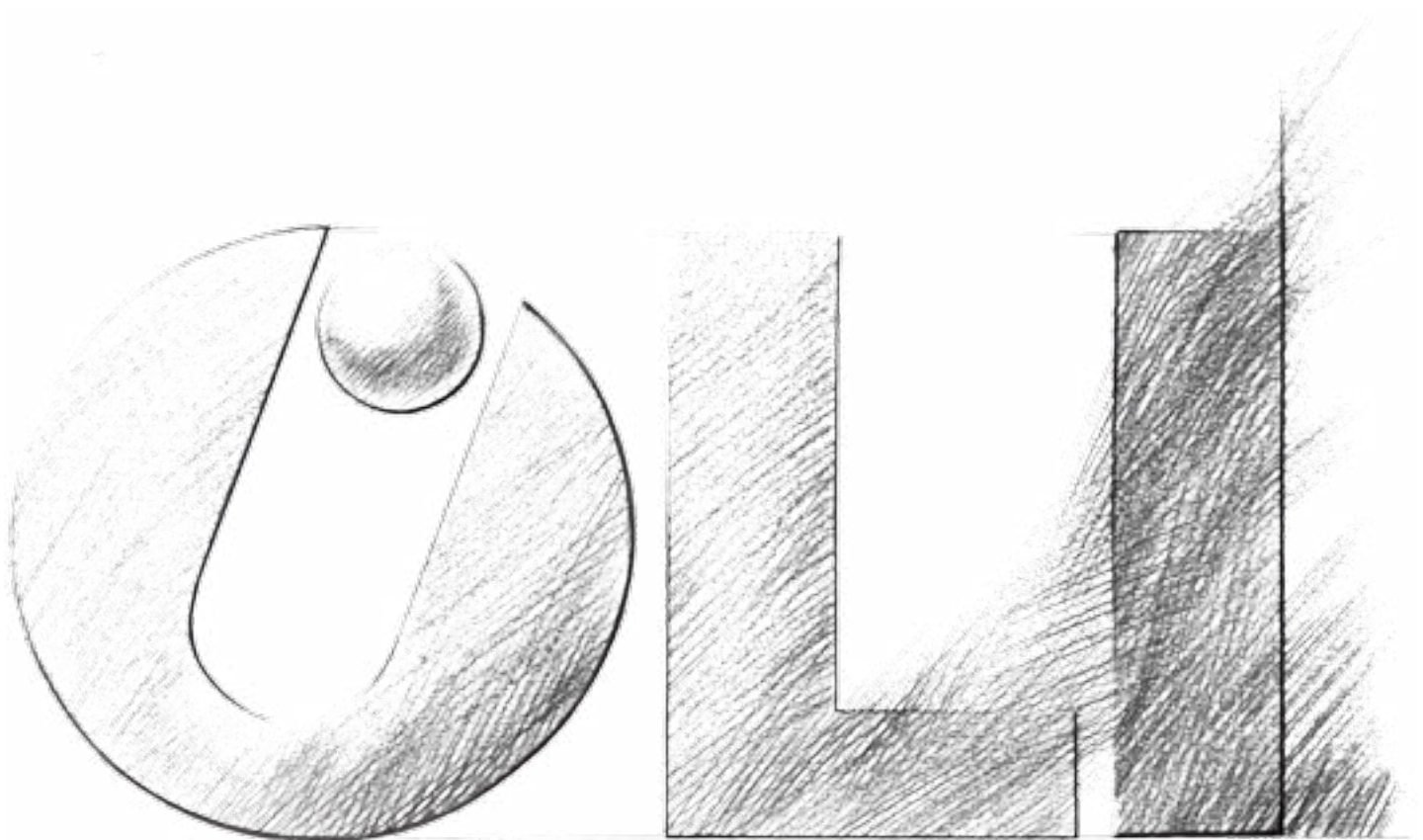


SUSTAINABILITY REPORT 2016-2017

COMPENDIUM





**“FIGURES ARE IMPORTANT, BUT
VALUES ARE WHAT MATTER MOST”.**

Silvestro Niboli

Letter to the Stakeholders

Our group has always had a very precise vision: to be a model of sustainable industrial and technical efficiency and to create products that improve the lives of the people who use them and that represent a benchmark on the market.

Every day, we concretely commit ourselves in this direction, having very clear in mind our reference values such as work, passion, tenacity, efficiency and sustainability: values that we want to share with those who work with us and for us, to ensure that our, and our children's future will be more and more focused on the idea of a world on a human scale.

For this reason, we considered it particularly important to continue involving the three companies, OLI, Valsir and Marvon, in order to enhance the synergies created through collaboration, to ensure maximum transferability of experiences and to develop maximum sharing.

Pursuing the continuous development of Corporate Social Responsibility is not only an investment in economic resources, but above all means investing in people and in the values that unite them.

We are firmly convinced that a successful business strategy requires a clear integration between financial soundness, responsibility towards the environment and involvement of the people who work with us: the heart of our business.

For this reason, it is with great satisfaction that we present the new Sustainability Report, now in its second edition, a testament to our ongoing commitment to Corporate Social Responsibility.

In autumn 2017 we celebrated the anniversary of our three companies, OLI, Valsir and Marvon, which are 25, 30 and 50 years old respectively. For the occasion first of all we wanted to bring a special thanks to our father Silvestro, who with his commitment and his values allowed the birth and growth of the company, and to our internal and external collaborators for their daily contribution to our success.

We would also like to thank the group of collaborators who made possible not only the drafting of this Report, but also the growth of Social Responsibility within the corporate culture, through the implementation of a number of dedicated projects: we are moving forward towards an efficient and sustainable world, all together.

The Chairman
Pier Andreino Niboli



CEO
Federica Niboli



OLI: between past and present

OLI S.r.l., a company operating in the field of plumbing and heating, is recognised on international markets as a brand of excellence, synonymous with quality and design.

1954

The parent company, Oliveira & Irmão, is established in Aveiro

1993

Oliver International's subsidiary is established in Licciana Nardi (MS), Tuscany, Italy, to meet the demand of the Italian market. It is a warehouse that supplies direct customers, with 4 employees

1994

For logistical reasons, the headquarters was moved to Carpeneda di Vobarno, Brescia. Its structure changed with the addition of a storage area and a production area to sales, administrative, and technical and demonstration offices.

The company also decided to develop a service of consulting and technical assistance, which is why the workforce increased with the hiring of highly qualified technicians

2000

Oliver International moved to the new owned headquarters, a larger area more suitable to the needs of a company in rapid expansion.

After dedicating attention to the development of its sales network in Italy, Oliver International turned to foreign markets

2012

The company changed the company name from Oliver International to OLI S.r.l. to unify the brand with the parent company

OLI 2017

17,070 m²
total surface area of which
11,130 sq. m covered

38
employees

16,526,807 €
turnover

235,000 €
investments

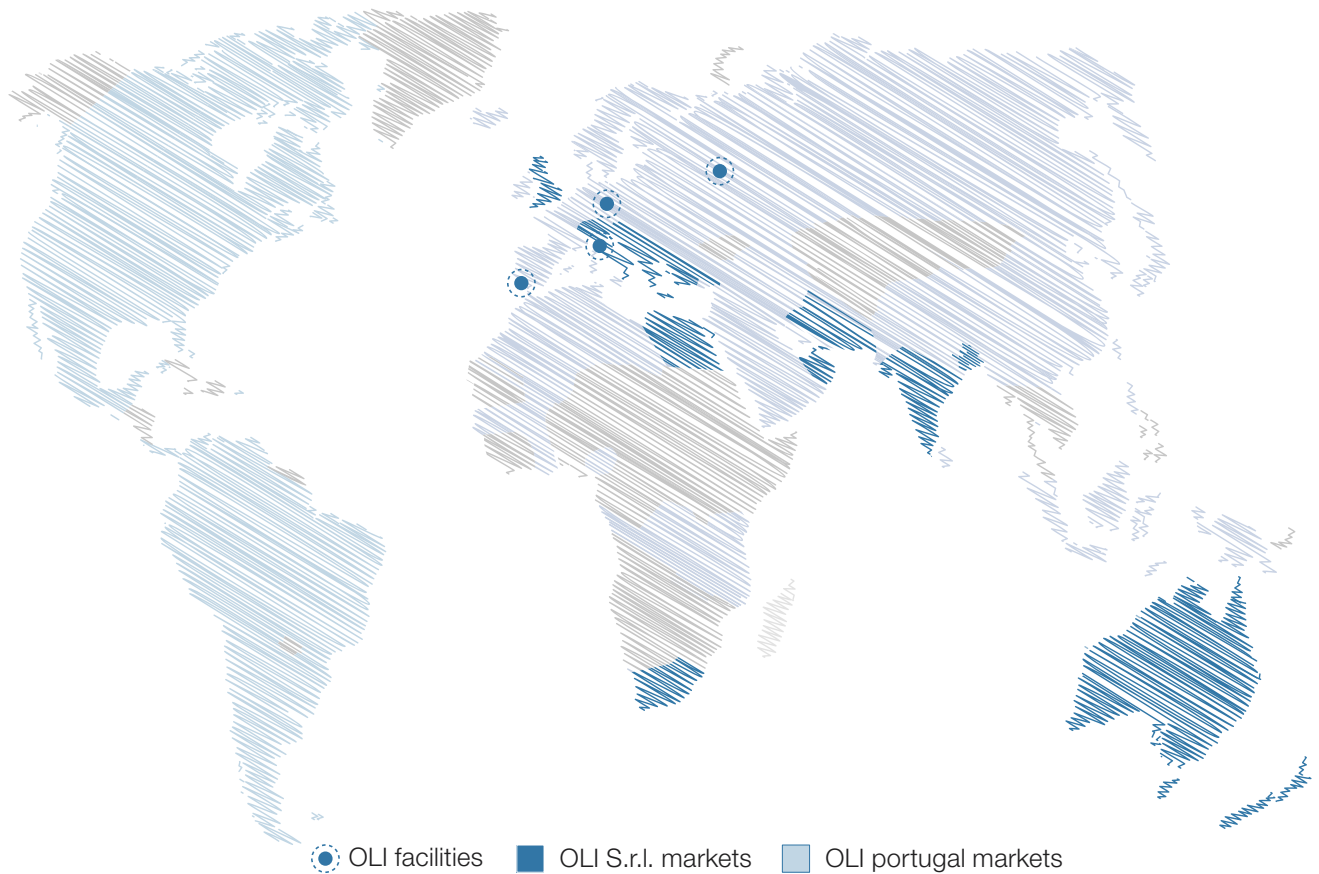
Opening of
**production
facilities**
in Russia

Opening of
sales office
in Germany

10
product lines and
800
items made in the Casto plant
1,200
items produced by the parent company
and marketed by OLI S.r.l.



OLI markets



The parent company: OLI-Sistemas Sanitários S.A.

The current OLI-Sistemas Sanitários S.A., established in 1954 in Aveiro under the name of Oliveira & Irmão, officially entered the plumbing and heating market in the 1980s with the inauguration of the first unit dedicated to the design and production of flush cisterns.

The deep growth of which it was protagonist in the following years meant that in 1993 it became part of the current Silmar Group, with which it shares, among other aspects, the great attachment for the values of the family and the company tradition. OLI-Sistemas Sanitários S.A. produces and sells its products in more than 80 countries all over the world and the entire production process takes place in its plants.

The features that characterise the company, now and at the time, are tenacity, the search for excellence, honesty and reliability. And it is precisely these features that have allowed it to reach a position of prestige and credibility in the international market.

2,000,000

flush cisterns manufactured
in one year

6,700,000

internal mechanisms for flush
cisterns manufactured in one year

63,900,000 €

turnover in 2017

102,200 m²

of which 44,300 sq. m covered

47

patents

157

approvals

482

employees



Quality laboratories

ISO 9001:2015

Quality management system
to guide processes
by increasing the effectiveness
and efficiency of products
and services towards
customers
(in place since 2007)

ISO 50001:2011

Energy management system
(obtained in early 2018)

51

machines with which
more than 80 different types of
tests are carried out

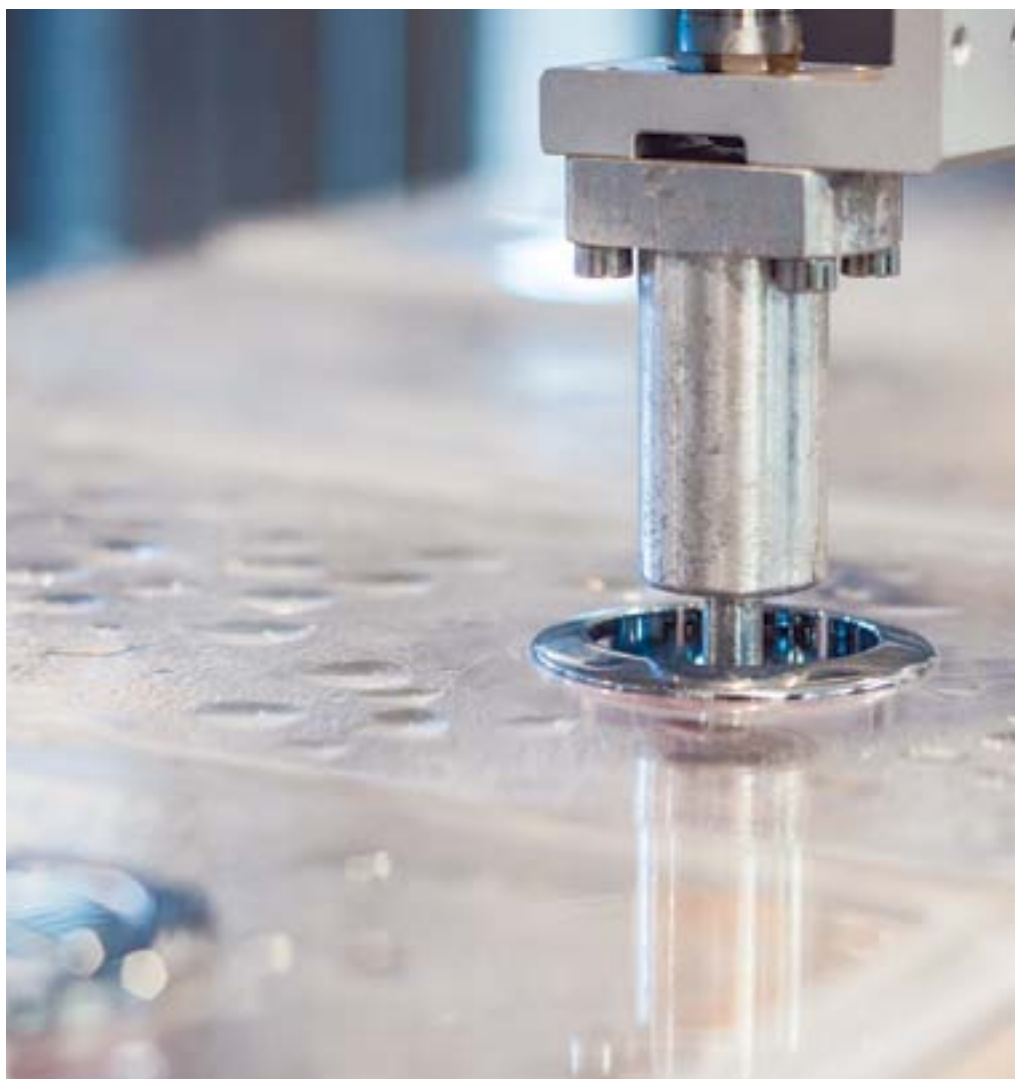
More than
50
quality controls

371.35 m²
quality area

157
product certifications

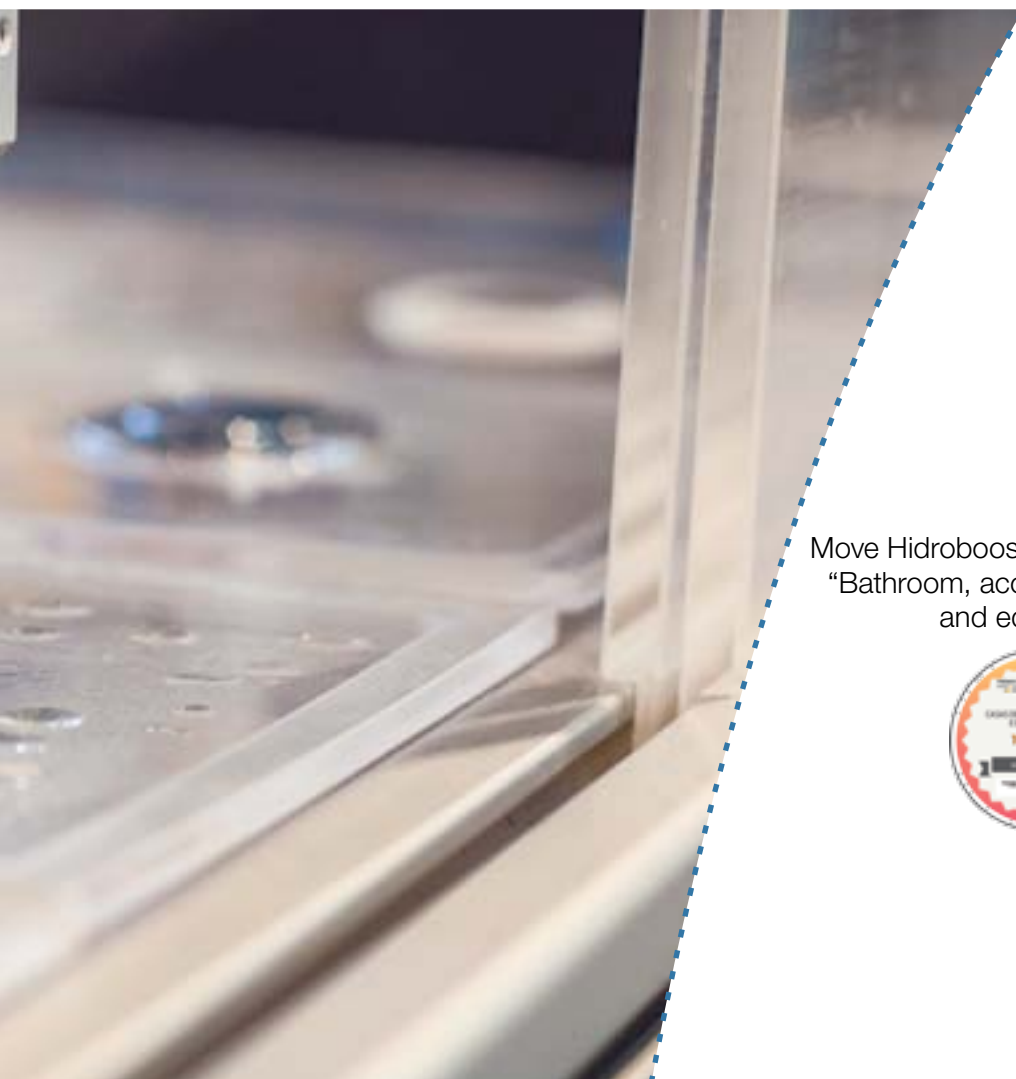
In order to maintain excellent quality standards, OLI has been equipped for years with quality laboratories among the most advanced ones in the plumbing and heating market, constantly updated with the latest technologies.

Every single component is subjected to tests that are much stricter than those required by the regulations.



Test

- Dynamometer
- Fourier Transform Infrared Spectroscopy (FT - IR)
- Thermogravimetric Analysis (TGA)
- Test of the hydraulic characteristics
- for flush-mounted/external flush cisterns
- Life cycle testing for support structures
- Test of the hydraulic characteristics for components



Awards

2014

Construction Innovation Award

Adjustable frame
Easy Move System



2015

Construction Innovation Award

Best company in Portugal Plate



Move Hidroboost System
"Bathroom, accessories
and equipment



2016

Archiproducts

Trumpet control plate



2017

Green Project Awards

Float IVC 1000 Leaksafe



12

staff dedicated to quality

Good Design

Glassy control plate



VISION

Our ambition is to be innovative in conceiving products and solutions that integrate functionality, ethics, and aesthetics.

MISSION

Our mission is excellence in realising quality plumbing products that are innovative and ecologically sustainable.



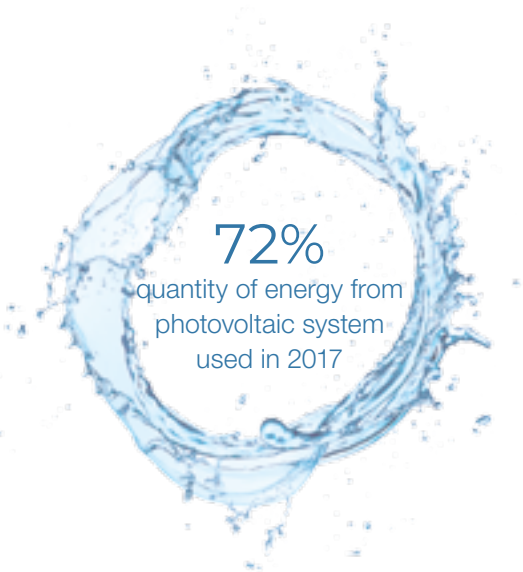
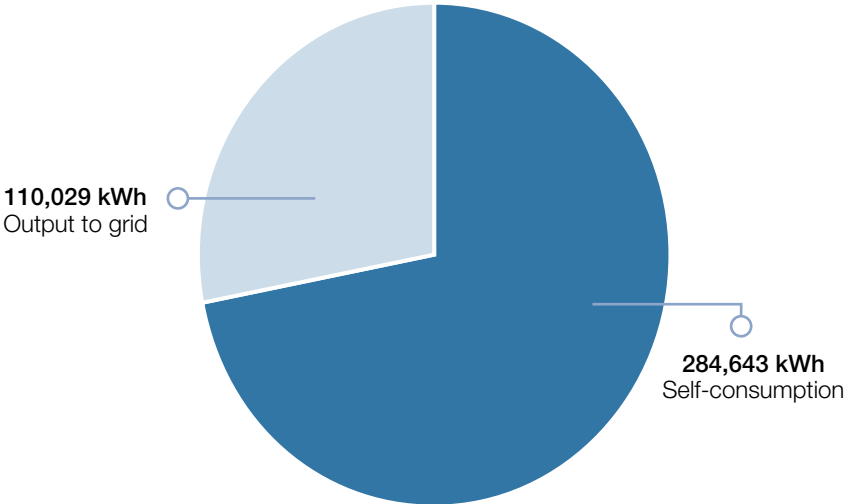
CSR through concrete actions



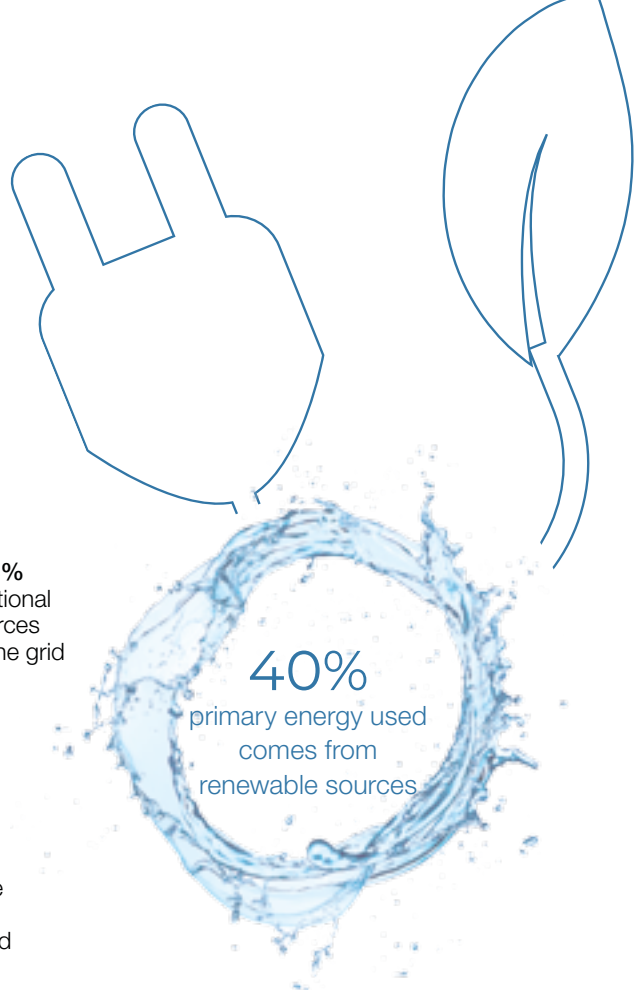
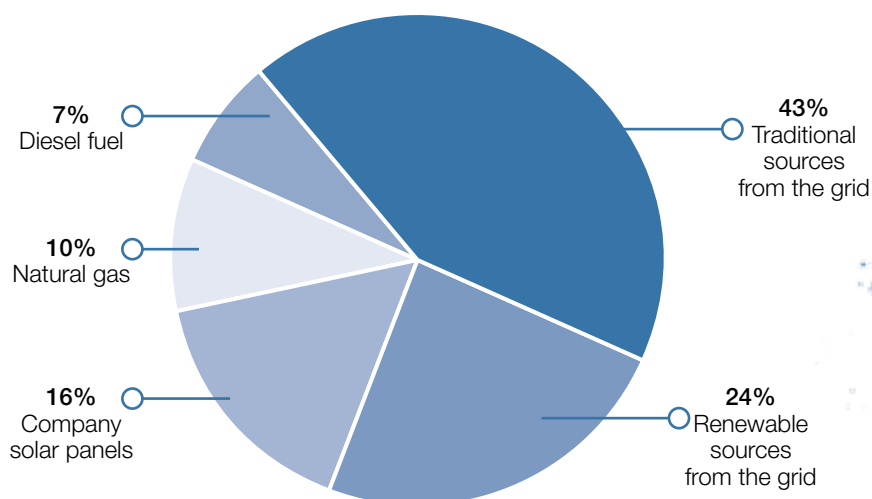
Environment and energy

Energy efficiency

Electrical energy produced by solar panels in 2017



Energy mix 2017



2,760 m²
total power of the system
is 399 kWp

394,672 kWh
quantity of electricity
produced by the photovoltaic
system in 2017

=

146
family
no. of households using the
same amount of
energy in one year

=

584
people

Concrete actions

The improvement activities that have contributed to the achievement of the goal are:

Relamping project

Replacement of all traditional technology lighting fixtures with LED lamps has been completed, thereby reducing electricity consumption for lighting by 59%.

Compressed air

Through ultrasound vibration analysis on the compressed air distribution network, 35 leaks of various sizes have been identified and repaired, which have allowed a 10% reduction in the need for air.

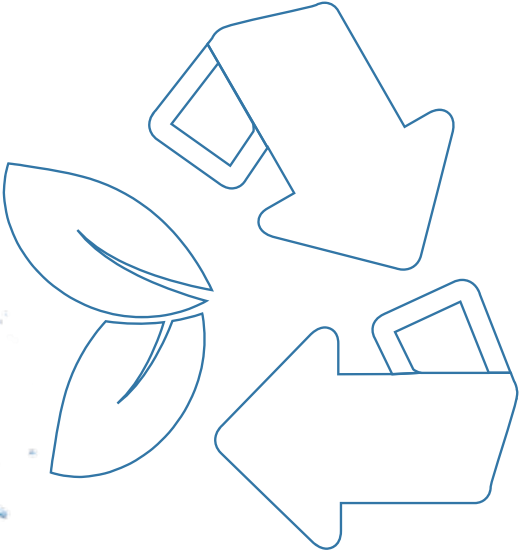
Internet of Things

The creation of an IoT infrastructure, associated with an Energy Management system, made it possible to identify new points for improvement and at the same time to preventively identify a series of out-of-control activities that would otherwise have led to waste and inefficiencies.

Inverter

Installation of frequency regulation systems (inverters) on some injection moulding machines to improve their energy efficiency.

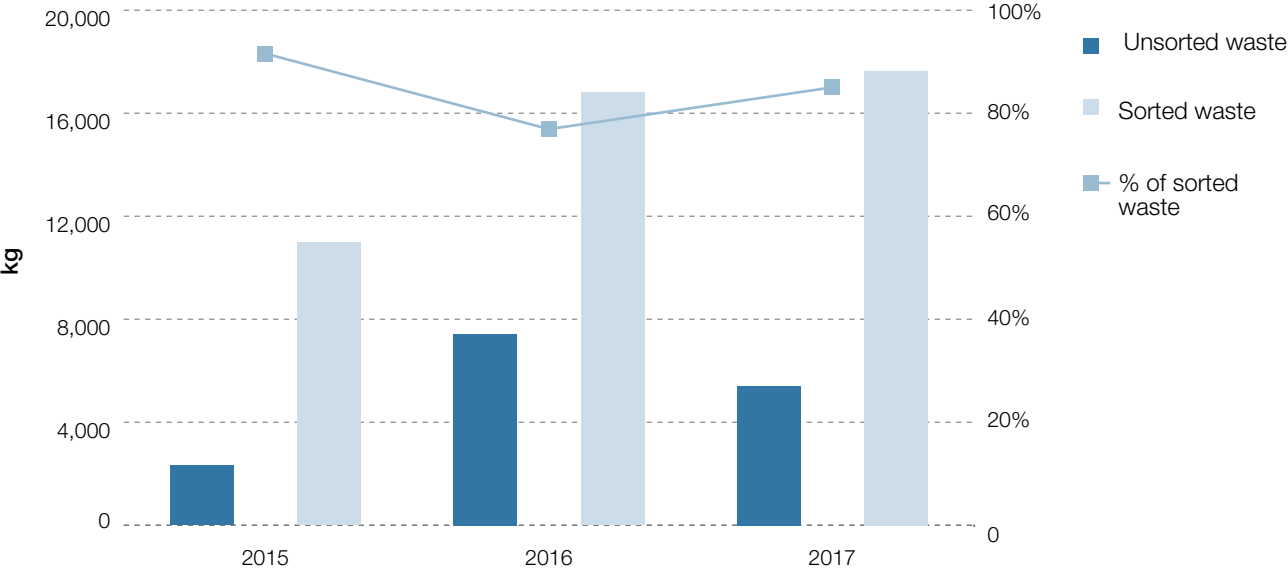
Waste management



77%
Sorted waste
in 2017

69%
Sorted waste
in 2016

Waste sorting



Products and sustainability

Sustainability through the protection of water resources...

1994

First in Europe
to introduce the dual
flush system in ceramics
mechanisms there by allowing
users to select the quantity of
water necessary

2006

Extension
of the dual flush system
to all built-in cisterns

2012

Azor Plus
ecological float

=

9 l water
per day
saved per housing unit

=

3,285 l water
saved
in one year
per housing unit

-30% water
6/3 l dual flush system

-50% water
4.5/3 l dual flush system

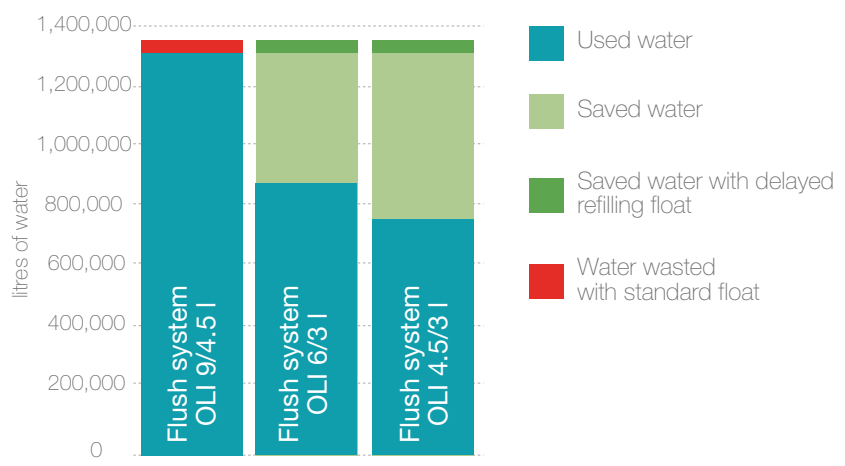
Water is as precious a resource as it is scarce.

Its scarcity is a growing cause for concern and is exacerbated by the effects that climate change is bringing with it.

It is therefore clear that any effort to rationalise its use is fundamental and indispensable. With this in mind, over the years we have dedicated a great deal of energy to research and development in this field, obtaining results that OLI is proud of and that create the conditions for doing more and more.

This calculation is even more important if referred to a public building, or accommodation facilities, such as a hotel. As shown in the chart below, the water savings made possible by Azor Plus have been calculated.

This saving is calculated over a period of one year, taking into account a hotel with 100 rooms, each of which flushes on average four times a day. In addition, water savings can be further increased by 30% when using a 6 and 3 litre dual system and by almost 50% when using a 4.5 and 3 litre dual system.



EVOLI

The EVOLI valve is the only valve that guarantees more than 18 settings, thus making it possible to achieve considerable water savings.

IVC 1000 Leaksafe

The IVC 1000 Leaksafe valve detects any malfunctions in the system, such as micro-leaks in the flush cistern.

When a leak is detected, the valve stops the water supply and this alerts the user who shall repair the water leak and eliminate the waste.

Water-saving cisterns

Creation of high performance WC flush cisterns capable of using 4.5 litres of water for the complete flush and 3 litres for the half flush, with further water savings thanks to Azor Plus.



Green Project Award

Commitment and results achieved were awarded a prize in 2016 as part of the ninth edition of Green Project, a Portuguese initiative held in Porto for the most innovative projects in the field of sustainability.

Specifically, a special mention was obtained in the category "Products and Services".

Hibroboost

The technology developed by OLI to automatically generate electrical energy useful for the operation of the plate. This technology eliminates the need for a mains connection.

Azor Silent

The side inlet valve, which still today is one of the best performing on the market, makes it possible to limit noise and vibration propagation, as it is manufactured using materials with high sound absorption capacity.

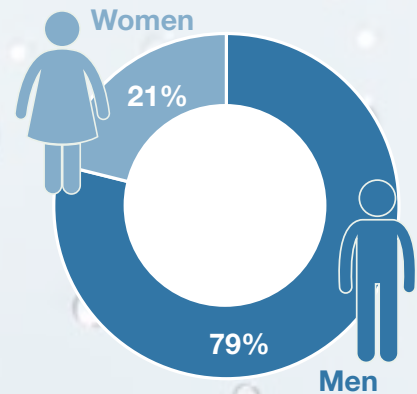
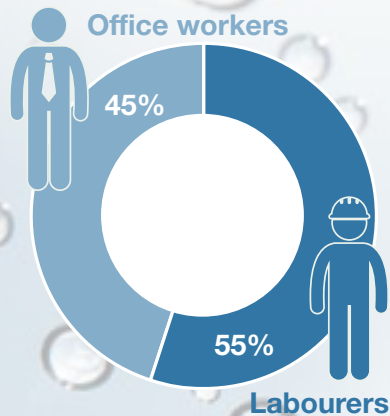
Internal components

Great attention is paid to the development of components that are as common as possible to the different OLI products, thus allowing a rationalisation of production with savings in materials and energy.

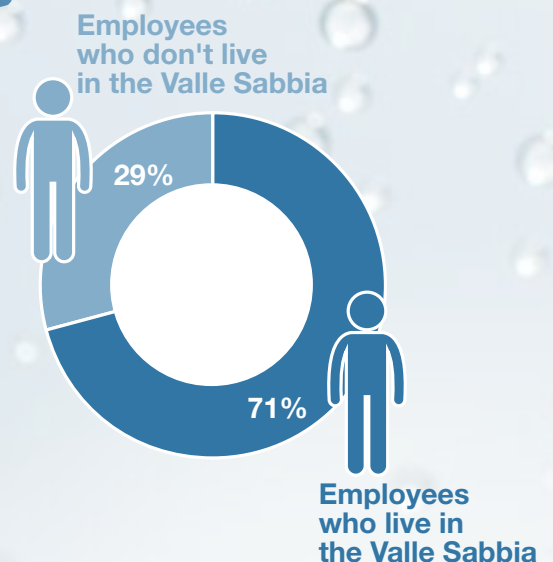
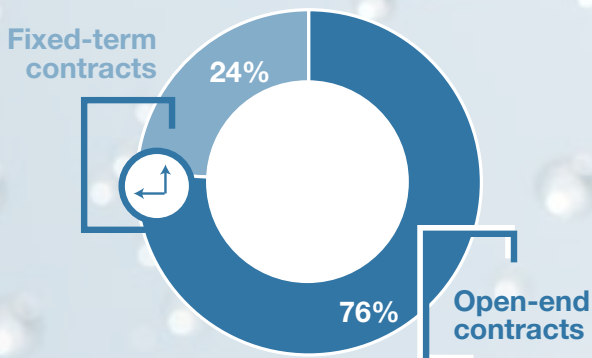
So that customers purchasing different flush cisterns do not have to purchase specific spare parts for each cistern, but can use the same valves on different product lines.

People and the local area

OLI's workforce - 2017



38
employees
in 2017



New hires for 2017

Age	16-20	1
	20-40	4
	40-60	2
Gender	Men	7
	Women	-
Origin	Italy	6
	Abroad	1
Live in the Valle Sabbia	Who live	5
	Who don't live	2

7 years
average years
in service

7
total new hires

Service Portfolio

In the last years OLI along with Valsir and Marvon, offered to their collaborators initiatives related to Welfare.
In 2017 a questionnaire dedicated to all the employees has been created in order to receive their feedback about the existing services but also about new proposals, comments and ideas.

The company Welfare Portfolio consists of:

Tax assistance



The company provides a free tax assistance service for the purpose of completing the tax return.

2016
132 participating collaborators

2017
144 participating collaborators

At OLI there are gym facilities available at set times.
These spaces and the related equipment are also available to Valsir and Marvon employees.

Gym



Scholarships



Through a transparent selection process, the criteria of which are indicated in specific guidelines, scholarships are granted to the children of employees who attend school with merit and honours.

2016
11 award-winning students

2017
12 award-winning students

Service to provide mothers with young children with concrete help for nursery and kindergarten expenses, facilitating their return to the company in the months following the birth of the child.
The service offered aims at better balancing private and working life. The bonus allows mothers to independently choose for their children the facilities closest to home or more comfortable for their family organisation.

2016
19 participating mothers

2017
19 participating mothers





The restaurant service at the company is accessible at a reduced price.

2016
71,560 meals provided

2017
76,477 meals provided

Among the initiatives to support income, as requested and appreciated by employees in the questionnaire, the issue of fuel vouchers was decided also in 2017, and took place at the beginning of 2018. For the following years, other forms of income support may be considered.

2016
407 vouchers issued

2017
461 vouchers issued



The proposals cover a wide range of skills to support the personal development of staff: foreign languages, IT (Excel), NLP.

Investment of more than
40,000 € in 2017



Personnel training...

Continuous training is the backbone of the OLI collaborators' professionalism. Learning, growing and improving are the true keys of success.

Every year specific courses concerning foreign languages, IT, public speaking are performed within the companies of the group.

Along these courses, others related to health and public safety tackle topics that we do consider as essentials.

Hours of training
in 2016

63

Hours of training
in 2017

59

... and the safety one

Total hours of
safety training

102
in 2016

Total hours of
safety training

116
in 2017

OLI for the new generations



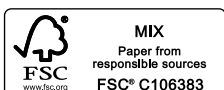
4
students welcomed
for a total of
240 hours
in 2016-2017

Degree theses
Thesis work on CSR
is under way

Internships
and dual education

Scholarships
for the children of employees, now in its third edition





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da parte di Silmar Group S.p.A. - Codice Fiscale 02075160172

Download the extended version
of the OLI Sustainability Report.



The Sustainability Report has been prepared
according to the GRI Standards:
Core Option of the Global Reporting Initiative.

