savings for lighting products and systems. It also works to prolong the lifetime of products, to recycle and reduce hazardous substances.
- **SG Digital:** this SG works with regulators to shape good rules regarding overseeing data protection and monitor cybersecurity issues.



WayPoint is member of **Assoluce**, the Italian national association comprising more than 150 luminaire manufacturers, which is part of FederlegnoArredo, the Italian wood and furniture industry association.



WayPoint is member of the **Conseil Européen de Remanufacture** which represent small and large businesses from all remanufactured product sectors. The ambition is to triple the value of Europe's remanufacturing sector to €100 billion by 2030. To achieve this goal this entity will bring together businesses from every product sector to share knowledge, and seek changes to policy with the aim of making remanufacturing a normal part of a product life cycle.



# ASSOCIAZIONE RETE ITALIANA LCA

WayPoint, since 2023, has been a member of the **Italian LCA Network Association**, the association that promotes notable Life Cycle Assessment initiatives and projects in Italy.

In particular, it promotes the exchange of theoretical and practical information on the state of the art and future perspectives of the LCA methodology in Italy; it encourages the diffusion of the Life Cycle Assessment approach at a national level. Moreover, it encourages the meeting between subjects dealing with LCA, favouring networking between operators in the sector. WayPoint offers to some of its employees the opportunity to participate in events and training courses on the LCA method organized by the association.

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## Key applicable regulatory requirements for WayPoint

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### **Ecodesign for Sustainable Products Regulation (ESPR)**

*Review of the eco-design for light source by then end of 2024.*

#### **Main aspects of the new Regulation compared to the Eco-design Directive:**

- Regulation rather than Directive
- Scope extended from energy-related to all physical products (more stakeholders involved)
- Addition of broader sustainability requirements + new performance requirements (Allows for horizontal measures)
- Enhanced product information (via the Digital Product Passport OR EPREL) incl. information on Substances of concern in products
- Incentivization of best performing products
- New reporting obligations on discarded consumer products
- Mandatory internal complaint systems
- Digital instructions possible- A product shall be accompanied with instructions in digital format unless relating to health and safety-

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### **Packaging and Packaging Waste Regulation**

3 new harmonised labels

- Material composition pictograms
- Packaging reusability via QR code (reuse instructions, collection points etc.) – data carrier linked to DPP in ESPR
- Recycled content (voluntary)

Packaging Minimization

- Sales Packaging's weight and volume to be reduced to the minimum necessary.

---

### **Right to Repair Directive**

Consumers maintain freedom of choice between repair or replacement for defective products within the liability period

- Manufacturers must offer all necessary repairs withing reasonable time and for a reasonable price (if not free)
- Amendments to the Sales of Goods Directive
- A repair extends the seller's liability period by 12 months
  - This period can be extended by each member state
- The extended liability period covers lighting products

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### **Green Claims Directive**

Verification of voluntary environmental claims in B2C relations. Verification shall be completed within 30 days (+30 days in duly justified cases).

In this regard, in 2023 WayPoint took part in a working group with Lighting Europe and the European Commission to define obligations regarding energy labelling (and the relevant energy class rescaling).

The report shall evaluate for which products or product groups the use of green claims is misleading and assess whether a prohibition on the use of green claims for products or product groups is necessary to protect human and environmental health

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### **Restriction of Hazardous Substances (RoHS) Directive**

(2011/65/EU and 2015/863/EU) on the restriction of the use of certain hazardous substances in electrical and electronic equipment.

### A Sustainable and circular approach

Many aspects of WayPoint's production process can be associated with a **circular economy model** aimed at minimising raw material, energy consumption and waste generation, creating re-use and recovery streams and maximising product life.

Water consumption is a pivotal aspect of the production phase as water is used as a lubricant and cutting medium by water jet machinery. Thanks to **waste-water treatment systems**, **WayPoint recycles and reuses almost 100% of the process water** in the production cycle. In fact, all water is recirculated in the system after being filtered and treated by a sedimentation plant.

A central theme is related to the abatement of emissions. In this regard, WayPoint started the **'Eten Things Cloud CO2 / VOC'** project last year, with the aim to collect real-time data on the various types of emissions emitted into the atmosphere. It was necessary to install control units at all emission points in different area of the implant in Altivole (sandblasting, painting, washing, welding area), scalable as required. The control units have already been tested and the data collected is sent to a platform owned by WayPoint where it is analysed, and pre-alarm and alarm thresholds can be set.

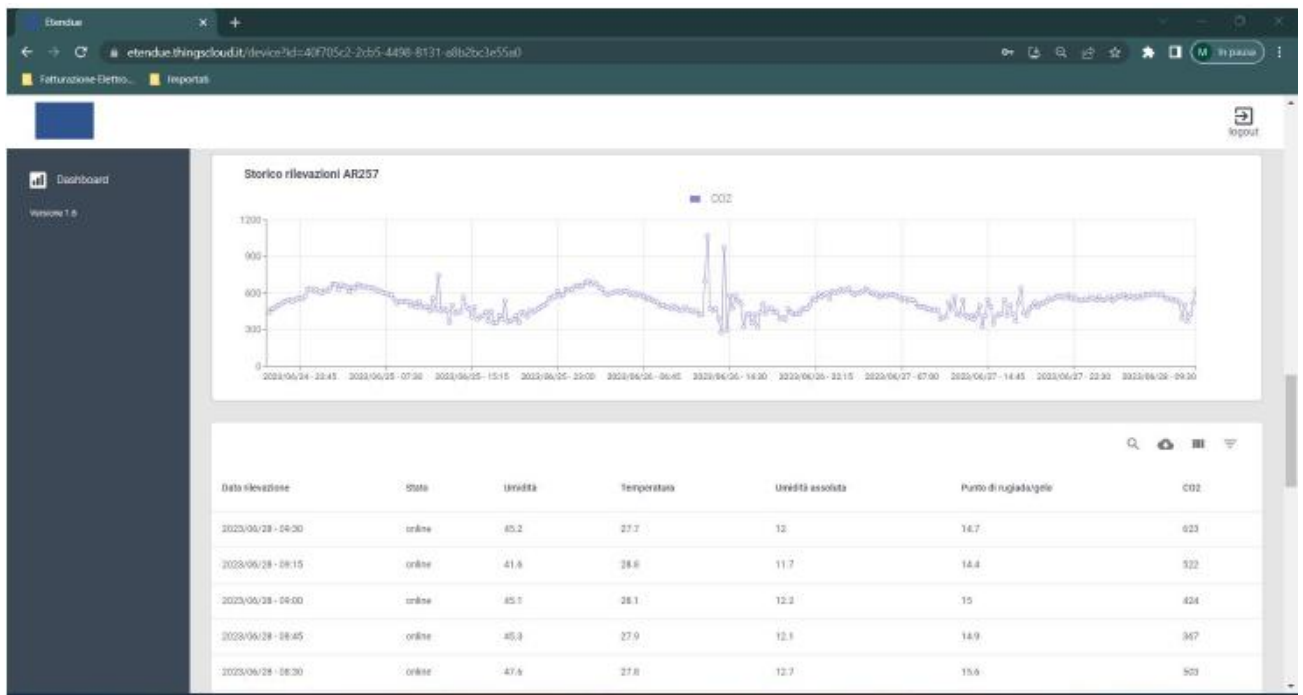


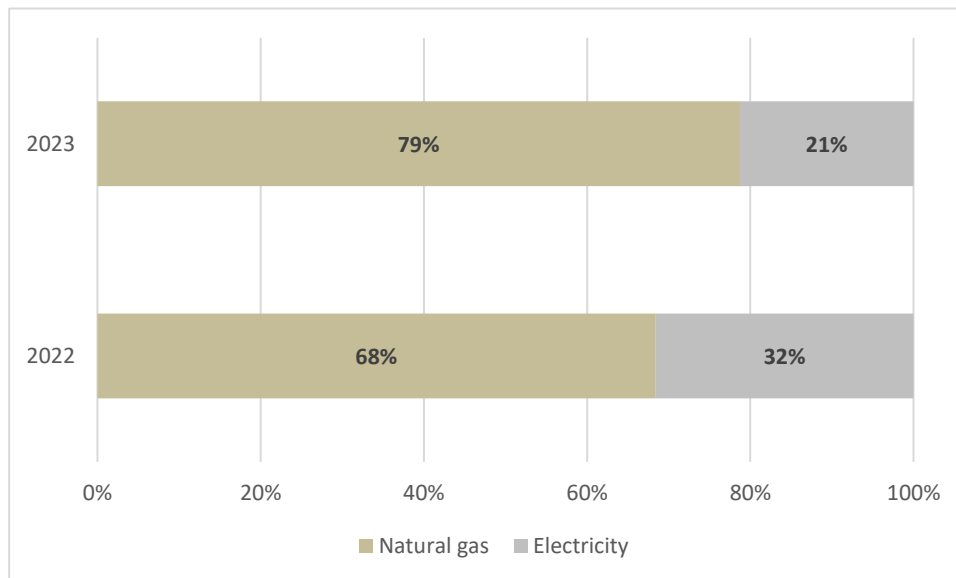
Figure 1: History of control unit readings.

### Energy consumption

WayPoint's energy consumption is related to the use of natural gas to heat the ovens and the use of electricity to run the various machines in the production line. Total energy consumption was **927 GJ** in **2023**, an increase of +23.5% compared to 2022 (709 GJ). Overall, the increase in energy consumption was mainly due to the increase in natural gas consumption, +11%, while there was a decrease of -11% in electricity consumption.

Energy Consumption	Unit	2022	2023
<b>Direct energy consumption</b>			
Natural gas	Sm <sup>3</sup> /anno	12.322	18.532
	GJ	485	730
<b>Indirect energy consumption</b>			
Electricity	kWh/anno	62.234	54.736
	GJ	224	197
<b>Total energy consumption</b>	<b>GJ</b>	<b>709</b>	<b>927</b>

#### Energy consumption, composition % (WayPoint s.r.l)



# WayPoint

## 2.2 MONITORING AND OPTIMISING RESOURCES CONSUMPTIONS

### Emissions

In 2023, total CO2 emissions (Scope 1 + Scope 2 – location based) were **36.76 tonnes CO2**, an increase of **21% compared to 2022** (28.86 tonnes CO2). Overall, total CO2 emissions were **99.37 tonnes CO2**, an increase of more than **56% compared to 2022** (43.9 tonnes CO2), but because **indirect Scope 3 emissions were included in 2023**.

SCOPE	ACTIVITY TYPE	Unit of measure	2022	2023
Emission Scope 1	Stationary combustion (natural gas)	ton CO <sub>2</sub>	26,06	36,76
	Mobile combustion			0,00
	Fugitive emissions from air-conditioning			0,00
Emission Scope 2 – location based		ton CO <sub>2</sub>	15,25	24,99
Emission Scope 2 – market based		ton CO <sub>2</sub>	2,80	0,00
Total emission (Scope 1 + Scope 2 – location based)		ton CO <sub>2</sub>	<b>28,86</b>	<b>36,76</b>
Emission Scope 3	Upstream transportation and distribution	ton CO <sub>2</sub>	15,04	44,80
	Business travel	ton CO <sub>2</sub>		2,77
	Employee commuting	ton CO <sub>2</sub>		15,04
Total Emission				62,61
<b>(Scope 1 + Scope 2 – location based) + Scope 3</b>		ton CO <sub>2</sub>	<b>43,9</b>	<b>99,37</b>

Consistent with the trend in energy consumption, it can be seen that CO2 emissions are mainly due to natural gas consumption (Scope 1), which accounts for 37% of the company's total CO2 emissions.

Focusing on Scope 2, GHG emissions resulting from electricity purchased from the national grid and from the purchase of heat and steam at Altivole, these have been calculated by adopting both the location-based and the market-based method. The first method reflects the average emissions intensity of grids from which energy consumption occurs, while the second reflects emissions from the electricity that the Company has purposefully chosen.

Guarantees of Origin (GO) have covered the electricity purchased by WayPoint' headquarters in Altivole since September 2022, thus certifying that it is produced from renewable sources, resulting in zero direct carbon emissions according to the market-based method.

CERTIFICAT

CERTIFICADO

СЕРТИФИКАТ

認證證書

CERTIFICATE

ZERTIFIKAT



Industrie Service

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(Report No. **3681663**)



Certificato No. **83.0118.22-9**

valido dal 28.07.2022 fino al 27.07.2025

Monaco di Baviera, 19.09.2022

Andreas Ruthus  
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# WayPoint

## 2.2 MONITORING AND OPTIMISING RESOURCES CONSUMPTIONS

Moving to Scope 3 aspects, most GHG emissions generated in 2023 are grouped under this category. WayPoint, starting from this first official reporting period, decided to expand Scope 3 monitoring and reporting by adding new emissions categories to its Corporate Inventory, with the aim of strengthening its commitment towards reducing emissions and furthering its understanding of its own operations at all levels of the value chain. These aspects focus on upstream transportation, business travel and employee commuting. Consequently, data comparability from 2022 to 2023 is not guaranteed insofar as Scope 3 emissions are considered. The table below shows the description of all emissions categories that fall within Scope 3 for 2023's GHG Inventory.

Reported GHG Scope 3 Emissions Categories	Description
<b>Cat. 4 – Upstream Transportation</b>	Emissions associated with the transportation and distribution of products purchased in the reporting year, between a company's tier 1 suppliers and its own operations in vehicles not owned or operated by the reporting company.  Emissions related to the transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g. of sold products), and transportation and distribution between a company's own facilities.
<b>Cat. 6 – Business Travel</b>	Emissions from the transportation of employees for business-related activities
<b>Cat. 7 – Employee Commuting</b>	Emissions from the transportation of employees between their homes and their worksites.



### Water resources consumption

Considering the Altivole production plant, **the water withdrawal in 2023 amounts to 462 m<sup>3</sup>**, an increase of 32.38% compared to 2022 (349 m<sup>3</sup>). This increase is mainly related to the increase in production in 2023.

Water consumption	Unit	2022	2023
Water withdrawal	m <sup>3</sup> /year	349	462

The largest consumption of water comes from the Waterjet's machining centre, which uses it to cut glass and other materials such as slate. The water is mixed with abrasive sand (as required by Waterjet to cut), but through a multiple-tank system, it is possible to 'clean' the water and reused it as a lubricant in other machinery. In the workshop, water is used exclusively for washing components and parts that will later be machined and/or painted. Water is taken from the public industrial water network, thus avoiding any impact on the deep-water table.

WayPoint monitors the water withdrawal every month by reading the meter. Given that the water is recycled, a check is made between the water withdrawn and the water recycled, with results very close to 100%. Once the water is withdrawn, it is always used until it is purposefully consumed as it is used for lubricating machinery, so we have no water discharge. Concerning the water for civil use, this discharges into Imhoff tanks that directly purify the various sewage, so that it can be dispersed into the land in the absence of a sewage system by draining into the ground.

### Materials and Waste

With regard to the procurement and processing of raw materials, all materials showed in the section "Raw materials' quality" either a moderate increase or a stable absolute trend on a yearly basis. In addition to the above-mentioned raw materials, the Altivole plant also purchases chemical components for painting and coating activities, those are the only hazardous components used.

Focusing on the aspects related to the purchase of electronic components for 2023, Regulation 2015/1428/EU requires companies not to sell lamps together with traditional light bulbs, thus allowing the customer to buy their preferred solution, choosing between LED and traditional sources. Therefore, the only electronic components purchased are LED components, electrical components and transformers and power supply (e.g., control gears, AC-DC chargers).

Moreover, another relevant impact arising from WayPoint's business comes from packaging. WayPoint is committed to reducing the total amount of packaging materials used and, in addition, to improving their recyclability while ensuring an adequate protective barrier during transportation.

In fact, over the course of recent years, WayPoint has been working to progressively replace non-recyclable polyurethane foams with cardboard boxes, specifically designed and developed to deliver the same packaging protection standards during transport for all the collections with a much lower environmental impact.

The waste produced in 2023 amounts to 35.37 ton, of which approximately 1.67 tons are hazardous waste. All waste from industrial plants is delivered to external companies authorised to treat it. The non-hazardous waste consists mainly of plastic and cardboard packaging material sent for recycling, and waste from the production process such as glass, powders, and abrasives. Approximately 16,5% (6,65 tons) of the total non-hazardous waste generated in 2023 was sent for recovery through reuse, recycling, and composting. The remaining is sent for incineration, landfilling, or storage on-site.

The main hazardous waste includes solvents used in the paint shop. In 2023, **a distiller was purchased to purify, and reuse spent solvent used in washing and degreasing operations.**

WASTE PRODUCTION	Unit	2022	2023
WASTE NOT DANGEROUS	ton/year	41.98	40.35
WASTE DANGEROUS	ton/year		1.67
Recovered waste*	ton/year	15.41	6.65
<b>Total waste produced</b>	ton/year	26.56	35.37

\* Recovered waste means waste re-used in the production process, recycled, recovered by composting or by energy recovery, excluding recovery by incineration.

# WayPoint

## 2.3 INITIATIVES AND COMMITMENT TO LOCAL COMMUNITIES

WayPoint supports and sustains various local initiatives aimed at promoting culture, research, and sport. The social commitment is also linked to numerous collaborations with the university world, both through environmental projects and youth education.

## The value Creation for the Community

For WayPoint, being a responsible company means supporting the territory and the communities in which it operates, dialoguing with all actors, and financing local projects and initiatives. With this in mind, over the years, WayPoint has supported numerous projects involving local organizations, institutions, public administrations, universities, and sports associations.

In recent years, the dialogue and involvement activities carried out with local associations and communities have been significant. In particular, WayPoint, as early as 2022, began to establish itself in the Sicilian entrepreneurial scenario and to engage with the territory despite being a company of Veneto origin. At the end of 2022–early 2023, WayPoint, as a small innovative company, became part of the business incubator of the Arca Consortium in Palermo. For a short period, WayPoint was able to take advantage of the services that Arca provided to companies. The consortium was able to assist and develop business models and support companies in finding new partners and resources to expand their business ambitions.

Unfortunately, however, in mid-2023 came the news of the Arca consortium's liquidation, for which the company was forced to close its office in Palermo. But the company's governance, believing in the potential of the Sicilian territory, decided not to give up and embraced the Nebrodi Living Lab project.

### NEBLAB

The project aims to support and facilitate the birth and growth of start-ups and entrepreneurial projects of SMEs and to gather the interest of such realities to access the incubation services and premises of the Business Incubator (NEBLAB) located in Galati Mamertino. WayPoint has thus transferred several activities, which it previously carried out in Palermo, to the premises of the new NEBLAB incubator. Specifically, some of the pivotal activities carry out in this division are related to product and electronic board design, developing advanced electronic circuits to integrate complex functionality into our products, ensuring optimal reliability and performance.

Moreover, Photometric simulations, using advanced software to simulate and optimise the illumination of our products, ensuring uniform light distribution and optimal visual performance. Lighting design, advising and supporting our customers by designing and manufacturing tailor-made products according to their needs. Finally, effective communication strategies to promote our products and corporate values are developed.

Finally, some workshops are organised for local high school students.



### “La storia di WayPoint e dello studente siciliano green ambassador in Ue”

Nino Amadore

4 MAG 2023

Thanks to WayPoint, Sicilian Giuseppe Crapa is a green ambassador within Lighting Europe, the voice of the lighting industry, based in Brussels, and representing 30 companies and national associations for a thousand members in Europe. Crapa is a member because he is a PhD Researcher at WayPoint. The company has been collaborating with the University of Palermo for a few years now and has included Giuseppe in its corporate structure: the young Ph.D. student is following a training path to become the company's Sustainability manager, combining the academic world with the corporate world to have a holistic overview of the sustainability theme.



Full article on “Innovation Island”:

<https://innovationisland.substack.com/p/la-storia-di-waypoint-e-dello-studente>

### The Lumicom installation at the Leo & Coco toy library in Milan



In 2021, WayPoint collaborated with interesting, competent people full of ideas in a project with a double ambition: the revalorization of a place with historical origins and the realization of a dream. This is the Leo and Coco toy library in Milan, born from the passions and skills of two mothers. The collaboration was the result of a laborious and innovative project by MartaMeda's studio, and the proposal came from the stylist and architect Marta Meda herself, who personally oversaw the design of the playroom's furnishings and fittings.

Originally, the space was a building that served as a workshop, a place of work that arose in the early 20th century, close to a residential neighbourhood. The main objective was to be inspired by the identity of the place and its original use, but at the same time, to create an environment designed to be accessible to children. Inside, there are large lamps (60 cm in diameter) mounted on a wooden truss ceiling. The entrance with its initial corridor, was the darkest point compared to the central body.

In choosing the furniture components, architect Meda focused heavily on the particular lighting requirements, choosing different lamps from the WayPoint Group for each of their technical and design functions.

### SPONSORSHIP

With regard to initiatives supporting local sports activities and events, WayPoint renewed its sponsorship of the 'Orlandina Basket' team, the basketball team of the city of Capo D'Orlando playing in Serie B.



*"Also for the 2022/23 sports season we wanted to match the Lumicom brand to the Paladini considering the partnership an absolute value, given the professionalism and the always positive messages coming from President Sindoni's company. Lumicom wants to help basketball, and Orlandina is an ideal partner for us considering the ethical ideals that unite us." The words of Alberto Baesso, Project Leader of WayPoint.*



# WayPoint

## 2.3 INITIATIVES AND COMMITMENT TO LOCAL COMMUNITIES

### Collaborations with Institutions, Schools and Universities

For several years, WayPoint has intensified its relationships with organisations, institutes, associations and universities, involving them or being involved in the implementation of numerous projects.

In particular, WayPoint has ongoing relationships with the University of Palermo, the Cà Foscari University and IUAV University of Venice, and the University of Padua, to name but a few. The company welcomes curricular internships, thesis projects and extracurricular placements. In addition, from November 2022 the company co-funds an innovative doctoral scholarship (Ministerial Decree no. 352 – PNRR and IMPRESE)- *'Introduction of innovative doctorates that respond to the innovation needs of companies and promote the recruitment of researchers from companies'*- to develop research topics linked to the PNRR area focusing on *'Green Revolution and Ecological Transition'*.

The projects carried out with the various universities are detailed below:



Since 2022, WayPoint has collaborated with several departments of the University of Palermo. *"A collaboration, the one between WayPoint and the University of Palermo, which is considered a model".* Says Ourania Georgoutsakou, secretary general of LightingEurope: *'WayPoint's collaboration with the University of Palermo is an excellent example of how companies can interact with young engineers at the beginning of their careers and introduce them to the world of industry-wide collaboration'*.

**Department of Architecture** – teaching and scientific collaboration in the field of luminaire design, scientific disciplinary sector ICAR/13 INDUSTRIAL DESIGN. WayPoint was also a partner company in the project "REPAIR PSS. CIRCULAR DESIGN FOR LIGHTING AND FURNITURE".

**Department of Management Engineering** – research activities aimed at the study and definition of a programme plan and control model with regard to social and sustainability reporting issues. In particular, the aim of the research project is to develop and deepen analytical methodologies for controlling the environmental impact of products and processes.

# WayPoint

## 2.3 INITIATIVES AND COMMITMENT TO LOCAL COMMUNITIES

**Department of Electronic Engineering** – electronic design activities of light sources, power sources, IoT controllers (e.g., sensors).

**Department of Culture and Society** – scientific activity aimed at analysis and development of projects in the field of brand communication.

In 2023, there was a close research collaboration between WayPoint and the Management Department of the Cà Foscari University of Venice on "*Virtual relation Capital for business development*", with a specific focus on "MADE IN ITALY".

2023 saw the birth of the research project on water assessment, waste management from the production cycle, and possible reuse and quality control management of incoming and in-process materials on chemicals (RHOS – REACH) with the **Department of Circular Economy, University of Padua**.

Other collaborations for Research & Development activities have already been planned for the period 2023–2028, and others will be added. With the University of Palermo and Messina, the intention is to pursue activities to obtain product certification according to EN 60598, ESPR – GPP – RTR – CPR standards and regulations.

By UNIPD, Department of Industrial Chemistry – research on microplastics released by irradiation of rays, with various wave lengths, emitted by light source on thermoplastic material screens.

Department of Industrial Chemistry – research in intelligent materials, graphene-based systems, sponges or foams, for conversion of CO2 irradiated by light waves.

With the IUAV, Department of Design Cultures – Research on Illumination Simulations and the use of lenses, apply calculation methods and simulation models relating to the acoustic and luminous behaviour of architectural spaces in the design process.



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# 3 |

# OUR PEOPLE

3.1 Employees as the essence of brand success	Pag. 56
3.2 Training for personal and professionals' improvement	Pag. 61
3.3 Employees Health and Safety	Pag. 63

## OBIETTIVI ONU 2030



# In a nutshell



**12**

EMPLOYEES



**6**

UNDER 30  
31.12.2023



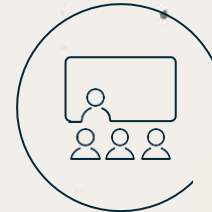
**25%**

FEMALE  
WORKFORCE



**83%**

PERMANENT CONTRACTS



**812**

TRAINING HOURS  
EROGATE



**1**

PhD EXECUTIVE  
GRANT  
2022-2023



**25%**

EMPLOYEES SHARE  
WHO HAVE RECEIVED A  
PERFORMANCE EVALUATION

# WayPoint

## 3.1 EMPLOYEES AS THE ESSENCE OF A BRAND SUCCESS

For its employees and collaborators, WayPoint has the primary goals of developing and 'retaining' talent, promoting a culture of social well-being, and improving and enhancing the health and safety of employees and collaborators.

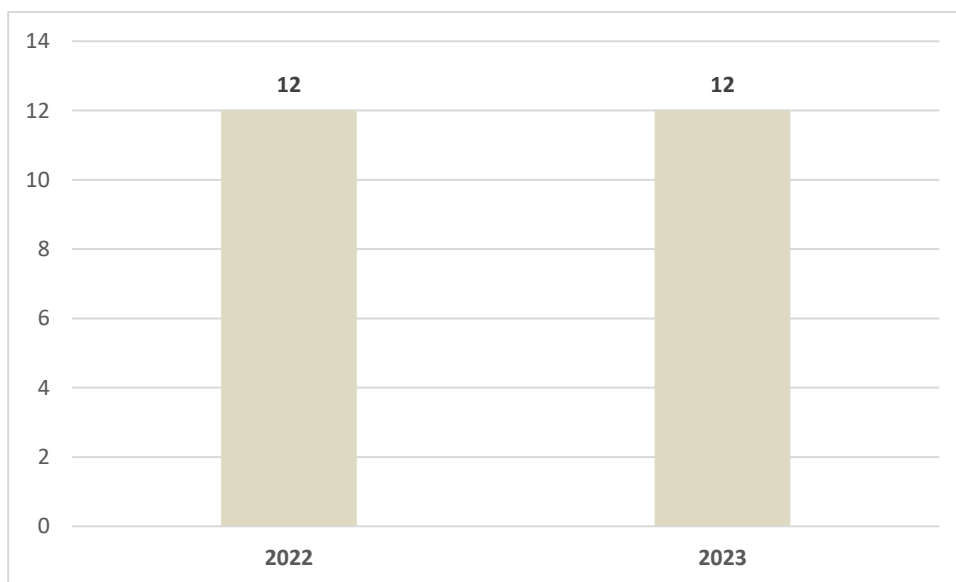
### WayPoint is committed daily to:

- maintaining an attractive and inclusive working environment, free from discrimination and open to diversity, where each individual can express his or her full potential and where merit is recognized and excellence is fostered;
- develop the technical and professional skills of staff through training plans drawn up based on an analysis of training needs and according to assigned development objectives;
- promote corporate welfare initiatives chosen and shared with staff starting from their needs;
- guaranteeing people's health and safety by continuously adopting the best risk mitigation measures and constantly applying new standards aimed at improving conditions of occupational safety, health, and wellbeing.

WayPoint's successes are deeply linked to its employees, the driving force behind innovation in the company. Thanks to their ability to think differently, to innovate from the material, and not to be constrained by established practices, WayPoint is able, day after day, to maintain a leading position in the market, continuously offering cutting-edge products and solutions.

In 2023, WayPoint's workforce will amount to 12 people, remaining at the same level as in 2022, 11 at the Altivole site and 1 at the new R&D site in Galati Mamertino (province of Messina). An executive doctoral student, whose Ph.D. scholarship is partly financed by WayPoint, joined the R&D group (he was not included among the employees as he receives a scholarship).

### WayPoint's employees, years 2022 - 2023



# WayPoint

## 3.1 EMPLOYEES AS THE ESSENCE OF A BRAND SUCCESS

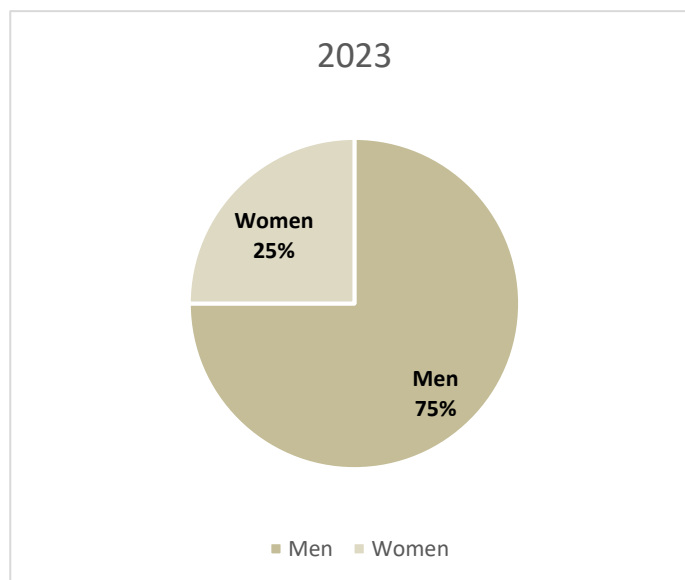
Permanent contracts make up 83% of total contracts, reflecting WayPoint's constant and tangible commitment to stabilising and retaining its staff.

Workers with **full-time contracts are 83%** of total employees, a figure perfectly in line with that of previous years. The remaining 17% have a part-time apprenticeship contract.

With regard to new hires, as mentioned in the previous paragraph, a young PhD student is being trained to fill the position of sustainability manager on a full-time basis in the near future.

One of the company's objectives is to increase the workforce by adding an extra figure in the area of communication and social media management, thus responding more and more effectively to the increase in requests from consumers and customers.

### Employees' gender, year 2023



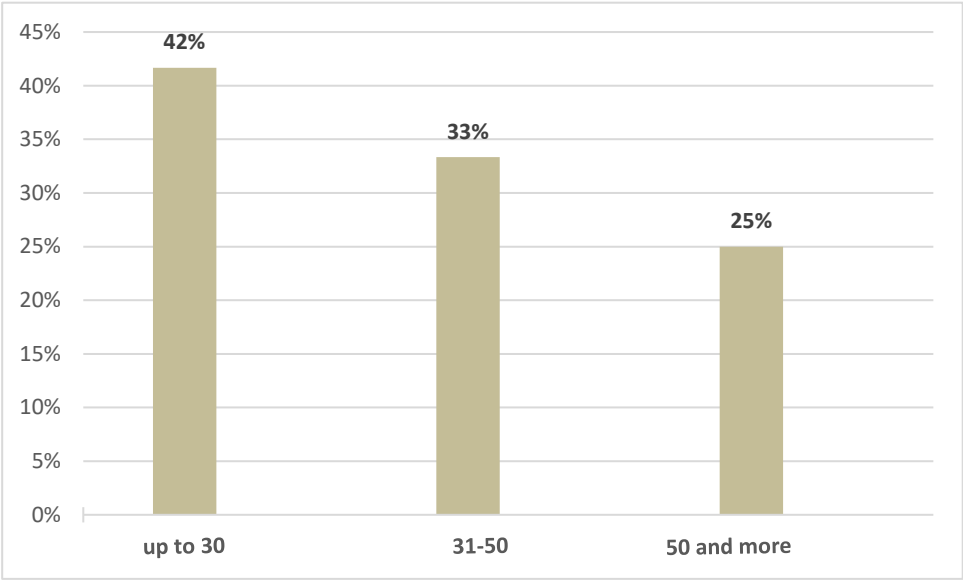
The company's female quota is 25%, but it must be emphasised that **the CEO of the company is a woman**. Rosa Brunella Reginato has been running the company for more than 20 years and is mainly responsible for foreign relations.





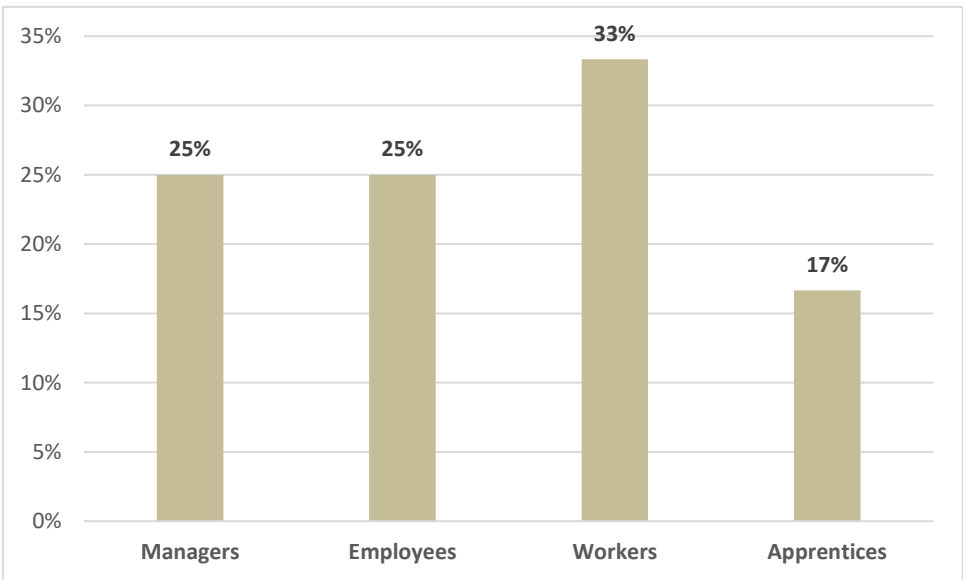
**Rosa Brunella Reginato**  
CEO

### Employees for age, percentage, year 2023



As can be seen from the graphs, the average employee is young, with the majority of workers being under 30 years of age, highlighting how the company gives ample space to young people, and 75% of employees are under 50 years of age. Regarding the type of worker, we see that management accounts for 25%, made up of the owner's family.

### Employees by professional category , percentage, year 2023



# WayPoint

## 3.1 EMPLOYEES AS THE ESSENCE OF A BRAND SUCCESS

### WAYPOINT'S WELFARE

The company provides a series of benefits to valorise its resources and the work done by them. First of all, it offers an advanced health insurance policy since many of the tasks put the employee at risk of injury, there are also discounts on company products for all employees, and finally, lunch is provided in the company every working day for most employees.

In addition, if an employee has a child, he or she will be granted parental leave so that he or she can take time off without consequences to care for the newborn.



# WayPoint

## 3.2 TRAINING FOR PERSONAL AND PROFESSIONAL IMPROVEMENT

Proceeding along the pathway defined in previous years, WayPoint is continuing to invest financial resources and time in improving the skills of its workforce through a structured training plan.

Through training, WayPoint enhances the value of its employees by increasing and consolidating their technical and professional skills, helping to spread a shared corporate culture. At the same time, the company can count on an increasingly qualified and motivated staff, benefiting personally from the results.

In the year 2023, a total of **812 hours of training were provided**, involving all employees across the board, to which more than 200 hours of doctoral training, for a PhD student, could be added between academic and corporate training.

On average, each employee received **67 hours of training in 2023**. In particular, the figure disaggregated by qualification shows an increase in training hours per capita for white-collar workers, while blue-collar workers and apprentices were more affected by the need for 'in-person' training.

### Training hours for professional category

Professional category	Unit	2023
Managers	Hours per employee	30
Employees	Hours per employee	107
Workers	Hours per employee	43
Apprentices	Hours per employee	60
<b>Total</b>	<b>Hours per employee</b>	<b>67</b>

*\*Altivole amd Galati Mamertino*

Specifically, the managers' training programme involves ad hoc courses (e.g. Master in Sustainability Management–5 modules of 10 hours, Executive Master in digital transformation) and nontechnical training ranging from legislative requirements (e.g. RoHS, Ecodesign, import and export) to public speaking. The employees' training programme involves a course for lighting designer while workers and apprentices followed several training courses for the new machines (e.g., Bistronic, Essemtec) acquired by the company.

In the coming years, WayPoint undertakes to deliver on the commitment of continuous investment on its own workforce by maintaining the steady level of training activities and by continuing to monitor both the market and employees' needs.

### An Innovation-Focused Approach

Rigour, innovation and respect for the environment, combined with the exploration of new creative possibilities, make WayPoint an ever-evolving company, always looking to the future. Each product is the result of an important development path, so that it meets the company's main objectives: excellent quality, superior performance and sustainable production processes.

In recent years, WayPoint has collaborated with universities, laboratories, external bodies and institutes (e.g., CNR in Palermo), investing in the training of a group of young and qualified engineers. Added to this is the twofold local context in which WayPoint is embedded, the Veneto and Sicily, a basin where knowledge and passion for craftsmanship and creativity have been breathed for generations. The result is the creation of a young and enthusiastic work team, well rooted in the company's context and in line with its philosophy, capable of knowing WayPoint's lighting fixtures in depth both from a technical and performance point of view and in every application field.

WayPoint feeds off its territory, just as the territory feeds off the company, in a mutual exchange based on social sustainability.

#### THE STRUCTURE OF THE R&D DEPARTMENT

Research & Development at WayPoint consists of two departments: the R&D Laboratory and the Technological Laboratory. Thanks to this structure, the company can continuously enrich its product offering and improve its production processes, satisfying both in terms of quantity and design complexity with every customer request.

The R&D Laboratory has the task of guiding activities based on its ability to anticipate and interpret market trends, continuously dialoguing with other company departments, suppliers, and customers. At the same time, the Sales Department is involved in ensuring the correct implementation of the technical and commercial requirements and objectives of each project.

The Technological laboratory participates in product development activities, carrying out feasibility studies and evaluations in terms of processing costs. In parallel, the Technological Laboratory in Galati Mamertino offers the opportunity for students from certain technical institutes to carry out activities (e.g., LED board programming) as part of their school work programs.

### Hazard identification and risk assessment

In WayPoint's corporate organisation, health and safety in the workplace is a priority and constant commitment.

Way-Point has implemented an occupational health and safety management system, and this is explained in the Risk Assessment Document (D.V.R.) that has been drawn up, exclusively for work activities carried out in the Altivole workshop (Via Mure 61), where the company's operational headquarters are located. This document covers several areas of work, including workshop, glassworks, warehouse and the assembly line.

Risk assessment procedures, for instance, are managed by health and safety managers or their equivalent – in other words, in compliance with applicable local regulations. Managers carry out inspections and consult employees to promptly detect risks, duly assess them, and propose mitigating actions to prevent future accidents. The same procedure applies to work-related injuries, depending on the severity of the event. As required by law, a risk assessment is carried out to identify the major risks for the health and safety of the Company's employees. The most significant risks outlined are **internal transit areas, fixed and portable ladders, object storage, physical workload and load handling, vibrations, noise, and chemical risks**. The effectiveness of the measures implemented is confirmed by the accident figures recorded in 2023, which are zero at both the Altivole and Galati Mamertino sites.

The following table shows the main accident data – with related indicators – recorded over the last three years.

	Unit	2022	2023
Total number of accidents at work – registered accidents	Number	0	0

### Safety Training

Way-Point strives to be as safe as possible and since it has many machines and substances that can cause harm to its employees, to avoid accidents it makes sure that all employees are informed about the products and machines that are used in all production processes, providing a technical sheet that shows the ideal behaviour to assume for each of them, the possible damages that can occur and the corrective actions to be implemented if these occur to limit the damage. Training and education activities are at the core of the company's commitment to guaranteeing high safety standards. This methodology is quite effective and fully supported by the zero number of accidents that have occurred in the workplace in the previous years.



The methodology adopted to draw up the first WayPoint's Sustainability Report follows the internationally recognized reporting guidelines – GRI Sustainability Reporting Standards. Specifically, the 2022 Sustainability Report has been prepared with reference to the GRI Standards 2021.

The scope of reporting on economic performance (2023 consolidated financial statements) and environmental and social performance considers the fiscal period 1 January 2023 – 31 December 2023. The information refers in particular to the activities carried out at the Italian plant in Altivole (Treviso).

The data, performance indicators, and qualitative elaborations are the result of market analysis, elaborations, use of databases, sector scenarios, and questionnaires. In developing the reporting process, the principle of materiality was considered in identifying and analysing the areas of social, economic, and environmental sustainability that were considered priorities. In order to provide a comprehensive and comparable picture of current dynamics, data from previous years have also been reported, as well as an indication of the initiatives the company intends to undertake in the near future.

At present, WayPoint's 2024 Sustainability Report does not directly address the United Nations Global Compact (UNGC) issues and principles related to Human Rights, since all the company's direct activities and suppliers are located in Europe, where Human Rights are regulated by laws. To avoid any possible risk of complicity and as proof of its commitment, WayPoint has introduced clauses on labour conditions and on respect for human rights in its contracts. In addition, some of the most important human rights issues related to WayPoint's activities, such as the protection of workers' occupational health and safety, are already included among the "Labour" principles and issues on which the company reports.

### **Material topics and GRI disclosures**

For this first edition of the Sustainability Report, an internal process was carried out to involve the various corporate functions that contributed to the report. In line with materiality review practices, a meeting with WayPoint' top management was carried out with the aim of identifying the relevance and priority of topics and a survey to key stakeholders was carried out. The materiality process identification was carried out taking into consideration different sources of information:

- The GRI Sustainability Reporting Standards;
- The nine principles of the UN Global Compact to which WayPoint adheres;
- Actual or potential requests coming from clients;
- The Regulatory framework;
- Reports from industry associations;
- WayPoint' ESGs targets and priorities.

In describing the activities and results achieved, special attention was paid to the accessibility and comprehensibility of information to ensure the widest possible dissemination and usability among all stakeholders.



The following table provides the link between the identified material issues and the corresponding Topic-specific Disclosures.

<b>Material Topics</b>	<b>GRI Topics</b>
<b>Talent Development and Retention</b>	Employment (GRI 401)
	Training & Education (GRI 404)
	Diversity and Equal opportunities (GRI 405)
	Non-discrimination (GRI 406)
<b>Business Ethics &amp; Responsibility</b>	Economic performance (GRI 201)
	Anti-corruption (GRI 205)
<b>Eco-design &amp; Circular Economy</b>	Materials (GRI 301)
	Waste (GRI 306)
	Water (GRI 303)
<b>Energy &amp; Climate Change</b>	Energy (GRI 302)
	Emissions (GRI 305)
<b>Sustainable Supply Chain Management</b>	Supplier environmental assessment (GRI 308)
	Supplier social assessment (GRI 414)
<b>Employees Health and Safe</b>	Occupational Health & Safety (GRI 403)
<b>Innovation &amp; Product Quality</b>	Customer Health & Safety (GRI 416)

## GRI CONTENT INDEX

	Disclosure	Section	Notes
<b>General Disclosures</b>			
<b>GRI2: General Disclosures 2021</b>	2-1 Organization Details	This is WayPoint Client Relationship	
	The organization and its reporting practices	2-2 Entities included in the organization's sustainability reporting	This is WayPoint Methodological note
		2-3 Reporting period, frequency and contact point	Methodological note
Activities and workers	2-6 Activities, value chain and other business relationships	This is WayPoint Product development Our Products and Brands Supplier selection and management Client Relationship	
	2-7 Employees	Employees as the essence of Brand success	
	2-8 Workers who are not employees	Employees as the essence of Brand success	
Strategy, policies and practices	2-22 Statement of sustainable development strategy	A message to our stakeholders Sustainability path: from reporting to planning	
	2-27 Compliance with laws and regulations		During the reporting period, no cases of noncompliance with laws and regulations have been detected.
	2-28 Membership associations	Company's environmental commitment	
Stakeholder engagement	2-29 Approach to stakeholder engagement	Stakeholders map and ONU GOAL 2030 Methodological note	

Material Topics	Disclosure	Section	Notes
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Methodological note	
	3-2 List of material topics	Methodological note Stakeholders map and ONU GOAL 2030	
<b>Economic Performance</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Methodological note	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	This is WayPoint	
<b>Anti-Corruption</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Methodological note	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken		During the reporting period, no cases of corruption have been detected
<b>Materials</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Monitoring and optimising resources consumptions	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Monitoring and optimising resources consumptions	
<b>Energy</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Monitoring and optimising resources consumptions	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Monitoring and optimising resources consumptions	
<b>Water</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Monitoring and optimising resources consumptions	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Monitoring and optimising resources consumptions Company's environmental commitment	
<b>Emissions</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Monitoring and optimising resources consumptions	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Monitoring and optimising resources consumptions	
	305-2 Energy indirect (Scope 2) GHG emissions	Monitoring and optimising resources consumptions	
	305-3 Other indirect (Scope 3) GHG emissions	Monitoring and optimising resources consumptions	
<b>Waste</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Monitoring and optimising resource consumptions	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Monitoring and optimising resource consumptions	
	306-3 Waste generated	Monitoring and optimising resource consumptions	

Material Topics	Disclosure	Section	Notes
<b>Supplier environmental assessment</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Supplier selection and management	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplier selection and management	There currently are no structured processes and/or procedures to screen suppliers according to environmental criteria
<b>Employment</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Employees as the essence of Brand success	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employees as the essence of Brand success	
<b>Occupational Health and Safety</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Employees health and safety	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and safety management system	Employees health and safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Employees health and safety	
<b>Training and Education</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Training for personal and professional improvement	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training for personal and professional improvement	
<b>Diversity and Equal Opportunity</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	Employees as the essence of Brand success	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employees as the essence of Brand success	
<b>Non-discrimination</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Methodological note	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		During the reporting period, no episodes of discrimination have emerged

Material Topics	Disclosure	Section	Notes
<b>Supplier social assessment</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Supplier selection and management	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supplier selection and management	There currently are no structured processes and/or procedures to screen suppliers according to social criteria
<b>Customer Health and Safety</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	Product development	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of noncompliance concerning the health and safety impacts of products and services		During the reporting period, no incidents of non-compliance with regulations and/ or voluntary codes concerning the health and safety impacts of products and services have emerged

This first edition of the Sustainability Report  
was realised with the technical and methodological advice of  
the UNIPA management engineering department

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Transdisciplinarity in Lighting

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