

fondazione banfi

SANGUIS JOVIS
ALTA SCUOLA DEL SANGIOVESE

VI Edizione

SUMMER SCHOOL SANGUIS JOVIS

CORK

A perfect example of Circular Economy

by Carlos Veloso dos Santos



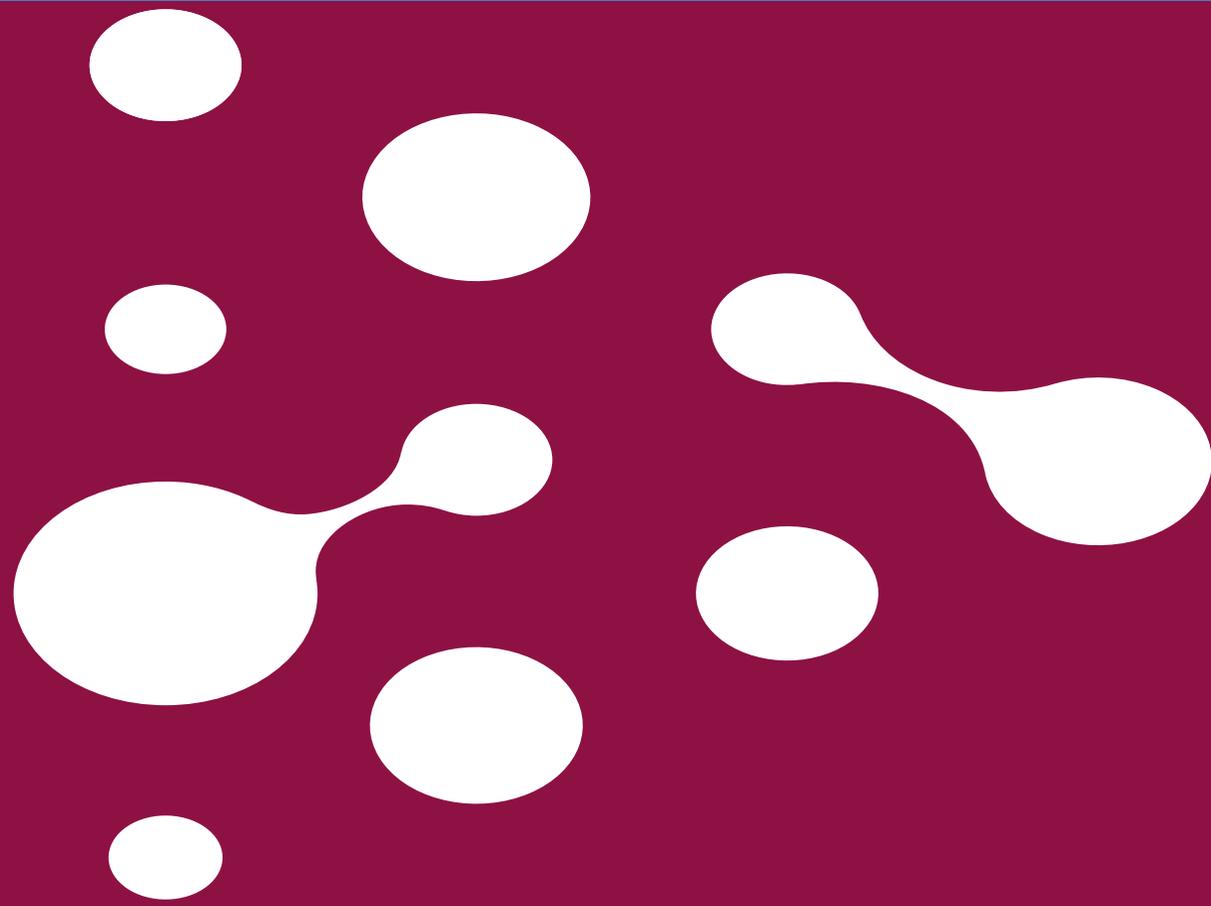
- Portuguese
- 56 years old born in Lisbon
- Married to Lucinda since 2001
- 2 sons (Sebastião & Afonso)
- 1 dog (Marlon)
- Degree in Law
- Manager in Amorim since 1991



How many times have you done this gesture?

Have you ever wondered how a cork stopper is born?

What is cork?



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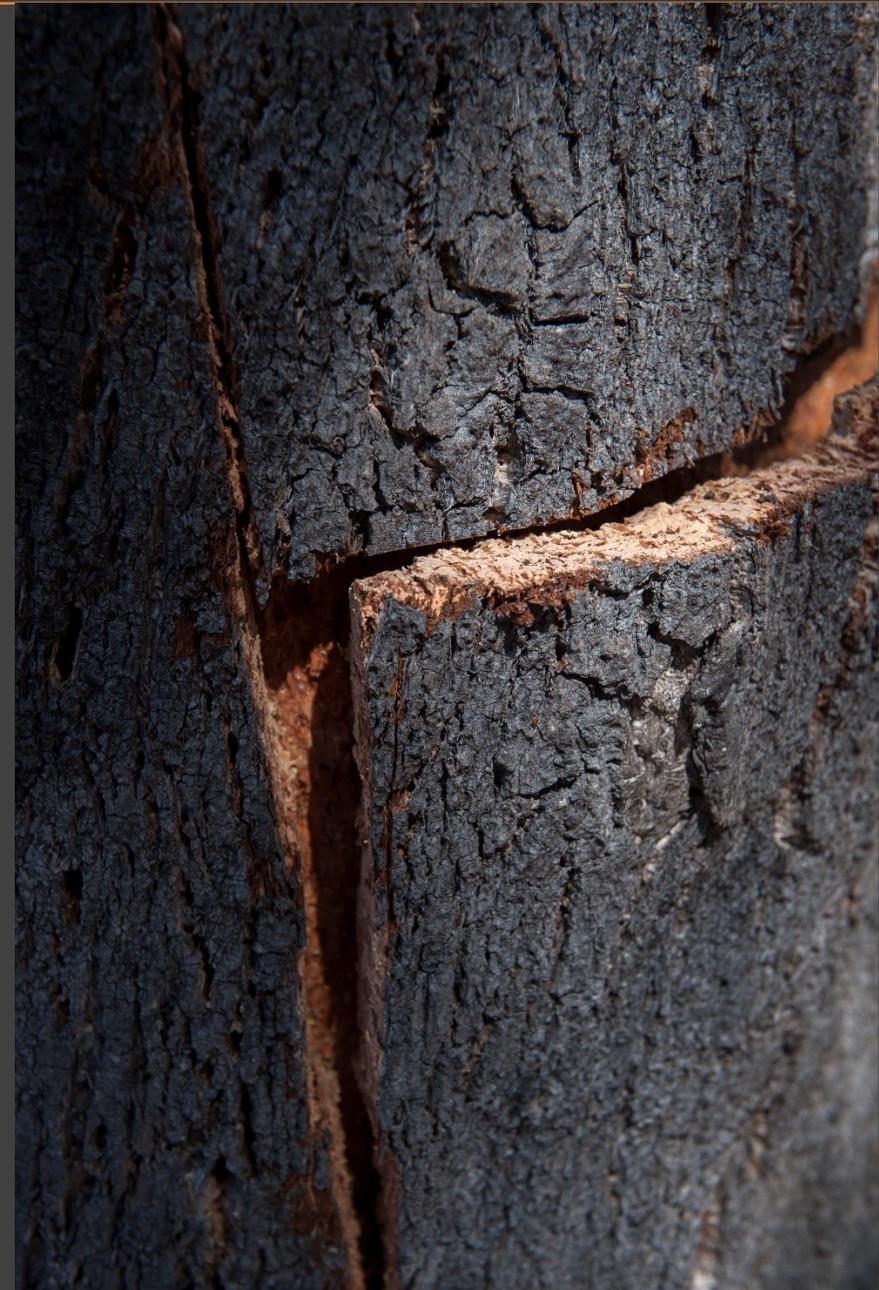


“I plant eucalyptus for me, pine for my children and cork for my grandchildren”

The nature of cork

Cork is a 100% ecological and sustainable material, natural, renewable, recyclable and reusable

- › acoustic insulation
- › thermal insulation
- › impervious to liquids and gases
- › elastic and compressible
- › resistant to high temperatures
- › resilient
- › very light
- › hypoallergenic
- › shockproof
- › delicate
- › heat



ATLÂNTICO

The cork forest is a heritage of the Mediterranean Basin and the Iberian Peninsula.

França

Espanha

Portugal

Itália

MEDITERRÂNEO

Marrocos

Argélia

Tunísia

Distribuição geográfica da cultura do sobreiro no mundo

Annual cork production and oak forest area

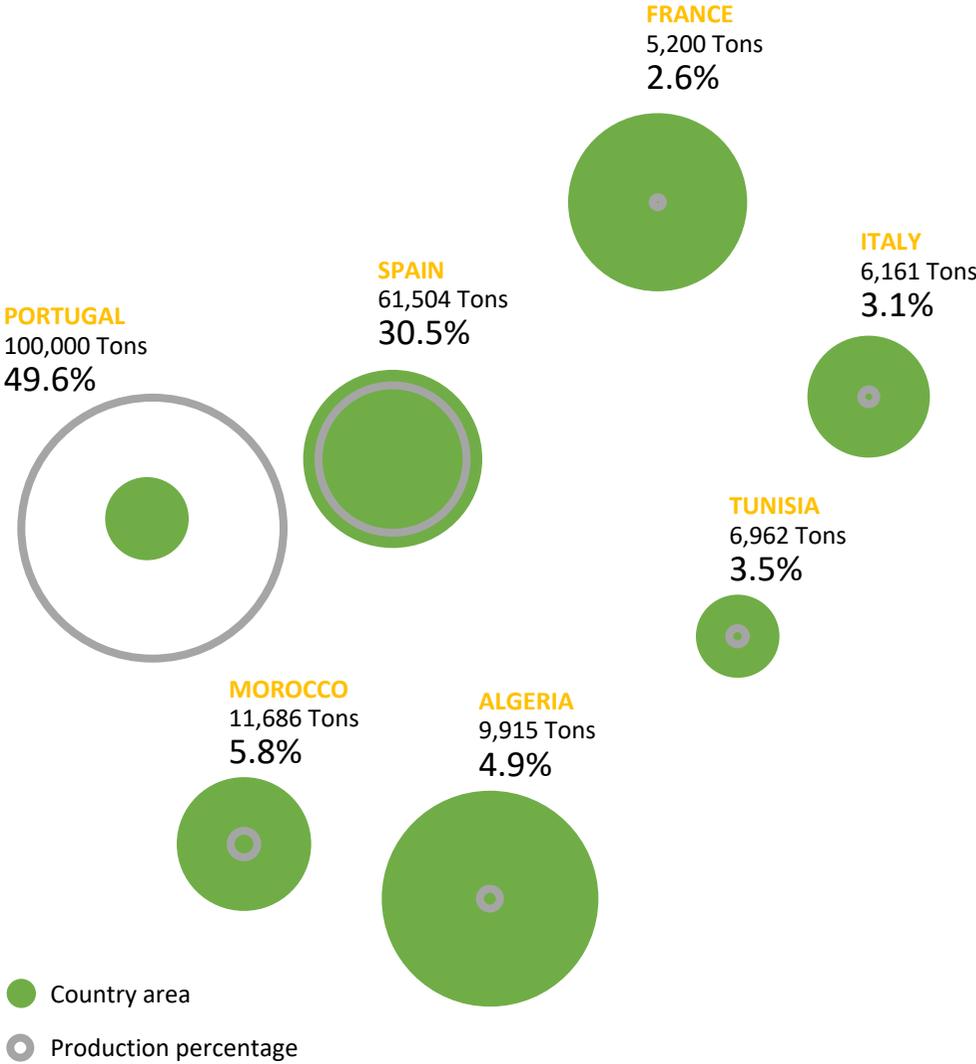
Cork oak forest area

Portugal	720	34%
Spain	574	27%
Morocco	383	18%
Algeria	230	11%
Tunisia	86	4%
France	65	3%
Italy	65	3%

Source: Portugal: IFN6, 2019; Spain: MARM, 2012; Italy: FAO, 2005; France: IM Liège, 2014; Morocco: HCEF Maroc, 2011; Algeria: EFI, 2009; Tunisia: Ben Jamaa, 2011.

2.1 million hectares in the Western mediterranean Basin

With the ideal growing conditions for this species: soil composition, temperature, water and altitude



Source: FAO(2010)

A black and white photograph of an hourglass. The top bulb is partially filled with sand, and a stream of sand is falling through the narrow neck into the bottom bulb. The background is solid black.

200

years



25



A close-up photograph of a sheep with exceptionally thick, curly, light-brown wool. The wool is so dense that it completely covers the sheep's body, leaving only its face, pink nose, and small ears visible. The sheep is looking directly at the camera with a neutral expression. The background is a plain, light-colored wall.

From 15 to 18 times.



The cork tree is essential for the
preservation of biodiversity and the
ecosystem.



1 ton of cork

=

73 tons of CO₂
retained

36 sanctuaries of biodiversity in the world...



A young green plant with several leaves is shown growing out of a dark, textured soil surface. The plant's root system is exposed and spread out in the soil. The background is a clear, light blue sky. The text "Protects against soil erosion..." is overlaid in white on the plant's stem.

Protects against soil erosion...



Creates jobs and well-being
> 100.000 people, avoiding social
desertification...

A photograph showing firefighters at night. In the background, a large fire is burning brightly, illuminating the scene. In the foreground, a line of trees is visible, and several firefighters are positioned behind it, some holding hoses. The overall atmosphere is dark and smoky, with the fire providing the primary light source.

It acts as a barrier against the
advance of fire...

An aerial photograph showing a circular asphalt driveway that completely encircles a large, dense, circular area of green trees. The surrounding landscape is also filled with various types of green trees, creating a lush, forested environment. The text is centered over the circular tree area.

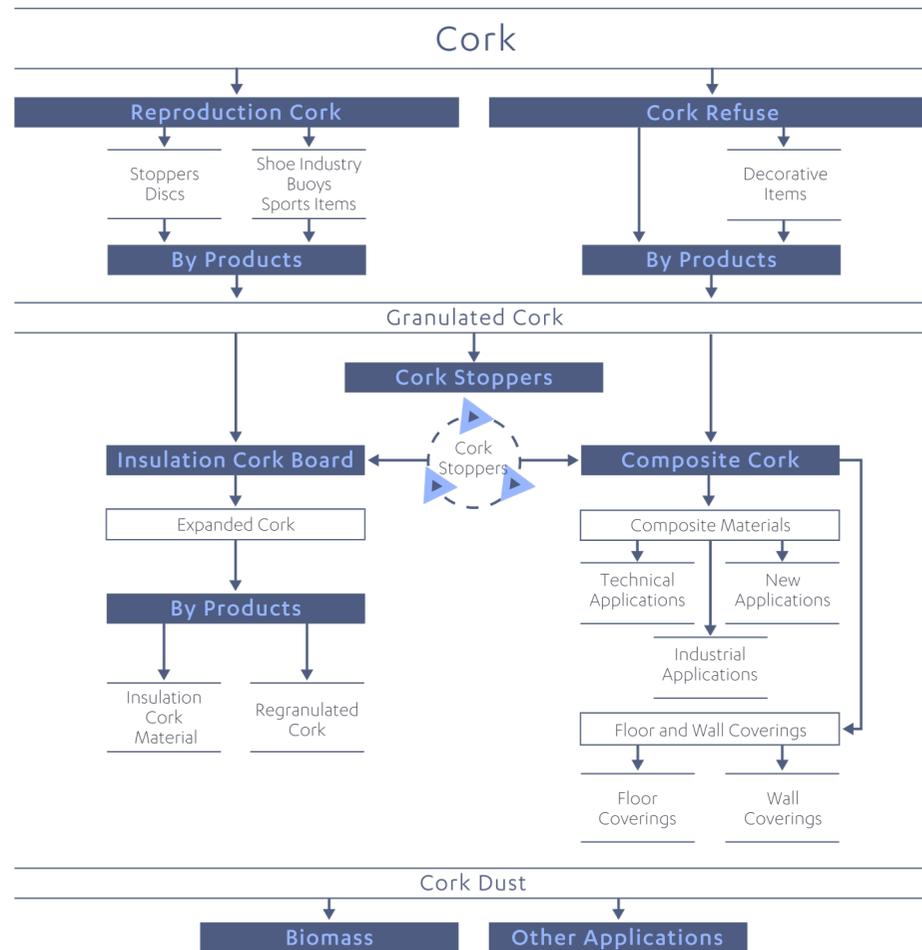
**Perfect example of circular
economy where nothing is
wasted**

Circular Economy Model

Over 50 years of circular economy principles applied to our business

“Nothing is wasted, everything is valued”: with the continuous effort to achieve zero waste and to optimize the added value of all raw materials.

- › Integrated production process that promotes the reuse of all by-products associated with cork processing
- › Valuing by-products from the production of cork stoppers
- › Extend the life of materials through industrial symbiosis
- › Reducing waste and adding value (not cork)
- › Give new life to cork stoppers at the end of their life cycle





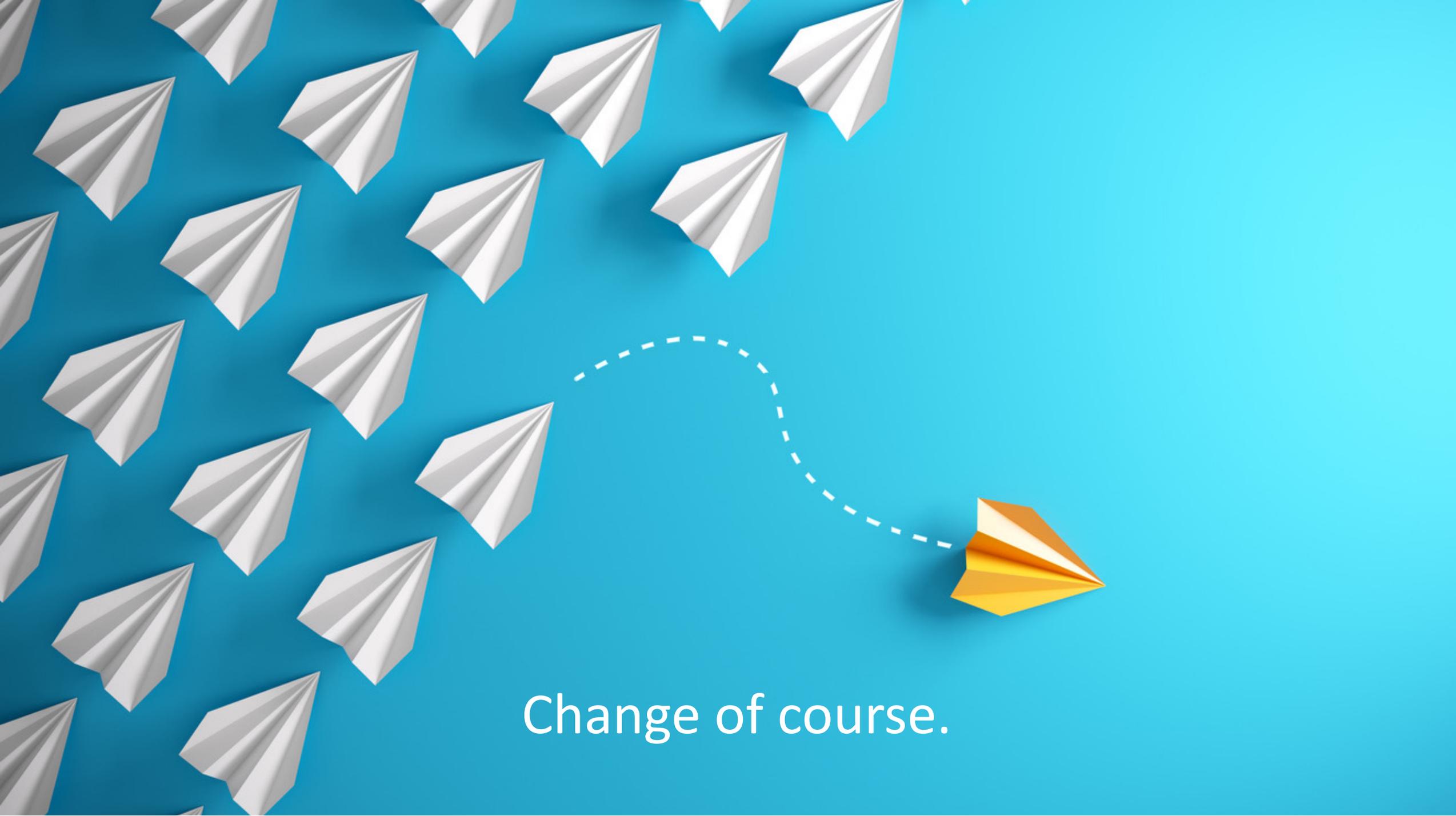
Impact of climate change.

Southern Europe
tends towards
desertification



A close-up photograph of a person's hand holding a small, green plant with rounded, succulent-like leaves. The hand is positioned on the left side of the frame, with fingers gently gripping the plant. The background is filled with various other green plants and grasses, some showing signs of being eaten, with small holes visible on the leaves. The entire scene is framed by a white, hand-drawn style border.

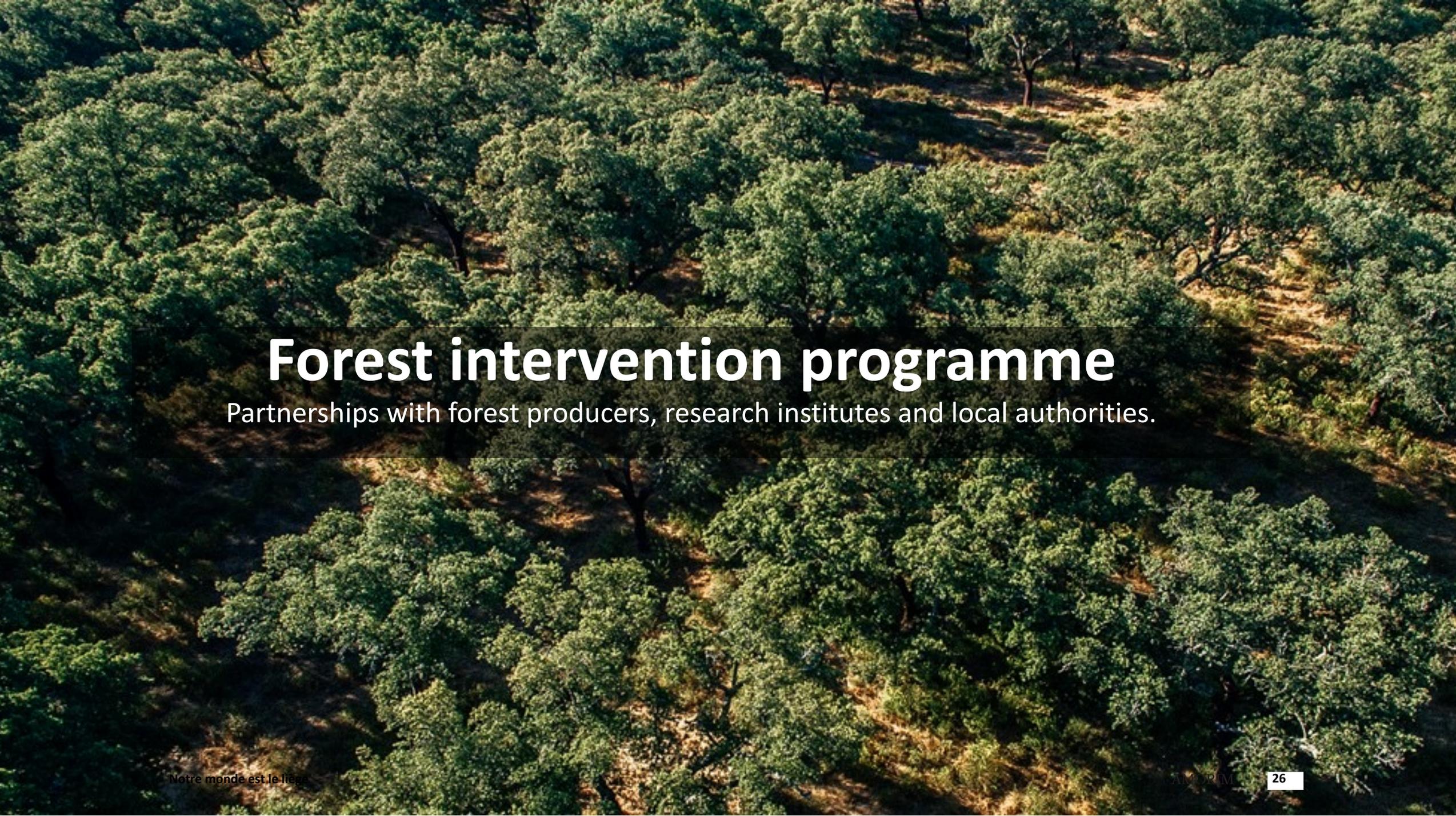
Cork forest is mainly
spontaneous.



Change of course.



For the first time Amorim becomes an important player in the production of cork.

An aerial photograph of a lush green forest, likely a cork oak forest, with a semi-transparent dark grey text box centered over it. The trees are densely packed, and the ground is visible in some areas, showing a mix of green and brownish-yellow. The lighting suggests a bright day, with some shadows cast by the trees.

Forest intervention programme

Partnerships with forest producers, research institutes and local authorities.

Main goal:

Ensure the maintenance, conservation and enhancement of cork oak forests and guarantee a continuous production of high quality cork.

today



55 plants per hectare.

TOMORROW

300   plants per hectare.



At first, the Amorim Group purchased **3.500**
hectares of forest to start the intensive
cultivation project.



Between 2021 and
2022 Amorim
bought another
5,200 hectares of
forest.

Herdade do Rio Frio





Investment of 55 Million Euros with a 22 year payback
+7 Million Euros/year for the next 4 years for the plantation



Plant 1.500.000 cork oaks.

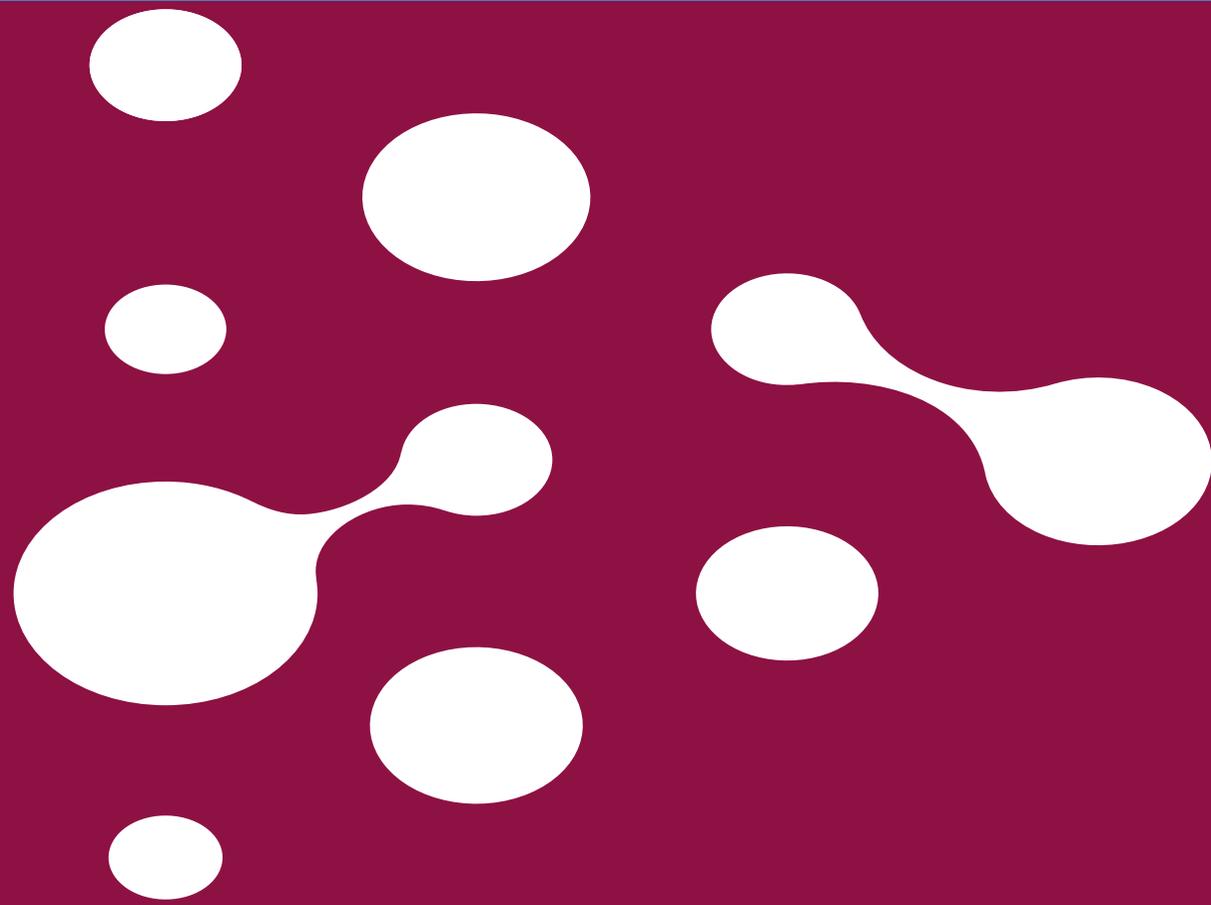


Goal:

50.000 hectares = **+30%** production

(management of our properties and direct management of other plantations)

What is produced with cork



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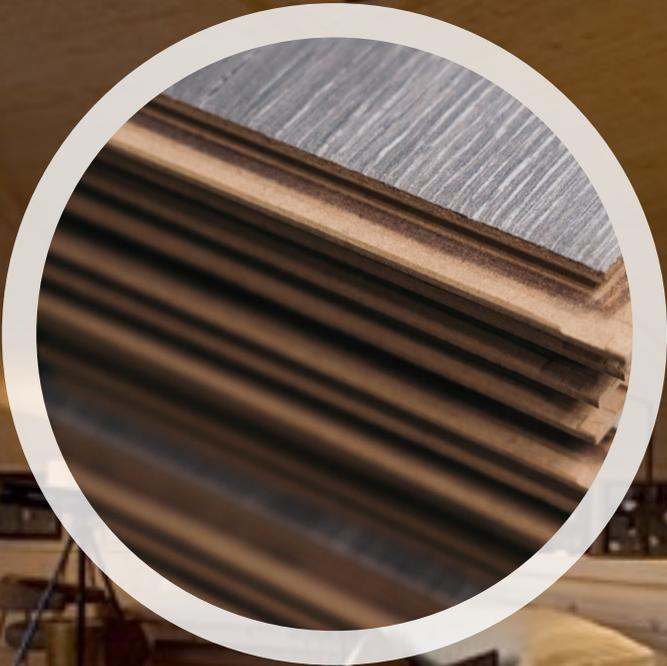


12.500.000.000 each year



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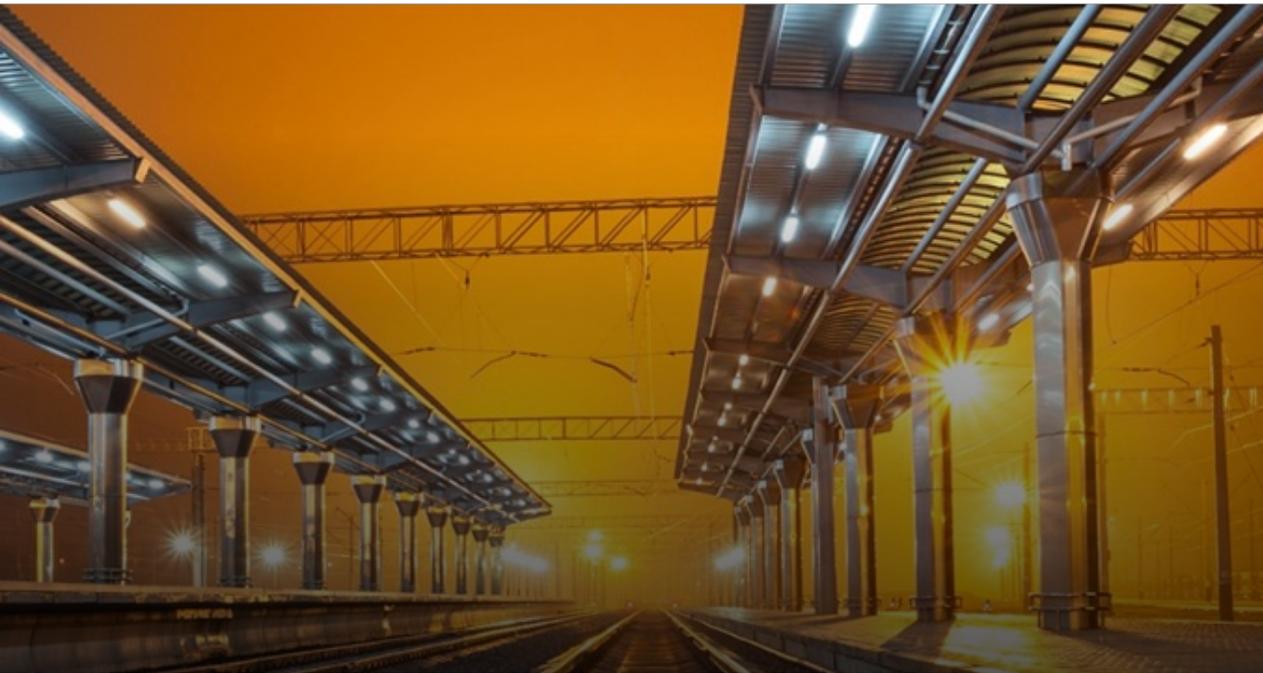
Trains and subways

Aerospace

Nautical



Floor insulation



Railway vibration control





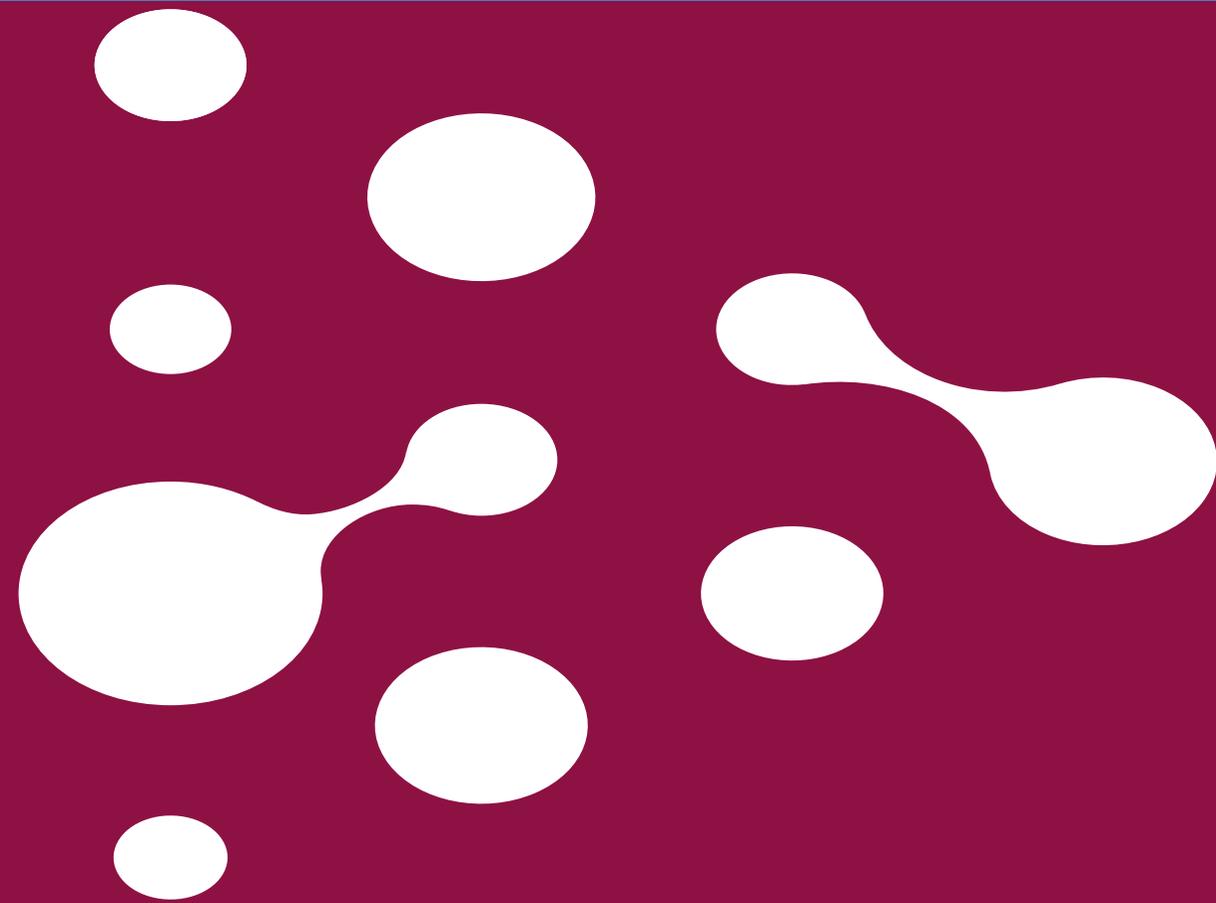
Design



Soccer fields



Who is Amorim?



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AMORIM

The world leader in cork



Mohan Munasinghe

Nobel Peace Prize 2007, at the "Climate Change Leadership 2018" International Summit, he stated that our Group is one of the 10 virtuous examples to follow on a planetary level because it demonstrates that is possible for man to combine his own activities and Nature in a respectful balance.

Amorim was founded in **1870**



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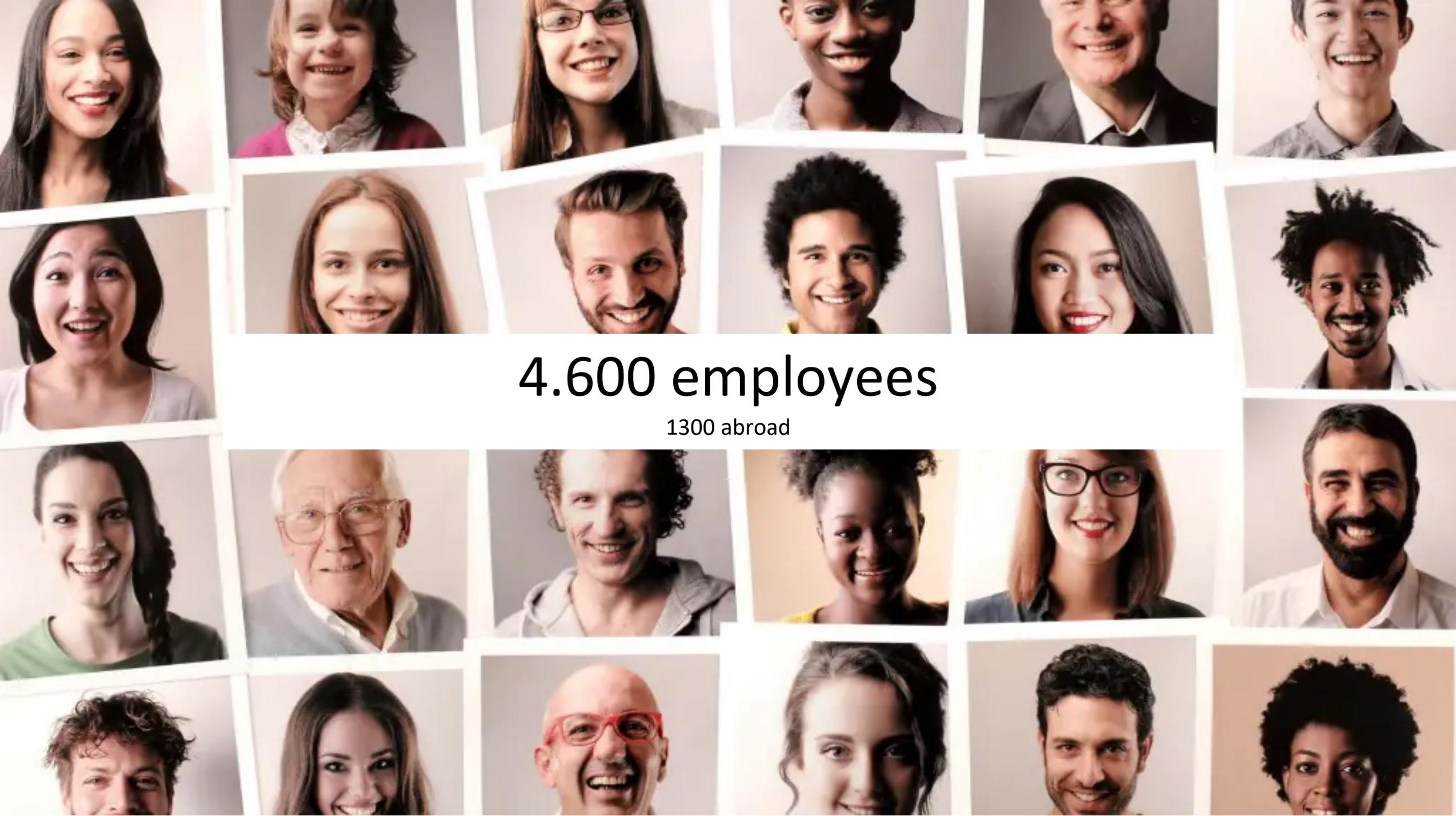


EUR 1.021.000.000,00

6.000.000.000 cork stoppers sold in 2022

47% market share in cork





4.600 employees

1300 abroad



29.000 customers

19.000 winemakers

Customer portfolio



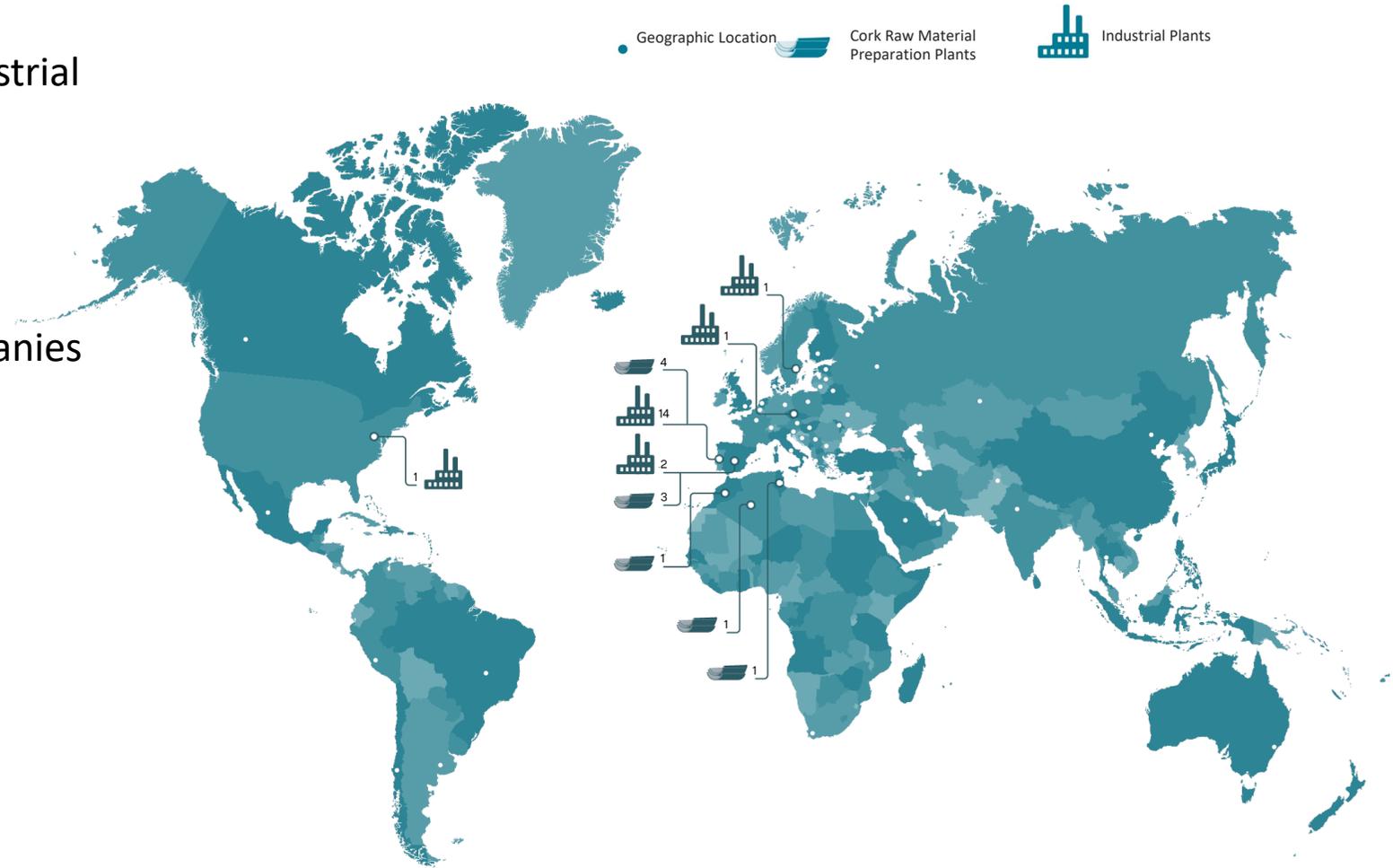
Worldwide presence

10 Raw material industrial plants

17 Industrial plants

56 Distribution companies

12 Joint Ventures



Who is Amorim Cork Italia?



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Market leader in Italy

The image features a complex network diagram overlaid on a background of human silhouettes. The network consists of numerous nodes, represented by semi-transparent spheres in shades of blue, purple, and orange, connected by thin white lines. Some nodes are larger and more prominent than others. The background shows a blurred crowd of people, with several dark blue human icons in the foreground. In the bottom right corner, a hand is visible, appearing to interact with or hold the network structure. The overall aesthetic is modern and digital, suggesting themes of connectivity, data, and human interaction.

71 employees
50 agents

The image features a blue-toned background with a glowing world map and a grid of latitude and longitude lines. In the foreground, the silhouettes of seven business professionals are arranged in a line. From left to right: a man in a suit, a woman in a dress, a woman in a suit shaking hands with a man in a suit, a woman in a dress holding a briefcase, and a man in a suit. The text '3.700 wine producing cellars' is overlaid in white, centered across the middle of the image.

3.700 wine producing cellars

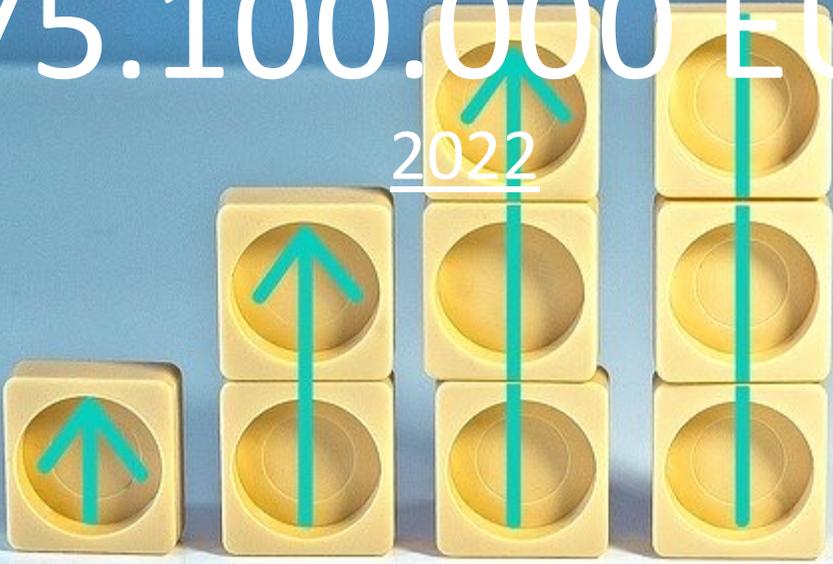


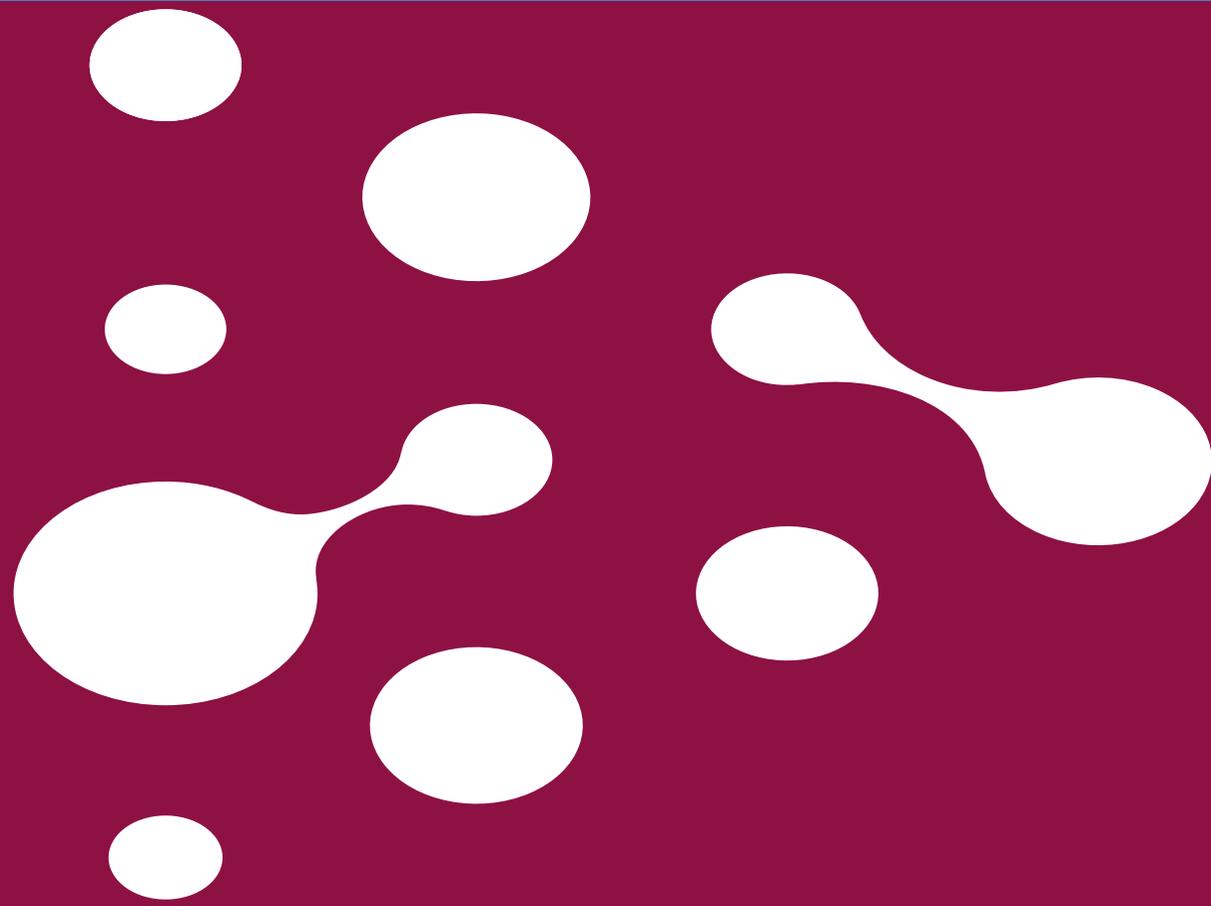
667.000.000
cork stoppers sold in 2022
(30% share)



75.100.000 EUR

2022





What is our competitive advantage?



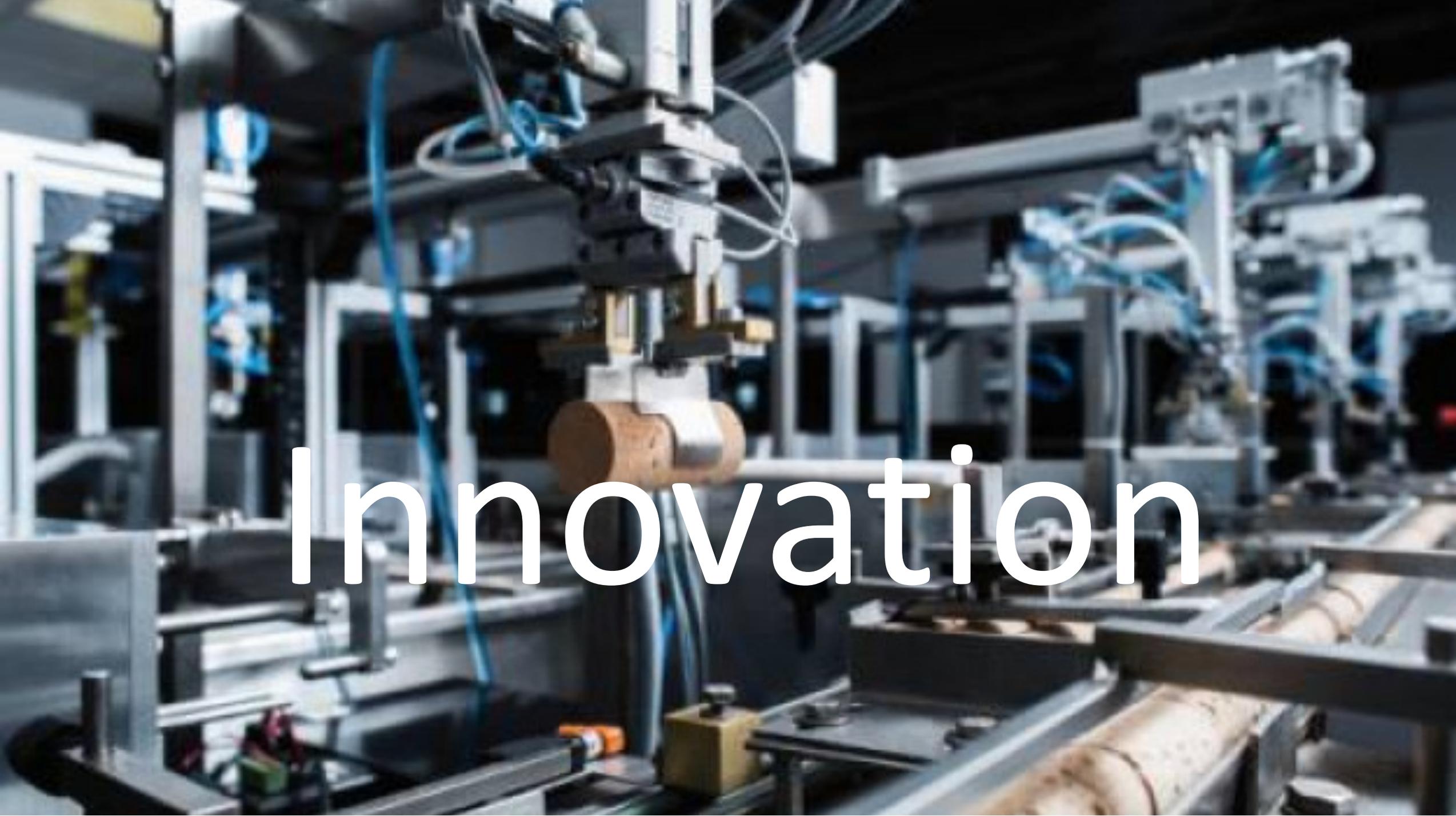
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Industrial capacity
28.000.000 cork stoppers produced daily

A blurred industrial factory floor with robotic arms and machinery. The scene is filled with complex mechanical structures, including overhead cranes and various robotic components. Blue cables are visible, running across the machinery. The overall atmosphere is one of a busy, modern manufacturing environment.

Innovation



Naturity

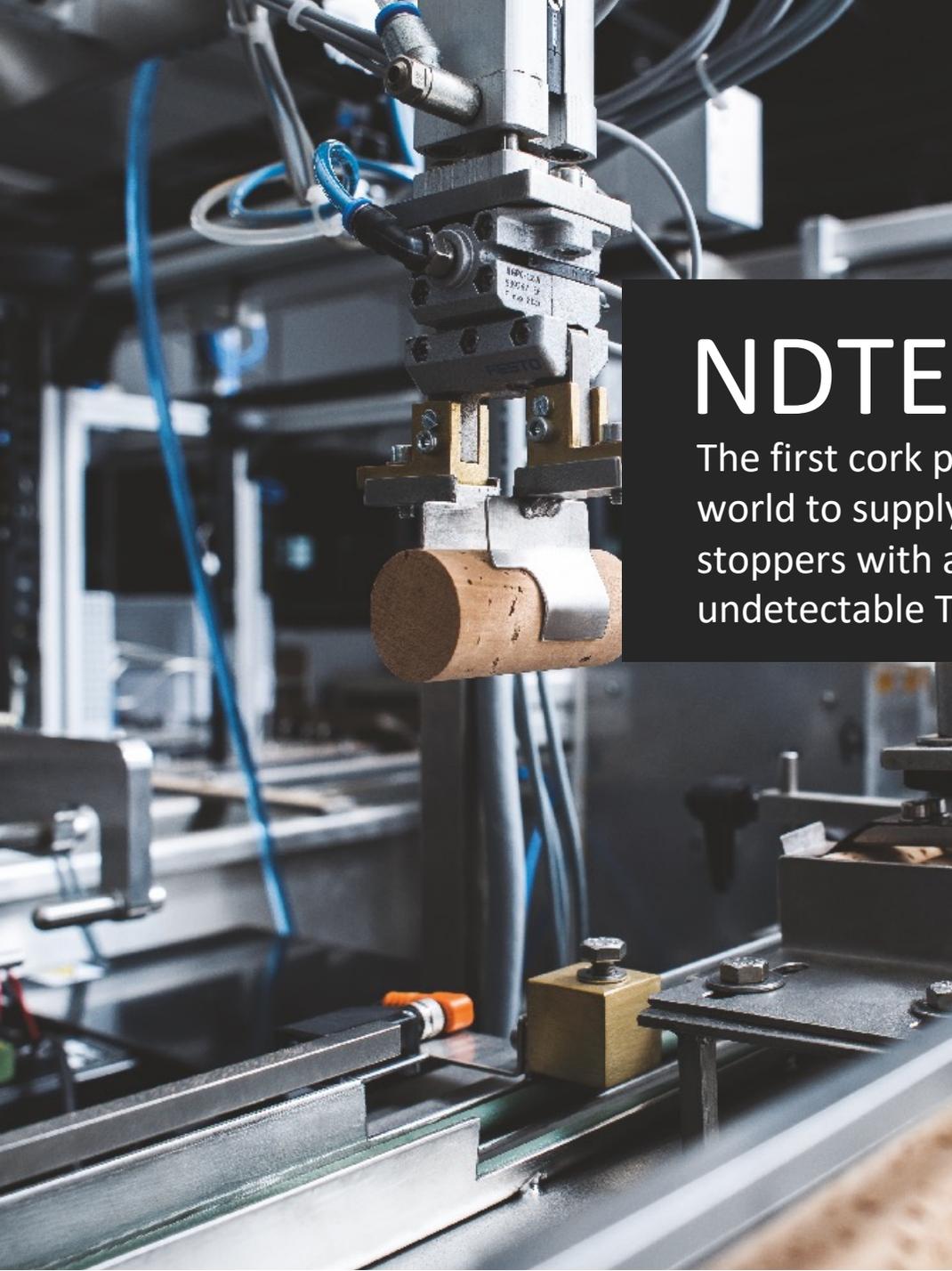
by Amorim Cork

Extraction of volatile compounds through thermal desorption by pressure variation

The department currently has 30 machines operating 24h/day.

System features:

- The system works using a particular mix of pressure and temperature.
- By reducing the internal pressure (vacuum condition) it is possible to work with a lower volatilization temperature of the TCA (about 60 degrees).
- The process lasts 5-6 hours and each tank contains between 18 to 26K stoppers.
- The rotation of each tank is approximately 2 minutes.
- The system, through powerful extractors, is able to extract different off flavors in addition to the TCA.



NDTECH

The first cork producer in the world to supply natural cork stoppers with an individual undetectable TCA guarantee

€ **12**
MILLIONS

INVESTMENT

REVOLUTIONARY GAS-CHROMATOGRAPHY

QUALITY CONTROL

INDIVIDUAL ANALYSIS OF STOPPERS ON THE PRODUCTION LINE

INDEPENDENT VALIDATION

ELIMINATES THE RISK OF ANY TCA CONTAMINATED NATURAL CORK REACHING A WINE PRODUCER AND A CONSUMER

NDTECH FOR SPARKLING WINE

LAUNCHED IN 2019
(CHAMPAGNE STOPPERS WITH TWO DISKS)



Xpür 
by Amorim Cork

3 years of development for cutting-edge technology

15 €
MILLIONS
INVESTMENT

The most efficient and sustainable supercritical CO₂ technology

- Start of sales January 2021
- Application of supercritical technology that crosses the grain purifying it from any smell and/or TCA.
- The system operates at 72 bar and 31 degrees temperature. By varying these parameters it is possible to increase or decrease the intensity and efficiency of the extraction system.
- Timing: 60 minutes per cycle.
- A system has 3 reactors. 300 million stoppers/year.
- Another system with 3 more reactors is currently under construction.



Environmental Sustainability

End of life of our products



Progetto Etico

Created in 2011



45 Onlus (non-profit organizations of social utility)
+ 1.000 volunteers...





EUR 700,00
per ton that the ONLUS receives

2 authorized grinding centres
Veneto and Piedmont



Cork powder
=
Biomass energy

Floors



Insulators



Design objects

A large, dense pile of wine corks, many of which are branded with names like 'BOTTEGA VINAI', 'SELEZIONE', and 'D'ABBA'. The corks are scattered and overlapping, creating a textured background. The text is overlaid in the center in a bold, white font.

200.000.000 stoppers collected
>1.000.000 euros in donations



Sube.r

Cork's second life







ARCHITECTURE PRESS RELEASE

2022
IID AWARDS
CIRCUS | SUBER DESIGN



Circus

Design: Jari Franceschetto

LOOP
Design
Awards

**Honorable Mention
2022**



Corbula

Design: Jari Franceschetto



Design furniture.

Walls decoration and Office modules





Parete





Balance



Social Sustainability



When we talk about sustainability we almost always talk about the ENVIRONMENT...

A dense crowd of hands of various skin tones raised in the air, symbolizing a large group of people. The hands are rendered in a low-poly, stylized 3D style with a warm, golden-brown color palette. The background is a dark, muted blue-grey. The text "Only a few talk about PEOPLE" is centered in white, bold, sans-serif font.

Only a few talk about PEOPLE



One of our critical success factors is our people..



TALENT MANAGER...

Tool

DELEGATION OF LIABILITY.





Hard Skills.

Soft Skills.

COMPETENCIES

ICEBERG MODEL

**EASIER
TO CHANGE**

20%

KNOWLEDGE

INFORMATION ACQUIRED
IN A PARTICULAR AREA

SKILLS

DEMONSTRATED
LEARNED ABILITIES

SOCIAL ROLE

ATTITUDES AND VALUES
PROJECTED TO OTHERS (OUTER-SELF)

SELF IMAGE

A PERSON'S SENSE OF IDENTITY
AND WORTH (INNER-SELF)

TRAITS

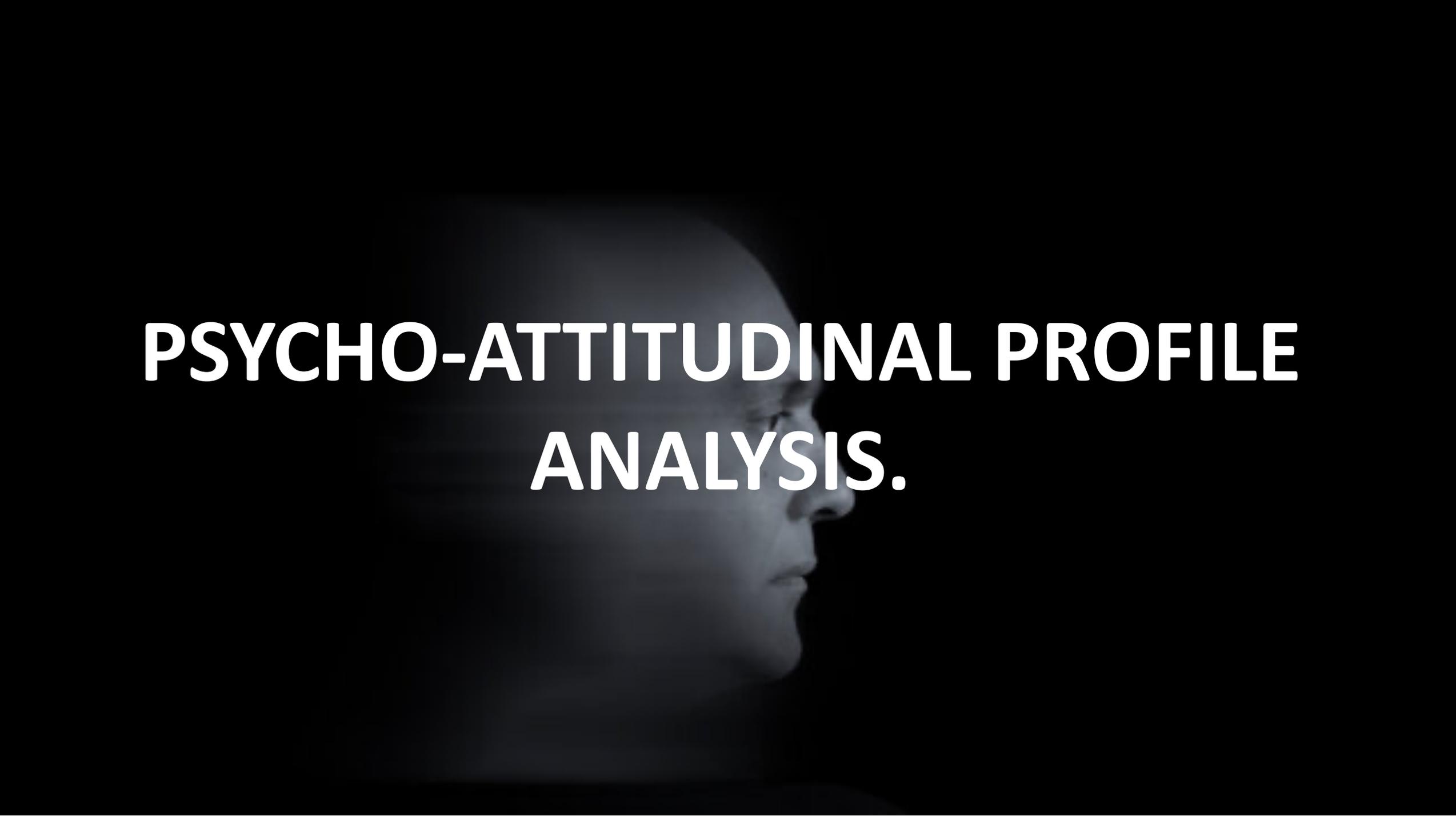
WHY AND HOW WE BEHAVE
IN A CERTAIN WAY

MOTIVES

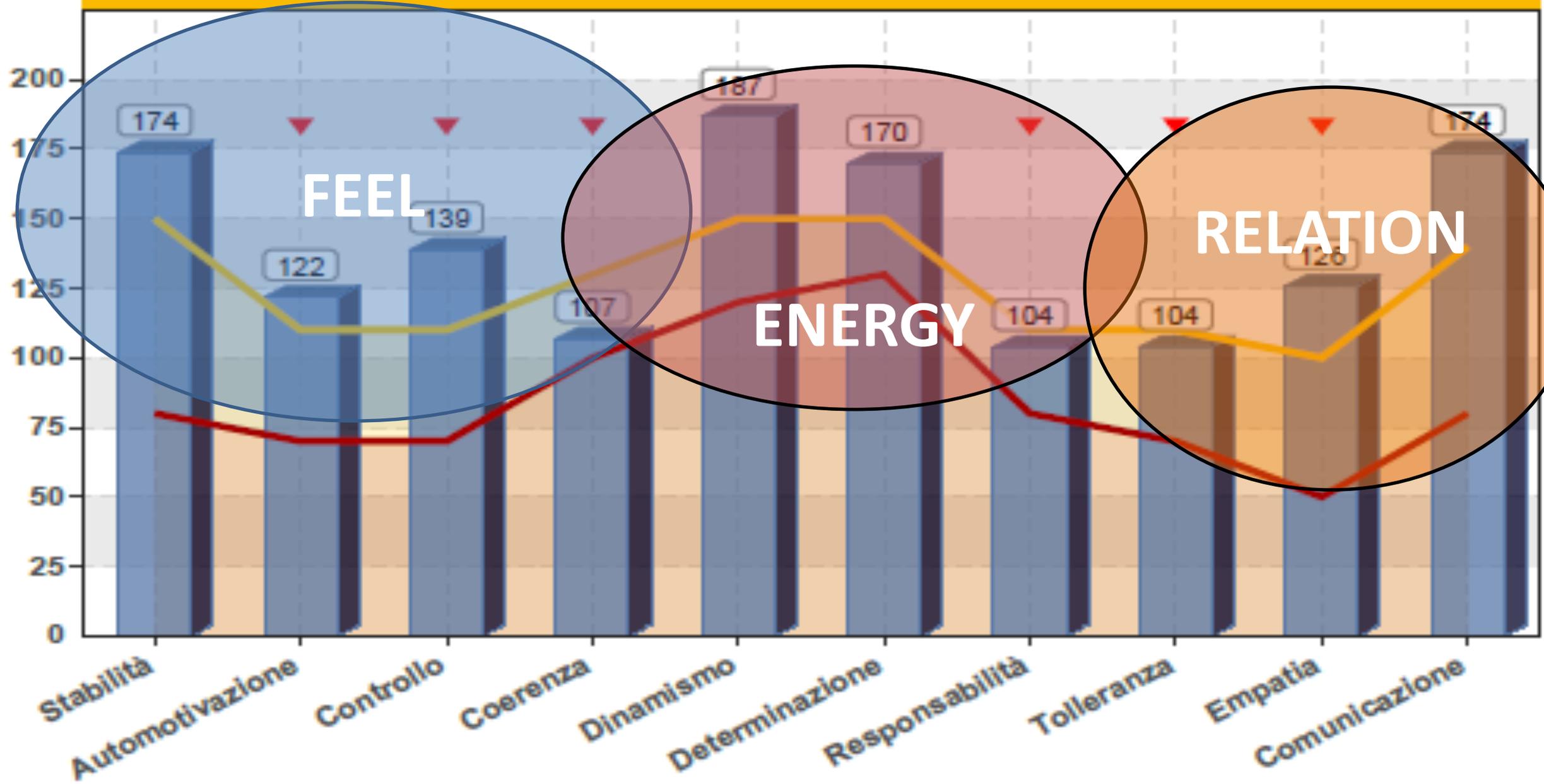
WHAT DRIVES US-THE NEED
FOR ACHIEVEMENT, POWER,
INFLUENCE, AFFILIATION

**HARDER
TO CHANGE**

80%



**PSYCHO-ATTITUDINAL PROFILE
ANALYSIS.**





Certification

One of the first companies in Veneto to reach this standard

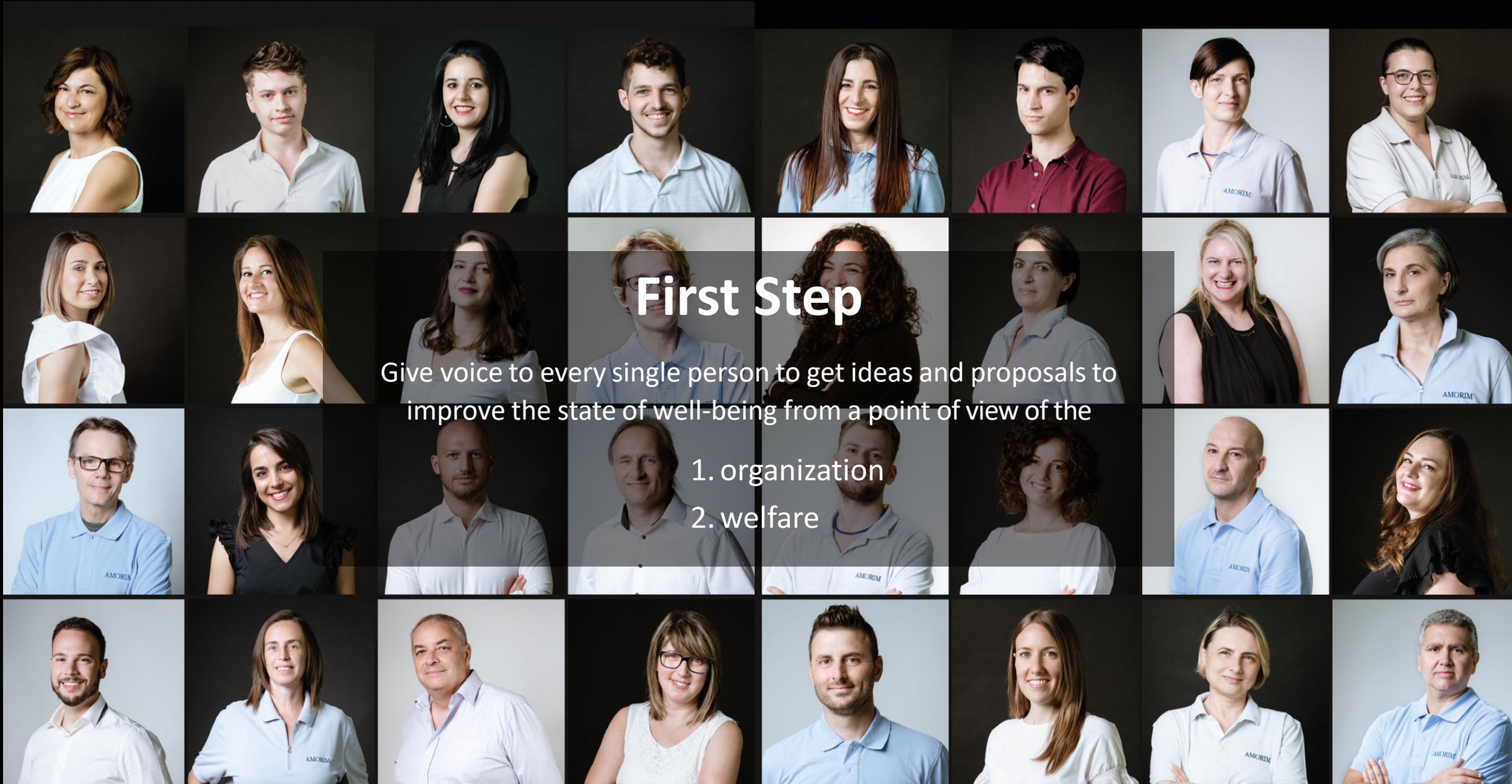


C'era
una volta...

(Once upon a time...)



ERIKA BRENTEGANI
Family Audit consultant



First Step

Give voice to every single person to get ideas and proposals to improve the state of well-being from a point of view of the

- 1. organization
- 2. welfare



To do list

- 1.
- 2.
- 3.
- 4.
- 5.

SECOND STEP

- Make a list with goals to reach over the course of the 3 years certification
- We have identified **11** points to develop and **objectives to achieve**



THIRD STEP: TEAMWORK

- A small group of highly motivated people
- Who met once a month for three years to check the follow up of every activity
- From a first list of 11 goals, we realized a total of 25!

1st CERTIFICATION 2018-2021



CERTIFICATO FAMILY AUDIT



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Family Audit EXECUTIVE





imPACT In our company

ORGANIZATIONAL AREA

- Overtime
- Flexibility (offices and production)
- Smart Working
 - Best welfare for mothers

Crucial criteria for those who are choosing the company they want to work for



FOOD SUSTAINABILITY

...and **social project**, by helping a local cooperative that employs young adults.

To promote a healthier and organic nutrition

AMORIM
CORK
ITALIA





DELIVERY OF FRESH VEGETABLES

- A time-saving service
- Delivery of organic and local vegetables from a small company committed to sustainability

SUSTAINABLE MOBILITY

- 17 bicycles
- To promote a healthier lifestyle



LUNCH BREAK in five different restaurants

- To promote aggregation
- To guarantee quality rest
- The brain must “disconnect” to remain creative





AMOREM CORK ITALIA
Academy

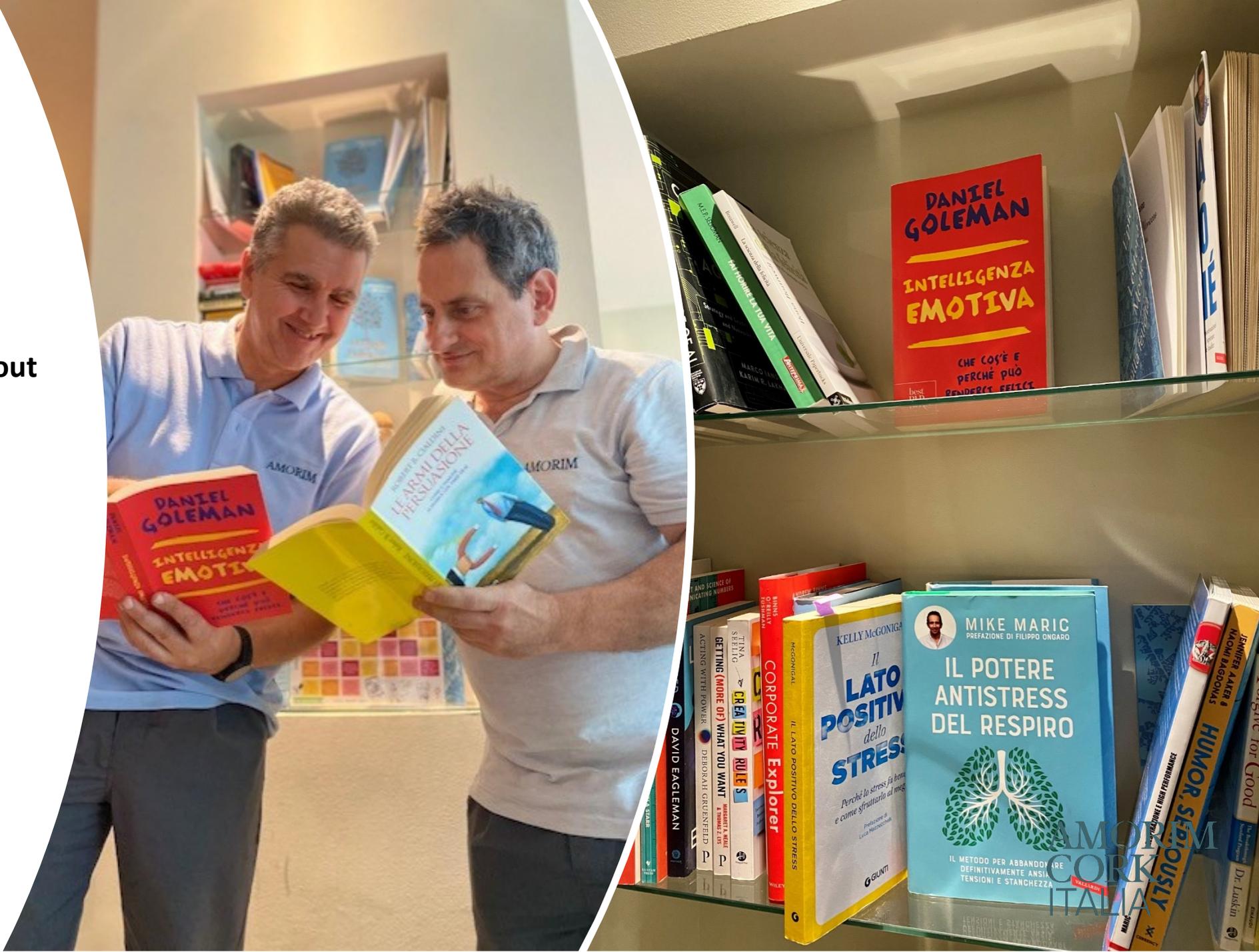
TEAM BUILDING

Annual events, dedicated to the entire Company to promote cohesion and a sense of belonging

BOOKS AND CULTURE

A free library with books about

- Happiness
- Well-being
- Kindness
- Mindfulness





KINDNESS CORNER

To read and be inspired by positive thoughts

And open up to people through anonymous messages because sharing intimate thoughts and joys is a way to get closer to people in a more authentic way



CREATION OF AN OUTDOOR ENVIRONMENT

To promote moments of aggregation and embellish spaces

HEALTH CHECK-UP

- Annual, free and diversified check up
- Annual conferences on the most current topics in terms of health



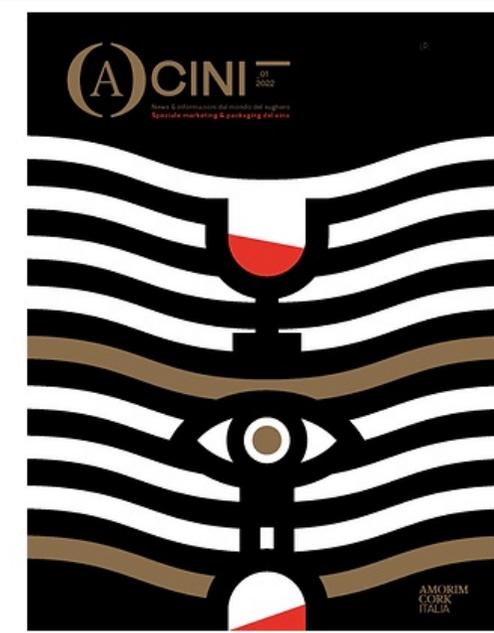
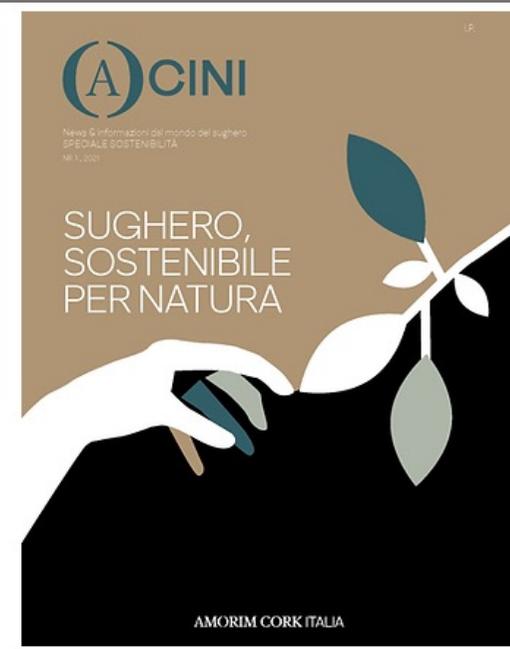
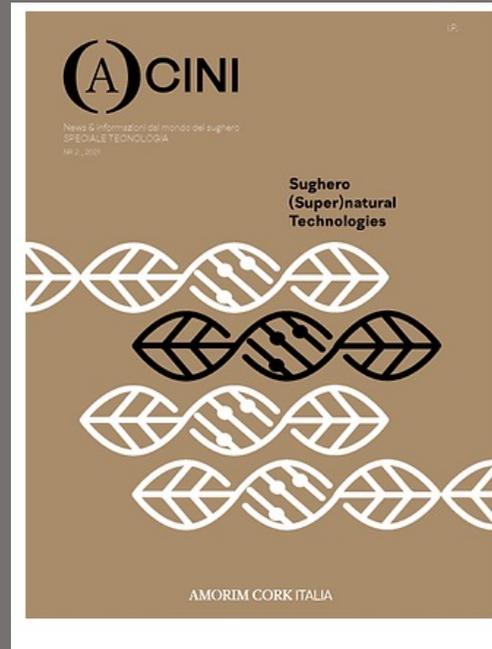


AMORIM CORK ACADEMY

To promote **CULTURE**

- Conferences
- Classes in schools and Universities
- Free classes for our employees
 - Cork
 - Olive Oil
 - Wine tastings
 - Modern Etiquette
 - Public Speaking
 - Digital & Green Marketing...

AMORIM
CORK
ITALIA



CULTURE



WE PROMOTE CULTURE

Discount cards

FAMILY DAY

A moment of meeting
for collaborators and
their families





REPLACEMENT OF PLASTIC WITH PAPER ELEMENTS

...AND ATTENTION TO SEPARATE WASTE COLLECTION IN EVERY WORKPLACE





VERDE IN AZIENDA

Promozione del concetto di
Ortoterapia
Cura
Attenzione
Responsabilità



GREENERY

Beautifying spaces while promoting the concepts of

- Care
- Attention
- Responsibility

A 3D graphic featuring a red arrow pointing up and to the right, set against a teal background with white and grey geometric shapes. The arrow is rendered with a slight shadow, giving it a three-dimensional appearance. The background consists of several overlapping planes in shades of teal, white, and light grey, creating a sense of depth and movement.

next



To become an Org+

Today I am convinced
that well-being is
fundamental for any
Company's success





Most of the people,
work is tiring and
depressing...



85% of employees around the world are unmotivated

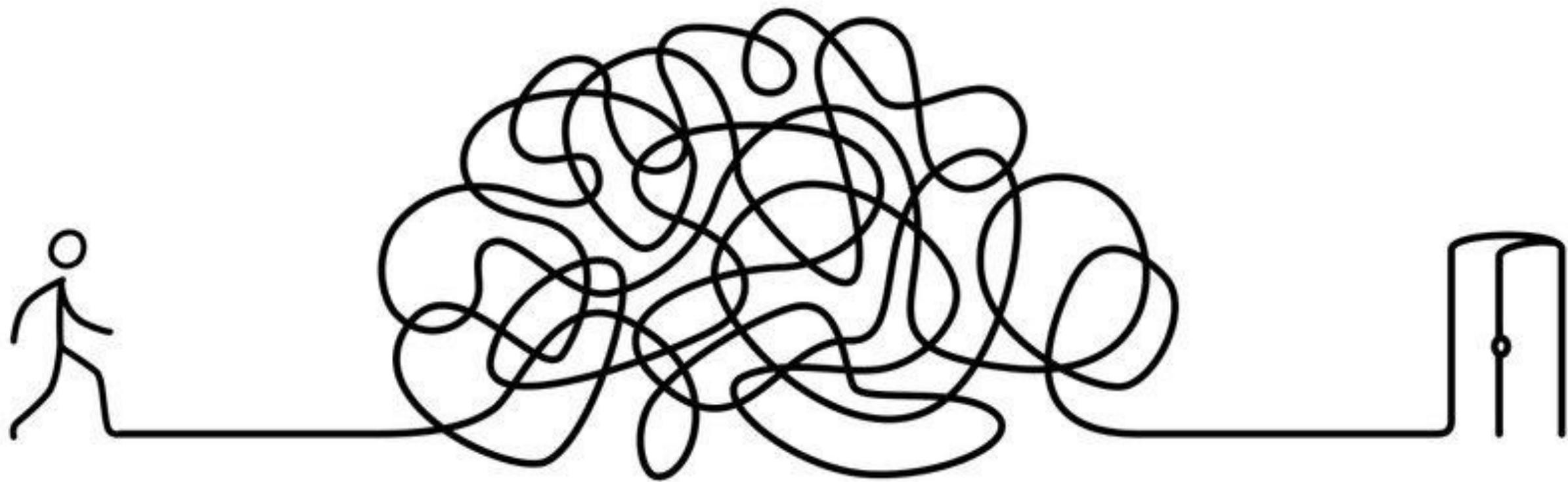


Only 13% of employees feel completely involved

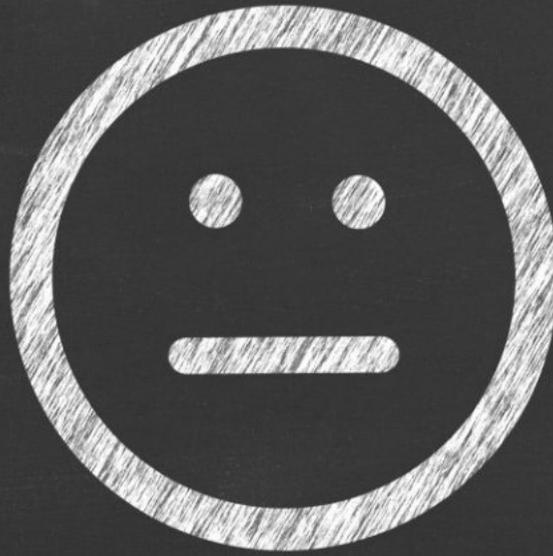
A photograph of Steve Carell as Michael Scott from the TV show 'The Office'. He is sitting at his desk, wearing a grey suit, a light blue shirt, and a purple patterned tie. He is holding a white mug with the words 'WORLD'S BEST BOSS' printed on it in purple. He has a slightly skeptical or weary expression on his face. The background shows an office cubicle with blinds, a desk lamp, a clock, and an 'EXIT' sign in the distance.

Only **10%** of co-workers would recommend their boss to a friend

WORLD'S
BEST
BOSS







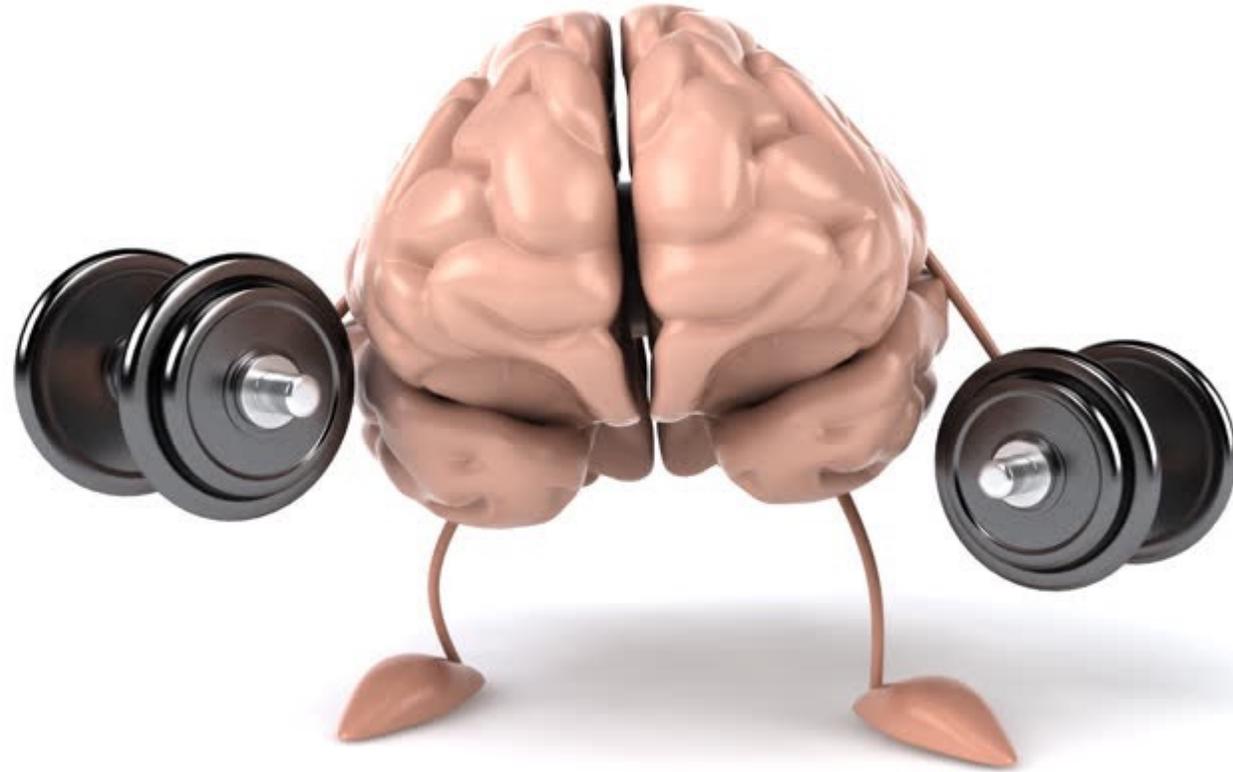
Why to become an Org+???

- + 300% Ability to innovate**
- + 44% Customer retention**
- + 37% Sales increase**
- + 31% Productivity increase**
- 125% Turnover**



A grid of approximately 20 light green sticky notes is shown. Most of the notes have a simple black drawing of a sad face, consisting of two dots for eyes and a downward-curving line for a mouth. In the center of the grid, one sticky note is highlighted in a bright yellow color and features a simple black drawing of a happy face, with two dots for eyes and an upward-curving line for a mouth. The text is overlaid on the central yellow sticky note.

Positive organization makes
happiness a part of its
Management Model.



It is a skill that can be trained

We need to create routines that will lead to change



**The more people you energize, the higher
your job performance will be.**

Well-being + Positive Mindset = SUCCESS



Cultural
transformation

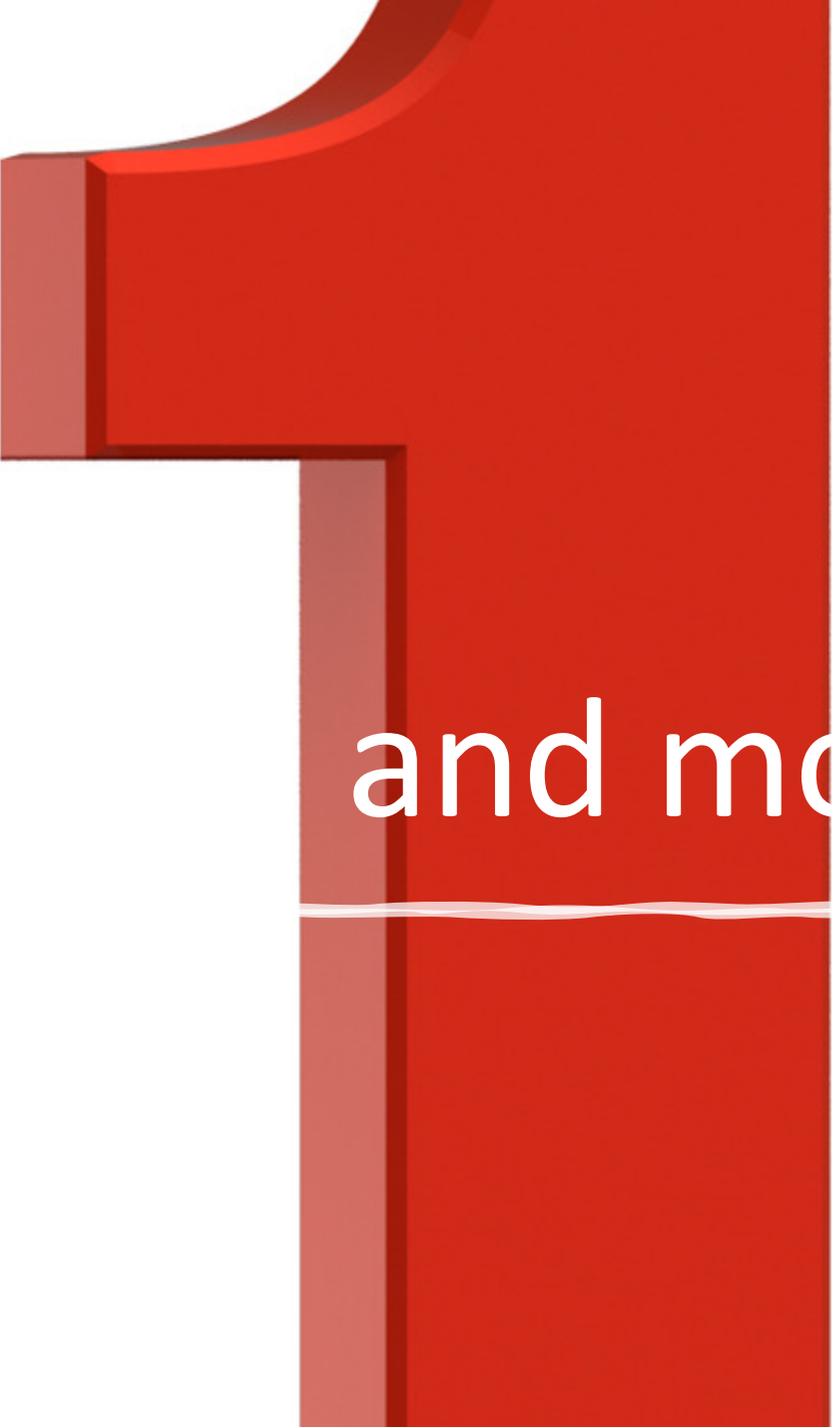
Positive Leadership
#stopbadmanager

Positive
Organization

Corporate
Happiness

A man in a dark suit and tie is holding a white sign with a colorful, multi-colored lightbulb icon. The sign is positioned in front of a blue background. Above the man, there are five white circular signs hanging from the top by thin brown strings. Each sign contains a black outline of a lightbulb. The central sign, which the man is holding, is the only one with a colorful, multi-colored lightbulb icon. The text "Rules of conduct for a positive leader" is overlaid on the image in a large, white, sans-serif font.

**Rules of conduct for a
positive leader**



and mo



apprec

A large white number 8 is centered on a yellow background. The text 'Communication gives feedback' is overlaid on the number in white. The word 'Communication' is on the top left, 'gives' is on the top right, and 'feedback' is centered below 'Communication'.

Communication gives
feedback

A large, blue, 3D-style number '4' is centered on a white background. The number has a slight shadow and a white wavy underline at its base. Overlaid on the number is the text 'about the head' on the top line and 'being of his employ' on the bottom line, both in white. The text is partially obscured by the number's structure.

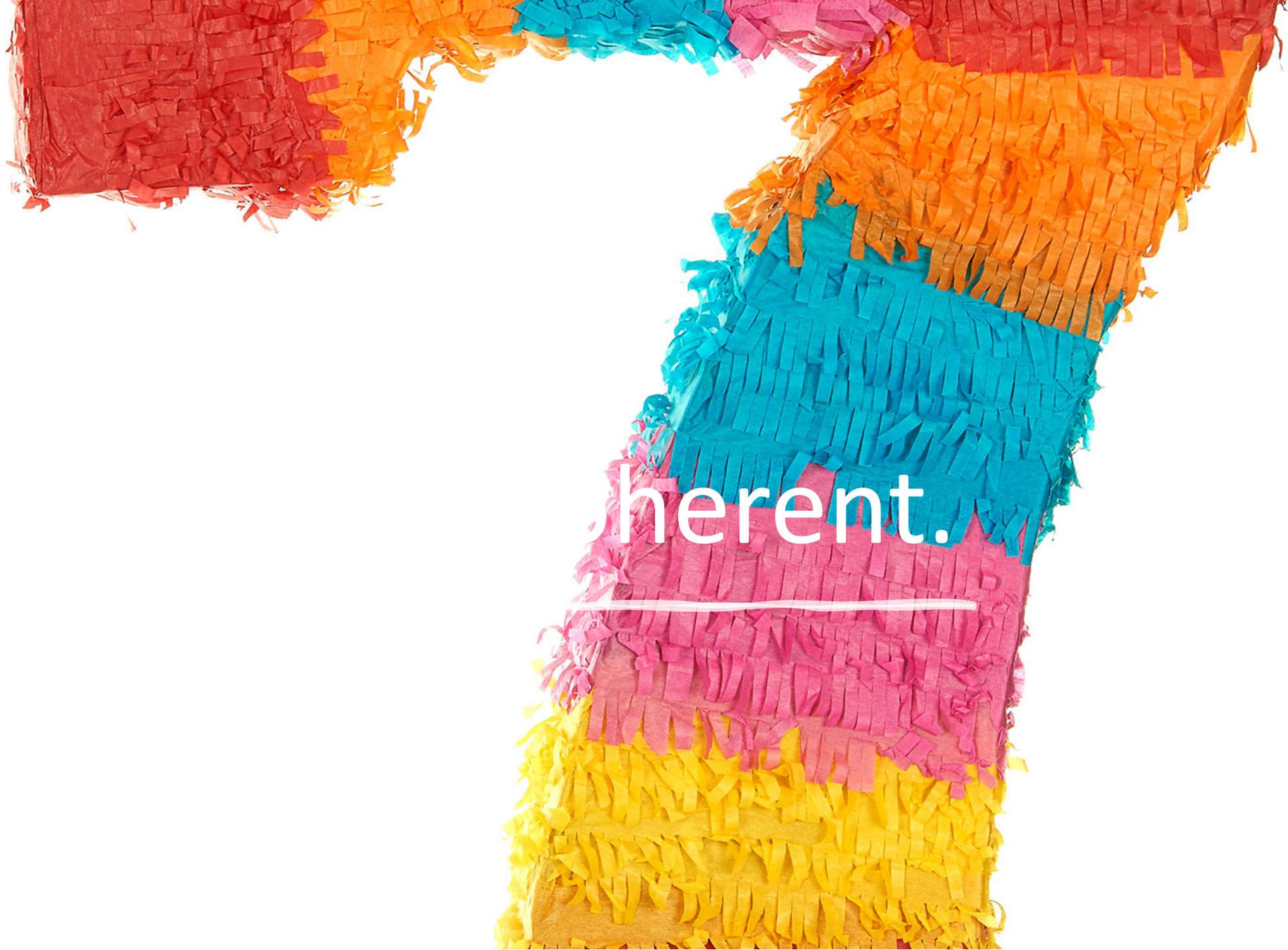
about the head
being of his employ



metings kindness



Doesn't give orders.



herent.



Amorim Cork Italia's
path

18

MONTHS OF TRAINING.



Company involved.

A smiling woman with long red hair and glasses is holding a white sign with both hands. The sign has the number '12' in a yellow circle at the top and the text 'Chief Happiness Officer' below it. The background is a blurred blue sky.

12

**Chief
Happiness
Officer**

A globe constructed from various colored LEGO bricks (blue, green, tan) is the central focus. It is densely populated with numerous LEGO minifigures in various outfits and colors, appearing to be working on or inhabiting the globe. The scene is set against a clear blue sky with soft white clouds, a bright yellow sun in the upper right, and a few small white stars. The overall composition is vibrant and optimistic.

I truly believe that companies can contribute to a better world...

Thank You...



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