Sustainability Report 2023
a Path to Sustainability Awareness

semantic

Semantic Srl | Benefit Corporation

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"We are delighted to share **our first Sustainability Report with you.**"

Andrea Menalli, CEO

Letter to Stakeholders

This report represents a significant achievement, complementing another important milestone we reached in 2022: our transformation into a Benefit Company. This decision was heartfelt and driven by the realization that the IT sector can and should contribute to a more sustainable world.

From the outset, our mission has been to provide high-quality IT products with minimal environmental impact, aligning with the principles of the Circular Economy. Our transition to a Benefit Company was a challenging but purposeful step. As a new juridical entity, we are committed to creating positive impacts for people, communities, territories, the environment, institutions, associations and other stakeholders.

All this is achieved without compromising our identity as an enterprise; rather, we've harnessed it to become an engine of change. Our status as a Benefit Company further strengthens our Value Proposition, which has always aimed to promote sustainable practices. We achieve this through activities such as hardware refurbishing, raising customer awareness, and fostering partnerships with other virtuous enterprises.

In our Sustainability Report, we detail how we've translated this vision into concrete actions, highlighting the results we've achieved and the challenges that lie ahead. We hope our experiences will inspire other enterprises to join the movement of Benefit Companies, creating a positive impact on society, the environment, and communities.
We thank you for your support and trust. Together we can make the difference!
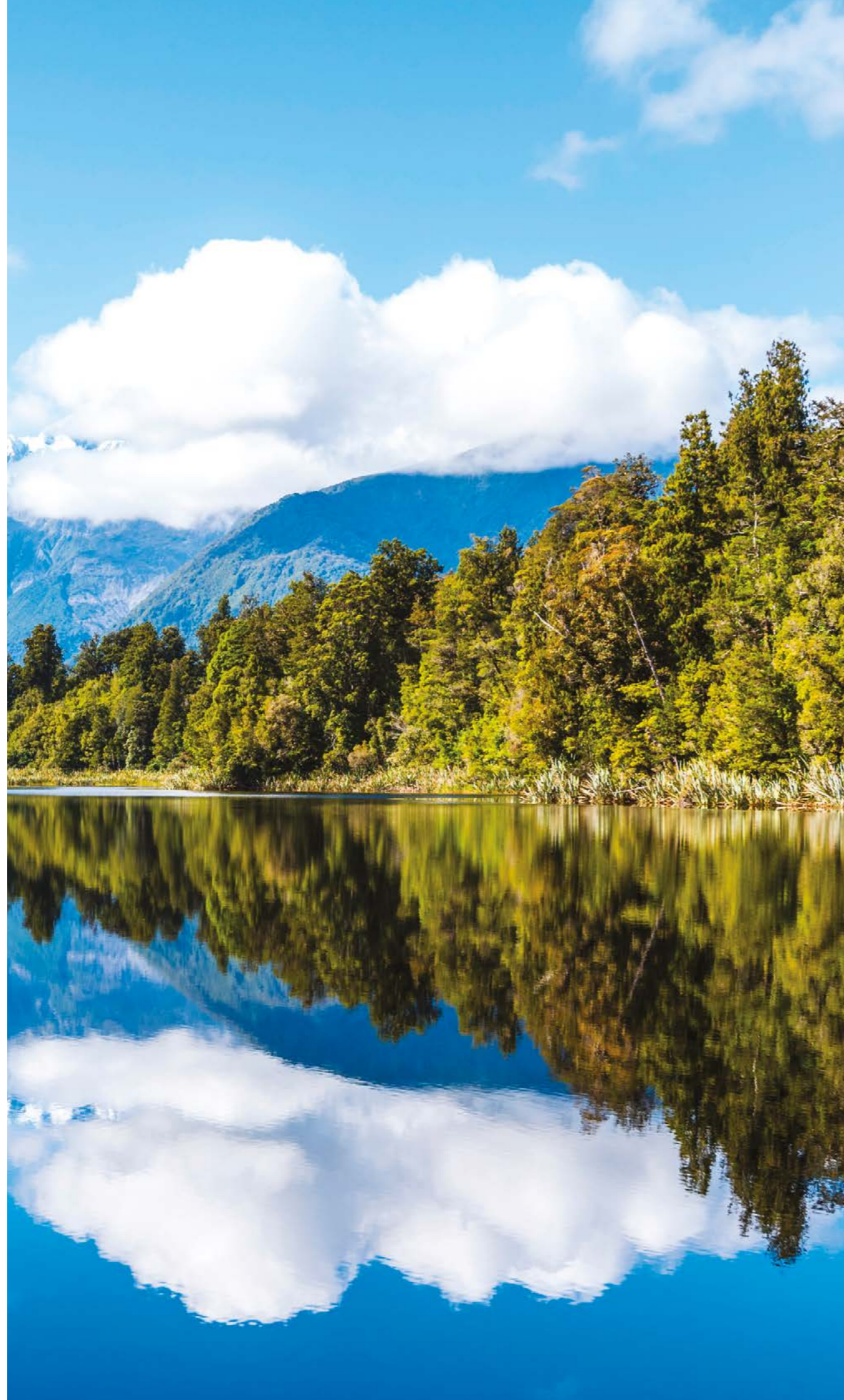
Sustainability Report
A Perspective

Semantic has deliberately chosen to become a Benefit Society, a legal organisation that goes beyond the mere pursuit of profit. As a Benefit Society, we are dedicated to creating a positive impact on society and the environment by adhering to principles of responsibility, sustainability and transparency.

This decision was not forced, but was a natural progression. Since its foundation, Semantic has embodied the characteristics of a Benefit Corporation, with these values deeply rooted in our mission and vision.

The concept of Benefit Corporation originated in the United States and was subsequently introduced in Italy in 2016 through the Stability Law. In order to obtain Benefit Corporation status, a company must improve its bylaws, explicitly declaring the Common Good it intends to pursue and identifying the stakeholders it intends to involve.In addition, a Benefit Corporation is required to publish an annual Sustainable Balance Sheet, providing evidence of the objectives achieved.

This commitment goes beyond financial metrics and includes broader social and environmental contributions. Being a Benefit Company offers several advantages, including greater attractiveness to customers, suppliers, talent and investors who prioritise social and environmental responsibility.

"In 2004, at Politecnico of Milan, a group of friends and colleagues dreamed of creating something special."

About Us
Momentum for Innovation

Semantic was born from a daring idea, sparked by a passion for innovation and the emerging world of the Web.

The idea turned into a company: Semantic, a microcosm of knowledge, enthusiasm and people united by a single goal: to help SMEs grow.

At a time when the Internet was just taking its first steps, we realised the revolutionary potential of digitalisation.

We saw the web as an irreplaceable opportunity for SMEs, a key to open doors to new markets and customers. We started offering innovative, tailor-made solutions to maximise the potential of the web and have not looked back since.

Our company has grown and we remain steadfast in our belief that every small business has the potential to achieve extraordinary results.

"Our company has several souls, each expresses the passion for our work, for the quality of service and for the desire to innovate."

① eco-rete
Independent Providers of Enterprise Hardware

Within Semantic, there are several business divisions. eco-net stands out as the most significant, and has been actively engaged in the supply of reconditioned and new hardware since 2009.

Refurbished products undergo a rigorous inspection process. Refurbished products undergo a rigorous inspection process and are meticulously tested in all sensitive areas to ensure that they can be reintroduced to the market with the same quality as new products, but at a lower cost.

The IT equipment supplied by eco-rete is state-of-the-art and customisable to meet different needs. These solutions are ideal for optimising and maintaining the IT infrastructure of any company. eco-rete is proud to offer products from the best brands in the industry, including HPE, Aruba, Cisco, Dell, Lenovo and IBM.

In addition, it provides customised configurations, warranties of up to three years, and a qualified and empathetic customer support team from both a commercial and technical perspective.

eco-rete has consistently demonstrated its commitment to reducing its environmental impact while providing solutions of the highest standard. From the outset, eco-rete has chosen to be an independent supplier.

Being independent means maintaining autonomy from pricing policies imposed by brands. It means selling hardware, both refurbished and new, always at the best price and in harmony with the company's purchasing methods. Independence means working in the interest of customers, helping them to achieve their goals of development, growth and environmental and economic sustainability.

Sustainable DNA

Refurbishing hardware enable eco-rete to extend the lifespan of equipment and reduce their environmental impact. eco-rete purchases used hardware, refurbishes it, and gives it a second life. This process allows companies to acquire reliable equipment that is equivalent to new, all while maintaining fair prices and environmental sustainability. eco-rete supports businesses by supplying infrastructure network and data center equipment, including servers, storage and networking devices.

When eco-rete was founded, few believed in its mission. The concept of sustainability didn't seem applicable to business practices at the time. However, the company has since evolved into a growing enterprise. eco-rete embraces change daily and fearlessly explores the unknown. Yet, even in its pursuit of innovation, it remains true to its identity: clear, enthusiastic, empathetic, and an ally for both people and the planet.

2030 Agenda for Sustainable Development Goals

The 2030 Agenda encompasses a multitude of goals that form its core. These goals, known as the Sustainable Development Goals (SDGs), span various domains: **environmental, economic, social, and institutional.**

While this program doesn't provide a comprehensive solution to all problems, it serves as a solid foundation. Its purpose is to ensure that everyone could live in a more sustainable world. Companies also play a crucial role in achieving these goals.

Today, there's much discussion about purpose-driven companies - those capable of responsible and concrete actions that generate positive impact for communities, environment, and people. Opting for refurbished hardware aligns precisely with this purpose.

Although these devices don't completely eliminate environmental costs, they significantly extend the life cycle of IT infrastructure and contribute to overall environmental sustainability.

Refurbished hardware serves as a key resource in achieving what we might call a *sustainable transition*. It represents a shift in human behavior, affecting not only companies but also institutions. By embracing such practices, eco-rete takes steps toward preserving existence on our planet.

(2) **Semantic Digital** Concrete in a Changing World

Semantic Digital, a division of Semantic, specializes in social selling and internationalization.

It offers a range of services, including:

LinkedIn Lead Generation
Leveraging the expertise gained through our eco-rete on LinkedIn, Semantic Digital provides business development and lead generation services both in Italy and globally.

Our team comprises professionals skilled in using Sales Navigator, a robust tool for sales on the professional social network.

The process initiates with the gathering of critical data about the company, its products or services, target sectors, and market information. Semantic Digital employs LinkedIn Sales Navigator to convert this data into filters, streamlining the search for potential leads.

Upon identification, we conduct a comprehensive verification of the leads to ensure their reliability and relevance. Verified leads are captured and recorded with all pertinent details. Subsequently, these leads are furnished to the company for incorporation into business strategies and fostering new partnerships.

These efforts may be augmented with targeted LinkedIn ADS advertising campaigns.

All personal data management complies with the prevailing privacy regulations.

Internationalization
We provide support to businesses across various production sectors in acquiring international clients. Specifically, we facilitate their growth in strategically important countries by collaborating with organizations like the Chamber of Commerce.

Environmental sustainability, social responsibility, and management transparency are crucial for long-term business growth.

Values

ESG

Semantic has chosen to adopt ESG criteria. These criteria enable it to assess and monitor **environmental, social, and governance impacts.**

ESG criteria serve several purposes:

By adhering to ESG criteria **Semantic can be accountable to its stakeholders.** It allows the company to communicate the coherence between its vision and the actual accomplishments.

ESG criteria help Semantic **identify areas where it can improve and innovate.**

This proactive approach ensures continuous growth and adaptability.
By emphasizing ESG factors, Semantic can differentiate itself from competitors. Trust, reputation, and stakeholder loyalty become valuable assets that contribute to a competitive edge.

Semantic's commitment to ESG aligns with the **United Nations' Sustainable Development Goals.** These global goals address urgent challenges, and Semantic's actions play a role in achieving them.

Circular Economy

The circular economy represents a development model Semantic strongly believes in.

As a Benefit Company, it aims to promote an economic model that values social welfare and environmental sustainability, as opposed to the traditional linear approach of production and consumption.

Through its eco-rete business division, Semantic has introduced Green IT policies to the IT sector, supporting the adoption of the circular economy.

This approach strives to maintain the value of products, raw materials, and resources, while simultaneously reducing the production of new equipment and encouraging the refurbishing of existing ones.

Benefit Companies like Semantic bear the responsibility of driving this change by adopting innovative business models and actively involving all stakeholders, from employees to customers and local communities.

1 Raw materials
2 Design and production
3 Distribution
4 Utilization
5 Refurbishing
6 Recycling

eco-rete

+   −

Environmental impact
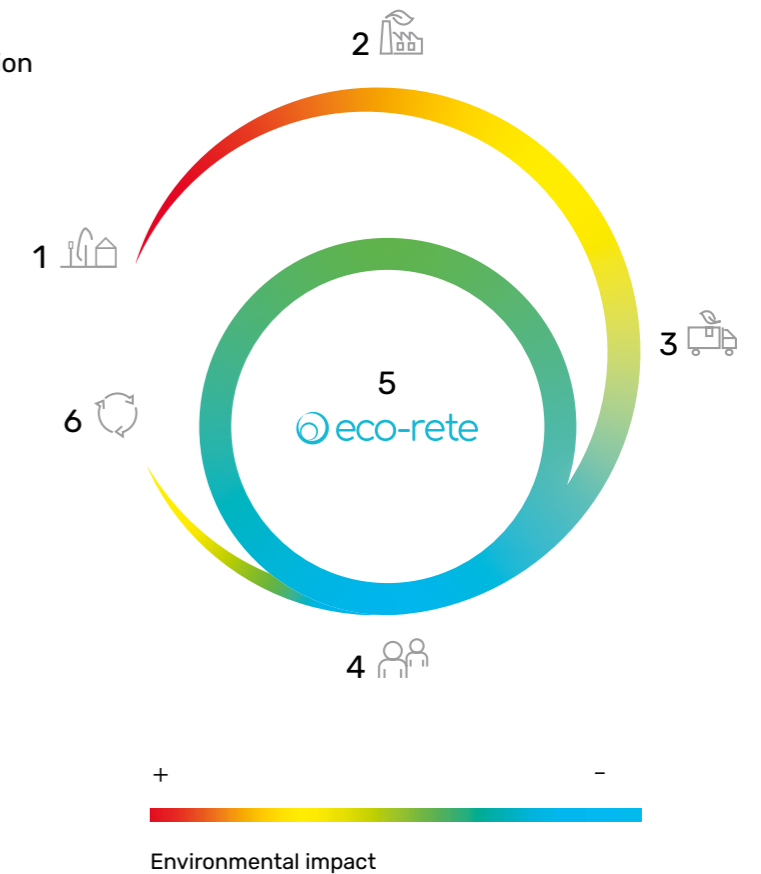
People

People are at the heart of Semantic, and their commitment and satisfaction are pivotal to the success and credibility of our enterprise. They c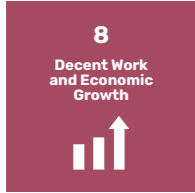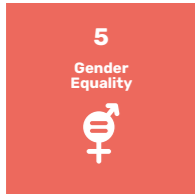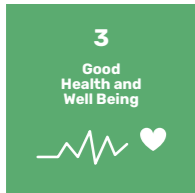ontribute with their skills, passions, values and visions to the realization of the purposes and fundamental goals of a Benefit Company as we are.

People are also the target of the benefits generated by our entrepreneurial activity, which translate into increased well-being, inclusion, participation, innovation, and sustainability.

For this reason, Semantic involves people in a transparent and democratic decision-making process, ensures them decent working conditions and pay equity, promotes their training and professional growth, protects their health and safety, and respects their diversity and identity.

3
Good Health and Well Being

5
Gender Equality

8
Decent Work and Economic Growth

Staff 2023

Semantic Team

The team is multidisciplinary and composed of dynamic, committed, and competent individuals who, with their passion, ensure the best results for clients.

Timeline

2004

Semantic
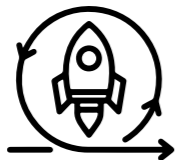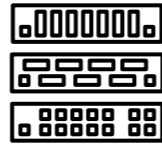Birth

2005

Semantic joins in the
Business Incubator
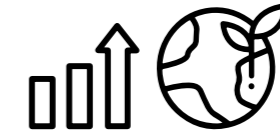of Bergamo

2008

eco-rete
project is born

2012

eco-rete becomes a
case study for OECD,
an international
organization
working to prepare
our planet toward a
better future

2018

eco-rete project
flourishes

2022

Semantic raises its
capital, becomes a
Benefit Corporation

2023

Semantic obtains
ISO 14001 and
ISO 45001

"**Certifications** prove our commitment to **worker health and environmental care.**"

ISO 45001 certification

Semantic is committed to fostering a secure and healthy workplace for every team member.

To solidify this commitment, we have pursued the ISO 45001 Certification— an esteemed international benchmark that outlines the criteria for an effective occupational health and safety management system.

By the close of 2023, we proudly achieved this Certification, which not only signifies our dedication to maintaining a safe work environment but also reflects our ongoing efforts to enhance our safety performance."

ISO 14001 certification

Semantic has proudly achieved the ISO 14001 certification, a globally recognized standard that governs environmental management systems.

This certification is a testament to our:

Proactive stance on social responsibility, showcasing our initiative to lead by example.

Dedicated efforts to minimize our ecological footprint through everyday operations.

Strengthened pledge to environmental stewardship, with a focus on implementing sustainable practices.

Enhanced management system, which boosts process efficiency, curtails waste, and amplifies productivity.

We believe in nurturing a greener future, a vision that is achievable through the fervent dedication of all involved.
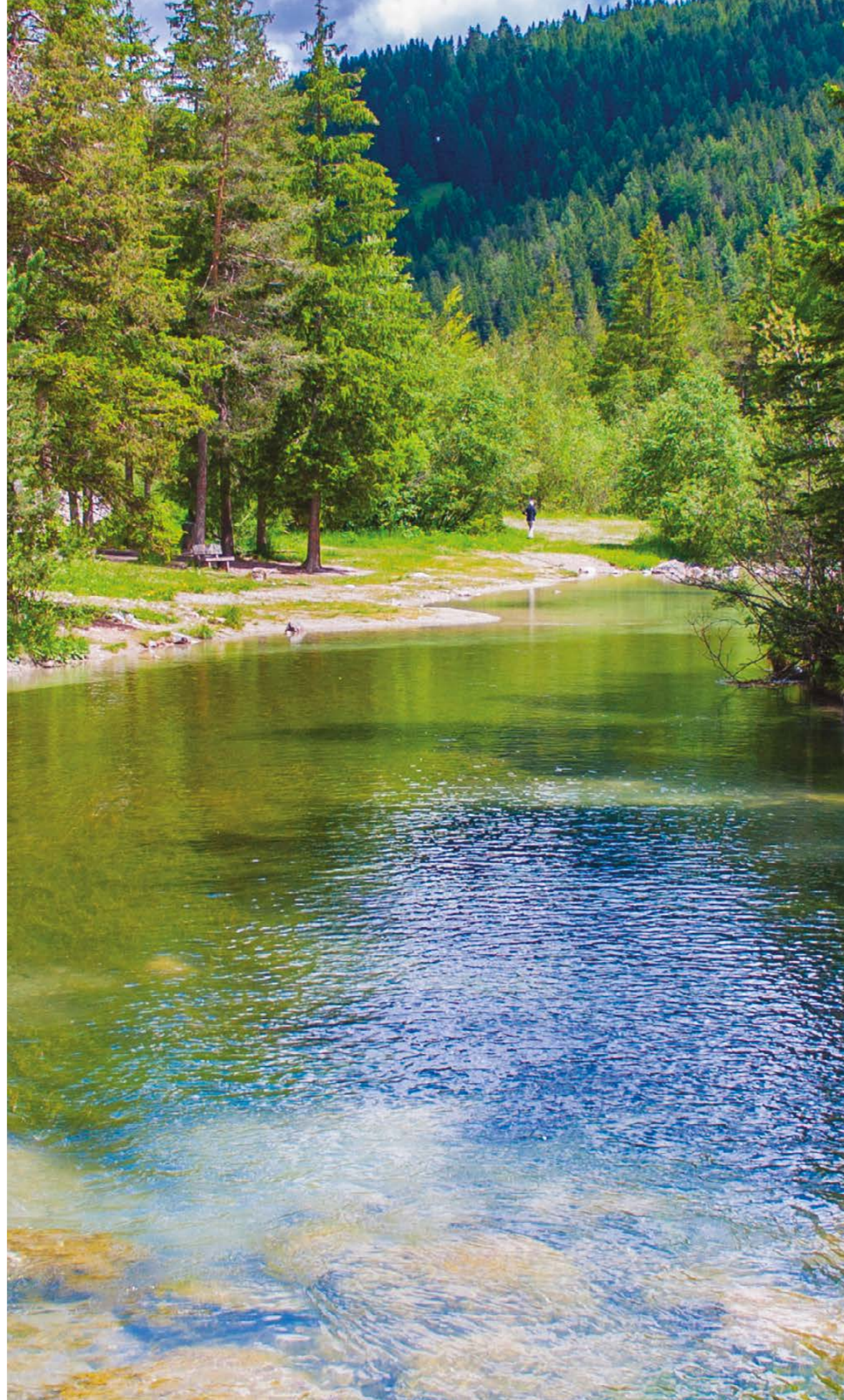
Sustainability Report
Values and Intentions

The Sustainability Report reflects a company's essence, embodying its core values and future goals. Semantic's inaugural Sustainability Report has been meticulously prepared in accordance with sections 376 and following of the Law dated December 28, 2015, no. 208.

This report demonstrates Semantic Srl, as a Benefit Corporation, is devoted to generating positive impacts for individuals, communities, the environment, and the regions we serve.

At Semantic, we uphold the principle that a company's responsibilities extend beyond profit-making to include the welfare of all stakeholders - those entities that are affected by our actions in any capacity.

Authored in line with Article 15a of our bylaws, the Report is dedicated to advancing the Common Benefit objectives stipulated in Article 2 of our bylaws.

Document Goals

The objective of this document is to evaluate the company's significance in line with the principles of SABI's Good Corporate Business.

SABI serves as a comprehensive reporting framework that assesses how Benefit Corporations contribute to societal value across five key dimensions: product quality, employment practices, economic contribution, social and environmental sustainability, and governance.
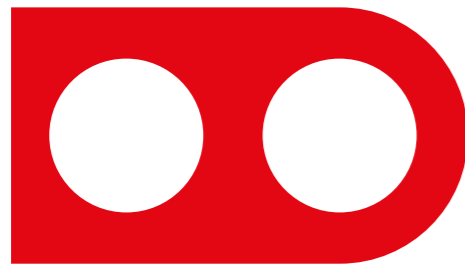
A 'Good Company' according to SABI is one that recognizes and acts upon the fundamental connection between its growth and societal progress.

This connection is not merely reflected in the company's secondary effects or peripheral activities, but is integral to its core operations: the creation and management of jobs, the development of products or services that benefit society, and the generation and equitable distribution of wealth.

Utilizing this framework, we have tried to present a summary of our endeavors throughout 2023, to review our short- and medium-term goals, and to articulate our conclusions.

Materiality Analysis
Pursuing the Common Good

Materiality analysis is a criterion that, unlike others focused solely on corporate performance, shifts the emphasis to the relationship between a company and its stakeholders. This approach offers a clear view of the issues and values that are most significant to both parties, making it an effective method increasingly adopted by companies.

Materiality analysis enables the identification of all factors that impact the business or are impacted by the business. It helps pinpoint aspects related to the environment, society, and economy, and addresses both the actions of the organization and the perceptions of its stakeholders.

The practice of materiality analysis is endorsed by the Global Reporting Initiative (GRI) and the International Integrated Reporting Council (IIRC) as a standard for aligning reporting with stakeholder expectations.

The Global Reporting Initiative is a non-profit organization dedicated to supporting the social reporting of entities, businesses, and organizations worldwide.

The GRI standards provide a comprehensive set of guidelines that span the economic, social, and environmental domains. Below are some examples of these guidelines:

Economic: The standards address the company's market presence, efforts to combat corruption, prevent anti-competitive behavior, and ensure responsible tax practices.

Social: They cover the dynamics of labor-management relations, the importance of occupational health and safety, the promotion of diversity and equal opportunities, the respect for human rights, and the safeguarding of employee privacy.

Environmental: The guidelines include the responsible management of energy, water, and wastewater, the conservation of biodiversity, the reduction of emissions, and the sustainable use of materials.

Materiality analysis is conducted within the Sustainability Report to underscore the shared interests between the company and its stakeholders. The term 'materiality' is used to stress the tangible and quantifiable nature of these elements.

For Semantic, the materiality analysis begins with the elements outlined above.

la buona impresa

fondazione
BUON LAVORO

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IMPRESA

In Relation to External Stakeholders

Quality of Service

Semantic is not satisfied with just performing tasks; it strives for excellence. The company provides services of the highest quality that not only fulfill but exceed the expectations of its users. By focusing on the needs of those who utilize its services, Semantic ensures a superior experience that is both reliable and commendable.
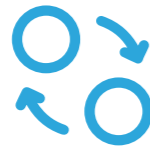
Empathetic Well-Being

Semantic extends its focus beyond its own interests, embracing a considerate perspective towards others. The company is conscientious about the well-being of people and the environment. Through its activities, Semantic is committed to making a positive impact and enhancing the community and environment it operates within.

Environmental Sustainability and the Fight Against Climate Change

Semantic is actively committed to reducing its environmental footprint and promoting a circular economy. Through responsible business practices and sustainable innovations, we aim to forge a future where resources are reused and recycled, minimizing waste and fostering a cleaner, healthier environment for all.

Stakeholders

Semantic engages stakeholders, making them feel part of a unified project. It values their contributions, listens to their input, motivates them, and fosters their growth.

Customer Relationships

Semantic views customers as individuals, not mere statistics. It strives for transparent communication, mutual respect, and the cultivation of enduring relationships.
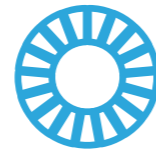
The 2030 Strategy

Semantic integrates the 2030 strategy by aligning corporate objectives with the 17 Sustainable Development Goals (SDGs). This approach actively involves employees, suppliers, and customers in a collective journey toward sustainability.

In Relation to Internal Stakeholders

Job Creation and Remuneration

Semantic is committed to job creation and fair remuneration. It values its workforce, providing equitable working conditions and appropriate compensation. The company acknowledges dedication and merit.

Worker Relationship

Semantic regards its workforce as partners, fostering a culture of respect and collaboration. The company actively listens to and addresses the opinions and needs of its employees and associates.

Cultivating our Home Territory

Semantic understands that its territory is its foundation—it nurtures, safeguards, and enhances it. The company revitalizes the area with initiatives that embody a vision for a more sustainable and improved world.

Workplace Safety Assurance

Semantic is dedicated to the protection of its team members. The company prioritizes safety within the workplace, actively preventing and managing potential accidents.

Fostering a Positive Impact

Semantic is dedicated to generating a meaningful impact that not only solidifies its market presence but also fosters self-improvement and enhances the surrounding world. This impact is aimed at serving the greater good.
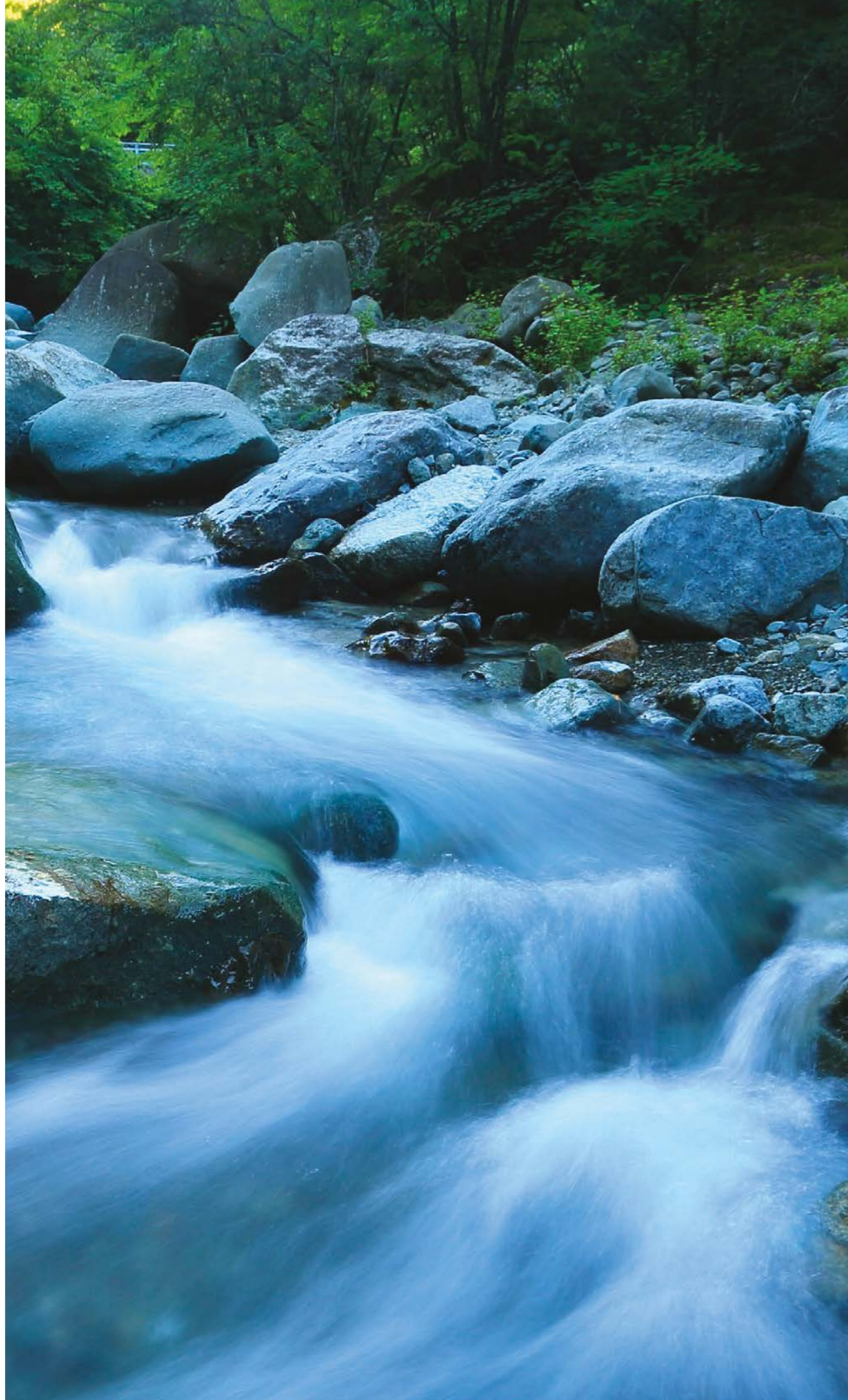
Sustainability Report
Results Analysis

Value Creation Through Work

Semantic prioritizes value creation in the workplace, emphasizing elements deemed highly important by the company. These include:

● Company self-assessment

● Employee and collaborators evaluation

The elements in blue are those assessed as very important by the company.

Interpreting Analytical Outcomes	
1	High Criticality
2	Moderate Issues
3	Satisfactory but Enhanceable
4	Well Addressed
5	Exceptional Outcome
6	Peak Performance

Diagram 1 - Presents an analysis of the outcomes related to value creation through work, juxtaposing the company's self-assessment with the perspectives of employees and suppliers.

Value Creation in the Workplace

Semantic has conducted a comprehensive analysis of data related to value creation through work, comparing the company's self-assessment with the feedback from colleagues, employees, and suppliers. A significant 73% participation rate was achieved in the survey.

On an evaluation scale ranging from 1 to 6, where 5 signifies 'an exceptional outcome,' it is noted that in the areas of Workers' Rights in the Supply Chain, Workplace Safety, Embracing Diversity and Inclusion, and Role-Person Consistency, respondents view Semantic as a commendable company and express a desire for ongoing collaboration in the medium to long term.

The analysis did not uncover any major concerns, with no scores falling below 2.5. These findings underscore strong internal unity and robust connections with external stakeholders.

Semantic demonstrates a commitment to preserving its expertise and fostering organizational innovation —areas ripe for further enhancement.

In conclusion, the analysis paints a positive and unified image of Semantic, a company that deeply values its relationships with employees and partners, laying a solid foundation for sustainable and robust growth.

This report is well depicted in Table 1 below.

Name	Relevance	Evaluations
Organisational innovation	Very Relevant	3. Satisfactory but Enhanceable
Monitoring of skills	Very Relevant	4. Well Addressed
Cohesion with workers	Very Relevant	5. Exceptional Outcome
Cohesion with suppliers	Very Relevant	5. Exceptional Outcome

Table 1 - provides a comprehensive analysis of the organizational model's sustainability over time, contrasting the company's self-evaluation with the insights of employees and suppliers.

Creation of Economic Value

● Company self-assessment
● Shareholders evaluation
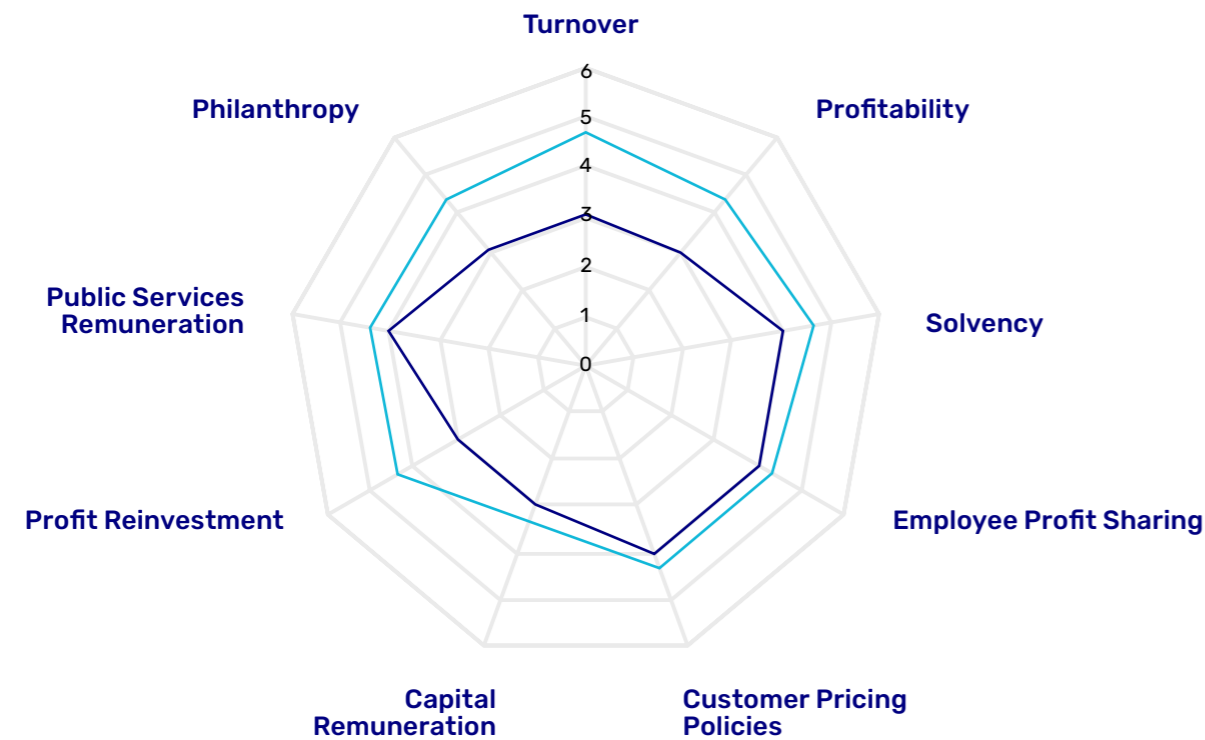
The elements in blue are those assessed as very important by the company.

Interpreting Analytical Outcomes	
1	High Criticality
2	Moderate Issues
3	Satisfactory but Enhanceable
4	Well Addressed
5	Exceptional Outcome
6	Peak Performance

Diagram 2 - illustrates the analysis of economic value creation, juxtaposing the company's self-assessment with the opinions of its shareholders.

Economic Value Creation

Semantic's analysis of economic value creation involves a comparative approach, aligning the company's self-evaluation with member feedback.

Focusing on key financial metrics, the assessment employs a 1–6 rating scale, where 5 denotes a "notable achievement." Criteria such as turnover and solvency are commendably rated at 5/6.

However, the examination of critical areas reveals that emissions, energy consumption, and supply chain management, which stand at a 2/6 rating, are identified as areas of concern.

These findings highlight the imperative for Semantic to intensify efforts in enhancing its environmental and social impact.

This analysis is represented in Table 2 below.

Name	Relevance	Evaluations
Capital strength	Very Relevant	4. Well Addressed
Investments	Very Relevant	4. Well Addressed
Independence	Very Relevant	5. Exceptional Outcome
Investor trust	Very Relevant	6. Peak Performance

Table 2 - Analysis of economic sustainability over time - comparison between self-assessment and members' opinions.

Long-Term Sustainability and Value Creation

● Company self-assessment
● Shareholders evaluation
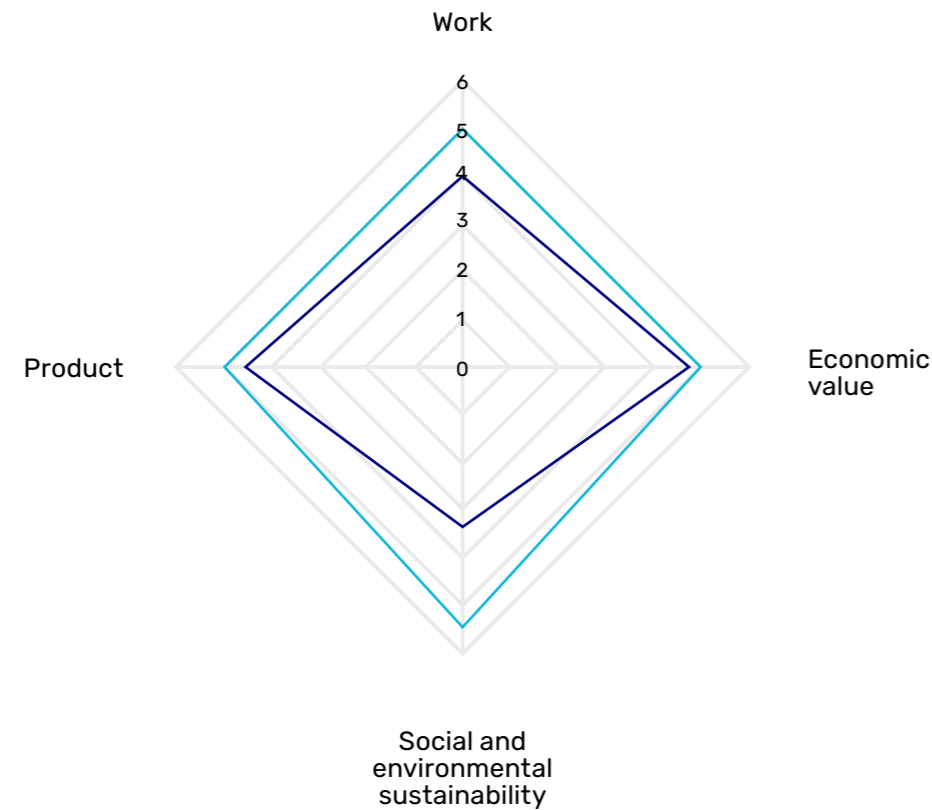
Work
6
5
4
3
2
1
0

Product

Economic value

Social and environmental sustainability

The elements in blue are those assessed as very important by the company.

Interpreting Analytical Outcomes

1 High Criticality
2 Moderate Issues
3 Satisfactory but Enhanceable
4 Well Addressed
5 Exceptional Outcome
6 Peak Performance

Diagram 3 - Sustainability of value creation over time: company self-assessment and stakeholder assessment

Value Creation and Long-Term Sustainability

This graph provides a comprehensive view of a key aspect of the Good Company model: the sustained ability to generate societal value over the long term. It showcases the 'three dimensions' at the upper vertices, representing Product, Work, and Economic Value.

These dimensions correspond to the sustainability of supply, organizational sustainability, and economic sustainability, respectively. For the company, a weighted average of evaluations in these selected key areas is presented.

Stakeholders' evaluations are derived from the average responses to questions about the future relationship with the company, including customers' future purchasing intentions, employees' intentions to stay, and shareholders' investment continuity.

The lower vertex encapsulates the overall assessment of Social and Environmental Sustainability, which is seen as a crucial factor in ensuring the company's enduring business success.

In this analysis, the company's performance is measured by a weighted average of evaluations in key areas deemed relevant, while stakeholder satisfaction is gauged through their collective feedback on the company's synergistic growth with its environment.

The findings reveal that stakeholders have expressed a high level of satisfaction across essential domains such as work, product, economic value, and social and environmental sustainability.

Notably, these stakeholder evaluations surpass the company's own self-assessment, indicating a robust appreciation for the company's endeavors and achievements. This positive feedback bodes well for the company's prospects of value creation in both the medium and long term. It reflects a solid rapport with stakeholders and a commitment to sustainability that enhances the company's stability and reputation over time.

The accompanying graph offers a comprehensive perspective on the enduring sustainability of value creation, a critical component in appraising the Good Company model.

Sustainability Report
What We Did

ESG Activities

Advancing Environmental Stewardship

Semantic actively fosters environmental stewardship through its eco-rete division by promoting the refurbishment of efficient ICT equipment to meet customer expectations. Beyond its primary operations, Semantic's mission is further realized through a strategic corporate plan that includes ESG (Environmental, Social, and Governance) goals.

ISO 14001 Certification

In 2023, Semantic embarked on a journey toward heightened environmental accountability. This multifaceted project led to the attainment of the ISO 14001 certification, marking a significant milestone in corporate environmental management.

Carbon Footprint Assessment

Concurrently, Semantic initiated a comprehensive carbon footprint assessment, establishing a series of measures aimed at minimizing and compensating for its ecological impact.

Sustainable Supply Chain Initiative

Semantic has committed to assembling a consortium of both national and international suppliers certified in sustainability practices, reinforcing a collective movement toward ecological responsibility.

Championing Social Engagement

Semantic, encompassing its management, partners, and collaborators, steadfastly promotes a culture that cherishes diversity, grounded in the principles of equality, inclusion, and dignity. Semantic has placed and continues to place the utmost attention on spreading the

*"culture that values diversity through the affirmation of principles such as **equality, inclusion and dignity**."*

In its commitment to the community, Semantic has made significant investments in local and educational initiatives within the ICT sector.

Notable collaborations include »
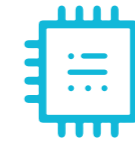
Fenixs Srl: Collaborating with this company, Semantic contributes to training prison inmates for future careers in IT.

SocialTechno Srl: Partnering with this social enterprise, Semantic supports the Techsoup project, which provides ICT services and resources to non-profit organizations.

Centro Zero: Teaming up with this voluntary association, Semantic fosters musical engagement among the youth of the Bergamo region.

I.T.I.G. Marconi: Working with this technical institute in Dalmine, Semantic organizes "Career Day" events, aiding students in CV preparation and job interview simulations.

24ore Business School: In partnership with this management training school, Semantic's eco-rete division is showcased as a successful case study in the ICT sector.

Activities for Employees

Semantic's initiative, **Open 2023, is a monthly forum where employees and collaborators are invited to present their projects and initiatives.** This platform is designed to transform the workplace into a hub for **interprofessional growth**, addressing a variety of topics:

Open 2023: Catalyzing Professional Synergy

Artificial Intelligence
A session was dedicated to demystifying AI, discussing its latest trends, and exploring its business implications. This training extended an invitation to local SMEs, fostering a broader community learning experience.

Alignment with Corporate Goals
Presentations frequently spotlighted the company's goals, celebrated milestones, and contemplated upcoming endeavors, ensuring all team members are in sync with Semantic's aspirations.

Life Cycle Analysis (LCA)
A detailed conversation on the significance of evaluating the environmental footprint of products or services through LCA was conducted, emphasizing sustainability.

Exploring Local Heritage
Employees were treated to a tour of Crespi D'Adda, a UNESCO heritage site, enhancing team cohesion and a shared sense of community through the discovery of local history.

'Computer Stories' Exhibition
A visit to the 'Computer Stories' exhibition provided an opportunity to delve into the evolution of computing and contemplate its influence on Semantic's trajectory.

Lead Generation
Sessions were held to impart practical knowledge on lead generation, concentrating on strategies to attract new clientele effectively.

Enhancing Skills through Targeted Training

Semantic has forged a partnership with The Vortex, a collective of digital savants, to provide internal training focused on Google tools and social media platforms, particularly LinkedIn. Embracing the benefits of distance learning, Semantic views this as a golden chance for employees to hone their skills through interactions with industry technicians and specialists.

Furthermore, the CDO Bergamo member service has opened doors for employees to broaden their expertise across multiple domains. For Semantic, it is paramount to facilitate perpetual learning and knowledge acquisition through structured training programs and dedicated periods for self–directed learning.

Governance Activities

Semantic has embarked on new initiatives within the realm of corporate governance, aiming to enhance strategic oversight and ethical business practices. These projects are designed to strengthen the company's commitment to responsible management and sustainable growth.

Strategic Recruitment

Semantic is committed to fostering gender balance within its team, actively seeking to bolster the representation of both men and women.

The company places high regard on individual attention as a key factor in nurturing a positive workplace environment, where dignity and well-being are paramount.

Recognizing that sustainability extends beyond production models to include interpersonal dynamics, Semantic is dedicated to creating a more open and inclusive workplace that is responsive to everyone's needs.

Embracing Smartworking

Semantic's team benefits from the adaptability of Smartworking, which allows them to perform their duties effectively from various locations, not just the conventional office setting. This modern approach to work organization supports a healthier work-life equilibrium, empowers staff with time management autonomy, and contributes to environmental sustainability by decreasing vehicular emissions.

Achievement of ISO 45001 Certification

The company has successfully obtained the ISO 45001 certification, marking a significant milestone in occupational safety. This esteemed certification acknowledges the company's steadfast commitment to managing occupational safety and underscores its dedication to fostering a work environment that adheres to the highest international safety standards.
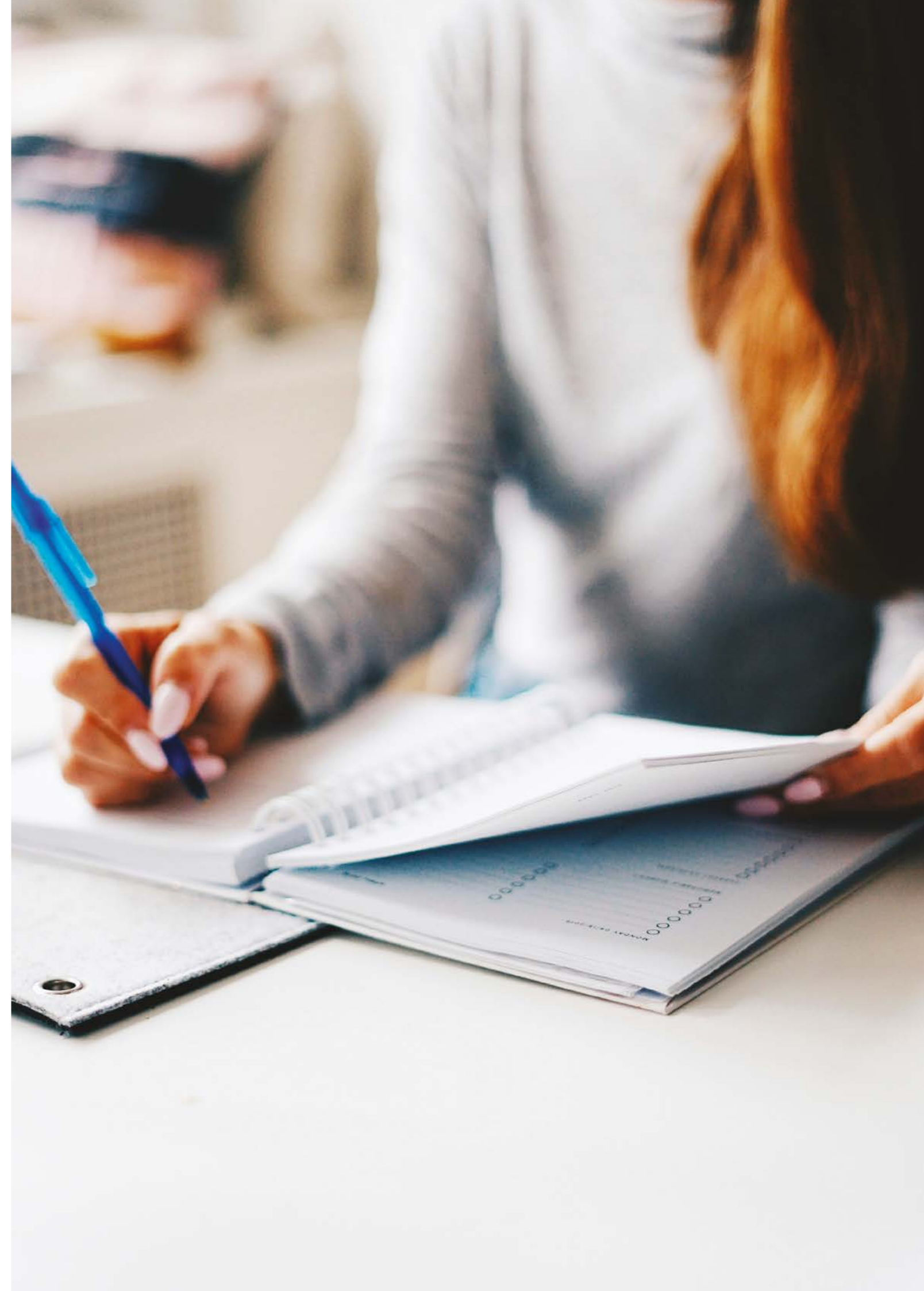
Sustainability Report
Future Goals, Short and Medium Term

Strategic Goals for 2024

Semantic is set to accomplish multiple objectives within key sectors in the upcoming year. These pivotal sectors are strategically aligned with the **Sustainable Development Goals (SDGs)**, reflecting our commitment to global progress.

Core Goals

Specialized Training Courses
We are committed to offering our employees specialized training courses tailored to boost their skill sets and foster professional growth. Our objective is to empower individuals by helping them recognize and develop their unique talents, skills, aptitudes, and aspirations.

Alignment with Goal 8
These initiatives are in line with Goal 8 of the Sustainable Development Goals (SDGs), which focuses on promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

Open Initiative
We are committed to the 'Open' initiative, continuing to offer monthly meetings where employees can exchange ideas, projects, and insights.

Team Expansion Initiative
We are actively promoting the hiring of new full-time employees, providing the option to work remotely.

Gender Equality - UNI PDR 125
We are implementing tangible actions to foster gender equality, adhering to the UNI PDR 125 guidelines. Our goal is to cultivate an inclusive and diverse workplace where every individual is valued and can thrive.

Here, health, safety, stimulation, and participation interweave to create an environment that bolsters well-being, productivity, continuous learning, and safety, enabling individuals to reach their full potential.

Goal 5 - Gender Equality
Our initiatives align with Goal 5 of the Sustainable Development Goals (SDGs), which is to achieve gender equality and empower all women and girls.

Legality Rating
We are dedicated to achieving and upholding a high legality rating, affirming Semantic's pledge to conduct business in accordance with prevailing laws and ethical standards.

Maintenance of ISO Certifications
We are dedicated to maintaining our ISO certifications, reaffirming our ongoing commitment to quality and safety standards that are recognized internationally.

Car Charging Station
To promote sustainability further, we are installing an electric car charging station. This encourages our employees to adopt emission-free vehicles, supporting sustainability

Goal 13 of the SDGs, which is to combat climate change.

Supporting Local Initiatives
We are actively participating in and supporting local initiatives to fortify community bonds and enhance the wellbeing of the regions we serve. Establishing robust and enduring connections with local communities is a cornerstone of our strategic approach. Our aim is to generate sustained and consistent value, honoring human rights and ensuring inclusivity for all.

Solar Panels
In our pursuit of sustainability, we are installing solar panels to lessen our environmental footprint and advocate for an eco-friendly ethos.

Goal 7 - Sustainable Energy
We aim to provide access to reliable, modern, and affordable energy services for all, in line with Objective 7 of the SDGs.

1 No Poverty	2 Zero Hunger	3 Good Health and Well Being	4 Quality Education	5 Gender Equality
6 Clean Water and Sanitation	7 Affordable and Clean Energy	8 Decent Work and Economic Growth	9 Industry, innovation and infrastructure	10 Reduced Inequalities
11 Sustainable Cities and Communities	12 Responsable consumption and production	13 Climate Action	14 Life Below Water	15 Life on Land
16 Peace, Justice and Strong Istitutions	17 Partnerships for the Goals			

Strategic Roadmap: 2024-2026 Goal

Semantic has outlined a corporate strategy characterized by distinct and aspirational goals that extend into the medium-term horizon. Building upon the foundation of its existing activities, Semantic is poised to pursue the following goals:

2024

Specialized Training
Implement specialized training courses to enhance employee skills and support professional development.

Flexible Hiring
Offer full-time positions with the possibility of remote work arrangements to attract and retain talent.

2025

Carbon Emission Reduction
Commit to reducing carbon emissions in line with ISO 14064-1 standards.

Employee Incentives
Introduce stock option plans for employees as part of our compensation package.

Quality Management Certification
Achieve certification for our quality management system under ISO 9001 to ensure excellence in our operations.

2026

Inclusiveness and Social Responsibility
Promote an inclusive workplace and corporate social responsibility in accordance with ISO 30415 and ISO 26000.

Legality Rating
Obtain a legality rating to affirm our adherence to regulatory compliance and ethical business practices.

2027

Prospects for Expansion
We aim to maintain and fortify the initiatives previously established, while also assessing new prospects for expansion and innovation.

This dual approach ensures ongoing progress and adaptability in our strategic planning.

These ambitious goals are detailed in the Road Map - Table 4.

ESG	2022	2023	2024	2025	2026	2027
SB Transformation	●					
Environmental						
ISO 14001 certification		●	●	●	●	●
Solar panels			●	●	●	●
Car charging station			●	●	●	●
ISO 14064-1 certification				●	●	●
Social						
Possibility of smart working	●	●	●	●	●	●
ISO 45001 certification		●	●	●	●	●
Specialised training courses			●	●	●	●
Uni PdR125			●	●		
ISO 30415					●	●
ISO 26000					●	●
Supporting local initiatives	●	●	●	●	●	●
Open	●	●	●	●	●	●
Governance						
Full-time hires			●			
Stock options				●		
ISO 9001				●	●	●
Legality rating					●	●

Table 3: Semantic Srl SB medium - term goals 2027.

Sustainability Report
Conclusive Insights

The comprehensive analysis of Semantic Srl, a Benefit Corporation, reveals a definitive dedication to sustainability and corporate responsibility in the economic, social and environmental spheres.

Meticulous internal assessments and active stakeholder engagement have highlighted the company's strengths and identified areas for improvement, demonstrating a relentless pursuit of progress and innovation.

The efforts undertaken in 2023 are testimony to a genuine commitment to environmental and social sustainability.

The emphasis on diversity and the implementation of ethical and transparent practices reflect a company that places people's well-being at its core.

In 2023, Semantic has demonstrated its ability to align with its longstanding objectives, which encompass minimizing environmental impact, endorsing a circular economy, and elevating customer consciousness to forge a more sustainable society.

With the introduction of new certifications and the integration of sustainable technologies, Semantic is well-positioned to reinforce its dedication to a greener future.

LinkedIn | eco-rete

semantic

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