

ITALYSCAPE

SUSTAINABILITY REPORT 2025

Reference Year: 2024

Prepared by: Italyscape SRL



VINCENZO EMPRIN-GILARDINI

LETTER FROM THE CEO

“

2024 was an extraordinary year for Italyscape in many respects.

The achievements of this past year rewarded all those who navigated the most challenging moments of the pandemic with determination, allowing us to reap the rewards of the intense teamwork that followed.

Throughout this journey, our values played a central role in strengthening our company culture, which has proven to be resilient and robust—supporting our growth despite the ups and downs that have affected the travel sector over the past five years.

We are proud of the goals we’ve reached, but even more so of the passionate and responsible team we’ve created, a team that continues to grow. A team whose daily commitment is rooted in feedback, sharing, and mutual trust.

”



COMPANY OVERVIEW

Italyscape, an Italian DMC based in Turin, has been creating tailor-made travel experiences for both Italian and international travellers, whether individuals or groups, seeking a memorable vacation in our country, since 2014. In 2023, our offer expanded to the MICE segment with the acquisition of the French brand Escapade. **In 2024, we opened the new Escapade office in Padua (Italy)**, and the reporting in this report includes the new branch.

MISSION

A step beyond the ordinary. Every day, in every journey. Respect for people and the future represent our core values; we are committed to being inclusive and reliable, building relationships that align with our principles, always with joy and passion. We are determined to grow and learn, with humility, to provide unforgettable travel experiences.

VISION

We aim to be catalysts for innovation. We cultivate innovative, ethical, and sustainable travel experiences at every stage, from the selection of the right suppliers to choosing partners who share our goals of gentle growth.
Our ambition is to be a source of inspiration for companies in our industry.



COMPANY OVERVIEW

ITALYSCAPE

OUR HEADQUARTERS

- Lungo Dora Pietro Colletta, 75, Turin
- Vicolo Mazzini, 18, Padua

BENEFIT CORPORATION SINCE 2023

Società Benefit

www.italyscape.com

50 EMPLOYEES

5 DEPARTMENTS

TRAVEL & TOURISM

OUR CORE BUSINESS

OUR PRODUCTS

- Individual & Group Travel
- Incentive & Corporate Events
- Retreats in Piedmont Villas

US 44 %	IT 6 %
UK 27 %	UE 5 %
FR 9 %	ALTRI 8 %

OUR MARKETS

Reliability & Effectivenes

Solution-Oriented

Gentle Growth & Value Network

OUR MILESTONES

1994



Since 1994, we have specialized in tailor-made tours for discerning Italian travellers seeking **unique and exclusive experiences in Italy and abroad**.

2014



Twenty years later, we became a **trusted resource** for discovering the unexpected and unconventional Italy every traveller dreams of.

2017



In 2017, **we joined Quality Group**, a prestigious group of 9 tour operators, each specializing in a different destination.

2020



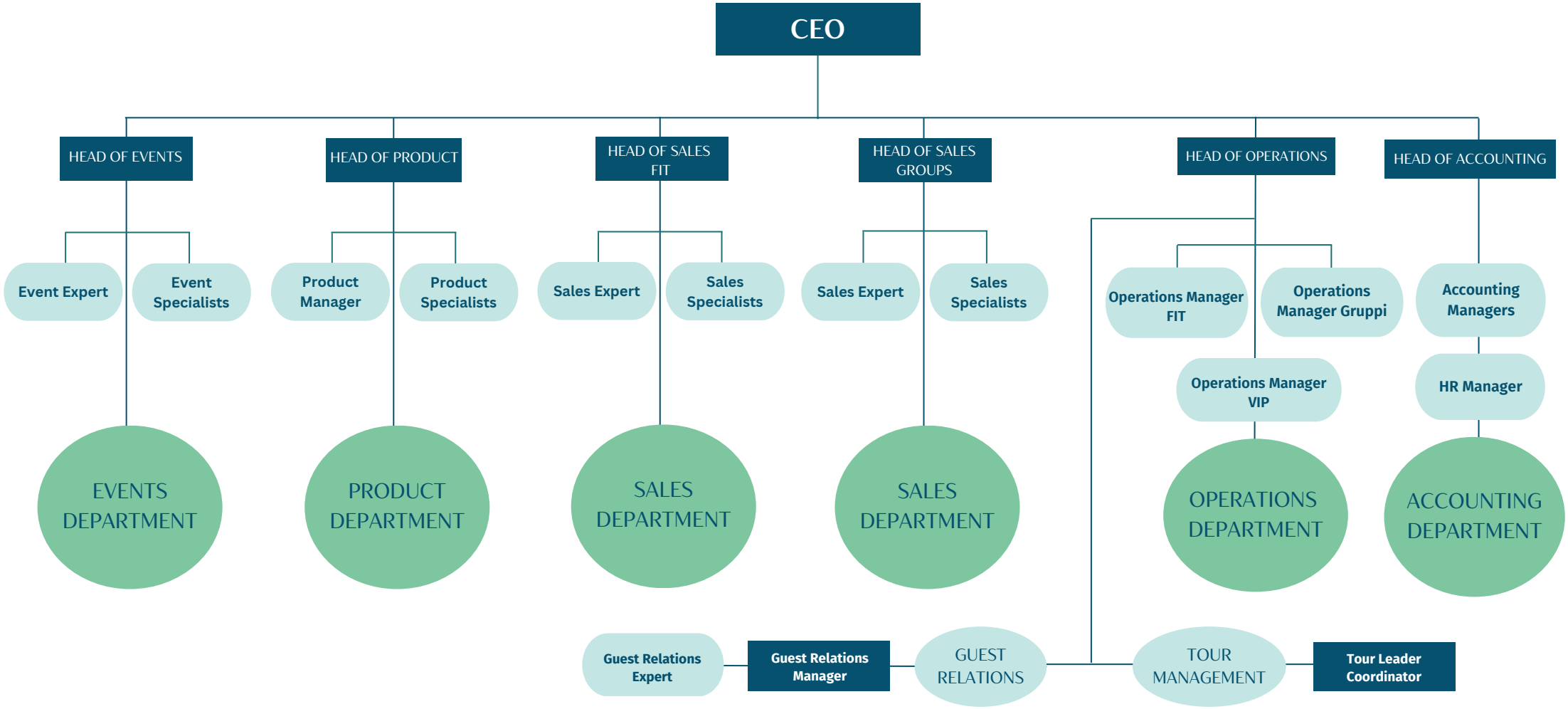
Our **first enchanting villa** in the Langhe and Roero region, a UNESCO World Heritage Site, was inaugurated in 2020, followed by two more villas and a loft in the heart of Milan.

2023



We moved to larger offices to support our growing team, rebranded to reflect our **expansion and commitment to increasingly sustainable practices**, and introduced new departments including Product and MICE under the Escapade brand.

ORGANIZATIONAL CHART



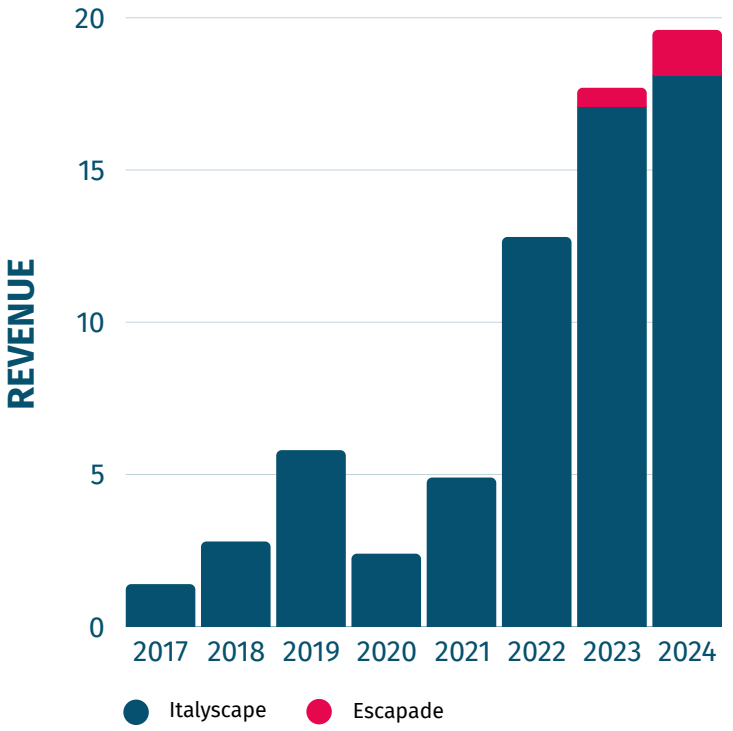
The Board of Directors consists of 2 members.

FINANCIAL HIGHLIGHTS

In 2024, Italyscape recorded an 11.1% increase in production value, up from €17.1 million in 2023 to €19.6 million. This result confirms our forecast of sustained growth, supported by improved profit margins due to the optimization of internal processes and the progressive maturity of the MICE segment, which—after the first year of investments—has started to produce significant returns. This strengthens our events and incentives portfolio and further consolidates our market position.

Profit redistribution among employees also saw a significant increase, with €242,000 allocated to collaborators, up from €81,000 the previous year (+198.5%). This concrete result underscores Italyscape's commitment to valuing people by acknowledging their contributions and promoting well-being, motivation, and a strong sense of belonging.

Looking ahead, Italyscape reaffirms its strategy focused on economic and social sustainability, continuing to invest in our internal resources and MICE service development—to create long-term, shared value for all stakeholders.



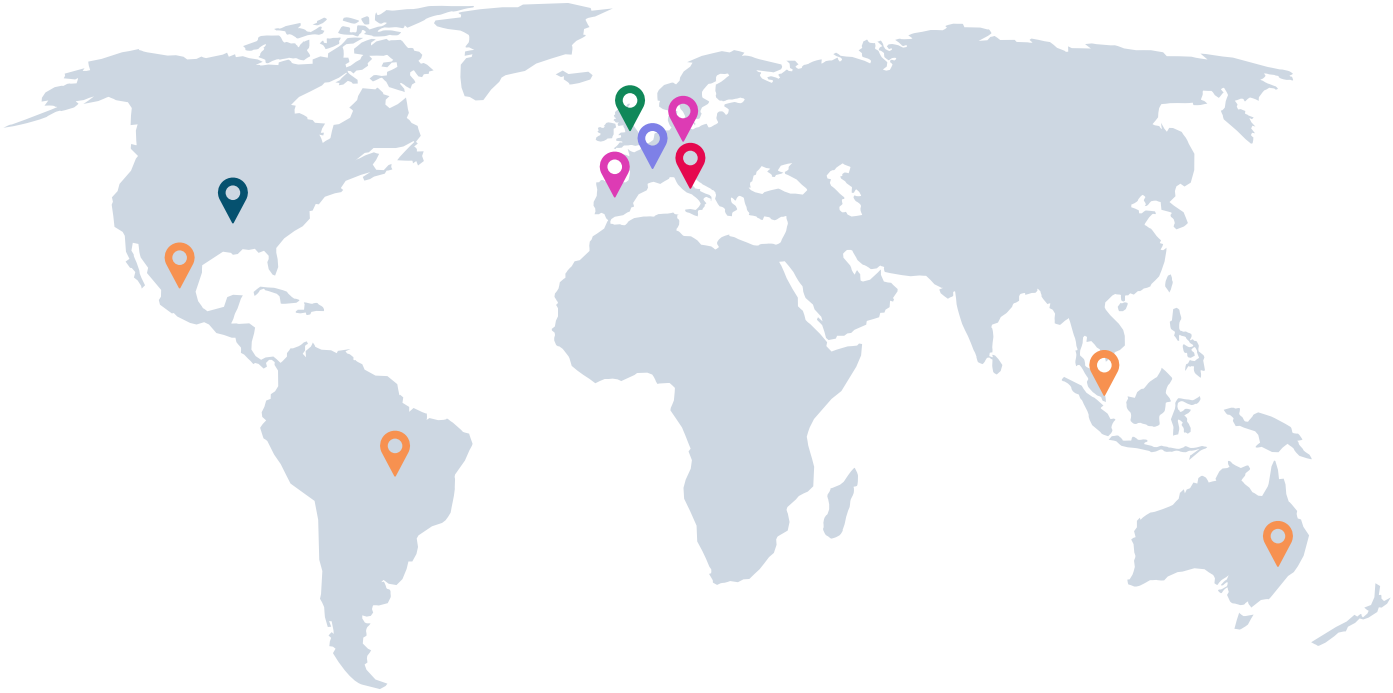
2024

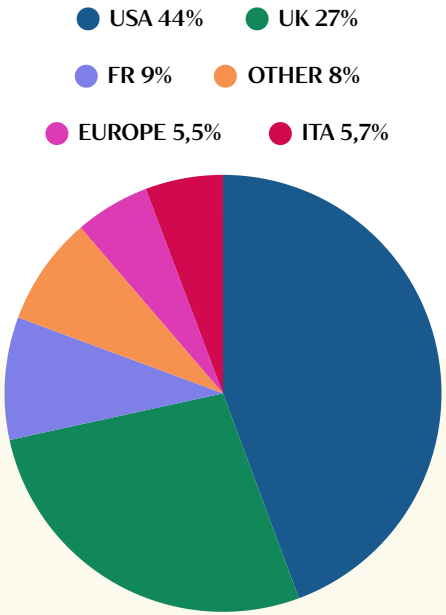
Revenue	Gross Profit	Distributed Value
€19.6 M	€968.8 K	€242 K

FINANCIAL HIGHLIGHTS

	2023	2024
Value of Production	17.192.932,00 €	19.792.824,00 €
Revenue	16.896.755,00 €	19.650.339,00 €
Operating Costs (Cost of Sales)	14.886.407,00 €	16.480.669,00 €
Employee Salaries & Benefits	1.472.514,00 €	1.939.447,00 €
Financial Expenses & Income	- 821,00 €	- 58.440,00 €
Other Costs	213.619,00 €	319.863,00 €
Profit before tax	325.036,00 €	968.800,00 €
Payments to Public Authorities (Tax)	114.208,00 €	324.292,00 €
Investments (Donations)	- €	8.000,00 €
Net Profit	210.828,00 €	644.508,00 €
Dividends Paid	100.000,00 €	100.000,00 €

OUR MARKETS





The **United States** and the **United Kingdom** remain our key reference markets, and still represent the largest share of our business compared to France, other European countries, and the rest of the world. Thanks to our membership in the Quality Group Consortium, which collaborates with leading Italian agency networks, we also maintain a strong presence in the domestic tourism sector.
In 2023, participation in international trade fairs helped us expand into new European markets such as **Belgium**, **Switzerland**, **Spain**, and also **Mexico**. Looking ahead, we aim to increase our international presence, particularly in **Australia and Brazil**.
The type of destinations and experiences we offer is in line with our original offer: we focus on the individual luxury travel market, small bespoke group journeys, and exclusive events, to meet the ever-evolving needs of a global clientele.

OUR VALUES

1. Responsibility

Be part of the solution and do what you say you will do.

2. Creativity

Step out of your comfort zone and go beyond the ordinary.

3. Trust

Feel free to express yourself and trust your colleagues.

4. Passion

Take what you do to heart and keep enthusiasm alive!

5. Collaboration

Listen, empathize, and share. Give and request feedback.

6. Integrity

Be aware of your ethics and loyalty in your actions.



OUR COMMITMENT TO SUSTAINABILITY

We recognize that our growth over the past years has been possible thanks to the environment and the society we operate in. Preserving these two elements is of vital importance to us. This **awareness** has driven us to analyse the impact of our activities and set **goals to reduce our footprint while promoting more conscious tourism**.

We formalized our commitment and became a **Benefit Corporation in 2023**. We understand the importance of measuring our environmental and social impact and identifying specific objectives.

To make sure we reach our destination on this journey, with the help of an external consulting team, we decided to **measure our performance using the B-Lab assessment tool**, with the goal of obtaining B-Corporation certification by the end of 2025.

Certified B Corporation

We are working towards becoming a B-Corporation

OUR PROGRESS: FIRST B-CORP ASSESSMENT



This year marked a fundamental step in our journey toward a more responsible, inclusive, and regenerative business model: we completed our **first B-Corp assessment**.
This assessment provided a valuable opportunity to measure the impact of our operations in a structured, transparent, and internationally comparable way.
The results achieved are a source of great pride: compared to national and industry benchmarks, our overall performance ranks well above average, confirming the strength of our commitment to sustainability. In particular, the assessment highlighted excellent results in terms of Governance, Community, and Workers—three fundamental pillars for building long-term shared value.

Some of the most meaningful initiatives introduced include:

- **Governance**: We enhanced transparency in decision-making processes, integrating social and environmental goals into our strategy.
- **Community**: We launched new collaborations with local organizations and supported projects with a social impact in our operational areas. In 2024, we expanded **cooperation with other European DMCs** and plan to consolidate these strategic exchanges in 2025 to reinforce these synergies and promote and more meaningful and shared social impact.
- **Workers**: We improved welfare policies, ongoing training programs, and internal participation, promoting a fair, inclusive, and well-being-focused work environment.

This first assessment is not a final goal, it's a starting point. The insights gained will help us set new priorities and plan concrete action to keep generating positive impact—both inside and outside the company.

OUR PROGRESS: FIRST B-CORP ASSESSMENT

The images below illustrate Italyscape's level of progress compared to the national average, industry benchmarks, and companies of a similar size.



Governance

QUESTIONS ANSWERED	OVERALL SCORE
27/27	19.4



- **Your Company**
- Your Country
- Your Sector
- Your Size Range

Workers

QUESTIONS ANSWERED	OVERALL SCORE
50/50	35.2

- **Your Company**
- Your Country
- Your Sector
- Your Size Range



Community

QUESTIONS ANSWERED	OVERALL SCORE
35/35	22.3

- **Your Company**
- Your Country
- Your Sector
- Your Size Range



Customers

QUESTIONS ANSWERED	OVERALL SCORE
7/7	2.8

- **Your Company**
- Your Country
- Your Sector
- Your Size Range

SUSTAINABLE DEVELOPMENT GOALS

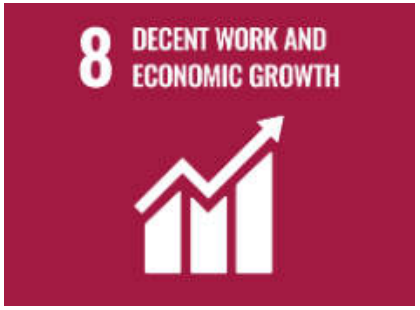
To take a closer look at our sustainability commitments, we drew inspiration from the 17 Sustainable Development Goals (SDGs) set by the United Nations in the 2030 Agenda and identified six key principles where we know we can make a tangible difference.



QUALITY EDUCATION. We promote initiatives to ensure growth opportunities and incentives for professional development. In addition to continuous investments in training, familiarization trips are a crucial aspect that support skill enhancement and hands-on knowledge.



GENDER EQUALITY. We promote gender equality through inclusive hiring policies and equal opportunities for professional growth. Combating all forms of discrimination has always been - and will continue to be - a cornerstone of our corporate code of conduct.



DECENT WORK & ECONOMIC GROWTH. We are committed to providing decent and dignified work by offering shared spaces and resources, as well as flexible working hours and remote work options to improve the well-being of employees. We also promote sustainable economic growth through corporate welfare programs and profit-sharing initiatives.



CLIMATE ACTION. We measure our environmental impact and are committed to selecting increasingly sustainable and local partners. We encourage the discovery of lesser-known destinations and offer practical advice to enjoy experiences in a smarter and more eco-friendly way.



LIFE ON LAND. We offer zero-impact experiences in which people can enjoy the beauty of nature, such as hiking, climbing, and stargazing. We promote outdoor activities at natural destinations and dedicated itineraries that focus on the local flora & fauna and agricultural traditions, in full respect of local communities.

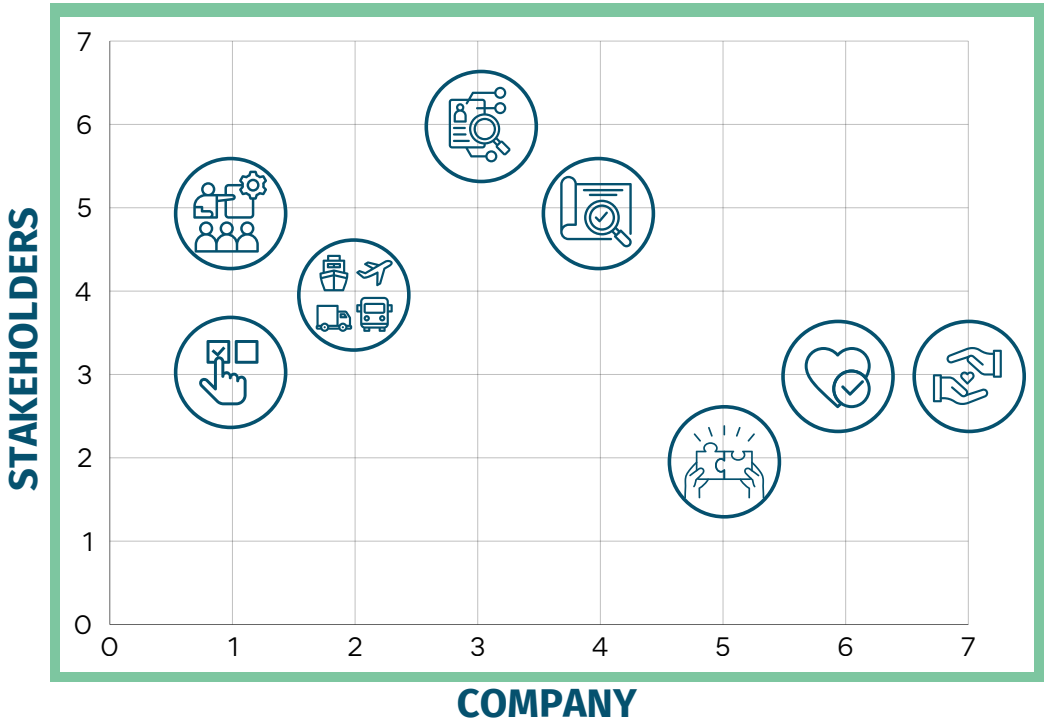


PARTNERSHIPS FOR THE GOALS. We recognize the importance of strategic collaboration and actively seek partnerships with organizations, profit and non-profit entities, and companies that share our values in preserving the heritage and traditions we aim to pass on.

STAKEHOLDERS & AREAS OF ANALYSIS

Here is the materiality matrix, resulting from the 2023 engagement process with our main stakeholders.
The matrix reflects shared areas of interest based on the importance attributed by stakeholders, and outlines our strategic priorities for the next two years—or until our business model undergoes major changes.

CLIENT SELECTION
CLIENT AWARENESS
TRAVEL LOGISTICS
TRAVELLER AWARENESS
EXPERIENCE SELECTION
SUPPLIER SELECTION
OFFICE WELL-BEING
GIVEBACK PROJECTS



Through an **engagement** process involving a questionnaire sent via email in 2023 to our key stakeholders, a materiality assessment was carried out to identify, in detail, the areas of shared interest between internal and external collaborators. The resulting matrix illustrates the **results of this analysis** based on the assigned level of relevance.

The graph shows the **Selection of experiences** offered and the careful **Selection of suppliers** representing a shared point of interest for both stakeholder groups. The company's commitment to giveback projects and employee well-being stands out as particularly relevant and remains a focus of current and future projects. Italyscape is especially invested in increasing traveller awareness, as we believe this is crucial in order to contribute to authentic change by engaging consumers directly.

Engaged Stakeholders Via materiality questionnaire	Total	Team	Suppliers	Clients & Partners
	101	50.5 (%)	24.8 (%)	23.8 (%)

MATERIAL TOPICS TABLE

At the heart of Italyscape's commitment lies the priority of sustainable economic growth. Our goal is not only to grow, but to do so responsibly—creating long-lasting value for all stakeholders. Growth, for Italyscape, means creating new job opportunities, actively involving people in our development journey, and promoting a fairer distribution of economic value.

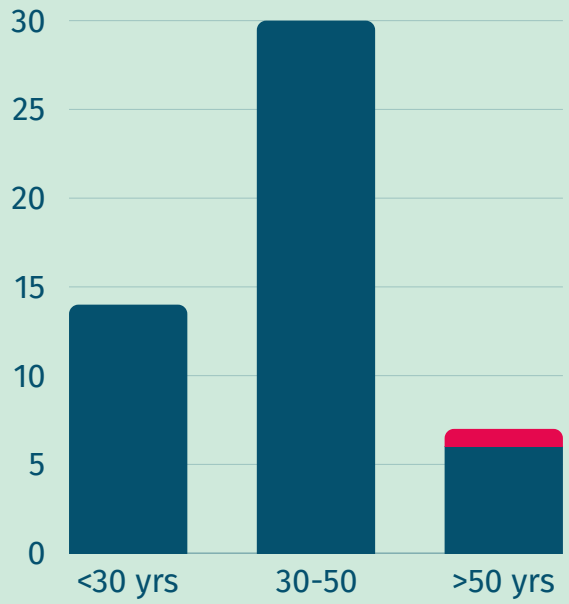
Of the company's ongoing commitments, **the intention to maintain a transparent**, **solid**, **and responsible governance** plays a central role. This is a permanent topic, essential to sustaining stakeholder trust over time and guiding strategic decisions toward long-term objectives.

The material topics we have identified reflect this integrated vision and represent the key areas where Italyscape focuses its efforts to both maximize positive impact and mitigate potential risks.
The following table provides a concise overview, and each topic is classified on the basis of the nature of its impact (actual or potential) and its scope (internal or external).

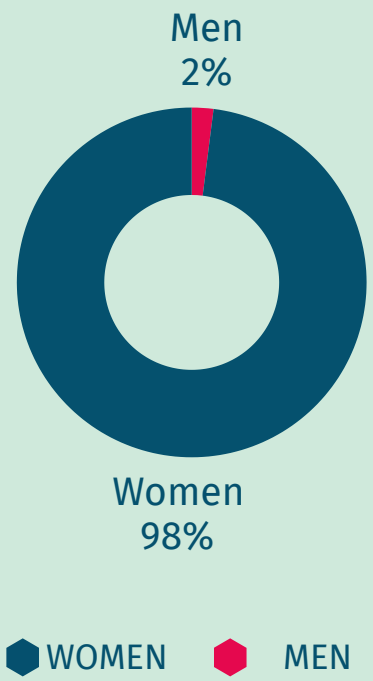
Supplier selection based on social and environmental criteria	Actual	External
Experience curation based on social and environmental criteria	Actual	External
Traveller awareness and development of responsible tourism	Actual	External
Office well-being and team care	Actual	Internal
-Employee well-being and recognition	Actual	Internal
-Gender equality and inclusion	Actual	Internal
-Training and skill development	Potential	Internal
-Workplace environment and internal feedback	Actual	Internal
Giving back	Actual	Internal
Travel logistics	Actual	Internal
Client selection	Potential	External

OUR TEAM

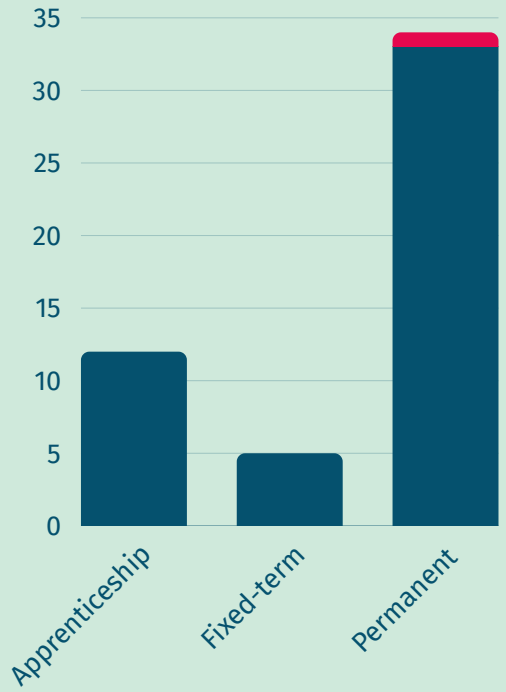
AGE DISTRIBUTION



GENDER DISTRIBUTION



CONTRACT TYPE DISTRIBUTION



49 FULL-TIME EMPLOYEES

1 PART-TIME EMPLOYEE

Our team is a strategic driver of the organization's growth. Over the past year, we confirmed a significant number of team members, ensuring continuity and stability while maintaining a healthy turnover that fosters renewal.
The total turnover rate stands at 17.53%, with 18.56% new hires and 16.49% exits. These figures reflect a positive employment balance and a net increase in staff, highlighting a healthy equilibrium between dynamism and consolidation—fully aligned with the organization's sustainable growth trajectory.

OUR TEAM

1. The company guarantees a minimum of **60 hours of annual training** per employee, including professional development courses, foreign language classes, educational travel, and participation in international trade fairs.
Dedicated programs also **support the development of soft skills**, for both personal and professional growth in an evolving work environment.

2. Since 2022, Italyscape has implemented a **profit-sharing policy**, allocating one quarter of our annual profits to employees with at least three years of seniority at the company. In addition, all employees benefit from a **welfare program**, which is further enhanced in cases where immediate family members live in a region other than Piedmont, and for each dependent child.

3. We offer **two remote working days per week**, and three days in August and December.
Remote work is **unlimited for pregnant employees** and extended to three days per week for parents of children up to three years old.
We also guarantee **flexible working hours** to promote a better work-life balance.



Once a year, we organize ***Italysdays***, a corporate trip to an Italian destination, where we collectively participate in team-building activities.



OUR TEAM - WHAT'S NEW

1. WORKPLACE CLIMATE ANALYSIS AND TEAM FEEDBACK

We introduced a valuable space for listening and dialogue through an annual workplace climate survey, where each team member is free to **share their views on work processes and the work environment**. This open dialogue is essential to building a workplace that is positive, stimulating, and where everyone feels appreciated. At the end of the survey, results are shared with the entire team, along with the new initiatives inspired directly by the feedback received—because for us, improvement is not just a goal, it's a concrete promise to those who choose to grow with us.

2. ONE-TO-ONE FEEDBACK AND COACHING SESSIONS

Over the past year, we introduced a new internal support tool: individual feedback and coaching sessions, designed to offer team members **a safe and confidential space to address potential professional or personal challenges**, improve mental load management, and encourage the conscious development of emotional and relational skills.

3. SUSTAINABILITY TRAINING

Throughout the year, our sustainability team participated in a **20-hour ESG training course** held by sector professionals.
These training sessions helped draft this report and support our path toward B Corp certification, strengthening both our skills and our commitment to generating a positive impact.

CO2 & COMMUTING

In 2024, Italyscape once again calculated greenhouse gas emissions related to employee commuting, as it did in the previous year's reporting.

The data was collected through an internal survey on team mobility habits, considering only the days worked in the office (excluding remote work and leave days).

Based on the number of kilometres declared and the means of transport used (private car and public transport), total commuting emissions are estimated **at 34.47 tonnes of CO_2 equivalent**, calculated in accordance with the GHG Protocol, using updated emission factors aligned with the Italian context (ISPRA and EEA 2023).

The analysis confirms a significant use of private cars, but also shows encouraging signs of a shift toward more sustainable commuting practices.

Business travel was also monitored and amounted to: in 2024, Italyscape employees travelled a total of **220,084 km**. The most used mode of transport in terms of kilometres was **air travel**, which accounted for approximately 61% of total km and over 87% of the emissions generated by business travel.

The **total carbon footprint of business travel** amounted to **24.13 tonnes of CO_2 equivalent**, also calculated in line with the **GHG Protocol**, using **ISPRA factors** for land transport and **DEFRA 2024** (including Radiative Forcing Index) for air transport.

Overall, considering both commuting and business travel, **indirect mobility emissions for 2024 totalled 58.60 tonnes of CO_2 equivalent**.

(As mentioned previously in last year's report, direct impacts related to energy and water consumption and waste generation are not considered material, due to the nature of the company's activity—mainly conducted in an office in central Turin. Nonetheless, the company adopts responsible practices such as: exclusive use of electricity (also for heating), filtered water, switching off monitors during breaks, recycled paper, and separate waste collection.)





CREATING A VALUE-DRIVEN SUPPLY CHAIN







The success of our work is closely tied to the careful selection of our partners. By promoting authentic Italian beauty and quality, our priority is to build a supply chain based on long-term sustainability, fairness, and quality.

SUPPLIER SELECTION

FOOD-AND-WINE EXPERIENCES: Well aware of the unique heritage of our land, we prioritize local producers and family-run businesses that preserve authentic traditions and flavours. We support Slow Food and promote exclusive experiences at new Green-Star Michelin restaurants, increasingly present in our territory.

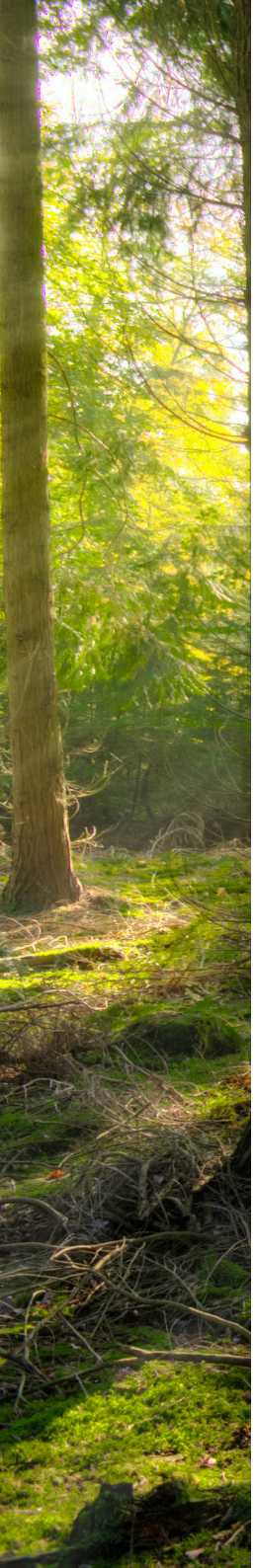
HOSPITALITY FACILITIES: We promote accommodation with sustainability certification, such as "alberghi diffusi" (scattered hotels) that rehabilitate existing buildings, or traditional farmhouses and historic residences, some of which meticulously source local products and amenities.

THE VALUE OF TRADITIONS: VWe promote artisanal traditions, the heart and soul of our regions, supporting local artisans who skilfully and passionately pass down ancient crafts from generation to generation. Travellers have the opportunity to discover unique techniques and creations and, with the help of professionals, even create some of this precious craftwork themselves.

GUIDES AND TOUR LEADERS: Guides and tour leaders are the pillars of a positive travel experience. When selecting them we carefully evaluate their qualifications, language skills, and above all, the passion and knowledge they can convey to our clients.

We want our company's values to be shared by our suppliers. That is why we are working on a **code of conduct** for suppliers.

Through constant feedback, we monitor **quality standards** and ensure our supply chain stays in line with the sustainability goals we set.



RESPONSIBLE PARTNERSHIPS FOR REGENERATIVE TOURISM

At Italyscape, sustainability is a core value of every strategic and operational decision. Our commitment is reflected in the **careful and responsible selection of suppliers and partners**, prioritizing those who share our principles of environmental protection, cultural respect, and social inclusion. We work with **local suppliers**, and aim to generate a positive local impact in the areas we operate in, while minimizing the negative effects of long-distance sourcing—such as excessive emissions and economic value leakage. Through an integrated approach guided by ESG (Environmental, Social, and Governance) criteria, we strive to build a virtuous network of partnerships that promotes a **regenerative and sustainable tourism model**—one that enhances local communities and safeguards cultural and natural heritage.

Mapping strategic suppliers

- Italyscape has launched a mapping process for strategic suppliers based on ESG criteria, assessing their environmental and social certification and operational practice responsibility. Strategic suppliers are asked to complete a self-assessment questionnaire, a key tool for continuously monitoring and improving sustainability performance across the value chain.

Collaboration with certified structures and centres of excellence

- We collaborate with hospitality structures that have a clear commitment to sustainability, such as *alberghi diffusi* (scattered hotels), historic estates, and other certified accommodation. One concrete example is our choice of Castello di Gargonza as the venue for our annual event—a location that combines historical and cultural value with a responsible management model.

Development of regenerative and community-based tourism initiatives

- Italyscape promotes travel experiences that immerse guests in the social and productive fabric of host communities. This approach fosters local resilience, encourages sustainable and participatory growth, and contributes to the preservation of cultural and natural assets.





ENCOURAGING RESPONSIBLE TRAVEL PRACTICES

LOur philosophy aims to promote authentic and sustainable experiences, favouring lesser-known destinations, low-impact activities, and a meaningful, respectful connection between travellers and host territories. To support this approach, **we provide our clients with targeted tools and information to help them travel more consciously and responsibly**.

Regenerative tourism
Italyscape favours off-the-beaten-path destinations, offering immersive experiences and low-impact nature-based activities.
This approach promotes a deeper connection with nature and local cultures, promoting a tourism model that protects the ecosystems and well-being of local, host communities.

“Travel Responsibly” guide
We have created a **dedicated guide for group travellers**, designed to encourage respectful and mindful behaviour throughout the journey—such as using recycled and sanitized water bottles and audio guide systems, to reduce plastic waste.

Focus on lesser-known areas and awareness building
Italyscape places special emphasis on so-called “minor destinations”, supporting their promotion through **free training and educational content**.
These resources are shared via our quarterly newsletter and dedicated sections in the blog on our website —Undertourism and Future Generations—exploring topics related to sustainable and regenerative travel.

Welcome Document (in development)
We are currently developing a Welcome Document that will be distributed to all travellers upon arrival. It will include detailed guidelines and best practices for environmental, cultural, and social sustainability—further reinforcing both individual and collective responsibility throughout the journey.



GIVING BACK

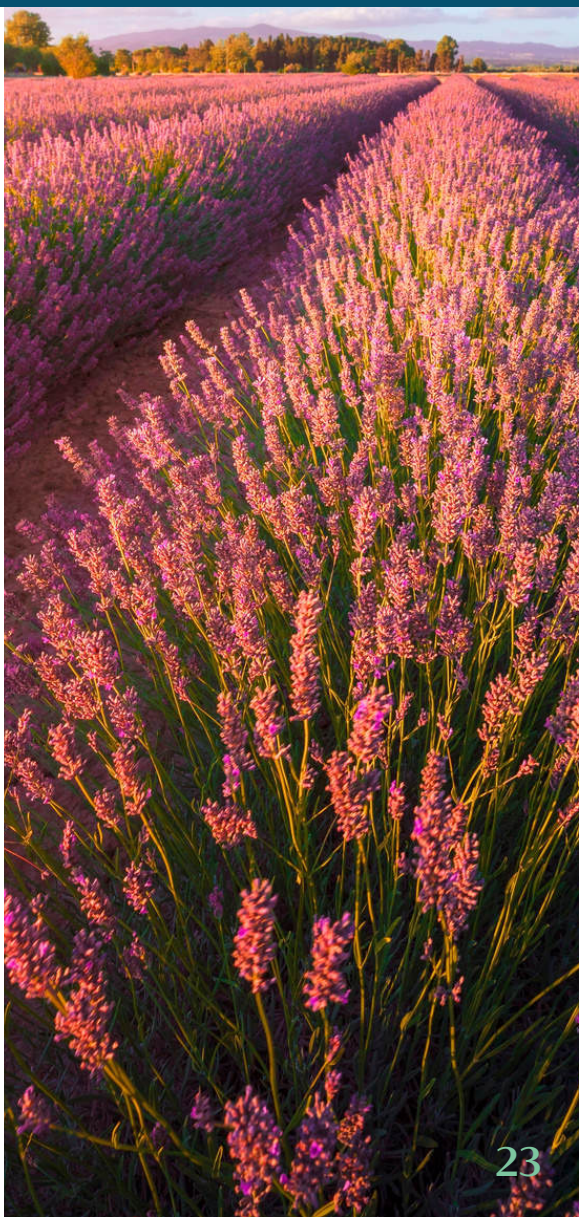
In 2024, our commitment to sustainability took shape through tangible actions in support of local communities and the environment, thanks to strategic collaboration with associations and projects focused on sustainable development and solidarity.
These relationships reinforce the bond between the company and social responsibility.

Over the year, we were honoured to support the following organizations:

FAI – Fondo per l'Ambiente Italiano (National Trust of Italy)
By participating in the Corporate Golden Donor program, we contributed to the preservation of cultural assets of historical, artistic, and environmental value—supporting their restoration and public enjoyment, while raising awareness and promoting a sense of responsibility towards the protection of art and nature.

ITALIAN GLOBAL HEALTH ACTION
An organization committed to reducing social inequality and improving the quality of life through scientific research and health innovation.
It also runs awareness campaigns to promote global health equity and ensure access to healthcare for all.

GRUPPO ABELE IN TURIN
For decades, this organization has provided support for marginalized and vulnerable individuals, offering shelter, assistance, and social reintegration programs. It also promotes social justice through educational, cultural, and awareness activities.



FUTURE OUTLOOK

ITALYSCAPE CODE OF ETHICS

In 2025, we plan to introduce our first **Code of Ethics**—a fundamental tool for defining shared values, principles, and behaviour.
The Code will be presented to the entire team and serve as a concrete guide for acting responsibly in line with our sustainability and positive impact goals.

MAPPING STRATEGIC SUPPLIERS

We intend to launch a mapping process of our strategic suppliers via ESG questionnaires, aimed at evaluating their alignment with our environmental, social, and governance criteria, and strengthening a sustainable value chain.

PROMOTION OF REGENERATIVE TOURISM EXPERIENCES

Our goal is to include at least one regenerative tourism experience in every travel itinerary, and to promote these types of services in a dedicated catalogue.
This initiative seeks to highlight sustainable practices and consolidate the bond between travellers and host communities.



STRATEGIC CLIENT FEEDBACK MAPPING

As part of our continued commitment to customer-centred sustainable growth, we are designing a new feedback tracking system specifically for our strategic clients.
This will be integrated into our feedback analysis, which is already highly structured, to accurately collect and analyse opinions both while travelling and after the journey.

B CORP CERTIFICATION

In 2025, we aim to achieve the required score to submit our application to B Lab, thanks to newly introduced initiatives and our ongoing alignment with the required standards.
We hope to become eligible for certification, consolidating our commitment to a regenerative business model and making this path increasingly transparent and inclusive.

METHODOLOGICAL NOTE

This Sustainability Report was approved by the Italyscape S.r.l. Board of Directors on December 17, 2024, and published on www.italyscape.com.
The report was prepared with reference to 2021 GRI Standards (Global Reporting Initiative) following a "with reference to the GRI Standards" approach to ensure the consistency, transparency, and comparability of the reported information.

The reporting period covered is January 1 to December 31, 2024, aligned with our financial reporting framework. Italyscape S.r.l. intends to continue publishing its non-financial report annually starting this year.

The scope of the 2024 reporting includes the activities of Italyscape S.r.l., with headquarters in Lungo Dora Colletta 75, Turin, Italy and of the newly opened Escapade office, located at Vicolo Mazzini 18, Padua, Italy.

Data collection was carried out ex post, and the report was prepared as a result of collaboration between the internal management team in charge of sustainability collaboration and a certified GRI Reporter from Tree-Fair SRL SB.

GRI INDEX

Punto	Descrizione	Pag.	Commenti
GRI 2 General Disclosures 2021			
2.1	Organizational details a.		Italyscape
	Organizational details b.	2,3	Tour Operator
	Organizational details c.	2,3	Lungo Dora Colletta, 75 - Turin
	Organizational details d.	2, 3, 8	ITA-US-UK-FRA-SPA-CANADA-MEX
2.2	List of entities included in report a.	25	Italyscape at Lungo Dora Colletta, 75 - Turin, and at the office in Vicolo Mazzini 18 - Padua.
	List of entities included in report b. c.		The company is independent, not part of any group.
	Reporting period, report frequency, and contact point	25, 32	italyscape@italyscape.com
2.4	Re-statement of previous reports	25	First report prepared in 2023
2.5	External assurance	25	The report has not been externally verified
2.6	Sector of activity, Value chain, relevant business relationships a. b. c.	2, 3, 8	The company is affiliated with the Quality Group consortium, with which it shares services and community
2.7	Employees a. b.	16, 17, 18	
2.7	Employees c.	N/A	

GRI INDEX

2.8	Workers who are not employees a. b. c.		All workers are employees
2.9	Governance structure and composition a. b. c.	5	
2.10	Appointment and selection of the highest governing body a. b.	N/A	
2.11	Chairman of the highest governing body a. b.		The company is managed by a Board of Directors, whose Chairman is also the company CEO and Shareholder
2.12	Role of the highest governing body in overseeing impact management a. b. c.		The Board of Directors supervises the ESG strategy
2.13	Delegation of responsibility for impact management a. b.		ESG activities, including sustainability reporting, are led by the CEO, who directs and oversees them, in collaboration with the internal Italyscape ESG team
2.14	Role of the highest governing body in sustainability reporting a. b.		The Board of Directors approves the Sustainability Report before publication.
2.15	Conflicts of interest a. b.	N/A	
2.16	Reporting of critical concerns a. b.	N/A	
2.17	Collective knowledge of the highest governing body	N/A	
2.18	Evaluation of the performance of the highest governing body a. b. c.	N/A	
2.19	Remuneration policies a. b.		There are no remuneration policies for the members of the highest governing body

GRI INDEX

2.20	Process for determining remuneration a. b.	N/A	
2.21	Total annual compensation ratio a. b. c.	N/A	
2.22	Statement on the sustainable development strategy (including SDG achievement)	1	
2.23	Policy commitments a. b. c.		No formalized policy commitment
2.24	Incorporation of policy commitments		No formalized policy commitment
2.25	Process for remedying negative impacts a. b. c. d. e.		The company has not identified real or potential impacts requiring remediation.
2.26	Mechanisms for seeking advice and raising concerns		Italyscape provides its stakeholders with a secure and confidential whistleblowing channel for reporting unethical conduct or behavior in violation of company policies. In addition, internal contacts are available for those seeking clarification or advice on ethical and behavioral matters.
2.27	Compliance with laws and regulations a. b. c. d.		No cases of non-compliance with significant laws or regulations occurred during the reporting period
2.28	Membership of associations		No relevant associations in which the company participates significantly

GRI INDEX

2.29	Approach to stakeholder engagement	14	
2.30	Report the % of employees covered by collective agreements		All employees are covered by a collective agreement
GRI 3 Material Topics 2021			
3.1	Process for determining material topics a. b.	14	
3.2	List of material topics a. b.	15	
3.3	Management of material topics a. b. c. d. e. f.	10-13, 20-23	
Topic Standards			
200			
201	Economic performance	6, 7	Refer to the Financial Statement
202.1	Market presence - a. c. d.	N/A	
	Market presence - b.	N/A	
202.2	Market presence	N/A	
203	Indirect economic impacts	24	
204	Procurement practices	N/A	
205	Anti-corruption		During 2024, the company committed to drafting a code of ethics and employee conduct, which will be signed in the first half of 2025. The code of ethics will also address issues of anti-corruption and anti-competitive behavior.
206	Anti-competitive behaviour		

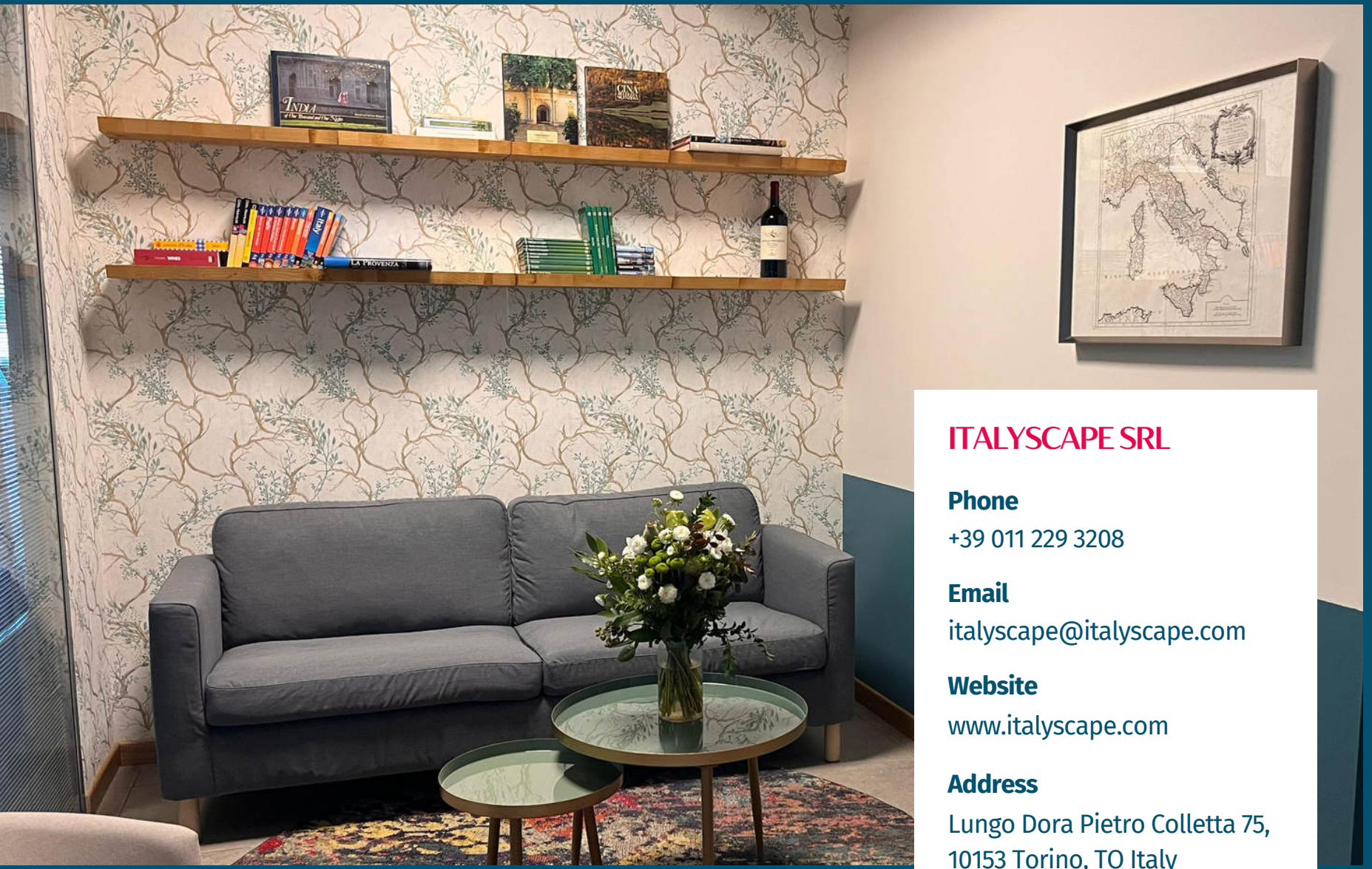
GRI INDEX

300			
302	Energy	19	
305	Emissions	19	
306	Waste	19	
308	Supplier environmental assessment	20, 21	
400			
401	Employment	16	
403	Occupational health and safety		Italyscape Srl si impegna a garantire un ambiente di lavoro sicuro e salutare per tutti i suoi dipendenti. L'azienda è conforme a tutte le normative vigenti in materia di salute e sicurezza sul lavoro. I luoghi aziendali sono coperti da un sistema di sicurezza costruito sulla base di un documento di valutazione rischi e appositamente pensato da figure interne ed esterne all'azienda. The company has an external Head of the Prevention and Protection Service. Italyscape Srl continuously invests in training and instruction for its employees on health and safety topics, and conducts regular audits and inspections of the workplace, implementing measures to prevent accidents and occupational illnesses. The training hours per employee delivered during 2024 amounted to 102 (total hours).
404	Formazione e istruzione	17, 18	

GRI INDEX

405	Diversity and equal opportunities	17	
406	Non-discrimination		The company's stance on non-discrimination, freedom of association, collective bargaining, child labour, and forced or compulsory labour will be outlined in the Code of Ethics, which will be approved in 2025, establishing the principles of respect, inclusion, freedom of association, and protection of human rights, promoting a fair and voluntary work environment.
407	Freedom of association and collective bargaining		
408	Child labour		
409	Forced or compulsory labour		

HOW TO CONTACT US



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