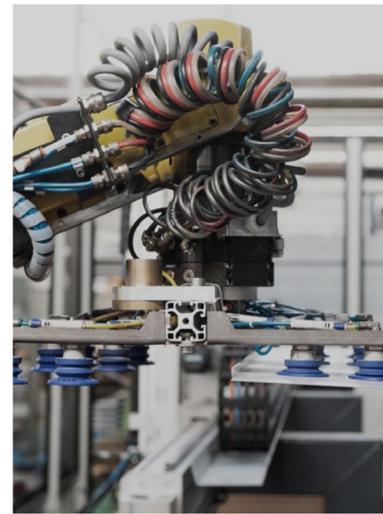
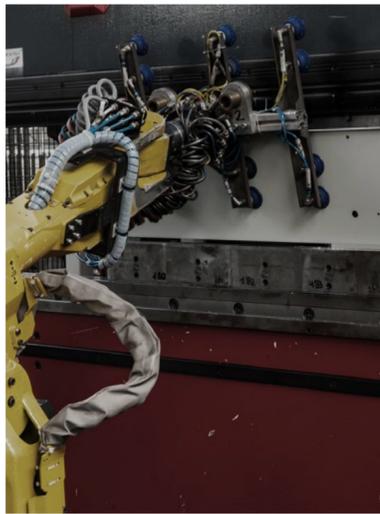


Design your *sustainable* break

FIND OUT MORE ABOUT  
THE PROJECT





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# ABOUT US

Bianchi Industry is driven by the strength and passion of a great family at its helm. And just like a great family, Bianchi Industry brings together the entire offer of its two productive brands: Bianchi Vending for the Vending market and Brasilia for the Ho.Re.Ca market.

## THE POWER OF INNOVATION

We operate in an agile and functional manner in line with industry 4.0; with strategy, purpose and focus. We believe in dedicating ever more space to studied, dynamic and agile technologies, and in taking on further stages in the production process, in order to obtain solutions that foresee demand, aimed at excellence and optimal usability.

## OUR NUMBERS

 Made in Italy, connected globally

415	2	5	3	50
EMPLOYEES	PRODUCTION PLANTS IN ITALY	SALES BRANCHES IN THE WORLD	AFTER SALES SERVICE BRANCHES	COUNTRIES COVERED



PEOPLE  
AND THE  
ENVIRONMENT  
ARE OUR FUTURE

**BECAUSE WE ARE A FAMILY, BECAUSE WE HAVE RESPONSIBILITIES,  
BECAUSE WE WANT TO PLAY A PART IN CHANGE.**

At Bianchi, we design more than breaks, we also design the future. We see it as more respectful of the environment, more efficient and safer, more attentive to the needs of local communities and to personal well-being. And now we can realize it with our sustainable transition programme, inspired by the slogan “Design your sustainable break”.

This is the commitment we have made, to plan a break that is sustainable from an environmental, social and economic perspective.

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# OUR MANIFESTO

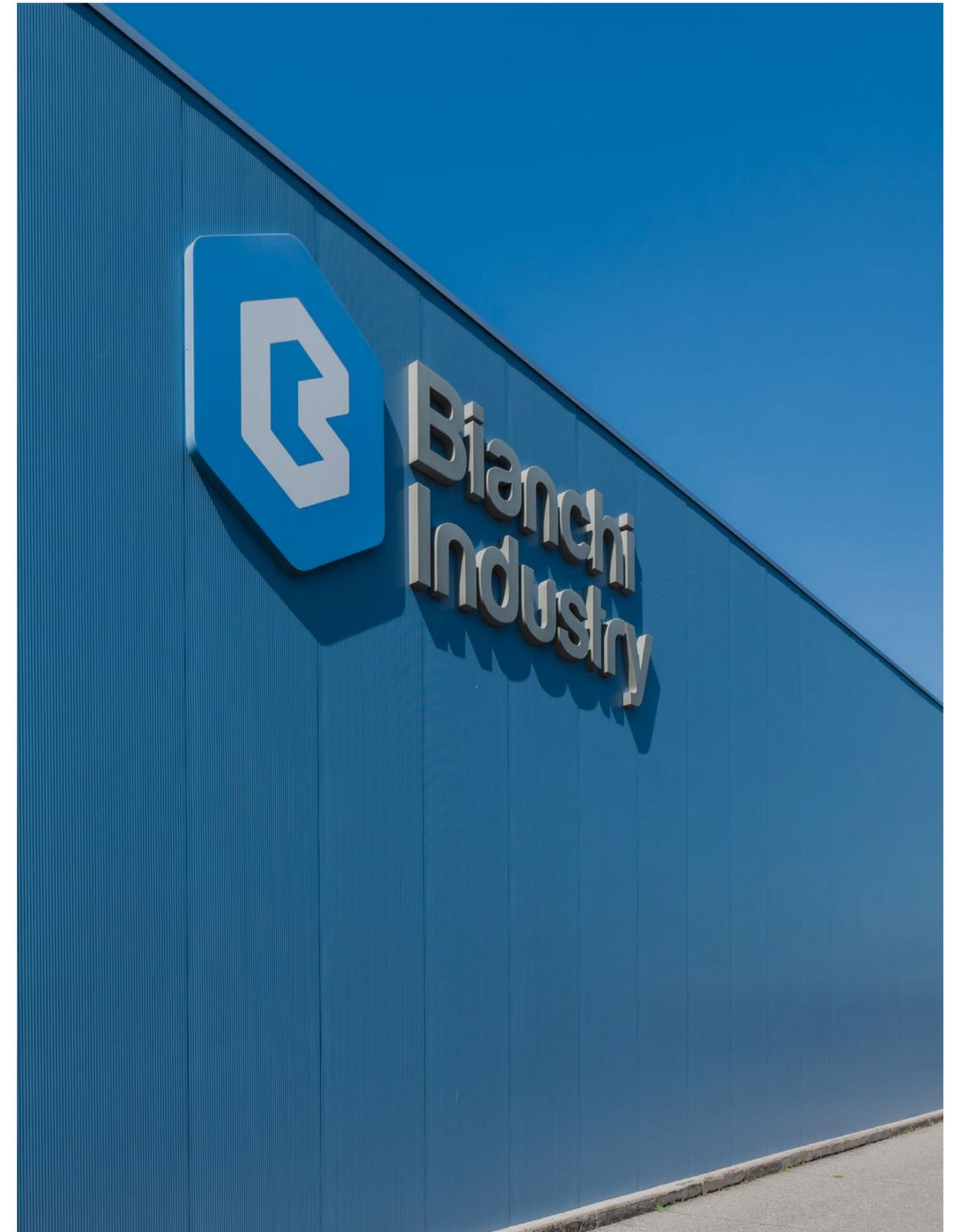
Bianchi is a multinational company with the **HEART** of a family business. A **FAMILY** made up of people who work **TOGETHER**, sharing a culture of reciprocal respect and **GROWTH**. A family that extends beyond the company itself, creating a rich **COMMUNITY** in which all the stakeholders (clients, suppliers, shareholders, employees, etc.) play an active role in a shared process of creating economic, social and environmental **VALUE**.





Together, we have built a **GLOBAL** organisation that is true to its **LOCAL** roots, spreading our passion for the Italian-style “break” worldwide. Our entrepreneurial mentality guides us with **INNOVATION** and **SUSTAINABILITY** in order to foster a future that is full of **OPPORTUNITY** for generations to come and for all the players **INVOLVED** with our organisation, with whom we create our solutions.

We believe that sustainability comes from within. This is why, from our position at the beginning of the value chain, we want to make **ETHICALLY RESPONSIBLE** decisions that can have a tangible **IMPACT** for all the stakeholders involved in the lifecycle of our products. We seek continuous improvement through design that is **SUSTAINABLE** (from a social, environmental and economic point of view) and that is reflected in every company process, and every service and solution that we offer. All of this while guaranteeing the best possible **QUALITY** in our products, as this also provides the foundation of our commitment for a sustainable future.





# ENVIRONMENTAL SUSTAINABILITY

Our prime commitment in our journey towards sustainability is to the Planet; we want to do everything we can to defend and protect it, every day. The responsible changes and actions that we are planning will lead us to minimise the environmental impact not only of our production cycle but also of all aspects of company life. The ambitious goals that we have set ourselves will require the efforts of each and every one of us.

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OUR STEPS





# OUR TRANSITION PROGRAMME

The goals that we have set ourselves are in line with the “Sustainable Development Goals” laid out by the international community to favour the sustainable development of the Planet.



ENERGY EFFICIENCY



CARBON FOOTPRINT



CIRCULAR ECONOMY

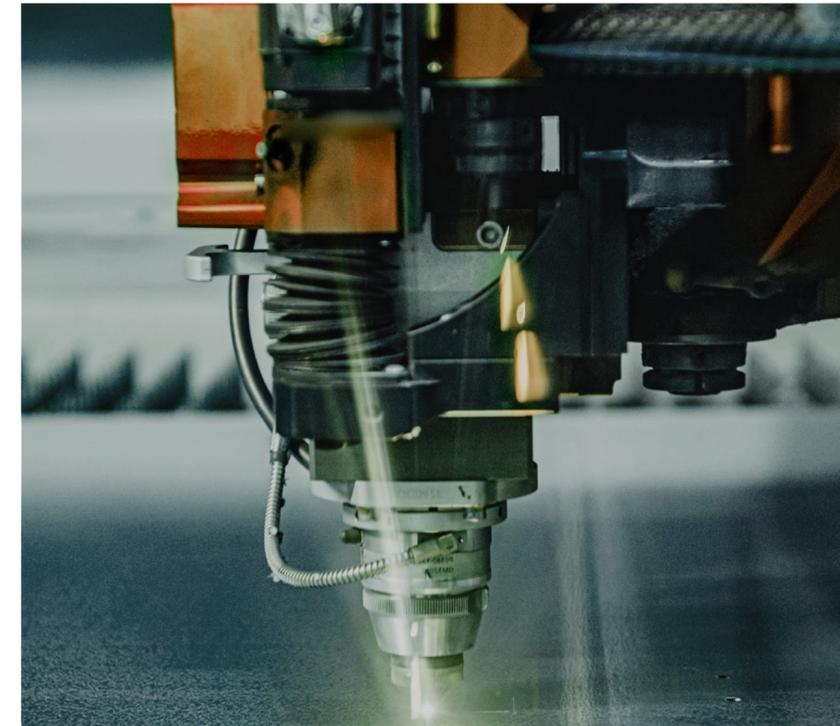


PRODUCT LIFE CYCLE

# ENERGY EFFICIENCY

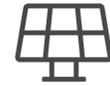
Our strategy for energy efficiency provides for a process of continuous improvement of our industrial procedures aimed at reducing energy consumption while remaining competitive. In practical terms, this takes the form of the carrying out of an **energy audit** to identify and map sources of energy consumption and **define programmes to improve** and optimize energy management for the company as a whole.

But we aim to go further; the goal that we have set ourselves is to achieve **ISO 50001 certification**, concrete evidence of the efforts that we are making to manage energy in an increasingly systematic and efficient manner.



# HOW WE ARE REDUCING ENERGY CONSUMPTION

The energy audit has allowed us to identify four areas in which we need to intervene in order to improve our performance in terms of reducing consumption and of energy efficiency.



The first steps in this direction have been the installation in the headquarters in Zingonia and the Latina plant of two large-scale photovoltaic systems for the production of clean energy. Thanks to these two interventions, we have currently reduced our annual purchase of kW from electricity suppliers by 40%.



Furthermore, November 2023 saw the installation of four charging points for company electrical vehicles at the Zingonia headquarters.



The Zingonia plant has also seen the implementation of a new centralised management system for heating, lighting and ventilation, which has led to a reduction in the annual consumption of electricity and natural gas of approximately 10%.



With regards to industrial production, we have implemented monitoring systems that have allowed for more efficient management of our machinery and a reduction in consumption, resulting in an annual saving of approximately 350 thousand kWh.

# CARBON FOOTPRINT

The theme of CO<sub>2</sub> emissions into the atmosphere and their harmful effects on the entire environmental ecosystem is a priority in our agenda. To this end, we have already commenced an evaluation of the company's carbon footprint that will soon be available and that will allow us to develop and draw up a strategic action plan that will reduce our footprint.





# OUR PLAN TO REDUCE EMISSIONS

The plan includes a range of areas for intervention, such as the use of renewable sources for the production of electricity, energy efficiency, a reduction in consumption, ecological designing of products, and the digitalisation of operational company processes.

The actions that we have implemented have already allowed us to obtain tangible and measurable results:

- Our photovoltaic systems have led to a saving of **40% of CO<sub>2</sub>** originating from purchased electricity.
- The **system of energy efficiency for industrial machinery** avoids the release of **over 240 tons of CO<sub>2</sub>** every year.
- The **digitalisation of operational processes** will lead to a significant reduction in the use of **printed paper**.
- To reduce emissions from fossil fuels, we have also adopted a **new car policy** that promotes the purchase of hybrid and full-electric company vehicles.

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# CIRCULAR ECONOMY

We strongly believe in the concept of the circular economy because we consider it to be a fundamental business model that is sustainable for the planet and capable of guaranteeing the future of the company. The goals that we have set ourselves in this area are **to reduce waste to a minimum, to use recycled and recyclable materials whenever possible, and to identify ecological alternatives to the most polluting materials.**

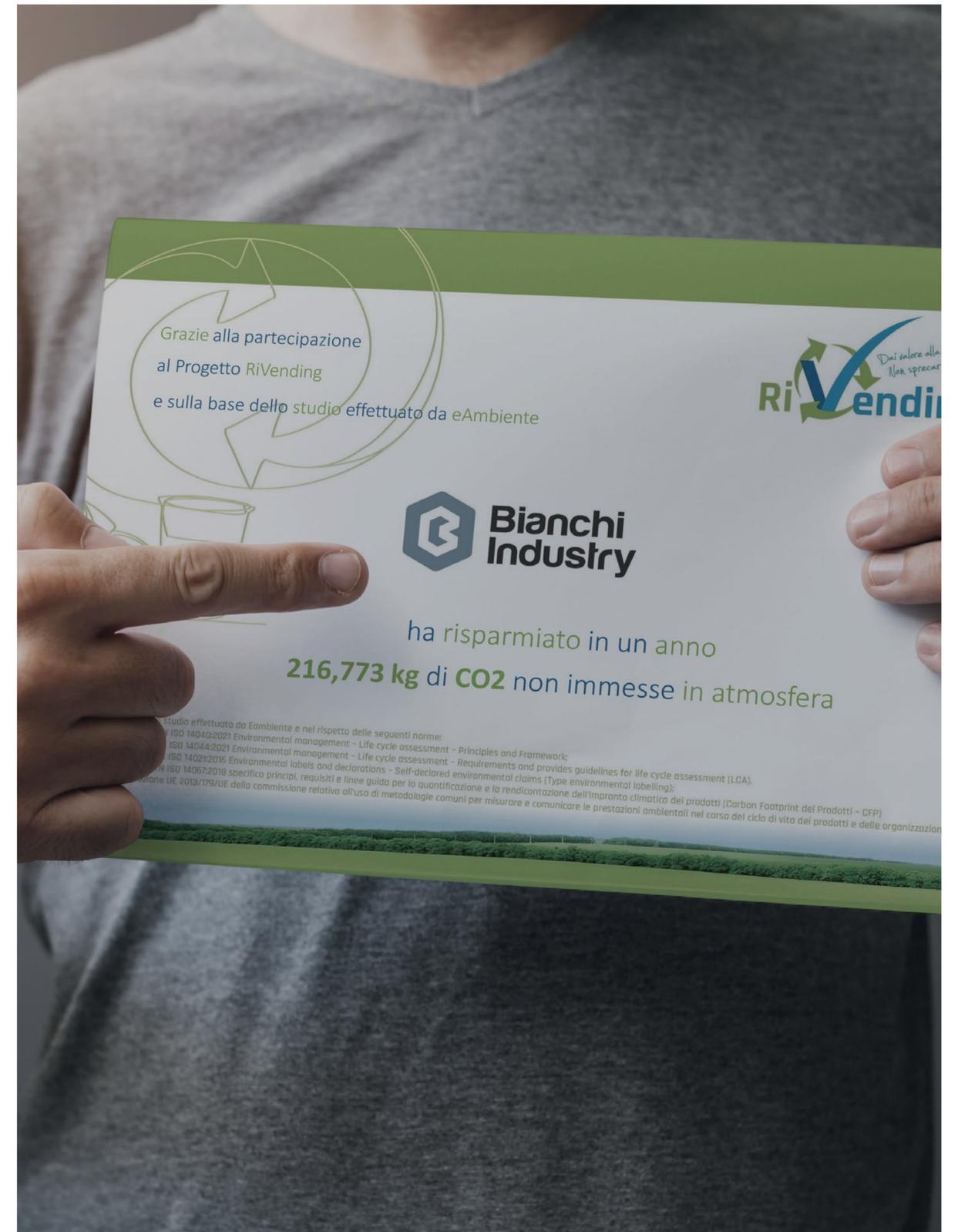


## THIS APPROACH TAKES THE FORM OF A RANGE OF TANGIBLE ACTIONS PROVIDED FOR IN OUR PLAN



We are carrying out an internal study to identify improvements that could allow us to increase the percentage of waste material reused or disposed of in a sustainable manner. At the same time, we are also carrying out a study aimed at assessing more sustainable alternatives to the plastics that we currently use. Again, in terms of ecological materials, in 2023 we switched from virgin to regenerated polystyrene for our packaging.

In recent months, circular economy has also become part of daily company operations through our joining the RiVending project, which is aimed at recycling single-use plastics; at the Zingonia plant, we have installed stations for the recovering of plastic cups, stirrers and bottles.



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# PRODUCT LIFE CYCLE

## LIFE-CYCLE ASSESSMENT

For a number of years, we have been committed to improving the life cycle of our products through a daily process of research and development that constantly evolves, also on the basis of available new technology.

We do not intend to stop here; on the contrary, we now want to take further steps in this direction, and we are therefore concentrating our efforts on the **Life Cycle Assessment, which will allow us to assess the environmental impact of our products throughout their life cycle.** The data and information that we are collecting allow us to more precisely target our R&D activities, and to identify the actions required to improve the life cycle of our products, from the materials used to make them, to energy consumption, the duration of their useful lifespan and disposal.



## Design your *sustainable* break

### OUR FIRST STEPS

In practical terms, involving our R&D department in the designing of longer-lasting machines has led to the first significant results in terms of improvements to the life cycle of our products, following three guidelines.



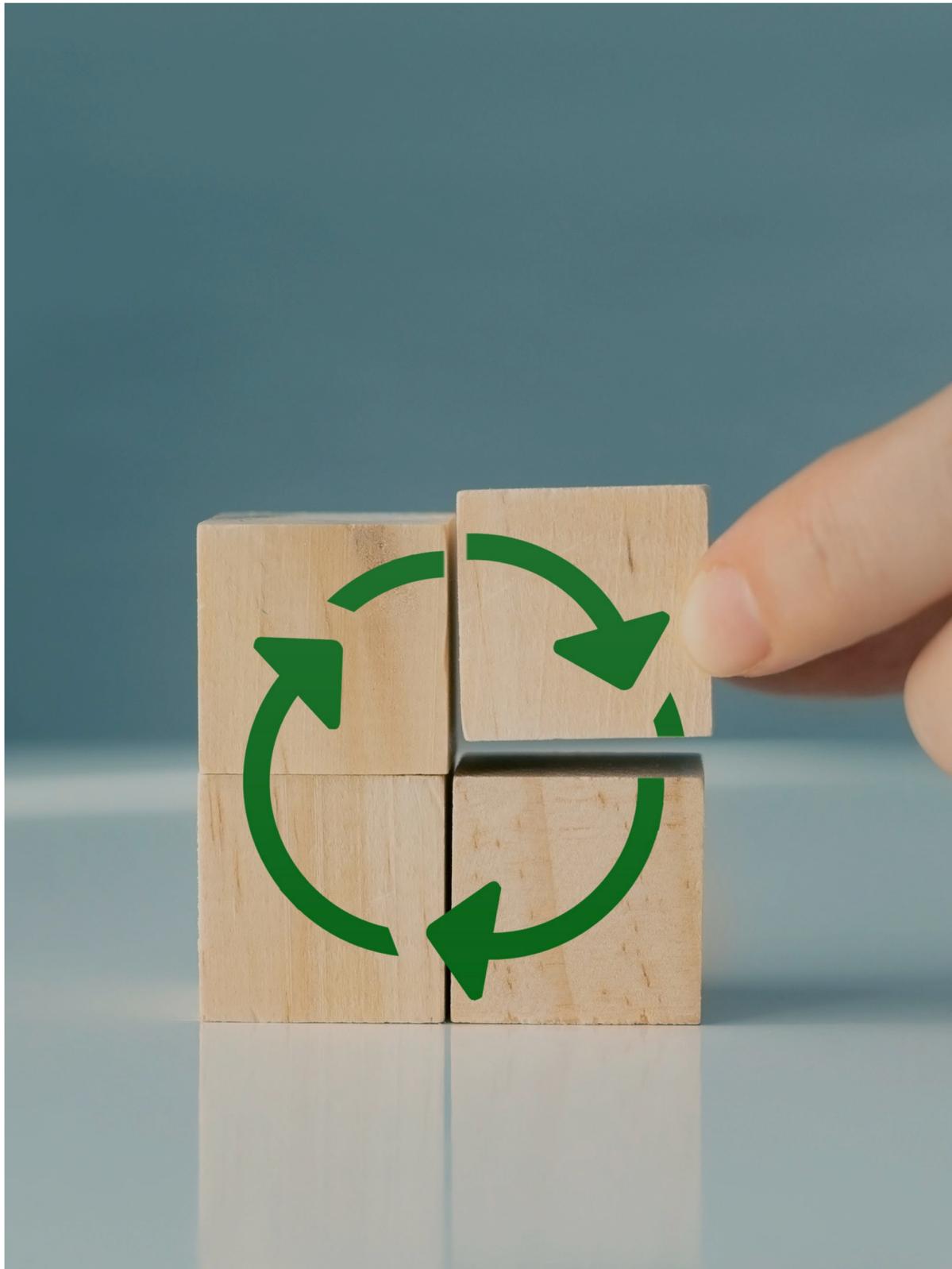
**MODULAR DESIGN:** the first is the presentation of new-generation machines that are **modular and updatable**, offering a potentially longer lifespan due to their ability to evolve over time in accordance with consumer demands and the latest market trends.



**NOTHING MORE THAN YOU NEED:** the second is the optimisation of hardware components, in accordance with a form of logic that offers clients the possibility to create and configure their machines to measure, **exclusively with elements that they effectively need** to respond to consumer demands.



**RATIONALISATION OF COMPONENTS:** the third guideline is the **interchangeability of the components themselves**, an aspect common to many machines from the Bianchi Industry range, aimed at reducing the quantity of components held in the warehouse and improving the efficiency of procurement.



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## PRODUCT LIFESPAN AND END OF LIFE



Bianchi Industry solutions are characterised by sustainability, including throughout their life cycle.

First and foremost, in terms of efficiency, with ever **lower levels of energy consumption** thanks to the implementation of latest-generation technology.

Furthermore, our machines are now compatible with **paper cups and wooden stirrers** and are equipped with the **mug kit**, which allows consumers to use their own mugs instead of a disposable cup, and with the **energy saving mode kit**, which places the boiler on stand-by when the machine is not operating, reducing energy consumption.



We are also responsible for what happens when our machines reach the end of their life cycle; to this end, we adhere to ecological organisations in the field of the **WEEE directive** for the collection, recycling and recovery of waste electrical and electronic equipment.

Continuing with the theme of regulations, all our machines comply with the **RoHS 2 directive**, and therefore fully respect the legal limits for the use of hazardous substances.



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# OUR CERTIFICATION

We strive for excellence in the Vending and HoReCa sectors, in line with an approach aimed at constant improvement and technological progress. This ambitious goal has led us to undertake a process that sees the integration of management systems that prioritise a range of aspects such as quality, reliability of service and products, client satisfaction, respect for legal requirements, occupational safety and improvement of environmental performance.

In this light, adhesion to international ISO standards is a concrete sign of our commitment to constantly improving company processes. The Zingonia and Latina plants have a Quality System certified in accordance with the requirements of regulation **UNI EN ISO 9001:2015**, and an Environmental Management System in accordance with the requirements of regulation **ISO 14001-2015**.

In addition to these certifications, we will soon obtain **UNI CEI EN ISO 50001** certification, a guarantee that Bianchi Industry adopts a healthy Energy Management System aimed at reducing consumption and environmental impact while at the same time increasing profitability.





# SOCIAL SUSTAINABILITY

As a company, we are aware of the significant impact that we have on the lives of our employees, our clients and all our stakeholders, including the local communities of which we are a part. People are a precious resource for us; they are at the centre of the future that we envisage and that we want to create, beginning with the building of an increasingly fair working environment that places value on individual rights, safety, diversity, a work-life balance and communication.

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OUR STEPS



Design your *sustainable* break

# CODE OF ETHICS

## **A COMMON PATH: SHARED RESPONSIBILITY**

We are united on a common path of planning and collective value, which leads us to operate in accordance with shared ethical principles and confirmed goals of social and environmental responsibility. A line of action and management that characterises every single decision and initiative taken by Bianchi Industry as a whole, a company made up of people working together and all moving in the same direction.



# DIVERSITY, EQUALITY, INCLUSION

Our diversity is what brings us together; this is the principle on which we have based our Diversity Mapping, a project that will allow us to recognise all the individuals that make up the Bianchi Industry team, and that constitute a true source of value.





## Design your *sustainable* break

In order to ensure that our working environment is increasingly open and inclusive, in recent months we have favoured the hiring of people from diverse cultures, ethnic backgrounds, ages and genders, assessing talent and experience. In less than a year, foreign staff members have gone from representing 0.4% to representing 5% of all employees.

At the same time, our commitment is oriented to recognising, valorising and promoting the increasingly central role played by women within the company, and women currently represent 27% of our workforce; a significant number for an exclusively manufacturing-based organisation, and one that is destined to increase in the years to come.



# COMPANY WELFARE

Our company welfare programme includes a series of initiatives, goods and services that we offer our employees, with **the general aim of improving their professional and private lives**. This is our way of ensuring that the people that work with us feel part of an extended family, and valorising the contribution that each and every one of them makes day after day to Bianchi Industry.

For a number of years, our employees have had the opportunity to autonomously choose and manage the benefit programme best suited to their own needs, accessing our welfare platform, which has seen a gradual increase in available services. Together with the launch of the portal, our HR department has set up a dedicated desk to help workers use this instrument to the full and has prepared an information brochure that is promptly updated with the latest additions to the platform.



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# WELCOME PLAN

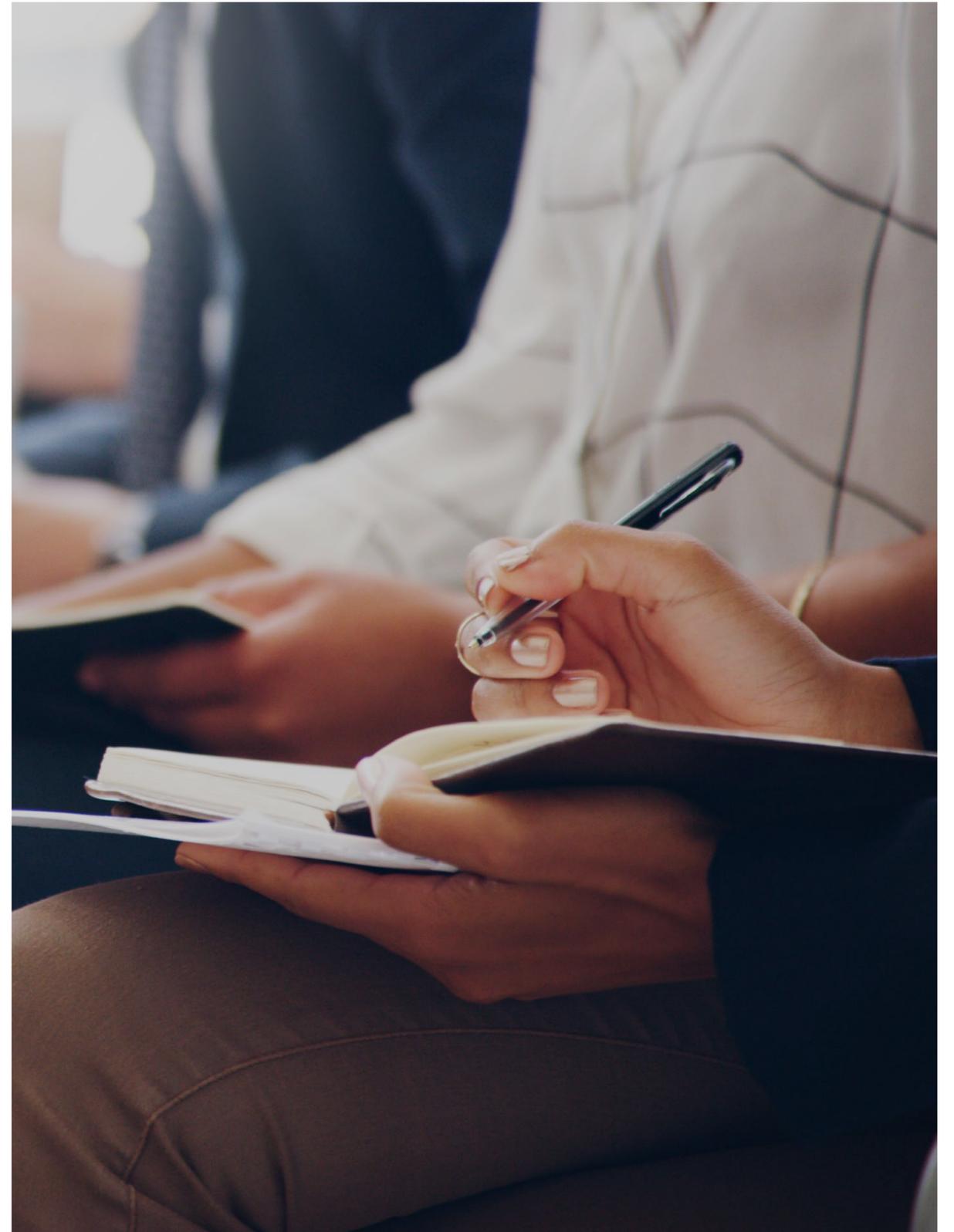
We are fully aware that in order to truly feel part of a family, the way one is welcomed also plays an important role. This is why we have created a **welcome plan for new company employees, called “Welcome in Bianchi”**. This takes the form of a meeting with our HR department aimed at favouring the settling in and integration of new employees, who will be presented with the process of onboarding that will follow, and other aspects related to the organisation and to company life. We are also now collaborating with specialised post-graduate training institutes (ITS), and with the universities of Bergamo and Milan to favour the addition of new figures to the company through apprenticeships.



# TRAINING

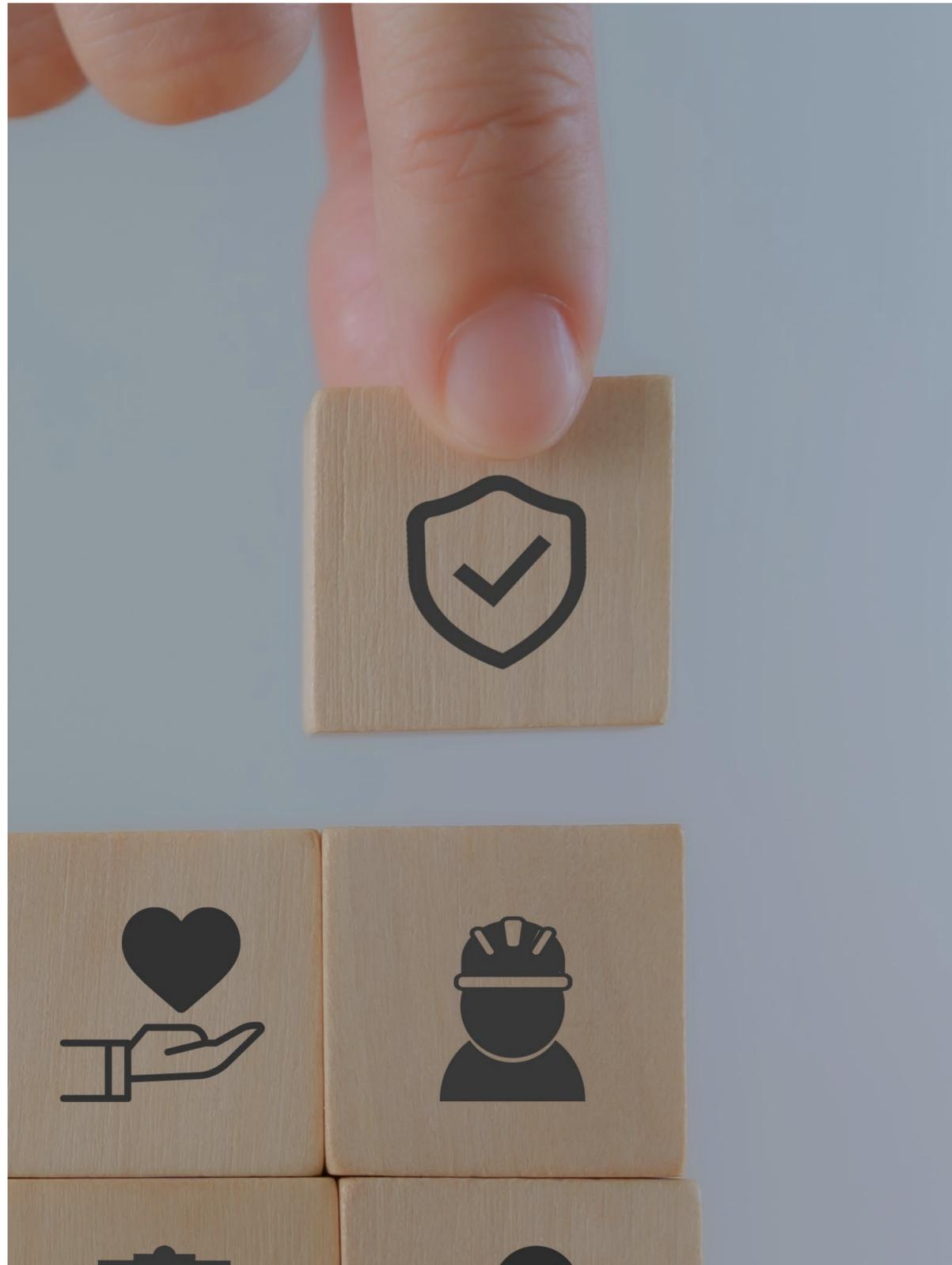
We are convinced that the ongoing training of employees is essential in order to evolve as an organisation. For us, this does not merely take the form of complying with the law, but rather of **developing the skills of our collaborators and to support their personal and professional growth**. Since 2018, we have been providing all our employees with a **Training Booklet**, used to record all the training events that they have taken part in, a practical sign of their (and our) commitment to constant growth and self-improvement.

Year after year, we are also increasing the number of hours of optional training (in 2023 we crossed the threshold of 3 thousand hours), involving all levels of the company in a programme that provides for a range of course types, from technical courses to courses for the development of soft skills, as well as on sustainability, time management and much more.



# SAFETY

We have always placed focus on the health and safety of our employees, a commitment that in Autumn 2022 led us to set up the **Company Safety Committee**. This is an internal supervisory body composed of the Health and Safety Officer, the Employer Safety Representative, the Operative Directorate, the Head of Production and other support figures (WHSR, supervisors and company physician). The role of this body is to analyse hazard reports or criticalities uncovered by inspections in order to try to **identify and implement preventive actions aimed at avoiding occupational injuries and illnesses**. These actions are therefore promptly implemented through meetings involving the relative workers. Continuing with the theme of safety, in 2023 Bianchi Industry took part in a project for experimenting with Training Breaks; this innovative training method briefly involves small groups of employees directly at their workstations in addition to the provisions of the compulsory training programme.



# INVOLVEMENT

We want to inspire our collaborators, but we also want them to inspire us, above all in terms of change. With this spirit, June 2023 saw all our employees in the Verdellino plant involved in a **survey** aimed at understanding the opinion held by each person on a range of themes, such as **environmental sustainability, work-life balance, social activities, the climate in the company** in terms of leadership and team working, and the ability of the organisation to **communicate efficiently**. The results of this survey were analysed and shared with the staff, thus setting in motion “Design our change”, an important programme of internal change involving a range of aspects of company life, above all a commitment to ecological transition. This is an ambitious challenge that we want to take on with the collaboration and involvement of all the members of the Bianchi Industry team, with the aim of consolidating a sense of belonging and the desire for everyone to work together.



# SOLIDARITY

When addressing the theme of social sustainability, our attention is also focused beyond the company, to the community of which we are part, and to the world that we want to help create. **We believe in the power of solidarity, and this is why for many years we have been donating to organisations and associations** that create initiatives and projects aimed at improving the lives of people.

Through our foundation, we support the activities of the non-profit organisation “Amici dei bambini di Mama Anakuja”, which provides education and healthcare for orphans, children in need and children suffering from serious illnesses in one of the poorest areas of Kenya. Furthermore, we are working within the local community, supporting the municipality of Verdellino and the various local cooperatives involved, in the setting up of projects for “Solidarietà in Movimento”, offering a precious free transportation service for vulnerable people.





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