



MAKING A WORLD OF IMPACT

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CEO's Note

Why did we decide to become a Benefit Corporation and embark on a more structured path towards B Corp certification?

This is a question I'm often asked when discussing these topics. I'm taking this opportunity to provide a response here, as the introduction to our very first Impact Report.

We're what's known as a **Tech Company**, one that works with technology. We create digital platforms, customized software designed with and for the client. We address their need for change and align with their digital transformation strategies, organizing processes, and building applications. To put it simply, we could be considered the equivalent of a tailor, but in the IT world.

Writing and designing software requires individuals with diverse skills. Software is the result of ingenuity, the ability to interconnect and calibrate each other's skills properly, to ensure that people collaborate to generate what is an intangible asset - you can't touch software. That's why companies like ours are called **Knowledge Working** companies, using an English definition.

Interlogica was founded in 1995 by a group of friends united by a passion for technology. Over the years, we've grown, now nearly a hundred strong. Along the way, it became increasingly clear that technology is the result of an organizational approach that brings People together and enables them to solve extremely complex problems.

As our focus shifted from technology to organization, everything became clearer: we needed to focus on **People**. It's crucial to allow everyone to express their intellectual potential to the fullest. After all, we do work that requires significant cognitive effort!

That's where we focused our efforts to create the conditions for growth. People need to be empowered to do so.

In short: **the human being is at the center**, and the company needs to be built around them. Easier said than done, especially in a historical context where companies are based on hierarchical organizational models.

A different structure, with fewer hierarchical levels and more horizontal, takes different shapes. The organization is structured through teams that self-regulate and autonomously adapt their internal structure to best respond to change.

For the type of logic we follow, we define ourselves as a humanistic ecosystem and have incorporated agile approaches into our work organization.

In seeking this type of corporate structure and to align with our set of values, we realized we're not alone. There are **communities of companies** experiencing similar experiences to ours and with which we can feel ideologically well-connected.

We discovered the concepts related to **Benefit Corporations** and B Corps that go beyond mere profit and give back to the external world, the community, and all stakeholders.

The great revolution we found in this type of reality is a concept called **double purpose**: being able to maintain a balance where, as a company, you continue to generate profit while simultaneously pursuing a social purpose. Doing business becomes functional to ensuring the extent of the impact it generates and the well-being of the People who come into contact with the ecosystem. By working and doing business, you have the opportunity to become a tool for good.

Interlogica has been a Benefit Corporation since October 2023, transitioning **from a profit-driven company to a regenerative one**. A shift that was already clear to us culturally but is now also officially recognized legally. Within our company statute is a statement of intent that doesn't just remain on paper but is translated into concrete actions that need to be measured and accounted for. This is our first Impact Report. And here we put in black and white the beginning of our journey as a regenerative company.



Alessandro Fossato
CEO & Co-Founder Interlogica

about us



Since 1995, we've been crafting software solutions tailored to user needs, fostering shared value, and optimizing market performance for the individuals and organizations we collaborate with.



99
People



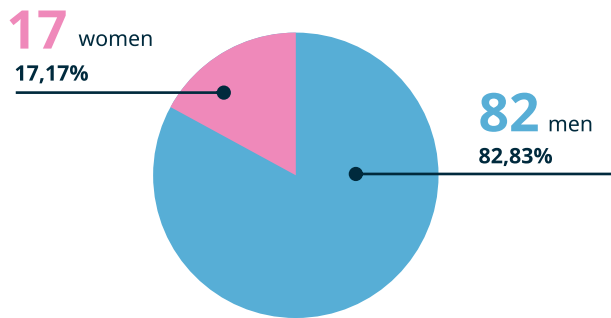
38
Average age



7 M
Revenue



4
Sites



We're a **strategic and innovative player** capable of assisting companies in both business design and the development of intricate digital architectures, empowering clients to explore new avenues of value creation.

As **passionate technology professionals**, we leverage strategy, consulting, and software to pave the way for sustainable futures within our operating ecosystem.

certificazioni



Recent Milestones in Our Journey as a Humanistic and Regenerative Company

Our shift towards becoming a regenerative company has been the culmination of a gradual process throughout our evolution.

Over the past four years, we've undertaken a more targeted approach that has reshaped our corporate identity, guiding it towards a more sustainable and responsible model.



2020

Purpose Statement

It's like a compass that guides the decision-making process, aligning work organization and our skills.



2020

Home Working (from now on)

This approach has provided the necessary safety for individuals during the pandemic, and we have since maintained it.



2021

Mission & Vision Statement

They provide a clear expression of the company, its organization. They are instrumental in defining 'Who we are' and, equally importantly, in better understanding the Value and Values



2021

Rebranding

A whole range of aspects are addressed, from the way we talk to our visual identity, through our Culture, People and the technological excellence that distinguishes us.



2022

Smart Working Manifesto

Flexibility is a crucial element, and it works wonders for us. It is the future, however, it needs a set of best practices, as well as trust and collaboration, to make everyone's work and the relationship between us more effective.



2023

New Governance

An operational governance model that aims to align the company's decision-making process with current and future dimensions.



2023

Benefit Corporation

Four shared goals for mutual benefit, coupled with the adoption of cutting-edge tools and methodologies to assess our social and environmental impact performance.



202X

B Corp

Purpose driven company



Purpose

To code a new world where technology and humans are intertwined at their full potential.

When we dive into a new project at Interlogica, it's like we're gearing up for an adventure. We kick things off by **immersing ourselves in the ideas, thoughts, and visions** of the tasks' owners. It's like gathering around a brainstorming bonfire where everyone's throwing in their own unique logs, and together, they ignite some serious innovation.

As for us agilists, we approach challenges methodically, breaking them down into manageable steps and leveraging tools that enable us to navigate even the most demanding circumstances—like our recent shift to remote work.

Our journey began with high expectations and a **profound examination of our corporate identity**. We dug deep into our company's roots, asking ourselves what we're really all about. And you know what? We stumbled upon this gem of a theory from Sinek called the "Golden Circle". It's pretty straightforward: folks aren't just interested in what we do; they wanna know why we do it. And that's where the real magic happens.

We've now got ourselves a North Star that's like our badge of authenticity. It's the real deal, describing who we are, guiding our every move, and adding value left and right. Getting our Purpose synced up with the soul of Interlogica was no small feat. It meant taking a long, hard look at our core: our strategy, what gets our engines revving, and how we're set up as a team. It's been some seriously beautiful, thought-provoking work requiring commitment from each and every one of us.

Now it's time for some real talk. We've got some tough questions to tackle. Which parts of our strategy are really vibing with our Why, and which ones are missing the mark? And how do our Purpose-driven services stack up against the profit-driven ones?

These tough questions, among others, will help us figure out if we're moving forward with the authenticity and guts we need.

The **Road to Purpose**? That was just the start of our journey. We're all about evolving, understanding ourselves better, and taking on whatever challenges come our way. It's gonna be one heck of a ride, filled with satisfaction and growth every step of the way.

[Read the article](#) 

Mission & Vision

Mission

To forge a sustainable technological future, we dedicate ourselves to charting new paths, guided by People, Passion, and Expertise, in a process of ongoing growth and dissemination of our culture.

Vision

Addressing the intricate challenges of digitalization to amplify our impact on society, empower our clients, and enhance their capacity for innovation and business growth.

For us, Mission and Vision serve as **daily benchmarks**, guiding our actions and fostering collaboration among us.

They unveil the common code that binds us together, shaping Interlogica's identity. The tangible side of the coin. Actions. Our decisions and behaviors align with these guiding principles, forming the foundation of our collective journey towards Mission and Vision.

Throughout our journey, one constant remains: **People**. They are the cornerstone, indispensable and unwavering, shaping our path forward.

[Want to know more?](#) ✨



people

We place great value on fostering an open mindset, both within our community and among individuals.

We've cultivated an environment where people feel empowered to freely express their professional opinions, enriching discussions, projects, and client interactions with fresh insights. It all starts with people and their aspirations; we firmly believe that the most effective solutions to complex challenges emerge from a diverse range of perspectives and experiences.

While technology serves as our common bond, each individual pursues personal growth and development, pushing themselves to contribute in their own unique way and at their own pace.

future

We have a unique role to play in ensuring that technology benefits not just our clients, but society at large. To achieve this, we leverage our cultural strengths and flexibility to advocate for a sustainable technological future that places individuals at its core.

Our vision serves as both inspiration and motivation for embarking on a collective, collaborative journey. It's driven by our work, our identity, our clients, and our partners.

clients

Many of our clients opt to invest in new business capabilities by modernizing their technological infrastructure, aiming to bring innovative solutions to the market.

Throughout this journey, we remain steadfast allies, guiding them and devising effective solutions to their challenges. We strive to offer added value through our expertise, processes, and even our organizational culture, aiding them in overcoming any technological hurdles they face.

Our clients dream big, driven by ambition and passion, mirroring the same fervor we bring to our work each day.

impact

In today's landscape, tech companies like Interlogica serve as vital catalysts. They are partners capable of understanding and optimizing their clients' businesses.

Simultaneously, there's an ongoing dedication to foster the growth and holistic development of every individual within Interlogica. The path is built with each action taken today and every endeavor pursued tomorrow.

June 2023. The Shareholders' Meeting has elected a **new Board of Directors** consisting of seven members, comprising five partners, one employee, and one individual who is significant in Interlogica's community of reference (B Corp).

A new **operational governance** model has been adopted to align the decision-making process of the company with its current and future size, increase efficiency and transparency, and ensure success and competitiveness in achieving strategic goals accurately and promptly.



Alessandro Fossato
CEO / Co Founder
Board & Executive Team



Isabella Jannuzzi
Impact Officer
Board & Executive Team

The appointment of Isabella Jannuzzi, the first employee to join the Board of Directors as the Impact Manager, and Francesco Serventi (NATIVA) is a clear indication of Interlogica's transformation into a Benefit Society and, eventually, toward B Corp certification.



Fabio Panizzutti
CFO / Co Founder
Board & Executive Team



Francesco Serventi
Evolution Flow Leader @Nativa
Board Member



Giovanni Casalone
COO
Board & Executive Team



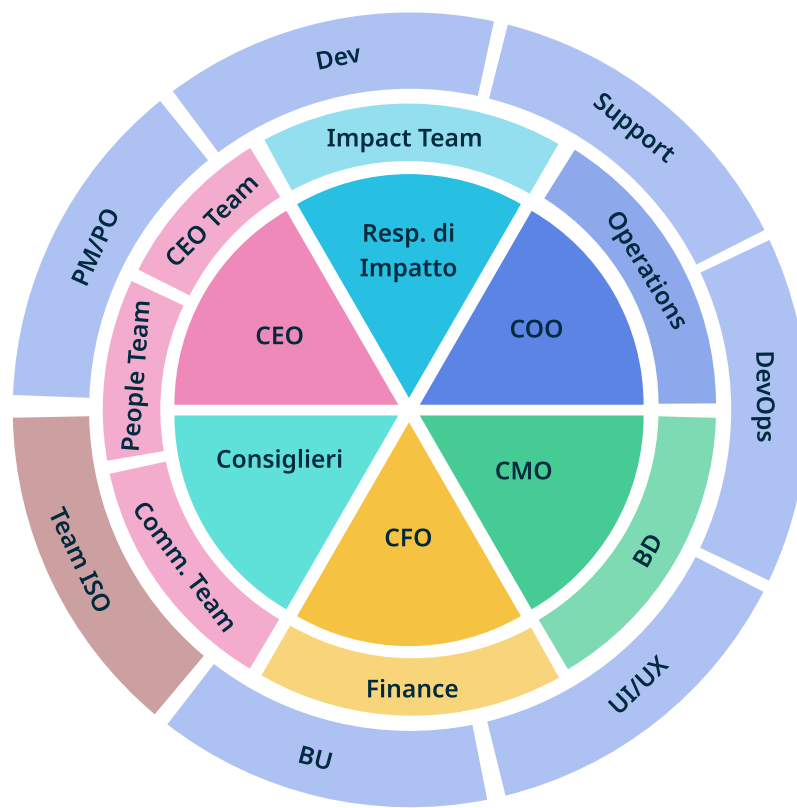
Sandro Barazza
CFO @Eurotech
Board Member



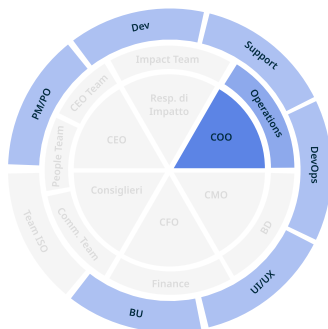
Giorgio Garotta
CMO
Board & Executive Team

With its revamped governance model, we have become **increasingly nimble and adept** at handling daily challenges. It's well-prepared to promptly and efficiently tackle the demands arising from a swiftly changing economic and social landscape.

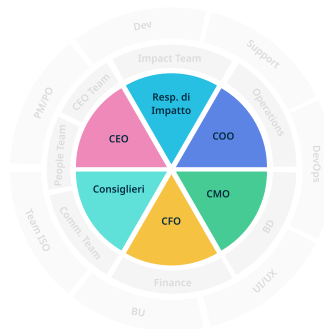
The new Board meets quarterly, while the **delegated Board of Directors** (aka Executive Team), responsible for ensuring operational continuity and managing the company's evolving phases, meets more frequently. They involve business functions and communities of practice in defining and managing change.



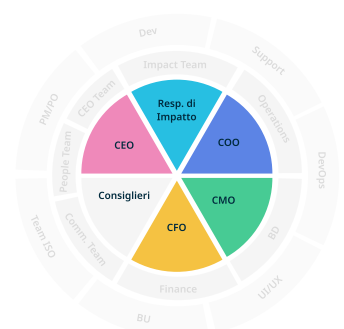
Production



Board



Executive Team



This marks our inaugural Impact Report as a Benefit Corporation. Our first move was to begin **monitoring what truly matters**: the tangible value we contribute to society.

How are we achieving this?

To establish a cohesive and quantifiable approach, we've adopted a user-friendly and comprehensive self-assessment tool. This tool, known as the **B Impact Assessment**, is used by over 140,000 companies worldwide to evaluate and enhance their business practices. It's the very same tool used to obtain B Corp certification.

BIA, what is it?

Measuring what truly matters. The B Impact Assessment, or BIA, is a comprehensive evaluation of business practices designed to evaluate and enhance corporate performance by determining its impact on all stakeholders involved.

It serves as a **structured assessment tool**, provided at no cost, to evaluate a company's societal and environmental impact across various domains.

To join the B Corp community and obtain certification, the following steps are required:

- Being open for at least one year.
- Complete the BIA across the 5 main areas (Governance, Workers, Community, Environment, Customers), aiming for a minimum score of 80 out of 200 points, validated by B Lab.
- Respond to the Transparency Questionnaire within the BIA, addressing controversial issues that may affect the company's certification eligibility.
- Adopt the status of a Benefit Corporation, incorporating specific common benefit purposes into the company's mission statement.

UN Agenda 2030

Europe calls for it. Its Agenda 2030 for Sustainable Development is an action plan for addressing the needs of People, the Planet, and Prosperity.

Adopted in 2015 by the governments of all 193 United Nations member countries and ratified by the UN General Assembly, it comprises 17 Sustainable Development Goals (SDGs). These goals are part of a broader agenda, encompassing 169 targets, aimed at achieving environmental, economic, social, and institutional progress by 2030.

It's a global challenge and a solid shared foundation from which to build a more sustainable world, and provide everyone with the opportunity to thrive in environmentally, socially, and economically sustainable conditions.



Impact Report: Our Transparency Manifesto

As a Benefit Corporation, we believe in accountability and transparency.

That's why we publish our Impact Report. It's an official document that details our activities throughout the calendar year, focusing on each of the four common benefit purposes outlined in our corporate bylaws. It showcases our achievements, the **hurdles** we face, and our ambitious **goals** for continuous **improvement**.

Recognizing the challenges inherent in the IT sector, we're dedicated to embracing innovative solutions, developing sustainable technologies, and fostering an inclusive company culture. Our aim is to set a positive example in the industry, demonstrating that it's possible to operate with a regenerative business mindset. This means not only generating economic value for shareholders but also creating social value for stakeholders and environmental value for our planet.

Vogliamo realizzare un nuovo mondo in cui tecnologia e umano esprimono il meglio di sé stessi.

Interlogica



Obiettivi a statuto



PERSONE

Formiamo e supportiamo le Persone a diventare leader umani, individui capaci di progettare il futuro secondo principi umanistici attraverso la trasmissione della propria passione e conoscenza che fungano da motore per l'innovazione.



CLIENTI

Miriamo a integrare soluzioni di Impact Assessment (ambientale e sociale) all'interno dei servizi offerti, con il fine di migliorare la vita delle Persone. Intendiamo sensibilizzare i clienti tradizionali e attrarre clienti innovativi, impiegando la tecnologia a servizio delle imprese del futuro.



COMUNITÀ

Operiamo all'interno di un mondo interdipendente e di conseguenza ci impegniamo a creare partnership per moltiplicare l'impatto. Desideriamo contaminare positivamente altri attori, mettendo a disposizione la nostra forza rigenerativa per creare valore condiviso.



AMBIENTE

Ci impegnamo ad attuare una evoluzione progressiva del nostro modello di business e operante verso un'economia a zero emissioni di gas climalteranti, in linea con gli obiettivi europei di neutralità climatica e quelli nazionali di transizione ecologica.

Le nostre azioni sono il solo mezzo di espressione dell'Etica

[Scopri il nostro codice etico](#)



Board member

The New "Impact" Section on Our Corporate Website

Upon becoming a Benefit Corporation, we introduced a significant addition to our corporate website: the **"Impact"** section. This update reflects our commitment to responsible and sustainable business practices.

We designed this section to provide a **detailed overview of Interlogica's Sustainability and Social Responsibility initiatives**. It serves as a hub for clients, partners, suppliers, and anyone interested in exploring Interlogica's efforts to address environmental and social challenges.

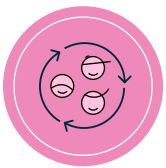
Within this space, you'll find details about our dedication to the common good, the outcomes of our impact assessments, our Code of Ethics, as well as news and updates.

Interlogica's mission is centered on our commitment to the community, clients, people, and the environment. We are working on this path and are eager to share it with all stakeholders. Together, we're paving the way toward a better world.

[Go to the Impact section](#)

impact areas

People



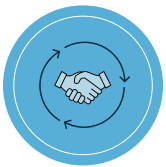
We train and empower our People to become humanistic leaders who design the future based on ethical principles. They pass on their passion and knowledge, which drives innovation and progress.

Community



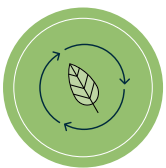
Being part of an interdependent world, we strive to establish partnerships that enhance our impact. We aim to spread our regenerative power and create shared value by positively influencing other actors through collaboration.

Clients



We are committed to integrating Impact Assessment solutions (environmental or social) into our services, with the goal of improving people's lives. We aim to educate traditional clients and attract innovative ones, leveraging technology to serve the needs of future businesses.

Environment



We are committed to a gradual evolution of our business and operating model toward a climate-neutral economy, in alignment with European climate neutrality goals and national green transition objectives.

The Path to Sustainable and Regenerative Practice

As a Benefit Corporation, we've been officially recognized since October 2023. However, our journey started long before that, consisting of numerous milestones that have shaped our direction towards becoming a regenerative company and pursuing B Corp certification.

What does it mean to be a regenerative company?

Let's take a step back. In our view, the 'traditional' business model is quite clear: it focuses solely on accumulating resources and delivering dividends to shareholders. This model is often referred to as Extractive because it consumes resources without replenishing them, offering minimal social returns beyond shareholder profits.

When a company transitions to a Benefit Corporation, it adopts a Regenerative model. This involves **measuring and managing the impact of its activities** to contribute positively to society and the environment.

The aim shifts from being 'the best IN the world' to 'being better FOR the world,' emphasizing the creation of economic value for all stakeholders, including the community and the environment.

It's an **ongoing journey** because, in a regenerative model, there's always room for improvement as the company seeks to enhance its positive impact.

At Interlogica, we've embarked on a significant journey to actively pursue common benefit purposes, employing innovative tools and methodologies to assess our social and environmental impact.

We've always believed in giving back to society and the environment, and we're committed to taking further steps.

That's why we've decided to adopt the B Impact Assessment as our primary tool for evaluating our real-world influence.

This assessment serves as a gauge of our 'beneficial footprint,' and we're fully prepared to assume our responsibilities.

In our corporate bylaws, we've clearly defined the specific common **benefit purposes** we're committed to: **People, Community, Customers, and Environment.**

Scope 1

“We train and empower our People to become humanistic leaders who design the future based on ethical principles. They pass on their passion and knowledge, which drives innovation and progress.”

Translated into action. This goal is aimed at Interlogica People, promoting their development and well-being within the company.

For instance, formalizing remote working as a mode of operation.

Featured activities 2023

New Code of Ethics: a Roadmap for Responsible and Informed Choices



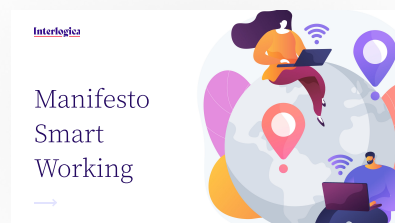
Interlogica has crafted a fresh Code of Ethics, serving as a tangible demonstration of our dedication to Corporate Social Responsibility and ethical business practices. This marks **a significant step in affirming the company's commitment** to Social Responsibility and ethical conduct.

It stands as a roadmap, charting our corporate choices towards **a course of Responsibility and Awareness** within the realm of employment. It mirrors our ongoing commitment to upholding elevated ethical and social standards, embracing values like clarity and transparency.

This new document transcends mere rules and directives; it embodies a comprehensive declaration of the **core Principles and Values** guiding the company's actions and decisions as a Benefit Corporation.

[Read the Code of Ethics](#) ✨

Smart Working Manifesto



The decision, taken in 2022, to implement remote work company-wide through individual agreements, reflects an integrated strategy aimed at fostering ethical and sustainable values. Following this decision, the Smart Working Manifesto was drafted serving as **a public statement of the guiding Principles and Values**.

In practical terms, this involved creating an easily accessible document outlining the company's approach to remote work, along with **a set of best practices** to enhance the efficiency of our work and relationships. Flexibility, innovation, and ongoing adaptation are pivotal, as are trust and collaborative effort.

diversity & inclusion



Commitment to Fostering Inclusivity and Embracing Diversity

Towards the end of 2023, we began actively exploring Diversity, Equity, and Inclusion (DEI) topics.

This exploration was partly motivated by our path as a Benefit Corporation, as we approach B Corp certification, and partly because we believe our community is ready for it.

To kickstart this process, we sent out a **Survey** to everyone. This tool helped us gather insightful data and valuable feedback directly from the ground, capturing diverse perspectives and nuances. The survey effectively **initiated a space for dialogue**, fostering transparency, collaboration, and the elevation of all perspectives. With the survey results in hand, we're getting ready to form an **Inclusion Committee in 2024**. This team will work together to implement specific actions and strategies to create a more inclusive company culture.

Our objective is to raise awareness about diversity and to identify and address any factors that might contribute to discriminatory situations, whether intentional or not.

Ultimately, we strive to create a workplace environment that is as inclusive as possible, maximizing the potential of all individuals without any form of exclusion.

Achievements and Objectives in 2023. Focus on People.
Target 2024.

<p>Goal 2023 Establishing Remote Work Guideline</p>	<p>Outcome 2023 We've decided to expand our recruitment outreach nationwide, not just limiting it to areas close to our main offices.</p> <p>🤔 Target hit!</p>	<p>Goal 2024 Sustain the contractual mode and the extended recruiting pool over time.</p>
<p>Goal 2023 Appointing a New Governance</p>	<p>Outcome 2023 In June 2023, the new Board of Directors was appointed, comprising seven members, five of whom also serve on a more operational Executive Team.</p> <p>🤔 Target hit!</p>	<p>Goal 2024 Assessing the effectiveness of the new setup.</p>
<p>Goal 2023 Development of a Conflict of Interest Survey for the Board of Directors members.</p>	<p>Outcome 2023 For the first time, a specific survey has been developed for all individuals who are part of our Board of Directors. The questionnaire has an annual frequency.</p> <p>🤔 Target hit!</p>	<p>Goal 2024 Resend annually.</p>
<p>Goal 2023 Drafting a New Code of Ethics</p>	<p>Outcome 2023 After becoming a Benefit Corporation, we recognized the need for an Ethics Code that truly reflected our commitment as a regenerative company. So, we revamped it entirely, ensuring our Values and Mission were crystal clear. Released in December 2023.</p> <p>🤔 Target hit!</p>	<p>Goal 2024 Regularly check on content. Updates when needed.</p>
<p>Goal 2023 Setting up an Employee Referral Program</p>	<p>Outcome 2023 We've launched an Employee Referral Program in response to the need for greater employee engagement and to attract top talent aligned with our culture and values. You can refer individuals, and if they're hired, it triggers a referral fee for the person who made the referral.</p> <p>As a result of this program, we've welcomed 5 new individuals.</p> <p>🤔 Target hit!</p>	<p>Goal 2024 Increase the number of internal referrals.</p>
<p>Goal 2023 Extend the meal voucher benefit to all employees.</p>	<p>Outcome 2023 As of February 2023, digital meal cards were rolled out, offering daily meal vouchers to all employees. The process was implemented in four phases.</p> <p>🤔 Target hit!</p>	<p>Goal 2024 Extending meal vouchers to all new hires.</p>

Goal 2023

Conducting an internal survey to 'take the pulse' of the Interlogica population.

Outcome 2023

Mid-year, we roll out the People Radar, a tool designed to measure the satisfaction levels of our Interlogica community. This project has been ongoing for several years, but in 2023, it was enriched with a section delving into colleagues' perceptions of the company's social and environmental impact.

These insights give us a vital foundation for understanding how Interlogica's growth and initiatives as a regenerative company will be perceived.

 **Target hit!**

Goal 2024

Compare 2023 data with that of 2024.

Goal 2023

Collect internal perceptions on Diversity, Equity, and Inclusion subjects.

Outcome 2023

As a Benefit Corporation, we felt it was time to actively tackle the DEI topic. To kick things off, we sent out a comprehensive survey to gauge Interlogica's perception as an inclusive company. We achieved a response rate of 72.6%.

 **Target hit!**

Goal 2024

Establish an Inclusion Committee and set an annual roadmap.

Goal 2023

Sharing the company's financial performance with the staff.

Outcome 2023

Transparency is a cornerstone value for us as a Benefit Corporation. We've opted to share the company's financial progress during our annual Christmas party, where all employees come together.

 **Target hit!**

Goal 2024

Repeat the presentation annually.

Goal 2023

Training people on financial management aspects.

Outcome 2023

Considering we are remote workers, we opted for video as our medium and arranged two distinct sessions to explore cutting-edge topics in cryptocurrencies. Subjects covered included "The Terra Luna Case and the Pitfalls of its Algorithmic Stablecoin" and "Generating Passive Income with Decentralized Finance."

 **Target hit!**

Goal 2024

Explore alternative ways to talk about financial topics.

Goal 2023

Officially implement a Welcome Kit for new hires.

Outcome 2023

Compared to previous years, we've developed a branded onboarding package that has allowed us to strengthen relationships with local and sustainable suppliers. Each kit includes: a canvas tote bag, hoodie, t-shirt, pen, mug, and stickers. Gifting the kit to all new arrivals helps them feel part of the company.

 **Target hit!**

Goal 2024

Including a personalized welcome letter

Goal 2023

Training Interlogica's People on the fundamental concepts related to being a Benefit Corporation.

Outcome 2023

On the 4th of October we officially transition to Benefit Corporation, marking a significant milestone in Interlogica's journey as a regenerative company.

To ensure everyone in the company was part of this important change, we organized a dedicated day. It was a mix of celebration and learning, with a workshop designed to explain the principles, goals, and actions involved.

Each person received a Benefit kit containing a postcard outlining the 4 scopes, a sticker with our company Purpose, and a plantable pencil with "Forget-me-not" seeds symbolizing growth, sustainability, and individual responsibility.

 **Target hit!**

Goal 2024

Arrange additional opportunities for sharing and discussion.

Goal 2023

Selecting eco-friendly suppliers for internal merchandising.

Outcome 2023

Taking a holistic approach to sustainability, we ensure that each gadget follows specific criteria: sourcing from partners who share our environmental and social values, and verifying that the entire supply chain aligns with our ethical standards.

We opt for local or eco-conscious suppliers. This Christmas, we've chosen to gift a branded wool hat with our tagline "Coding the future" for chilly winter days, crafted from sustainable materials.

 **Target hit!**

Goal 2024

Maintaining a high level of awareness on sustainability.

Goal 2023

Training a group of Sustainability Ambassadors.

Outcome 2023

To address the need for training individuals to act as "catalysts," a training workshop was organized by Nativa, involving a diverse group of colleagues.

 **Target hit!**

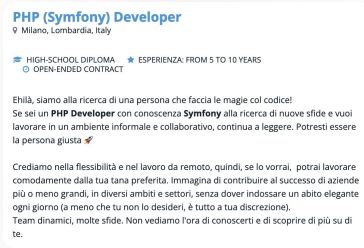
Goal 2024

Assist the Ambassadors in spreading the culture of sustainability among both the staff and clients/partners.

Scope 2

“We operate within an interconnected world and, therefore, commit to forming partnerships to multiply our impact. We aim to positively influence other stakeholders, leveraging our regenerative strength to create shared value.”

Translated into action. This goal pertains to the external context in which we operate. For instance, some mentoring activities that the CEO Team engages in to support struggling small business owners. These activities have been present in the past and now find a structured framework that makes them measurable and highlights their importance.



Job Listings with Inclusive Language

Writing job listings with inclusive language is a vital step toward building a fair and respectful workplace environment. This approach aims to **remove biases related to gender, age, and background**, promoting equal access and participation for candidates from diverse backgrounds.

These listings adopt a friendly, informal tone, reflecting our internal communication style. They use neutral, welcoming language that emphasizes candidates' skills and personal qualities, regardless of individual characteristics.

[Go to Jobs website](#) 

Investing in Our Values with an Ethical Banking Partner

Our decision to partner with Civi Bank reflects our commitment to **supporting a financial institution that considers the broader impact of its actions**. This choice allows us to align our financial endeavors with our ethical principles, fostering positive change in both society and the environment.

Civi Bank stands out as the first local bank in Italy certified as a B Corp. Originally established as a Cooperative Bank, it operates under the principles of mutualism, aiming to bolster economic and cultural growth within the community. Their transition to a Benefit Company in 2021 underscores their dedication to balancing profitability with social and community impact.

Choosing an Ethical Banking Partner means supporting initiatives that promote social responsibility, inclusion, and sustainability. It represents a tangible step away from the traditional banking model towards a more equitable and sustainable future.



events & community

Shining a Light on the Future: Code in the Dark Embraces Sustainability and Innovation

In 2023, our signature event, Code in the Dark, celebrated its fourth year as the premier blind coding competition in Italy.

Each edition presents a fresh challenge, motivating us to surpass previous accomplishments and deliver an increasingly thrilling experience.

As our company evolves, we've made **sustainability a focal point** of the event, striving to make it environmentally friendly while **minimizing our ecological footprint**. Our aim is to create an engaging yet responsible environment.

Through collaboration with local suppliers who share our values, we've ensured that the entire event reflects these ideals, bringing tangible benefits to the local economy and community. To spread the word, **we've used eco-friendly materials like recycled paper** for promotional flyers. Additionally, during the event, attendees received recognition bracelets embedded with plantable seeds, a gesture appreciated for its contribution to reducing our environmental impact and fostering positive values beyond the event itself.

Lastly, the top three winners of the blind coding challenge were awarded a special gift: an iGreen Cover, the world's first iPhone cover designed to be planted after use. Completely biodegradable and compostable, with a patented mechanism for seed dispersal upon planting.

A combination of simple actions that reflect **a new awareness and focus on the environment and People**.

[Find out more](#) 



guiding & inspiring

on the Entrepreneurial Journey



Being an entrepreneur isn't just about having a job; it's about having a mindset rooted in innovation, calculated risk-taking, and the ability to spot business opportunities.

Entrepreneurs supporting other entrepreneurs. Mentoring offers a way to give back to individuals and the community alike. It's a form of support that fosters professional growth and helps individuals thrive through interactions with new entrepreneurs, gaining fresh perspectives and insights.

Our CEO Team - Alessandro Fossato, CEO, and Tiziana Celardo, Boundary Rider - has consistently served as a support network and mentorship resource, offering practical advice and solutions to address various business challenges faced by small business owners. By sharing their expertise and industry experiences, they've contributed to boosting motivation and offering valuable food for thought.

Apericall, a Network of Professionals

First thing First

In early 2020, the pandemic turned our lives upside down, confining us to our homes. Facing the enormous challenges and complexities of business alone was daunting. This spurred the idea of **bringing creative minds together for mutual support**.

Ernesto Sirolli, the Founder & CEO of the Sirolli Institute, and Alessandro Fossato, CEO of Interlogica, kicked off the Apericall community. This community brought people together to reconnect with the basics, find their passions, and use those passions as a springboard for creating connections and sparking new ideas.

Apericall, what is it?

A weekly meetup at a virtual bar at the edge of the universe. It's a space where entrepreneurs, professionals, and managers come together to chat. Where you come from doesn't matter; it's all about the conversation. Topics range from business and innovation to ecology, health, education, technology, music, art, and entertainment—anything of interest is on the table.

This commitment brought together many professionals and continued through 2023, running until May with a total of six sessions.

Mentoring & Professional Consulting

For those starting their journey in the entrepreneurial world, having a mentor can be like having a trusty guide through the wild and unpredictable business landscape.

Opening of a small company

The CEO Team offered practical **advice**, shared their entrepreneurial **experiences**, and provided emotional **support** during the crucial early stages of starting a business. Through a series of dedicated sessions, they served as personalized guides, helping to develop entrepreneurial skills and identify growth opportunities. They also provided valuable connections to help get the business off the ground.

This kind of support can be a game-changer for any new entrepreneur.

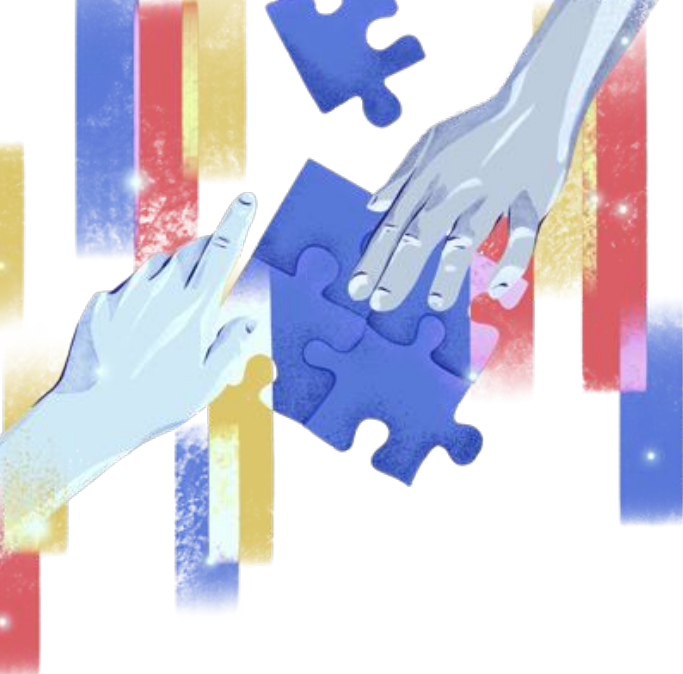
Helping in an identity theft

With their cybersecurity know-how, the CEO Team stepped in **to help an entrepreneur who was in a tight spot**. The problem? An accountant had fraudulently created and used a PEC address to scam money.



Achievements and Objectives in 2023. Focus on Community.
Target 2024.

<p>Goal 2023</p> <p>Choosing an Ethical Bank</p>	<p>Outcome 2023</p> <p>Establishing a business relationship with CiViBank the first bank that is also B Corp.</p> <p>🎯 Target hit!</p>	<p>Goal 2024</p> <p>-</p>
<p>Goal 2023</p> <p>Posting new, more inclusive job ads</p>	<p>Outcome 2023</p> <p>Rewriting job advertisements with clear, concise writing and a more informal tone of voice</p> <p>🎯 Target hit!</p>	<p>Goal 2024</p> <p>Tailoring job advertisements to be inclusive for all new positions.</p>
<p>Goal 2023</p> <p>Paying attention to sustainability when organizing events</p>	<p>Outcome 2023</p> <p>Code in The Dark: purchased materials from local suppliers. Printed communication materials in recycled paper.</p> <p>Benefit Party: printed postcards in recycled paper and delivered a plantable pencil as a giveaway.</p> <p>🎯 Target hit!</p>	<p>Goal 2024</p> <p>Keep paying attention to all organization and implementation factors involving sustainability.</p>
<p>Goal 2023</p> <p>Providing Mentoring Services</p>	<p>Outcome 2023</p> <p>Interlogica's CEO team lends thier experience and professionalism to support other entrepreneurs in need. In 2023, they dedicated a total of hours equivalent to about 6.5 percent of the total hours (mostly during non-working hours) to these activities.</p> <p>🎯 Target hit!</p>	<p>Goal 2024</p> <p>Expanding the support network by increasing the number of entrepreneurs and businesswomen who can benefit from the work of the CEO Team.</p>



Scope 3

“Our goal is to incorporate Impact Assessment solutions—whether environmental or social—into the services we provide, all with the aim of enhancing people's lives. We're committed to raising awareness among our traditional clients and attracting innovative ones by leveraging technology to serve the businesses of tomorrow.”

Translated into action. This purpose means fostering a collaborative and open relationship with our customers. For instance, we regularly administer Satisfaction Questionnaires to gather feedback from our clients.

Featured activities 2023

Declaration of Interdependence

As a Benefit Corporation, we envision a new sector of the economy where, driven by the ethical impulses of businesses, well-being is generated for every individual. And as part of this emerging sector and as a company, we believe it's clear that:

- We gotta walk the talk and be the change we want to see,
- All businesses should be managed in a way that creates well-being for people and the planet,
- Through products, practices, and profits, companies should strive to benefit everyone.

CLIENTS

goals and outcomes

Achievements and Objectives in 2023. Focus on Clients. Target 2024.

Goal 2023

Implementing a declaration of interdependence in contracts

Outcome 2023

During 2023, the intention to implement the document was defined, and it reached its final form.

🟡 Target hit at 50%

Goal 2024

Implement the Declaration in contracts with customers and suppliers

Goal 2023

Sending a Customer Satisfaction Survey

Outcome 2023

Set up the survey and sent out a mailer to our clients to gather feedback on their satisfaction with the work done.

🟢 Target hit

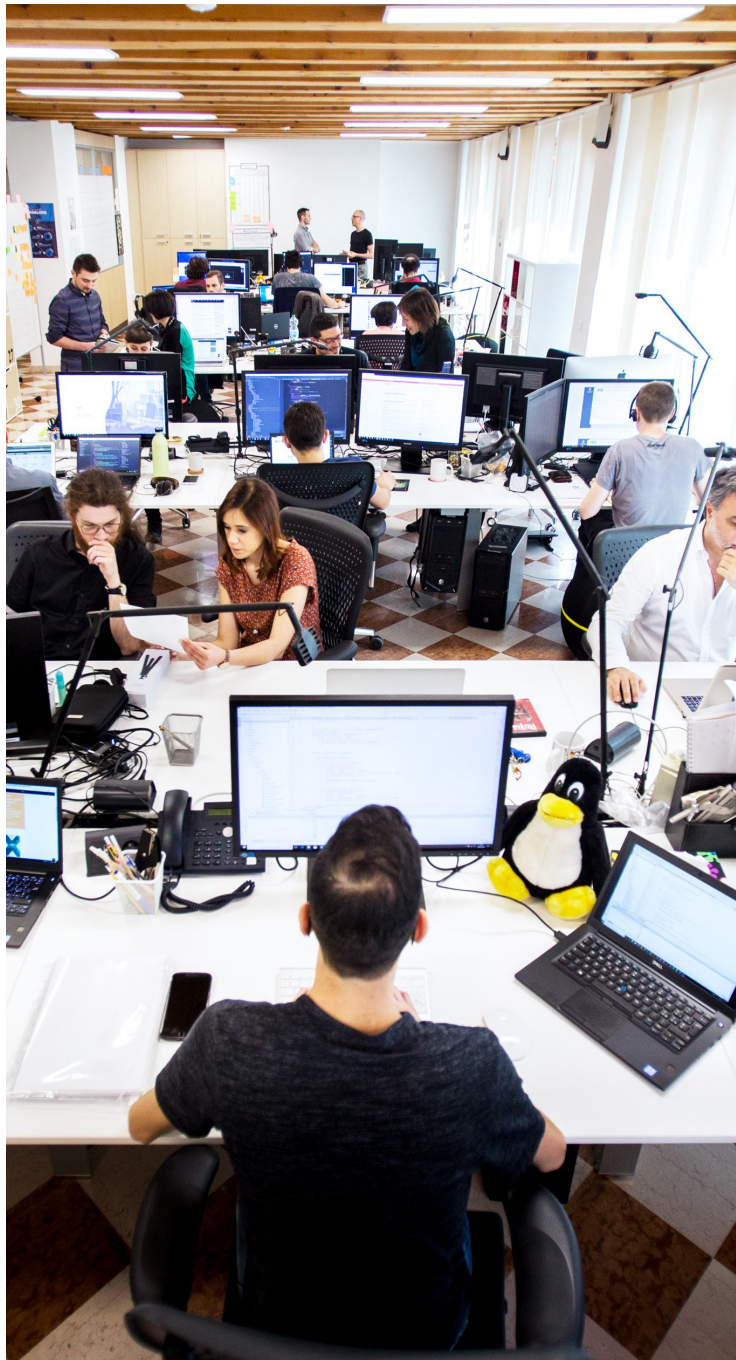
Goal 2024

Increase the percentage of customers answering the survey.

Scope 4

“We’re dedicated to gradually transitioning our business and operational model towards a climate-neutral economy, aligning with European climate neutrality objectives and national green transition targets.”

Translated into action, this purpose encompasses a wide array of initiatives. For instance, transitioning to a Carbon Neutral Data Center and divesting from our North Rome office are just a couple of examples.



Featured activities 2023

Minimizing Impact, Maximizing Sustainability! Bye bye North Rome office and hello to our commitment to reducing impact at our Venice location.

The decision to shutter our North Rome headquarters and relocate to a smaller, newly constructed base in Mestre by 2024 underscores our dedication to minimizing environmental impact and boosting sustainability.

This move aligns perfectly with the smart work model we’ve embraced. We’ve been working remotely for years now, finding it not only **more efficient** but also **better for the environment**.

For our Rome-based colleagues, we’ve come up with a dual solution: setting up a small office with a handful of workstations at our partner Assoambiente / Fise headquarters, plus a flexible, modern setup that gives us access to coworking spaces as needed. This way, we’re slashing our environmental footprint while staying nimble and responsive to evolving market demands.

From History to Sustainability: The “Barchessa”



Interlogica's headquarters are nestled in a leased building at 91 Via Miranese in Venice—a historic gem surrounded by lush greenery. This former “Barchessa”, a rural service complex typical of Venetian villa architecture, once housed working spaces.

Originally, it served to separate the living quarters of the villa's owners from those of the farmers. Over the years, this barchessa has been our home base, witnessing our growth in numbers and even weathering the storm of the pandemic.

But lately, it's starting to feel a bit snug. Since 2020, we've embraced remote work, spreading our team out locally. Plus, when we look at our energy consumption, it's clear that it's not sustainable given our current setup.

That's why, **in 2023, we made the tough call to end our lease.**

A new headquarter

Truth be told, we've grown pretty attached to this spot and the vibe around it. So, we're not going anywhere far!

Instead, we're planning to **shift to a new building within the same lush complex in early 2024**. This new space will be more tech-friendly and perfectly sized for our expanding team.

Investing in infrastructure and sustainability: Introducing our brand-new, state-of-the-art data center.

Interlogica has undertaken an infrastructure migration journey, transitioning from the old Mestre site to an innovative Data Center located in Siziano, leveraging Switch technologies. These cutting-edge technologies have revolutionized Data Center architecture, engineering, technology, and operations, earning the facility an A rating in Greenpeace's Clicking Clean report. We've opted for **Italy's largest and most advanced Data Center**, one of Europe's finest. Staffed by highly trained professionals, the facility excels in managing and resolving mission-critical operations.

The selection of the new Data Center was driven by its strong environmental focus, powered entirely by renewable energy. This commitment positions it as a leader in green and sustainable technologies. This aligns perfectly with Interlogica's mission to **gradually transition** its business and operational model **towards a climate-neutral economy**, in line with European and national green transition goals.

Achievements and Objectives in 2023. Focus on Environment.
Target 2024.

<p>Goal 2023</p> <p>Drafting a Purchasing Policy document</p>	<p>Outcome 2023</p> <p>Published and made available to all internally a document with Purchasing Guidelines</p> <p>🤩 Target hit!</p>	<p>Goal 2024</p> <p>-</p>
<p>Goal 2023</p> <p>Rescinding the contract of the Venice-Mestre "Barchessa"</p>	<p>Outcome 2023</p> <p>Signed contract to terminate historic headquarters inside the barchessa.</p> <p>🤩 Target hit!</p>	<p>Goal 2024</p> <p>Say goodbye to our current 546-m3 "Barchessa" and hello to our new, sleek 279-m3 Palazzina.</p>
<p>Goal 2023</p> <p>Phasing out unnecessary locations to minimize our footprint</p>	<p>Outcome 2023</p> <p>The termination contract for the North Rome office has been signed and the keys returned. The office is officially closed.</p> <p>Colleagues have been provided with vouchers to work at a coworking space.</p> <p>🤩 Target hit!</p>	<p>Goal 2024</p> <p>-</p>
<p>Goal 2023</p> <p>Drafting an Environmental Policy document</p>	<p>Outcome 2023</p> <p>We've published and made available internally an Environmental Policy document outlining a series of responsible choices:</p> <ul style="list-style-type: none"> • Non-toxic cleaning products • Unbleached and chlorine-free paper, soy-based inks, or other inks with low levels of volatile organic compounds • Office supplies made from recycled materials and/or purchased from our list of preferred environmentally-responsible vendors (paper, pens, notebooks, etc.) <p>🤩 Target hit!</p>	<p>Goal 2024</p> <p>-</p>
<p>Goal 2023</p> <p>Monitoring consumption - water, energy, waste</p>	<p>Outcome 2023</p> <p>We set up and began a monitoring process for energy consumption, water and waste generation.</p> <p>🤩 Target hit!</p>	<p>Goal 2024</p> <p>-</p>
<p>Goal 2023</p> <p>Implement recycling - paper, glass, plastic/ cans, wet</p>	<p>Outcome 2023</p> <p>Dedicated bins were introduced at the sites for each waste: paper, glass, plastic/ cans, wet.</p> <p>🤩 Target hit!</p>	<p>Goal 2024</p> <p>-</p>

<p>Goal 2023</p> <p>Banishing the use of plastic cups/plates</p>	<p>Outcome 2023</p> <p>At the office, we've phased out the disposable plastic cups and plates we used to have. Instead, we've introduced new ceramic coffee mugs and recycled, washable plastic cups for guests. Plus, every Interlogica team member has been given their own branded ceramic mug.</p> <p> Target hit!</p>	<p>Goal 2024</p> <p>Include the branded ceramic mug as a free gift inside the Welcome Kit to be given to new arrivals.</p>
<p>Goal 2023</p> <p>Moving to a more modern and green data center</p>	<p>Outcome 2023</p> <p>We kicked off the migration to a new green data center powered by 100 percent renewable energy at the start of the year.</p> <p> Target hit!</p>	<p>Goal 2024</p> <p>-</p>
<p>Goal 2023</p> <p>Implement lockers on the premises for personal use</p>	<p>Outcome 2023</p> <p>We've introduced lockers, available upon request for anyone who frequents the venue regularly. These lockers allow individuals to store their own dishes (cups, plates, cutlery, etc.) inside.</p> <p> Target hit!</p>	<p>Goal 2024</p> <p>-</p>
<p>Goal 2023</p> <p>Switching to a greener electricity provider</p>	<p>Outcome 2023</p> <p>We've switched to a greener energy provider: Plenitude. They supply certified energy through European-origin guarantees of origin, ensuring that it's sourced and produced by facilities powered 100 percent by renewable sources, as required by current regulations.</p> <p> Target hit!</p>	<p>Goal 2024</p> <p>-</p>
<p>Goal 2023</p> <p>Including the suggestion of electric cars in the company's Car Policy</p>	<p>Outcome 2023</p> <p>Within the corporate fleet, 10.5% of vehicles are electric and 57.9% are hybrid. The rest: 5.3% gasoline; 26.3% diesel, no LPG, no CNG.</p> <p> Target hit!</p>	<p>Goal 2024</p> <p>Defining a new Car Policy that is even more fuel-conscious by offering people in Interlogica hybrid/ electric cars.</p>

Impact evaluation

Interlogica srl SB

End of fiscal year
2023, Dec 31st



It was the drive to continually improve that led us to take concrete actions and become a Benefit Corporation in 2023.

As a Benefit Corporation, we're committed to regularly assessing our impact on people and the planet. To do this, we've chosen to use the B Impact Assessment, an international standard used by B Corps to evaluate their sustainability efforts.

The Assessment is divided into five areas of activity:

Governance: covers issues related to ethics, transparency, and company mission.

Employees: focuses on health and safety, worker well-being, and satisfaction.

Community: emphasizes inclusion, supply chain management, and community engagement.

Environment: addresses climate change and impacts on air, water, and land.

Clients: encompasses issues related to customers and end users.



Governance

Answers
28/28

Total
17.0



Employees

Answers
54/54

Total
27.4



Community

Answers
43/43

Total
17.1



Environment

Answers
34/34

Total
11.1



Clients

Answers
33/33

Total
4.2

Self-assessment BIA score for the year 2023.
Certification phase may lead to variations.



SUMMARIZING

And that's a wrap on our very first Impact Report!

In these pages, we've poured our hearts out, sharing our passions, dreams, and all the awesome stuff we've been up to.

We want you to know that Interlogica isn't just another company—we're on a mission to make a real difference, and we've got the values, achievements, and big plans to prove it.

As a Benefit Corporation, we're all about making moves that benefit everyone involved, just like we've laid out in our shiny new bylaws.

So, until next time, folks! Here's to another year packed with even more exciting updates and adventures.

glossary

SB - Benefit Corporation status is a legal qualification that companies can choose to adopt. Introduced in Italy in 2016 and present in numerous states globally, it identifies companies that, in conducting business activities, voluntarily pursue not only profit but also one or more common benefit purposes. To become a Benefit Corporation, modifying the bylaws is necessary to formally commit to creating a positive impact on society and the biosphere.

B CORP - Benefit Corporations are companies certified by the global organization B Lab that exceed the 80-point threshold in the B Impact Assessment (BIA), the impact measurement tool. They voluntarily commit to upholding the highest standards of performance, transparency, and accountability by operating in a way that maximizes positive impact for all stakeholders.

BIA - Benefit Impact Assessment (BIA) is the most comprehensive tool for measuring the impact generated by businesses, developed by B Lab. Also available for free in Italy, it has already been adopted by over 70,000 companies worldwide. The BIA allows measurement, on a scale from 0 to 200, of the impact a company has on People, the communities in which it operates, Customers and suppliers, and the Environment.

B LAB - It is the nonprofit organization that created and promotes the B Corp movement worldwide. Its vision is to foster a new economic model that leverages business as a force for good and creates shared and sustainable prosperity. In addition to issuing B Corp certification, it advocates globally for the adoption of legal frameworks governing Benefit Corporations at the governmental level and supports hundreds of thousands of companies in rigorously measuring and improving their positive impact on society and the environment.



Thanks for tuning in!



Made with  by Interlogica