



# OUR COMMITMENT IS REAL

Corporate Social Responsibility 2023



# LETTER TO THE STAKEHOLDERS

## Our first step into the CSR process

This is our first step for creating a CSR report, which will see the light for the first time in 2024.

The document is done for giving a quick overview to our stakeholders about our values, and how we want to approach our future.

We have to produce in a sustainable way.

We have to care for our people.

We shall care about our land.

Eachone of us shall contribute in his own way.

**Erardo Ratzenbeck**  
CEO



# AN HISTORY THAT LOOKS TO THE FUTURE



History is important. It speaks of a company's identity, its roots and its solidity. But for a company that looks to its future, history is, above all, the story yet to be written. And it tells of new plans and dreams, and the desire to keep growing.

## 1973

When it all began.  
Foundation of Athena

## 1987

The age of rubber.  
Foundation of Bluetech

## 1989

From the workshop to the shop window. Into the motorcycle aftermarket

## 1994

Welcome to the South.  
Athena expand in Italy

## 1998

Athena go international.  
Opening of the branch in Brazil

## 2000

Faster and faster. Athena enter the world of motocross races

## 2004

We are the champions.  
Athena USA is established

## 2007

Athena GET better.  
Acquisition of the GET Brand

## 2009

Athena become **greener**.  
A new photovoltaic system

## 2010

No longer just producers. The Sportech distribution division is set up

## 2016

Athena lands in China.  
Opening of Athena Hangzhou

## 2018

WW acquisitions and expansion: production in the USA and distribution in Spain

# OUR STEPS TOWARDS A FULLY SUSTAINABLE APPROACH

Through a steadfast commitment to innovation, conscious decision-making, and collaborative efforts, we are gradually transforming our operations, leaving day by day our mark on the path to a greener future.

## 1994

Start of SGI «Integrated Management System» (Quality, Safety, Environment).

## 2006

Athena achieve the ISO 14001 Certification from Official Certification Body DNV.

## 2008

Athena obtain the recognition of Compliance from Confindustria/INAIL for the Health and Safety Management System.

## 2009

Installation of the photovoltaic system at Athena HQ (third installation by size in Veneto Italian Region).

## 2010-2012

Installation of the photovoltaic system at BU Erchie, BU Bluetech, BU GET buildings for a total power of 1.500 Kwp

## 2020

Opening of the Athena Canteen for all employees

## 2022

Foundation of the Energetic Strategy Committee and photovoltaic system revamping

## 2022

Foundation of the CSR Committee

# MISSION & VISION

## \_Mission

The world of mechanical and electronic engineering is geared towards sustainable innovations. In this context, Athena aim to be the ideal, solid and innovative answer, tailored to the performance needs of our customers around the world.

## \_Vision

Production, People, Safety and Sustainability. Based on these pillars, Athena aim to bring its products all around the world, improving the quality of life of all its employees.

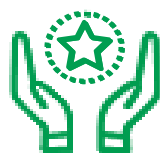


# OUR VALUES



## LOYALTY

Transparency, fairness and respect have always been the foundation of our company policy. We want to build relationships based on trust, capable of lasting over time.



## EXCELLENCE

We are never content. We are always aiming higher and further, convinced that success is built day by day, with method and perseverance.



## RESPONSIBILITY

We want to have a positive impact on the world of today and on that of tomorrow. We are committed to energy and environmental sustainability and the support of social solidarity initiatives.



## MOTIVATION

Many people, many divisions and one single goal: to move forward together to achieve ever more ambitious targets. Because people are our real strength.

# USING INTERNATIONAL FRAMEWORKS AS A REFERENCE



## ISO 14001 Environmental Management System Certification

ISO 14001 sets out the criteria for the Environmental Management System and can be certified to. It maps out a framework that a company or organization can follow to set up an effective environmental management system.

Athena has renewed the ISO 14001 certification, which has been extended on 2022 also to the BU GET and this Project will be completed by 2024 with last extension to BU ERCHIE (Brindisi).



# ATHENA SUSTAINABLE DEVELOPMENT GOALS, A GLOBAL CALL FOR ACTION



Adopted by the ONU Organization in 2015, the Sustainable Development Goals (SDGs) cover the great social challenges that all actors (states, businesses and civil society) must address by 2030 in order for development to be socially equitable, environmentally sure, and economically prosperous and inclusive.

There are seventeen SDGs, and each one is accompanied by detailed targets, objectives and actions to be taken.

Given the nature of our CSR strategy, our actions fall within six of these seventeen Goals.

DISCOVER ALL 17 SUSTAINABLE  
DEVELOPMENT GOALS

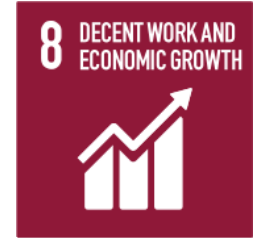
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Ensure healthy lives and promote well-being for all at all ages



Ensure access to affordable, reliable, sustainable and modern energy for all



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Ensure sustainable consumption and production patterns



Protect, restore and promote sustainable use of terrestrial ecosystems





# ACTIONS FOR RESPONSIBILITY



# WE CARE FOR OUR PEOPLE

## This is how we do it

- 01. Seasonal flu vaccinations <sup>3</sup>
- 02. Prevention of breast cancer <sup>3</sup>
- 03. Homogeneity of wages and salaries <sup>8</sup>
- 04. Corporate Culture <sup>8</sup>
- 05. Multi-year consolidation of ATHENA Academy <sup>8</sup>
- 06. Birth benefit\* <sup>3</sup>

\*Active from 2024

Our actions in these pillars contribute to following Sustainable Development Goals (SDGs):



## Key figures

**570**  
Employees

**>50**  
Vaccination

**62% vs 38%**  
Men vs Women

**120**  
Persons trained thanks to  
Athena Academy

# WE ACT ETHICALLY & RESPONSIBLY

## This is how we do it

- 01. Implementation of 100% plastic-free packaging <sup>12</sup>
- 02. Recovery of food left overs in the canteen <sup>12</sup>
- 03. Elimination of plastic water bottles <sup>12</sup>
- 04. Processes digitalization <sup>9</sup>

\* The residual 10% of plastic is the minimum quantity needed in order to preserve our products in transferring from the production site to the end user

Our actions in this pillar contribute to following Sustainable Development Goals (SDGs):



## Key figures

**< 10%**

Plastic used in manufacturing the packaging

**55%**

Food recovery in the Athena canteen

**50.000**

Less plastic bottles wasted per year

**50%**

Of print reduction

# WE THINK ABOUT OUR PLANET

## This is how we do it

- 01. Replacement of old HVAC systems with modern Heat pumps <sup>7</sup>
- 02. Rewamping existing FTV system in ATHENA HQ <sup>7</sup>
- 03. Office waste recycling guaranteed by UTILYA <sup>12</sup>
- 04. Complimentary water machines with filtration <sup>12</sup>
- 05. Tree planting for each employee in three-year period 2023-2025 <sup>15</sup>

Our actions in this pillar contribute to following Sustainable Development Goals (SDGs):



### Key figures

**1,500 Kwp**  
Total power of photovoltaic system

**25%**  
Energy autonomy

**-544 Tons**  
Reduction of Co2 emission

**89%**  
Waste recycling

**1000**  
Planting tree



CSR  
ATHENA TEAM

**THANK YOU**

Corporate Social Responsibility 2023

