



# Company profile



# Extraordinary matter

**The payoff of the Legor brand** is an expression that communicates meaning beyond the literal semantics of the two words, since “extraordinary matter” not only represents the element on which the company’s work is founded, but also a conceptual synthesis of the Group’s way of being.

A payoff that inspires us to constantly go beyond the ordinary and that **defines an approach**.

Dealing with extraordinary metals demands care and attention that goes beyond the material itself, involving **personal, social and environmental spheres**.

A constant focus on safeguarding the planet and future generations guides Legor in everything it does, from responsible sourcing through to transformation, and the creation, generation and re-generation of value over time.

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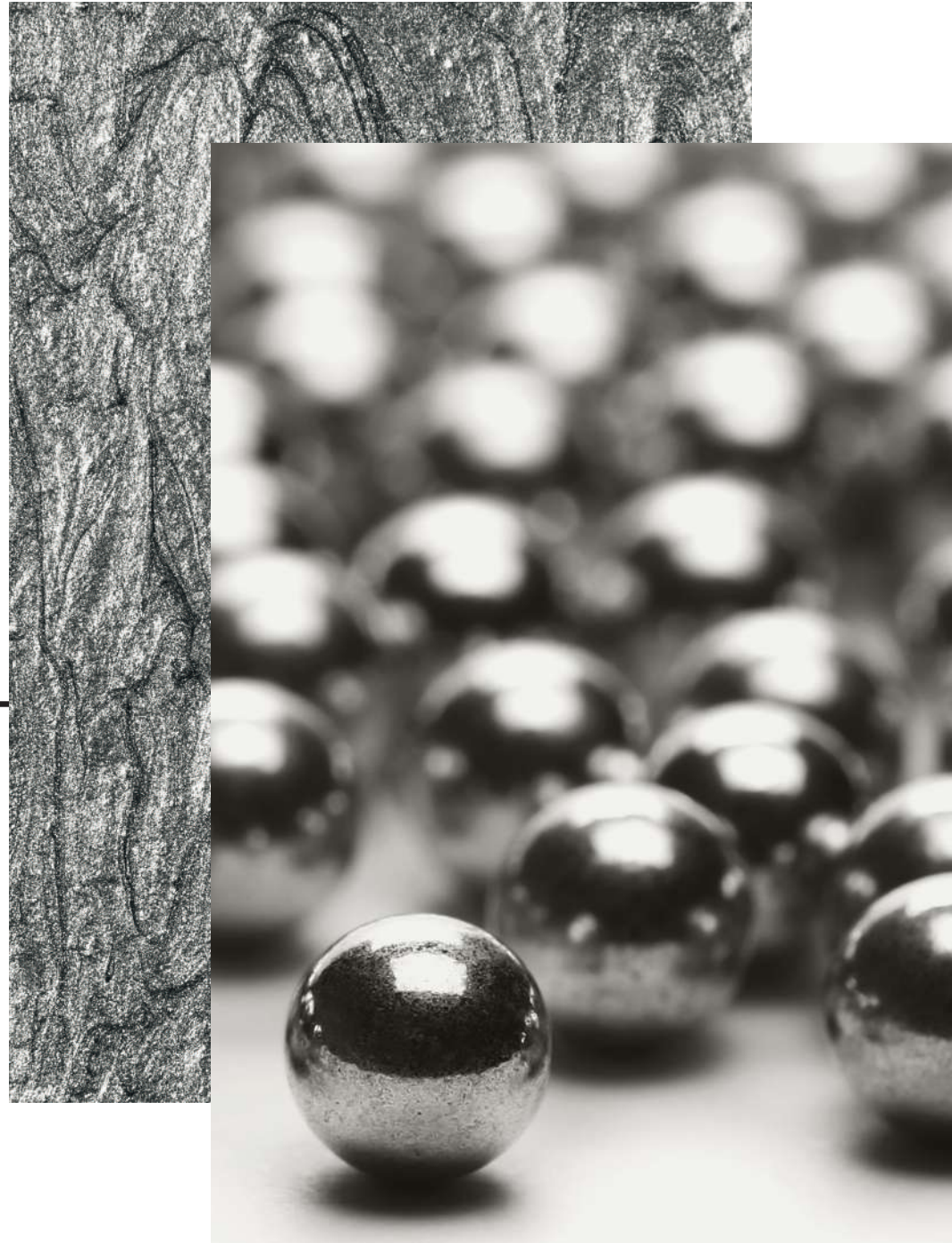
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# About us

# The Group



For over 40 years, we have been transforming **metals into alloys, powders and plating solutions of excellence** for the manufacture of **jewellery and fashion accessories**, guaranteeing our customers reliability, safety and high performance.

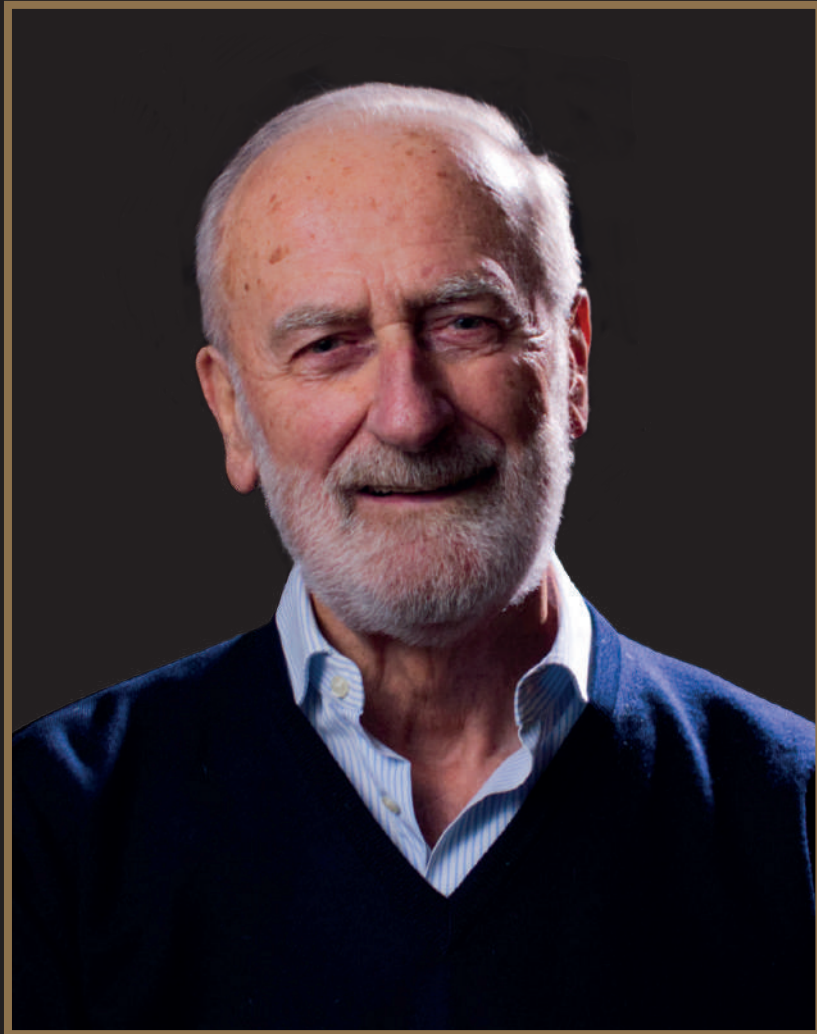


*The new Legor headquarters: a glimpse into the future*

Legor Group S.p.A. is today among **the few companies** in the metallurgical and chemical sector at the service of goldsmiths, silversmiths and fashion accessory manufacturers able to certify that its products are made exclusively **with precious metals** (Gold, Silver, Platinum, Palladium and Rhodium) **from 100% recycled sources**, with a fully documented Chain of Custody.

Thanks to **UNI EN ISO 14021:2021** certification, obtained in October 2022, Legor is now able to **guarantee** that **various non-precious metals** contained in its products also come **100% from recycled sources**. This is an ethical choice rooted in the DNA of Legor, and in line with the production needs of the circular economy and the increasingly important demands of the consumers of the future

# A family story



Gianni Poliero - Founder and Honorary President of Legor

## Our origins

It was the **spring of 1979** when a tireless middle school teacher, then forty years old, decided to help a friend in difficulty, supporting him in the craft production of master alloys for the goldsmith sector, and, above all, in sales and the analysis of market needs.

The pioneering entrepreneurial work that resulted from this came at just the right moment for goldsmith industry in Vicenza, and, driven by the desire to help, gave rise to a success story enshrined in genuine values and authentic principles.

The middle school teacher at the time was **Gianni Poliero**, today Honorary President of Legor.

An **authentic family story** that has involved first and foremost **Teresa**, his wife, followed in turn by **his children**, all of whom have been influenced by Gianni's entrepreneurial flair. It's a family team that has led each member to dedicate themselves over time to the **growth** of the Group, with a firm focus on international, responsible development.





*The story of a family, united in their values and their aims*

# Timeline

## 2005-2010

The company expanded into **new markets**, with the opening of **branches** all over the world and company management aligned with a managerial and internationalization perspective



## 1979

The passion and altruism of **Gianni Poliero** gave rise to the great entrepreneurial adventure



The entrepreneurial experience reached through into the second generation with **Massimo Poliero** taking the reins of Legor

## 1992

## 2019

Legor celebrated its **40th anniversary** by completing the Group's process of **Managerialization** and **Governance**



## 2023

Opening of two new branches: **Legor France** and **Legor Mexico**



Legor became a certified member of the **Responsible Jewellery Council**

## 2013



The **Legor 3D Metal Hub** was born, implementing a 3D printing service with Binder Jet technology

## 2022

Legor becomes a **Benefit Company**

## 2023

# We transform because we Care



Our history is  
synonymous with  
**Transformation.**

# Our values

These are the Values that inspire and guide us as a **Team** during our daily activities, with a commitment to **innovation** and the first-rate care of **Clients**, within a framework of shared Responsibility.



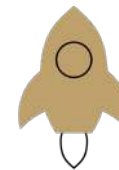
individual responsibility

We are committed to ensuring that each of us is aware of their actions and the effects of these on the work of their colleagues, acting with **transparency**, common sense and decision-making autonomy in daily operations. We are responsible as individuals and as a community: this is why we implement concrete actions to protect the **environment, safety** and **social well-being**.



customer care

**People** have inestimable value for us both as business partners and as colleagues: we address them with empathy and transparency, ensuring accountability and prompt responses in order to establish solid and positive **relationships**. The culture of listening, feedback and attention to detail is what belongs to us and with which we want to win the **trust** of our customers.



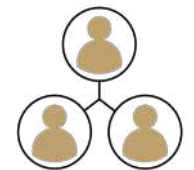
innovation

Innovation is in our **DNA**: we push boundaries, we think and act in an unconventional way to continuously **evolve** and improve. We use creativity and **technology**, we embrace and accept changes, we challenge ourselves as individuals, as a team, as a company, always aiming for excellence.



competence

We measure, train and develop our **technical and transversal skills** to guarantee our business partners a high level of professionalism and ability. We want to value experience, develop people's **potential** and attract the best talents. We believe in the effectiveness, efficiency and continuous improvement of business processes and in the reduction of waste.



teamwork

We believe that teamwork leads to greater results: **we share** knowledge, tools and resources overcoming individual, cultural and organizational limits. In our relationships we **value** diversity, respect and mutual trust, promoting a sense of belonging and celebrating the achievements as people and as a **team**.

# Mission and Vision

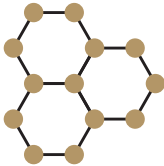
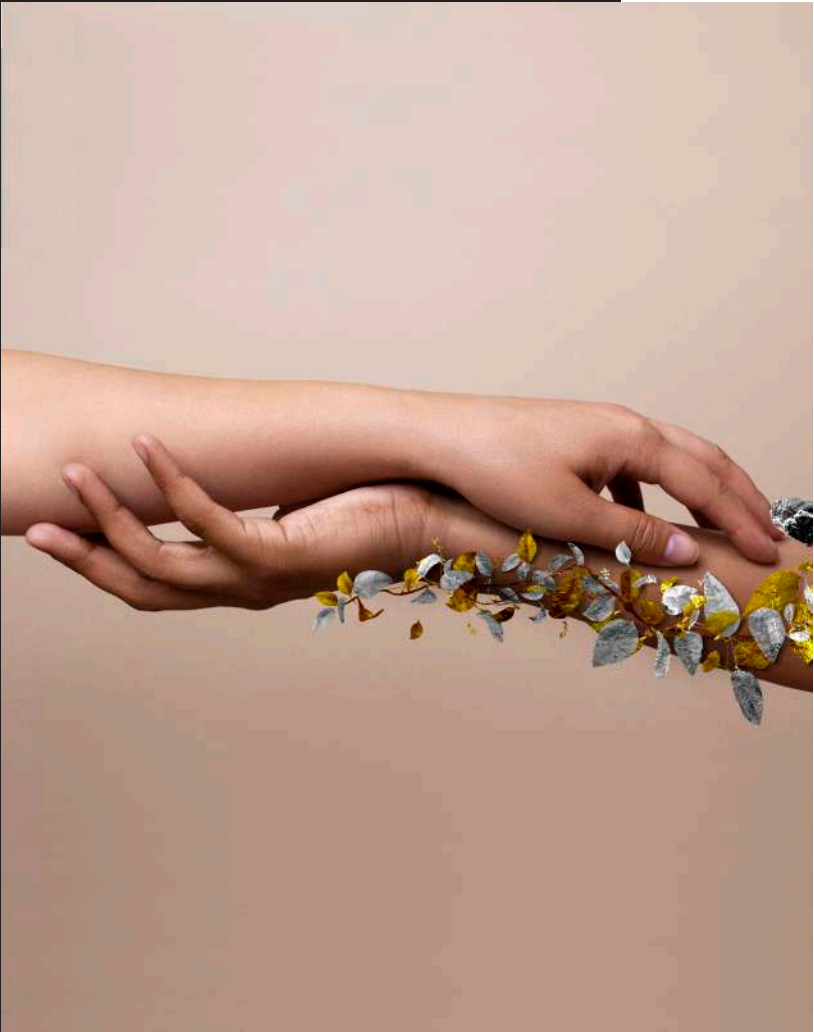
### Mission

We are pioneers of new technologies to **transform metals into alloys, powders and plating solutions** of excellence. We reveal all the special qualities of metals, and help our customers transform their ideas into fascinating creations.

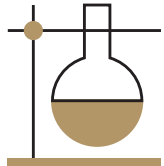
We are dedicated to sustainable innovation and the sharing of knowledge, and, with inventiveness, teamwork, expertise, individual responsibility and strong focus on customer care, we build **lasting relationships in the spirit of shared growth.**

### Vision

To be the **leading international reference** for the science of precious metals at the service of gold, silver, fashion accessory and industrial plating sectors, developing our chain of value and production processes with a view to **Sustainability.**



alloys



plating solutions



R&D

# Strategic drivers

Responsibility  
front and centre

Legor, as a family company, **favours long-term prosperity** over short-term profit.

Guided by a strong sense of ethics, Legor believes strongly in the principles of transparency across all areas and in **respect for people and the planet** with a strong focus on sustainability.

01/05

Specialization in the science of  
precious metals

Combining experience and technology, in both chemical and metallurgical fields, Legor develops and promotes **new technologies**, research and development **competences** and efficient **solutions**.

02/05

Direct control of the  
recycling-oriented supply chain

Legor guarantees its customers the supply and traceability of **precious metals** (Gold, Platinum, Palladium, Rhodium and Silver) from **100% recycled sources**, thanks to its proprietary refining service and CoP and CoC certifications issued by the RJC. In addition, Legor is now able to guarantee that certain **non-precious metals** (Silicon, Tin, Indium, Cobalt, Gallium, Germanium and Copper) come **100% from recycled sources** for products pertaining to the UNI EN ISO 14021:2021 certification obtained in October 2022.

03/05

Global and  
local presence

Legor is present at the main international poles of industrial activity, thanks to consolidated technical and commercial relationships, rooted in **over 40 years of experience**.

04/05

Excellence in quality  
and execution

Legor **always seeks excellence** in its actions and products, through a managerial approach inspired by the most effective industrial practices, by the talent that forms part of it, and by the constant quality of results recognized by its customers.

05/05

# Our numbers



At Legor, **global horizons** and **local roots** are united by **extraordinary links**.

# Highlights

200



employees

10



nationalities

9



branches around  
the world

125



million  
consolidated in '22

40%



of jewellery in the world  
with Legor alloys

14%



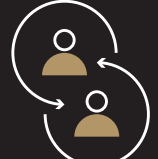
of jewellery and fashion  
accessories with Legor  
galvanic solutions

8.000



customers

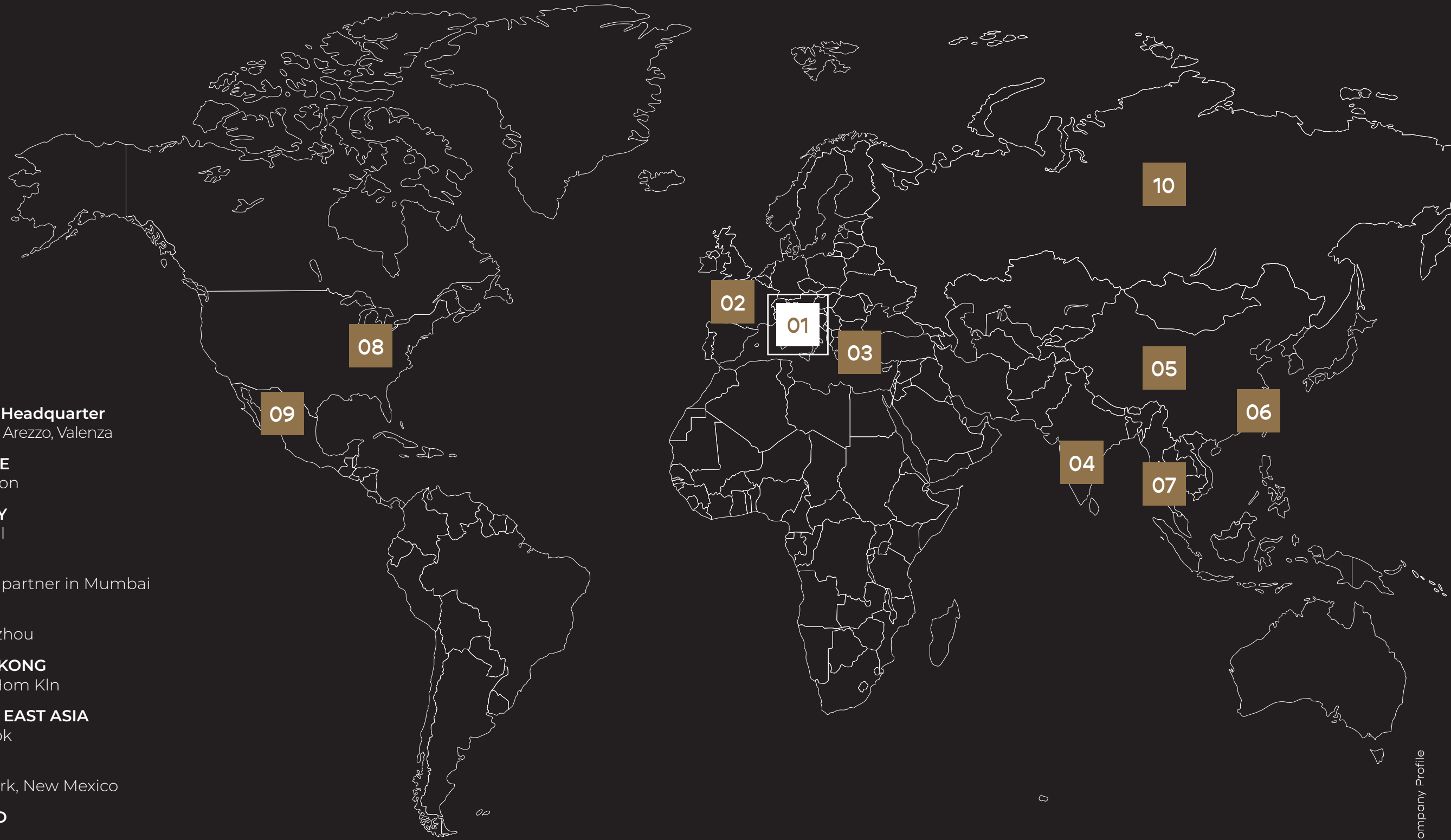
30



dealers around  
the world



# Legor around the world



- 01** ITALY - Headquarter  
Vicenza, Arezzo, Valenza
- 02** FRANCE  
Besançon
- 03** TURKEY  
Istanbul
- 04** INDIA  
Special partner in Mumbai
- 05** CHINA  
Guangzhou
- 06** HONG KONG  
Hung Hom Kln
- 07** SOUTH EAST ASIA  
Bangkok
- 08** USA  
New York, New Mexico
- 09** MEXICO  
Merida
- 10** RUSSIA  
Moskow, Kostroma, Ekaterinburg

02

# Responsibility

# Care



We strongly believe that the way to demonstrate our responsibility towards future generations is by choosing a **responsible approach** to both the **planet** and its **people**. An approach spanning more than forty years. A story in which passion, tradition, innovation and responsibility come together in synergy.

# 2013

Certification Code of Practices (COP)



# 2018

Green energy coming from renewable sources certified in Legor Group S.p.A.

# 2021

Master alloy product packaging made of 100% recyclable plastic  
-  
Plating bottle packaging of 50ml, 100ml, 250ml and 1L made from 100% recycled plastic  
-  
Certification to the Chain of Custody (CoC)  
-  
Provenance Claim certified by RJC  
-  
3-star Legality Rating

# 1999

First ISO 9001 certification

# 2014

Photovoltaic system

# 2019

95% reduction in the use of paper in production processes, thanks to the use of technologies such as MES (Manufacturing Execution System)  
-  
Recycling of water from production circuits, reducing total consumption by 93%, in Legor Group S.p.A



# 2011

Membership RJC - Responsible Jewellery Council

# 2015

ISO 14001 and 18001 certification



# 2022

ISO 14021 certification for non-precious metals



# Environmental Protection

In the jewellery and fashion world, one of the main factors affecting the environment is the sourcing of metal supplies. Using recycled metals instead of virgin metals and mineral deposits reduces air pollution by ~80%, water pollution by ~76%, and water consumption by ~40%.

To guarantee ethical and sustainable production from the supplier right through to the final consumer, Legor has decided to exclusively use precious metals from 100% recycled sources for the production of its products, as well as **non-precious metals from recycled sources**, and to be able to declare it through certifications that prove it.

\*Source: <https://circulareconomy.europa.eu/platform/en>



# Responsible sourcing



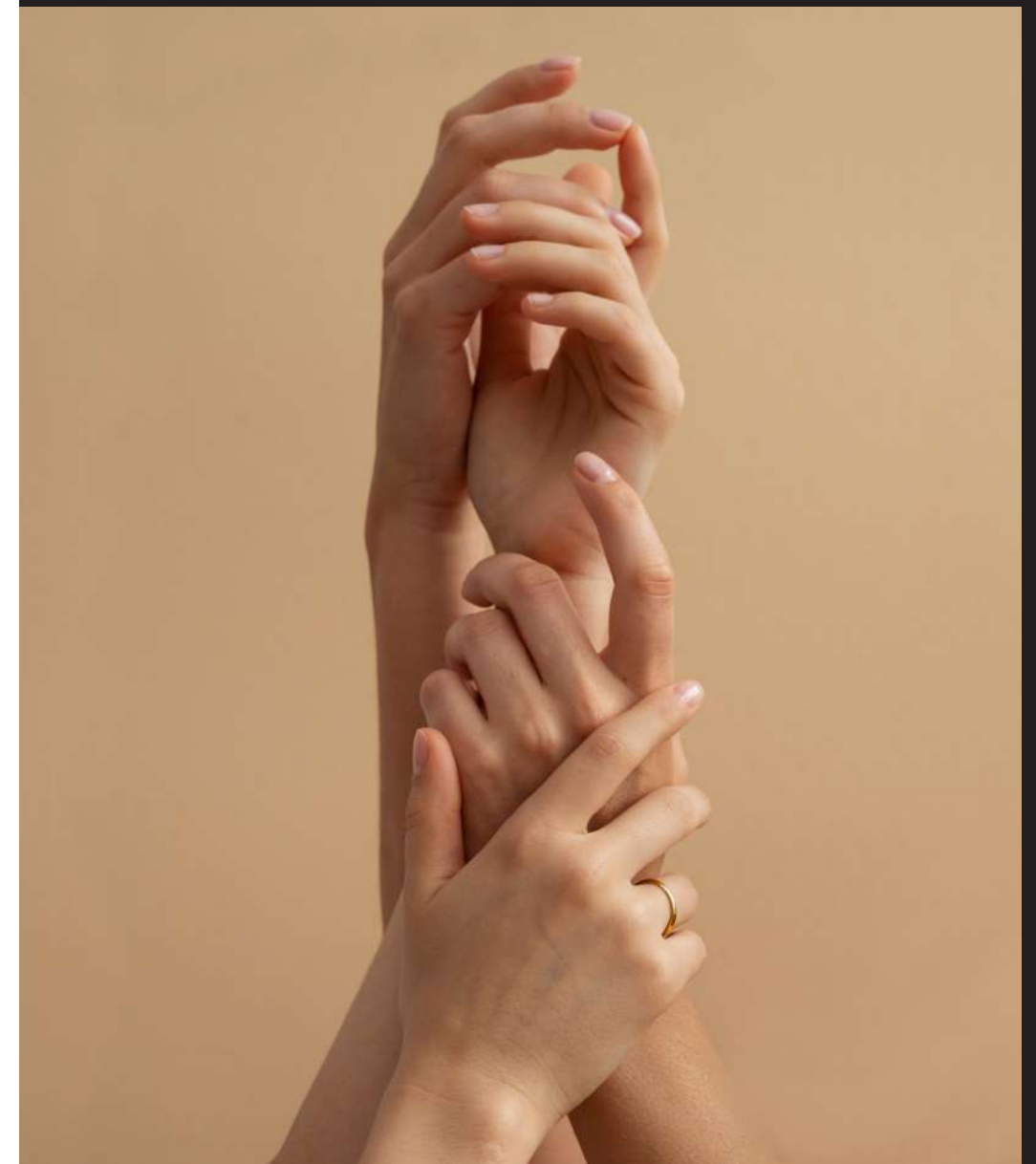
All the **precious metals** used in Legor Group S.p.A. (Gold, Platinum, Palladium, Rhodium and Silver) are **100% recycled** and come entirely from a controlled supply chain certified in its Chain of Custody by the Responsible Jewellery Council. In addition, Legor is now able to guarantee that certain **non-precious metals** (Silicon, Tin, Indium, Cobalt, Gallium, Germanium and Copper) come **100% from recycled sources** for products pertaining to the UNI EN ISO 14021:2021 certification obtained in October 2022.

# Legor is a Benefit Company

**Responsibility**, as a global concern for our planet, is what guides Legor, every day, in its choices: from the gradual **reduction in waste and emissions** - by measuring its carbon footprint – to using **recycled and certified raw materials, caring about the well-being of its employees**, as well as **taking action to support the local community** and

environmental, social and sports associations in the local area and beyond.

In **2023, Legor** is proud to announce its **change in status to a Benefit Company**, by including a public and official commitment to having a positive impact on society and the biosphere, in addition to the purpose of pursuing profit.





Massimo Poliero - CEO Legor

*"We have always upheld the importance of the values of corporate ethics in terms of the impact Legor has on the social context in which it operates, and the environmental impact it generates. We aim to develop a socially responsible environment and foster the professional growth of all our employees while re-*

*specting local and supranational laws and human rights. With the change of Legor articles of association into a Benefit Company, we write down our commitment stating that, even at legal level, our way of doing business goes beyond the profit and follows our principles."*



We believe that the **Responsibility** of building a better future for us and for the generations to come falls on the commitment of the community, of supply chains and, above all, of us both as individuals and as a company. For this reason, our goal is to become **Climate Positive by 2030**.

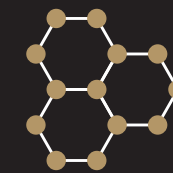
03

# Products and services

# Experience

We bring together and balance our **experience** in two complementary fields: **metallurgy** and **chemistry**.

We put our experience in metal technology, our **R&D** and our market knowledge at the service of our **customers** to help them find effective solutions.



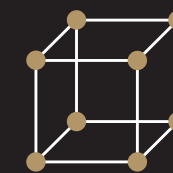
## Metal alloys

Legor offers market alloys that can be used in both fine jewellery and costume jewellery and fashion accessories.



## Plating solutions

Legor supplies chemical solutions for galvanic baths, designed for the treatment of the metal surfaces of jewellery and fashion accessories.



## Legor 3D metal hub

An innovative hub aimed at the development and production of jewellery and fashion accessories, with Powmet - a line of precious and non precious metal powders - and therevolutionary Binder Jet technology.

04

# Reference markets

# Sectors involved

jewellery and jewellery-making

A photograph of two gold wedding rings resting on a white, slightly reflective surface. The rings are simple bands, one slightly behind the other. The background is a soft, out-of-focus white fabric.A photograph of a black leather belt with a silver buckle. A metal chain is draped over a red brick, which is placed in front of the belt. The background is a soft, out-of-focus white fabric.

fashion accessories

05

# Recognitions

# Awards received

**Award for excellence in research**

**The Santa Fe Symposium**

2003, 2005, 2010, 2012

**Top 100 companies for sustainability  
award**

**Sustainability Award**

2021, 2022

**Best performance award  
medium-sized companies**

**SDA Bocconi**

2022

**Legality and profit award**

**Economy**

2022

**Best performer Circular Economy**

**Confindustria, Enel X and ENI**

2022



06

# Branches



## Commercial offices

### LEGOR GROUP AREZZO

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### LEGOR GROUP VALENZA

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