

A black and white photograph of a family of four in a kitchen. A young girl with braided hair is in the foreground, focused on stirring a pan on the stove with a wooden spoon. A man stands behind her, smiling and watching her. A woman stands to the left, also smiling. The kitchen is dimly lit, with warm light coming from the stove and possibly a window in the background. The overall mood is warm and domestic.

**LA TERMOPLASTIC - F.B.M.**  
F.B.M.

# Committed to sharing

Sustainability Report  
2020-2021

WELCOME

# Welcome

LA TERMOPLASTIC - F.B.M.®

F.B.M.

This new publication is to all intents a first edition.

Although the principles of **sustainability** have long been a part of F.B.M. culture, until now we have never given such an important issue **an unambiguous, concise and consistent form**.

The first edition of our Sustainability Report is therefore to be considered as a **travelling workshop** that will be updated and enriched with **innovative elements** typically *made in F.B.M.* by **consulting international best practices**, regulations and the various **internal and external stakeholders**.

For this very reason, we are particularly keen to begin by presenting for the first time - in conjunction with our **Mission** and **Vision** that we recently updated to better reflect the new spirit of F.B.M. - the social **Purpose** that our business meet, so that it can be the key for all of us to interpret the information, data and numbers contained in the following pages.

**Enjoy the reading!**



F.B.M.  
at a glance

58 years'

history

over 200 people



La Termoplastic F.B.M.  
de R.L. De C.V.

El Marqués (2006)  
2.500 mq  
26 collaborators

MEXICO



La Termoplastic F.B.M.  
S.A.

Sorocaba (2000)  
5.500 mq  
55 collaborators

BRAZIL



La Termoplastic F.B.M.  
S.R.L.

Arsago Seprio  
12.000 mq  
96 collaborators

ITALY

CHINA



La Termoplastic F.B.M.  
Co., Ltd

Nanjing (2014)  
5.000 mq  
28 collaborators

150 millions items

+200 patents

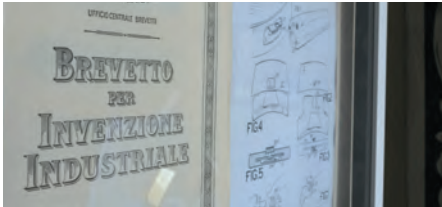
registered worldwide

# Our history



1963

The company has its roots in the entrepreneurial spirit of two brothers, Francesco and Bruno Munari, whose initials make up the F.B.M. trademark.



1970

First patent for the invention of a detachable handle.



1975

The second generation of the family join the company.



1995

Opening of the new Italian headquarters in Arsago Seprio.



2000

Opening of the first plant abroad in Brazil.



2006

Opening of the second plant abroad in Mexico.



2013

F.B.M. celebrates 50 years of business with the claim "Fifty years forward".

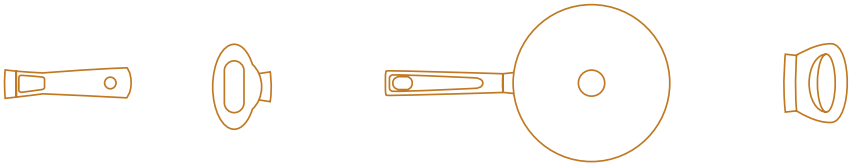


2014

Opening of the third plant abroad in China.

# Our business model

We design and create handles and side-handles for pans, knobs for lids, metal parts and accessories for cookware manufacturers.



We offer our main customers - pot and pan manufacturers from all over the world - a wide range of welded and riveted catalogue products in line with the highest international safety standards, as well as developing exclusive items to meet specific needs.

Our company philosophy stands out for the way of doing business that focuses on individuals as a fundamental resource, with special attention being given to Corporate Social Responsibility.



## Purpose

We combine the passion and trust of our people in a multinational family that innovates and evolves responsibly to **make cooking more enjoyable and increase the well-being of those who choose us.**

F.B.M. WE GROW WE WIN

## Vision

To be recognised globally as a key protagonist of daily cooking, a convivial moment in every culture around which **simple but great stories of daily relationships and emotions** revolve.

## Mission

We create cookware accessories that are outstanding in terms of design, ergonomics, safety and innovation, and in partnership with the main cookware players we come into everyone's home to **improve the experience of cooking around the world.**

### Ergonomics

Thorough design studies ensure pleasantness, comfort and handling during use.

### Aesthetics

Investing in design enhances beauty as the epitome of the Italian spirit and catches the eye in a tasteful and stylish manner.

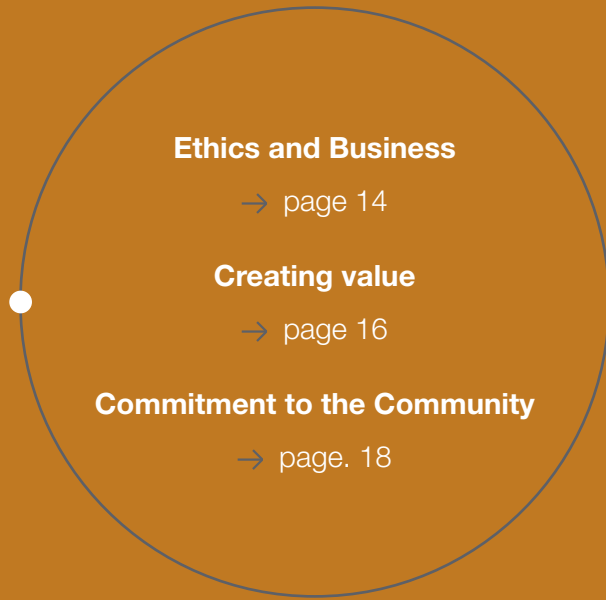
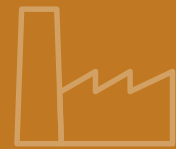
### Safety

High-quality materials and production processes ensure the entire chain is secure, from our initial client to the end consumer.

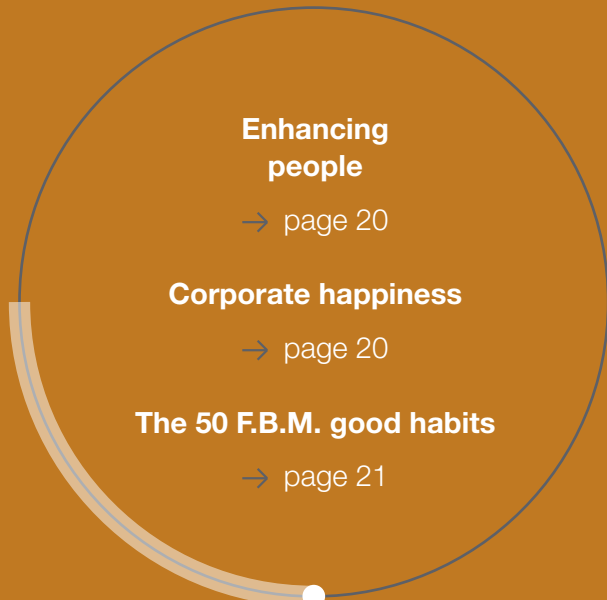


# The Atlas of Sustainability at F.B.M

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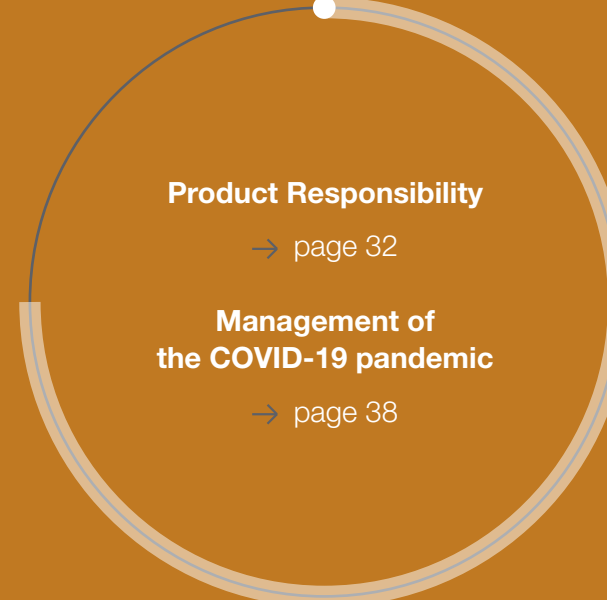
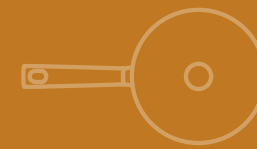
Company



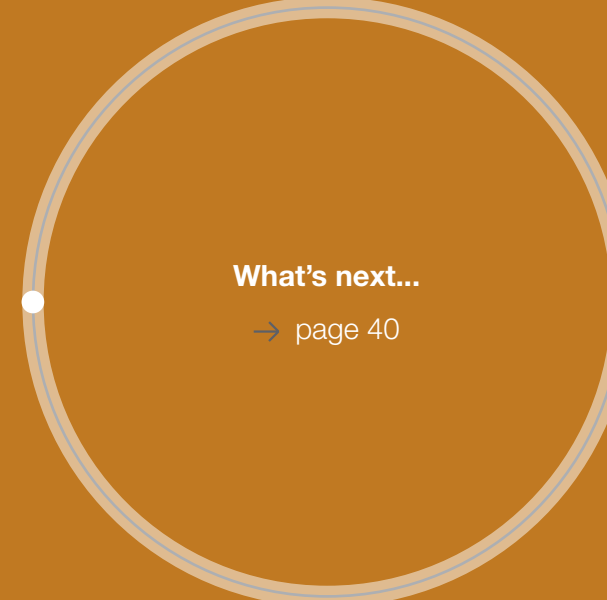
People



Environment



Business



Future

9



# Materiality analysis

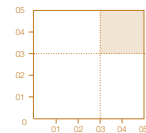
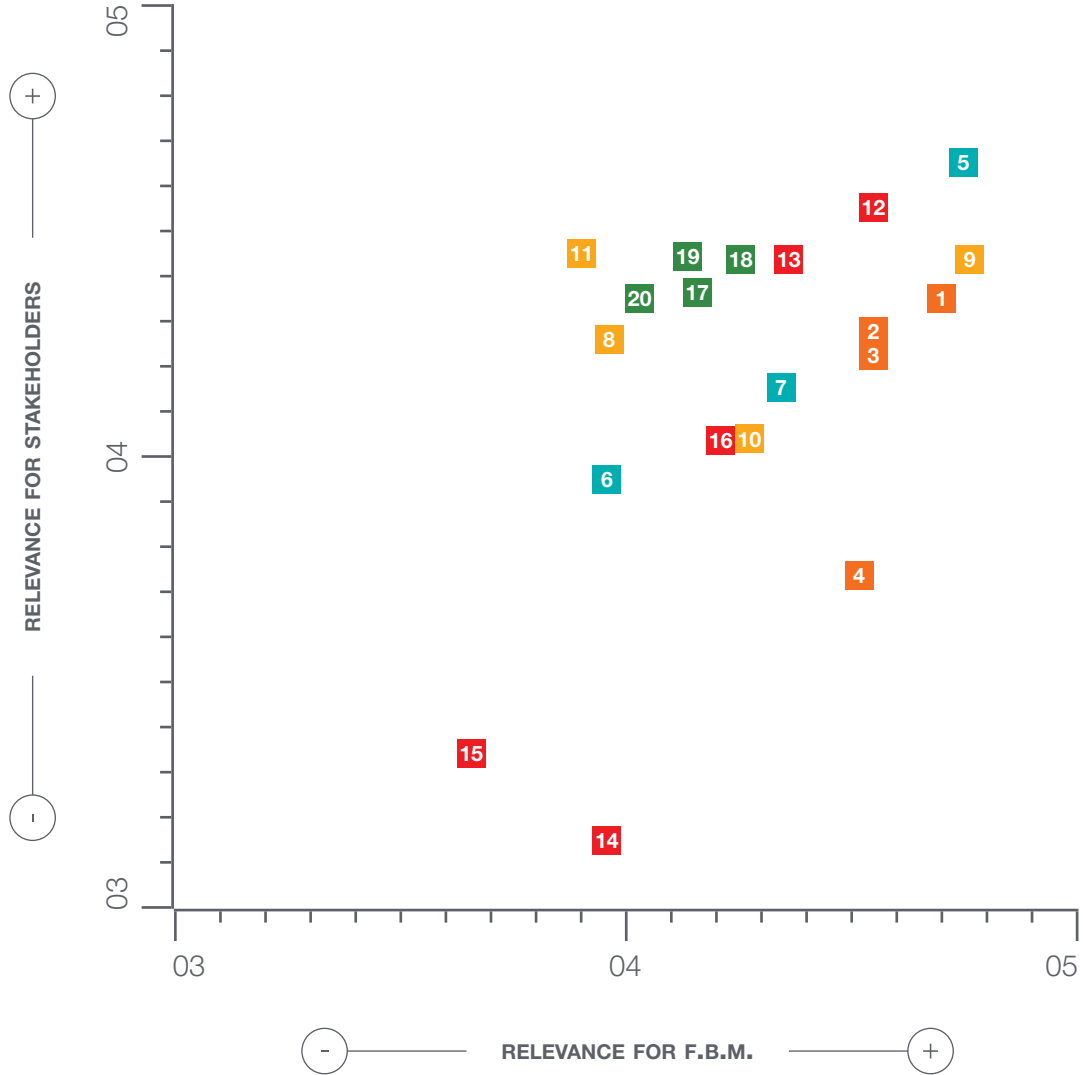
To produce the Sustainability Report, we started a materiality analysis process to identify what sustainability issues were most relevant to our business. “Material issues” are those areas that can be reasonably considered important in reflecting the economic, environmental and social impacts of the organisation or in influencing the decisions of stakeholders.

After identifying a range of potentially material issues, these were subjected to a specific assessment by 50 stakeholders, split evenly between internal and external ones (Consultants, Institutions, Suppliers and Customers), in order to assign each issue a level of priority. From analysing this assessment, a materiality matrix was constructed on a two Cartesian axis plane: the abscissae (X axis) represent the importance of the issue for F.B.M. and the ordinates (Y axis) the importance for the Stakeholders.

The matrix defines the relevance in terms of current and potential impact that each issue has on our ability to generate value in the long term.

In the future, we will gradually involve a larger number and variety of stakeholders to ensure an ever-greater level of detail and reliability of the matrix. From analysing the results, health and safety in the workplace,

product quality, customer satisfaction and integrity, transparency, ethics and outstanding company conduct are by far the three issues on which the attention of F.B.M. and external stakeholders converges. This highlights the main drivers on which to continue working to build and consolidate value. On the other hand, it shows that we need to make a greater commitment to promoting issues in which we are investing considerable resources in terms of human, intellectual and financial capital, such as products with environmentally friendly characteristics and the enhancement of life in the kitchen as a convivial experience, as well as taking greater care over relations with the local area and local communities.



The matrix is focused on the quadrant at the top right, which contains the most important material issues for both F.B.M. and stakeholders (> 3 in a scale of 0 to 5)

## Economic Responsibility

- 1 Protection of solidity and profitability
- 2 Governance and management of business risks
- 3 Investments in Research and Development
- 4 Brand reputation

## Responsibility towards Human Resources

- 5 Health and safety at work
- 6 Promoting diversity, inclusion and equal opportunities
- 7 Training, development and well-being of employees, talent management

## Product Responsibility

- 8 Supply chain responsibility
- 9 Product quality and customer satisfaction
- 10 Digital and technological innovation
- 11 Products with environmentally friendly characteristics

## Social Responsibility

- 12 Integrity, transparency, ethics and outstanding company conduct
- 13 Protecting human and worker rights
- 14 Enhancing life in the kitchen as a convivial experience
- 15 Rooted in the local area and relations with local communities
- 16 Cyber security and data protection

## Environmental Responsibility

- 17 Reducing direct environmental impacts
- 18 Energy efficiency
- 19 Sustainable production processes
- 20 Efficient use of raw materials



# Ethics and business

## The Code of Ethics

Our Code of Ethics is an integral part of the organisational, management and control model adopted by the company and **defines the conduct expected of employees, managers, directors, collaborators, consultants** and anyone else working on behalf of or in the name of F.B.M.

It promotes the principles that allow all of us to **act with integrity**, in compliance not only with the laws and regulations in force, but also and above all with values that we consider essential, in the belief that they are the most appropriate course of action to manage business activities.

→ DOWNLOAD THE ETHICAL CODE



## Our values system

### PASSION

Every day we work with commitment and passion, always cultivating the entrepreneurial spirit of the founders.

### TRUST

We build trust by demonstrating reliability, competence, consistency and professionalism towards our stakeholders.

### HAPPINESS

We work to create a happy environment where people can flourish and prosper so that, by focusing on well-being, we can achieve better results.

### INNOVATION

Creativity and openness to change together with our experience, for innovative solutions to future needs.

### RESPONSIBILITY

We behave ethically and responsibly with the aim of preserving and supporting everything around us.

### ITALIAN SPIRIT

Driven by the quest for beauty and excellence, as an expression of Italian style and quality.

### QUALITY

We aim to achieve excellence methodically and professionally to do well beyond expectations.

### CUSTOMER FOCUS

The happiness and satisfaction of those who choose us are always our priority.



# Creating value

Our products are **designed and developed** to ensure a consistently pleasant and safe experience for the end user.

**Design is done in-house** with a state-of-the-art design centre and an excellent research and development department.

Production is **highly automated**, from the moulding department to the packaging department, to ensure maximum product quality and reliability.

The **raw materials** we use most come from carefully selected and controlled supply chains to create a virtuous value chain: thermosets (for moulding handles, side-handles and knobs) and iron, steel, aluminium for the production of metal parts.

## INPUTS

- Italian design
- Constant research and development
- Ergonomic grip studies
- Efficient engineering
- Selected and safe raw materials

## BUSINESS MODEL ASSETS

- Automated Production
- Traceability and Controls
- Development of technology and internal know-how
- Process innovation
- Industry 4.0
- F.B.M. Quality Management System
- Controlled environmental impacts
- Internationality

## OUTPUTS FOR THE CLIENT

- > High - quality and innovative products
- > A diverse range of products
- > Continuous Technical Assistance
- > Customer Service
- > Safety, Reliability, Punctuality
- > Competitive Advantage

We gave ourselves the aim of **keeping all the impact of our production processes to a minimum.**

This is a key part of our choices in the context of a Corporate Social Responsibility strategy that aims to **increasingly integrate sustainability and business.**

With this in mind, we work to:

- reduce potential risks
- attract and retain talented staff
- promote innovation
- improve relations with stakeholders
- generate competitive advantages in the long term.

## OUTCOMES FOR THE END USER

- > Superb look and finishes
- > Ergonomics and comfort
- > Safety in the kitchen
- > New functions
- > Improved cooking experienced
- > Greater everyday well-being

## Our strengths

- > **Pride for our traditions**, linked to the founders Francesco and Bruno Munari.
- > **Ability to constantly update and innovate** the products we make.
- > **Enhancement of Italian style showcased around the world**, considered part of a genetic heritage that is expressed in design, in the quest for fine quality, aesthetics and ergonomics and in safety of use.
- > **The ability to create an original kitchen tool**, mixing engineering, creativity and good taste to transform it into an object of style and elegance.
- > **International presence**, which translates into a unique proximity to the customer as the only company in the sector with offices in Europe, Asia and the Americas.





# Social responsibility



## In Italy

**In a period of complexity for interpersonal relations, severely limited by the spread of the global pandemic, we continued our growth in social initiatives, aimed at safeguarding and improving the economic and social conditions of the local communities in which we operate.**

As part of the F.B.M. WE GROW WE WIN programme, in addition to various training sessions held with various company teams, we organize activities to involve and train all the staff on how to be a positive organisation.

In October, breast cancer prevention month, we gave a **bracelet to all female employees as a symbol of a donation to LILT for breast cancer research**, and used our social channels to raise awareness and promote prevention.

Since 2015, the budget for Christmas gifts to customers and suppliers has been set aside for social initiatives and to the **Telethon Foundation**, which funds research into the treatment of rare genetic diseases. In addition, yearly we make donations to support local

activities and organisations that are particularly affected and to which we feel close as a community.

For 2020, we have decided to focus our **charitable activities on local hospitals** for procuring machinery and medical devices needed at a time of particular need and difficulty for our local health system.



## In Mexico

On the occasion of the national movement against violence against women, we expressed our utmost solidarity with our female employees, supporting their freedom to join the national strike on 9 March to take part in the **“Un día sin nosotras”** demonstration.

During Christmas time, all employees were involved in the lovely initiative of the **Secret Friend** to exchange gifts “incognito” within the company.



## In Brazil

In 2020, we celebrated the **20th anniversary of the local branch** - our first ever office abroad - with some initiatives with an ecological slant, which is particularly important considering the delicate ecosystem in which our branch is located. We launched the **planting of 240 trees** (equal to the number of months since the company’s creation in 2000), in partnership with **SOS Mata Atlântica**, a non-profit organisation that works to promote public policies for the conservation of the Mata Atlântica, an area afflicted by centuries of deforestation. At the commemorative dinner, we gave employees and their families a set of pots and pans branded with the special 20-year anniversary logo and **a small plant to grow** (also given to all customers) to underline the importance of individual behaviour towards the environment.



## In China

Due to the pandemic, social activities had to be cancelled, including the traditional company-wide Chinese New Year celebration dinner. For 2021, we organised ourselves differently and gave **a present to all employees** in accordance with the Chinese tradition of exchanging food gifts on this especially important occasion. On International Women’s Day, all our employees were able to celebrate the occasion with a day off.

# A positive organisation

## F.B.M. WE GROW WE WIN: happiness as a factor for success.

We are convinced that a company must and can be **a positive organisation where people come to work happy** because they are able to express themselves freely and reach their full potential. For F.B.M., becoming a Positive Organisation is a clear objective that is shared by all, consisting of a specific action plan, divided into four different areas:

**Strategy | Leadership | Processes | Culture**

A model of thinking that is not only valuable from a human point of view but can also contribute to the lasting success of the company. Thanks to the support of specialised external partners, we have launched a structured programme that will have verifiable effects in the short-to-medium term:

- **Business climate survey** to highlight the main relational difficulties between people and departments.
- **Identification of metrics** to measure happiness and of the objectives to be achieved.
- **Introduction, training and certification** of two unprecedented key figures as Chief Happiness Officers responsible for all matters relating to happiness in the company.
- **Review of ways of overcoming deadlocks and relational conflicts**, developing positive leadership and increasing trust and cooperation between company teams and the people who make them up.
- **Organisation of global team building events.**



- **Implementation of collective training and individual coaching** for developing a series of different skills (positive organisation, science of happiness, feedback, positive communication, emotional intelligence)
- **Introduction of a series of concrete solutions** at various levels to implement the philosophy of positive organisation.

## The results

- > **Recognition of a general improvement in the company environment.**
- > **Widespread proactive approach towards creating a more positive working environment.**
- > **More effective and relaxed meetings, with increased assertiveness of participants.**
- > **Greater participation in company events.**

## The 50 Good Habits of F.B.M.

In line with the evolutionary path initiated by the F.B.M. WE GROW WE WIN programme, we have established and shared throughout the organisation a set of 50 Good Habits to increase cooperation, well-being and positive relations.

These Good Habits, which are the result of our way of viewing relationships, are **a useful tool for improving people's well-being not only in the company but also outside it** with their families, friends and acquaintances.



To communicate more positively, effectively and efficiently



To build trust



To establish the objective efficiently



To offer and receive feedback as a gift



To use company email properly



For effective meetings

Learn more **HERE**





# F.B.M. and the SDGs of the UN

In September 2015, government leaders from the 193 UN member countries approved the resolution “Transforming our world. The 2030 Agenda for Sustainable Development”, a policy document that identifies **17 global goals** (Sustainable Development Goals or SDGs), broken down into 169 detailed sub-goals, **to be achieved by the year 2030** to ensure the sustainable development of the planet.

In carrying out its activities, **F.B.M. contributes** to achieving some of these goals.



## Ensuring health and well-being for all and all ages

### F.B.M. contributes through:

- > its commitment to creating products that enable and promote ‘good nutrition’ and improve well-being through a renewed experience in the kitchen
- > generating employee Well-being and Happiness



## Providing quality, equitable and inclusive education and learning opportunities for all

### F.B.M. contributes through:

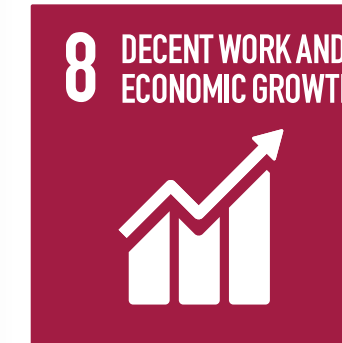
- > internal training programmes for staff
- > interaction with schools and universities



## Achieving gender equality and empowering all women and girls

### F.B.M. contributes through:

- > inclusive policies in all areas
- > support for and awareness of gender rights



## Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

### F.B.M. contributes through:

- > the distinctive approach to human resources management
- > the continuous growth path to evolve into a Positive Organisation
- > the guarantee of contractual standards and protection in all the countries in which we operate



## Ensuring sustainable production and consumption models

### F.B.M. contributes through:

- > advanced industrial processes and efficiency engineering
- > recovering production waste
- > disposing of waste in an informed and responsible manner



## Building a resilient infrastructure and promoting innovation and fair, responsible and sustainable industrialisation

### F.B.M. contributes through:

- > an inclusive business model and building partnerships with suppliers, partners and customers
- > efficient data management
- > investment in technological innovation



## Promoting initiatives at all levels to combat climate change

### F.B.M. contributes through:

- > committing to continuously improve environmental impacts

# Respect for the environment

Our activities have a low impact on the ecosystem.

However, we carefully consider all the potential risks related to them and the ways to mitigate them, on our path to growth where attention to these aspects evolves increasingly over time in harmony with the opportunities arising from the next technological developments.









The company received the single environmental authorisation in 2014 and consequently provides all the **relevant annual statements** pursuant to Presidential Decree 59/2013 on atmospheric emissions and wastewater deriving from production processes.

F.B.M. is also classified as an energy-consuming company as it has an energy consumption of more than 1 GWH, so it carries out an **energy diagnosis** on its activities every 4 years.

Abroad we also comply with all the mandatory regulations of the countries that make up our operational perimeter (Brazil, Mexico and China).



## Environmental performance ITALY 2020

	<b>ENERGY</b>  <b>2.622 Mwh</b> Electricity <b>11%</b> of the total from renewable sources	<b>HEATING</b>  <b>65.940 Mc</b> Natural Gas <b>0 Mc</b> Diesel
<b>COMPANY VEHICLES</b>  <b>16.300 Km</b> (2.000 L Diesel)	<b>AIR TRAVEL</b>  <b>1.300.000 Km</b> (2019)	<b>DIRECT EMISSIONS INTO THE ATMOSPHERE</b>  Production processes <b>500 L/year</b> Volatile Organic Compounds Means of transport <b>2.445 Kg</b> Co <sub>2</sub>
<b>WATER CONSUMPTION</b>  <b>2.121 Mc</b>	<b>WASTE FOR DISPOSAL</b>  <b>28.180 Kg</b>	<b>RECYCLED WASTE</b>  <b>566.463 Kg</b> Scrap metal <b>31.497 Kg</b> Wooden packaging <b>14.620 Kg/year</b> Paper



## The management of raw materials

All of F.B.M.'s production processes generate **waste that**, in accordance with the different regulations, **can be disposed of or regenerated internally**.

### The thermosetting raw material.

Originally, the thermosetting material mainly used to manufacture our products was conceived as a non-recoverable raw material, and all residues were sent to landfill.

In recent years, the company has initiated a project to recover production waste from thermoset moulding by installing machinery that reintroduces the material as a filler.



This process has now led to the launch of a new product line called Ecosystem, made with raw materials of natural origin and internally regenerated production waste.

### INVESTMENTS IN TECHNOLOGY TO IMPROVE EFFICIENCY

Thanks to the direct monitoring of specific KPIs, we can now take direct action on areas of inefficiency in individual departments or lines and thus reduce waste and scrap by several tons.

## Energy consumption

### 10 years' evolution

The energy performance of the main production process has progressed considerably over time, leading us to an **ever-increasing improvement in terms of efficiency and consumption**, thanks to investments in state-of-the-art technology available on the market.

Over the last 10 years alone, we have **acquired more than 70 new lines and machinery** for the group, initiating increasingly high-performance processes that have enabled us to **significantly reduce the energy consumed** in our production and improve our efficiency by 12%.

Efficiency improvement:

# 12%



### LED

The lighting system is full LED, with lamps that not only guarantee lower consumption and longer life, but also improve the quality of work for employees with optimal visibility.



### HEAT

The heat generated by the production processes is partially recovered and fed back into the heating circuit.

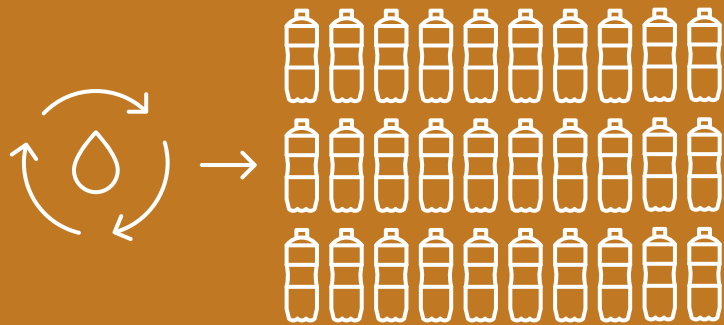


### VENTILATION

To mitigate the summer climate, vaporisation coolers with high energy efficiency are used in an integrated system with ventilation and purification lines to suck in any moisture or fumes.

# Water consumption

Thanks to the recovery processes, **the cooling of the machines generates essentially zero water consumption.** The use of water resources is therefore mainly dedicated to the ordinary use of bathrooms, showers and kitchen rooms.



Water recovered, purified and returned to circulation  
**385 m3/year = 750.000 bottles of water**



In Brazil, because of its climate, characterised by heavy seasonal rainfall, we are able to recover rainwater in special cisterns and then reuse it, reducing the supply from the water network by about 450 m3 per year.

**This water can be used for around 700 5-minute showers.**



# Waste management

**Waste**  
**Waste lubricating oils and greases** used in the various machines for the main production line are recovered and disposed of in accordance with legal requirements.

Metal processing for polishing aluminium generates an **aqueous residue** containing soap, oil, grease and aluminium residues. A special water purifier that uses a boiling and distillation system to separate the water - which is then fed back into the lines - from the sludge, which is sent to special disposals.

All metal is fed back into a special disposal process, including disused electrical cables. Over the years, various analyses have led to investments to modify the production processes in order to eliminate all hazardous waste. To date, the only hazardous waste generated by the production processes is

perchloroethylene, which is distilled by an ad hoc in-house system.

**Service containers**  
When handling materials internally, we use iron containers which are periodically washed and avoid handling waste due to packaging.

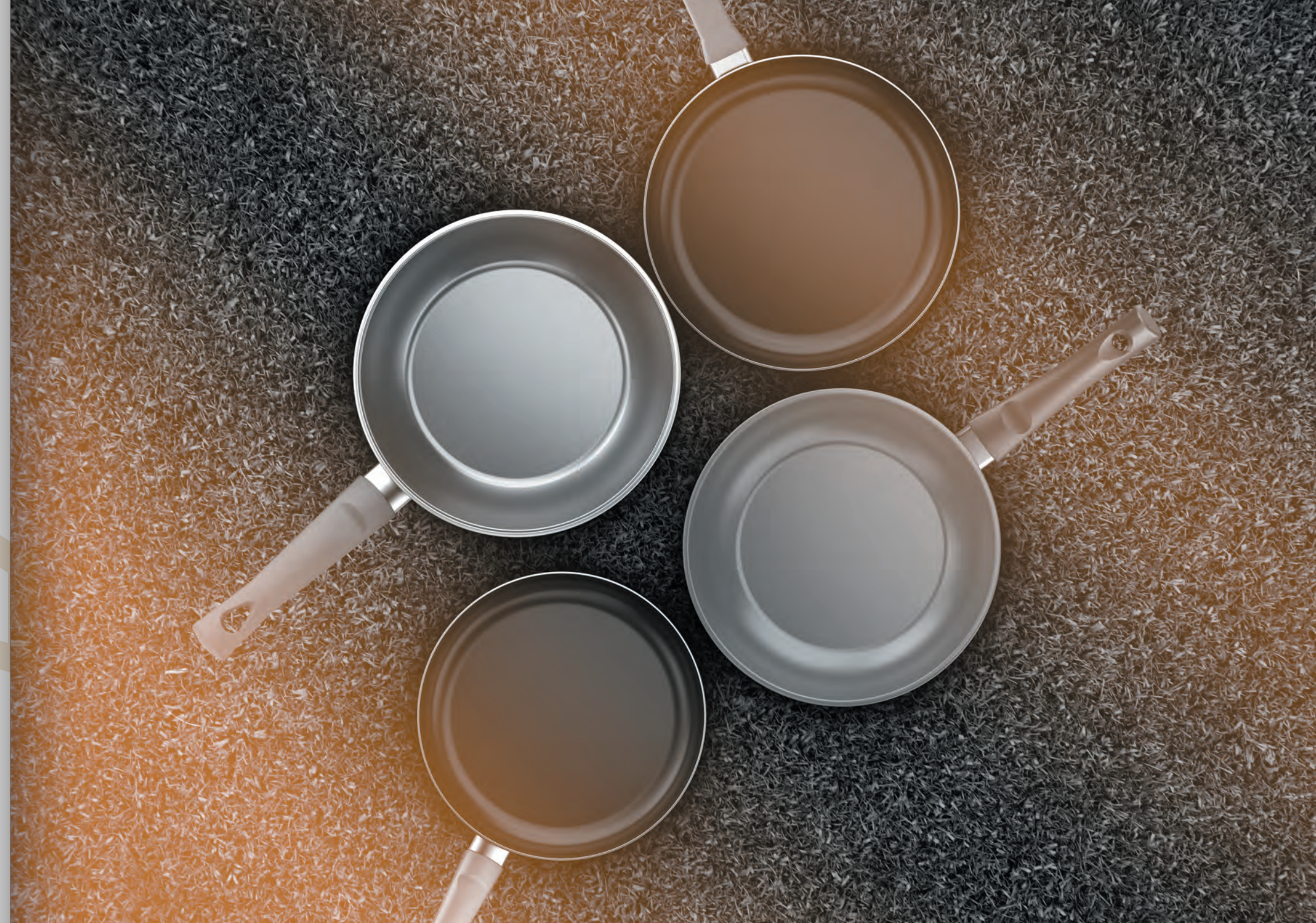
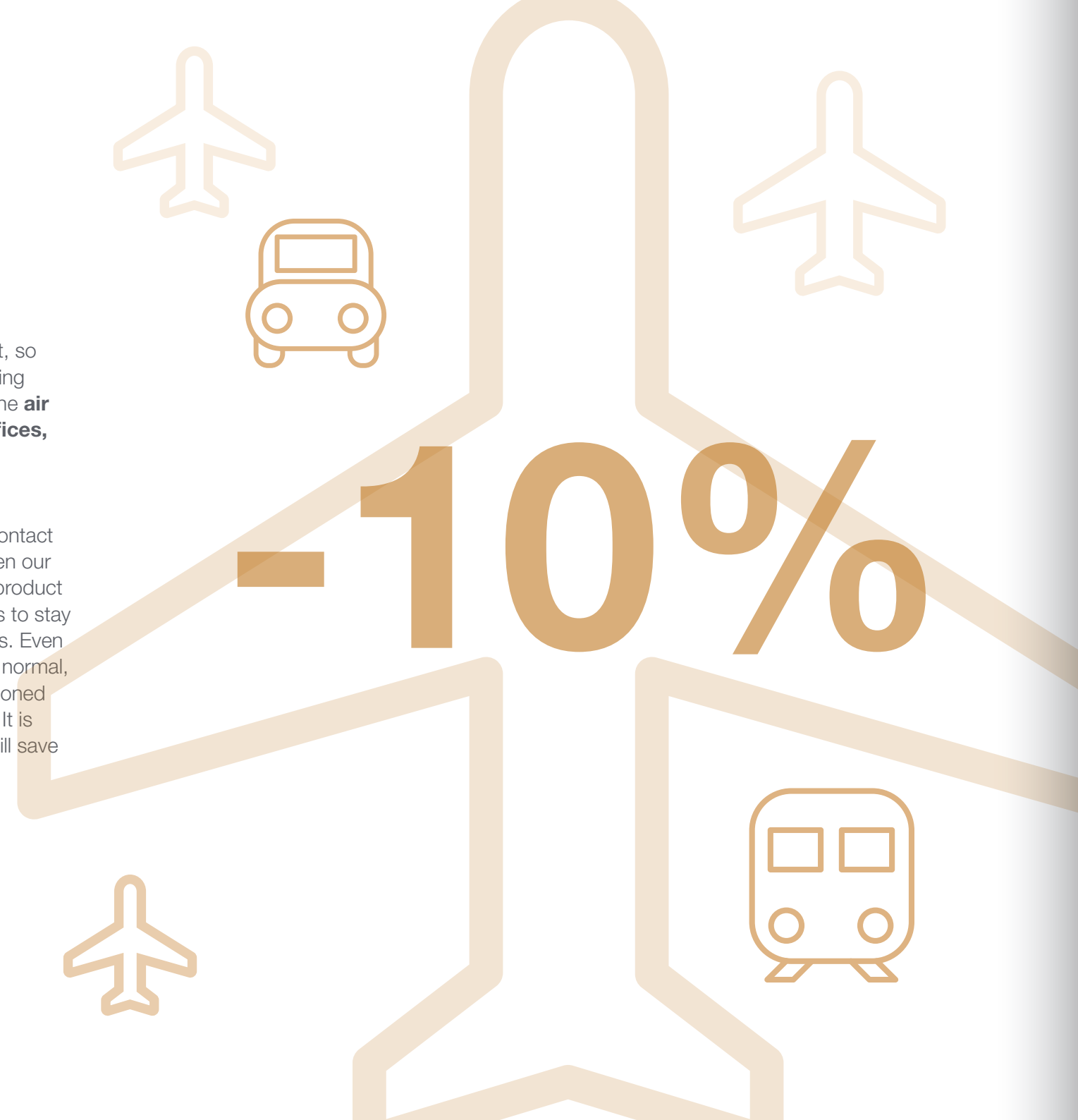




## Indirect impacts

F.B.M. does not have a company fleet, so the consumption and emissions deriving from business travel mainly relate to the **air flights needed to reach foreign offices, customers or trade fairs.**

In a year as unusual as 2020, we experimented with new methods of contact with customers, suppliers and between our foreign offices, such as virtual travel, product displays and videos, which allowed us to stay close to our markets and stakeholders. Even when we are able to move around as normal, these new methods will not be abandoned but will complement traditional travel. It is estimated that all these innovations will save us between 10% and 20% on travels.





# Product responsibility

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When a pot is used for cooking, is washed or stored in the kitchen, our handles, side-handles and knobs play a key role in ensuring the safety of end users. The handle is the key element that a person uses to interact with a pan, so it has great potential in defining the end users' choices, from influencing the purchase decision to determine their experience in cooking. To ensure our products are assembled and used with the utmost safety while minimising thermal, material, structural and mechanical risks, we adopt production methods based on 6 strategic paradigms.

## 1.

### Conscious design

Right from the first phases of design and engineering of every single article, we transform into a valuable and essential asset the awareness that, when used daily, our products will be subjected to all kinds of thermal and mechanical stress throughout their life. This is crucial due to the intrinsic characteristics of a kitchen utensil and to the different usage and maintenance of the end user, which can vary hugely depending on the cultural habits of each individual.

## 2.

### Exceed regulatory requirements

In addition to careful ergonomic and structural product studies, we are committed to strict compliance with the regulations specifying safety and performance requirements for household cooking items. Compulsory testing is supplemented by further stringent testing to verify thermal and mechanical performance and certify the integrity and safety of each part, resulting in what we call 'F.B.M. Quality Certified' to offer products with superior performance.



REFERENCE STANDARDS
UNI EN 12983-1:2005
UNI CEN/TS 12983-2:2006
CMA Engineering Standards
Portaria Inmetro n.º 398/2012 e 21/2018
Norma ABNT - NBR 14876/16
UNI EN ISO 14020:2002
UNI EN ISO 14021:2016
UNI EN ISO 14024:2018
REFERENCE STANDARDS (ITALY)
UNI EN ISO 9001
UNI ISO 45001

150 milioni pieces produced

Classification of production risks

MEDIUM



### 3.

#### Carefully selecting suppliers and materials

Controlling the supply chain is an issue rooted in the history of the company. F.B.M. always chosen to use a selected pool of suppliers. Particularly for the main raw material - thermoset - we have built real partnerships strengthened over decades, guided by a logic that favours quality over pricing to promote efficiency and reduce waste, as well as working on new formulations such as the new compound used in F.B.M. Ecosystem. For other raw materials, e.g. metal components such as iron and aluminium, the mix of suppliers is well balanced between local and international operators, also depending on the destination branches.

### 4.

#### Ensuring full traceability

A laser-coded, readable talking label is affixed to each pack, recording the production batch. This allows internal traceability, making it possible to identify and isolate specific productions in the event of non-conformity or checks in coordination with quality control. This system ensures absolute reliability for our customers, who can assemble our components onto their products with complete confidence to offer end consumers an excellent level of quality.



### 5.

#### Investing in digitalisation

The implementation of Industry 4.0 logics is part of a strategic plan for the company to build growth based on skills innovation and training of people to support modernization. To date, recent investments in this area have made it possible to significantly improve various performance parameters in our production system. For example, machines that are highly integrated with proprietary software and the operating system make it possible to share data in real time between different locations and enable remote control or remote viewing modes. This provide effective support to the relocated operator, with similar accuracy to on-site presence and the opportunity to reduce a number of inefficiencies, waste and travel each year.

### 6.

#### Developing human capital as a mark of excellence.

The continuous transfer of skills between plants allows us to introduce best practices in a widespread manner, with a constant that is repeated over time: the added value of people working in all company departments. Thanks to their experience and perceptiveness, they take steps to ensure that the product outputs are perfectly compliant and that controlled procedures are adopted. The continuous monitoring of KPIs, also through technology, has had the indirect effect of encouraging greater employee responsibility in terms of quality and safety.



#### Brand safety

The F.B.M. brand embossed to every single piece offers immediate recognisability and is a guarantee of quality for both the client and the end user.

# Ecosystem

**F.B.M. is the first company in the industry to introduce a validated line of cookware accessories made from sustainable natural and regenerated materials. Designed to offer excellent environmental performance and meet the needs of a market that is increasingly aware of this issue.**

**The green “ECOSYSTEM” range uses a new environmentally friendly compound with at least 50% a combination of natural raw materials from sustainable sources as well as regenerated materials derived from the re-use of internal production.**

ECOSYSTEM handles, side-handles and knobs are manufactured in a controlled and audited process. As well as complying with the guidelines set out by the main reference standards. ECOSYSTEM strives to meet an objective: that every product innovation may also include a benefit constantly improving the kitchen experience and the consequent well-being of our customers.

The purpose of this new line is to be a point of reference for all consumers who consider the sustainable aspects of the products they buy to be fundamental.

In fact, the new products are all “planet friendly” thanks to the reduction of resources and emissions through the use of regenerated materials, the reduction of the use and consumption of chemical components and their replacement with materials from sustainable resources. F.B.M.’s ECOSYSTEM process has been validated by SGS, a leading independent company in the field of inspection, verification, testing and certification. SGS has verified with certificate No. IT21/407681 that the products of the F.B.M. ECOSYSTEM line meet the criteria defined by the technical specifications for production and sustainability that La Termoplastica F.B.M. has voluntarily drawn up within the ECOSYSTEM project.



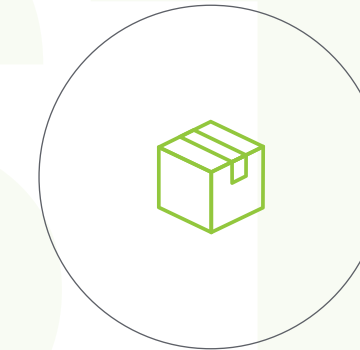
**Green Collection with  
Natural Raw Materials**



With **natural materials**  
from sustainable sources



and **regenerated  
materials**



ECOSYSTEM uses **sustainable  
certified packaging**



# Management of the COVID-19 pandemic

**The pandemic has had an unprecedented impact on businesses of all sizes. With foresight, F.B.M. promptly adopted extremely strict safety protocols that made it possible to overcome the uneven interruption of the various supply chains, managing to efficiently continue production activities in accordance with the local regulations in each country. In addition, we adhered to the recommendation to encourage the possibility of working from home to protect the health of employees, promptly investing in equipping all possible staff with suitable tools for remote work. These efforts enabled us to guarantee work and support for all our employees, and have been complemented by a commitment on social aspects, too.**



## CHINA

Our Chinese headquarters in Nanjing is not far from the epicentre of the initial outbreak in Wuhan. Although, after the first frantic moments of great fear and difficulty, we took steps to maintain constant contact with local management. We organising the protection measures imposed by the Chinese government, and further self-organised activities, which culminated in an internal safety protocol able to protect all employees after a period of plant closure. In about three months, the situation in China was normalised, returning

to an almost completely normal working situation and even allowing travel within China.



## ITALY

As a result of the experience we learned with our office in China, we acted promptly by also implementing very strict measures and controls in Italy, well before the mandatory requirements. We have carried out extensive internal communication to keep employees and

their families constantly informed and aware. From the outset, we organised a continuous supply of masks to cover our internal needs throughout the year, conscious that the necessity for protection would last for a long time. With this in mind, in the midst of the pandemic, we were able to have protective masks available, which we were also could donate to the families of employees and the local community.

**To date, 90,000 masks have been donated within the community and to all employees.**

In addition, through an initiative launched by the Unione Industriali della Provincia di Varese

(Industrial Association of the Province of Varese), as a company we helped to purchase lung ventilators and other medical equipment to be donated to the intensive and sub-intensive care units of the ASSTs (Aziende Socio-Sanitarie Territoriali) in the Varese area.

to close for more than 40 days due to the particularly delicate situation in the country. However, F.B.M. has undertaken to pay the salaries of all employees for the entire period, as there are no social benefit systems in Mexico.



## BRAZIL AND MEXICO

In a dramatic situation for both countries, we acted promptly to implement company safety procedures to deal with the Covid pandemic. Both plants had to close for several weeks. In Mexico, in particular, the company had

## IMPACT ON PRODUCTION

The pandemic has been a catalyst for changes all over the world.

All value chains have undergone a strategic rethink, and the supply chain concept has been re-approached almost from scratch. At F.B.M., we have benefited from our international organisation of supply chain since each of the Group's companies is autonomous for procurement of the most important raw materials locally. This philosophy of localisation and risk differentiation has made it possible not to suffer any particular setbacks and to further strengthen the good relationships developed over time with trusted local suppliers.

## SOCIAL IMPACT

The various general lockdowns have undoubtedly brought people closer to the world of cooking and to rediscovering meal preparation as a hugely important convivial experience, the enhancement of which is inherent in F.B.M.'s mission and purpose. In addition, greater attention to the type of products that are introduced into the home - which has become even more of a clean, sanitised and protected space - has shifted preferences towards controlled, natural, certified products, both at consumer level and in the B2B sector, thus supporting our philosophy of always offering high quality, controlled and validated products.

# What's next...

The first edition of our Sustainability Report is the starting point for implementing an increasingly concrete and future-oriented Corporate Social Responsibility strategy.

## TARGET

### Our strategic objectives in terms of sustainability

We would like to thank all those who helped collect information and create content. We would also like to set out the main targets on which we will base for our future steps and strategy, which we will pursue in the forward-looking spirit of this reporting activity.

### PEOPLE

- > Improving well-being, internal communication, cooperation and team spirit.
- > Increasingly integrating the WE GROW WE WIN programme into the corporate strategies of all the group's sites.
- > Expanding and refining the professional and Industry 4.0 training programmes.
- > Further increasing the sense of belonging of F.B.M. People.
- > Investing in new organisational models to favour the possibility of working remotely even after the emergency Covid directives, to encourage a better work-life balance.

### BUSINESS

- > Achieving turnover and financial strength targets to support short, medium and long-term projects and continue to invest.
- > Continuously improving and monitoring production performance at all sites and carrying out maintenance work.
- > Standardising Group reporting and preparing for EU non-financial disclosure requirements that will be progressively extended to all types of businesses.
- > Implementing and investing in new Industry 4.0 systems and promoting a digital culture in all areas of the company.
- > Evolving Research & Development activities to create innovation.

### MARKET

- > Implementing the quality management system model adopted by the Italian headquarters at foreign sites and to extend the ISO 9001 culture to non-production areas.
- > Developing and consolidating relationships, including through the use of new formats and digital tools in order to maximise contact opportunities and reduce travel.
- > Communicating 'supply chain proximity' as an added and sustainable value for the market.
- > Promoting the culture of using good cooking tools to generate well-being in the kitchen through quality products, certified and designed with sustainability in mind.

### ENVIRONMENT

- > Enhancing the green projects started with the launch of the Ecosystem line.
- > Identifying and selecting new value chains with a view to continuous improvement.
- > Minimising the impact of production processes in our sites.

# 2023





ITALIA

**La Termoplastic F.B.M. S.R.L.**  
via del Tornago Z.I.  
21010 Arsago Seprio (Va)  
gruppi@fbm.eu

BRASILE

**La Termoplastic F.B.M. S.A.**  
Av. Vela Olímpica, 350 - Aparecidinha  
CEP 18087-350 Sorocaba SP  
termoplastic@fbmsa.com.br

MESSICO

**La Termoplastic F.B.M. S. de R.L. De C.V.**  
Circuito el Marques Sur No. 41  
Parque Industrial El Marqués, C.P. 76246  
El Marqués, Querétaro  
contacto@fbm.mx

CINA

**La Termoplastic F.B.M. (Nanjing) Co., Ltd**  
No. 8, Cangxi Road,  
Gaochun Economic Development Zone  
Nanjing - Post Code: 211300  
contact@fbm-cn.com

**Thinking long-term means  
creating value, every day.**



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