

Social Risk and Opportunities

Noventa di Piave,
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MCARTHURGLEN[™]
DESIGNER OUTLETS

INTRODUCTION:

The Social Risks and Opportunities study aims to analyse and evaluate the social context to which McArthurGlen Designer Outlet Noventa di Piave, located in the Metropolitan City of Venice, Italy, is exposed to.

According to the BREEAM In-Use International scheme, the RSL 08 criterion aims to assess both the social risks to which an asset may be exposed and the opportunities it can generate to enhance social well-being, particularly for underrepresented or vulnerable groups. This assessment explores how the asset interacts with the surrounding community and supporting infrastructure, considering both the potential impacts it may have on the community and the risks it may face, due to demographic, economic, or social factors. Special attention is given to vulnerable groups, evaluating how local challenges could be mitigated or amplified by the asset's presence and operations.

Ultimately, the purpose is to promote a socially resilient approach to asset management, encouraging actions that enhance inclusion, local well-being, and the long-term social value of the outlet.

SOCIAL RISKS AND OPPORTUNITIES:

The assessment considers indicators related to the socio-economic, demographic, and institutional context, as well as health, safety, and security conditions in Italy and in the Veneto Region.

1. Population and Aging

Italy is experiencing a pronounced ageing trend. As of 2025, approximately **24.7%** of Italy's population is aged **65 or older**, making it one of the oldest in the EU. The median age in Italy has risen to about **48.7 years**. In Veneto, the share of the population aged 65+ is around **23.8%**, similar to national levels, and those aged 75+ are about **12.3%** of the regional population. The number of over-80s in Veneto is about **383,000**, representing **7.6%** of its residents. Within the Province of Venice (Provincia di Venezia), the over-80 population has also increased: in the last decade the number grew from ~56,277 to ~70,166, a ~27% rise. Noventa di Piave is much smaller (~7,000 people estimate for 2025) with about **1,640** people aged **65+**. The relative share aged 65+ is thus in line with smaller municipalities but ageing is still a concern as younger age-groups shrink in percentage.

2. Birth Rate and Labour Force

At the national level, Italy's fertility rate hit a record low in 2024: **1.18 children per woman**, below the previous low of 1.19 in 1995. There were about **370,000 births** in 2024, down ~2.6% from 2023. Meanwhile, life expectancy is increasing: national average life expectancy in 2024 reached **83.4 years**, an increase from previous year.

In Veneto, the birth rate is suffering similarly. However, the age structure suggests ~1,137 under-18s, ~4,242 aged 18-64, ~1,640 aged 65+ (2025 estimate) in a total population of ~7,019. This implies a dependency ratio increasing, with fewer young people relative to older and working-age populations.

Labour force: nationally, the "working-age" population is shrinking. Italy's labour force participation rates are under pressure from ageing, low fertility, emigration, and low participation in some demographics (e.g. women, younger people).

3. Migration Trends

In Italy, migration is a partial counterbalance to population decline. Foreign residents in 2024 numbered ~5.308 million, an increase of about **166,000** over prior year. Also, there is increased emigration: **191,000** people emigrated abroad in 2024 (+20.5% over 2023), of which **156,000** are Italian citizens.

In Veneto, migration contributes positively to population changes: the slight growth in population despite negative natural increase (births minus deaths) owes in part to foreign immigration and internal migration.

Noventa di Piave: in 2025, of its ~7,019 population estimate, **741 persons** are of foreign citizenship. This gives a non-Italian share of ~10.5%. Migration inflows (both foreign and domestic) may help maintain services, labour supply, but also pose integration, housing, social service pressure.

4. Security

Italy is generally considered at moderate risk for global terrorism relative to other European countries; many of the threats are external or involving foreign actors.

Veneto tends to have lower crime rates than the national average for serious violent crime, but issues such as property crime, petty theft, and organized crime activity may persist, especially near urban areas. Integration of migrants can raise perception of risk and safety concerns locally if not managed well

5. Education and Literacy

Italy has high literacy rates, near universal basic literacy. The challenge is more about quality, completion of higher education, skills mismatch, lifelong learning. Youth dropout rates and low engagement in STEM in some regions are issues. In Veneto, educational infrastructure is relatively strong, with good schools and vocational training, though demographic decline means fewer students, which can lead to school consolidations, possible loss of teachers, and reduced investment in certain areas.

Noventa di Piave likely benefits from regional educational services, but faces risk of school under-utilization if youth numbers decline.

6. Poverty and Social Support

Italy has a non-trivial level of poverty, especially child poverty, poverty among the elderly living alone, and among unemployed or underemployed. Social welfare systems are in place but often under budget strain.

In Veneto, the situation is better than some southern regions: incomes tend to be higher, unemployment lower, social services more accessible. Nonetheless, families in fragile conditions are a concern; in 2025 there is a regional programme (DGRV 585) supporting fragile families in Veneto.

Noventa di Piave: as a relatively small and affluent-proximate municipality, extreme poverty may be lower, but families with low ISEE, disabled, elderly or migrants may experience vulnerabilities; local social support programmes are essential.

7. Labour and Modern Slavery Risks

Italy faces labour risks in agriculture, supply chains, domestic work, especially for migrant workers; modern slavery (exploitation) still present in informal sectors, sometimes under-reported.

Veneto, with its industrial base, manufacturing, agriculture, logistics (notably near Venice), is susceptible to subcontractor exploitation, seasonal work, migrant labour in less regulated jobs.

In Noventa di Piave, commercial and retail activity (e.g. presence of the McArthurGlen Designer Outlet) employ many people; risks include precarious contracts, irregular work hours, possibly informal / under-declared work among smaller firms. Ensuring compliance with labour laws, decent wages, safe working conditions will be a key area for sustainability.

8. Economic Indicators

National growth is modest. Italy's GDP growth is constrained by demographic decline, low productivity, high public debt. Inflation, energy costs, international uncertainty (trade, supply chains) also weigh.

Veneto has one of the stronger regional economies in Italy: diversified industry, tourism, agricultural output, export orientation. But demographic trends (shrinking workforce, ageing) pose risks to sustaining economic growth.

Noventa di Piave benefits from retail/tourism (e.g. the McArthurGlen Designer Outlet centre generating significant traffic and revenue), a commercial hub. This brings opportunity: local employment, tax revenues, investment. But risk: over-reliance on sectors sensitive to consumer demand, tourism, external shocks.

9. Public Health

With ageing, there is growing demand for healthcare services, long-term care, home care. Chronic diseases (cardiovascular, diabetes, etc.) are more prevalent among older cohorts.

Italy's life expectancy is high (83.4 years), which is quite significant, but healthy life expectancy lags, and pressure on health systems is increasing.

Veneto's health services are reasonably well developed; but rural and less accessible areas or small municipalities may face reduced service access. In Noventa di Piave, proximity to larger urban centres helps. Ensuring local infrastructure (clinics, elderly care, ambulatory services) keeps pace with demand is a concern.

10. Climate Change Risks

Italy and especially Veneto are exposed to multiple climate risks: increasing frequency/intensity of heat waves, flooding (especially Venice and low-lying areas), droughts affecting agriculture and water supply, rising sea levels (for coastal areas).

In Noventa di Piave (inland but not far from coastal zones and rivers), risks include flooding, infrastructure stress from extreme weather, heat stress, agricultural disruption. Also supply chain risks (for food, water), energy vulnerabilities.

OUR IMPACT:

Health and Well-being:

The centre offers regular health screenings to employees and visitors, ensures indoor air and water quality monitoring, and provides trained first aiders and defibrillators. Employee well-being programmes encourage mental health awareness and work-life balance, complemented by access to social benefits and family support.

Fair Labour and Human Rights:

All direct employees receive fair wages and benefits aligned with national labour standards. Contractors and suppliers are required to comply with Italian labour law, fair remuneration principles, and social security obligations. Policies explicitly promote human rights, ethical conduct, and adequate working conditions.

Accessibility and Inclusion:

The outlet is fully accessible to people with physical or cognitive disabilities, with ramps, elevators, accessible parking, and multilingual signage (Italian and English). Digital tools, including an interactive website and touchscreens, provide intuitive navigation and information on services and events. Guest Services offer wheelchairs and pushchairs upon request.

Community Engagement:

The centre promotes strong partnerships with local cultural and educational institutions.

In collaboration with Teatro La Fenice di Venezia, the outlet supports educational and artistic initiatives with local schools and “Under 30” performance programmes aimed at engaging younger audiences in cultural participation.

A similar partnership exists with Teatro Stabile del Veneto, broadening access to theatrical and community events.

Through the “Diversa_mente” programme (“Identity, Diversity, and Inclusion in Human Relationships at School and in Life”), the centre supports psychological and personal growth workshops for adolescents, developed and delivered by qualified teachers.

The Joy Run, held annually, promotes inclusion and local engagement by encouraging the community to participate in a collective walk celebrating diversity and well-being.

Employees are also involved in volunteering initiatives, such as fundraising through product sales for “Médecins Sans Frontières”, a non-governmental humanitarian

organisation that provides healthcare worldwide, intervening where the right to treatment is not guaranteed.

Additionally, McArthurGlen offers exclusive discounts and assistance schemes to employees and Brand Partners, particularly supporting access to childcare and education services, thus strengthening work-life balance.

In May 2022, Noventa di Piave Designer Outlet supported the requalification of an urban area in Padua (about 40 km from Venice), specifically the new Piazza del Volontariato, involving an international street artist in the creation of the artwork "Trame di tessuto urbano" (Urban Fabric Weaves).

Environmental and Social Responsibility:

McArthurGlen Designer Outlet Noventa di Piave continuously promotes sustainability through waste reduction, energy and water efficiency, and climate adaptation strategies. Visitors are encouraged to use public transport, with electric charging points and water refill stations available on-site.

CONCLUSION:

Through this integrated set of initiatives, McArthurGlen Designer Outlet Noventa di Piave demonstrates a responsible, inclusive, and sustainable approach to asset management — one that prioritises safety, health, human rights, education, and community connection.

These efforts embody the BREEAM In-Use RSL 08 principles, ensuring that the outlet is not only a retail destination but also a socially engaged and resilient part of the Veneto community.

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