



# GIOVANNI RASPINI

Sustainability  
Report

# 2024

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# 01. GIOVANNI RASPINI

## Letter to stakeholders

### To all our Stakeholders,

Our mission, which we have been promoting with passion and professionalism for over fifty years, is to give beauty a new form: our brand positions itself as an innovative leader in the silver jewellery sector while maintaining close links with the region and the great Tuscan tradition of goldsmithery. Giovanni Raspini Srl's Sustainability Report is the product of a company that has always stood out for its dedication to craftsmanship and research in the jewellery sector. Since 1972, year by year, thanks to our sustained and meaningful commitment to the goal of the highest quality standards, we have become a contemporary company with a distinctive stylistic identity, significant brand awareness, significant brand equity, and numerous retail outlets in Italy and beyond.

Yet our focus has always been on an even more ambitious goal: on the one hand, to further improve our environmental impact and how we care for

our region, and on the other, to create a growth pathway founded on professional respect, reliability and legality. Moreover, we aim to maintain more sustainable working conditions and to develop our human resources, social impact and inclusion initiatives for the benefit of our 150 employees.

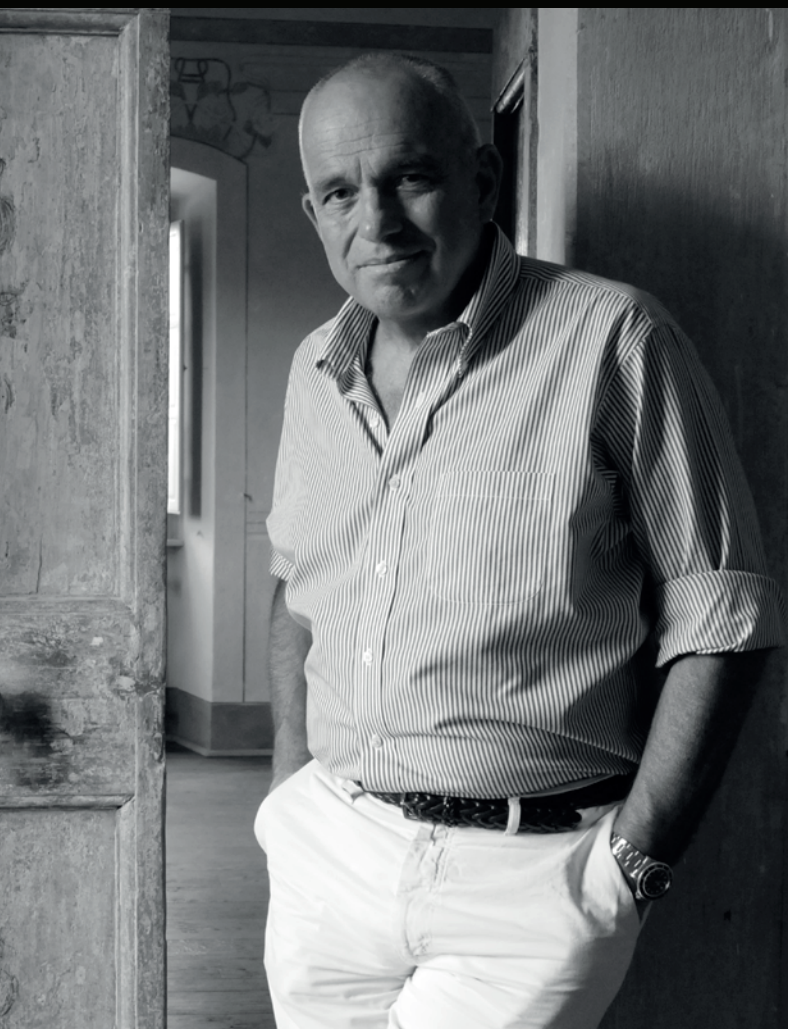
The most important factor for us is the concept of consistency: for this reason, we also strive to follow an ethical approach in the right balance with profitability, complying with all applicable regulations and the principles of fair competition. Culture, tradition and commitment are the guiding components of our company's DNA. We believe deeply in people and are committed to preserving the brand's identity values, which are reflected in our respect for local heritage. As mentioned, excellence is one of the shared values that permeates every aspect of our work. This mission is not limited to creating technically flawless jewellery, as we firmly believe that it is possible to create high-quality products without damaging the environment or discarding precious resources. To this end, we are committed to using raw materials from safe and sustainable sources, adopting environmentally responsible production processes and minimising waste.

Our quest for efficiency relies on careful and constant monitoring of the supply chain. Everything is created in-house and by hand, from a product's creative design to its production and marketing. Our ability to balance tradition and innovation is clear to see in our stylish and high-quality jewellery and charms, as well as our homeware and gifts.

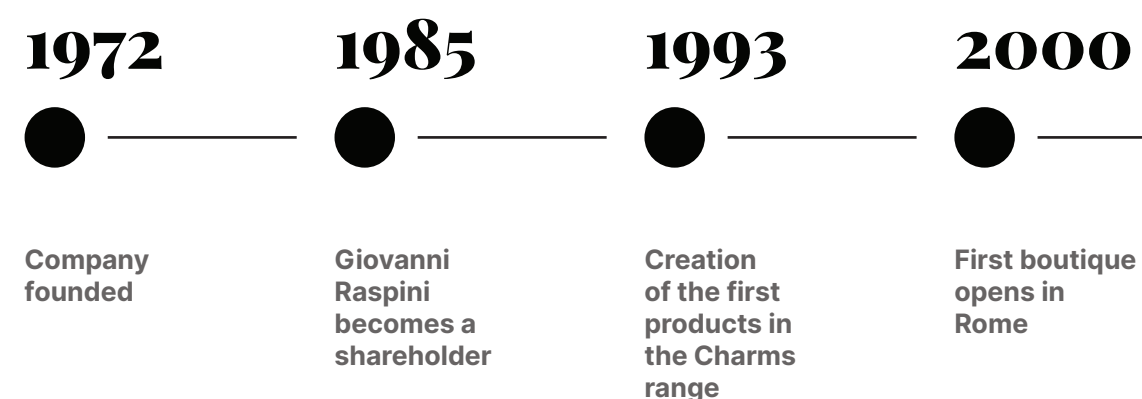
This Sustainability Report represents a guaranteed promise to everyone, but above all to our stakeholders. It tells the story of what we are and sets out what we will be. Although we are aware that the process of growth towards sustainability is constantly evolving and

**Our mission, which we have been promoting with passion and professionalism for over fifty years, is to give beauty a new form**

that the challenges are increasingly intense and complex, this is the only path that – in good conscience – we want to take.



# Our story



Founded in 1972 as a small artisanal goldsmithery business, Giovanni Raspini has undertaken an extraordinary journey to become the modern and competitive company it is today, with an established presence in Italy and throughout Europe. Driven by its unique design and the passion of the brand's founder, the company expanded its product range from silver homeware to the world of jewellery. After the turn of the millennium, the company's attention turned to precious wearable pieces: an evolution that started with Charms and continued with the creation of the Jewellery range, maintaining a distinctive and recognisable style.

Over the last decade, Giovanni Raspini has successfully overcome numerous challenges, including the constant search for high-quality raw materials, a stylistic offering that is always innovative and up to date, the opening of a direct channel through single-brand stores and e-commerce, and the expansion into new markets. While we may be forward-looking, we never forget our roots, keeping alive the tradition of craftsmanship and the identity that have helped the brand's style and design stand out from the pack.





# A strategy for success

## Three fundamental pillars:

the innovative product range, a marketing strategy with high-value content focused on the brand's identity, and ongoing development across both the wholesale and direct distribution channels

The Giovanni Raspini business model is anchored on three fundamental pillars: innovative product lines, a marketing strategy focused on brand identity with high-value content and continuous development of wholesale and direct distribution channels.

This strategy has led to extraordinary results, with turnover up 18% in 2024 compared to 2022 and up 13% on 2023 results, demonstrating the company's ability to successfully face any challenge. Our products are sold through three channels: wholesale, retail and e-commerce. With a network of over 800 authorised retailers and 28 single-brand boutiques located in the world's major shopping locations, Giovanni Raspini is consolidating its presence in the EU and global markets.

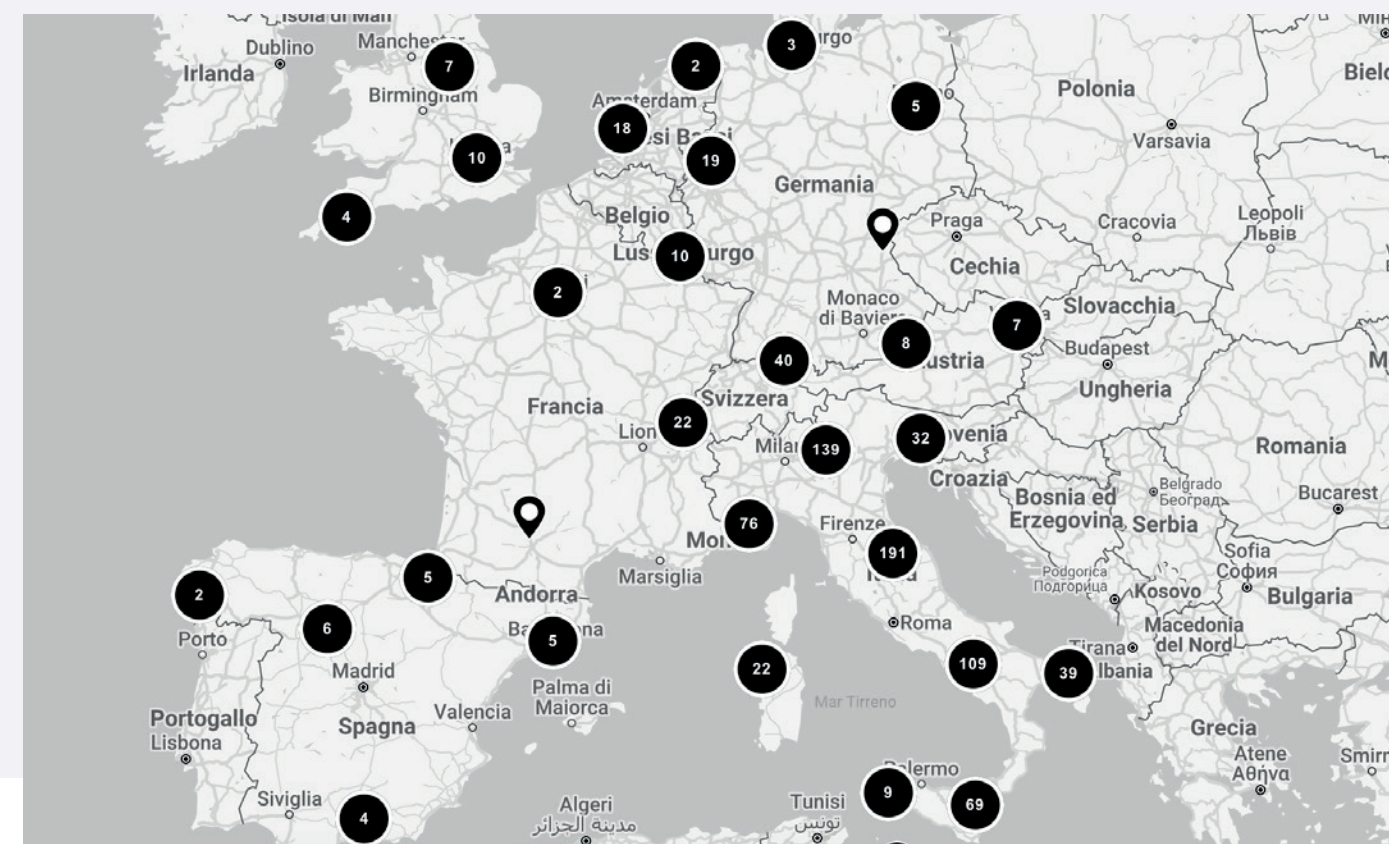
Products are distributed through three channels: wholesale, retail and e-commerce. With a network of over 500 authorised retailers and 28 single-brand boutiques located in the world's major shopping destinations, Giovanni Raspini is consolidating its presence in the EU and global markets.

Distribution channels



Products are distributed through three channels: wholesale, retail and e-commerce

Distribution map of points of sale

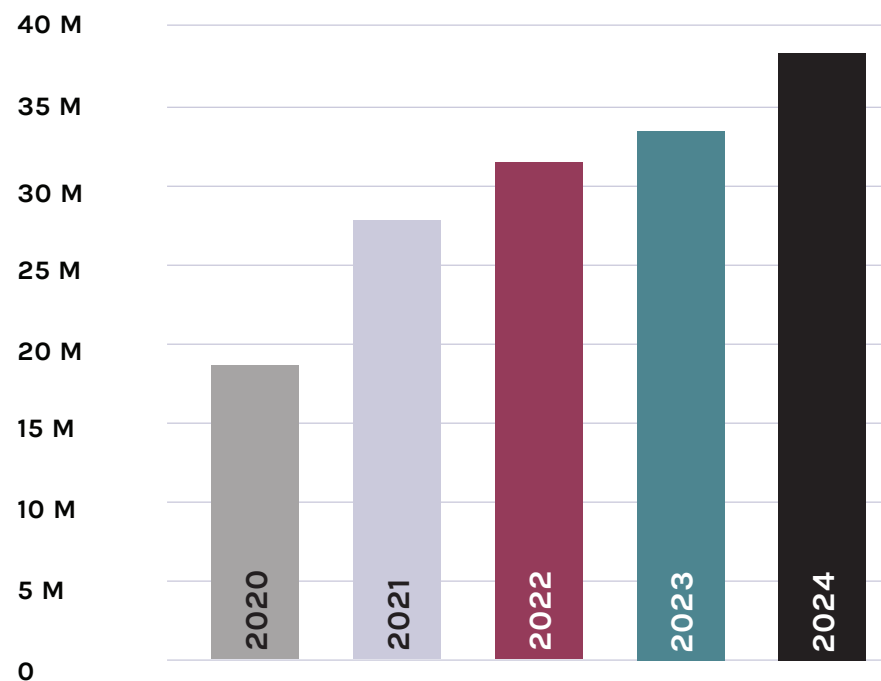




# Our mission

With the launch of our online boutique in 2014, the company has successfully embraced the challenges of the digital landscape and achieved a steady increase in revenue year-on-year thanks to the focus on user experience and integrated technology. More than a mere sales channel, e-commerce enhances communication and customer relations, contributing to brand awareness growth in domestic and international markets through multi-channel investments.

## TURNOVER



Giving a new form to the beauty that surrounds us is our mission, which we have been accomplishing with passion and dedication for over fifty years.

The cornerstones underpinning the development of Giovanni Raspini's signature style are the ancient tradition of goldsmithery inextricably intertwined with the region of Tuscany and the brand's highly innovative approach to style and design.

Creativity, craftsmanship, the quality of our raw materials and attention to detail are the foundation of every product we make. Since day one, the company has stood out for its focus on craftsmanship and commitment to research in the jewellery sector. Our constant evolution and dedication to quality have made the brand a contemporary company that is widely recognised and appreciated, with a strong stylistic identity.



# Sustainable Development Goals

**These goals serve as a compass to guide international, national and local efforts towards a more equitable, inclusive and sustainable future.**

Also known as Agenda 2030, the Sustainable Development Goals (SDGs) are an ambitious global action plan promoted by the United Nations to address some of the world's most urgent and complex challenges. These 17 goals were adopted by all 193 UN Member States in September 2015. With a target date of 2030, they were devised to raise the awareness of Member Nations on crucial issues such as poverty, inequality, climate change, peace and

social justice. Agenda 2030 is a global commitment to promote sustainable development across the three interconnected dimensions of economic progress, social development and environmental compliance.

These goals serve as a compass to guide international, national and local efforts towards a more equitable, inclusive and sustainable future. Each goal is accompanied by specific indicators



and targets to monitor its progress, encouraging shared responsibility between countries and their citizens.

The SDGs represent a milestone in the global approach to sustainability, promoting international cooperation, innovation and the transformation of development models. In this document, readers will find the icons representing each of the 17 goals according to the theme covered by the section in

question: each icon indicates that the company is taking action with a view to achieving the stated goal.







## 02. THE PEOPLE

# Empowering our people

A community of people pursuing a common goal, united every day by their passion for what they do. This is our world: over a hundred individuals who we see as people first and professional resources second, each with their own social, religious and gender background.

Our workforce covers a variety of categories: from silversmiths to marketing and communication people, from commercial teams to admin staff, and from

logistics personnel to sales assistants. Our new hires have created an exciting mix between the enthusiasm of younger generations and the reassuring experience of employees with years of professional training behind them.

For Giovanni Raspini, people are the main resource available to the brand, especially when it comes to the creativity they bring, firstly as individuals and then as a team. This is demonstrated by the company's employee

benefits system, which takes the form of healthcare services and perks of various kinds.

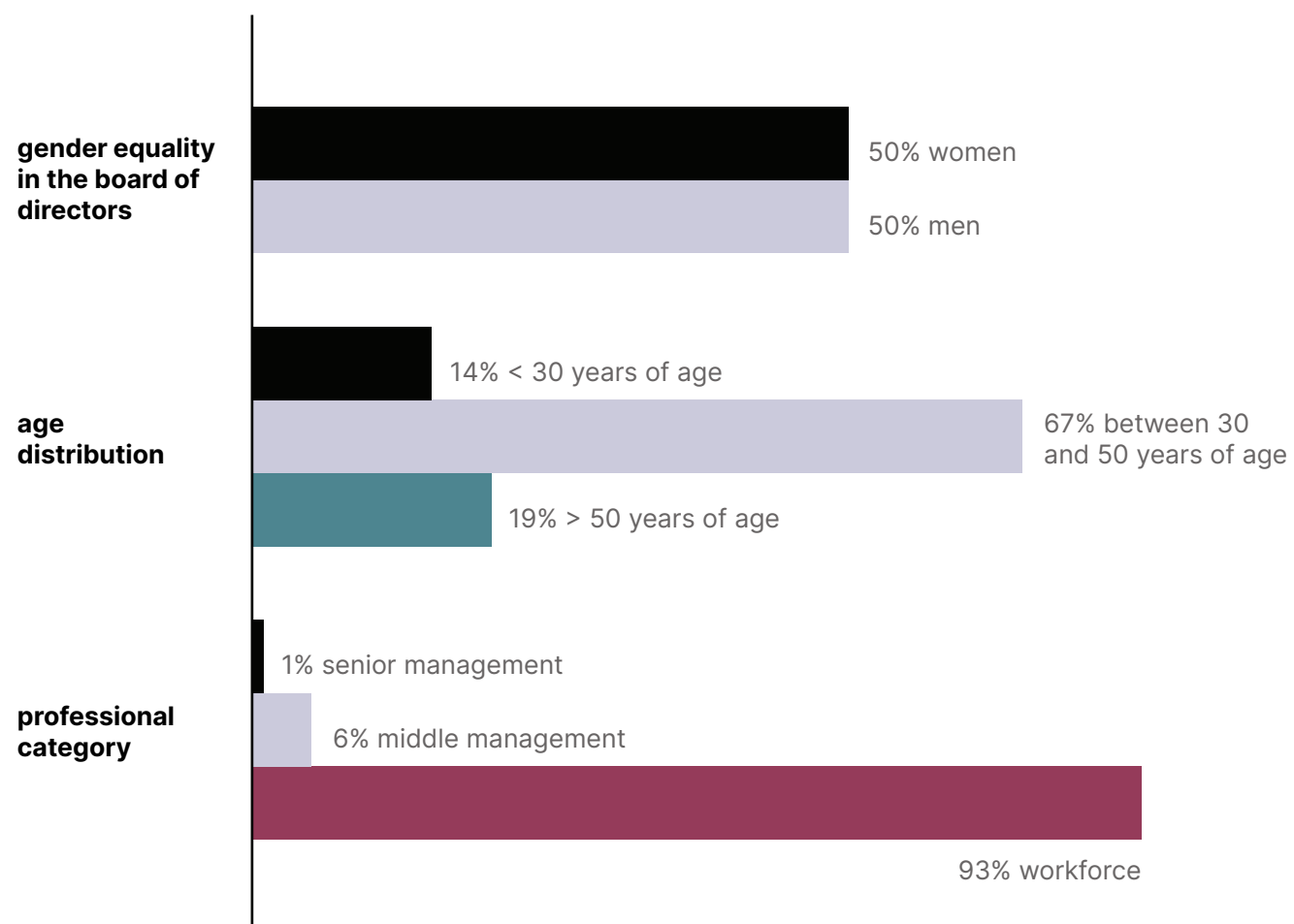
We place a special focus on training, informing and educating staff by deploying our training programme, which is shared with workers' representatives on a regular basis.





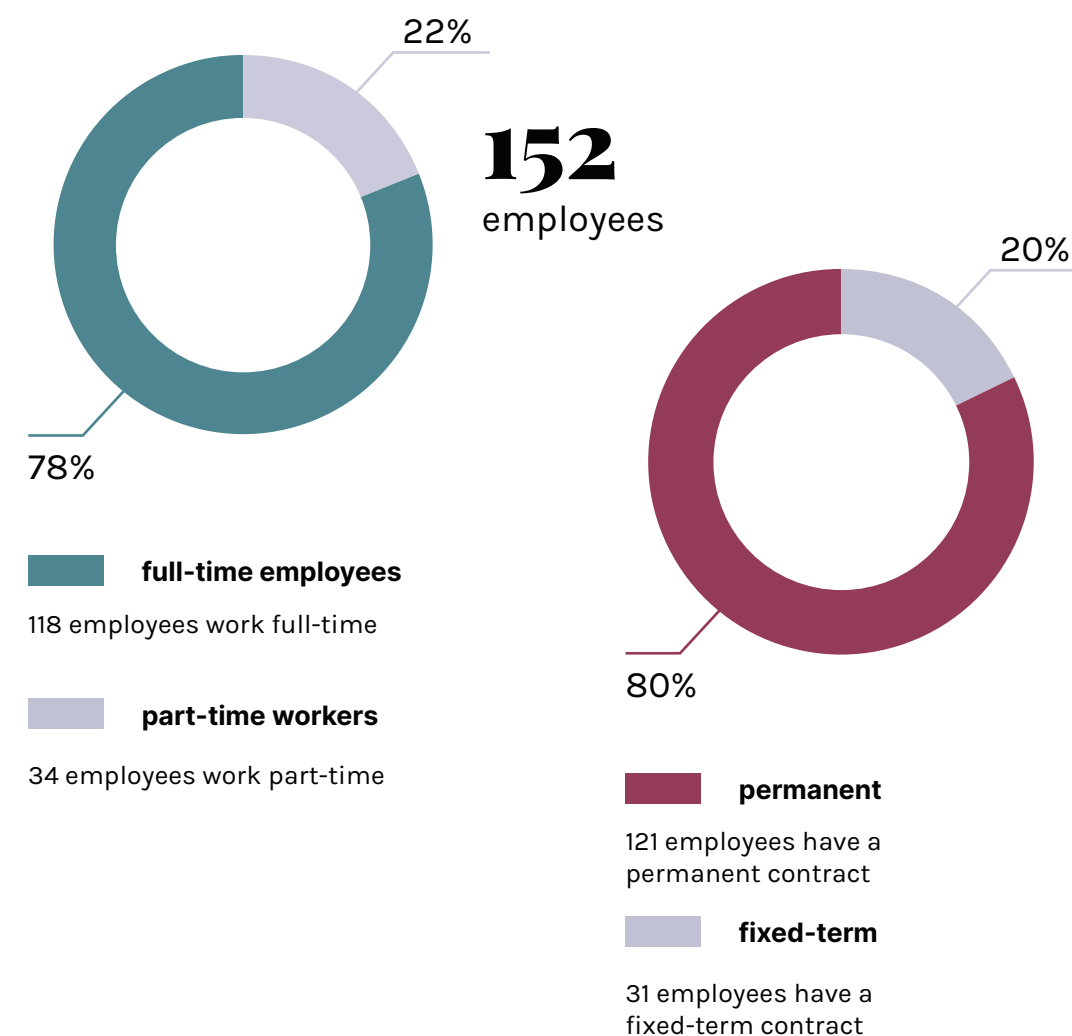
# Staff composition and turnover

The company currently has a total of 152 employees, who are a fundamental component of the business's success.



## CONTRACT TYPE

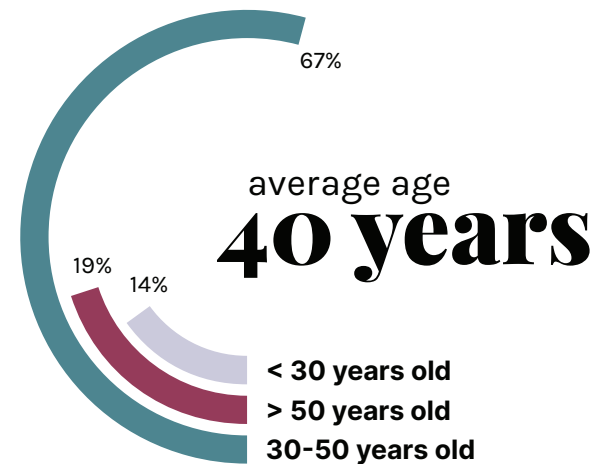
Because we value our employees, we offer different contract options to meet their needs: the majority work on a full-time, permanent basis, demonstrating our ongoing commitment and trust in our human resources.



## AVERAGE AGE

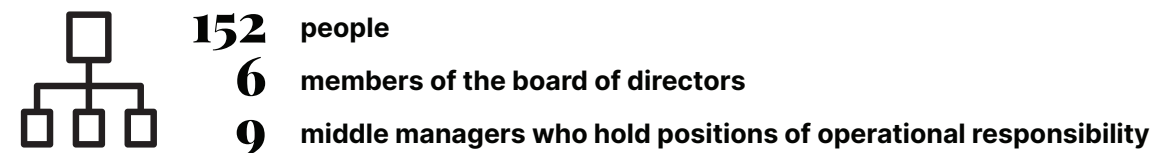
We promote a multigenerational environment that values the diversity of experiences and perspectives: this is shown by the low average age of our employees, which sits at 40 years old.

Representative figures: 19% of employees are over 50 years old, 67% are in the 30-50 age group, while 14% are under 30 years old.



## STAFF

The company's staff is composed by:



The company promotes internal professional growth and facilitates access to positions of responsibility.

## COLLECTIVE AGREEMENTS

We are committed to complying with collective agreements and guaranteeing suitable working conditions for our workers. In particular, employees who work in our single-brand boutiques are contracted with the CCNL (National Collective Bargaining Agreement) for the service industry, while all others are regulated by the Industry CCNL for employees in the gold jewellery and silverware sector.

## EMPLOYEE TURNOVER

At the company headquarters, current staff turnover stands at 8%, indicating excellent job stability and increasing professional satisfaction among our employees, as evidenced by the 2023 turnover figure which stood at 13%. Among the personnel employed in the direct stores, on the other hand, the turnover rate is 37.8%, in line with industry benchmarks. We are aware of the importance of staff retention and therefore adopt policies and measures to promote engagement and loyalty among our professional resources. Examples include the benefits given to employees as additional remuneration or the training opportunities that aim to promote resources' individual growth.

# Diversity, inclusion and gender equality

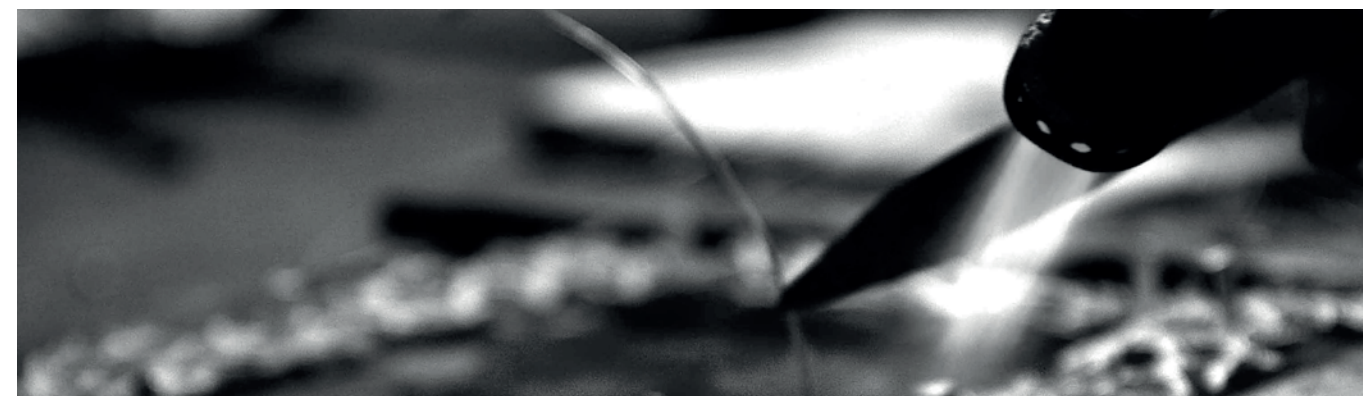


Sustainability is a fundamental principle that is rife with everything the company does, as it has its roots founded in respect for the person. This concept forms the basis for the creation of our Code of Conduct, an essential guide for all the company's resources. The Code is a collection of specific guidelines that set out the values and the rules of conduct to be followed in every relationship, especially internal ones. Following the Code is a binding obligation for all, regardless of their hierarchical position within the organisation, and it applies uniformly and in its entirety.

In addition to complying with the Code of Conduct, we believe that it is each employee's responsibility to implement our fundamental values and to ensure compliance with ethical standards within their workspace. This individual commitment contributes to the creation of a positive, responsible and sustainable business environment.

The values that unite all our employees form the basis for our Code of Conduct. They include acting with integrity and a sense of responsibility, trusting the abilities and intentions of others, respecting the dignity and rights of each individual, acting in harmony with the natural environment, using the company's assets and resources in the collective interest and encouraging fellow employees in their initiatives, always respecting our shared principles.

We strongly believe that consistently applying these values and standards allows us to build an open and inclusive work environment, a place where employees can enrich themselves through ongoing exchange, allowing the whole workforce to grow and express itself in an atmosphere of respect and equality.



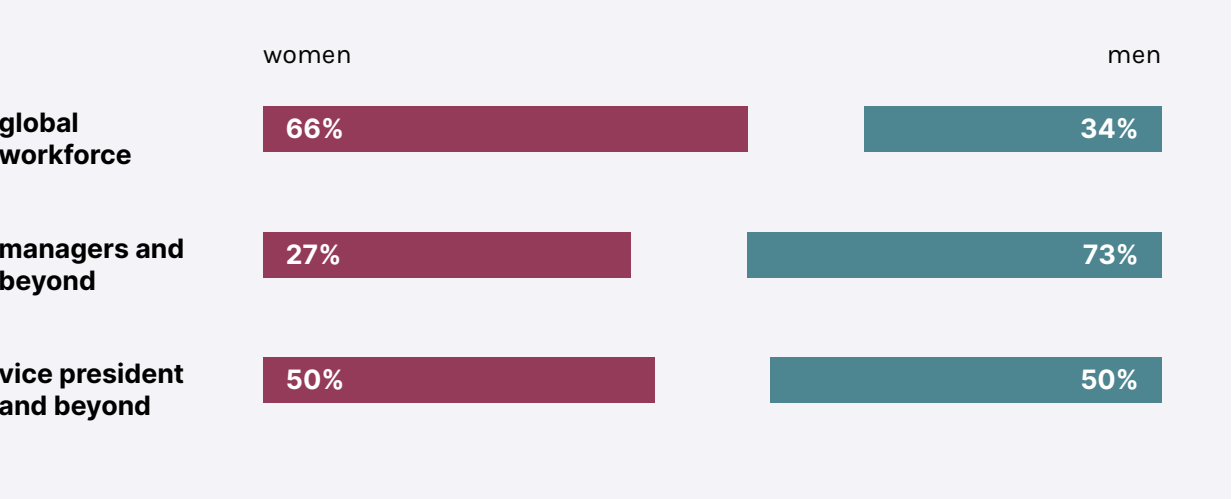


# GENDER BREAKDOWN

At the time of writing, the internal workforce consists of 53 men and 105 women, representing 34% and 66% of our total employees respectively. We actively promote gender equality and are committed to maintaining a fair and inclusive work environment. The company’s board of directors, made up of six members, boasts a balanced proportion of men and women and therefore equal gender representation. This commitment to gender equality reflects the company’s focus on promoting equity and inclusion, including at a decision-making level.



Gender diversity



# DIVERSITY AND INCLUSION

When it comes to personnel, a variety of nationalities are represented. The company relies on a multicultural workforce made up of individuals from different parts of the world.

Our employees hail from countries including Italy, Germany, Albania, Ecuador, France, India, Mexico, Pakistan,

the United Kingdom, Russia and Venezuela. This cultural diversity helps to create a rich and stimulating work environment, a melting pot of different perspectives and experiences that foster innovation and personal and professional growth.

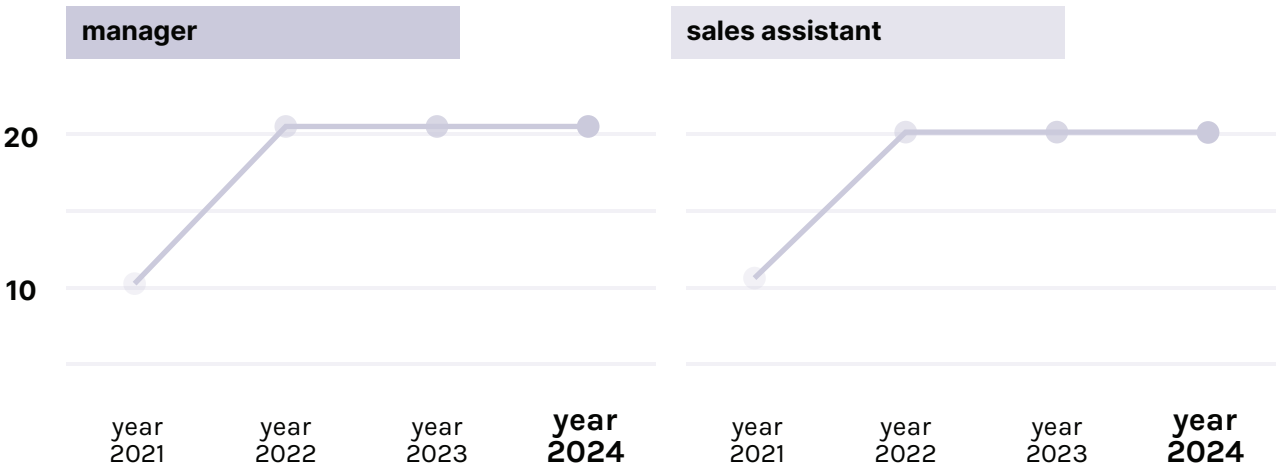
**The company relies on a multicultural workforce made up of individuals from different parts of the world.**



# Training



Training hours



As part of our commitment to corporate sustainability, we firmly believe in investing in the growth and development of our employees. From the onboarding phase onwards, we offer support and guidance through targeted mentoring programmes, ensuring a pathway of continuous learning. We actively encourage employees to take part in specialisation courses that enrich the team’s expertise. We are particularly committed to the training of our retail personnel, advocating tailored programmes that promote the development of professional skills.

For sales assistants in our single-brand stores, training focuses on enhancing sales skills through an in-person approach complemented by online modules. This course aims to develop skills regarding in-store methods for emotional selling, the ability to interpret and influence sales KPIs, and customer loyalty.

Training is also managed through e-Learning courses, which are accessible via a custom platform. Thanks to the real-time reporting system, our staff can make use of this online training in a number of different languages and in accordance with their role.

The main objective of these development pathways is to equip sales personnel with practical skills so that they can have a positive impact on store performance and team behaviour. In particular, the Sales Assistant & Store Manager course focuses on the essential skills to effectively communicate and manage the customer during the different phases of a sale, to learn effective techniques for overcoming critical issues, and to manage customer loyalty and after-sales aspects, with a particular emphasis on complaint management.

# Health and safety

Within the framework of the company’s policies intended to guarantee the health and safety of its employees, as well as third parties involved in linked activities, we have implemented and constantly update all the technical, organisational and procedural measures aimed at achieving high levels of prevention and protection for workers. The process of assessing risks and implementing improvement plans is constant and ongoing. We firmly believe that it is not simply a question of complying with our regulatory obligations, but of guaranteeing employees ever-increasing levels of well-being at work.

All this is evidenced by the low number of accidents at work recorded in the last three years. During this period, the company recorded only one accident in the workplace, a result achieved thanks to a company culture focused on prevention and safety, which results in a safe working environment and in the protection of employee well-being.

Accidents and accidents at work	
2024	2
2023	1
2022	0
2021	0





## 03. THE PLANET

# Protecting the environment we live in

A growing awareness of environmental protection is not just desirable – it is an absolute must for everyone, from individuals and communities to institutions and companies. For many years now, Giovanni Raspini Srl has been pursuing a model of sustainable development, implementing every reasonable and effective initiative aimed at reducing the negative effects of the various jewellery-making processes.

It is not enough to simply follow the relevant laws and directives: we want a better world and in order to achieve this goal, we need to be more respectful of itself and those who live in it. We are fortunate to live and work in a region famed for its beautiful landscape and its historical and artistic treasures. The incredible biodiversity that surrounds us is another gift

from the generations that came before us, one that we must protect and preserve for future generations.

The company has taken many decisions to implement real sustainable practices, thus reducing our environmental impact, but there is still a long way to go. For this reason, one of our most immediate future objectives is to monitor and measure our ecological footprint, even though we have already taken actions concurrently with a view to reducing our environmental impact. One example is water management, both in terms of using it more responsibly and also with regard to wastewater disposal and recovery.

We do not use fossil fuels – the main cause of the greenhouse effect – and we have

installed a large grid of solar photovoltaic panels on the roof of the company headquarters. Waste management is a fundamental issue. We have been separating out waste for recycling for some time now, and in parallel with this we have created dedicated areas set up to store hazardous waste. We exclusively use paper that is certified to confirm it comes from responsibly managed sources. We have initiated a significant process when it comes to all of our jewellery packaging, replacing our classic packaging with a new eco-friendly version guaranteed by certified stakeholders who comply with international standards.

Finally, Giovanni Raspini keeps a close eye on business travel with a view to reducing fuel consumption and pollution, also by purchasing hybrid or electric vehicles. All these initiatives attest to our interest in preserving the environment around us. We know that the company's future will be based on constantly measuring its environmental footprint and subsequently identifying corrective measures to further reduce its impact, in accordance with the resources available.





# Energy

## A sustainable choice: solar panels

In 2023, we installed a new photovoltaic system – an important step towards protecting the planet and reducing carbon emissions. This enabled us to boost our consumption from 27 kWp to approximately 105 kWp – a significant increase in our energy production capacity. This latest rollout alone has rewarded us with 53% energy self-sufficiency, combined with the previous self-sufficiency provided by the existing 27 kW system, current overall performance now stands at 60%.

All the available roof surfaces have been covered with photovoltaic panels, maximising the production of clean energy. This means that we have been able to significantly reduce our dependence on traditional energy sources, actively contributing to the fight against climate change and promoting environmental sustainability.

### Energy consumption in 2023

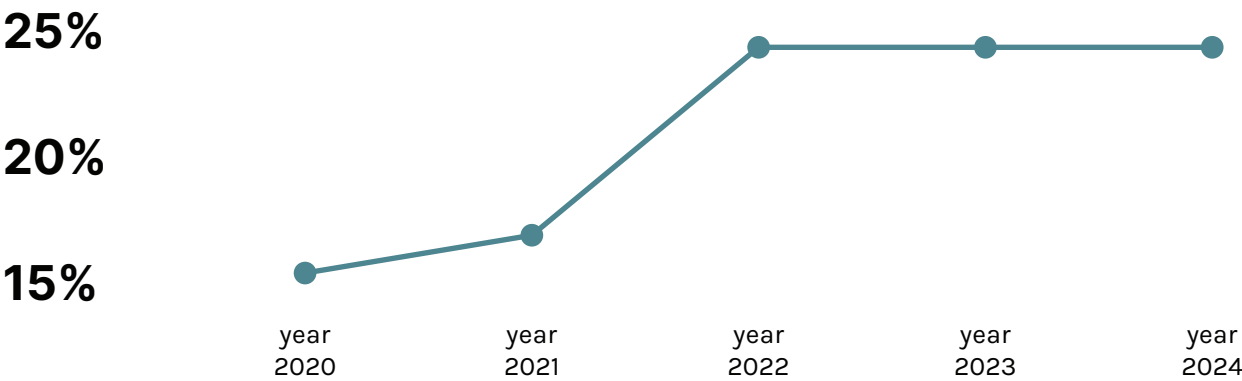
	2022	2023	2024
Solar panels produced energy	23534 KWh	33124 KWh	33404 KWh
Solar panels outbound energy		561 KWh	1720 KWh
Gas	11.260 smc	8.210 smc	

33245 Kg. Co2 eq.

In 2023 and 2024 we produced more photovoltaic energy than we consumed, with a significant increase in outgoing one in 2024. This highlights the optimization of energy resources.

This is an environmental impact indicator implemented since 2024 to monitor energy consumption and defines gas consumption relative to turnover. It is an index that determines the impact with respect to company size.

### % energy from renewable sources



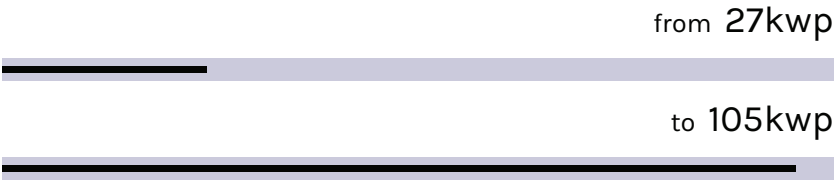
60%

energy self-sufficiency

< 892.168  
kWh/year

energy consumption  
lower than the  
business average

### Renewable energy consumed



Furthermore, we also pride ourselves on our energy consumption, which stands at 892,168 kWh per year\*, considerably lower than the average for companies powered by the medium voltage grid. We are determined to go further beyond this significant step – the company’s commitment to pursuing innovative and sustainable energy solutions for a better future for the planet will not end with the installation of photovoltaic plant, but we will continue to implement innovative solutions to achieve this fundamental goal.

\*Source: Confartigianato imprese (2017 Report)



[TEP] 336

tonnes of oil  
equivalent saved  
over 20 years



[t] 938

CO2 emissions  
avoided over 20  
years





# Water

## The water recovery system

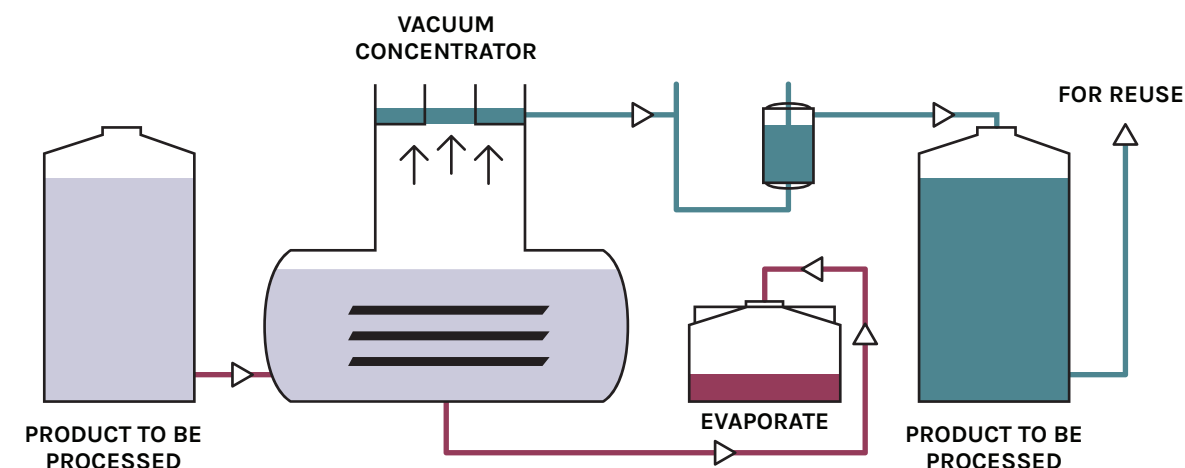


Since 1998 we have had a water recovery system, which allows us to avoid draining polluted water into the sewage network. The system we use is called vacuum evaporation. It allows water to reach a gaseous state at a temperature lower than boiling point, thus providing considerable energy savings with a view to preserving the environment. This process is very important from an environmental protection perspective because it separates the non-volatile components from the solution, obtaining high-quality demineralised water.

This technology allows us to recover valuable raw materials, reduce disposal costs and create zero liquid discharge systems. In particular, thanks to this system, none of the chemical waste produced by the process is released into the sewers, helping to protect them.

Once the recovery cycle is completed, 85% to 95% of the water that has been subjected to the filtration procedure can be reused. The small remaining percentage of concentrate containing pollutants is disposed of separately and appropriately, and the water that cannot be used again in cleaning and burnishing procedures is evaporated into the air.

This water recovery system offers numerous major advantages. Firstly, it results in considerable energy savings thanks to the reduced energy consumption required by the vacuum evaporation process. Secondly, it allows us to reuse the treated water, thus reducing our environmental impact and optimising our water resources. Finally, the system contributes to the creation of zero liquid discharge systems, demonstrating our commitment to the responsible management of water resources and the reduction of water pollution.



### Water resources monitoring

In 2023 and 2024 there was no withdrawal from the aqueduct (0 m<sup>3</sup>), while monitoring of water withdrawn from licensed wells recorded an annual consumption of 550 m<sup>3</sup> for 2024; a very small value compared to the average consumption of the company, considering that a family of 4 consumes up to 150 m<sup>3</sup> per year.

# Plastic-free solutions for e-commerce

Our ongoing commitment to environmental sustainability and reducing the use of plastic is also reflected in the materials we use for e-commerce shipments, where we have completely eliminated the use of plastic packaging.

plastic can have on the environment, especially when used in large quantities for product packaging. For this reason, we have decided to adopt a responsible stance and to take concrete measures to reduce our plastic footprint.

The company is aware of the negative impacts that

To ensure eco-friendly shipping, we have implemented a process in which alternative and biodegradable materials such as recycled paper and cardboard are used to package items. Through this plastic-free initiative, the company has managed to reduce the consumption of plastic and the consequent CO2 emissions asso-

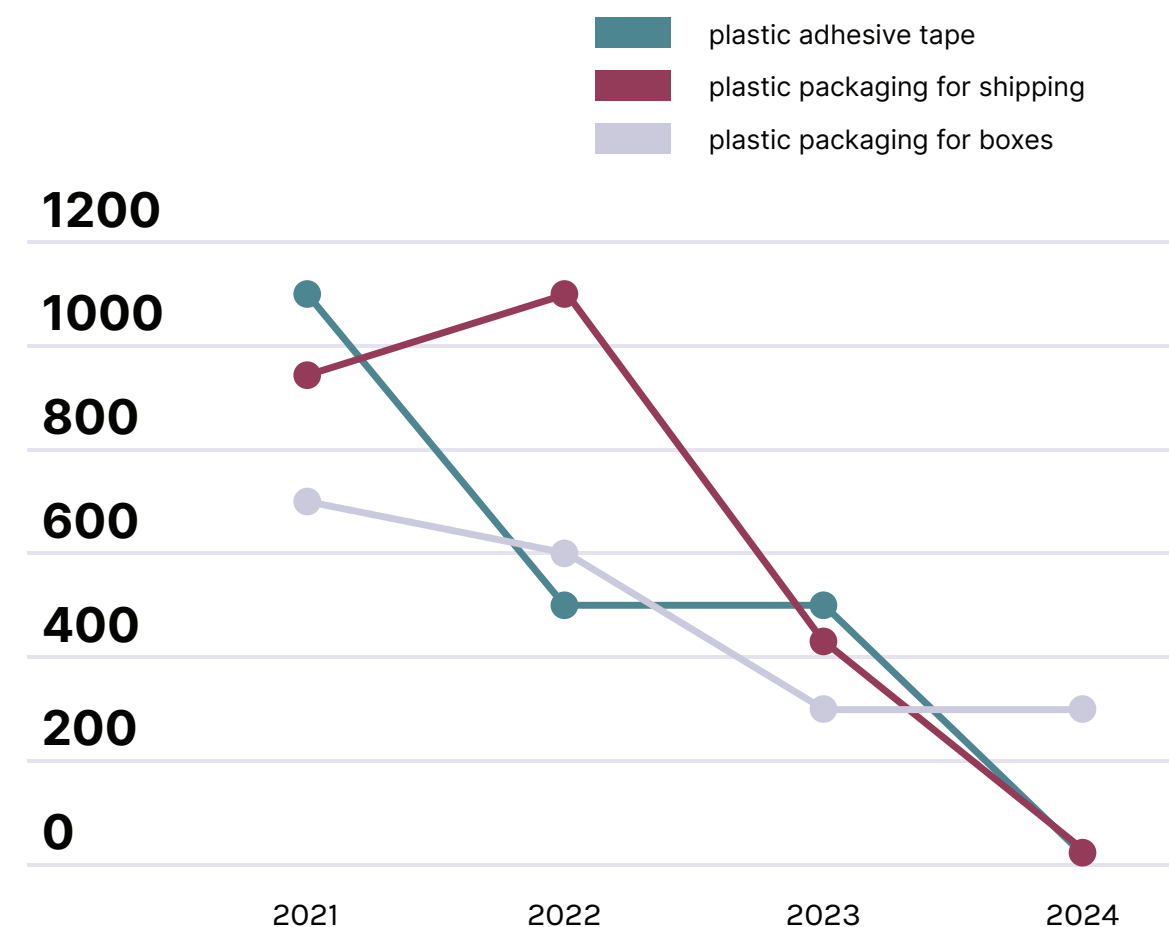
ciated with its production and disposal. Not only does this help to protect the environment, but it also allows us to offer our customers a sustainable solution for their online purchases.

**The search for new solutions and innovations to reduce the use of plastic in the supply chain, through collaborations with suppliers and partners who share the same vision of sustainability, has allowed us to reduce the use of plastic by up to 75%.**

# Reducing the use of plastic in outbound logistics

When it comes to trade and retail shipments, which represent the majority of its volume, the company's commitment to reducing the use of plastic is leading to a full-fledged revolution, so much so that we achieved a 75% reduction in plastic consumption in 2024.

In the second half of 2023, we began replacing all plastic packaging with recycled paper and biodegradable film materials, with the sole exception of protective micro-packaging used in direct contact with pieces of jewellery. In addition, in 2024, we replaced external plastic adhesive tape with a version made from recycled paper.





These choices, supported by targeted investments that the company makes with a sense of great responsibility, will lead to a drastic decrease in the use of consumer plastic that spills into the waste chain. But that's not all. We believe that choices like these give a strong signal to our distribution network: massively facilitating the separation of waste sends the message that this is a necessary and conscientious process.

We are constantly in search of new solutions and innovations to further reduce the use of plastic in the supply chain, leveraging collaborations with suppliers and partners who share the same vision of sustainability, looking for alternative materials and developing new strategies for increasingly green packaging.

## Sustainable packaging

The company is committed to applying the same vision of sustainability across all its operations: from shipping to packaging, the question of recycling and environmental impact is a recurring theme that is never overlooked. For this reason, we collaborate with an Italian partner to produce our iconic black packaging with a crocodile-skin texture. Compared to the alternative of importing, our partnership with an Italy-based company allows us to significantly reduce the emissions associated with transport, thus contributing to a smaller overall carbon footprint and also to supporting the local economy.

One of the key aspects of sustainable packaging is its cellulose composition. Our packaging partner uses only FSC (Forest Stewardship Council) certified pieces,



which means that all the cellulose components used in our packaging come from responsibly managed forests.

Specifically, the certification guarantees that the wood used to produce the paper comes from areas managed with a focus on the conservation of biodiversity and with respect for the rights of forest workers.

The brand can thus ensure that natural resources are used in a sustainable way and that the packaging supply chain is ethically and ecologically responsible.

## Reducing shipping-related emissions

Thanks to our partnership with DHL and participation in the GoGreen Climate Neutral programme, the company contributed to an emission reduction of 6.09 tonnes of CO<sub>2</sub> in 2024. In essence, the brand has chosen to support the DHL Group's sustainability initiatives, which have neutralised greenhouse gas emissions generated by transport and logistics through globally registered climate protection projects. Compared to the standard shipping service, this has resulted in a 52.84% reduction in CO<sub>2</sub> emissions. In addition, with DHL GoGreen+, we have chosen to reduce the

environmental impact of our international shipments by investing in Sustainable Aviation Fuel (SAF), a sustainable jet fuel produced from alternative raw materials, such as waste oils, organic waste and hydrogen. SAF reduces emissions by up to 70-80%, contributing to the reduction of other harmful emissions, such as particulates and sulphur. This commitment allows us to make our logistics increasingly responsible and to enhance sustainability in our supply chain.





## 04. THE PRODUCT

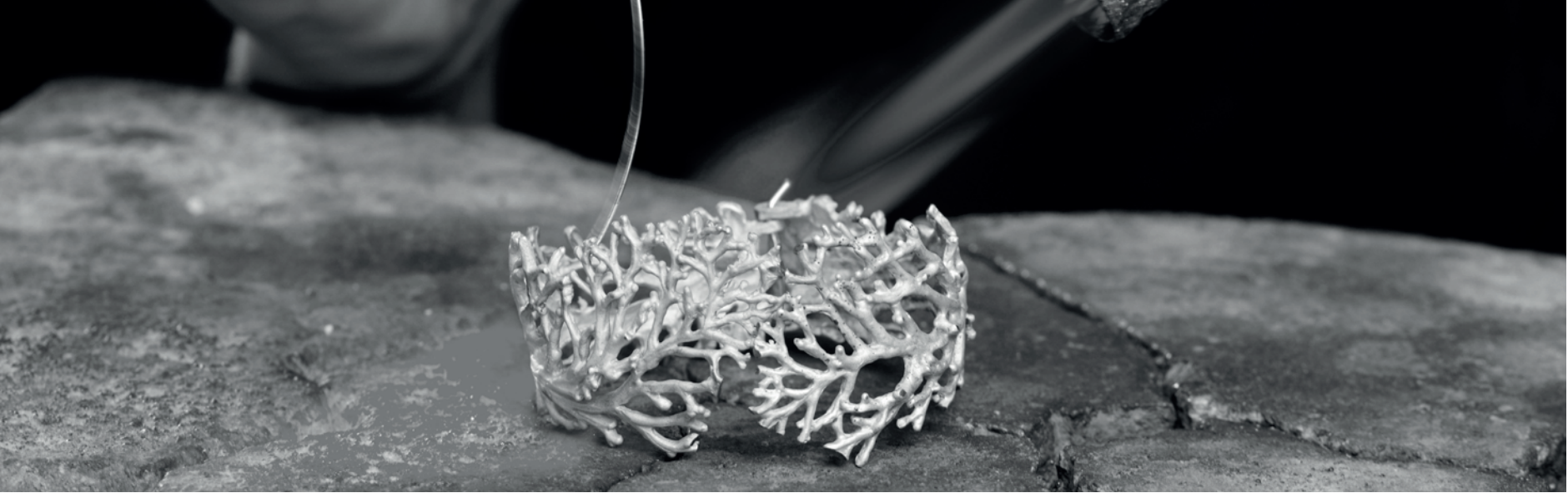


## Our supply chain

Giovanni Raspini jewellery is made in-house by our own artisans: each production stage is verified with the utmost care and attention to obtain a "high-value supply chain" that ensures the excellence of the product. A common topic in the jewellery sector is the fineness of the noble metal used and its respect, also in view of the awareness on the part of the final customer. Giovanni Raspini uses sterling silver, i.e. with a fineness of 925, guaranteed and protected by law, or the same silver with 18-carat gold plating. Our jewellery is made entirely by hand, largely using the ancient lost-wax casting technique, starting with wax models produced by our model-makers. It is therefore fundamental to guarantee every step of a piece's construction: from the care of our craftsmanship to the efficiency of the functional elements and the most delicate parts, and from compliance with the company's style standards to the absence of substances or alloys considered dangerous for people and the environment. When it comes to sourcing precious metal, this is purchased from certified metal dealers, with full traceability of its origins. One of the oldest characteristics of the goldsmithery and jewellery sector is the recovery of precious metals. Shavings, processing waste, melting channels and broken or unneeded products are recovered and melted down again in the crucible. We can truly use the phrase "circular economy", where ethical concerns are clearly linked to the economic aspect of reuse. Giovanni Raspini jewellery has a long and radiant life. It is supplied with a certified company warranty and, in the event of any defects, it is collected by the company, which will repair or replace it.



	Raw materials used
2021	6.376kg of silver
2022	6.407kg of silver
2023	6.567kg of silver
2024	6.225kg of silver



# Jewellery that strives for excellence



**Giovanni Raspini therefore uses techniques and processes that keep the items in a flawless state, ensuring that they maintain their radiance over the years.**

All our jewellery is made from sterling silver, a material known for its durability and safety. Many of our pieces show the characteristic burnishing that produces chiaroscuro effects, highlighting the elements of depth and volume typical of hand-modelled wax-cast jewellery. Other products, meanwhile, are gilded with 18-carat gold using an electroplating bath. To ensure the durability of our pieces, each product is carefully protected from oxidation and surface alterations with various types of finishes. The company therefore uses techniques and processes that keep the items in a flawless state, ensuring that they maintain their radiance over the years.

Every creation that the company makes is the result of careful design, prototyping, production and packaging, which takes place internally. Our team of expert craftspeople work by hand with great care and endless passion to ensure that each piece of jewellery is made with the utmost quality and attention to detail. The most common production technique we use to make jewellery is the ancient art of lost-wax casting, which allows us to create complex shapes and details with precision. This handcrafted method gives each piece of jewellery a truly unique character.

# A safe product

Customer safety is important, and that is why we guarantee that all our products are completely free from nickel. Our silver jewellery is certified as nickel-free, offering a safe solution that is suitable for people with this type of allergy.

By choosing Giovanni Raspini jewellery, you can be sure that you are wearing products made from high-quality materials, with a focus on safety and sustainability. Our dedication to traditional craftsmanship and attention to detail are reflected in every piece of jewellery, ensuring a unique and enduring experience for the wearer.

# Traceability

The traceability of raw materials and sustainable sourcing are fundamental values for Giovanni Raspini. The company strives to become increasingly careful and thorough in its choice of suppliers. The result of all this is an ongoing commitment to ensuring that our products are made with silver from responsible and certified sources.

The trusted partners from whom we buy our silver are fully committed to sustainability and have obtained important certifications in the field. When it comes to purchasing pure 999/1000 silver, we choose to exclusively rely on suppliers who are members of the LBMA (London Bullion Market Association), an internationally recognised group that is committed to integrity and transparency in the precious met-

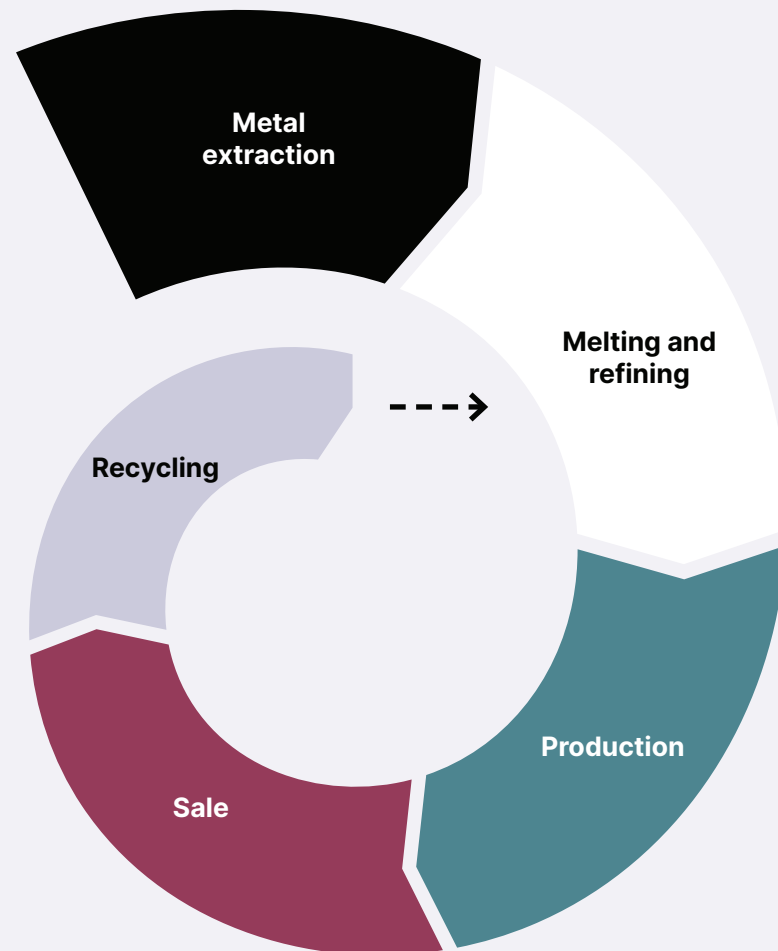
als market, and who hold all the necessary certifications. These partners are also members of the Responsible Jewellery Council (RJC), an organisation that promotes environmental, social and ethical best practices in the jewellery supply chain. The suppliers of the most important raw material in our work are also Patron Members of the International Precious Metals Institute (IPMI), the world's largest association focused on precious metals, thus ensuring compliance with strict quality and sustainability standards. Finally, they are part of the Responsible Minerals Initiative (RMI), which promotes traceability and responsibility in the mineral supply chain. These choices allow us to guarantee the authenticity and quality of the raw materials used in the production of our jewellery.

Our focus on the traceability of raw materials and sustainable sourcing allows us to offer high-quality jewellery made with silver from reliable and responsible sources. Maintaining high standards of sustainability throughout all stages of production is an ongoing commitment that we are dedicated to improving in every respect, offering our customers the peace of mind of wearing jewellery that respects the environment and the communities involved in the supply chain.





Product life cycle stages:



**Our company is committed to the process of “recovering” precious metals in order to minimise processing losses and preserve resources.**

# Metal recycling

The lifecycle of our products represents a responsible and sustainable process.

One of the oldest characteristics of the goldsmithery and jewellery sector is the recovery of precious metals, following the principle of the circular economy not only for economic reasons, but also for ethical reasons. Throughout the production cycle, scrap and waste are inevitably generated: shavings, processing waste, melting channels and broken or unneeded products are carefully salvaged and sent to be melted down in the crucible in order to recover the precious metal in its pure state. In the same way, any remnants from cleaning operations and anything that comes into contact with the

precious materials is set aside and subsequently processed to recover the precious metal within it. Metal, which lends itself to potentially being reused infinitely, is therefore the object of this virtuous circle.

Our company is committed to the process of “recovering” precious metals in order to minimise processing losses and preserve resources. This commitment reflects our dedication to excellence, both in respecting the environment and in creating high-quality jewellery, as we enthusiastically pursue the path to sustainability throughout our production cycle.



# The product lifecycle

**In an age dominated by frenzied consumption and the “single-use” imperative, extending the lifecycle of a product stands out as a guiding light in the fog of planned obsolescence.**

In an age dominated by frenzied consumption and the “single-use” imperative, extending the lifecycle of a product stands out as a guiding light in the fog of planned obsolescence. While fast fashion promotes a culture of impulse buying and quickly abandoning products, brands like ours shine thanks to a radically different approach. Our products are not just objects, but concrete examples of a philosophy that embraces durability and intrinsic value. In addition to their undeniable quality, Giovanni Raspini’s creations embody the possibility of temporal transcendence thanks to the repair system. In a world where transience seems to be the norm, the ability to transform an

object into a legacy to be handed down represents an act of resistance against ephemerality and a tangible step towards sustainability.

For this reason, we have always offered our customers an after-sales service, including for repairs. We firmly believe that a luxury product must last over time, which is why we provide a repair service for all our jewellery. Promoting our artisanal heritage, together with maintaining and restoring our products, are fundamental aspects of our sustainability strategy and our long-term vision when it comes to circularity. For the most part, our repair service is managed centrally, guaranteeing our

customers a prompt and reliable solution thanks to our highly skilled craftspeople. We are committed to extending the lifespan of our jewellery for as long as possible, thus helping to reduce our environmental impact and promoting a more responsible and conscious consumption experience. With the care and attention we dedicate to repairs, we aim to demonstrate our practical commitment to preserving the beauty of our products over time, as well as promoting a culture of sustainable consumption in the luxury sector.







## 05. PROTECTING OUR HERITAGE

### Creating value for our community

"I have strong ties to my local area, the Tuscan Valdichiana and the ancient city of Arezzo, to which I am indebted for its beauty and history. As such, I have always tried to do something to protect its artistic and cultural heritage, contributing to restorations and initiatives to promote the region."

These words from Giovanni Raspini tell us that loving your local area means above all making a practical commitment to preserving its heritage and memory. A collector and scholar of antique goldsmithery and silverware, the Tuscan designer promotes experiences for cultural appreciation, restorations, initiatives dedicated to young people and the world of work, and important events related to the region, its heritage and its goldsmithing tradition.





# Educating future generations

## OUR CONTRIBUTION TO THE MASTER'S DEGREE AT THE UNIVERSITY OF SIENA

One of the most significant initiatives demonstrating our commitment to the world of jewellery is the first-level Master's in Jewellery History and Design. This course, aimed at young graduates, has a long history of success and is offered in collaboration with the Arezzo Applied Arts Department of the University of Siena and Lab.Or.

The Master's offers a solid theoretical and practical foundation, allowing students from Italy and around the world to learn more about a wide range of topics related to jewellery. One of the standout features of this programme is the opportunity to carry out internships at some of the most prestigious jewellery companies in the area, giving participants valuable practical experience and allowing them to develop crucial sector-specific skills. We are proud to contribute to the training and development of future talents in the world of jewellery through this initiative.



## INTERNSHIP PROJECTS

As part of our ongoing commitment, we are keen to emphasise the importance of our corporate internship programmes. These initiatives represent a fundamental pillar, as they allow us to actively contribute to the training and professional orientation of young talents about to embark on their careers in the world of work.

Internships at Giovanni Raspini are designed to offer students and recent graduates the opportunity to put into practice the theoretical knowledge they have acquired during their studies. They are structured to provide interns with a comprehensive overview of

the company and its activities. During their training period, interns have the opportunity to work closely with our teams, playing an active role in major projects and taking on ever-increasing responsibilities. This approach allows them to test their abilities, hone their skills and grow professionally.



# The Palazzo dei Topi d'Argento project

In 2023, Giovanni Raspini opened the *Palazzo dei Topi d'Argento* to the public. The brand's new space and creative studio tells an Italian story of entrepreneurial success and the desire for beauty. Located in Monte San Savino in the heart of the Tuscan Valdichiana – not far from the company headquarters – it is equidistant from the cities of Arezzo, Florence, Siena and Perugia. Following a careful res-



**an ever-changing conceptual tool, a kind of narrative journey connected to the company's values and dedicated to creativity and workshops for young people.**

toration project that lasted over two years, this splendid building was brought back to life by Giovanni Raspini, with the collaboration and creative direction of architect Roberto Baciocchi.

With over twenty-five frescoed rooms and halls, an inner courtyard and large medieval cellars, four working fireplaces and two charming panoramic terraces, this centuries-old five-storey building has its roots in the Etruscan bedrock and boasts a sixteenth-century facade framed by a beautiful Tuscan square. The building belonged to the renowned Renaissance sculptor and architect Andrea Sansovino (1467-1529). The Palazzo dei Topi d'Argento is also – and above all – an ever-changing conceptual tool, a kind of narrative journey connected to the company's values and dedicated to creativity and workshops for young people. A succession of spaces that tell the story of the brand's specialities, highlighting a series of unique pieces that are showcased in exhibitions and displays of jewellery, objects and artefacts. A vital place "that never sleeps"; a contemporary manifestation of the genius loci. The end result is a treasure trove where visitors can also enjoy the phantasma-

gorical jewellery from the exhibitions of unique pieces commissioned by Giovanni Raspini: *Wild – Animal-Inspired Tokens and Jewellery*; *Vanitas Mundi*; *Jewellery from Captain Nemo's Submarine*; *Jewellery from a Wunderkammer*; *Around the World in Eighty Jewels*; the *King Kong Suite*.







# Restoration and cultural promotion projects

In this context, one of our main focuses is restoration and cultural promotion: the company has always been a tireless supporter of various types of projects for the renovation of local works. For many years, the brand has been very active in preserving and enhancing the environment around us, with the primary objective of promoting culture and facilitating the

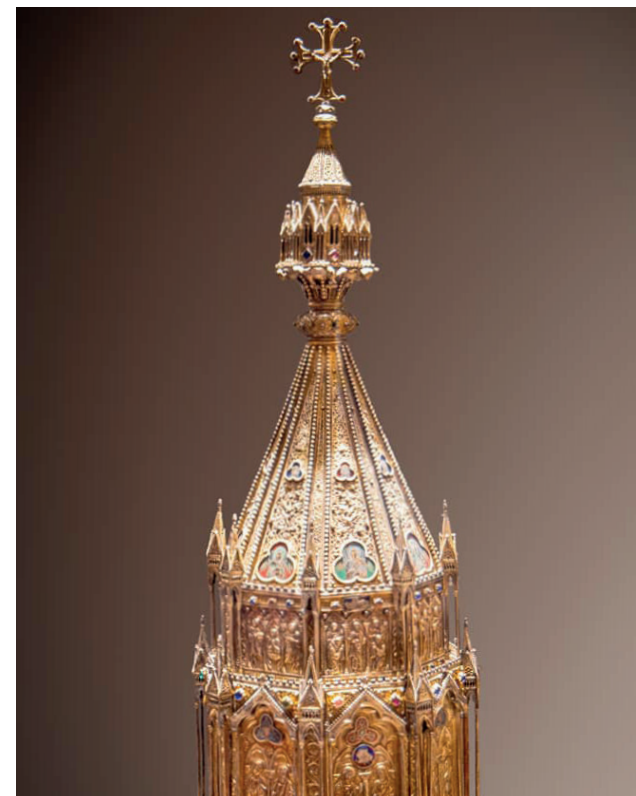
entire community's access to it. Preserving the beauty handed down to us by our ancestors is a topic very close to the heart of our founder Giovanni Raspini. Over the years, he has distinguished himself for his profound dedication and commitment to enhancing the local area.



*Reliquary of San Galgano, goldsmith masterpiece of the fourteenth-century Sienese school*

## RESTORING THE RELIQUARY OF SAN GALGANO

Another major collaborative restoration concerned the famous Reliquary of San Galgano, a masterpiece of goldsmithery from the fourteenth-century Sienese school made of gilded copper and wonderful translucent enamels. Stolen in 1989 and rediscovered in poor condition in 2021, it was entrusted to the care of the Vatican Museums Metals and Ceramics Restoration Laboratory. Giovanni Raspini and his staff were asked to reproduce the reliquary's apex cross, which had been lost, based on the model of other works from the same period. After an exhibition at the Vatican that opened in December 2022, the artefact returned to Siena and was eventually placed on display in the Cathedral Museum.







Canvas "Virgin between Saint Lucia and Saint Catherine of Alexandria" created by Orazio Porta

## ORAZIO PORTA'S "SCANDALOUS PAINTING"

In November 2021, following a restoration sponsored by Giovanni Raspini, the large painting created by Orazio Porta in 1581 and titled The Virgin between Santa Lucia and Santa Caterina d'Alessandria was returned to its original home in the ancient Church of Sant'Agostino in Monte San Savino. The painting was involved in an interesting episode of religious censorship linked to the Counter-Reformation. The two saints depicted in the work are adorned with magnificent jewels, which proved to be too rich and showy for the apostolic visitor who inspected the church in 1583. Fortunately, however, the painting was never removed, as confirmed by the centuries of blackening caused by candles - a problem fully resolved by the restoration.

## RESTORING THE BUST OF SAN DONATO

Several years ago now, Giovanni Raspini financed the restoration of the reliquary bust of San Donato. A Tuscan masterpiece made from gilded silver and enamels, the bust dates back to the mid-14th century and holds the bones of the skull of Arezzo's patron saint.



The bust of San Donato

Sculpture work by the great Franco-Moravian artist Ivan Theimer

## IVAN THEIMER'S STATUES

Giovanni Raspini promoted the 2016 sculpture exhibition Il sogno di Theimer (Theimer's Dream) in Arezzo, dedicated to sculptures and paintings by the great French-Czech artist Ivan Theimer, famous above all for his public works that adorn Europe's squares. In Arezzo, the bronzes were exhibited in the newly restored spaces of the Medici Fortress, while the studies, artworks and paintings were displayed at the Municipal Gallery of Contemporary Art.



Rooms of the Medici fortress which hosted Ivan Theimer's bronzes





## THE PETROIO TOWER PROJECT

Giovanni Raspini's Petroio tower is a very special space, a medieval construction that once belonged to the Salimbeni and Piccolomini dynasties. It overlooks the village of Petroio, one of the most beautiful and unspoilt places in the province of Siena, where the view ranges from Pope Pius II's hometown of Pienza to the charming Montalcino, and from the Val d'Orcia to the stark Mount Amiata. These are the many influences transformed into one big, perpetual event: the Tower Tour.

An "ascent" up the tower that takes us high, to the top floor, for a radiant and beautiful surprise: an elegant table for two, decorated with wonderful silverware and animal-themed decorations in Bronzobianco that climb the legs in burnished iron.



*View of the town of Petroio, a hamlet of the municipality of Trequanda (Siena)*

## DONATING THE BULGARI ARCHIVE

The Bulgari archive is an extraordinary collection of studies, stamps, drawings and documents concerning Tuscan jewellery-making from the 14th to the 19th century, promoted by the famous jeweller Costantino Bulgari, who spent his whole life working on it. The archive – which Giovanni Raspini received as a gift from Costantino's daughter, Anna Bulgari Calissoni – was given to the University of Siena (Arezzo campus), along with a library of about 500 works dedicated to the world of jewellery-making. As the sole sponsor, Giovanni Raspini also took charge of ordering and digitising the archive, now kept at Lab.Or, the Laboratory for the History and Techniques of Jewellery-Making, coordinated by Professor Paolo Torriti.





# Legality and transparency

## PROTECTING PRIVACY

Protecting privacy plays a fundamental role in our commitment to sustainability. We recognise that the personal data of our stakeholders, customers, employees and business partners is of the utmost importance, and we are committed to ensuring it receives maximum protection. For this reason, we would like to highlight the strict measures taken to guarantee data protection. The company is committed to complying with all applicable privacy laws and regulations and to adopting data management practices that promote transparency and security.

In addition to the activities required by law, our organisation has appointed a Data Protection Officer (DPO) who constantly monitors our activities and how we manage information. We have drawn up and keep up to date an assessment of the risks and potential impacts of personal data processing. This allows us to identify potential threats to the confidentiality and dignity of all internal and external figures associated with our organisation. We have also adopted procedures and rules of conduct to address any adverse events.

Thanks to our work, there have been zero reports of personal data breaches or damage/attacks to our computer systems.

We believe that respect for privacy is a fundamental element for the long-term sustainability of our operations, and we will continue to work to constantly improve it.

## ADOPTING THE MODEL 231

Adopting the Organisational, Management and Control Model pursuant to Legislative Decree 231/01 is a fundamental pillar of our business strategy. This model not only provides us with clear guidelines to ensure regulatory compliance and the responsible management of activities, but also a structured framework to identify, assess and manage the risks associated with our operations.

Through the effective implementation of Model 231, we are committed to promoting a corporate culture based on integrity, transparency and compliance with the law, as well as supporting the ethical and sustainable management of our activities, thus contributing to the well-being of our stakeholders and the protection of the environment.





## CODE OF ETHICS

Implementing a strict Code of Ethics is another crucial element to ensure compliance with the values that the company promotes.

The Code establishes the fundamental principles and moral values that guide our daily actions and our relationships with all stakeholders.

This document not only defines the behavioural standards and expectations for all members of the organisation, but also reflects our commitment to integrity, transparency and social responsibility.

By complying with and implementing the Code of Ethics, we are committed to promoting commercial and professional relationships based on mutual trust, equity, and respect for human and environmental rights.

Our Code of Ethics is an essential tool to consolidate our company's reputation, build solid relationships with the communities in which we operate, and contribute positively to the sustainable development of the societies around us.



## III. UNFAIR COMPETITION AND ANTITRUST

As part of our commitment to corporate sustainability, it is important to emphasise strict adherence to the laws and regulations governing unfair competition, antitrust and monopolistic practices. We are proud to say that our record in this area is exemplary, with zero legal action related to these issues. This highlights our commitment to operating in an environment of fair and open competition, complying with the regulations governing its probity. As this figure suggests, we have never been subject to any substantial fines

nor any non-monetary penalties for failing to comply with laws or regulations. These results reflect our determination to manage our business ethically and responsibly, maintaining an impeccable standard of behaviour in all areas of our work.



## 06. OUR FUTURE GOALS

### Commitment to certifications

In 2024, we intensified our commitment to achieving certifications, an imminent milestone in our path of sustainability and continuous improvement. The Integrated Management System Policy is already available on the company website, a testament to our transparency and structured approach to quality, safety and protection of the environment.

We have also scheduled the final audits to obtain ISO 9001 (Quality), ISO 45001 (Occupational Health and Safety), and ISO 14001 (Environment) certifications by the end of July 2025.

For this important step, we are partnering with Certiquality, a certification body chosen as a partner to ensure the utmost rigour and reliability in our path of sustainable growth.

	Obiettivi	2025	2026	2027
<b>People</b>	Introduction of employee benefits plan	✓	✓	
<b>Planet</b>	All shipments plastic-free	✓		
	Monitoring of gas emissions	✓		
<b>Comunità</b>	Training projects	✓	✓	
	Restoration projects	✓	✓	
<b>Partnerships and certifications</b>	RJC	✓	✓	✓
	ISO 14001	✓		
	ISO 9001	✓		
	ISO 45001	✓		

**GIOVANNI RASPINI**

[www.giovanniraspini.com](http://www.giovanniraspini.com)