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# Letter to the Stakeholders

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"Our company has always been passionately committed to a sustainable future, a commitment formalized in 2021 when we became a **Benefit Company**, and in 2022 with our **Ecovadis certification**. The essence of our corporate DNA is a strong sense of **social responsibility** with a vocation for inclusion, which has always characterized our commitment to improve the economic, social and environmental well-being of the Community in which we are present, with concrete actions," comments Giovanna Giulia Spadoni, CEO of OMTRA Srl Società Benefit.

"The goal of OMTRA and all its staff is to integrate business growth with the creation of knowledge and innovation in the **Information Governance, Cybersecurity** and **ESG** sectors, ensuring savings for clients and developing policies to achieve gender equality and value people in their uniqueness," added Giovanna Spadoni.

"OMTRA Benefit Company has always combined profit, the environment and the social context surrounding it, committing to the collective welfare and making this a hallmark of its being a company. We have been implementing **Corporate Social Responsibility** for decades and our way of acting is concretely demonstrable," commented Giorgio Spadoni, President of OMTRA Benefit Company.

"In the past we have employed people with disabilities and are currently working on a similar project in collaboration with local NGOs. Our goal is to integrate the entire community into the social fabric of our company, to create a more equitable and responsible tomorrow. Also, by signing the "**Charter for Equal Opportunity and Equality at Work**," our company is taking another concrete step within a broader policy that we are vigorously pursuing to foster an open and inclusive corporate culture."



Giovanna Giulia Spadoni  
Chief Executive Officer  
OMTRA SRL Società Benefit



Giorgio Spadoni  
President of the Board of Directors  
OMTRA SRL Società Benefit



Giovanna Giulia Spadoni

Giorgio Spadoni

# About Us

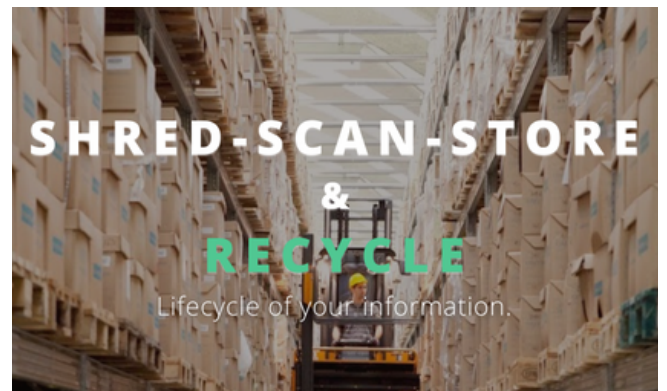


Founded in 1956, OMTRA was the first in Italy to offer certified archiving and destruction practices.



**OMTRA SRL Benefit Company**  
Initially, Organization [of] Warehouses, Transports and Archives was founded in Milan on the intuition of founder Silvio Spadoni to manage logistics innovation for multinational companies with offices in Italy.

Giorgio (Silvio's son) pioneered **Records Management** in Italy, which consisted of **third-party archiving**, **secure destruction** and **Information Governance** with consulting and services for law firms, multinational companies and international government agencies.



Today OMTRA is in its third generation, with Giovanna Giulia, performing in-house consulting for companies around the world with proven partners to introduce secure information management systems and software, **sustainable digitalization** and **ESG advisory**.





# Mission

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Since its founding in 1956, the mission of OMTRA SRL Benefit Company has been to provide innovative services and consultancy to the Italian and international business communities in the fields of management and security of data and archives, based on transparency and on mutual trust with clients, which we consider more as partners.

We were the first company in Italy to introduce archiving for third parties, Information Governance, and secure destruction with consulting and services for law firms, multinational companies, and international government agencies.

For over 65 years, OMTRA has had social and community themes at heart and is passionately committed to a sustainable future. Our business model and the focus of our company have evolved over the years, always keeping the health of the surrounding community and the well-being of workers at the center of our mission.

# Vision

Our philosophy is to educate and learn together, to make the customer independent from the supplier and to share our know-how of corporate information governance and security.

## Values

OMTRA's core values are **work, family and ethics**, summarized in the trusting relationship we have created with the international business community in Italy, which we are proud to have been serving for over 65 years.

## Education

OMTRA seeks to bridge the cultural gap between Italy, Europe and the USA, analyzing and implementing policies and procedures with **international standards and software**, with particular attention to **corporate social responsibility** and the **surrounding environment**.

## Services

Our services can be divided into four main areas:

- **Certified Destruction: re-use & recycle**
- **Physical Archiving: historical and current**
- **Digital Transformation**
- **ESG, Security & GDPR Advisory**

## Objectives

The goal of OMTRA and all its staff is to continue to expand our business by combining **security** with **sustainable management** of physical and digital information, creating education and innovating in this sector with a vision of **circular economy**.

## ESG: Environmental, Social & Governance



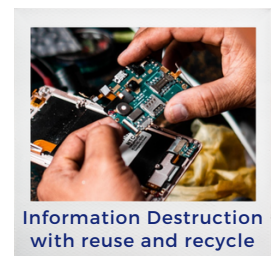
Electric vans



Patented Plastic-Free Boxes



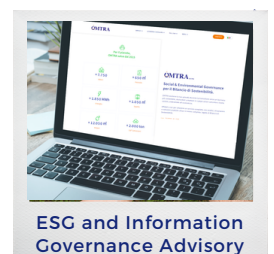
Document destruction & Green Report



Information Destruction with reuse and recycle



Forklifts with lithium batteries



ESG and Information Governance Advisory

# Services and Products



## CERTIFIED DESTRUCTION:

- Hard disks and IT materials
- Paper documents
- Photos and fabrics
- Green Report

**both on-site and off-site!**



## DIGITAL TRANSFORMATION:

- On-demand scanning
- Massive digitisation
- Paperless transition
- OMTRA Web Portal
- Policy and procedure creation



## PHYSICAL ARCHIVING:

- Paper & confidential documents
- Photographs & videos
- Hard disk, tapes & back up
- Historical archiving & reproductions
- Self Service Storage
- City Logistics
- Temperature and humidity controlled vaults



## ESG ADVISORY & MEASUREMENT:

- Certifications: B Corp and EcoVadis
- Conversion into a Benefit Company
- **Environment:** Energy, circular economy, CO<sub>2</sub> emissions
- **Social:** Solidarity, health and quality, Filiera ONLUS
- **Governance:** Corporate Management, Best Practice, Business Continuity



## CYBER SECURITY & TAPE VAULTING:

- Business Continuity Plan
- Tape Vaulting & Disaster Recovery
- Cyber Resilience
- Privacy & Brand Protection



## GDPR & PRIVACY ADVISORY:

- Procedures for GDPR, privacy and ISO compliance
- Quantitative and qualitative analysis of results



## ITAD: IT MATERIAL ASSET MANAGEMENT

- Purchase / Sale
- Certified data erasure
- Recycling and reuse for circular economy
- Donation of 1/20 computers

## OMTRA Sustainable Box ®

OMTRA has created the OMTRA SUSTAINABLE BOX (or OSB, patented model at the EUIPO level). Ecological and sustainable, with an innovative design that features interlocking technology in order to avoid the use of metal and plastic, made with 100% recycled paper, to reduce the environmental impact.

**We have already supplied more than 200,000 (approximately) OSB boxes to our customers!**



<p>100% SUSTAINABLE</p>	<p>90% SAVING</p>	<p>PLASTIC FREE</p>	<p>NEUTRAL BOX</p>
<p>~ 200KG RESISTANCE</p>	<p>MAX 15KG (D.LGS.81/2008)</p>	<p>INTERLOCKING TECHNOLOGY</p>	<p>+30 YEARS DURABILITY</p>

# Benefit Company

Since OMTRA converted to a **Benefit Company** in November 2021, we obtained international certifications such as **EcoVadis** and we initiated the process to obtain **B Corp** certification, which demonstrate our ethics and commitment to **social, environmental** and **governance** sustainability.

## Our Statute

"As a Benefit Company, OMTRA SRL intends to pursue one or more **purposes of common benefit** and operate in a **responsible, sustainable and transparent** manner toward **people, communities, territories and the environment**, cultural and social assets and activities, entities and associations and other stakeholders..."

## Best Practice di Governance:

In addition to our President Giorgio Spadoni and our CEO Giovanna Spadoni, our Board of Directors consists of two independent members: Diego Facci, **accounting consultant** and Willy Arbus, **Security Manager**.

## People



"We believe in the **value of people** and we want to contribute to the happiness and serenity of everyone who is part of OMTRA, whether as employees, partners or in other roles. We create lasting, trust-based relationships and foster an ethical and positive work environment where people feel **respected, accepted, included**, and have opportunities for professional growth."

## Planet



"We are committed to **respecting the planet** by adopting more sustainable alternatives for all products and processes. constantly innovating according to the principles of **recycling, reuse and circular economy**. We choose energy from renewable sources, avoiding the use of plastics and extending product life expectancy. Through the reuse and recovery of electronic waste, we reduce emissions from recycling and the transportation of goods."

## Community



"We are committed to taking a **positive role for the community** in which we operate by partnering with selected customers and suppliers based on an alignment of values and ideals. Our goal is to create a supply chain with **sustainable, responsible and ethical businesses** that create positive environmental and human impact in addition to economic impact.

## Filiera ONLUS & Organizzazioni Purpose Driven



In 2022 we created the association **FILIERA ONLUS**, with the aim of uniting third sector organisations (such as ONLUS, NGOs, associations, etc.), "Purpose Driven" organisations (such as Benefit Companies and B Corps), institutions and foundations with equal dignity, in order to create alliances and synergies at a permanent working table, to provide help and above all create job opportunities for "the last" (people in need) for the sustainable development of communities.



# Sustainable Development Goals

For a positive social and environmental impact

The **Sustainable Development Goals (SDGs)** are a collection of 17 interconnected global goals designed by the UN to be a "blueprint for achieving a better and more sustainable future for all" (United Nations, 2017). They were decided in 2015 by the United Nations General Assembly and are set to be achieved by 2030, through "actionable" indicators to measure progress towards each goal.



Source: "The 17 Goals", United Nations, <https://sdgs.un.org/goals>

Our activities have a direct impact on **10 of the 17 SDGs**.  
These include:

- **1:** No poverty
- **3:** Good health & wellbeing
- **6:** Clean water & sanitation
- **8:** Decent work & economic growth
- **9:** Industry, innovation & infrastructure
- **11:** Sustainable cities & communities
- **12:** Responsible consumption & production
- **13:** Climate action
- **15:** Life on land
- **17:** Partnerships for the goals

In addition, due to our recent signing of the **Italian Equal Opportunity Charter**, our company also respects the goals:

- **5:** Gender Equality
- **10:** Reduced Inequalities



# EcoVadis Certification

**Since this year, OMTRA is certified by EcoVadis!**

In September 2022, OMTRA applied for and received the international **EcoVadis** certification with a score of 58/100. This assessment resulted in us earning a silver medal for the year 2022, ranking us among the top 25% of best companies.

OMTRA SRL SOCIETA BENEFIT  
has been awarded a  
**Silver medal**

as a recognition of their EcoVadis Rating

- SEPTEMBER 2022 -



**Ecovadis certification** is an **environmental, social and governance (ESG)** performance assessment system, focused on promoting sustainable supply chains. It is one of the most popular and widely-used tools in the world (by more than 100,000 companies), which allows companies to measure and improve their ESG performance internationally, thus demonstrating their commitment to sustainability and ethics.

Specifically, **Ecovadis** analyzes 21 parameters grouped into 4 main themes:

- Environment
- Labor and human rights
- Ethics
- Sustainable sourcing

Our activities focus on certified destruction with recycle, purchasing, data erasure and reuse of IT material, physical and historical archiving and ESG consulting. We joined the **EcoVadis** certification process to measure and demonstrate our sustainability efforts and progress to our stakeholders.

Certification

# B Corp Certification

After the change of status to a Benefit Company in 2021, OMTRA began the application process to obtain B Corp Certification from the US-based B Lab Global organization.



B Lab is a nonprofit network transforming the global economy to benefit all people, communities, and the planet. This international network of companies and organizations leads economic systems change to support the collective vision of an inclusive, equitable, and regenerative economy.

B Lab has a positive impact on companies around the world, helping them to balance profit and charitable purposes. B Corp certification measures the entire social and environmental impact of a company, as well as the company's governance model, with a view to spreading best practice and good governance.



OMTRA has made environmental and social awareness a key part of its strategy and goals. We intend to continue improving our practices and processes with a view to achieving full sustainability in all our processes and services.



# BIA Impact Assessment

The **B Impact Assessment** is a rigorous tool for measuring companies' environmental and social impact. The BIA is presented as a comprehensive assessment of corporate practices and their impact on all stakeholders involved.



The B Corp application process requires the completion of the **B Impact Assessment (BIA)**, which includes a series of questionnaires and surveys based on impact standards. The BIA can help measure, manage, and improve positive impact performance.

The BIA is divided into five categories: **Governance, Workers, Community, Environment and Customers.**

Companies that demonstrate an ESG performance with a score of 80 or above can obtain B Corp Certification.

## Progress of our assessment

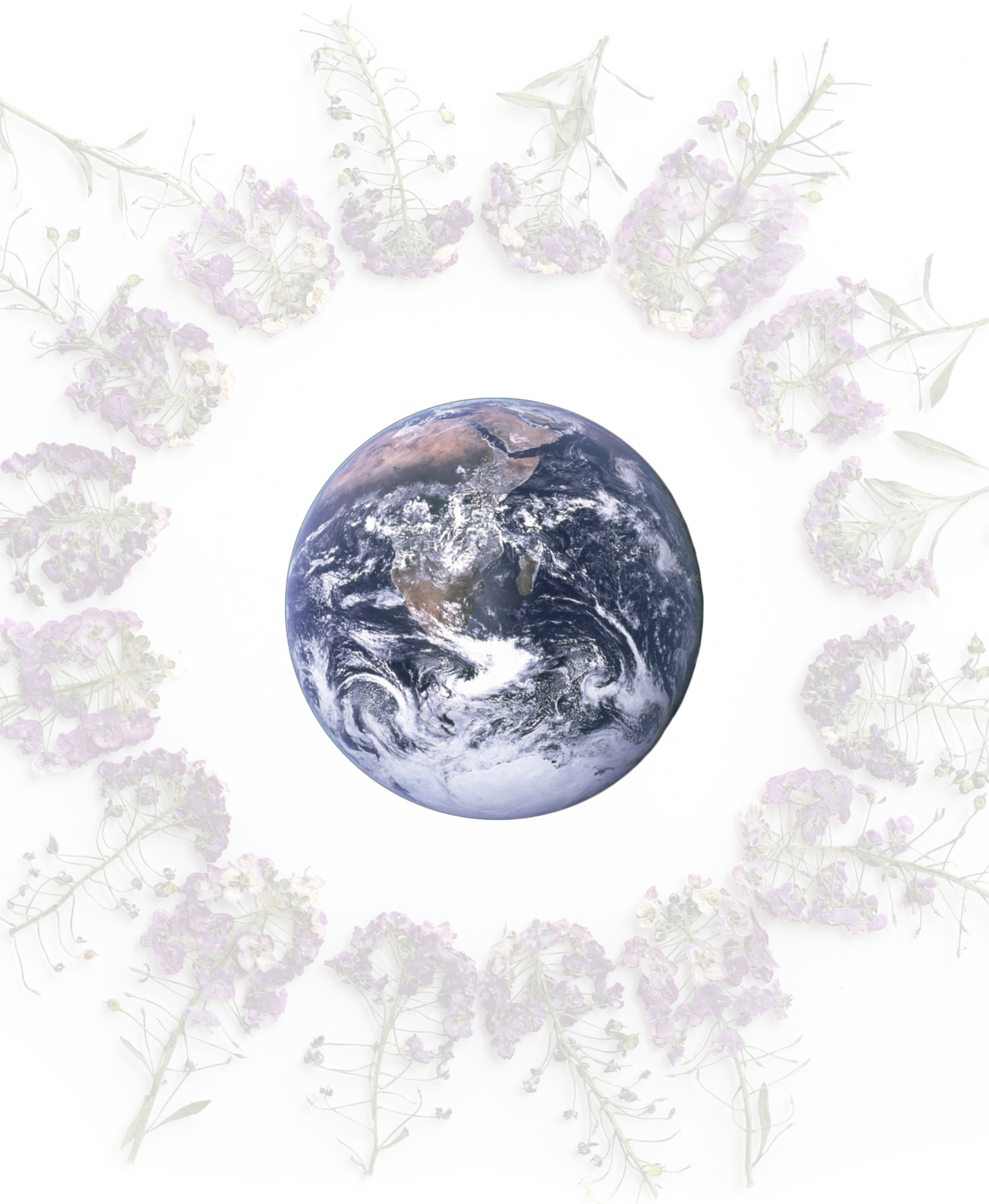
Pending the next stages of the assessment, we are optimistic about our chances of obtaining the certification with an initial **overall score of 93/200**, well above the minimum of 80 points.

The application for B Corp certification has enhanced our attention on the **social and environmental impact** of our activities. This has meant a profound change in our internal practices, processes, planning, monitoring and assessment.

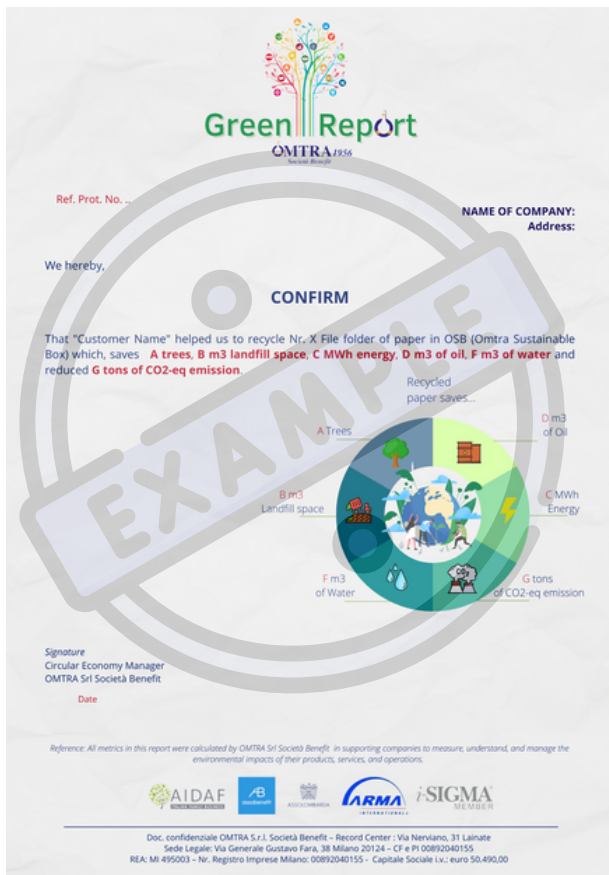
Our **transformation** has also helped us to identify, in partnership with NATIVA SRL Benefit Corporation, three dimensions for the future: Planet, People and Community.



# Planet



# Respecting the Planet




## Green Report

**OMTRA's Green Report** indicates the positive impact that our activities have on the planet in terms of ecosystem conservation. Prepared by our **Circular Economy Manager**, the Green Report measures environmental impacts and transforms them into easily understandable indicators (e.g. savings in the number of trees, kWh of energy, the quantity of water in m3, CO2 emissions, etc.).


The Green Report is supplied together with the certificate of destruction upon customer request. It can be useful to enrich the client's **Impact Report** and **Sustainability Report**, which are required in Italy by Legislative Decree 254/2016 (in transposition of the European Directive 2014/95), along with the non-financial information report including sustainability data.

## ESG & Sustainability Advisory

**OMTRA SRL Benefit Company** supports customers in calculating ESG data by measuring non-financial performance to define strategic and action plans.


 **Consultancy and measurements** to assess the current state of the company's relations with the environment and with stakeholders

 **Innovative, sustainable and ESG compliance services,** products and solutions, aimed at improving the company's competitive advantages

 **Quantitative and qualitative analysis** of the results obtained, calculated on specific reporting indicators


**For the planet, together with its clients, OMTRA has saved:**


 + 7.750 Trees

 + 1.850 MWh Electricity

 + 650 m<sup>3</sup> Petroleum

 + 1.050 m<sup>3</sup> Space

 + 12.050 m<sup>3</sup> of water

 + 2.000 tons of CO<sub>2</sub> emissions





## Giving new life to IT resources

**ITAD LIFECYCLE:** As with any product, IT assets have a limited lifespan. What can be done when they reach their "end of life"?

### Certified Erasure of SSD and Hard Disk Data

OMTRA helps you to eliminate the risk of loss or theft of your data by adopting a **safe and certified strategy** of data cancellation and/or destruction of hard disks in accordance with DIN 66399.

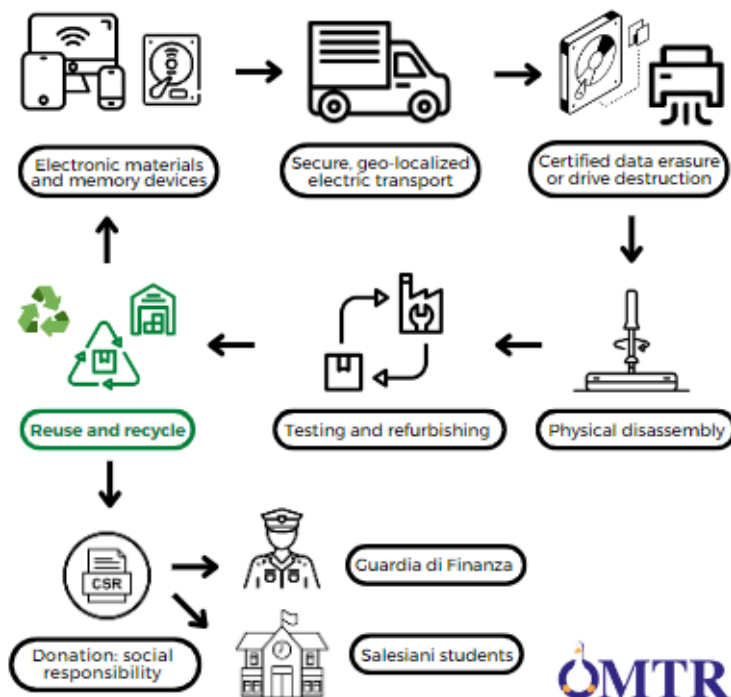
### Video monitoring

Our shredding area has multiple video cameras to record the entire destruction process. All our facilities are also equipped with security cameras that monitor every entry and access point, 24/7/365, through a **private security force** that ensures maximum safety.

### Quality, safety and security

Our shredders are capable of different cutting levels and protection classes, based on the DIN 66399 Standard. All our services are **ISO-9001 certified** (Quality Management Systems) and in compliance with international, European and Italian law and best practices. Our Certificates of Destruction and Green Reports meet the requirements of the **European GDPR Regulation**, essential for audits, including governmental ones.

### Circular ITAD Solutions



### Reuse, recovery and recycling

OMTRA has eliminated the environmental and social risks of simply "throwing away" IT assets!

Through our **circular economy** processes, we reuse, recover and recycle **electronic materials**, creating raw materials for the production of consumer goods, preventing air and water pollution, and saving valuable space in landfills.



For the planet, OMTRA has already made several commitments, and plans to continue in the coming years. We are transforming our processes following the principles of **reducing, reusing and recycling**, for a truly **circular economy**.

We believe that sustainability must be central not only for us, but also for our suppliers, customers and our community. This is why we have begun to accompany our stakeholders by providing concrete solutions from raising awareness to offering **sustainable consulting services**. This commitment began internally with sustainable services and products that "by design" generate the **lowest possible environmental impact**: choosing energy from renewable sources (currently with the mission of installing solar panels), avoiding the use of plastics and placing emphasis on the reuse and recovery of components that can be given new life.



Actions planned 2022	KPI	Objective for 2022	Results at the end of 2022
<b>Separating and saving raw materials</b>	Reuse and recycle all our customer's IT materials (e.g. computer, monitor, laptop, etc.)	20 tons of electronic material	60% of the objective (12 tons)
<b>Metal and plastic recovery</b>	Recovery and recycling of metals and plastics from shredded hard drives and other sources	20 tons, of which 19 tons of metals and 1 ton of plastic	60% of the objective (12 tons total, of which 11.4 tons of metals and 0.6 tons of plastic)
<b>Reduce emissions through recycling</b>	Recycled paper that reduces CO2-eq emissions generated	25 tons of paper	About 96 tons of paper, meaning more than 200 tons of CO2-eq saved
<b>Use renewable energy sources</b>	Planning for the installation of solar panels	Study and evaluation of photovoltaic opportunities on OMTRA buildings	Initiated plans, including technical designs and pricing





## Objectives for 2023

Omtra is committed to furthering the achievements of recent years, as well as to reaching new goals in the environmental field. The company aspires to obtain additional **certifications** that demonstrate its compliance with international environmental standards. In addition, we will strive to intensify **reuse and recycling practices** of electronic materials, and reducing environmentally harmful emissions. In the future, we aim to use renewable energy sources, particularly through the installation of solar panels.

Actions planned 2023	KPI	Objectives 2023
Separating and saving raw materials	Electronic material reuse and recycling (by weight)	10 tons
Supporting a circular economy	Reconditioning and reuse of ITAD: IT assets and electronic materials (by quantity)	200 electronic devices
Recovering metals and plastics	Recovery and recycling of metals from hard disk drives and LTOs (by weight)	15 tons
Reducing emissions	Recycled paper that reduces tons of CO2-eq emissions generated	more than 100 tons of paper, or 220 tons of CO2-eq
Environmental Management System	Obtain additional environmental certifications	Certifications that may include B Corp, ISO 14001, and/or EcoVadis Gold Medal

# People



# The Value of People



## OMTRA is made of People

We work together to create a multi-cultural and ethical environment in which people feel respected, accepted and included. Employees and collaborators are authentic, professional and fair with each other and with our customers.

We value ideas from different perspectives to provide a beneficial business culture to customers and stakeholders. Our business has grown over the years with relationships based on trust.

## Attention to the Surrounding Community

We believe that companies play a fundamental role in the process of creating social value for the communities in which they operate.

OMTRA has always combined profit with the environment and the social context surrounding it, committing itself to collective well-being and making this a hallmark of its business. We have been focusing on **corporate social responsibility** for decades and our actions in this field are proven (Avvenire, 2004).

Also in the choice of suppliers, we prefer to choose companies that have values similar to ours, such as "Cascina Biblioteca" of Milan (with 160 employees who help 310 people with difficulties on a daily basis).



## Membership in the Business Community

OMTRA is registered in the National Register of Environmental Managers for the treatment of waste and in the National Register of Transporters. We are also active members of many international Chambers of Commerce in Milan (American, English, Spanish, Swiss, Swedish); national and international associations such as Assolombarda, AIDAF, i-SIGMA, ARMA International, Asso DPO, and Assobenefit; partners with the Orders of Lawyers and Engineers and with the Milan Chamber of Commerce; and registered in the "White List" of the Milan Prefecture.



# Enactus UniMi

Since 2022, OMTRA has begun to provide support and share information, among other contributions, to projects in collaboration with student associations, including those of the students of the LM in Sustainable Development of the University of Milan.

Created in 2018 and currently including seven people from different backgrounds and nationalities, Enactus UniMi has the aim to create **sustainable entrepreneurship projects**. It is part of a wider context: **Enactus Italia**, established in 2016 with the mission to encourage each university Enactus team to develop sustainable, entrepreneurial and social projects by addressing problems present in the communities in which they operate.

**Enactus UniMi** is an incubator for the development of new and innovative project ideas that could be pursued with the help of OMTRA and/or in collaboration with other strategic partners. During 2018-2021, Enactus UniMi was focused on two regenerative economy projects: **Regeneration**, which sought to reintegrate ex-convicts and other disadvantaged people into the social fabric of society, and **Phoenix**, focused on reuse and recycling for sustainable transformation of the fashion industry.

The most recent project, created in 2022 is **ECOLOOP**  
This is an app which aims at connecting anyone interested with existing sustainable realities throughout Italy.



## HOW DOES IT WORK?

Our team curates sustainable businesses (no greenwashing)



If they meet our min standards they receive an EcoLoop Certification



They are added to our database so users can find them on our list of partners/map

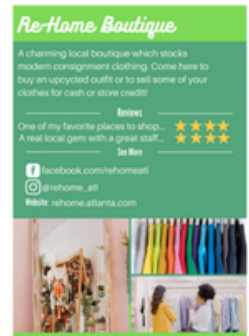
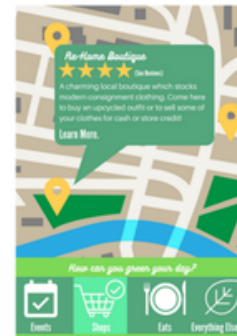
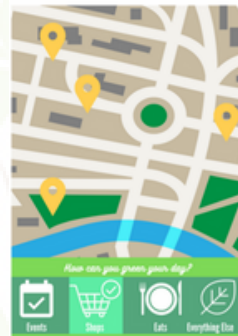
### OUR PARTNERS

- avoid plastic;
- engage in anti-waste initiatives;
- provide good wages and working conditions for employees;
- use sustainable materials
- use local products and know their suppliers;
- are focused on a circular economy;

### SOCIAL IMPACT

1. Providing a platform for local green initiatives
2. Making sure consumers are not misled by greenwashing practices
3. Getting more people to incorporate sustainable habits with an easy, reliable source

## THE APP EXPERIENCE



## OUR CATEGORIES

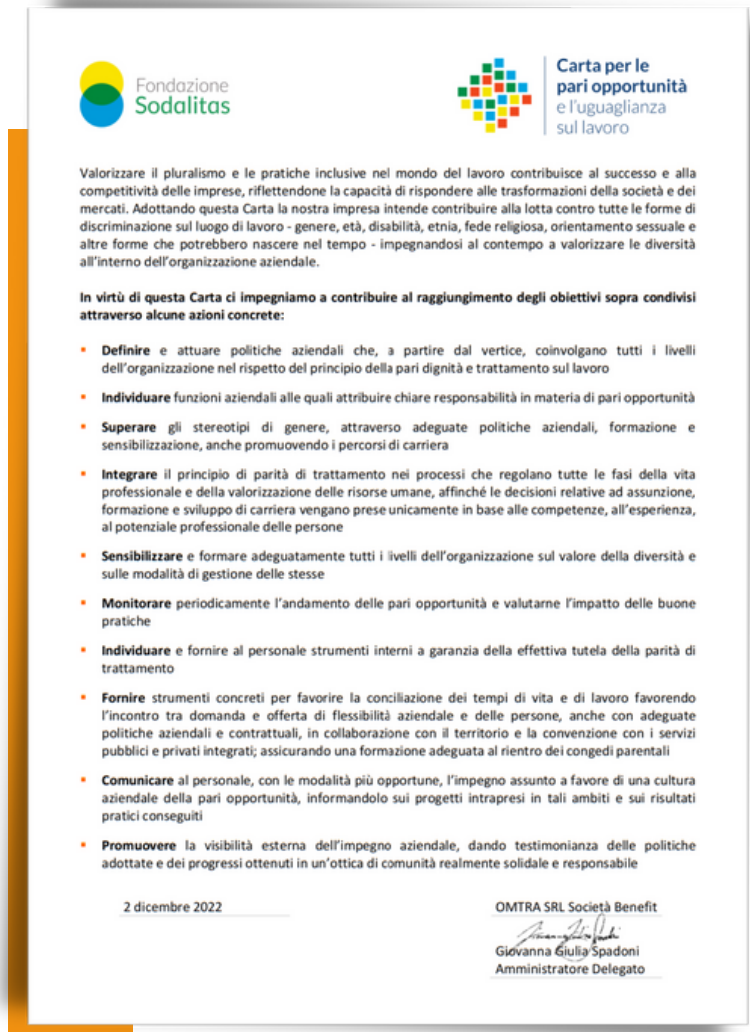
1. **Food:** Restaurants, Farmer's Markets, Packaging free stores
2. **Shops:** Sustainable local shops (clothes, beauty, etc), including Second-hand shops
3. **Garbage and Waste:** Composting locations; Collection rules and schedules for garbage and recycling in that location
4. **Transportation:** which sustainable transportation does the city offer
5. **Activities:** Sustainability-related events (seminars/webinars; bike itineraries; workshops, etc) and Local Organizations
6. **Tap water locations**



# Diversity and Inclusion

In December 2022, OMTRA signed the **Charter for Equal Opportunity and Equality at Work**, a declaration of voluntary intent signed by companies for the promotion of an inclusive corporate culture and human resource policies, free from discrimination and prejudice, and capable of valuing talents in all their diversity.

The Charter has been promoted by Fondazione Sodalitas since 2009, an organization active in Italy in promoting corporate social responsibility. By signing this Charter, OMTRA strengthens its commitment by contributing, through a program of inclusive management of its human resources, to the **fight against all forms of discrimination** in the workplace and the enhancement of diversity within the company.



## A Concrete Action toward Inclusion



Carta per le  
pari opportunità  
e l'uguaglianza  
sul lavoro



DIVERSITY  
CHARTER



Commissione  
europea



By signing the Charter, OMTRA is committing to identify and integrate corporate policies based on **equity principle** in order to overcome gender stereotypes. This can be accomplished through the raising of awareness and training programs at all levels of the company, and by providing concrete tools to promote multiculturalism and efforts against discrimination.

# Our Employees

We believe in the intrinsic value of all our stakeholders, whether they are partners, employees, collaborators, customers or members of the community. Our priority is to contribute to everyone's **happiness, safety and peace of mind**. From our foundation, we have created lasting relationships from generation to generation based on **trust**.

We prefer a **transparent, ethical and positive work environment** in which our people feel respected, accepted and included; where everyone can grow and express their skills, perspectives, ideas and opinions. We pay particular attention to the integration and support of marginalized or under-represented categories of people.



We are advocates of **gender equality and diversity**: our administrative office has equal representation of male / female employees and several employees from different countries and origins.

Actions planned 2022	KPIs	Objective 2022	Results at the end of 2022
<b>Education and training</b>	Role definition, internal training and online training courses (measured in equivalent days)	Increase the opportunities for online and face-to-face training	Training of new specialized software, safety trainings and specific hazards (on the job and fire fighting)
<b>Diversity</b>	Ensure diversity and respect in OMTRA's workforce	Organize an event with a multi-cultural theme and/or offer diversity training	Creating a diversity questionnaire, hiring workers from different countries, and signing the Charter for Equal Opportunity and Equality
<b>Employee well-being</b>	Recreational or cultural events for employees and/or team building activities	Organize at least 3 events a year for team building	Lunch together every Friday, free lunch provided for one week, end-of-year toast
<b>Satisfaction of employees</b>	Survey on employee satisfaction	Add more questions to check the satisfaction of employees	Employees responded to the satisfaction survey with a positive outcome of 90%



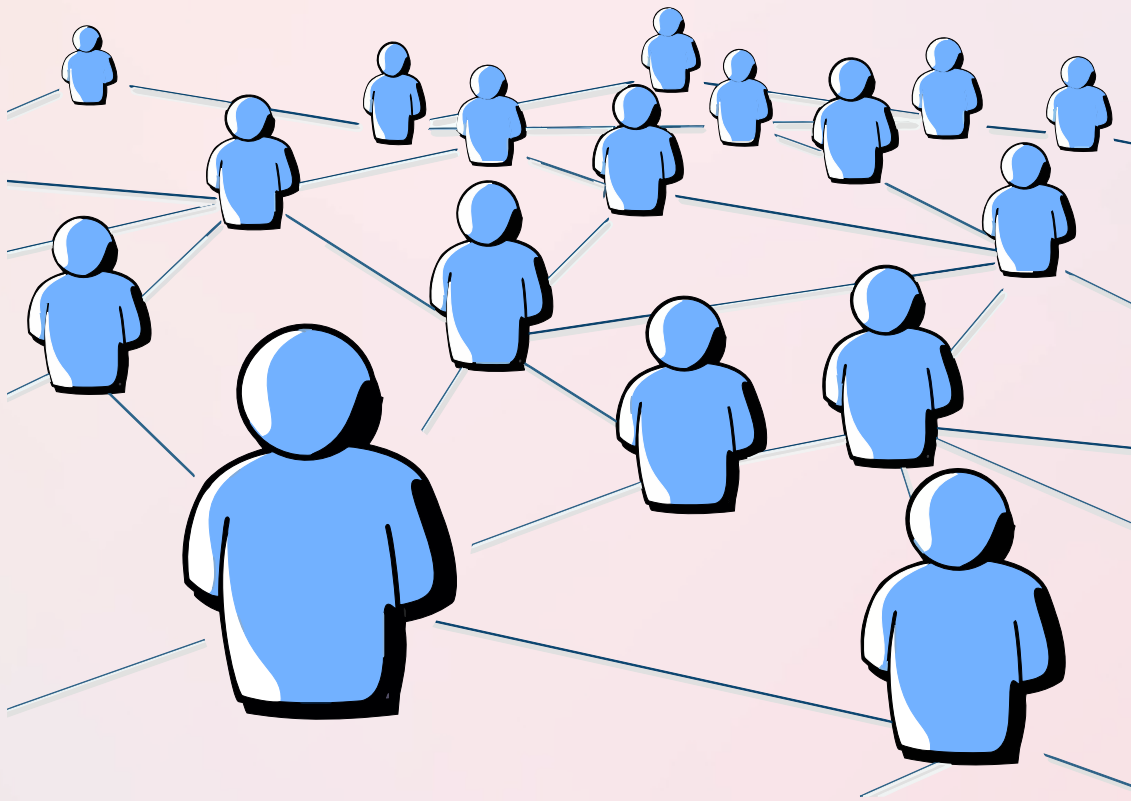
# Objectives for 2023

Given the importance of its **employees**, Omtra is committed to pursuing its past achievements while creating new ones. In particular, Omtra will continue in its mission to ensure an **inclusive environment** that enhances the capabilities of each and every employee by fostering their technical and professional growth through upgrading and training courses.

Special attention during 2023 will be paid to the development of the **ESG team** and the creation of new **environmental consulting projects** addressed to our clients.

Actions planned 2022	KPI	Objectives 2023
<b>Employees' training and education</b>	Fostering the growth of staff's technical and professional skills	Participation of the consulting team in trainings on ESG topics and non-financial sustainability reporting tools, with the purpose of expanding knowledge
<b>Diversity</b>	Ensuring the presence of diversity in OMTRA's workforce	Organize an event with a multicultural theme and/or offer workshops on diversity and multicultural inclusion
<b>Environmental awareness for employees</b>	Training on waste recycling in the workplace (in hours)	12 hours
<b>Employees' well-being</b>	Recreational/cultural events for employees and/or team building	Organize 5 to 10 events per year with team-building purposes
<b>Employees' satisfaction</b>	Anonymous survey to measure job satisfaction	Constant improvement of employee satisfaction and the digitalization of the survey

# Community







## Creating Value for the Community

We play a concrete role in the community by choosing suppliers and welcoming customers on the basis of a **common vision and objective**: to create a circular economy and a chain of responsible companies with positive environmental and human impact. We support social and cultural projects by collaborating with international associations in the sector, local non-profit organizations, the academic world, public administration bodies and other stakeholders; by constantly sharing our knowledge and experiences to contribute to the public debate on key issues and promote the advancement of the sector. We also offer training and apprenticeships to young graduates in order to improve employment prospects for the new generations.

Actions planned 2022	KPI	Objectives	Results at the end of 2022
Community relations	Recruitment and/or collaboration with associations that employ people with disabilities	3 employees	Creation of the association Filiera ONLUS to start new projects for the employment of people in need
Community relations	Collaborate with companies, associations and NGOs with social and/or environmental awareness	10 organizations	Collaborations on sustainability with at least 10 associations and entities, published articles
Training	Participation in events such as conventions, conferences and other industry events	15 events	Goal achieved, with panel discussion given at i-SIGMA's International Conference on sustainability and B Corp
Volunteering	Pro-bono hours dedicated to public administration bodies, NGOs and other organizations	200 hours	At least 150 hours dedicated to government agencies, NGOs and other organizations



## Objectives for 2023

OMTRA is committed to continuing the process of creating **social value** within the community in which it operates. The projects undertaken during 2023 will be numerous and will involve local and international realities. One of the projects the company is currently working on involves **Caritas Ambrosiana di Milano**, with the aim of **recovering surplus food** for "solidarity emporiums."

During the past few years, the company collaborated with entities such as the British Chamber of Commerce, the Swiss Chamber, the American Chamber, Assosvezia Italian-Swedish Chamber, the Spanish Chamber and the Salesiani Center in Arese.

Actions planned 2023	KPI	Objectives 2023
Community relations	Offering training/internship opportunities to students from schools and training centers	5 collaborations with schools and professional training centers
Community relations	Collaborating with organizations, associations and NGOs on topics of social and environmental awareness	At least 20 organizations
Training	Participation in international events such as conferences and other industry events	At least 5 events
Donations	Donating recycled IT tools	Donating 1 computer to Salesiani school and the Forze dell'Ordine for every 20 recycled



In 2023, OMTRA would like to formalize its role as an educator with business partners and the surrounding community in the form of "**OMTRA Academy.**" The main goal is to extend knowledge and expertise to a wider audience and a variety of internal and external stakeholders. As part of its consulting services, OMTRA will organize **information, educational and training sessions** to clients, universities, and surrounding community.

A more recent step to make the OMTRA Academy a reality is the possibility of curricular and extracurricular internships within OMTRA. The legal, environmental and financial approach of the University of Milan's **LLM in Sustainable Development** makes its students ideal candidates to implement the application of sustainability toward business practices, for example in the roles of environmental and legal advisors for sustainable and ESG reporting. In order to help OMTRA develop its **ESG Consulting Services** to offer to clients, we designed the OMTRA Academy as a kind of "incubator" of new talents who might be perfectly suited to join our company, with the right preparation and training.

The **collaboration** between **OMTRA Academy**, the **University** and **Filiera ONLUS** is an example of innovation, research, and best practices. OMTRA Academy can serve as a **research and development** hub for new projects, within the scope defined by OMTRA's services and for non-lucrative ends joined to the principles of the Filiera

For decades, the company has been invited to take part in training programs, conferences, workshops and special events. Below are some examples of OMTRA's involvement in education and training events.



Figure 1: An example of an event organized in the past between OMTRA and e-Campus University (2009)



Figure 2: An example of an event organized in the past between OMTRA and HP Enterprise (2016)



Figure 3: Giorgio Spadoni's speech during a State Archives conference in Milan (2011)

# Filiera Onlus

In 2022, OMTRA, together with the Cooperative for Social Work and Solidarity (CSLS), created the association "**Filiera Onlus & Purpose Driven Organizations**", of which the Chairman of the Board of Directors is Giorgio Spadoni.

The main purpose of this project is to unite with equal dignity **Purpose Driven Organizations** (such as B Corp), **Third Sector Entities** (such as NGOs), **Institutions** and **Foundations**, in order to increase awareness, offer concrete networking opportunities, while creating jobs for the less fortunate.



## Values

## Objectives

The core values that guide our activities are trust, respect, cooperation, ethics and legal compliance.

Our mission is to spread the principles of corporate social responsibility, create regenerative shared value of circular economy through the connection and coordination of such entities.



### EQUAL DIGNITY

Filiera recognizes the value of each actor involved in the effort to promote corporate social responsibility and ensures that they are treated with equal dignity.



### PARTNERSHIPS

The Filiera aims at connecting Benefit Companies, Onlus, NGOs and multinational corporations with strong ethics and values, in an alliance that creates monetary profit and benefit for the planet and society.



### COLLABORATION

The value of collaboration is embedded in the purpose of the Filiera. The project enhances local communities and protects the environment through the exchange of best practices and successful experiences.



### DIGNITY THROUGH WORK

We would like to contribute to society by creating job opportunities for individuals with learning and/or developmental difficulties to give them a new direction, a sense of purpose.



### SUSTAINABILITY

Sustainability is the main value that drives our projects. We believe that true change cannot be achieved without a special focus on Social, Environmental and Economic Sustainability.



### PEOPLE, PLANET, PROFIT

Promoting the 3 P's among companies and the third sector, Purpose Driven Organizations can guide large companies to become more economically sustainable, as well as socially and environmentally beneficial.

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# Conclusion and next steps

While we enter a relatively uncertain post-pandemic era, OMTRA remains steadfast in its belief that a **solid commitment** to the **environment, people** and the **community** in which we operate will be the keys to the success and survival of all businesses in the long run, including ours. Our commitment goes beyond the superficial "greenwashing" of many of our competitors and can be integrated into nearly every action we have taken and will continue to take, for the benefit of all stakeholders, people and the planet. Rather than seeing our transformation as daunting, we are excited to embark on this **adventure**, which is not completely "new", in fact, it is a logical **continuation** of our previous ethical commitments

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## Goals and objectives

As reported in the B Corp Certification section and in light of the evaluation of the Benefit Impact Assessment, our company has earned a provisional score of 93/200. The key goal is to keep this score as high as possible after the review that will take place in 2022. With a view to paying attention to the surrounding community and thanks to our commitment to social inclusion, we are planning collaborative projects with some local organizations composed mainly of people with disabilities.

**With hopes of working together for the benefit of the planet, people and the community, would you like to join us?**  
**#WorkingTogetherWorks**

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