

# Relazione d'impatto 2022

Tecma Srl Unipersonale Società Benefit  
Part of Techniconsult Group



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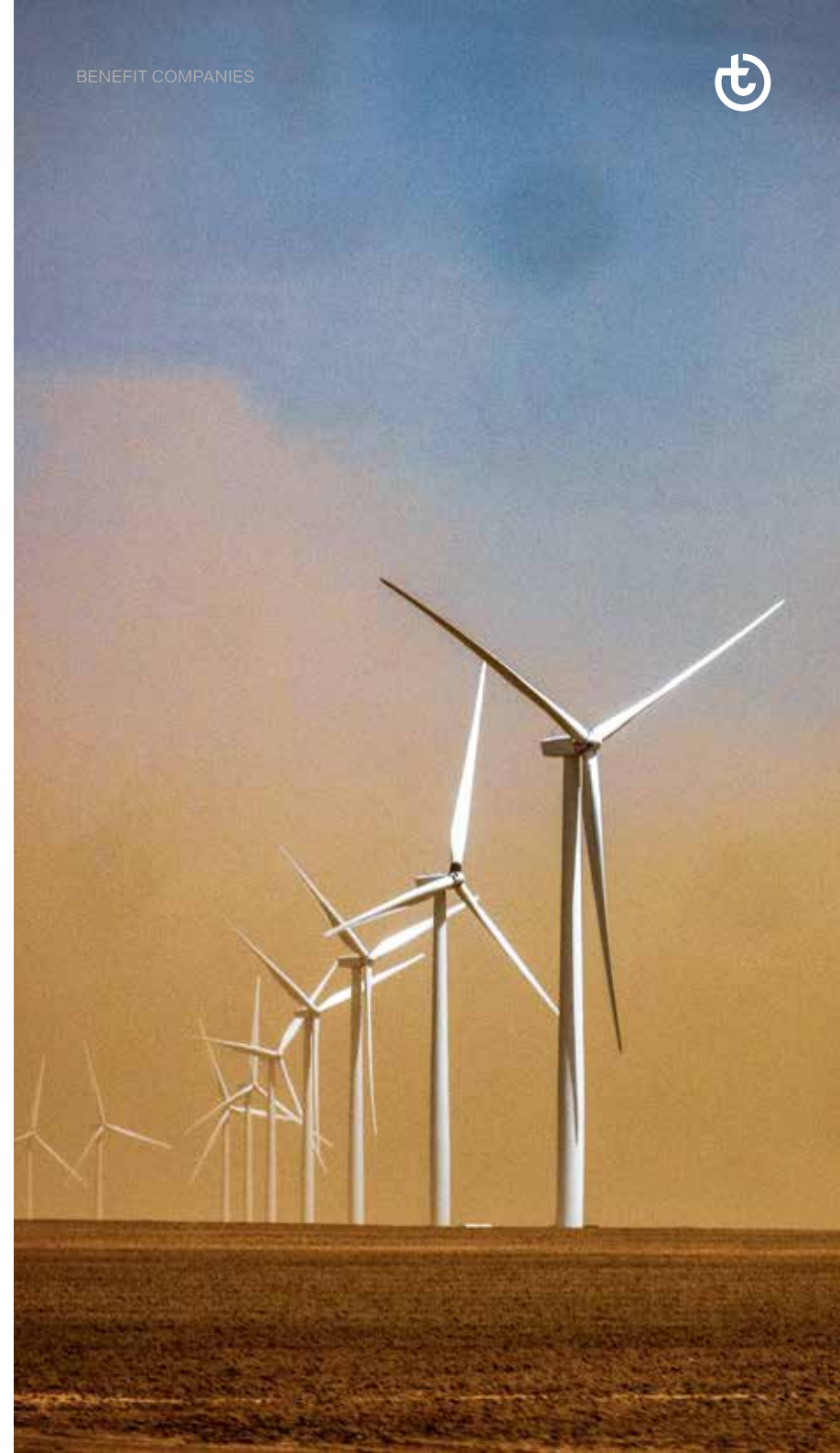
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The original language release (italian) is the official and authorized version of the release. This translation is only a means of assistance and should be compared with the original language text, which is the only version of the text that will be legally valid.





# Letter from members to stakeholders

**Tecma Firenze Unipersonale Srl Benefit Company** is currently experiencing a period of change and strong growth, not only on an economic and staff level, but also due to the size of the projects managed, concerning important works mainly in the pharmaceutical sector. The objective is to consolidate our presence in the Life Science sector at an Italian level and to promote our growth in the international pharmaceutical scenario in the medium term. From this perspective, the need arose to address the market with the right approach and to structure the company by actively responding to aspects of Sustainability.

When we heard about the topic of Benefit Corporations before Covid, we were immediately interested and intrigued, in particular seeing how aspects such as profit sharing, employee welfare, as well as attention to the environment were already applied in our company. **We understood that we were already on the right path: that of sustainability.**

Hence the desire to modify the company statute and move to Benefit Corporation in December 2022. The direction we are giving the company aims to lay solid foundations **for**

**the future also in view of the generational transition,** promoting a way of work oriented towards the well-being of workers and protection of the environment and in line with the principles of our customers operating in the life sciences field.

With the transition to Benefit Corporation, **our corporate vision and mission have not changed but it is even more strengthened the concept of attention to worker well-being and customer satisfaction,** formally defining common environmental, governance and social benefits.

We have already achieved good results internally by creating a **dynamic work environment** where people can develop skills and grow professionally, where every worker actively participates in the change of society and brings added value and where work flexibility allows you to reconcile working and professional life.

**On an environmental level, we are developing the sustainability department with the aim of providing our customers with energy efficiency solutions and consultancy on ESG aspects.** We also aim to achieve B Corp certification in the next two years.

In the coming years the market will be increasingly focused on ESG issues and our challenge is to **accommodate the change and be ready.** A future in which the corporate modus operandi does not include integration with Sustainability is unthinkable.

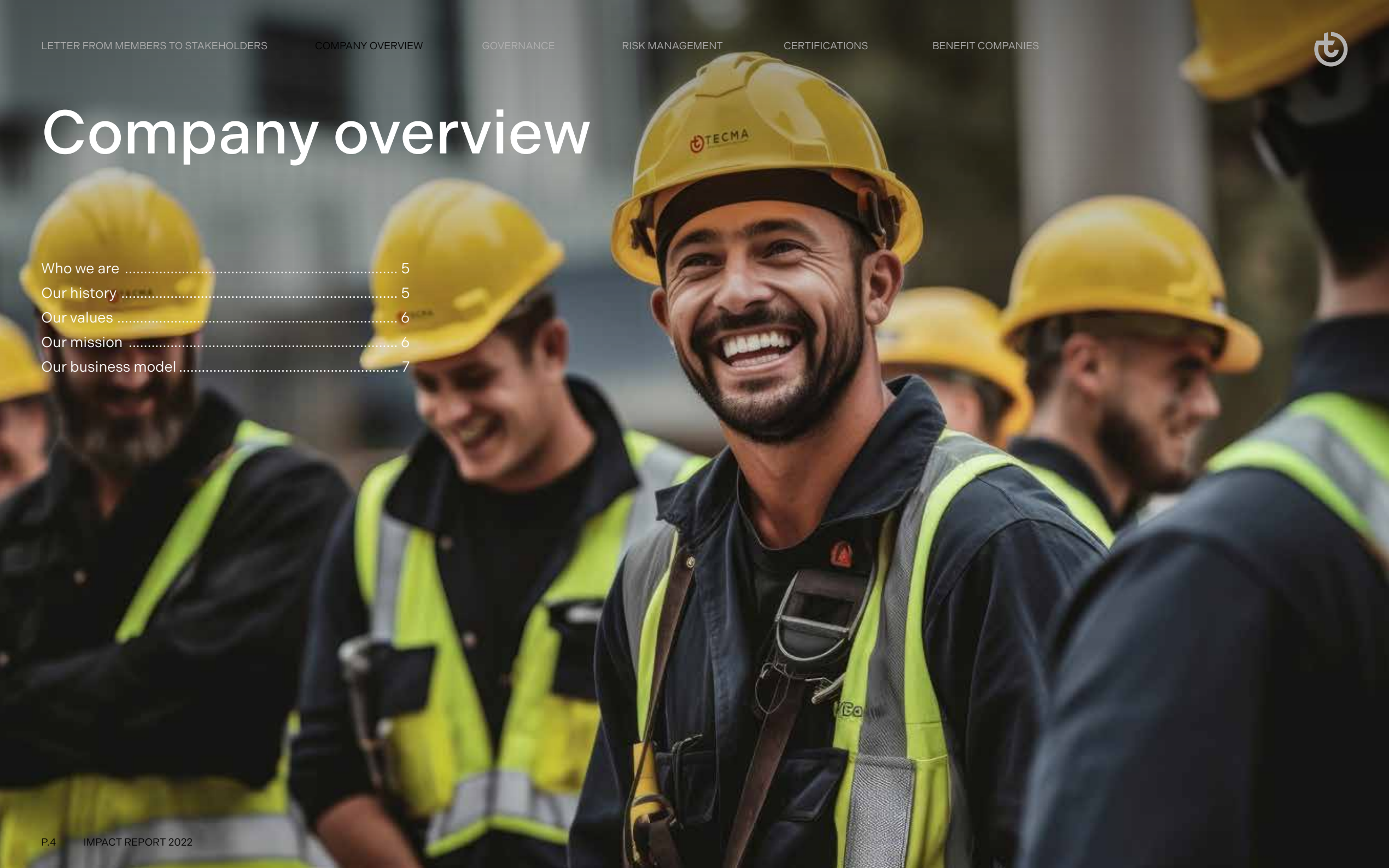


Pier Angelo Galligani e Rosario Lo Presti



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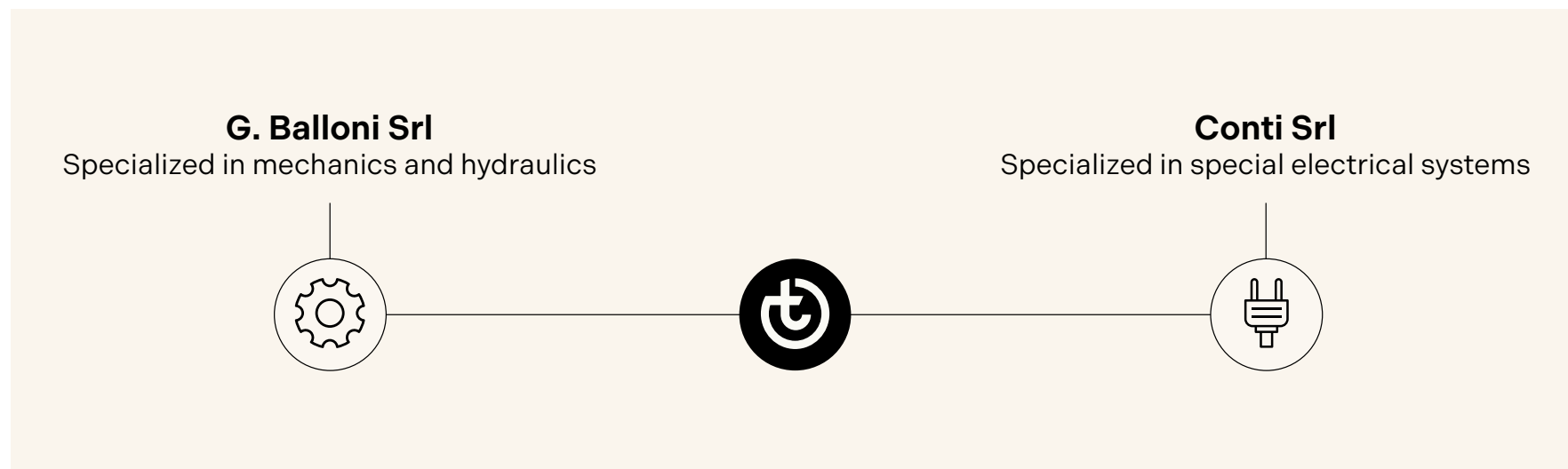
## Who we are

Tecma Srl Unipersonale Società Benefit, 100% controlled by Techniconsult Firenze Srl Società Benefit, was founded in 2016 following the acquisition of two companies specialized in the plant engineering sector, and offers construction, general contracting and maintenance services for the Life Sciences industry.

Tecma Srl Società Benefit together with Techniconsult Srl Società Benefit and AQE Srl is part of the Techniconsult Group which offers integrated services in the pharmaceutical sector. The Group's will is to continue to develop its skills, internally, through the growth of the team, the development of new business units and the creation of new companies, and externally, through the definition of strategic commercial agreements with other complementary entities in the sector, united with the aim of creating a network of coordinated companies capable of covering all phases of the life cycle of a plant in the Life Science sector.

## Our history

In July 2016 the following companies were purchased by Techniconsult Firenze Srl Società Benefit:



The Group is determined to continue to broaden its range of expertise, internally by growing its team, developing new business units and creating new companies and externally by entering into strategic commercial agreements with other complementary organisations, which share the objective of build a network of coordinated actors that covers the entire life cycle in an industrial plant dedicated to Life Sciences, and beyond.

We became a Benefit Company on 19 December 2022 and “we did it not because it was fashionable but because we realized that our ways of doing things and our actions were and will always be in line with the principles of Benefit Companies”, declares one of the members founders of Techniconsult Firenze Srl Benefit Society, Rosario Lo Presti.



## Our Values

The aspect that differentiates us on the market is our soul, our values; we are a living organism that adapts to the customer's needs at all times and believes in growth through skills. We share the following values:

- Ethics
- Inclusion
- Diversity
- Sustainability
- Professionalism
- Innovation
- Respect
- Passion
- Flexibility

Values that are transformed into quality and the pursuit of excellence, pursuing with rigor, but at the same time with great flexibility, the development of a tailor-made service to our Customers.

The founding members of TC have always believed in the social role of the TC Group, placing People and the Planet at the center of their work, in addition to Profit, starting from our territory.

## Our vision

**“Side by side, we lay the foundations to improve the quality of life.”**

Our main objective is to provide continuous support to the customer and become his trusted partner throughout the entire life cycle of a project: from initial consultancy, to design, to procurement assistance, to construction site management, to the implementation of works, start-up, commissioning and qualification and maintenance activities of the plants.

“Quality, continuous innovation and complete integration in the services provided to the customer constitute our winning mix” stated Pier Angelo Galligani, founding partner.

## Our mission

We want to offer our customers efficient, high-quality systems and maintenance services that minimize the burden of management with innovative technological solutions.

The passion we put into what we do is the fundamental aspect that contributes to consolidating relationships of mutual trust with our Customers, creating real long-term partnerships.



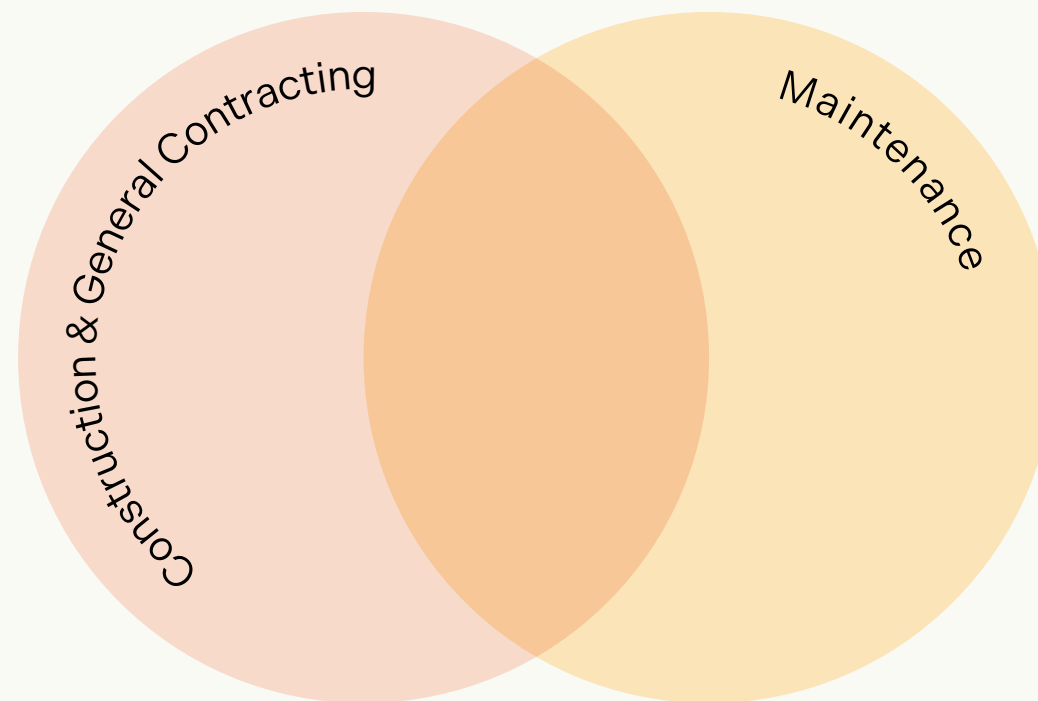


## Our business model

There **Value Proposition of the Group** has as its core the concept of «Partnership» with the **customer**.

The Group, with a team of department managers with decades of experience in the pharmaceutical sector, offers its partners construction and maintenance services, guaranteeing high quality and safety. Thanks to its strong know-how, highly qualified staff as well as the integration with Techniconsult Firenze Srl, the Group has managed to obtain an important position in the Italian market. The company has an important national territorial coverage with offices in various regions of Italy which allows it to be able to serve new customers. The service offering is based on integrated services, with a continuous expansion of the catalog of opportunities.

There **Value Chain** business of the Group is characterized by activities and services offered in the field of construction of industrial plants, General Contracting activities and maintenance activities.





## OUR BUSINESS MODEL

The main activities carried out by each department are summarized below:

### Construction & General Contracting

Tecma is able to offer services of:

- Construction of systems with own personnel
- Turnkey services

Both for the revamping of existing systems and for the construction of new systems. Tecma has an internal team of specialized workers dedicated to the construction of the following systems:

- Clean utilities
- HVAC
- Black Utilities
- Electrical and special systems

In addition to the in-house construction of the systems, Techniconsult Group also offers a “turnkey” service that satisfies all the needs connected to the life cycle of a system and guarantees the customer complete peace of mind, safety and efficiency. A synergistic approach that is based on

one shared engineering vision, on a full integration of skills and processes and on the use of innovative technologies capable of managing all the information, workflows and resources relating to the plant.

An integration that guarantees greater efficiency in the entire process, an increase in the reliability of the systems, a reduction in costs and above all the total serenity of the Customer who, thanks to the provision of a “turnkey” service, is relieved of all worries.

### Maintenance

Tecma has the skills for correct maintenance management in the pharmaceutical sector of thermal power plants, refrigeration plants, production/storage and distribution plants PW-WFI/PS, compressed air systems, air conditioning systems, extraction and ventilation systems, piping, water and sanitary systems, fire prevention systems, transformation cabins, electrical systems, special systems, fire detection systems etc.

### Quality Global Service is a service offered by Tecma that integrates:

- Commissioning/start-up, troubleshooting and maintenance to ensure a more efficient service.
- Preventive and corrective maintenance
- Management, compilation and archiving of documentation for all systems

### The main advantages are:

- Improvement of service quality through know-how integration
- Optimization of maintenance costs
- Optimization of intervention times
- Optimization of maintenance administrative management costs.
- Single point of contact





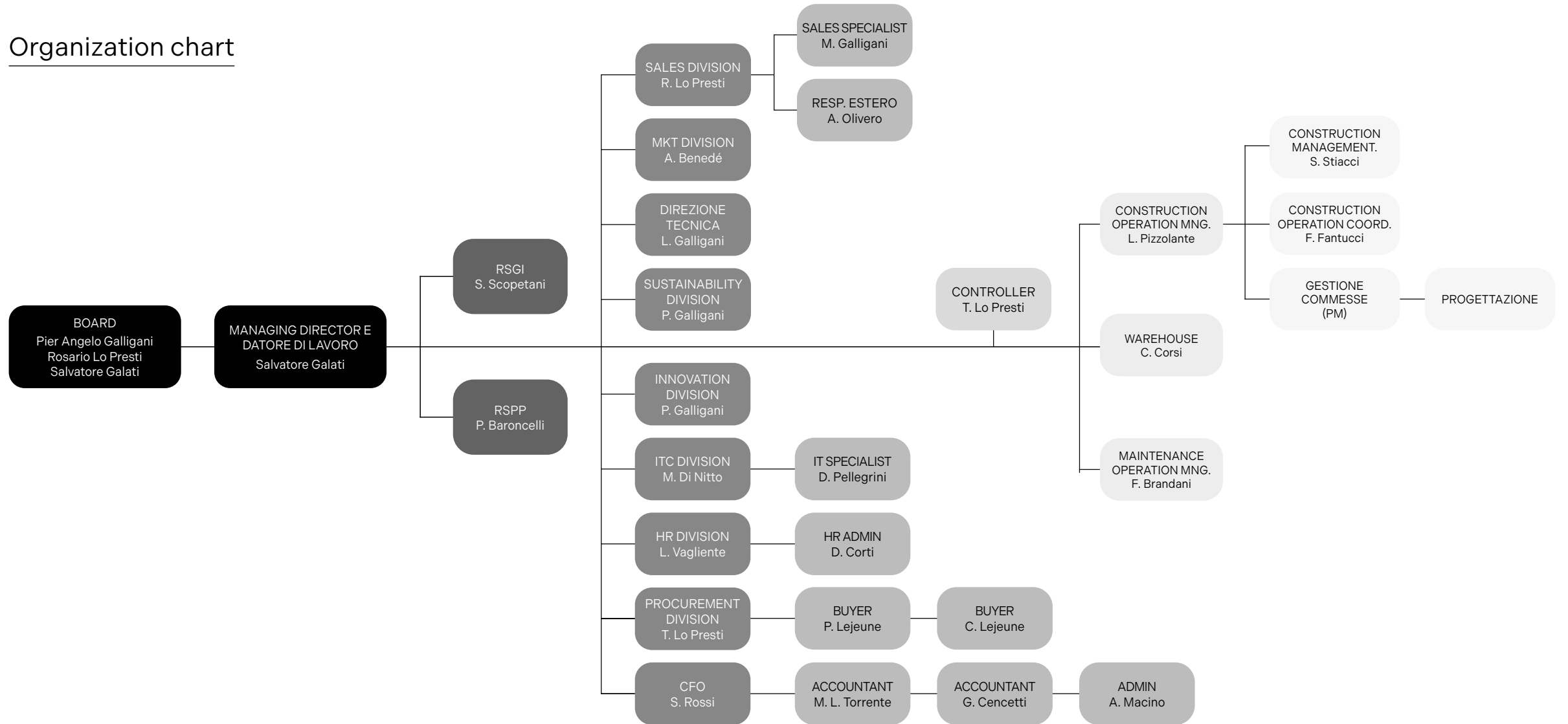


# Governance

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## Organization chart





## Board of Directors

The current Administrative Body, appointed by the Shareholders' Meeting, is regulated according to the Statute and is made up of a Board of Directors made up of 2 members:

- Pier Angelo Galligani, President of the Board of Directors
- Rosario Lo Presti, Councillor

Consistent with regulatory requirements, the company has an impact manager, engineer Pier Angelo Galligani, who reports to the board of directors and is responsible for defining the strategies of the common benefit management plan, monitoring and reporting of its implementation, as well as the definition of the annual objectives in line with the objectives of the common benefit expressed in the statute, and the drafting of the impact report.

Tecma operates in a variety of continuously and rapidly evolving institutional, economic, political, social and cultural contexts. The companies of the group carry out their activities in compliance with the law, within a framework of fair competition, with honesty, integrity, correctness and good faith, respecting the legitimate interests of customers, employees, shareholders, commercial and financial partners and of the communities in which the company is present with its activities. Due to the complexity of the situations in which Tecma finds itself operating, it is important to clearly define the set of values that Tecma recognises, accepts and shares and the set of responsibilities that the Techniconsult Group assumes internally and externally. For this reason Techniconsult has also prepared for its group companies,



including Tecma, the **ETHICAL CODE** unitary (hereinafter also Code), the observance of which by Tecma employees is of fundamental importance for the good functioning, reliability and reputation, factors that constitute a decisive asset for the success of the company.

A. is being prepared **SUPPLIER CODE OF CONDUCT** to ensure that its suppliers adhere to high standards of safe working conditions, fair and respectful treatment of employees and ethical practices.

The document named is being approved **"OPERATING PROCEDURE FOR THE EVALUATION AND QUALIFICATION OF SUPPLIERS"** which includes all actions connected to the evaluation of Suppliers of goods/ services that have an impact on the

quality of the service provided to the end customer by TECHNICONCONSULT (TC) and Tecma (TM).

The evaluation is essential for the qualification of the Suppliers and for their consequent inclusion in the specific Register of Qualified Suppliers of Techniconsult Group (TG).

Tecma voluntarily adheres to the draft currently being defined of MODEL 231 pursuant to Legislative Decree no. 231/200 to provide for the set of rules, control measures and sanctioning systems implemented by the Group companies to prevent the commission of crimes (the CD. "predicate crimes") by the subjects, natural persons, who, in various capacities, operate in the name or on behalf of the same.



# Risk management

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## Risk management

Tecma has equipped itself with a risk management model in order to guarantee optimal identification, measurement, management and monitoring of corporate risks.

The Board, in coordination with the Quality department of the Techniconsult group, has carried out an assessment of the context and risks/opportunities for the year 2022. I believe it is of fundamental value to identify the risks associated with certain strategic and operational choices and make decisions on the methods through to deal with these risks. The company intends not to emphasize an extremely 'insurance' vision of risk but rather a more managerial vision to deal with risk proactively.

The mapping of the company's risks involves a careful evaluation of the business processes, market positioning and organizational model. Furthermore, the company undertakes to determine the ESG risk factors by developing a holistic, broad and concrete vision of the impact that the various business processes can have on the ecosystem in which the business comes to life, with an analysis preliminary evaluation of all the issues potentially involved using risk verification and mitigation criteria.





# Certifications

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## Quality System Certified ISO 9001:2015 Certifying Body Dasa-Rägister SpA



## Quality policy

On 6 October 2022, Techniconsult Firenze Srl Società Benefit and Tecma Srl Unipersonale Società Benefit formalize in the document “The quality policy” the set of actions and strategies developed by the organization to achieve the quality objectives.

## Quality System Certified ISO 45001:2018 Certifying Body Dasa-Rägister S.p.A.

On 8 December 2020, the **management system certification relating to ISO 9001 and 45001**, issued by the Dasa-Rägister SpA certification body for the following activities as object: Installation and maintenance of industrial systems for the transfer of pure and technical fluids intended for the pharmaceutical sector. Maintenance of air treatment and thermohydraulic systems. Installation and maintenance of electrical systems.





# Benefit companies

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With the minutes of the Shareholders' Meeting of 19 December 2022, the statutory amendment for the conversion of Techniconsult Firenze Srl into a Benefit Company was unanimously approved. With the resolution, as integrated into its new social object, the desire to pursue objectives, in addition to economic profit, also with social purposes is made explicit, generating positive impacts on people, the community and the environment in which it operates.

In particular, the company intends to pursue as specific objectives of common benefit those of:



- **Provide internal training plans** on transversal subjects in order to promote professional development, stimulate their creativity and bring out their talents, so that they can contribute to finding solutions to the challenges of sustainable development, in full respect of human and workers' rights;
- **Adopt motivational procedures** for its collaborators, also monitoring employee satisfaction through formal feedback processes;
- Give your employees and collaborators the opportunity to undertake **career paths and growth** within the company;
- Also promote, both internally and with customers and suppliers, a **climate of mutual trust**, in which it is natural to freely make one's talents, ideas and skills available for the benefit of the professional growth of colleagues/collaborators and for the progress of the company.
- Provide for the possibility of implementing annually **staff incentive plans**, also through profit sharing or by providing variable bonuses or benefits based on the profits made by the company, in compliance with the sector regulations in force at the time;
- To adopt **business models with strong ethical social impact**, which encourage the involvement of employees and collaborators to policies, implementing targeted welfare actions;

- Ensure a **healthy and comfortable working environment**, with efficient internal spaces, increasing the corporate well-being of collaborators and their inclusiveness;
- Strengthen digital transformation, also with a view to improving working conditions, encouraging it **smart working** and remote working, implementing highly innovative technological systems, which can reduce the ecological footprint due to travel and commuting;
- Use, within the scope of its social purposes and its activity, **technological tools and solutions** which promote the best use of resources, creating a lower impact on the environment, territories and communities;
- Implement, as well as propose, the nature and quality of its products implement to its stakeholders, customers in particular, the use of solutions, products, **machinery and systems that favor the lowest consumption of resources** and energy efficiency, with limited impact on the environment, territories and communities;
- Collaborate and carry out the activity in synergy with stakeholders, such as organisations, foundations and suppliers, even in economic difficulty, to **contribute in a sustainable way to their development** as well as encouraging the exchange of skills;
- Supply the business with raw materials

and semi-finished **products producers and suppliers who promote a just and sustainable economy**, which protects people and the environment, with a view to energy efficiency;

- **Incentivize suppliers to improve their social or environmental performance** and through contractual terms, pricing or other means;
- The administrative body and the shareholders of the company, where possible, undertake with professionalism to establish and **strengthen harmonious relationships with customers**, suppliers and the community of the area in which they operate, whose protection and improvement they feel is an integral part of their mission. The company interacts in a fair and civil manner with competitors, suppliers, customers, civil society and the public administration. In the definition and services, the company undertakes not only to respect its contractual obligations, but also to evaluate the effects of the products themselves on the well-being of the people for whom they are intended;
- **Implement ethical impact models**
  - **social** in order to prevent all forms of corruption and crime and promote legality actions, also guaranteeing corporate transparency;
- **Disseminate and promote projects** or sustainable programs with **strong impact on the environment**, territory and community.



## What it means to be a Benefit Corporation

To be Society Benefits it means maintain there own vocation entrepreneurial and pursue objectives of common benefit in the socio-environmental context of reference, through the improvement of positive impacts or the reduction of negative ones.

The common benefit objectives are the “what” Tecma aims to achieve, what it aspires to in order to provide the maximum positive effect on the community and the environment.

Actions of common benefit, on the other hand, are the “how” our company wants to achieve its objectives and its ideas. How does it put into practice what it has codified in the statute. The pragmatic aspect of common benefit. The actions are planned and monitored during the exercise, in order to be able to be

reported at the end of each year.

The peculiarity of being a benefit company is to measure and communicate with transparency annually the results achieved, the progress and future commitments through the impact assessment which illustrates the value generated by the company towards society. These elements, explained in the report, are mandatory requirements with respect to law 28 December 2015, n. 208 which established Benefit Companies in Italy. The impact report that Benefit Corporations are required to draw up will be attached to the financial statements every year.





## Purpose of common benefit: specific objectives 2023

Since the company converted into a Benefit Company at the end of 2022, the impact report contains a statement that highlights the areas of impact in relation to the common benefit objectives identified in the statute and the activities and objectives to be achieved during the course. 2023, to contribute to each specific purpose of common benefit.

The common benefit purposes set out in the statute and grouped into the various impact areas are:

**Human resources impact area:** Provide internal training plans on transversal subjects in order to promote professional development, stimulate their creativity and bring out their talents, so that they can contribute to finding solutions to the challenges of sustainable development, in full respect of human and workers' rights. Adopt

motivational procedures for its collaborators, also monitoring employee satisfaction through formal feedback processes. Give your employees and collaborators the opportunity to undertake career and growth paths within the company. Provide for the possibility of annually implementing staff incentive plans, including through profit sharing or providing variable bonuses or benefits based on the profits made by the company, in compliance with the sector regulations in force pro tempore. Guarantee a healthy and comfortable working environment, with efficient internal spaces, increasing the corporate well-being of collaborators and their inclusiveness. Strengthen digital transformation, also with the aim of improving working conditions, encouraging smart working and working from remote, implementing highly innovative technological systems, which can reduce

the ecological footprint due to travel and commuting.

**Area of impact continuous innovation towards the sustainability of processes, business models and corporate practices in order to minimize negative impacts on people, the biosphere and the territory:** Also promote, both internally and with customers and suppliers, a climate of mutual trust, in which it is natural to freely make one's talents, ideas and skills available for the benefit of the professional growth of colleagues/ collaborators and for the progress of the company. Adopt business models with a strong ethical social impact, which encourage the involvement of employees and collaborators in company policies, implementing targeted welfare actions. Strengthen the transformation digital, also with the aim of improving working

conditions, encouraging smart working and remote working, implementing highly innovative technological systems, which can reduce the ecological footprint due to travel and commuting. Implement ethical-social impact models in order to prevent all forms of corruption and crime and promote legality actions, also guaranteeing corporate transparency.

**Area of impact development of the local communities in which the company operates:** Supply the business with raw materials and semifinished products from producers and suppliers who promote a fair and sustainable economy, which protects people and the environment, with a view to energy efficiency; Disseminate and promote sustainable projects or programs with a strong impact on the environment, territory and community.



**Impact area:** Promote a conscious and sustainable way of conducting business activities also with collaborative and participatory dialogue with stakeholders.

Use, within the scope of its social objectives and its activities, technological tools and solutions that promote the best use of resources, creating a lower impact on the environment, territories and communities; Implement, as well as propose to implement to its stakeholders, customers in particular, the use of solutions, products, machinery and systems that promote lower consumption of resources and energy efficiency, with limited impact on the environment, territories and communities. Collaborate and carry out the activity in synergy with stakeholders, such as organisations, foundations and suppliers, even those in economic difficulty, to contribute in a sustainable way to their development as well as encouraging the exchange of skills. Incentivize suppliers to improve their social or environmental performance through contractual terms, pricing or other means; The administrative body and the shareholders of the company, where possible, undertake with professionalism to establish and strengthen

harmonious relationships with customers, suppliers and the community of the area in which they operate, whose protection and improvement they feel is an integral part of their mission. The company interacts in a fair and civil manner with competitors, suppliers, customers, civil society and the public administration. In defining the nature and quality of its products and services, the company undertakes not only to respect its contractual obligations, but also to evaluate the effects of the products themselves on the wellbeing of the people for whom they are intended.





## COMMON BENEFIT AIMS 2023: SPECIFIC OBJECTIVES

IMPACT AREA	PURPOSE OF COMMON BENEFIT	SPECIFIC OBJECTIVES 2023	KEY ACTIONS	KPIs
Workers	Welfare	Quality of work	The company offers training on soft skills	Offer ad hoc training courses (leadership, public speaking... etc)
Workers	Welfare	Wellbeing at work	The company will obtain the necessary information via a questionnaire distributed to employees	% of company workers "satisfied" or "with a high degree of involvement" at least >65%
Workers	Welfare	Wellbeing at work	The company will regularly (at least once a year) carry out employee satisfaction and performance surveys	Formalize the possibility of providing scholarships to the children of employees
Workers	Welfare	Wellbeing at work	The company will sponsor and encourage participation in health and well-being activities during the working week (e.g. walking programs)	The company will organize a day during working hours dedicated to trekking activities
Clients	Sustainability	Impact assessment general	The company will implement measures to manage the potential impact of its products on customers/beneficiaries	The company, in addition to having a formal program to incorporate test results and customer feedback into the design of its products, will carry out a customer satisfaction analysis
Governance	Wellbeing at work	Quality of work	The company incorporates specific formal training into the general training of new workers and managers; all supervisors and managers receive training on how to convey social and environmental objectives to workers and how to implement performance reporting mechanisms	Specific formal training is incorporated into the general training of new workers and managers
Governance	Wellbeing at work	Quality of work	The company will annually verify any conflict of interest for managers and members of the board of directors with an annual questionnaire	Check conflict of interest for managers and members of the board of directors
Governance	Wellbeing at work	Quality of work	The company will integrate social and environmental performance into its decision-making process	Training will be provided to workers on social and environmental aspects relevant to the company or its mission
Governance	Wellbeing at work	Quality of work	The company will integrate social and environmental performance into its decision-making process	Training is provided to workers on social and environmental aspects relevant to the company or its mission



## COMMON BENEFIT AIMS 2023: SPECIFIC OBJECTIVES

AREA D'IMPATTO	FINALITÀ DI BENEFICIO COMUNE	OBIETTIVI SPECIFICI 2023	AZIONI CHIAVE	KPI
Governance	Wellbeing at work	Quality of work	The company will implement financial control mechanisms	Fraud risk assessment at least annually and any identified internal control deficiencies are communicated to the board and managers
Governance	Wellbeing at work	Quality of work	The company carries out actions for monitoring and reporting the anti-corruption program	Company management (e.g. board of directors, audit committee) analyzes the results of internal and external controls and ensures required changes are implemented quickly and appropriately
Governance	Wellbeing at work	Quality of work	The company will incorporate the company's environmental and social principles and practices into training programs for workers	Training of all supervisors and managers on how to convey social and environmental objectives to workers and how to implement performance reporting mechanisms
Governance	Wellbeing at work	Quality of work	All executives and board members complete an annual conflict of interest questionnaire	Annual conflict of interest questionnaire
Governance	Wellbeing at work	Quality of work	The company will check for what percentage of full-time managers a written performance appraisal has been conducted, with social or environmental objectives	100% of full-time managers formally assessed for performance with social or environmental objectives
Governance	Wellbeing at work	Quality of work	The company undertakes to define and disseminate (intranet) an anti-corruption policy	Training on the anti-corruption system
Environment	Innovation	Improvement energy efficiency	The company will adopt practices to promote its implementation and maintenance for energy efficiency as the company structures are not owned but leased	Implementation of intranet procedure for responsible use
Environment	Sustainability	Reduction of the environmental footprint	The company has a written policy that promotes the use of environmentally friendly products and practices in remote workers' virtual offices (recycling, etc.)	
Environment	Sustainability	Reduction of the environmental footprint	The company monitors energy consumption from low-impact renewable sources	75-99% of energy consumption comes from low-impact renewable source



## COMMON BENEFIT AIMS 2023: SPECIFIC OBJECTIVES

AREA D'IMPATTO	FINALITÀ DI BENEFICIO COMUNE	OBIETTIVI SPECIFICI 2023	AZIONI CHIAVE	KPI
Environment	Sustainability	Reduction of the environmental footprint	Does the company purchase environmentally friendly products for the majority of the company's facilities?	Purchase office supplies
Environment	Sustainability	Reduction of the environmental footprint	The company will implement water conservation methods in most of the company's offices or facilities	Environment Sustainability Timed taps, toilets, urinals and showers to save water
Environment	Sustainability	Reduction of the environmental footprint	The company will implement programs or policies to reduce the carbon footprint due to travel/ commuting	Limitation of company travel
Environment	Sustainability	Reduction of the environmental footprint	Policy statement documenting the company's commitment to the environment	
Environment	Sustainability	Reduction of the environmental footprint	The company uses renewable energy	75-99% % of energy consumption comes from renewable sources
Community	Welfare	Quality of work	The company will take measures to create an inclusive and fair working environment	Planning training courses for all workers on topics relating to diversity, equity and inclusion
Community	Welfare	Benessere economico dei Workers	The venture will provide worker volunteer services for non-profit organizations	Evaluation of volunteer activities
Community	Welfare	Quality of work	The company will implement procedures and policies for charitable donations and investments in the community	Formal commitment regarding charitable donations (for example 1% for the planet)



## COMMON BENEFIT AIMS 2023: SPECIFIC OBJECTIVES

### Methodological note

There note methodological and key of interpretation of the impact report. This is the first impact report of Tecma Srl. As a Benefit Company, we are required by law to report our activities to stakeholders, informing how we achieve our objectives of common benefit.

The impact assessment is carried out with the international standard B Impact Assessment (BIA) of the non-profit organization B Lab which allows the impact of society to be measured through a number on a scale of values from 0-200 points.

This tool allows you to quantitatively and rigorously evaluate the social and environmental impact generated by the company. The BIA is carried out via an online platform in which a company is asked to provide qualitative and quantitative information through a specific questionnaire. The questions return an overall score on a scale ranging from 0 to 200. Once the analysis is completed, companies that have exceeded 80 points can choose to obtain certification. This threshold represents the

break-even point between what the company takes from society and the environment compared to what it returns, moving from a purely extractive model to a regenerative one.

The standard BIA corresponds at characteristics envisaged in Annex 4 and the contents and areas of analysis defined in Annex 5, paragraph 378, art. 1, Law no. 208/2015, namely:

**1) Corporate governance:** identifying the degree of transparency and responsibility of the Company in pursuing the objectives of common benefit, with particular attention to the purpose of the Company, the level of involvement of stakeholders, the degree of transparency of the policies and practices adopted by the Company;

**2) Workers:** analyzing relationships with employees and collaborators in terms of salaries and benefits, training and personal growth opportunities, quality of the working environment, internal communication, flexibility and safety at work;



**3) Other stakeholders:** identifying the relationships between the Company and its suppliers, the territory and local communities in which it operates, voluntary actions, donations, cultural and social activities and any action to support local development and its supply chain;

**4) Environment:** identifying the impacts of society, with a life cycle perspective of products and services, both in terms of use of resources, energy, raw materials, processes production, logistics and distribution

processes, use and consumption and end of life.

The B Score immediately allows us to understand what the Company's "strengths" are and which areas could be subject to improvement.

The reporting period to which this document refers begins at the time of the conversion of Tecma into a Benefit Company (19 December 2022) and ends at the end of the financial year (31 December 2022).



# Impact Report 2022

Tecma Srl Unipersonale Società Benefit  
Part of Techniconsult Group

Tecma Unipersonale Srl Società Benefit  
Via Carlo del Greco 25/A - 50121 Firenze, Italy  
+39 055 455561 - [info@tecma.fi.it](mailto:info@tecma.fi.it)

[TCFIRENZE.COM](http://TCFIRENZE.COM)