

Presentation of the Company

september 2024

CONSULMARC SVILUPPO S.R.L.

Founded in 1987 by Elena Toffolo,
it offers innovative and integrated
services in the sector of human
resources, employment services
and their financial support for the
realization of their Energy
Transition and Digital
Transformation process.



www.consulmarc.it

CORPORATE PARADIGM: THE 3 PILLARS

TECHNOLOGY & ORGANIZATION

Use of a cloud web PLATFORM that allows INTERACTION between the site and the user, and the INTEROPERABILITY of the working group to guarantee speed and safety of access to the area, with support of related procedures and databases:

- human resources;
- sources of financing;
- European partners;
- good practices of funded projects;
- regional, national and community studies and regulations.

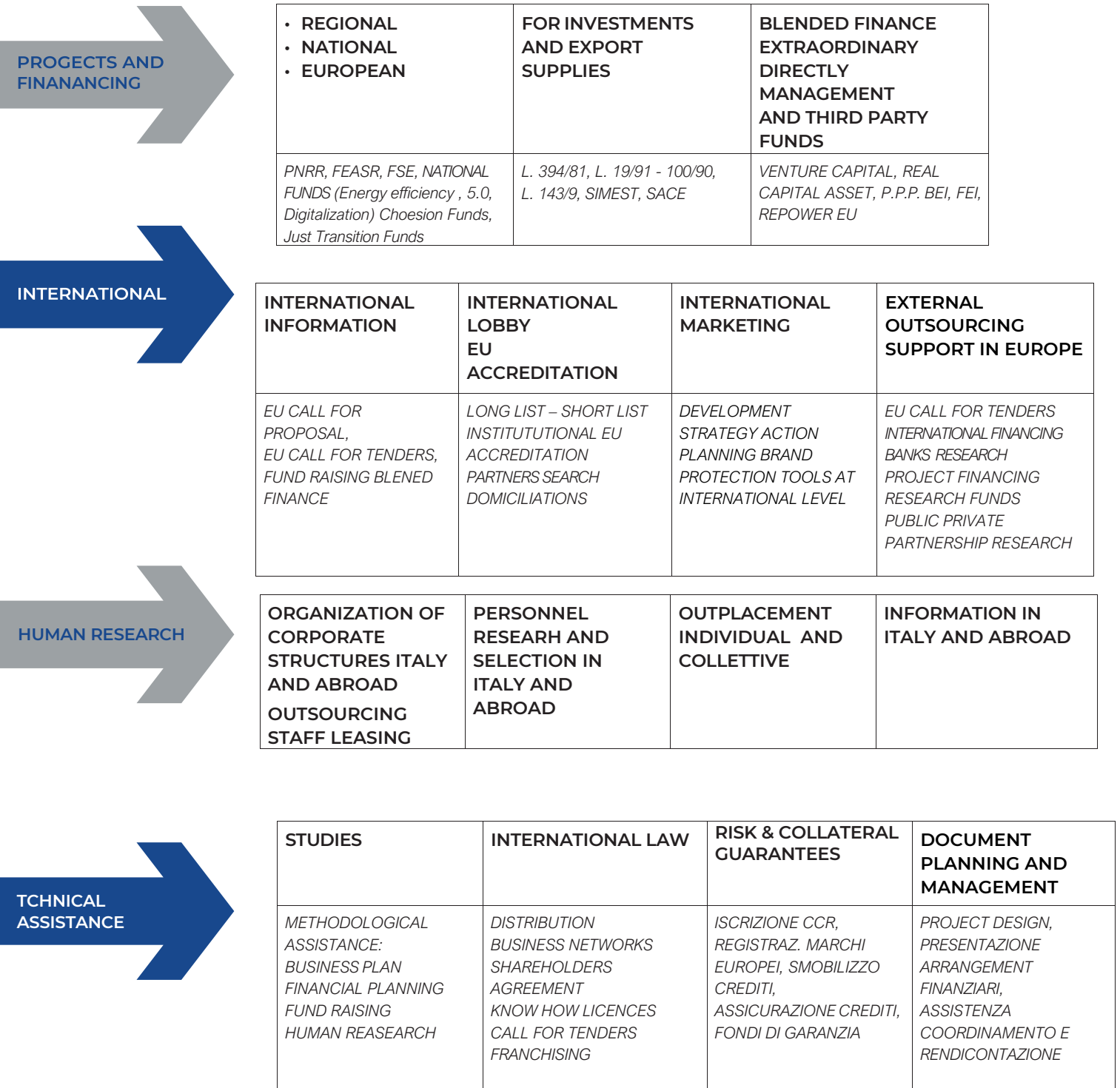
COMPETENCE OF THE “WORKING GROUP”

In the search and transformation of information into high-value knowledge that is easily usable for company development and growth in line with the ESG (Environmental - Social - Governance) impact criteria of the 2030 agenda.

APPLIED RESEARCH FOR INNOVATIONS

Laboratory for the development of investment projects in new knowledge applied to services.

INTEGRATED SERVICES FOR THE CREATION OF ENERGY TRANSITION AND DIGITAL TRANSFORMATION PLANS



WHO WE ARE

CONSULMARC SVILUPPO S.R.L. was founded in 1987 by **Elena Toffolo**, current President, with the aim of creating a unit dedicated (initially Consulmarc S.r.l.) to the supply of innovative services to Italian companies, with particular attention to those active on international markets in the sector of human resources, work and company organization.

In 1990 **CONSULMARC SVILUPPO S.r.l.** is organized with its own control unit in Italy in Oderzo (TV) which coordinates the work of a network of companies and consultants located in various countries of the European Union called "EUROSISTEMA", in line with the enlargement policies of the European Community.

In 1991 **CONSULMARC SVILUPPO S.r.l.** inaugurates its headquarters in Brussels (BE), participating as an effective member of important "Networks" - "Networks of the European Commission DG Enterprise and Industry" (at the time DG XXIII) and being part of significant community projects in partnership with public and private bodies. In the following years he also established himself as a "consultant" of the European Commission: first of the "DG Enterprise and Industry" then also included in the short list of the "DG EAC-EACEA (Education and Culture)".

In this context **CONSULMARC SVILUPPO S.r.l.:**

- Participates in over 150 national and international projects and acquires a new and powerful form of "re-integration", having the ability to develop and disseminate knowledge, to enhance European partnerships and networks through constant exchange programs;
- Innovates its systems with 4.0 enabling technologies, in particular management programs for internal use, and implements the external one "in the cloud" still called "EUROSISTEMA" for use mainly by consultants and clients located in Italy and in the various countries of the European Union and non-Europeans with dedicated access via Consulmarc web;
- Develops a database of European partnerships of over 1200 entities;
- As a body accredited for the European programs "Grundtvig" and "Erasmus+" (training of trainers) based in Brussels, it works with users from all over Europe, supported by prestigious European and international university collaborations.

Since then **CONSULMARC SVILUPPO S.r.l.** has its own operational and organized office in the community city, where it currently operates as "representative of interest" accredited to the European Parliament, European Commission, Committee of the Regions and other Community institutions, as well as to networks and thematic networks selected.

The profound changes that have occurred in recent years at an economic and social level in the public and private sector, as a result of the serious global economic and financial crisis that has hit Europe, such as the COVID epidemic first and the war in Ukraine then, have induced **CONSULMARC SVILUPPO S.r.l.** to redesign its business strategy and rethink the contents and methods of providing its services.

This strategic renewal had the objective of bringing together the activities and services offered by the company into a matrix that integrates the company experience gained over the years in the human resources and consultancy sector for job promotion and internationalisation.

This process was decided with the aim of promoting sustainable, innovative and inclusive growth, involving the company's customers and partners in collaborative networks, in coherence with the green and digital transition of the European Union policy for the Green Deal 2021- 2027 and according to the SDGs objectives and impact index of Agenda2030 ESG with a view to energy transition and digital transformation.

CONSULMARC SVILUPPO S.r.l. has always based its development on human capital, to systematize the set of skills and experiences possessed at a local level, with those matured and in the process of being acquired at a European level, following the principle of the so-called "complementarity of actions".

The new business paradigm of **CONSULMARC SVILUPPO S.r.l.** is based on two pillars:

1. Competence of the "Working Groups" in the research and transformation of information into knowledge with high added value, because it can be easily used by individuals, public bodies and businesses in their investments for the energy transition and digital transformation for economic and social development and territorial (development laboratories);
2. Innovation in Technologies and Organization: through the use of web-based and cloud management platforms with proprietary software, which allow a strong level of interaction between the site and the user and allow interoperability between employees , suppliers and customers. These tools guarantee speed and security of intranet and extranet access, allowing the management and implementation of procedures and connected databases and the integration of systems. The following databases are particularly worth mentioning:
 - CV SKILLER Human Resources (160,000 active candidates);
 - Sources of financing (3,000 cards);
 - European partners (1,200 active partners);
 - Good practices of funded projects;
 - Regional, national and community studies and regulations.

THE ORGANIZATIONAL AND MANAGEMENT MODEL AND THE CORPORATE CODE OF ETHICS

CONSULMARC SVILUPPO S.r.l. in accordance with its mission and corporate strategies, it has adopted the *Management Organizational Model* (OMG) and the *Code of Ethics*, with the resolution of the Board of Directors of 31 May 2016. It has also established the SB, the Supervisory Body internal body which has the task of supervising the functioning, effectiveness and observance of the Model itself, as well as ensuring that the work procedures are updated.

The purpose of the Model is the construction of a structured and organic system of preventive control procedures and activities which has as its objective the prevention of the crimes referred to in the Legislative Decree 231/2001, through the identification of activities at risk and their consequent proceduralisation.

CONSULMARC SVILUPPO S.r.l. has applied the MOG in the belief that these tools can improve the sensitivity of its customers and suppliers on the importance of complying with the deontological, ethical and social principles that inspire the company, in order to carry out their daily activities at the highest levels of correctness, ethics and transparency.

The "*Code of Ethics and Conduct*" was prepared in accordance with the Corporate Governance guidelines indicated by the Ministry of Labor and Social Policies and the Veneto Region and the available "best practices" and contains a series of principles of corporate ethics, values and lines of conduct that **CONSULMARC SVILUPPO S.r.l.** recognizes as its own and from which they must draw inspiration the members of the Board of Directors, the Management, the employees and collaborators, the suppliers, the partners of ATI/ATS/Business Networks and, in general, all third parties who enter into relationships with the company.

To this end **CONSULMARC SVILUPPO S.r.l.** is developing the necessary additions to the Articles of Association to conform the company to the rules on the subject of "*Benefit Company*" and proceed with registration in the specific national register established by the Italian Government for the third sector (RUNTS).

CONSULMARC SVILUPPO S.r.l. over the years it has become a "*multi-functional entity*" which, alongside personnel search and selection activities, outplacement and employment services, develops cooperation and partnership activities and projects at a European and international level, as well as innovative activities in the economic-financial field to support structured investment projects. The areas of activity and services offered are described in summary in the following sections.

SERVICES TO SUPPORT EMPLOYMENT

Following the application of the rules on the organization and regulation of the labor market **CONSULMARC SVILUPPO S.r.l.** has obtained the definitive national authorizations from the Ministry of Labor and Social Policies for registration in the registers of Employment Agencies, both for the administration of personnel search and selection services and for the professional outplacement and upskilling services of employed personnel and on the move.

The Veneto Region has also accredited the Company for the administration of Employment Services and the provision of Active Labor Policy interventions now known as GOL.

CONSULMARC SVILUPPO S.r.l. has been accredited in the NEETS Register for guidance in the transition of young people from school to work, also as YOUTH CORNER within the European Youth Guarantee Programme.

Specifically on the issue of employment, **CONSULMARC SVILUPPO S.r.l.** offers customers (companies and public administrations) an integrated service, capable of developing solutions to meet business needs in increasingly digital and automated contexts, through the innovative **CVSkiller**® platform which allows to collect CVs and applications through: cataloging and programming by skills (competences), registration of interests, updating of profiles, through an innovative AI Taxonomy System, which allows the internal and external search and selection of personnel, not by profile but by skills and abilities, with a final certification of the same.

Its database currently made up of over 160,000 profiles, cataloged and updated by CV, allows you to know in an in-depth and timely manner the characteristics and skills of the available applications and to search and select the most promising candidates in line with customer requests.

PERSONNEL SEARCH AND SELECTION SERVICES

Objective: Research the value of Human Capital:

1. Reporting of emerging profiles in cohesion with customer development and innovation.
2. Research – Smart, through **CVSkiller**® platform system supported by **AI** on request, identifies specific skills and directs them to suitable positions.
3. Personalized Research: implemented confidentially, with industry experts and without media support.

EMPLOYMENT SERVICES

The Department of human resources is divided into services dedicated to:

- Personnel Search and Selection;
- Replacement;
- Upskilling;
- Technical assistance.

REPLACEMENT SERVICES

Objective: Adaptation of staff skills to the needs dictated by the innovation of local development plans for their optimal implementation:

1. Design and implementation of programs for periodic measurement of potential and skills balance;
2. Planning of planned upskilling interventions;
3. Counseling on specialist training opportunities.

SERVICES WITHIN EUROPEAN POLICIES

The over thirty years of experience gained by **Consulmarc Sviluppo S.r.l.** in Europe has allowed the company to develop, over time, an offer of services and skills with high added value to support projects and initiatives at an international level.

Among the services offered, the structuring of project proposals in response to the tenders published by the European Institutions (call for proposal), but also by the national and regional authorities that manage the Structural and European Investment Funds (call for tender). The service also includes the search for partners who can collaborate within the project, the definition of the partnership and, if requested, support for the company in negotiating with the European Commission, coordination, monitoring and reporting of the project once financed.

In response to requests from customers who wish to identify suitable financing sources to support investment initiatives and projects, **CONSULMARC SVILUPPO S.r.l.** offers the fund raising service, which allows the project to be contextualised within the broader framework of the relevant European regulations, breaking it down into "thematic sub-projects" and subsequently identifying the most suitable financing measures to support it, to finally propose a funding plan medium-term actions calibrated to the client's objectives with a multi-project, multi-level and multi-fund logic, in line with the European Commission Recommendation on "blended finance".

The connections and relationships developed in Brussels as "Interest Representative" allow the company to assist their clients (Public and Private) in starting relationships with high added value in support of projects and initiatives: to this end, **CONSULMARC SVILUPPO S.r.l.** offers its "accreditation service" to the European Institutions, the permanent representations of Governments to the European Institutions, the countries of interest to the client, the networks and the most significant thematic networks operating in Brussels.

For the services described, the company has obtained the ISO 9001:2008 SGS SYSTEM quality certification.

ACTIVITIES IN THE SOCIAL SECTOR AND IMPACT INVESTING, CIRCULAR ECONOMY AND SUSTAINABLE AND EXTRAORDINARY PROJECT FINANCE

The adoption of an Ethical Code of Conduct, the provision of corporate services and activities carried out in a "business network" and oriented towards "active policies and sustainability", as well as "social impact", the desire to proceed within short to the registration in the National Register of "Benefit Companies", testifies to the attention paid by **CONSULMARC SVILUPPO S.r.l.** to issues relating to the "social economy".

This attention is reflected in the activities that the company develops in the social sector: **CONSULMARC SVILUPPO S.r.l.**, in fact, follows the most recent policy developments in Europe relating to impact investing, the promotion of social entrepreneurship and innovative social finance tools and sustainable recently activated by the European institutions and financial institutions (EU Commission, EIB, EIF) and by our Government regarding the reform of the third sector.

In this context, the company boasts significant collaborations with important partners including FEBEA - European Federation of Ethical and Alternative Banks, SEFEA - European Society of Ethical and Alternative Finance, SEFEA IMPACT Sgr Spa, Social Housing Foundation, Ethical Bank, National Body for Micro Credit.

According to the multifunctional approach described above, **CONSULMARC SVILUPPO S.r.l.** has always worked to enhance "human capita", promoting projects to support employment, also in the form of support for self-entrepreneurship and micro-entrepreneurship. This context includes significant initiatives that the company has designed and coordinated over the last few years, primarily the "Antenna Sviluppo" pilot project, in addition to the European projects, the projects financed pursuant to DGR 702/2013, DGR 840/2015 and DGR 823/2016 Veneto Region to support the employment of disadvantaged individuals and projects implemented or underway in the context of the Youth Employment Initiative and, more specifically, the Youth Guarantee Programme.

The "Antenna Sviluppo" project was developed to promote the local development of the Alta Marca area in the Veneto Region, in collaboration with the IPA Alta Marca, the Alta Marca Local Action Group and local economic and social actors in a "participatory local development" perspective.

To respond to the critical issues that have emerged related to the employment growth of the area, "Antenna Sviluppo" promotes initiatives and projects financed with the aim of assisting in particular young people, women, people expelled from work, workers on the move in maintaining

employment and to access new jobs, through retraining paths. These activities also include the start-up of micro-businesses, small artisanal worker cooperatives and other forms of widespread self-entrepreneurship in emerging sectors, also through the search for access to microcredit: in this context the project was presented to the President's Office of the National Microcredit Authority, leading to a preliminary agreement regarding the possibility of establishing a Microcredit Fund in the Province of Treviso to support self-entrepreneurship initiatives originating within the project.

As regards more specifically the support for impact investment projects, **CONSULMARC SVILUPPO S.r.l.** has initiated consolidated contacts with the representatives of the EIF - European Investment Fund as part of the SIA - Social Impact Accelerator, the first pan-European public-private partnership dedicated to investments in companies with a social character.

Since 2015, **CONSULMARC SVILUPPO S.r.l.** collaborated with the Vice-Presidency of the European Parliament for the establishment of the Intergroup on the Social Economy (Social Economy Intergroup) and actively participated in the public hearings following the activities of the Intergroup of the European Parliament for the new taxonomy of sustainable finance.

Since 2016 the company has been a partner of Banca Etica in the promotion, education and assistance for the issuance of Microcredit and MSMEs and the start-up of NewCo: since January 2020, moreover, the company has been accredited by the National Microcredit Authority and registered in the national list of operators in non-financial auxiliary assistance and monitoring services for microcredit.

Over the last four years the company has entered into collaborations with Thematic Real Estate Funds and International Financial Institutions (SGRs authorized by the Bank of Italy – real estate SICAF) for the construction of extraordinary and structured finance architectures with the "project finance" method for support for the implementation of projects. This highly strategic activity makes it possible to support significant investment projects proposed by public bodies and private entities, through access to Extraordinary Finance and through third parties: the areas of greatest interest are the Social-Healthcare and Tourism-Hospitality sectors, without excluding other contexts.

CONSULMARC SVILUPPO S.r.l. has developed a multi-level proposal with strong added value, launching a "Project Design & Modelling" service: this service allows to define the organizational and management models most suitable to support the project, contextualising it within the framework of sectoral policies and the market reference and subsequently preparing the related business plans, the executive summaries and, finally, the related financial arrangements with public and private investors. The service is provided and managed by a design team that possesses integrated skills, professionalism and skills, all within the company.

RENEWABLE ENERGY COMMUNITY (REC)

The assistance service in the creation of Renewable Energy Communities (REC) of **CONSULMARC SVILUPPO S.r.l.** offers the necessary support to become a producer and consumer of renewable energy and share production with the community and for this it uses a team of experts to guide its customers along the entire path with a coordination and control service of the progress phases of the project.

The service offers assistance in the energy needs analysis phase, in the proposals of technical solutions and in the financing of the investment, through partnerships with General Contractors, ESCO companies and Real Capital Asset financial companies.

CONSULMARC SVILUPPO S.r.l. operates online to reduce distances and times, making work tools available on dedicated platforms in which to collect data, exchange information and plan together, guaranteeing compliance with the quality standards set out in the shared procedures.

The creation of partnerships, networks and networks with high added value represents an indispensable precondition for developing cooperation, territorial development and investment projects. As already highlighted, over time **CONSULMARC SVILUPPO S.r.l.** has structured a dense network of strategic and purposeful relationships, becoming a nerve center for the creation of complex project partnerships at a national and international level.

To the services already offered by **CONSULMARC SVILUPPO S.r.l.** for the establishment and management of partnerships and networks, more recently, the services that the company offers to support, the start-up and development of business networks have been added (Legislative Decree 31 May 2010, n. 78), as a tool innovative to promote collaboration and partnership between companies, but also the mobility and optimization of internal human resources through secondment and co-operation. **CONSULMARC SVILUPPO s.r.l.** thanks to its experience, it promotes the *Human Resources Management service*, providing assistance in the application of the rules that simplify and facilitate the management of the human resources that the member companies intend to make available to the network. This assistance also takes the form of designing organizational and management models online through the use of "innovative and 4.0" ICT platform management tools, in line with the "Digit Connection" and "Smart Specialization Strategy" programming, also through the new "SMART WORK NETWORK" project, for smart working activities.

As proof of the value that the company itself attributes to network aggregation, the company participates in two business networks, together with other companies in the north-east:

- **"CONOSCENZA = LAVORO"** network, in partnership with the Type A Onlus Social Cooperative "Insieme si Può" based in Treviso, with more than 1,800 members, with the Type A Eubios Social Cooperative and Educational Farm, based in Conegliano /Susegana (TV), with Sviluppo Progetti Società Cooperativa based in Udine and Oderzo: the network aims to provide services in the social field (Social Service Providing); the identification, training and updating of human resources connected and to be placed in social services and the consolidation of the capacity to disseminate the services offered by the network;
- **"CO.SE"** network, in partnership with Sviluppo Progetti Società Cooperativa based in Udine and Oderzo with Sviluppo Progetti Società Cooperativa based in Udine and Oderzo, with Video Cultura S.r.l.s. based in Oderzo (TV): the network's objective is to support the planning and financing of territorial growth and development initiatives, with specific attention to urban and local sustainable development projects and initiatives with a highly social and inclusive character, the promotion of local territory of Alta Marca, its products and projects, in particular assistance to initiatives training and

information related to local human resources, vulnerable disadvantaged people and the development of innovative ICT management tools and thematic databases.

- **“REpower”** network in partnership with Ardkadiusz S.r.l. and Deseu S.r.l. with the aim of supporting projects in the sectors of energy efficiency and the circular economy.

ACCREDITATIONS ACHIEVED

In the previous sections, reference has been made several times to the accreditations that the company has at European, National and Regional level, both in terms of employment and in terms of the management and support of international cooperation and internationalization projects, supported by networks and partnerships . Below is the complete list of accreditations achieved:

Accreditations at European level

- Register of Interest Representatives of the European Parliament - European Commission - Committee of the Regions - other Community Institutions and Networks present in Brussels - ID N°99800452537-40;
- Member of the Intergroup on Social Economy (Social Economy Intergroup) of the European Parliament, to participate in public hearings and follow the activities of the Intergroup established by the Vice Presidency;
- LIFT IRC Organization - LIFT Regional Partner – Financing Innovation of the European Commission;
- Short-List Directorate General EAC-EACEA (Audiovisual Education and Culture) of the European Commission;
- PHARE TACIS (Aide à la Reconstruction Economic) consultant of the DG Relex of the European Commission;
- Member of CEDEFOP (Centre Européen pour le Developpement de la formation professionnelle);
- ETF (European Training Foundation) member;
- Short-List experts from the European Commission Directorate General for Energy “Managenergy”;
- Member of OITS - Organization Internationale du Tourisme Social Bruxelles European body for accessibility for all;
- Member EUWIN - European Workplace Innovation Network, from the European Commission, DG GROWTH - Internal market, industry, entrepreneurship and SMEs;
- Member EVTA – European Vocational Training Association - European Body for Vocational Orientation and Training Brussels;

- Short-List CDE - Center for the Development of Enterprise - joint institution of the ACP Group of States (Africa, Caribbean and Pacific) and the European Union (EU) in the framework of the Cotonou agreement;
- Member of EAN – European Academy Network - Brussels

Accreditations at National level

- Final authorization from the Ministry of Labor and Social Security (General Directorate of the Labor Market - Division I) for the Personnel Search and Selection activity n.5875 of 02/26/2007;
- Final authorization from the Ministry of Labor and Social Security for the support activity for professional relocation (outplacement) n.39/0001254 dated 01/26/2012;
- Authorization as Eurodesk Italia Local Agency of the European Commission DG EAC (Audiovisual Education and Culture), Youth in Action community program structure, Erasmus+, Europe 2020;
- Registration in the national register of entities accredited for services and active labor policy measures. ANPAL (National Agency for Active Policies).
- Registration in the mandatory national list of operators in non-financial auxiliary assistance and monitoring services for microcredit
- Accreditation of the Ministry of Defense SIL-Defense Employment Opportunities Project

Accreditations at Regional level

- Accreditation of the Veneto Region for the provision of employment services with Decree no. 387 of 17 April 2012;
- Veneto Region Accreditation n.A0613 - Register of training organizations for the orientation sector with Decree n.882 of 27 November 2014;
- “Youth Corner” (YC) authorization of the Veneto Region with DGR n.194 of 04/30/2014 - as an Operational Unit for accessing young people to the Regional Youth Guarantee Plan (Youth Guarantee);
- Authorization to test employment allowances DGR 1095 of 07/13/2017 – DDR 713 of 11/08/2017;
- Authorization to test relocation checks Resolution no. 1 ANPAL of 02/07/2017 – GOL program 2021-2027.



WHERE WE ARE

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