

CLONWERK

SHOW YOUR EMOTIONS

Sustainability *Report*

Year 2024



INTRODUCTION

We are proud to publish the first edition of our Sustainability Report aimed to share **CLONWERK's** vision, mission, culture to all stakeholders.

President Stefano Letterini, is pleased to present it as a demonstration of how sustainability is vital for a more sustainable future for both present and future generations.

It is **CLONWERK's** commitment and promise to fulfil and implement all possible activities to support the 17 goals of the UN 2030 Agenda.



CLONWERK

PART 1

The Company

- History
- Values, Mission and Vision
- Board
- Structure



CLONWERK

PART 1

The Company *History*

- **CLONWERK** is an emotion-driven content creator. We are a team of creatives, designers, and developers who constantly explore new ways to entertain and communicate. Be it a live event, media content, an interactive experience within an exhibition, or a TV show, our projects are designed to wonder and make people feel unique emotions.
- Founded in 1989, it was created for Business Units that operate independently but collaborate with partners who handle coordination and operational activities.
- **CLONWERK** has offices in Milan, Rome and Naples.



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PART 1

The Company *Values*

- **Integrity:** we put ethics at the heart of all our activities, acting with respect, honesty and transparency through consistent governance.
- **Diversity:** people are the energy source of growth. We always focus on the integration of young people, diversity and female quotas.
- **Innovation:** quality, technology and research are the basis of our corporate approach. To embrace change and new ideas, we turn to young talent, and we constantly look to the evolution of markets.



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PART 1

The Company *Mission*

- To preserve natural resources and improve quality of life, we contribute sustainable waste management processes, products and solutions, sharing value creation with our business partners, the community and the environment.
- Our aim to achieve and maintain high operational standards is an inclusive effort that integrates technical expertise, management skills, and proactivity. By focusing on efficiency, effectiveness, and sustainability, our approaches to meet the unique requirements of each market and customer, and to excel in delivering value and ensuring long-term success globally.



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PART 1

The Company *Vision*

- Being a recognized industry leader does not only mean acting responsibly and making cutting-edge solutions available to the market.
- We want to inspire those who adopt sustainable practices, such as reducing waste, responsible consumption and supporting local ecosystems, to become an example of how we can live in harmony with nature.



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PART 1

The Company *The Board of* CLONWERK



Stefano Letterini

FOUNDER, BOARD CHAIRMAN

In 1984 Letterini founded **CLONWERK**. His innovative and unconventional approach to communication led him soon into the world of broadcasting through the management of software and graphics for new television formats. Thanks to his developed vision and strategic thinking, and his constantly innovative approach, he has led **CLONWERK** to be recognized as a leader in the world of entertainment, events and visitor experiences.



Elena Salvador

PARTNER, HEAD OF ADMINISTRATION

Responsible for administration and human resources for more than 10 years. With a major background in finance and data projection, she has contributed to the formation and growth of a dynamic team.



Axel Egon Sanvoisin

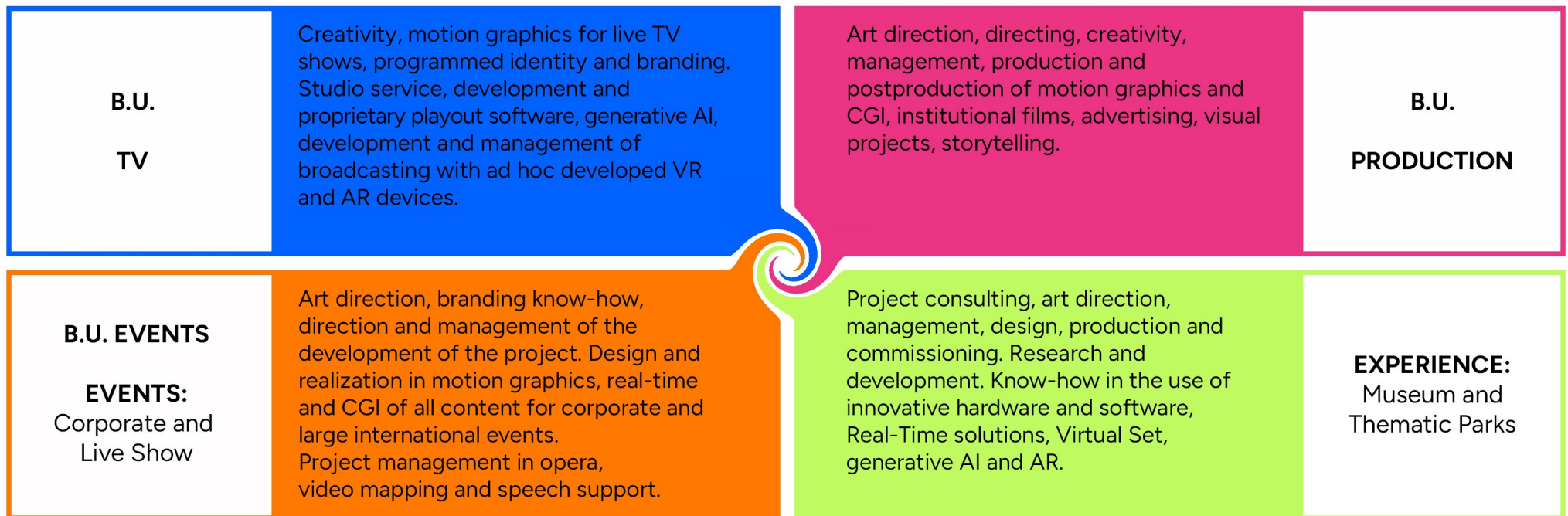
PARTNER

CLONWERK

PART 1

The Company *Structure*

- These are the multi-disciplinary divisions in constant osmosis of people, ideas, technology and design to provide **state of the art** solutions to the market.



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PART 2

Environmental Sustainability



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PART 2

The 17 Goals UN 2030

The 17 goals contained in the UN 2030 Agenda to achieve a more sustainable future for all.



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PART 2

CLONWERK Target

- Supports staff by giving them an opportunity to grow through the participation in training and personalized courses according to their needs.
- Obtainig gender equality certification aimed to ensure a gender equality policy and the creation of a more inclusive and less discriminatory working enviroment, encouraging the adoption of company policies to reduce gender inequality in all the most critical areas, such as career opportunities, equal pay for equal work, gender equality management policies and maternity protection.



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PART 2

Reducing waste of Water Resources

CLONWERK is making a concrete commitment to reduce water wastage by implementing the following actions:

- Installation in offices of micro-filtered water dispensers from the in-house hydraulic system and use of recycled paper cups.
- Constant monitoring of water systems by replacing old taps with flow-reducing devices.



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PART 2

Sustainability Standards

- Over the years, **CLONWERK** has been supporting sustainability standards in the realization of its works and projects, ensuring high quality standards and promoting welfare treatment for all its employees and collaborators.
- On a day-to-day basis, **CLONWERK** practices the 4Rs concept: reducing waste, recycling paper, implementing waste separation.



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Agrees to have an environmental approach that represents a constant vision of the future through the reduction of CO2 emissions with the use of hybrid/electric cars.

Promotes the choice of local suppliers for consumables and services in general.

Is focused on the application of energy saving technology solutions.