

CLONWERK
SHOW YOUR EMOTIONS

Sustainability *Report*
Year2025



INTRODUCTION

It has now been one year since the release of our first Sustainability Report, and it is with enthusiasm that we are pleased to share this new edition.

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



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.



CLONWERK

The Company *Values*

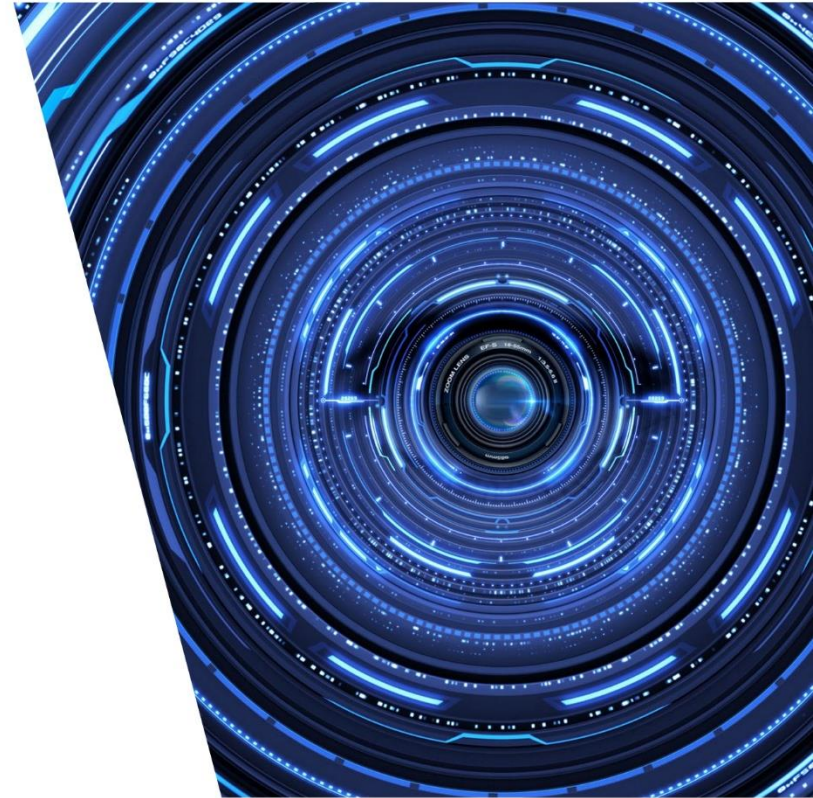
In May 2025, Clonwerk achieved the UNI/PdR 125:2022 Certification, confirming our commitment to gender equality, inclusion, and the promotion of a fair and respectful working environment.

This recognition represents an important milestone in our sustainability journey and reflects our determination to foster equal opportunities and diversity within the company.

		CERTIFICAZIONE SISTEMA DI GESTIONE PER LA PARITÀ DI GENERE THE MANAGEMENT SYSTEM FOR GENDER EQUALITY CERTIFICATION	
CERTIFICATO N. CERTIFICATE NO.	ECO-GE-0067	REV. REV.	00
SI CERTIFICA CHE IL SISTEMA DI GESTIONE PER LA PARITÀ DI GENERE WE HEREBY CERTIFY THAT THE MANAGEMENT SYSTEM FOR GENDER EQUALITY			
MESSO IN ATTO DA APPLIED BY	Clonwerk Sr.l.		
SEDE LEGALE REGISTERD OFFICE	Via Parenzo 2 – 20143 Milano MI		
SEDE OPERATIVA OPERATIONAL QUARTER	Via Parenzo 2 – 20143 Milano MI Via della Bufalotta 374/378 – 00139 Roma RM Via Napoli 141 – 80013 Casalnuovo NA		
È CONFORME ALLA IS IN COMPLIANCE WITH	UNI/PdR 125:2022		
Misure per garantire la parità di genere nel contesto lavorativo.			
Measures to ensure gender equality in the workplace.			
Prima Emissione / First Issuing	22/05/2025		
Emissione Corrente / Current Issuing	22/05/2025		
Data di scadenza / Expiring date	21/05/2028		
 		Il Direttore Generale The General manager Ing. Gaetano Fabbrì 	
<p><small>Il presente certificato emesso da ECO Certificazioni S.p.A. è soggetto al rispetto del regolamento per la certificazione dei Sistemi di Gestione. Per informazioni puntuali e aggiornate circa eventuali variazioni intervenute nello stato della certificazione di cui al presente certificato, si prega di contattare il n. 0546/624911 o l'indirizzo e-mail info@eco-cert.it. Per eventuali informazioni riguardanti lo scopo di certificazione e l'applicabilità dei requisiti UNI/PdR 125:2022, si prega di far riferimento ai documenti dell'Organizzazione. L'utilizzo del marchio ECO Certificazioni S.p.A. è rigorosamente regolato dal rispetto del regolamento. Il certificato rimane di proprietà di ECO Certificazioni S.p.A. allo quale deve essere restituito in originale su richiesta.</small></p> <p><small>This certificate is issued by ECO Certificazioni S.p.A. is subject to the regulation of Management System Certification. For detailed and updated information on any variation in this certification status, please contact us at 0546/624911 or e-mail info@eco-cert.it. For any information related to the certification scope and applicability of the UNI/PdR 125:2022 requirements, please refer to the Organization's documents. The use of the ECO Certificazioni S.p.A.'s mark is strictly regulated by the related regulation. The certificate remains property of ECO Certificazioni S.p.A. to which it must be returned in original on request.</small></p>			
<small>MS90341 rev04_2025-05-22</small>			
<small>ECO European Certifying Organization S.p.A. - via mengolina 33 - 48018 Faenza RA - Italy - info@ecocertificazioni.eu - www.eco-cert.it</small>			

The Company *Vision*

- As a company operating in the field of television broadcastings services and digital event production, our environmental impact may not be as extensive as that of large industrial organizations.
- Nevertheless, we believe that every company, regardless of its size or sector, has the responsibility to contribute to a more sustainable future through conscious choices, efficient resource management, and responsible business practices.

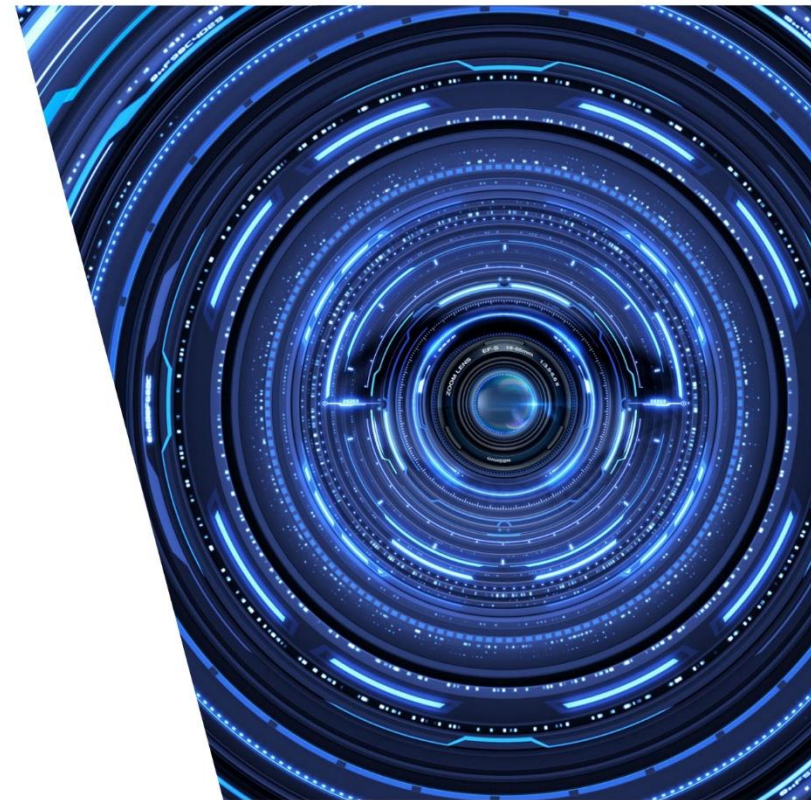


CLONWERK

The Company *Vision*

- CLONWERK is also closely following the evolution of Artificial Intelligence technologies within the broadcast and digital production industry.
- The company believes that the responsible adoption of AI-based tools can contribute to improving operational efficiency, optimizing workflows, reducing unnecessary resource consumption, and supporting more sustainable production processes.

While maintaining a strong focus on human expertise, creativity, and professional skills, CLONWERK considers technological innovation an important element in building smarter and more efficient working models for the future.



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.

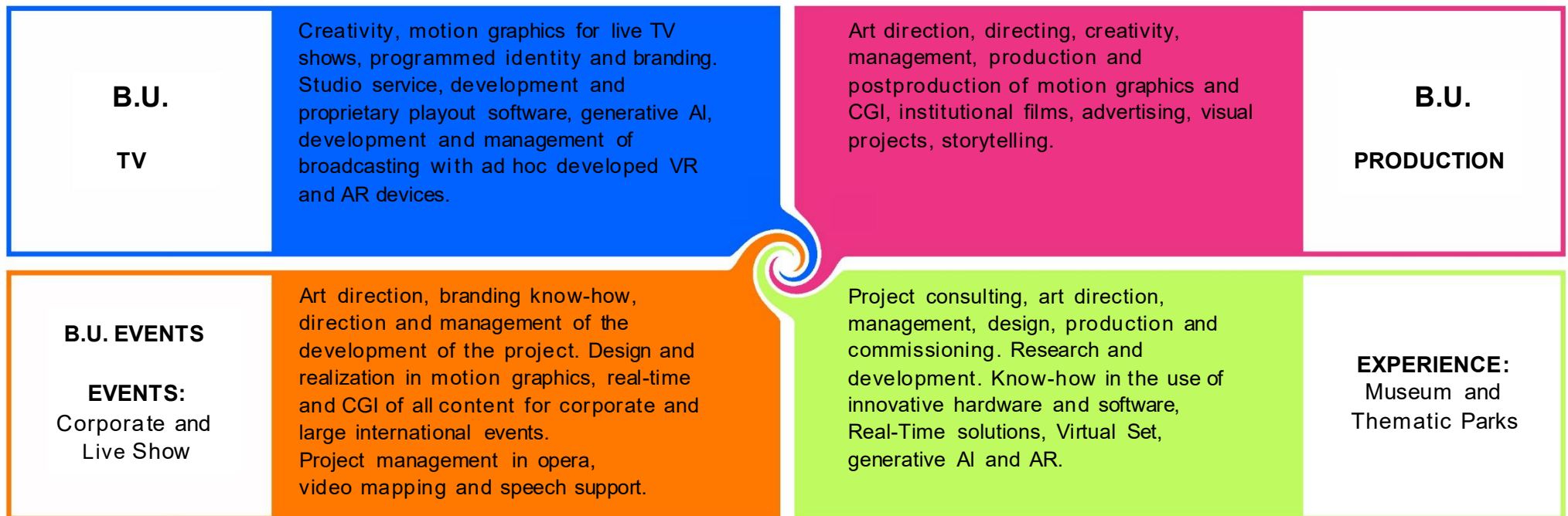
Elena Salvador

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.

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.



CLONWERK

Environmental Sustainability



The 17 Goals UN 2030

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



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.



CLONWERK

Sustainability Standards

In our daily operations, we actively apply the “4Rs” approach — Reduce, Reuse, Recycle and Recover — through a series of practical initiatives aimed at minimizing waste and encouraging more responsible resource management.

During the past year, several new actions have been introduced within our offices and operational areas, including the progressive elimination of single-use plastic in the coffee and break areas, replaced by sustainable materials.

In addition, a purified water dispenser system has been installed to provide drinking water for all employees and collaborators, significantly reducing the consumption of plastic bottles.



CLONWERK

The background of the slide is a composite image of space. On the left, there's a view of Earth from space, showing the blue atmosphere and white clouds against the blackness of space. On the right, there's a similar view of Earth from a different angle. The central part of the slide is white, where the text is located.

CLOWWERK

adopts an environmentally conscious approach aimed at supporting a sustainable long-term vision, including the gradual reduction of CO₂ emissions with hybrid and electric vehicles;

encourages the selection of local suppliers for consumables and services whenever possible, with the objective of supporting the local economy and reducing environmental impact linked to transportation and logistics;

continuously promotes the adoption of energy-efficient technologies and operational solutions designed to optimize resource consumption and improve overall sustainability performance.