



SUSTAINABILITY REPORT

NATU  **RELLO**
2023



SUSTAINABILITY
REPORT

NATU**RELLO**

2023



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“Our resolve and determination have enabled us to follow the principled path begun in 2021 with the first sustainability report and the strategic sustainability plan.

”

LETTER TO STAKEHOLDERS

It is a fundamental choice for our company and the commitment we have made to contributing to care for the planet, communities, people and our employees, based on a family-business culture. We have adopted principled behaviour to sustain and safeguard the environment, employees, suppliers and customers, dedicating ourselves both to the environment and to social and economic wellbeing.

The criteria established to reach our objectives for 2030 are an integral part of the choices and decisions we have made, as demonstrated by targeted industrial investments and enshrined in our care for the environment and social and economic prosperity.

We fully understand that it is a path that has no end but which takes us on a journey with a larger purpose, protecting the resources and beauty of nature.

As a result, through a daily commitment, step by step, we have been able to improve the way we work, reducing our environmental impact: with lower greenhouse gases, less and less use of plastic, a reduction in the use of chemicals by weeding and video-surveillance and electrical systems to eliminate pests, water savings via high-efficiency micro-irrigation, variable irrigation by pivots and the monitoring of fields with probes preventing water wastage, as well as mapping with drones for the targeted spread of fertilizers. All of which involves both us and our suppliers.

We work to reduce waste, donating part of our production to charity associations supporting those in need. We are committed to hiring youngsters, providing them with the opportunity to join the world of work, whilst maintaining close relations with the local community, and are likewise committed to respecting human dignity and employees' rights.

We will continue on this path, as always through actions informed by our history and traditions as farmers, with passion, humility and inventiveness, accepting the urgent challenges that face all of us and the future of our world.

In 2023, we increased our use of solar energy, reduced water waste and the use of gas, inaugurating a new cold warehouse.

We will continue on this journey, guaranteeing the future we all deserve, today and for the generations to come.

SOCIAL

74%
WOMEN
EMPLOYED

772
TRAINING
HOURS
DELIVERED

 **3**
NUMBER
OF NEW
EMPLOYEES

6
AVERAGE
LENGTH
OF SERVICE

73 
NUMBER
OF EMPLOYEES

8%
RATE
OF
TURNOVER

ENVIRONMENTAL



23,647 GJ
ENERGY
CONSUMPTION



67,504 m³
WATER CONSUMED



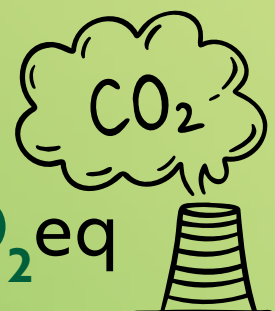
797,534 kg
PACKAGING MATERIALS

288.64 ton
WASTE PRODUCED

0.70 MJ/€
ENERGY INTENSITY

57.21 g CO₂eq/€
EMISSIONS INTENSITY

2,130 ton CO₂eq
EMISSIONS



ECONOMIC PERFORMANCE



33,641,629 €

REVENUES
FROM SALES



34,213,206 €

VALUE OF
PRODUCTION

3,193,764 €



NET PROFIT



90,000 €

SHARE
CAPITAL

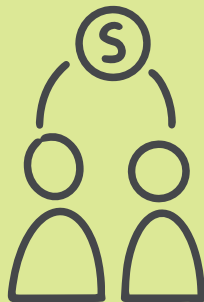


34,224,313 €

ECONOMIC VALUE
GENERATED

28,879,241 €

ECONOMIC VALUE
SHARED OUT



84%

PERCENTAGE
OF ECONOMIC VALUE
SHARED OUT AGAINST
VALUE GENERATED



NOTE ON METHODOLOGY

The 2023 Sustainability Report is the third annual non-financial statement from Naturello S.p.A. (hereafter “Naturello” or “the Company”) and the result of an ongoing journey undertaken by the Company to share with stakeholders what we have done, the results in terms of ESG performance and our future aims, comprising a complete and transparent communication. The information presented in the Report is based on the methodology enshrined in “**GRI Sustainability Reporting Standards**” updated in 2023 by the Global Reporting Initiative (GRI), the leading international association for the development of reporting standards regarding sustainability, in a “with reference to” framework.

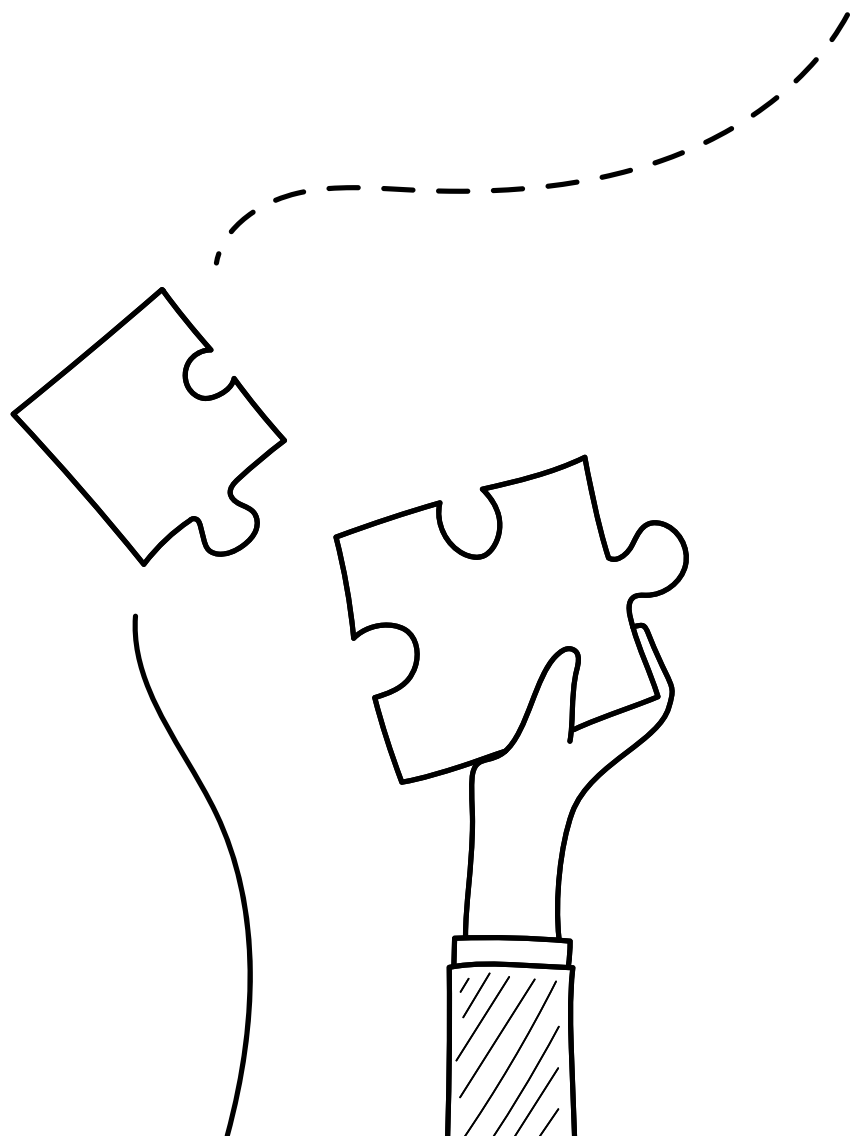
The Report also makes reference to **United Nations Sustainable Development Goals (SDGs)**, an opportunity for the Company to proactively and tangibly contribute to sustainable development, focusing on the areas directly involved in our business.

The data and information set out in the Report refer to the financial year ended 31 December 2023 and were chosen on the basis of an analysis of materiality and the topics relevant for Naturello and its stakeholders. The Sustainability Report was drawn up following the Fiscal Report for Naturello S.p.a (Via Enzo Ferrari 6/8, 36026 Pojana Maggiore (Vicenza) - ITALY). Drafting the document, we have kept estimates to a minimum, focusing on concrete data and comparing them with the previous two years in order to ensure accuracy and the truthful reflection of up-to-date performance. The analysis of materiality and drafting of the Sustainability Report involved all company functions, assisted by external consultants.

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NATURELLO:
IDENTITY
AND
GOVERNANCE

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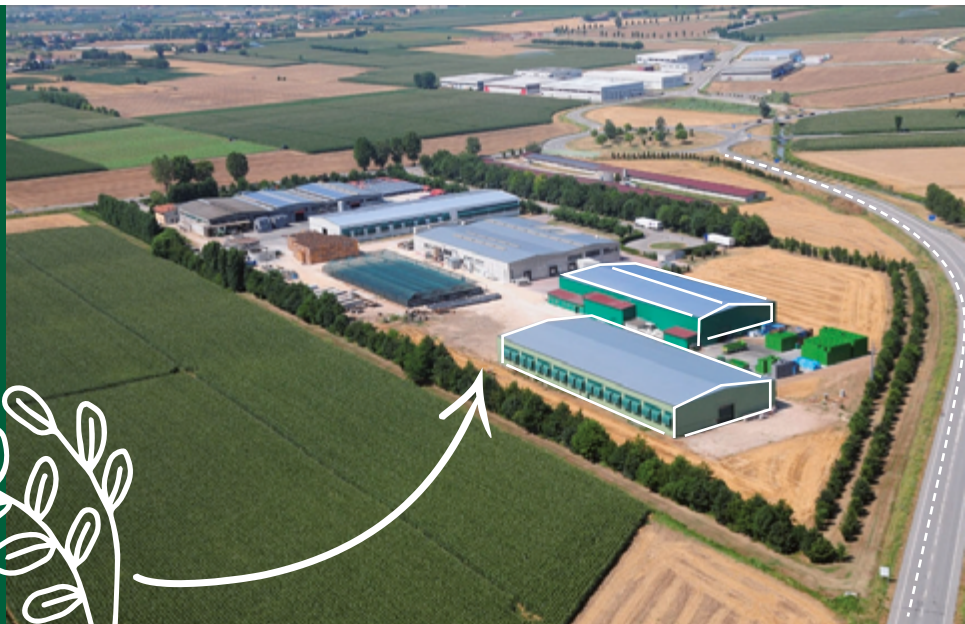
Naturello S.p.A.
Pojana Maggiore
Vicenza

Naturello S.p.A., an Italian company with headquarters in Pojana Maggiore (Vicenza) has over twenty years' experience in the agri-food industry. Its subsidiary, Orti dei Berici, is a market leader in the outdoor cultivation of basil – which makes it one of the most highly appreciated producers of pesto alla genovese – and one of Europe's leading producers of onions.

Products with the Naturello trademark and with private labels are currently available in retail, food service and food industry channels throughout the world. This has nonetheless left our original farming spirit untouched, with our traditional closeness to the soil which we have sewn for over a century to grow our raw materials.

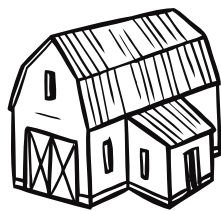
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GLOBAL GROWTH FROM ITALIAN ROOTS



“With turnover of about 35 million euros, Naturello works on a global scale, with the largest market in Italy.”

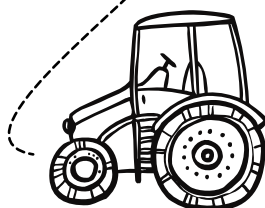
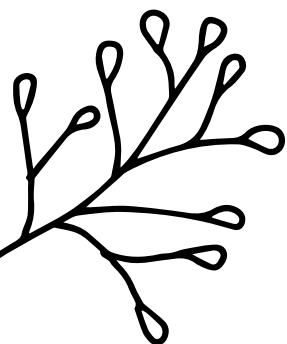
1.1



THE ROOTS OF NATURELLO DATE

BACK TO PIETRO BURATTI, a farmer from the Veneto region of Italy. At the beginning of the last century he set up his business in the area known as the Basso Vicentino: lush countryside in the Po Valley beneath the Berici and Euganei hills.

STARTING OUT: 1900

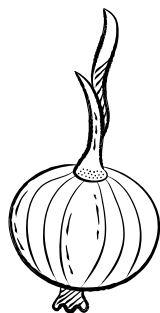


BETWEEN THE EASTERN SHORES OF LAKE GARDA AND THE ADRIATIC SEA

Pietro Buratti – helped by his large family and, in particular, by his sons – began his farming business adopting innovative techniques to modernize agriculture, for example with a new tractor destined to become iconic, the Landini Testa Calda.

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THE HISTORY OF NATURELLO



FROM 1950 ON

IN THE SECOND HALF OF THE LAST CENTURY, Pietro helped to set up a food business, handled by his sons Leonardo, Pierluigi and Livio, founders of the family agri-food company, based on the cultivation, processing and preservation of Borettana onions under a single label: Fratelli Buratti.

IN 1999



BROTHERS LEONARDO, PIERLUIGI AND LIVIO incorporated Naturello with the precise aim of transforming raw materials from agriculture, particularly basil. The company rapidly became a leading producer of semi-finished products for the food industry.

AFTER 2000



IN THE FOLLOWING YEARS, NATURELLO DECIDED TO MOVE TOWARDS RETAIL AND FOOD SERVICE, providing finished products to consumers, including pesto and fresh sauces and soups. The products were initially marketed in Italy and then abroad, in Europe, America and Asia, specializing in production for private labels sold by the most important supermarket chains and with leading industrial brands. Wherever possible, a short supply chain is a priority aim, with products made from the raw materials grown in the family businesses, which today cover over 500 hectares in the areas around Vicenza, Ferrara and Verona.

IN THE PAST THREE YEARS, despite the period hostile to investments and innovation, Naturello launched a successful new product in Italy and Anglo-Saxon countries: a DIP sauce, marketed under the Dippiù brand, providing consumers with a purely vegetable dip sauce adapted to Italian tastes.

SINCE 2020

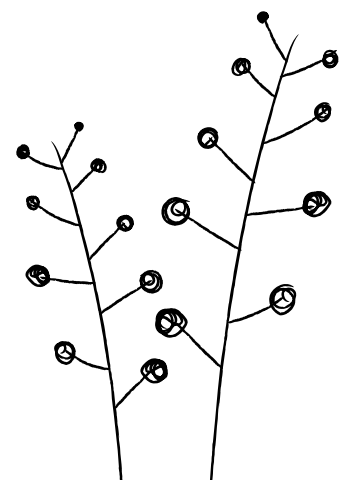


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“ In line with its farming soul, Naturello has always been committed to safeguarding Nature and the Community. ”

NATURELLO TODAY

With this Report, **THE COMPANY WISHES TO SET DOWN ITS COMMITMENTS IN BLACK AND WHITE**, in the knowledge that without dedicating proper care to our roots, there is no future.



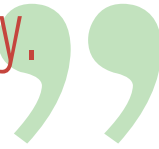
1.2

MISSION
AND VALUES

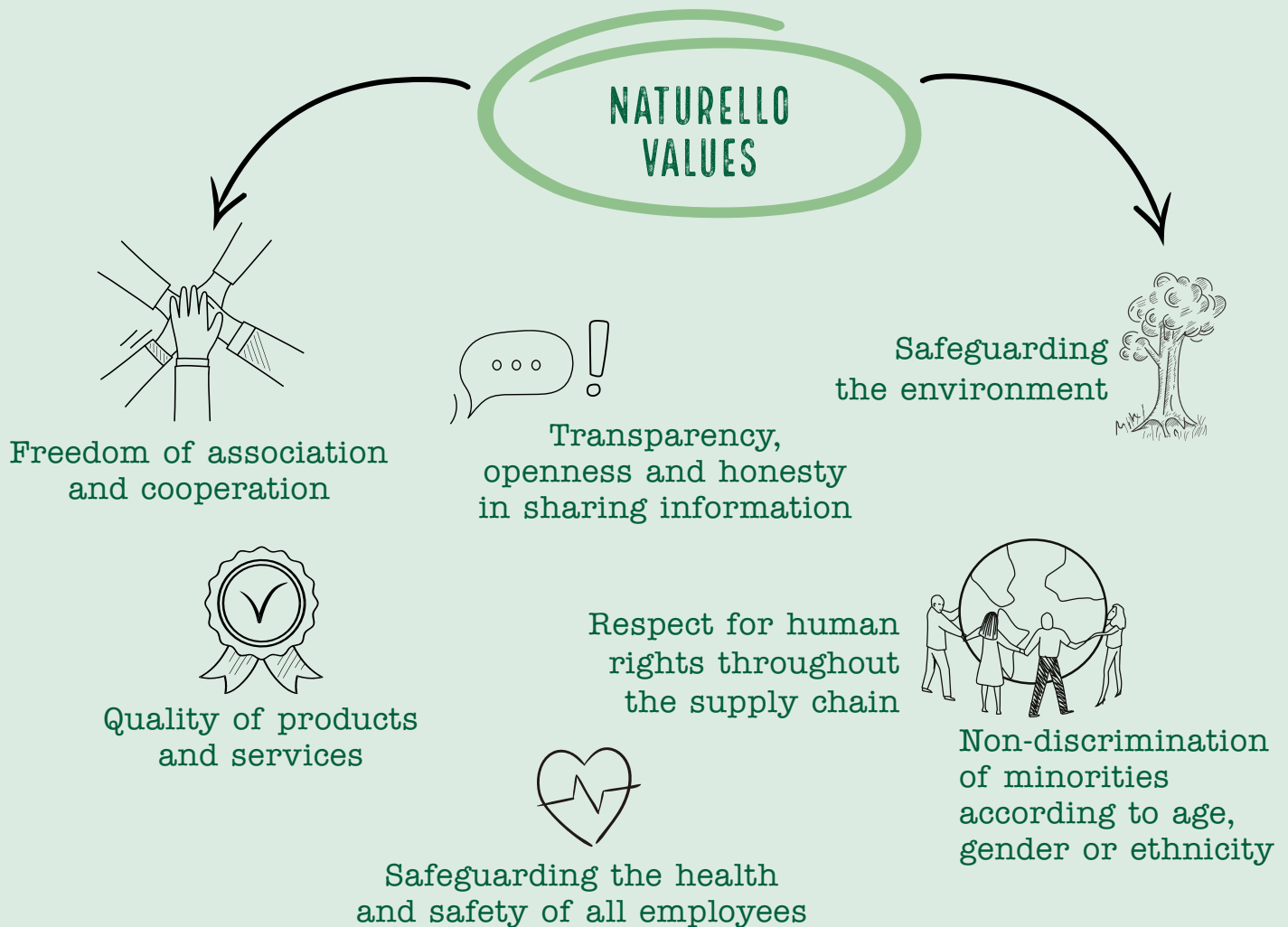




Naturello values are the pillars on which its day-to-day operations rest, and represent the key principles behind the strategic choices of the company.



Naturello has always sought to achieve its aims by acting lawfully, respecting the inviolability of human rights and protecting the local territory. These principles are enshrined in the company **"Quality Policy"** and in its **"Code of Ethics"**.



Since its foundation, **Naturello has considered the solidity of its assets and equity an absolute requirement**, essential in order to enable the company to face with confidence any new challenge in the food sector. In the unstable social and economic conditions of the past few years, the dedication of company management and its employees, together with scrupulous economic and financial planning, have enabled Naturello to successfully overcome those market challenges.

1.3

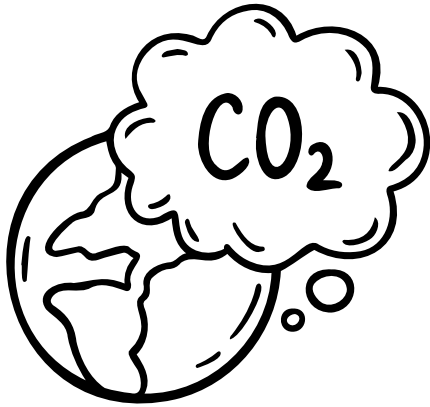
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GOVERNANCE, ETHICS AND INTEGRITY





Governance at Naturello S.p.A. is designed to ensure efficient company management, fostering responsible conduct in ESG environment.



Within the company, numerous roles and committees work in synergy to drive the decision-making process and to monitor company performance.

The governance structure of Naturello includes **a Sole Managing Director, a Management Committee, an Administrative Director, Quality Assurance Manager, Quality Manager, Production Manager, Sales Manager and Head of R&D, along with office and production workers.** To oversee environmental impacts in relation to ESG, Naturello has set up a **Management Committee comprising a major shareholder, the Sales Manager, the Administrative Director and the sons of the major shareholders with active roles in the Company.** The function of the Committee is to evaluate environmental and social impacts as well as the consequences of decision-making, and to guarantee the implementation of ESG policies within the organization.

1.3.1 THE BOARD OF STATUTORY AUDITORS

The Board of Statutory Auditors is the body responsible for oversight of the proper administration of the company, with particular attention to an appropriate organizational set-up and correct accounting procedures put in place by the Directors, as well as the way they actually function. The **Naturello Board of Statutory Auditors comprises three sitting auditors and two alternates,** all meeting the requirements for honorability and professionalism established by the law. The Auditors act autonomously and independently, maintaining the utmost confidentiality concerning the documents and information they receive during the course of their work. They comply with statutory regulations regarding the release of documents outside the company and in the handling of company news.

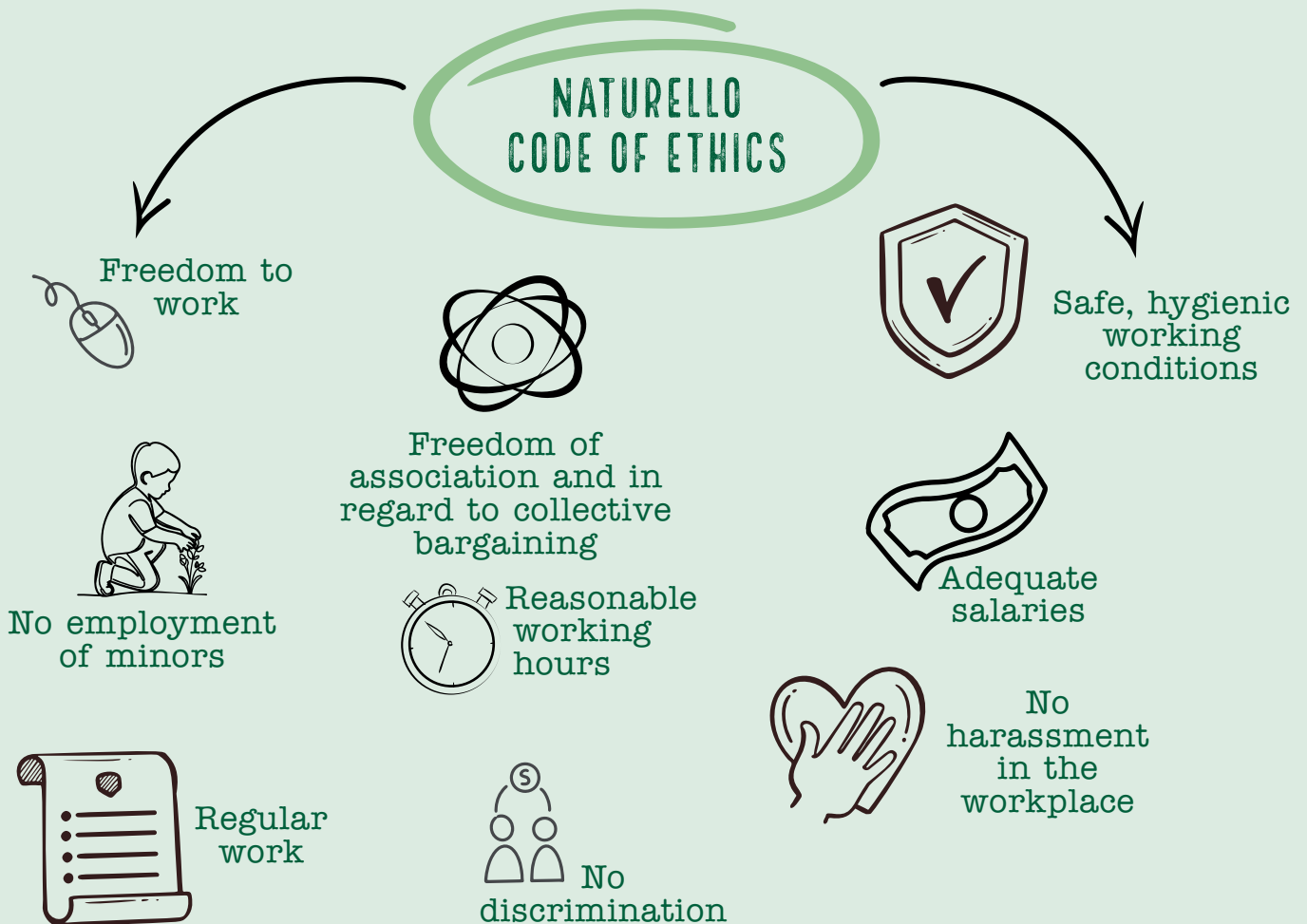
1.3.2 THE CODE OF ETHICS: A COMMITMENT TO SOCIAL RESPONSIBILITY

Relations between Naturello and its principal stakeholders, including employees, suppliers, clients and commercial partners, are based on the principle of individual responsibility. Each actor is called upon to carry out its activity properly and with honesty, managing mutual relations in good faith and with integrity. Aware of the importance of this approach, the company has adopted a Code of Ethics, a fundamental instrument for the implementation of its Social Responsibility policies.

The Code sets out clear behavioural guidelines, necessary to respect and promote company values. In particular, Naturello places significant emphasis on the values and principles that should inform conduct in all relations. The aim is to guarantee that these values are applied throughout the supply chain, contributing to the creation of an environment in which integrity, transparency and mutual respect are fundamental in all interactions with stakeholders.

The **Naturello Code of Ethics**, which all suppliers are required to sign, is in line with the **ETI (Ethical Trading Initiative)** Code, a global initiative aimed at improving working and commercial conditions in numerous industrial sectors. By approving and signing up to the Code of Ethics, suppliers confirm their belief in these principles and their commitment to compliance with the regulations governing:

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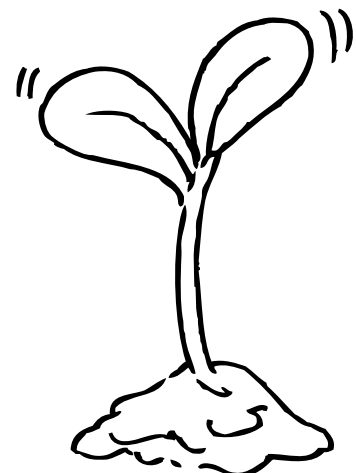
With these commitments, Naturello guarantees that all aspects of its operations comply with ethical standards and are socially responsible, **creating a positive working environment that is sustainable for all.**

1.3.3 COMPLIANCE AND OPERATIONAL OPTIMIZATION

Naturello S.p.A. has adopted a policy that guarantees compliance with all the applicable environmental regulations. In addition to meeting its statutory requirements, the company voluntarily meets the standards of the **BRC, IFS, ASC, MSC** and **Biological trademarking**, demonstrating its commitment to sustainability and environmental responsibility.

In terms of its internal organization, critical matters are brought to the attention of the most senior decision-making body via the **Management Committee**. Among the significant areas, human resources are given special attention, particularly in relation to recruitment.

In the commercial sector, the analysis of competitiveness compared to rivals is a crucial function for the shaping of effective marketing and sales strategies. At the same time, the production facility focuses on the continuous improvement of processes and guarantees consistent high quality in line with **customer expectations.**



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THE
SUSTAINABILITY
STRATEGY:
COMPANY
CULTURE,
STAKEHOLDERS
AND
PRIORITIES



“This section of the Sustainability Report illustrates the most significant impacts for Naturello in relation to sustainability and developments over the past few years.”

They were identified by an updated review of materiality, taking into consideration not only company processes but also the market and the ever-changing regulations. The analysis **includes an assessment of the environmental, social and governance impacts (ESG) of operations.**

The section describes the procedures followed to update the identification of priorities for Naturello, including new ways of involving stakeholders and the activities that have strengthened the inclusion of **ESG** principles into the company culture and its long-term strategy.

Naturello continues to be committed to reaching sustainable development goals (SDGs), with greater focus on initiatives for the ecological transition and on international regulatory changes in the sustainability field. The company has intensified its adoption of recognized standards and guidelines in order to guarantee increased transparency and comparability with sectors that apply similar practices.



2.1

Naturello involves a variety of stakeholders in its operations. They include suppliers who provide essential products such as packaging but also fresh, frozen and dry products. Service providers are also included, for example suppliers of cleaning and transport services, as well as retailers. Below, a table illustrates the various categories of stakeholders and how they are engaged in Naturello activities.

Stakeholders are all directly or indirectly involved in the activities of the Company and their engagement is indispensable for the planning of short, medium and long-term strategies. In this context, **the concept of creation of shared value (CSV) wedges economic growth with the satisfaction of the needs of society, meeting the challenges it faces.**

CATEGORIES OF STAKEHOLDER	SPECIFICS	ENGAGEMENT ACTIVITIES
INTERNAL WORKERS	Employees or anyone who works for Naturello, including their representatives (e.g. Trade Unions).	Analysis of the internal climate; regular illustration of results; training; newsletters; on-boarding programmes for new recruits; training meetings.
EXTERNAL WORKERS	People working with Naturello but not employed by the Company (e.g. the self-employed)	Dedicated customer satisfaction surveys.
CLIENTS	Product users Supermarket chains, HORECA, Industry, Retail	Assessment of performance and the request to adopt specific standards
SUPPLIERS	Suppliers of raw materials, other materials, services and technology	Regular financial reports and relations; the institutional website.
INVESTORS	Those with shares or considering purchasing shares in Naturello.	Meetings and cultural initiatives; meetings with representatives of associations, organizations, local communities and social networks.
SOCIETY AND LOCAL COMMUNITIES	The social framework in which Naturello works which can directly or indirectly influence its activities.	Ad hoc meetings.
INSTITUTIONS	All institutions that may directly or indirectly influence Naturello activities (e.g. Regional and Provincial Authorities, City Councils, with whom Naturello interacts; Universities).	Regular financial reports and relations; the institutional website.
FINANCIAL INSTITUTIONS	Banks and financial institutions that may help to finance Naturello activities.	Meetings and cultural initiatives; involvement in projects
ASSOCIATIONS AND NGOS	Associations and private organizations, non-profit organizations, acting in areas that may directly or indirectly influence Naturello activities (e.g. environmental organizations, associations dealing with human nutrition, animal rights associations, sector associations).	The institutional website, social media.
MEDIA AND THE PRESS	International, national and local media organizations (e.g. television, the press, radio and social media) that can directly or indirectly influence Naturello activities.	

STAKEHOLDER ENGAGEMENT

2.2

Starting from 5 January 2023, a new European Directive came into force known as the **“Corporate Sustainability Reporting Directive” (CSRD)**.

This Directive is a significant step forward in terms of the transparency and responsibility of businesses, establishing stringent requirements for the disclosure of environment, social and governance (ESG) data.

To identify the concerns directly related to the company business, a questionnaire was submitted to employees and other groups of stakeholders.

The stakeholders were asked to score the importance and oversight of some specific ESG requirements and how the company measures up to them. Scores were from 1 (not important) to 5 (extremely important) and were used to create a list of top material priorities for Naturello, in terms of objectives and strategies. The results were collected and interpreted, providing the list of priorities in relation to the leading opportunities/critical areas of the business and how they impact on shared values and sustainability, producing a **list of 13 material topics**, each with a positive or negative impact.

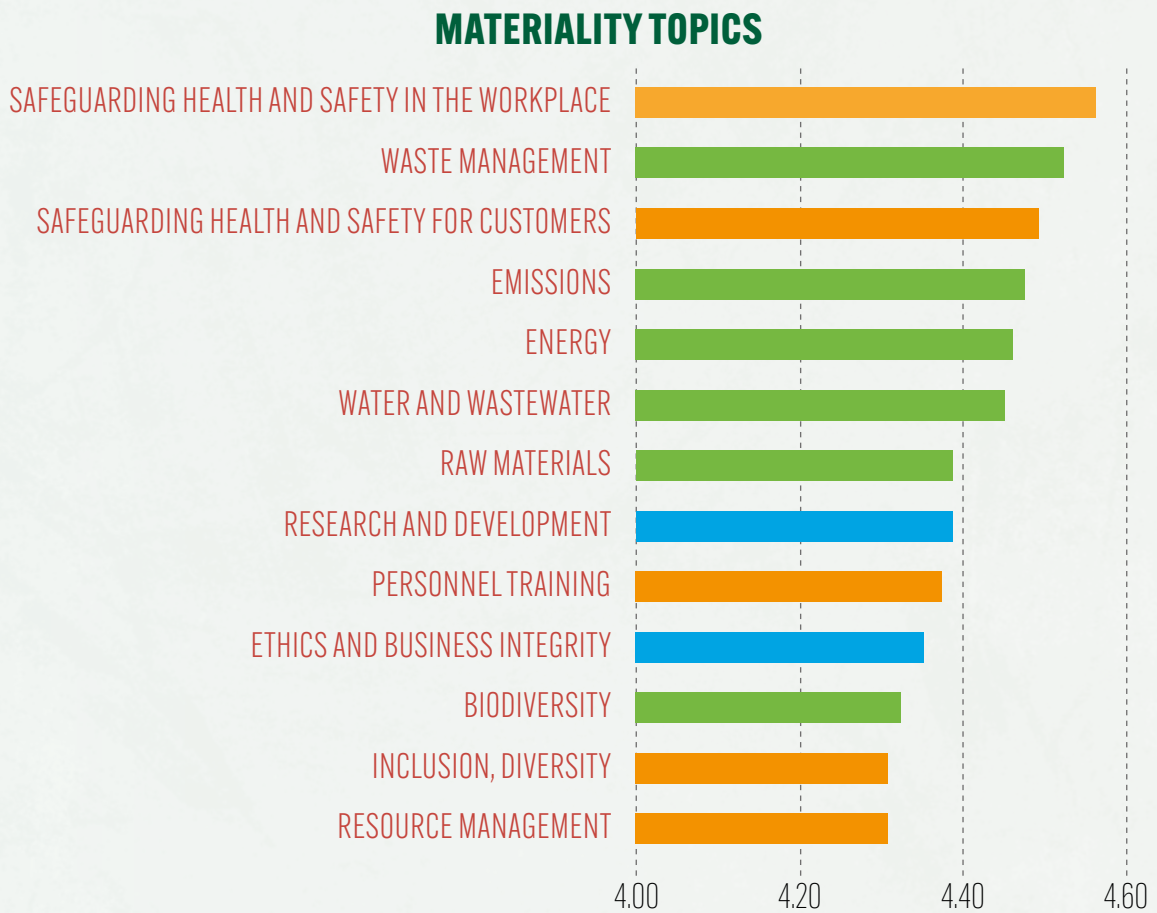
Specifically, the questionnaire was filled in anonymously, with 68 responses, including 31 from employees and 37 from external stakeholders, mainly suppliers, customers and banks. The redemption rate was 33%.

Focusing attention on the external analysis, the redemption rate was 27% featuring principally banks (all of which responded) and suppliers (with a 45% response rate).

ANALYSIS
OF MATERIALITY

The results for materiality prompted targeted strategies, compatible with GRI guidelines 3.1, 3.2 and 3.3, for the efficient management of the external environment.

The graph ranks the material topics in terms of priority on the basis of scores from 1 to 5. Clearly, both for employees and for external stakeholders the top priority is "Safeguarding health and safety in the workplace".



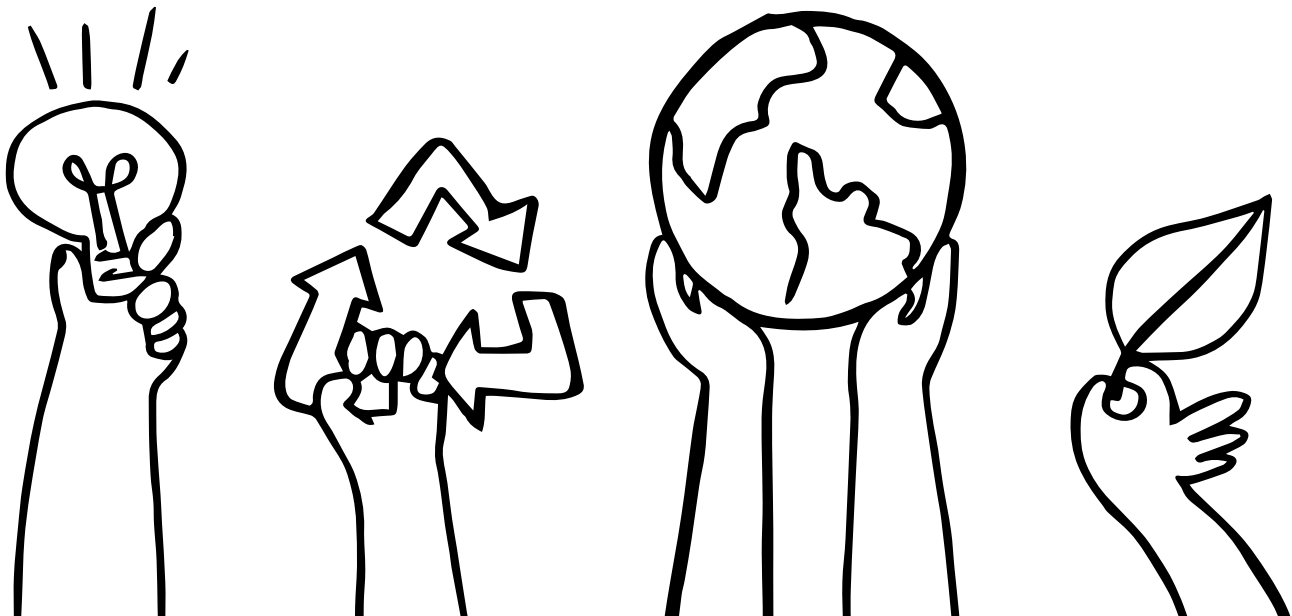
To provide a broader view of company sustainability, the table correlates impacts with material topics in the Sustainability Report framework. The approach provides a clear and transparent overview of the various aspects of sustainability that are considered most important, both for their positive and for their potentially negative impacts.













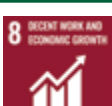
TOPIC	TYPE	IMPACTS
SAFEGUARDING HEALTH AND SAFETY IN THE WORKPLACE	Negative	Legal problems and little trust from employees, resulting in increased personnel turnover, higher costs for training new recruits and a loss in productivity long-term.
	Positive	Creation of a safe working environment with highly motivated employees, a reduction in workplace injuries, greater personnel loyalty and improved overall efficiency.
WASTE MANAGEMENT	Negative	An increase in waste with high disposal costs and the risk of environmental pollution, penalties and a loss of reputation.
	Positive	Reduction of waste via recycling, composting or reuse, with lower operating costs and an improved reputation in relation to sustainability.
SAFEGUARDING THE HEALTH AND SAFETY OF CUSTOMERS	Negative	Legal and reputational problems from unsafe products, food contamination or misleading labelling, potentially leading to a loss of sales and forfeiting the trust of consumers.
	Positive	Implementation of strict quality controls and certification of food safety, guaranteeing customer trust, an increase in sales and a strong reputation.
EMISSIONS	Negative	Increase in harmful emissions with penalties imposed and reputational damage, as well as failing to meet international objectives.
	Positive	Reduction in harmful emissions and improved company image
ENERGY	Negative	High energy consumption, the inefficient use of resources and dependence on non-renewable sources, with higher operating costs and negative environmental impacts.
	Positive	Adoption of renewable energy and optimizing of energy efficiency, reducing energy costs and improving the company's carbon footprint.
WATER AND WASTEWATER	Negative	Damage to the environment and problems with regulations.
	Positive	Adoption of recycling and wastewater treatment systems, cutting water costs and improving sustainability.
RAW MATERIALS	Negative	Use of unsustainable raw materials, with non-certified ingredients or ingredients from harmful farming practices, with potential penalties and reputational damage.
	Positive	Use of sustainable, certified raw materials, improving environmental and social impacts and strengthening the brand image as responsible and sensitive to the requirements of sustainability.
RESEARCH AND DEVELOPMENT	Negative	Lack of innovation in processes and products, with reduction in market share and difficulties in meeting consumer needs.
	Positive	Development of new products and technologies improving production efficiency and increasing the appeal of products, with greater competitiveness.
PERSONNEL TRAINING	Negative	Lack of personnel training with negative impacts on productivity, the quality of work and on safety.
	Positive	Investment in continuous personnel training and specialization, increasing productivity, the quality of work and employee satisfaction.

TOPIC	TYPE	IMPACTS
ETHICS AND BUSINESS INTEGRITY	Negative	A poor company reputation and loss of trust from consumers, partners and investors, with significant economic impacts.
	Positive	Improved trust from customers and interested parties, increasing the opportunities for partnerships and greater company solidity long-term.
BIODIVERSITY	Negative	Farming or industrial practices that lead to the destruction of natural habitats, the loss of biodiversity and regulatory problems.
	Positive	Implementation of policies to protect biodiversity, such as sustainable farming methods and cooperation with responsible suppliers, improved sustainability and a strong reputation.
INCLUSION, DIVERSITY AND NON- DISCRIMINATION	Negative	Lack of policies for inclusion and diversity, with negative impacts on the company reputation, on employee morale and potentially leading to legal problems.
	Positive	Proactive promotion of diversity and inclusion, with a fair and collaborative working environment, and satisfied, productive employees.
HUMAN RESOURCE POLICIES	Negative	Greater employee turnover and the loss of key skills with high training costs for new recruits and to maintain productivity.
	Positive	Highly motivated personnel and greater innovation capacity in a working environment that fosters and values talent and skill.

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The following table associates these topics with regulations and international standards.



TOPICS	SDG's	SASB	ESG Certification	EFRAG	GRI
SAFEGUARDING HEALTH AND SAFETY IN THE WORKPLACE	 3 GOOD HEALTH AND WELL-BEING	Labor Practices	Legal compliance	ESRS S1 In-house workforce	403 Health and safety in the workplace
WASTE	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Waste & Hazardous Materials Management	Pollution and waste	ESRS E5 Resources and the circular economy	306 Waste
SAFEGUARDING THE HEALTH AND SAFETY OF CUSTOMERS	 17 PARTNERSHIPS FOR THE GOALS	Customer Welfare	Safety and product/service quality	ESRS S4 Customers and end-users	416 Health and safety of customers
EMISSIONS	 13 CLIMATE ACTION	GHG Emissions	Greenhouse gas emissions	ESRS E2 Pollution	305 Emissions
ENERGY	 7 AFFORDABLE AND CLEAN ENERGY	Energy Management	Energy consumption	ESRS E5 Resources and the circular economy	302 Energy
WATER AND WASTEWATER	 6 CLEAN WATER AND SANITATION	Water & Wastewater Management	Pollution and waste	ESRS E3 Water and marine resources	306 Water and wastewater
RAW MATERIALS	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Materials Sourcing & Efficiency	Greenhouse gas emissions	ESRS E5 Resources and the circular economy	301 Materials
RESEARCH AND DEVELOPMENT	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Business Model Resilience	Organizational capacity and skill	ESRS G1 Company conduct	202 Economic performance
PERSONNEL TRAINING	 4 QUALITY EDUCATION	Employee Engagement, Diversity & Inclusion	Productivity, skills and employee development	ESRS S2 Value chain employees	404 Training and instruction
ETHICS AND BUSINESS INTEGRITY	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Business Ethics	Code of conduct	ESRS G1 Company conduct	Applicable to all
BIODIVERSITY	 15 LIFE ON LAND	Physical Impacts of Climate Change	ESG management	ESRS E4 Biodiversity and ecosystems	304 Biodiversity
INCLUSION, DIVERSITY AND NON-DISCRIMINATION	 10 REDUCED INEQUALITIES	Employee Engagement, Diversity & Inclusion	Human rights	ESRS S1 In-house workforce	405 Diversity and equal opportunities
HUMAN RESOURCE POLICIES	 8 DECENT WORK AND ECONOMIC GROWTH	Employee Health & Safety	Productivity, skills and employee development	ESRS S1 In-house workforce	402 Work and Trade Unions relations management

2.3

STRATEGIC RESULTS

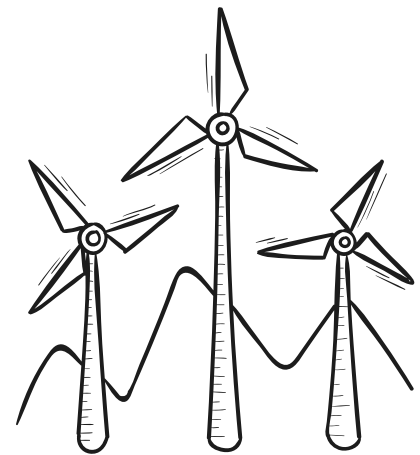
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“During the year, Naturello intensified its commitment to the sustainable management of resources, focusing on key initiatives in numerous strategic areas.”



With an integrated approach it was possible to **improve operational efficiency, reduce waste and proactively improve the involvement of personnel and with the local community.**

Following our strategic commitment begun in 2022 with the Strategic Sustainability Plan, establishing the basis for a roadmap integrating objectives and undertakings in day-to-day operations, we set out below the main results achieved, topic by topic.



2.3.1 ENERGY EFFICIENCY AND EMISSIONS REDUCTION

Naturello has adopted numerous measures to reduce its environmental impact, with a focus on energy efficiency and the reduction of greenhouse gases. The work carried out included the particularly important **installation of a 580KW photovoltaic plant**, contributing significantly to the company energy needs via a renewable source. This measure directly reduces CO₂ emissions, reinforcing the company commitment to the energy transition.

At the same time, **we introduced an advanced monitoring system for the real-time surveillance of energy consumption plant by plant and in each department.** This innovation has enabled us to optimize the efficiency of production processes. In addition, **on the path towards Carbon Neutrality, we replaced the conventional boiler with a heat pump to further reduce our carbon footprint.**

2.3.2 NATURAL RESOURCE MANAGEMENT AND THE REDUCTION OF WASTE



The responsible management of natural resources is one of the fundamental pillars of the sustainability strategy at Naturello. The company has achieved significant results in the **reduction of food waste by increasing the shelf life of its products**, such as soups, with fewer thrown away due to passing the best by date.

In relation to water, the creation of a hyper-filtering plant has increased the amount of **water we can recover from washing processes, reducing overall consumption**. In addition, Naturello has looked into **new opportunities to process organic waste**, signing an agreement with a company that transforms this kind of waste into biogas, in line with the requirements of the circular economy.

2.3.3 INNOVATION AND STRATEGIC PARTNERSHIPS

Strategic partnerships continue to play a crucial role in the long-term vision of Naturello. The company has strengthened its work with academic and research institutions to develop innovative solutions in line with its values. One significant example is a **project undertaken with the University of Parma analyzing the features of garlic**, an important ingredient in Naturello products, in order to improve the quality of raw materials and to promote sustainable farming practices.

2.3.4 STAFF SENSE OF RESPONSIBILITY AND COMPANY WELFARE

The sense of responsibility and the involvement of staff are fundamental for the strategy of sustainable growth at Naturello. During the year, the company intensified **training activities**, organizing sessions dedicated to specific areas, such as critical control points (CCP), on the job coaching, the alignment with company aims as well as further improvement plans. This approach has increased the awareness and involvement of personnel, fostering a shared vision in the pursuit of company objectives.

In terms of company welfare, **Naturello has increased the overall value of benefits**, providing employees with greater flexibility to suit their personal needs. In addition, internal communications have been strengthened by regular meetings with department heads and management, **fostering open and transparent dialogues**.

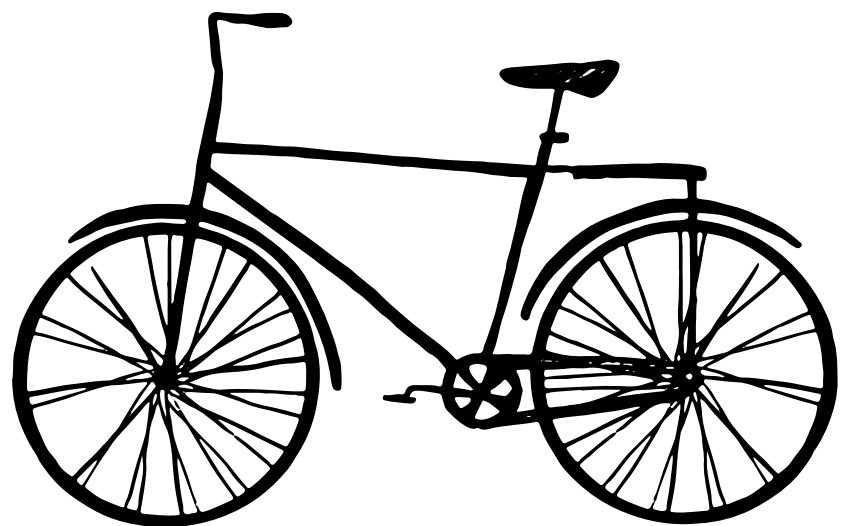
2.3.5 COMMITMENT TO THE COMMUNITY AND THE TERRITORY

During the past year, **the company has increased its cooperation with schools and universities**, taking on a larger number of interns within the framework of projects alternating the learning and working environments. These projects provide the opportunity for youngsters in the community to acquire skills in the food sector which they can use later in their professional lives.

Our presence in the territory was further strengthened by sponsoring local events and initiatives, confirming the role of Naturello as a responsible actor attentive to the needs of the community.

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THE QUALITY,
INNOVATION
AND
SUSTAINABILITY
OF NATURELLO
PRODUCTS



“The wide range of products supplied by Naturello includes many consumer segments, each of which is characterized by quality, freshness and strong links with local supply chains.”

All our products are the result of dedication, passion and a profound knowledge of the food sector, guiding our day-to-day operations and our continuous search for innovative solutions, enabling us to adapt to the ever-changing needs of the market.

Indeed, innovation is the engine that drives Naturello forward, with experimentation in new production methods, the search for original specialties and a proactive approach to market developments. About 95% of our production is for private brands, the result of **long-standing partnerships with leading supermarket chains and others in the food industry.** This synergy is supported by a wealth of experience, enabling us to supply fresh products made with high-quality raw materials from short, traceable supply chains.

Each recipe is designed with care, to promote balanced and customized diets able to satisfy the tastes and needs of individual customers.



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PRODUCTS: QUALITY AND TRADITION AT THE DINNER TABLE.

With a supply chain geared to freshness and quality, Naturello provides a huge range of products that represent the perfect balance of tradition and innovation. Each phase in the production process is managed to valorize local production, transforming raw materials just hours after harvesting for maximum freshness.



PESTO AND SAUCES

The Naturello line of pesto varieties and sauces includes choice recipes inspired by the Italian culinary tradition, guaranteeing a balanced, healthy diet. Each product is made with carefully selected ingredients, for genuine, high-quality food.

VEGETABLE SOUPS

Naturello provides an assortment of soups prepared with simple, genuine ingredients from our orchard. Without the addition of sugars, our soups retain all the nutritional properties of vegetables, legumes and cereals. Alongside the classic line, Naturello has introduced biological varieties and soups with high protein content, for different needs. Our soups include creamed dishes, purees and minestrone, with no artificial flavouring or preservatives, just like home-made soups.



GASTRONOMIC SPECIALTIES

The innovative approach of Naturello can be seen too in our gastronomic specialty products designed to satisfy a wide variety of tastes. From fish-based sauces and soups in the CheMare! range, to ethnic specialties such as ramen and couscous, the company provides a range of products for consumers who want to explore new tastes with a gourmet touch, without forfeiting quality and care.



VEGETABLE-BASED DIP SAUCES

Ready-to-use dip creams blend simplicity with culinary creativity, offering consumers a new experience in taste and conviviality, through a variety of tastes and applications. The Dippiù line based on vegetable ingredients was created by Naturello to provide versatile sauces ideal with aperitifs, finger food, first and main courses.



Product and service innovation is a central pillar in the Naturello strategy, acting as an engine for growth and continuous improvement. Our commitment can be seen in our innovative solutions responding to changes in consumer needs and guaranteeing healthy products that are increasingly kind for the environment. **The search for innovation includes all phases in production, from identifying new raw materials to revising recipes, with special attention to clean label products.**

3.2.1 THE INNOVATION PROCESS

The Naturello innovation process follows a structured and integrated pathway involving numerous company functions to ensure a complete assessment of the opportunities and critical issues:

- 1. THE IDENTIFICATION OF NEEDS:** innovation begins with a specific market request or from the sales and marketing department, after identifying new consumer needs;
- 2. THE ASSESSMENT OF OPPORTUNITIES:** after coming up with the idea, the various company functions work together to study feasibility, any obstacles and the most effective strategies;
- 3. ECONOMIC ANALYSIS:** management assesses the impact of the required investments and related costs, providing sales and marketing with information useful for the development of strategy and for the product launch;
- 4. APPROVAL:** if the project meets company aims it is submitted to the management committee and subsequently to the owners for the final go-ahead.

This approach enables any critical aspects to be corrected, guaranteeing that aims are met whilst contributing to continuous improvement.

Last year, Naturello carried out a series of important projects, including:

- less salt and sugar in products, in line with WHO recommendations;
- the creation and launch of protein-rich soups for a balanced, healthy diet;
- implementation of High Pressure Processing (HPP) to lengthen the shelf life of fresh pesto without compromising quality;
- continuation of a Research and Development project to identify packaging alternatives to plastic without compromising preservation time and preventing leakages.

3.2 RESEARCH AND DEVELOPMENT FOR SUSTAINABLE GROWTH

3.3

3.3.1 SYSTEM AND PRODUCT CERTIFICATIONS

System certifications refer to the series of regulations and guidelines designed to improve the effectiveness and efficiency of production and management processes. Companies anxious to anticipate and meet customer needs, which therefore pursue continuous improvement, ensure compliance with international food standards guaranteeing Food Safety, Quality and Legality.



NATURELLO CERTIFICATIONS

HACCP

Naturello has an HACCP (Hazard analysis and critical control points) team which oversees the implementation of a set of operational procedures guaranteeing healthy foods and avoiding the dangers of biological and/or chemical/physical contamination. To maintain the highest standards of quality and food safety, continuous training is required for the entire workforce and anyone involved in quality procedures. Therefore, all new employees are trained specifically on the basis of their duties and the contents of the HACCP handbook, in order to ensure compliance with specified quality and safety standards.

BRCGS

The BRC Global Standard for Food Safety aims to guarantee that trademarked products are created in compliance with specified quality standards meeting certain minimum requirements. BRC certification is based on the **food safety and quality requirements of the British Retail Consortium, as recognized by the GFSI (Global Food Safety Initiative).**

Specifically, in line with BRC Food standards Naturello is committed to adopting:

- a Quality Management System and HACCP control system;
- food production practices that are controlled and guarantee food safety;
- an accurate model for environmental monitoring and the development of additional food safety and defence systems;
- a model ranking risks and the related mitigation plans;
- a decision tree for CCP (critical control points) management.

IFS

Naturello is IFS (International Food Standard) certified, an international standard that uses a common assessment method to select and validate the suppliers of food products. The IFS Food Standard was created to validate the suppliers of major German, French and Belgian supermarket chains but is now a requirement in other European countries. With IFS and BRC certification, the Company contributes to the effective selection of trademarked food suppliers to major Italian supermarket chains on the basis of their ability to supply safe products meeting contract specifications and statutory requirements.



ISCC PLUS

Naturello is certified by ISCC Plus (International Sustainability and Carbon Certification Plus), an international certification system that ensures the sustainability and traceability of the raw materials used in the supply chain.

3.3.2 PRODUCT CERTIFICATIONS

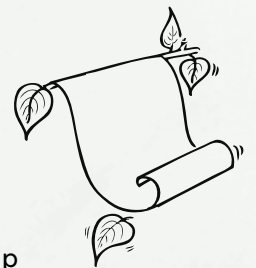
Product certifications represent a commitment and responsibility to consumers through labels that summarize the guaranteed characteristics of ingredients verified by an accredited Certification body called upon to check the truthfulness of the producer's claims.



BIO AND VEGAN CERTIFICATIONS

Naturello has obtained IT BIO 009 certification for the processing of vegetable products.

Biological certification guarantees consumers that the entire supply chain, from the field to the table, complies with EU Regulation 848/2018 ensuring that products meet the standards of a sustainable supply chain, including the traceability of raw materials, a limited use of chemicals both during cultivation and in all phases of transformation up to the finished/semi-finished product, and preserving the environment and its ecosystems. In addition, for its biological line, the Company has obtained European certification and has been **granted the use of the VEGAN logo for its vegetable products.**



3.4



SUPPLIERS AND CHOICE RAW MATERIALS

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The meticulous selection of raw materials is an essential part of maintaining the quality and distinctive integrity of every Naturello product. The company divides its suppliers into two main categories “food” and “non-food”. The former includes 119 suppliers contributing ingredients to finished and semi-finished products, totalling 14,479,528 kg/l of purchased materials. 99% of these suppliers are Italian, the exception being used to guarantee high quality standards and greater availability.

Importantly, from the Italian suppliers, **only 1% of raw materials comes from more than 400 kilometers away**, not only optimizing freshness but also significantly reducing CO2 emissions from transportation.

To safeguard the sustainability of its supply chain, Naturello has established **strict procedures and tough technical specifications aimed at guaranteeing genuine, healthy and hygienic products**. All suppliers must comply with high standards, such as IFS/BRC certifications and sign up to the company Code of Ethics. We work closely with suppliers, continuously monitoring quality via regular inspections and thorough controls, including on the supplier’s premises or via remote link. In addition, the selection of suppliers is based on a careful risk analysis according to the type of product supplied.

Our commitment is not just to quality but includes environmental sustainability, with the careful management of suppliers and raw materials, supported by ASC, MSC, RSPO and ISO certification. This combination of quality and environmental responsibility enables **Naturello to maintain a sustainable and knowledgeable supply chain**, guaranteeing that consumers are provided with reliable and environmentally responsible produce.



“ Naturello SpA adopts an integrated and scrupulous approach to customer relations management, placing at the centre of its business transparency, quality and customer satisfaction.”

Communications with customers are continuously updated in order to inform them of the progress of the supply and notify them of any problems, formalizing outcomes. The Sales Manager is a key figure in this process, managing direct contacts with clients, notifying them of any significant changes in products, services or quality management systems, and receiving precious feedback used to improve our overall service. In addition, the company supports this function via the Quality Department which provides technical data and specific documentation on product quality and certified systems such as BRC and IFS, adopted to guarantee the highest safety standards.

Naturello places great emphasis on the health and safety of its customers, adopting stringent measures such as the HACCP system and a **detailed Quality Handbook, to ensure safe products to regulatory standards**. Evidence of this is the company's handling of claims and non-compliances with prompt responses to all critical issues and corrective action taken within the framework of continuous improvement which, via a number of parameters, identifies the improvement steps that can be taken. Participation in trade fairs in the sector and invitations to visit the company premises are an additional means of maintaining an ongoing dialogue with clients, guaranteeing direct contact and transparency.

Another fundamental part of company policy is the safeguarding of the privacy of clients, ensured by providing clear communications and by data protection procedures. Naturello is also committed to providing a complete service, from production to marketing to after-sales services, monitoring the quality of each phase in the process.

The company seeks maximum efficiency in its production facilities, focusing on the sustainability of its business, innovation and the development of new products, according to market needs whilst respecting natural resources. This comprehensive commitment includes regularly verifying customer needs and satisfaction, which are documented and routinely reviewed by management, to guarantee quality, efficiency and an uninterrupted service.

3.5
CUSTOMERS AND QUALITY:
A MATTER OF TRUST

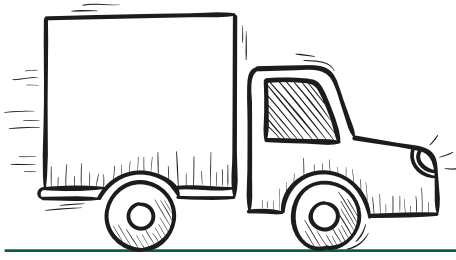
“ Naturello is committed to reducing its energy consumption, strictly respecting the parameters and fundamental regulations for the proper preservation of its products and to guarantee the right hygiene and health conditions for company operations. ”



ENVIRONMENTAL SUSTAINABILITY



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4.1

ENERGY CONSUMPTION	23,647 GJ
ENERGY INTENSITY	0.70 MJ/€
EMISSIONS	2,130 tCO ₂ eq
EMISSIONS INTENSITY	57.21 gCO ₂ eq/€
WATER USED	67,504 mc
PACKAGING MATERIALS	797,534 kg
WASTE PRODUCED	288.64 t

The attention paid by the company to initiatives for the safeguarding of the environment is closely related to the desire to carry out production activities ethically and responsibly, adopting sustainable solutions wherever possible.

In particular, Naturello acknowledges **the importance of maintaining local ecosystems and supporting the regional economy** and therefore has adopted numerous strategies to promote the ecological transition:

PHOTOVOLTAIC PLANT: this was installed in the main production facility reducing our dependence on conventional energy sources and lowering carbon emissions, promoting the use of sustainable energy;

LED LIGHTING: the company has successfully moved away from neon lighting to LEDs, both in the main (Facility 1) and secondary plants (Facility 2);

EVAPORATIVE COOLING TOWER: to further reduce our environmental impact, Naturello has installed this plant in Facility 2, reducing the consumption of chiller compressors and minimizing the use of energy resources for cooling. By the end of the financial year closing on 31 December 2023, Naturello had undertaken important initiatives to improve sustainability and energy efficiency.

It installed 823.68 kWp photovoltaic plant in Facility 3, producing clean energy and reducing our dependence on non-renewable energy sources whilst cutting CO₂ emissions.

Geothermal plant was also installed to optimize the consumption of electricity by the compressors, with additional energy savings.

In addition, in Facility 2, a new generation boiler was installed, **complete with economizer, with capacity of 1,000 kg/h of steam.**

ENERGY CONSUMPTION

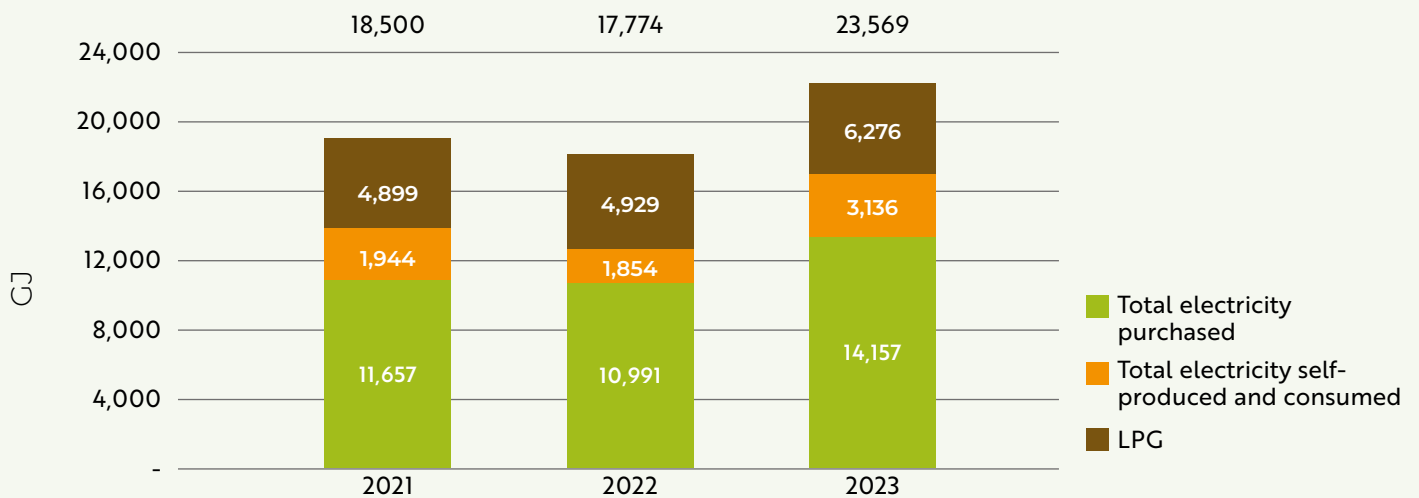
The table below lists energy consumption over the three years considered (2021-2023), with a breakdown of the electrical energy purchased and consumed, the percentage of renewable energy, the amount of natural gas used for production and for heating, and fuel consumption by the Company fleet of vehicles. All values are in GJ to enable comparison of the various types of consumption.

GRI 302-1 Energy consumed by the organization		u,m,	2021	2022	2023
Electrical energy	Total electricity purchased and consumed	GJ	11,657	10,991	14,157
	- including purchases from certified renewable sources with Guaranteed origin	GJ	-	-	-
	Total electricity self-produced and consumed	GJ	1,944	1,854	3,136
	- including self-produced from renewable sources (photovoltaic plant)	GJ	1,944	1,854	3,136
	Total electricity self-produced and sold		77	246	818
LPG	Consumed to power plant and for heating	GJ	4,899	4,929	6,276
Vehicle fleet	Gasoil	GJ	240	159	78

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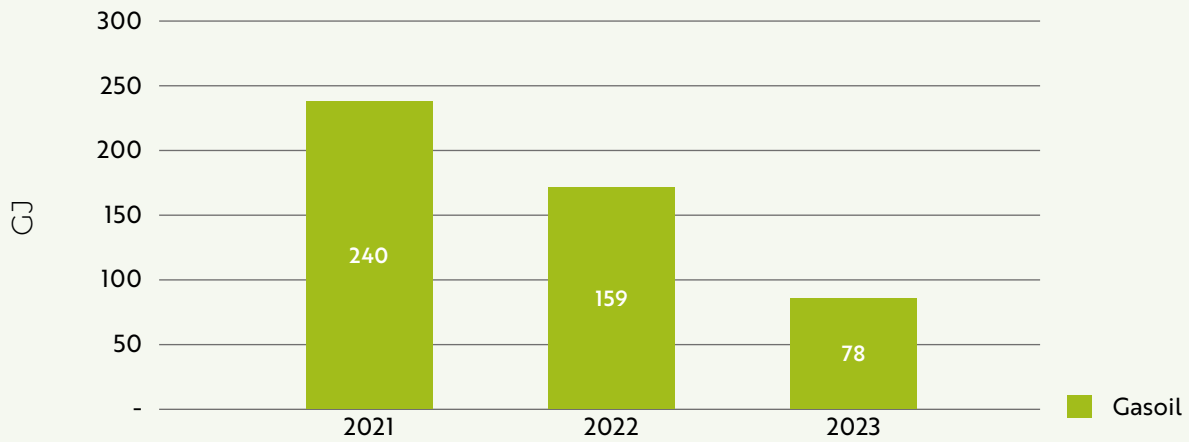
Total energy consumption, at 23,647 GJ, was calculated as the sum of consumption by company cars and by the organization not including the electricity produced in-house sold to the market. As required by GRI standards, consumption is measured as the total less in-house production sold, and stood at 22,829 GJ.

NATURELLO ENERGY CONSUMPTION



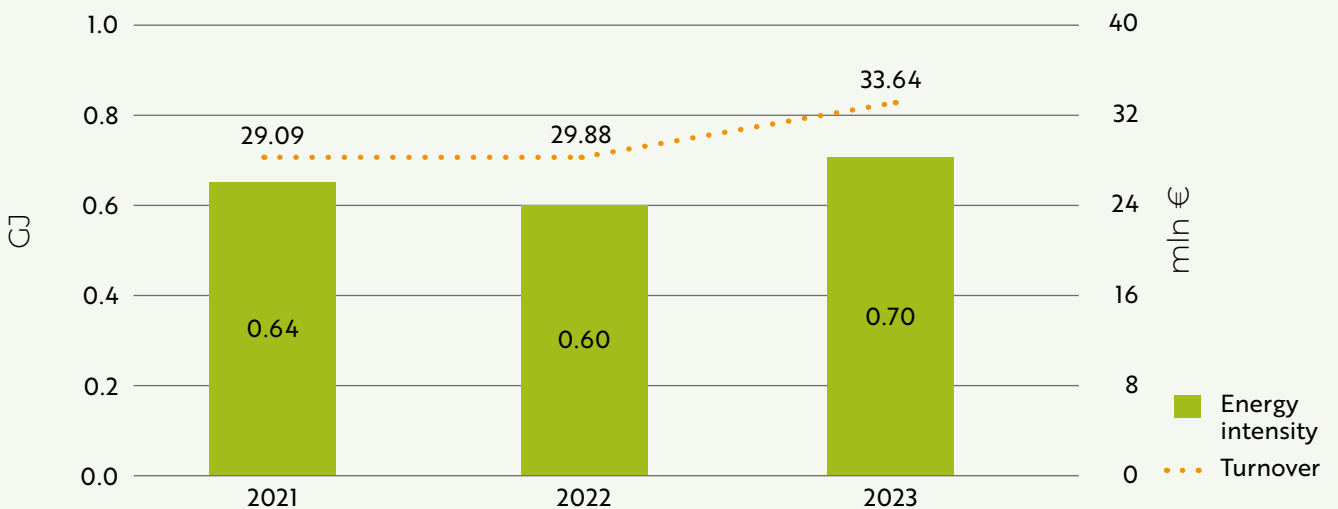
In relation to the fleet of Company vehicles, in 2023 Naturello reduced its fuel consumption by 51% compared to the previous year. This is further evidence of the Company commitment to reducing its carbon footprint.

NATURELLO FUEL CONSUMPTION



To assess the efficiency of industrial processes and the impact of the measures adopted, Naturello has calculated energy intensity per unit of turnover. In 2023, energy intensity increased to 0.70 MJ/€ of turnover, despite the rise in turnover to 33.64 million euros. This means that the positive results so far achieved are not enough to maintain energy efficiency in a situation characterized by growth.

ENERGY INTENSITY (AGAINST TURNOVER)



The analysis of energy intensity in the three-year period confirms the need to continue with the optimization of energy consumption. Naturello is keenly aware of its role in safeguarding the environment and has adopted specific procedures to monitor and limit energy consumption and related emissions, demonstrating its commitment to the sustainable management of resources.

4.2

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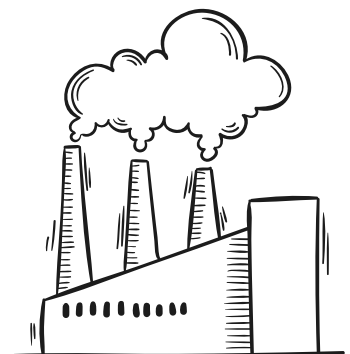
THE MANAGEMENT OF CLIMATE-CHANGING EMISSIONS

In relation to greenhouse emissions, although there is currently no standardized management approach, the company has made a significant investment in a new logistics facility for semi-finished products. **The new facility has cold rooms of about 4300 m2, managed by two CO₂ plants**, replacing the previous Freon plants.

The transition to sustainable technology is an important step towards meeting future regulatory requirements whilst improving operational efficiency. Below, we set out greenhouse gas emissions calculated in strict compliance with the relevant standards and divided into the two main emissions categories:

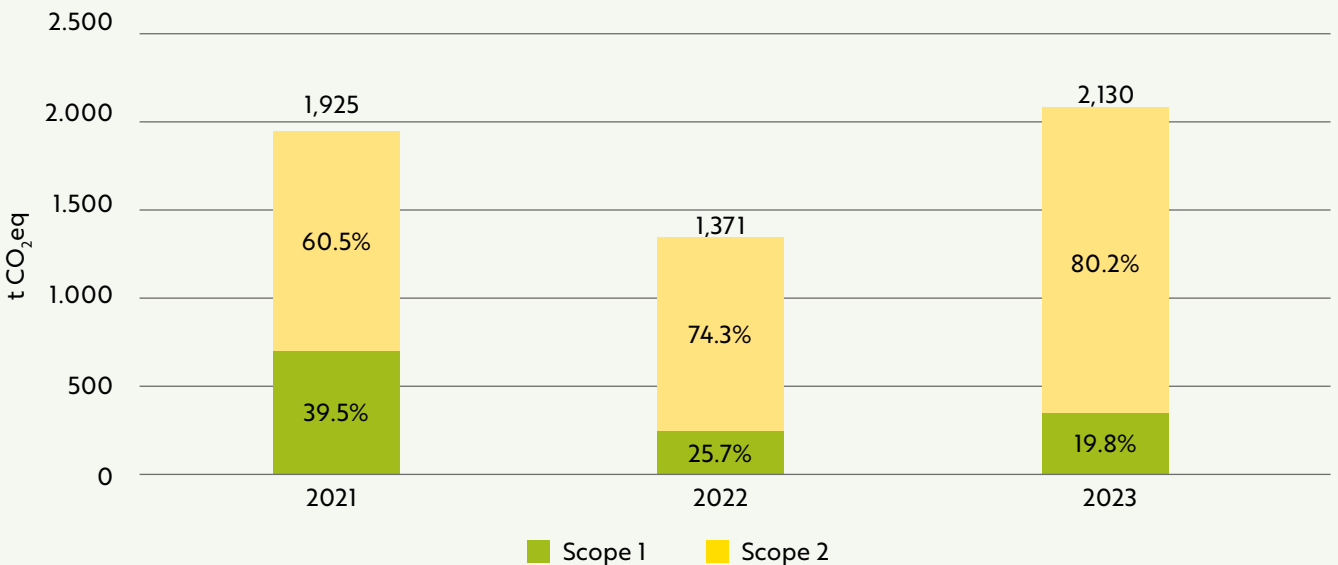
- **Scope 1:** includes "direct" emissions from company activities or the activities of subsidiaries, with all greenhouse gas emissions generated directly by the organization, from the combustion of fossil fuels used to power plant and for the fleet of cars.
- **Scope 2:** includes all indirect emissions from the production of electricity, steam or heat by third parties in places other than where they are used, but ultimately contributing to the energy made available to the company. These can be calculated with a market-based approach with an estimate of emissions based on factors associated with the electricity consumed by suppliers or, alternatively, with a location-based approach with estimates based on factors relating to emissions produced by the national energy mix.

To calculate emissions, the factors specified by the Association of Issuing Bodies (AIB) were used.

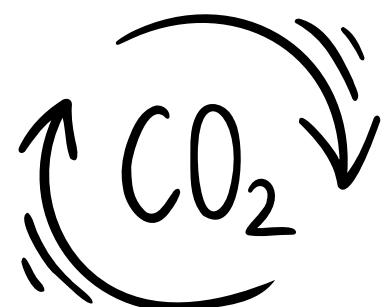


GRI 305 Emissions	u.m.	2021	2022	2023
GRI 305-1 Direct emissions Scope 1				
LPG	tCO ₂ eq	324	326	415
Gasoil	tCO ₂ eq	18	12	6
F-Gas	tCO ₂ eq	418	14	-
Total for Scope 1	tCO₂ eq	760	352	421
GRI 305-2 Indirect emissions Scope 2				
From purchased location-based electricity	tCO ₂ eq	1.165	1.019	1.709
From purchased market-based electricity	tCO ₂ eq	1.490	1.407	1.984
Total for location-based Scope 1 + scope 2	tCO₂ eq	1.925	1.371	2.130
Total for market-based Scope 1 + scope 2	tCO₂ eq	2.250	1.759	2.405
GRI 305-4 Emissions intensity				
Turnover	€	29.093.644	29.881.336	33.641.629
KPI location based	gCO₂eq/€	66,16	64,41	57,21
KPI market based	gCO₂eq/€	77,31	75,27	66,86

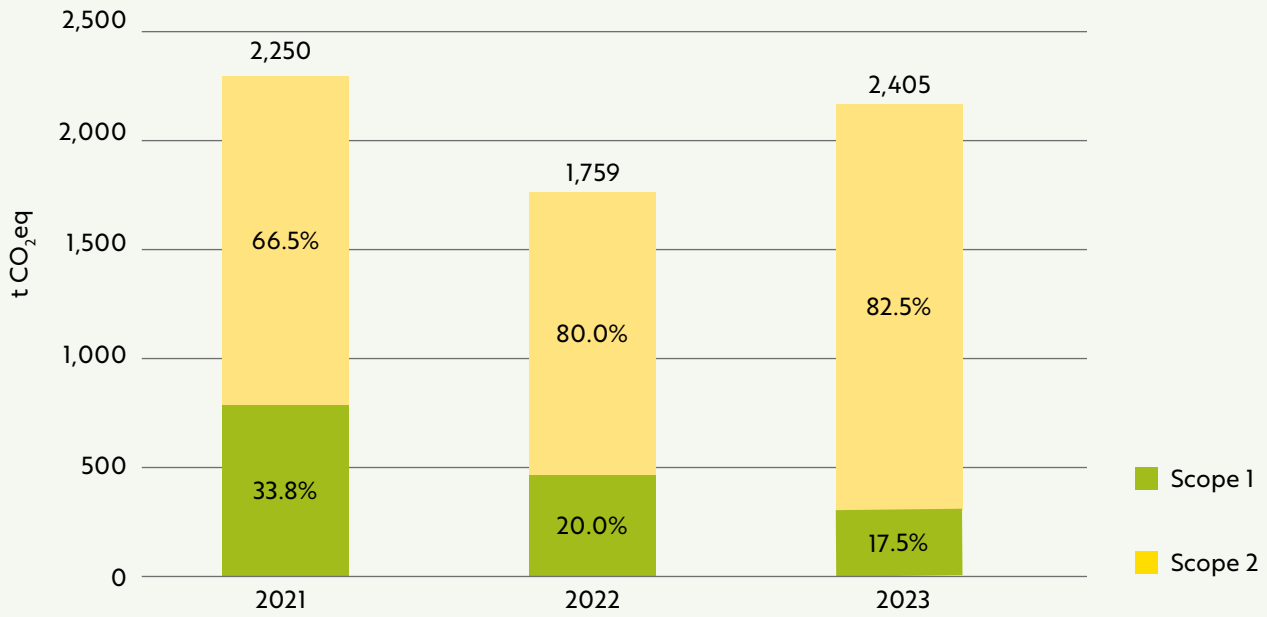
LOCATION-BASED CLIMATE CHANGING EMISSIONS



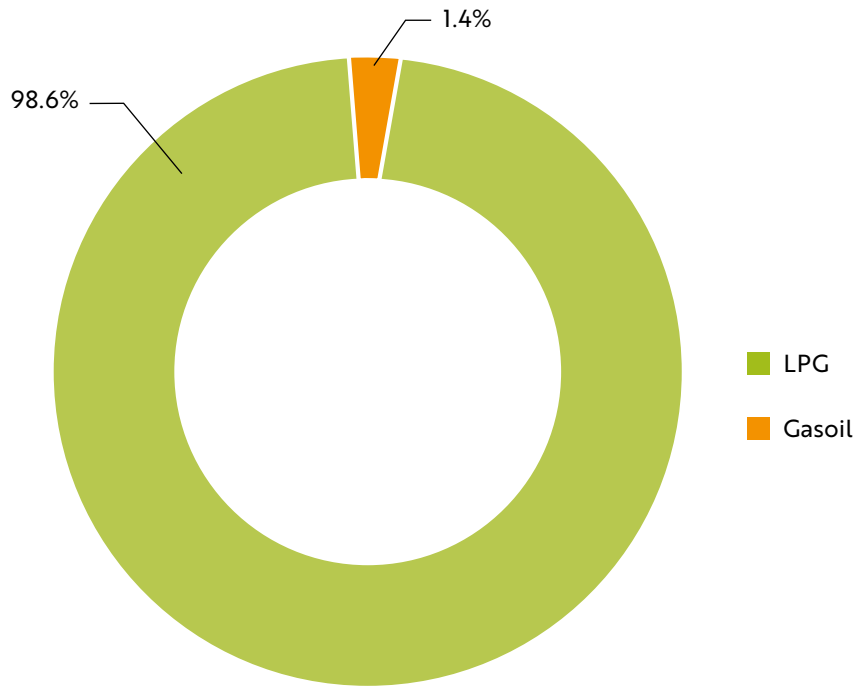
With the location-based approach, in 2021, Scope 1 represented 39.5% of total emissions, down in 2023 to 19.8%. This means that the company has successfully carried out actions to reduce the environmental impact of its operations via energy efficiency. In general, the graph demonstrates the ongoing dynamic approach to emissions reduction.



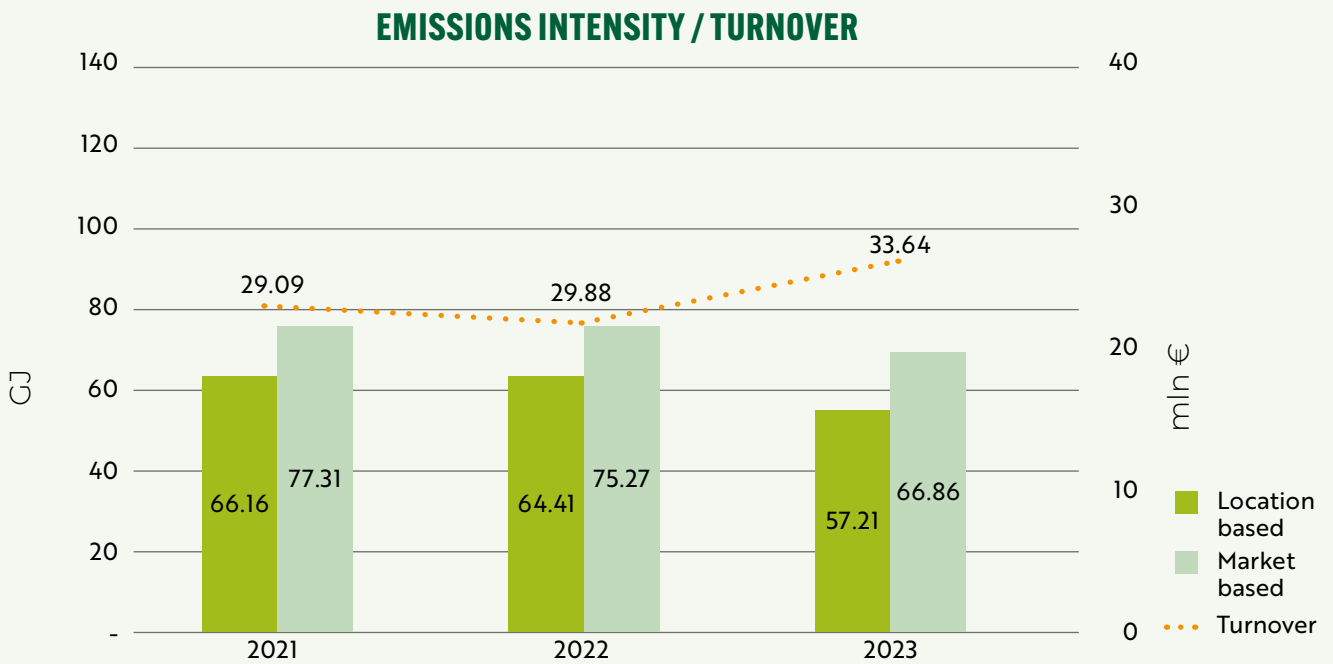
MARKET-BASED CLIMATE CHANGING EMISSIONS



SCOPE 1 - 2023



The graph shows a positive trend in emissions intensity: although total emissions are up, the percentage increase is less than in turnover, signifying lower emissions intensity against turnover, an indication of how the company balances economic growth with environmental sustainability.



CARBON MANAGEMENT

In **2022**, the environmental commitment of Naturello included the adoption of a **Carbon Neutrality Plan**, which not only represents a massive undertaking in terms of achieving sustainability, but is also the means for **assessing ongoing emissions from its activities**.

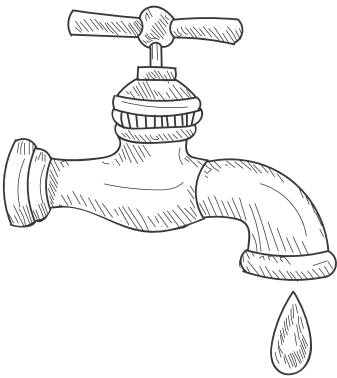
The Plan was developed with the aim of providing an in-depth analysis of the environmental impact of the company and to identify critical areas where significant improvement is possible. The **base year for calculation purposes was 2021**, following the guidelines of the **GHG Protocol**, which includes not only Scopes 1 and 2 for emissions but also Scope 3.

Given the complexity of the work carried out, **Naturello is committed to adopting internal management policies that improve Scope 3** emissions, with results currently available only for 2021.



4.3

“ Naturello has a proactive and responsible approach to water resource management, focusing on the proper use of water to wash raw materials.”



WATER MANAGEMENT

The company adopts sustainable practices to reduce the wastewater in all phases of the production process.

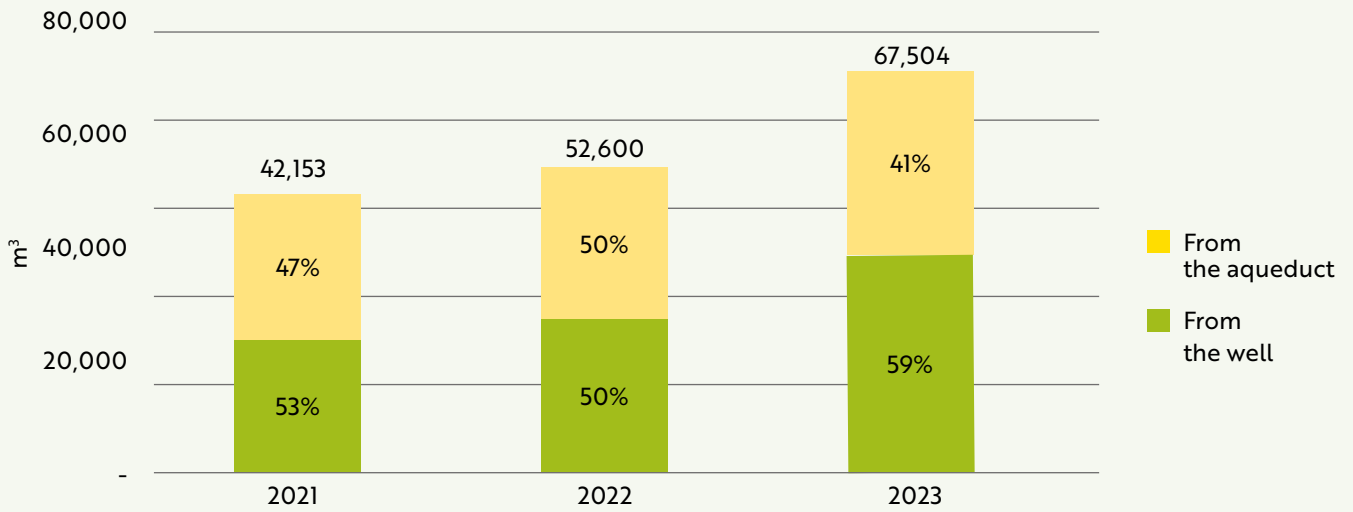
The water used comes from a variety of sources, including the public water supply and **well-water made available by Orti dei Berici**. After its use, **the water is treated in a purification plant**, ensuring that each drop is managed properly before it is discharged. To monitor environmental impacts and to guarantee excellence in water management, **Naturello works with an external consultant who regularly checks the treated water and the water from the well**. These analyses help to maintain the highest quality standards and continued compliance.

Special attention is paid to water recirculating within the company used to wash leafy products, by routinely measuring its microbiological content. All wastewater is handled in compliance with ministerial regulations, ensuring health and safety.

All Naturello wastewater plant is fitted with discharge controls and every phase in production is subject to careful internal review. Where certification bodies request improvements, the company takes corrective action to reduce environmental impacts.

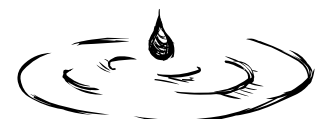
Water sampling, consumption and discharge data for the three-year period are shown in the tables below, evidence of how Naturello uninterruptedly manages water resources in a sustainable manner.

WATER USE



GRI 303-3 Water use	u.m.	2021	2022	2023
Total	m³	42,153	52,600	67,504
Well water used	m³	22,386	26,300	39,749
Including fresh water (≤1000 Mg/l of total dissolved solids)	m³	22,386	26,300	39,749
Including other types of water (>1.000 Mg/l of total dissolved solids)	m³	0	0	0
Water from an aqueduct	m³	19,767	26,300	27,755
Including fresh water (≤1000 Mg/l of total dissolved solids)	m³	19,767	26,300	27,755
Including other types of water (>1.000 Mg/l of total dissolved solids)	m³	0	0	0

GRI 303-4 Water discharge	u.m.	2021	2022	2023
Total	m³	42,153	52,600	67,504
Including fresh water (≤1000 Mg/l of total dissolved solids)	m³	42,153	52,600	67,504
Including other types of water (>1.000 Mg/l of total dissolved solids)	m³	-	-	-



MANAGING RAW MATERIALS

4.4

“Raw materials management is fundamental for any organization that wants to promote sustainability and minimize the environmental impact of its operations.”



An efficient use of resources helps not only to reduce harmful emissions but is also essential to guarantee uninterrupted production and continuity in services, whilst at the same time safeguarding the environment. With this in mind, Naturello has set in motion a series of projects and concrete initiatives.

The important projects include an analysis of **compatibility regarding the use of paper for the packaging of liquid products**, with the aim of reducing the use of plastics. In addition, Naturello is looking into the use of recycled plastic for its packaging.

The company is proactive in the sustainable use of natural resources, adopting FSC-certified paper for Naturello trademarked soup wraps. This approach is a significant step in the direction of environmental sustainability. Naturello has also begun working with suppliers to reduce the use of non-reusable secondary packaging, promoting sustainable practices throughout the supply chain. To manage the impact of raw materials, the organization intends to change CER code 020304 into a sub-product recovery code for biogas plant, contributing to the valorization of waste.

We also plan to build a cold facility using CO₂ close to the main facility. This will not only reduce the distance covered by vehicles transporting raw materials but will also optimize logistics efficiency and reduce emissions, a fundamental part of the sustainable production of goods and provision of services.

Another project in the implementation phase involves **the sustainable use of sunflowers (certified by ISCC)**, in line with the aim of promoting responsible farming practices. In 2023 Naturello purchased 240,940 kg of ISCC-certified sunflower oil.

One crucial aspect is our work with stakeholders. Naturello involves suppliers, clients and other parties interested in the responsible management of raw materials, adopting a collaborative and transparent approach. In its validation of suppliers the company plans to include their contributions to sustainability, incentivizing the entire supply chain and committing to the sustainable management of shared resources.

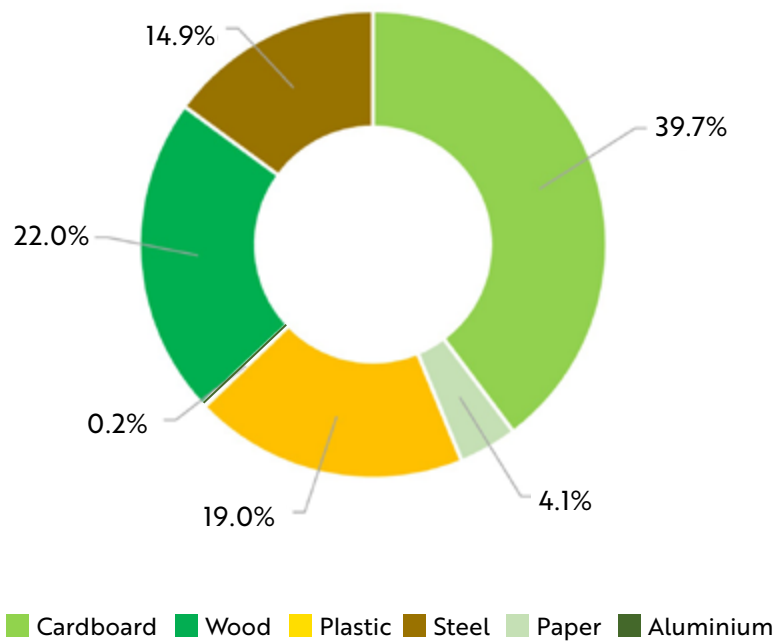
The table below sets out the data for the specific quantities used by Naturello for its product packaging; in particular, it shows the quantities of each material derived from recycling or from certified sustainable materials.



GRI 301 Materials	u.m.	2023
GRI 301-3 Packaging materials		
Cardboard	kg	317,011.26
from recycling	kg	194,661.84
from certified fsc	kg	48,770.00
Paper	kg	32,314.18
from recycling	kg	9,782.60
from certified FSC	kg	721.58
Plastic (polypropylene)	kg	151,623.62
From recycled plastic (E.G. R-PET)	kg	7,671.00
Aluminium	kg	1,626.49
Wood	kg	175,747.68
Steel	kg	119,211.00
Total	kg	797,534.23

50 Looking at the percentages of packaging materials in 2023, clearly cardboard is by far the most commonly used by Naturello, with 39.7% of the total. This is followed by plastic, steel and wood.

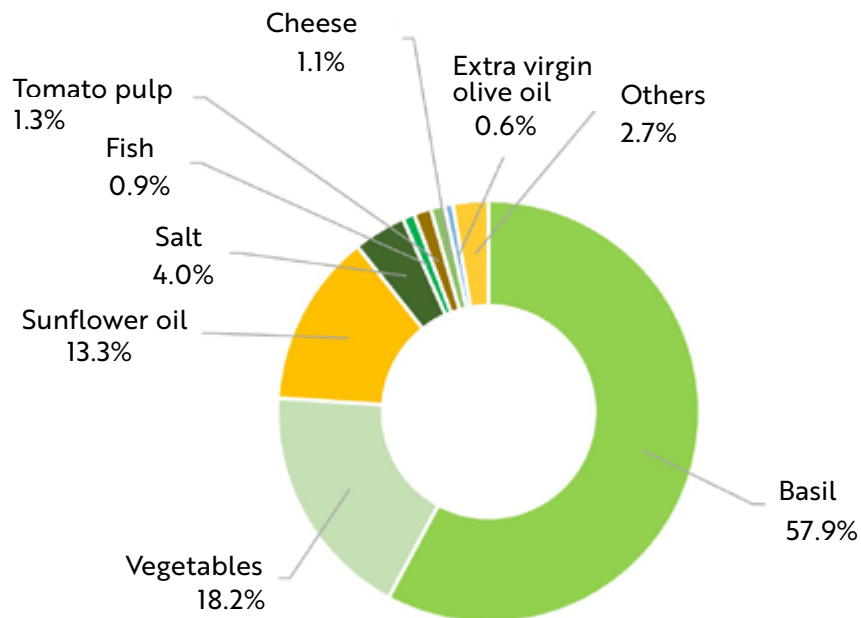
PACKAGING BY COMPOSITION - 2023



The table below lists the raw materials used for products: most frequently used is basil for pesto, a leading product for Naturello, followed by soup ingredients.

GRI 301 Materials	u.m.	2021	2022	2023
GRI 301-1 Raw materials				
Basil	kg	7,544,181	6,535,281	7,294,919
Vegetables (onions, spinach, cauliflower and others)	kg	3,885,006	2,324,636	2,292,325
Sunflower oil	kg	1,283,966	1,240,433	1,675,040
Salt	kg	486,800	444,000	507,186
Fish (mollusks, shellfish, fishes)	kg	208,101	157,066	115,570
Tomato pulp	kg	150,639	278,809	166,336
Cheese	kg	128,133	126,774	135,383
Extra virgin olive oil	kg	93,418	135,456	78,868
Others	kg	387,853	393,337	343,993
Total	kg	14,168,099	11,635,794	12,609,620

RAW MATERIALS BY TYPE - 2023

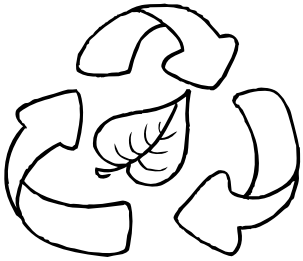


In relation to the raw materials for food, such as basil, certified suppliers are chosen from those that actively promote biodiversity.

The Company guarantees that the ingredients used are from sustainable sources, respect the environment and reflect a strong commitment to preserving nature.

4.5

“ Naturello manages a variety of waste products, generated by its operations, including from raw materials and incoming packaging, finished and semi-finished products past their sell-by dates, rusty containers and scraps from the mechanical engineering workshop.”



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WASTE MANAGEMENT

Scraps are placed inside dedicated bins and then transferred to disposal containers. Other types of waste are compacted to reduce their volume before disposal.

Waste is managed via appropriate CER codes by third parties. To optimize the process, Naturello has adopted a number of strategies, including sorting waste throughout the company. In addition, part of the waste is transformed into biogas by specialist companies, reducing our environmental impact.

The company regularly assesses finished products to identify any need to reprocess them within their sell-by dates and **analyses raw materials to increase their shelf life**, reducing waste to a minimum. In addition, Naturello carefully manages suppliers, promoting the use of reusable low-waste packaging, for example by using small drums for tomato pulp instead of cartons.

To guarantee efficient waste management, Naturello asks an external consultant to carry out **routine checks and to review its Unified Environmental Declaration**. Where inefficiencies are found, corrective measures are introduced, both inside and outside the company, with the aim of ensuring continuous improvement in waste management practices.

In 2023, the management of hazardous waste achieved a remarkable result, with just 0.12 tons produced, well down on 1.20 tons in 2022 and 10.46 tons in 2021. Non-hazardous waste amounted to 288.52 tons, in line with the previous year. This suggests that after an initial increase in 2022, the company has begun to optimize its waste management, with no further increases, evidence of greater operational efficiency.

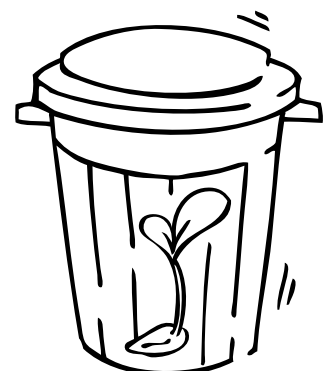
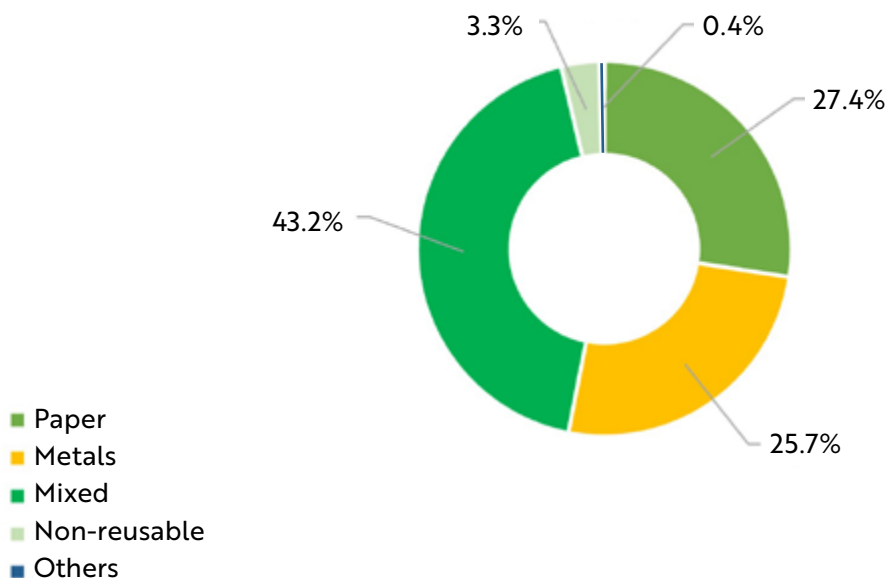
For clarity, waste production is shown below by type and composition, providing greater details of company performance in this area. The data are for each year in the period covered by this Report.

GRI 306 Waste	u.m.	2021	2022	2023
GRI 306-3 Waste by composition				
Hazardous waste	t	10.46	1.20	0.12
Non-hazardous waste	t	238.52	289.40	288.52
Total	t	248.98	290.60	288.64

The waste produced by the company falls into the following categories:

- **sub-products** after the processing of items with vegetable origin, sent to third parties for the production of biogas;
- **animal waste disposed** of according to statutory requirements by affiliated companies;
- **liquids and processing waste**, sent to the purification plant at Buratti Orti dei Berici for decanting and use as sludge for farming;
- **non-hazardous waste** (mixed, paper, cardboard and metal packaging, scraps that cannot be reused or recycled) disposed of according to statutory requirements by affiliated companies.

COMPOSITION OF WASTE - 2023



In 2023, most waste produced by Naturello was of the mixed variety, at 43.2% of the total, followed by paper and metals, respectively at 27.4% and 25.7%. Items that cannot be reused or recycled included electrical equipment and other materials.

Below we set out the data for the waste produced by Naturello in 2023, divided into waste managed internally or externally, not including waste for disposal.

GRI 306 Waste	u.m.	2022			2023		
		On site	Externally	Total	On site	Externally	Total
Hazardous waste							
Preparation for reuse - (R13)	t	-	1.20	1.20	-	0.12	0.12
Recycling - (R3, R4, R5, R11)	t	-	-	-	-	-	-
Other recovery operation - (R2, R6, R7, R8, R9, R10, R12)	t	-	-	-	-	-	-
Total	t	-	1.20	1.20	-	0.12	0.12
Non-hazardous waste							
Preparation for reuse - (R13)	t	-	246.68	246.68	-	279.03	279.03
Recycling - (R3, R4, R5, R11)	t	-	33.56	33.56	-	9.49	9.49
Other recovery operations - (R2, R6, R7, R8, R9, R10, R12)	t	-	9.16	9.16	-	-	-
Total	t	-	289.40	289.40	-	288.52	288.52

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“Safeguarding biodiversity has long been a fundamental aim, both at the national and international level, becoming a priority for global policy and in the collective consciousness.”

4.6



SAFEGUARDING BIODIVERSITY

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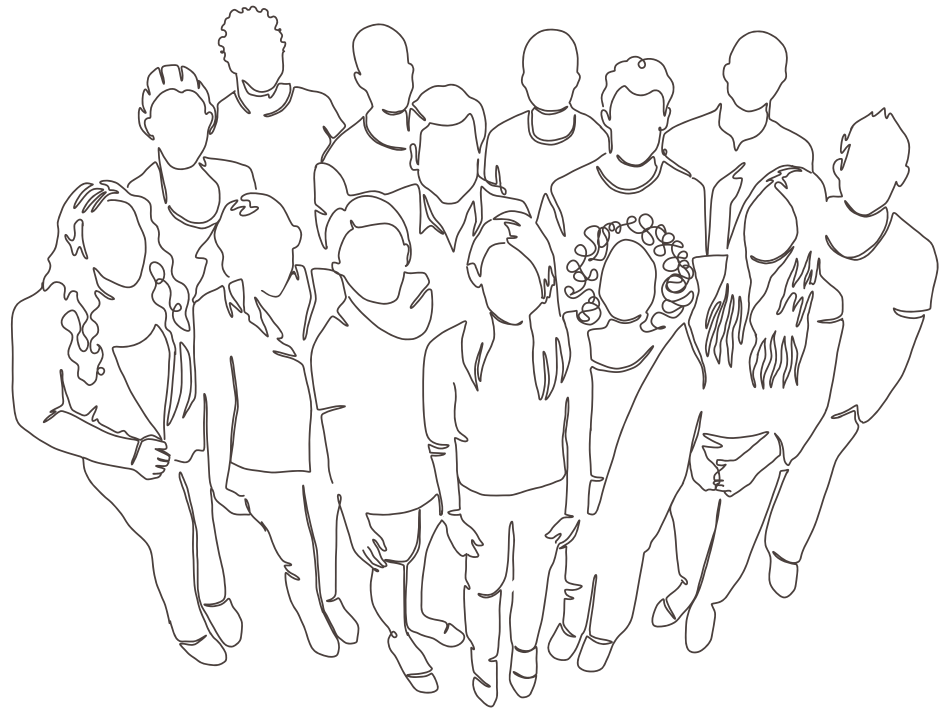
In this framework, Naturello has played its part, adopting the principles of sustainability and committing to reducing its environmental impact, in particular with regard to farming processes, in order to preserve ecosystems. The compatibility of products with these aims is now a central concern. Therefore, the company uses instruments and methods to monitor and valorize a sustainable approach to the supply chain and to production.

One of the main instruments in the assessment of impacts on **biodiversity is the analysis of the biological quality of the soil**, based on recognized parameters. This methodology assesses farming practice in relation to environmental conditions and production. Naturello uses the evaluation above all in relation to growing **raw materials such as basil, where it has set up a Company Biodiversity Plan**, which includes a number of parameters and practices safeguarding and fostering biodiversity. It includes the biological management of the soil, the use of **sustainable fertilizers, insects used to control adversities and the creation of ecological “infrastructure” such as hedges and trees to line fields, attracting animal and vegetable life.**

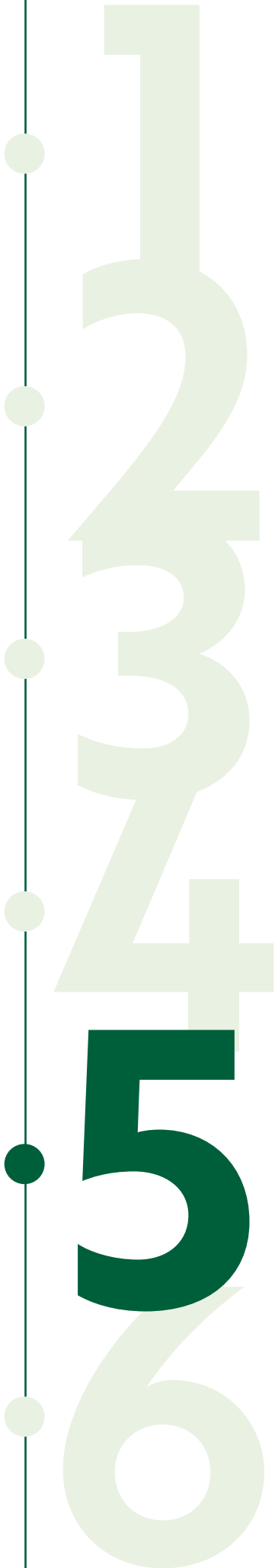
In addition, the **Company Biodiversity Plan** includes a variety of virtuous practices such as the use of **renewable energy sources, the phyto-purification of wastewater, and support for beekeeping and composting projects**, reflecting the commitment of Naturello to the careful management of natural resources and the promotion of farm products respecting the ecology.

In relation to finished products, the company has continued to promote sustainability initiatives. In 2023, for example, it maintained its **“Plant a tree” initiative, in cooperation with the Zero CO₂ Organization**: a tree is planted for every photo of Naturello soups posted on Instagram, a symbolic gesture that makes a real contribution to **safeguarding the environment and to reforestation.**

NUMBER OF EMPLOYEES	73
NUMBER OF NEW EMPLOYEES	3
RATE OF TURNOVER	8%
PERCENTAGE OF WOMEN	74%
AVERAGE LENGTH OF SERVICE	6
TRAINING HOURS DELIVERED	772



ATTENTION TO OUR PEOPLE

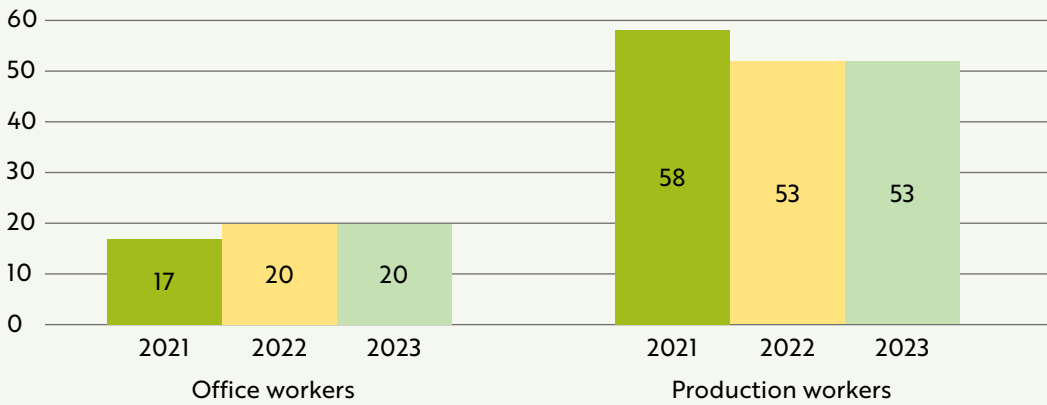


At the centre of the Naturello commitment to sustainability is its profound dedication **to the safeguarding of human rights, workers' rights and human dignity in all its forms**. Over the years, the company has built up a solid culture placing individuals at the centre of its competitive strategy, recognizing and valorizing the unique contribution each person can make.

In 2023, Naturello employed 73 people, unchanged from the previous year, with the same breakdown in the various professional categories, indicating a stable balance between growth and attention to human resources.

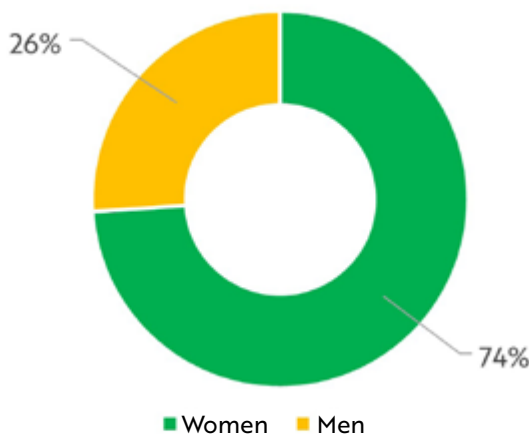
5.1

NUMBER OF EMPLOYEES



GRI 405-1 Employees by category and gender	2021	2022	2023
Number of employees	75	73	73
women	48	54	54
men	27	19	19
Office workers	17	20	20
women	13	15	15
men	4	5	5
Production workers	58	53	53
women	35	39	39
men	23	14	14

EMPLOYEES BY GENDER 2023



PEOPLE AT NATURELLO

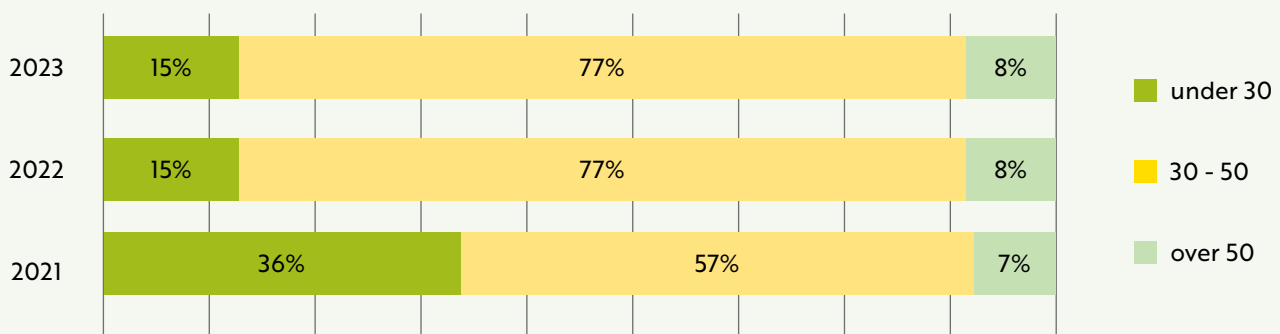
All Naturello employees have employment contracts based on the **National Collective Employment Agreement**.

As at 31 December 2023, 74% of company employees were women, up on 2021 (64%). The increase was significant among factory workers, where most of the women employed are between 30 and 50 years of age, an indication of the commitment to inclusion and the valorization of women’s productive work.

GRI 401-1 Personnel by age and gender	2021	2022	2023
Total employees	75	73	73
women	48	54	54
men	27	19	19
Under 30 years of age	27	11	11
women	14	7	7
men	13	4	4
30-50 years of age	43	56	56
women	31	44	44
men	12	12	12
Over 50 years of age	5	6	6
women	3	3	3
men	2	3	3

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PERSONNEL BY AGE



In 2023, in line with the previous year, most employees were between 30 and 50 years of age, representing about 77% of the total. Employees under 30 stood at 15%, sharply down on 2022, 8% of employees were over 50.

7 people not employed directly by Naturello have duties overseen by the Company. They include hardware and software consultants, electricians and people working on maintenance.

5.1.1 THE RESPONSIBLE MANAGEMENT OF HUMAN RESOURCES

Naturello has a flexible **approach to the work-family balance**, based on the specific needs of employees. The company **grants part-time contracts and provides permits** for time off-work as requested by individual employees seeking to balance company requirements with the needs of their home lives. This flexible policy includes all types of contract, guaranteeing equal opportunities to every team member.

At the same time, in relation to recruits, Naturello follows a careful, differentiated process. Roles are defined after discussions with managers in order to make sure designated functions are in line with the skills of the candidate. New recruits are given a trial period during which their performance is monitored. If the recruit does not meet company expectations, 15-day notice is given.

To continuously assess the effectiveness of recruitment and human resource management policies, Naturello organizes regular internal meetings to discuss new recruits and investigate the opportunity to enlarge teams. In addition, **changes in role or function are managed by dedicated meetings with the employees involved**, illustrating the new responsibilities and opportunities for professional growth.

5.1.2 COMPANY WELFARE AND SALARY POLICY

In line with its commitment to sustainability, Naturello focuses particular attention on the wellbeing of employees, considered to be central actors and principal company stakeholders. Since 2019, this commitment has been enshrined in the **company welfare agreement**, which provides employees with a number of services, non-monetary benefits and initiatives to improve the quality of their working lives, **creating a positive and favourable environment**.

Each year, in collaboration with Trade Union representatives, Naturello underwrites an agreement establishing year-end bonuses in relation to agreed objectives. These agreements are based on fairness with no difference between full-time employees on open-ended contracts with those working part-time or with fixed-term contracts. Bonuses are initially uniform and are then recalculated based on the number of hours worked by part-time employees.

In addition, the company organizes regular meetings between Trade Union representatives and company managers, attended by the owners, to assess the effectiveness of the welfare policies and to make any changes or improvements needed. This holistic approach not only contributes to the overall wellbeing of employees but also aims to attract new talent to the company through the high degree of satisfaction of the people already working for us, a plus in terms of reduced turnover and closer links between the company and its collaborators.



Naturello has developed a cutting-edge **welfare plan based** on discussions with employees. It involves two key phases, designed to respond to the specific needs of its workforce.

1. Identification of beneficiaries

The first phase divides employees into seven homogeneous categories based on duties, length of service and the employment level. Each group is provided with specific tailor-made services and benefits.

2. Assigning welfare credits

In the second phase, in light of the economic conditions of the company, a “welfare credit” is assigned to every category of employee. Workers can access this credit via **Trecuori, an innovative digital platform made available by the Benefit Company of the same name**, created in order to provide instruments to valorize people, businesses and the service sector.

Company welfare is one of the **Trecuori products Naturello has chosen to acquire, enabling employees to use the welfare credit for a number of services, including healthcare, recreation, entertainment and training**. One distinguishing feature of Trecuori is the ability of employees to use local services, contributing to the community economy where Naturello is rooted.

Recognizing the importance of a good work/life balance, Naturello has created a healthy and stimulating environment with **welfare benefits extended to include the family members of employees**.

In addition, in 2023, fuel and shopping coupons were provided up to 3000€ pursuant to the regulatory increase in the Labour Decree.

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REMUNERATION POLICY

Naturello has adopted a remuneration policy that combines fixed and variable portions for first-level managers. These employees receive a basic salary plus a benefits package and bonuses related to achieving certain aims established at the beginning of the year. However, the company does not use standard procedures for its salary policy; remuneration is based on role and level, without a set approach. The opinions of stakeholders are taken into consideration in specific contexts, such as for new recruits or during times of expansion, impacting on the benefit plan and company objectives.



5.1.3 STABILITY AND INCLUSION: MANAGING TURNOVER

In 2023, Naturello consolidated its tradition of balancing **experience and youth in its teams, maintaining an average age of 37 for employees**, in line with previous years. This inter-generational balance is the result of the unstinting commitment to creating a work environment that includes experienced professionals and talented youngsters, to the benefit of both. The rate of turnover was 8%, reflecting the effectiveness of this strategy and demonstrating stability and strong worker involvement in the company

During the year, Naturello welcomed 3 new recruits, providing a strengthened team with new energy. At the same time, **the company continued its long-established policy of inclusion and equality, a characteristic of its culture, where differences are respected.**

GRI 401-1 Total new recruits	2021	2022	2023
Total new recruits	4	3	3
women	3	1	1
men	1	2	2
Under 30 years of age	1	0	0
women	1	0	0
men	0	0	0
30-50 years of age	3	2	2
women	2	1	1
men	1	1	1
Over 50 years of age	0	1	1
women	0	0	0
men	0	1	1

GRI 401-1 People leaving the company by age and gender	2021	2022	2023
Total leavers	1	2	3
women	0	2	1
men	1	0	2
Under 30 years of age	0	0	0
women	0	0	0
men	0	0	0
30-50 years of age	1	2	2
women	0	2	1
men	1	0	1
Over 50 years of age	0	0	1
women	0	0	0
men	0	0	1

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GRI 405-1 Educational background	2021	2022	2023
Graduates	6	6	6
School diplomas	23	18	22
Other (without diploma)	46	49	45

GRI 405-1 Length of service	2021	2022	2023
Average age	36	37	37
Average length of service	6	7	6

GRI 405-1 Protected categories	2021	2022	2023
women	3	3	3
men	1	1	1

GRI 401-1 Rate of turnover, by gender and age	2021	2022	2023
Overall rate of turnover	7%	7%	8%
People joining the company	5%	4%	4%
women	6%	2%	2%
men	4%	11%	11%
Under 30 years of age	4%	0%	0%
women	7%	0%	0%
men	0%	0%	0%
30-50 years of age	7%	4%	4%
women	6%	2%	2%
men	8%	8%	8%
Over 50 years of age	0%	17%	17%
women	0%	0%	0%
men	0%	33%	33%
People leaving the company	1%	3%	4%
women	0%	4%	2%
men	4%	0%	11%
Under 30 years of age	0%	0%	0%
women	0%	0%	0%
men	0%	0%	0%
30-50 years of age	2%	4%	4%
women	0%	5%	2%
men	8%	0%	8%
Over 50 years of age	0%	0%	17%
women	0%	0%	0%
men	0%	0%	33%



5.2

TRAINING AND GROWTH:
INVESTING IN THE FUTURE

“ Naturello regards personnel training as fundamentally important and an essential investment to improve individual skills and hence the overall performance of the company.”

After hiring, within 30 working days, the Personnel Department organizes a compulsory health check-up and training courses to prepare new recruits for their specific duties. The **courses provide** a thorough knowledge of company procedures and include technical instructions for the activities to be carried out. Specifically, training comprises a series of basic modules, **including an introduction to the principles of quality, learning the applicable safety regulations for each role**, managing risks and reporting inside the company. An important focus is an **in-depth knowledge of the Naturello Quality System**, as well as training in hygiene and safety for the handling of foodstuffs according to the HACCP Plan. In addition, new recruits are asked to become thoroughly familiar with the company handbook, its operating procedures and the company quality policy.

For employees with technical functions, such as quality managers, auditors delegated to carry out the internal audit and laboratory technicians, specialist training is provided. At the same time, personnel in the Prevention and Protection Service are trained in safety requirements according to current legislation, with particular attention given to training for the role of Workers Safety Representative.

Training on the basic principles of the Quality system is provided in-house by the Quality Manager although senior management can decide to integrate the classroom activities with external courses where required, to guarantee further

specialization. In parallel, training in safety is carried out by the Prevention and Protection Service Manager, ensuring compliance with all safety regulations. Finally, training is not limited to the initial work phase but is repeated and updated in numerous circumstances, such as the introduction of new machines and equipment, changes in operational methods, the entry of new personnel (with on-the-job training by a supervisor) or changes in duties for experienced employees. In addition, annual training programmes refresh skills, guaranteeing continuous professional growth in line with the needs of the company and with regulatory developments in the sector.

In 2023, Naturello invested heavily **in the professional growth of its employees, providing 772 hours of courses.** This commitment includes the entire workforce of 73 employees, comprising 52 women and 21 men, guaranteeing 100% participation, office and factory workers alike. On average, each employee received about 11 hours of training, an indication of the importance attributed by the company to the constant updating and valorization of human resources.

GRI 404-1 Training hours per year by category and gender	2021	2022	2023
Office workers	70	0	400
women	0	0	400
men	70	0	0
Production workers and equivalent	446	184	372
women	154	117	148
men	292	67	224
Total	516	184	772



5.3

HEALTH AND SAFETY
IN THE WORKPLACE

66

“Naturello is strongly committed to promoting the wellbeing and safety of its employees, constantly working to create a work environment that meets the requirements and standards of Law 81/08.”

This commitment is one of the pillars of the company Code of Ethics, which stipulates the need for a healthy, hygienic working environment without potential risks.

The company encourages **a culture of safety amongst employees with a proactive and preventive approach to risk management**. Regular initiatives reduce workplace dangers to a minimum. Employees are trained in simple, accessible procedures to ensure the skillful handling of risky situations and compliance with proper safety practices.

To maintain the solidity and effectiveness of its safety policy, Naturello **has set up a precise and continuous monitoring system**. Regular checks are carried out by managers and the Workers Safety Representative as well as external experts and the Prevention and Protection Service Manager. The continuous activity guarantees a safe and serene working environment for all.

In addition, every year the company assesses the effectiveness of its health and safety policy during the management review. This process looks at essential elements such as training and improvement programmes, compliance with hygiene and safety regulations in the facilities and for the personnel, and the implementation of an improvement plan based on the Risk Assessment Document. In addition, a statistical analysis of injuries and near-misses in the workplace is carried out to identify any corrective action required, areas of prevention and continuous improvement in working conditions.

GRI 403-9 Number of accidents involving workers (employees or not)	u.m.	2021	2022	2023
Total number of accidents to report		2	1	1
- to employees	n	2	1	1
- to non-employees		0	0	0

GRI 403-9 Hours worked (time + overtime + flexitime)	u.m.	2021	2022	2023
Total number of hours worked		140,342	144,244	138,000
- employees	n	140,342	144,244	138,000
- to non-employees		0	0	0

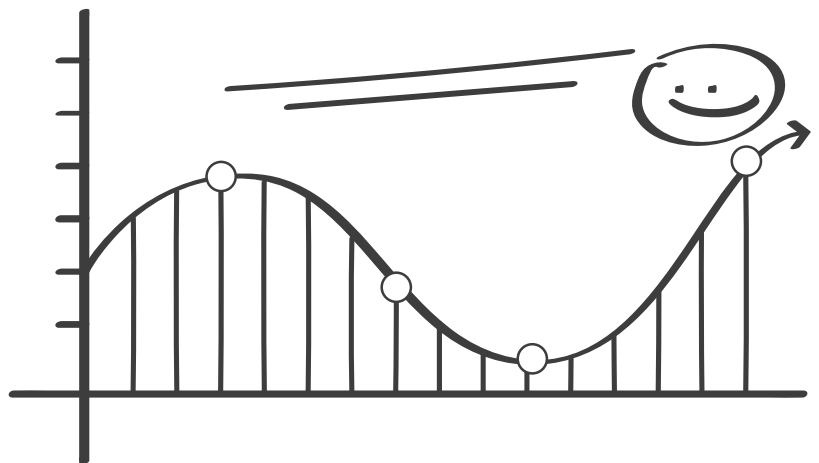
GRI 403-9 Rate of accidents in the workplace	u.m.	2021	2022	2023
Recorded rate of injuries in the workplace		14.3	6.9	7.2
- to employees	%	14.3	6.9	7.2
- to non-employees		0	0	0

The rate of injuries in 2023 was a low 7.2% unchanged on the previous year, with fewer working hours.



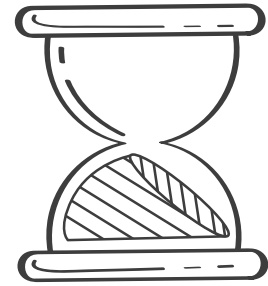
1 2 3 4 5 6

“ Naturello is able to produce wealth and to contribute to economic growth in the social and environmental context in which it operates through the efficient and effective use of resources.”



ECONOMIC PERFORMANCE

Net profit	3,193,764 €
Value of production	34,213,206 €
Revenues from sales	33,641,629 €
Share capital	90,000 €
Economic value generated	34,224,313 €
Economic value shared out	28,879,241 €
Percentage of economic value shared out against value generated	84%



Hence over time, the Company has been able to reconcile social and environmental objectives with its economic performance.

In 2023, Naturello generated a turnover of nearly 33.6 million euros, against 29.9 million in 2022, up 11.2%.

The company share capital stood at € 90,000 on the date for the approval of the Civil Balance Sheet for 2023, with net profit for the period ending 31 December 2023 at € 3,193,764 after income tax of € 1,055,224 and amortization and write-downs totalling € 1,727,944.

The increase in sales revenues is in line with the increase in the value of production, totalling a little over 34 million euros, up 8% on the previous year. This trend demonstrates the careful management of expenses and the resilience of the company faced by current challenges.

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DATA BASED ON THE ANALYSIS OF THE PROFIT AND LOSS ACCOUNT

Item	2023	2022	Difference
Revenues from sales (rs)	33,641,629 €	29,881,336 €	3,760,293 €
Value of production (vp)	34,213,206 €	31,460,683 €	2,752,523 €
Personnel costs / vp	10.78%	11.95%	-1.17%
Procurement of goods / vp	55.39%	59.29%	-3.90%
Cost of services / vp	13.77%	16.11%	-2.34%
Use of third-party assets / vp	0.79%	0.77%	0.02%
Charges other than for management / vp	0.57%	0.60%	-0.03%
Net financial charges / vp	0.03%	0.00%	0.03%



6.1

In the **Sustainability report**, added value comprises the overall revenues from principal and supplementary activities less the expenses incurred for the purchase of raw materials, goods and services. This value reflects the tangible contribution of an organization to society, responding concretely to the expectations of stakeholders.

RECLASSIFICATION OF THE PROFIT AND LOSS STATEMENT

Item	2023	2022	Difference
Economic value generated directly	34,224,313 €	31,460,386 €	8.1%
Revenues from sales and services	33,641,629 €	29,881,336 €	11.2%
Variation in product inventory, semi-finished and finished goods	-544,328 €	886,548 €	262.9%
Other revenues and net earnings	1,115,905 €	692,799 €	37.9%
Financial earnings	11,207 €	237 €	97.9%
Adjustments to financial assets	-100 €	-534 €	-434.0%
Economic value shared out	28,879,241 €	28,715,517 €	0.6%
% of Economic Value Generated directly	84%	91%	0.0%
Reclassified operating costs	24,128,046 €	24,152,978 €	-0.1%
Raw materials, auxiliaries, consumables and goods	18,950,936 €	18,654,037 €	1.6%
Service costs	4,710,368 €	5,069,151 €	-7.6%
Costs for the use of third-party assets	270,944 €	241,445 €	10.9%
Sundry management charges	195,798 €	188,345 €	3.8%
Salaries	3,689,013 €	3,760,440 €	-1.9%
Personnel costs	3,689,013 €	3,760,440 €	-1.9%
Lenders financial charges	6,958 €	5,887 €	15.4%
Interest and other financial charges	6,958 €	5,887 €	15.4%
Payments to the public administration	1,055,224 €	796,212 €	24.5%
Income taxes	1,055,224 €	796,212 €	24.5%

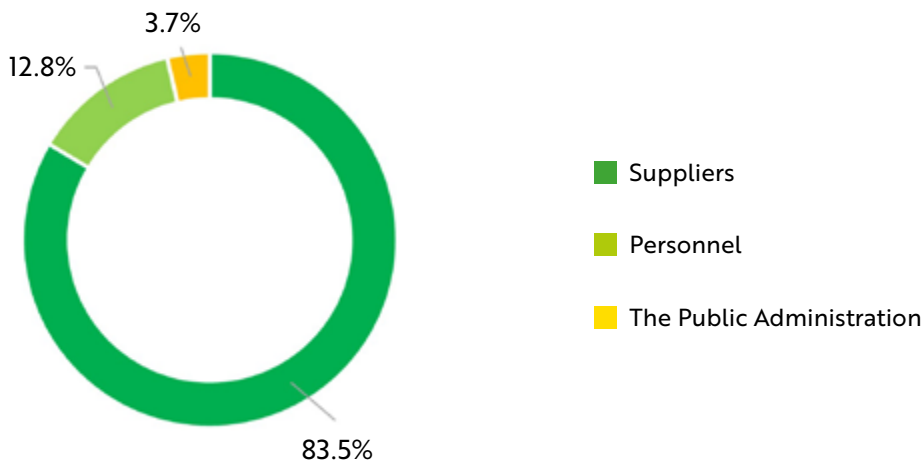
DISTRIBUTION OF VALUE TO STAKEHOLDERS

Below, we detail the distribution of the added value produced to engaged stakeholders:

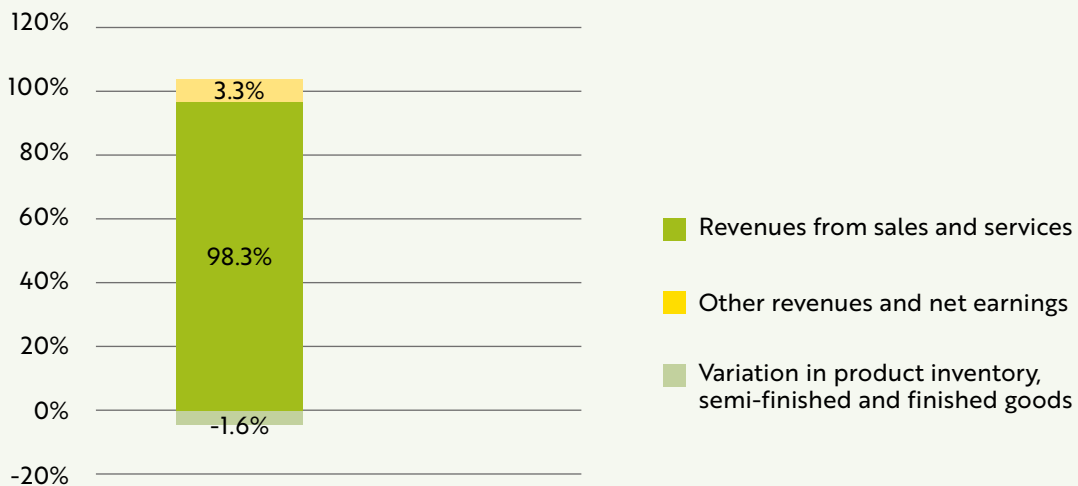
- **83.5% suppliers:** most of the value of production is distributed to the suppliers of goods and services
- **12.8% personnel:** wages, salaries and staff-leaving indemnities.
- **3.7% Public Administration:** payment of direct and indirect taxes and social charges.

The remaining portion of added value is distributed to “community” stakeholders in the form of funding for local communities and payments to meet financial obligations.

COMPOSITION OF THE ECONOMIC VALUE SHARED OUT



COMPOSITION OF ECONOMIC VALUE GENERATED



GRI CONTENT INDEX

DECLARATION OF USE

Naturello S.p.A. has provided the information specified in this list of GRI contents for the period from 1 January 2023 to 31 December 2023, referring to GRI Standards for 2021.

GRI	PARAMETER	PARAGRAPH
GRI 1 FOUNDATION 2021		
GRI 2 GENERAL DISCLOSURE		
2-1	Organizational details	1.1 The history of Naturello
2-2	Entities included in the Sustainability Report of the organization	Note on Methodology
2-3	Reporting period, frequency and contact details	Note on Methodology
2-6	Activities, value chain and other commercial relations	3.4 Sustainability along the supply chain
2-7	Employees	5.1 Naturello people
2-8	Workers who are not employees	5.1 Naturello people
2-9	Structure and composition of governance	1.3 Governance, ethics and integrity
2-13	Responsibilities for managing impacts	1.3 Governance, ethics and integrity
2-16	Communication of critical concerns	1.3 Governance, ethics and integrity
2-17	Collective knowledge of the senior governing body	1.3 Governance, ethics and integrity
2-19	Salary policy	5.1.2 Company welfare and salary policy

GRI	PARAMETER	PARAGRAPH
2-20	Process for establishing salaries	5.1.2 Company welfare and salary policy
2-21	Annual coefficient out of total salary	5.1.2 Company welfare and salary policy
2-22	Statement of sustainable development strategy	2.3 Strategic pillars
2-23	Political commitments	1.3 Governance, ethics and integrity
2-25	Processes for remedying negative impacts	2.3 Strategic pillars
2-27	Legal and regulatory compliance	1.3.3 Compliance with current regulations
2-29	Approach to stakeholder engagement	2.1 Stakeholder engagement
2-30	Collective bargaining agreements	5.1.1 Human resource management
GRI 3 MATERIALITY		
3-1	Process of determining materiality	2.2 Analysis of the material topic
3-2	List of the material topics	2.2 Analysis of the material topic
3-3	Management of the material topic	2.2 Analysis of the material topic
ECONOMIC PERFORMANCE		
3-3	Management of the material topic	6. Economic performance
GRI 201 - ECONOMIC PERFORMANCE (2021)		
201-1	Economic value generated directly and distributed	6.1 The generation of value
ETHICS AND BUSINESS INTEGRITY		
3-3	Management of the material topic	1.3 Governance, ethics and integrity
GRI 205 - ANTI-CORRUPTION (2021)		
205-1	Operations assessed for risks of corruption	1.3 Governance, ethics and integrity
205-3	Episodes of corruption ascertained and action taken	In 2023 there were no cases of ascertained corruption.

GRI	PARAMETER	PARAGRAPH
PREVENTION OF ANTI-COMPETITIVE CONDUCT		
3-3	Management of the material topic	1.3 Governance, ethics and integrity
RESEARCH AND DEVELOPMENT		
3-3	Management of the material topic	3.2 Research and Development for sustainable growth
RAW MATERIALS		
3-3	Management of the material topic	4.4 Management of raw materials
GRI 301 - MATERIALS (2021)		
301-1	Materials used on the basis of weight and volume	4.4 Management of raw materials
301-2	Goods-in materials recycled	4.4 Management of raw materials
301-3	Products recovered and related packaging materials	4.4 Management of raw materials
ENERGY		
3-3	Management of the material topic	4.1 Energy consumption
GRI 302 - ENERGY (2021)		
302-1	Energy consumption inside the organization	4.1 Energy consumption
302-2	Energy consumption outside the organization	4.1 Energy consumption
302-3	Energy intensity	4.1 Energy consumption
302-4	Reduction in energy consumption	4.1 Energy consumption
302-5	Reduction in energy needed for products and services	4.1 Energy consumption
WATER USE AND DISCHARGE		
3-3	Management of the material topic	4.3 Water management

GRI	PARAMETER	PARAGRAPH
GRI 303 - WATER AND EFFLUENT (2021)		
303-1	Interactions with water as a shared resource	4.3 Water management
303-2	Management of impacts from water discharge	4.3 Water management
303-3	Water use	4.3 Water management
303-4	Water discharge	4.3 Water management
303-5	Water consumption	4.3 Water management
SAFEGUARDING BIODIVERSITY		
3-3	Management of the material topic	4. Environmental sustainability
EMISSIONS		
3-3	Management of the material topic	4.2 Management of climate-altering emissions
GRI 305 - EMISSIONS (2021)		
305-1	Emissions of gas and greenhouse gases (GHG) produced directly (Scope 1)	4.2 Management of climate-altering emissions
305-2	Emissions of gas and greenhouse gases (GHG) produced indirectly by energy consumption (Scope 2)	4.2 Management of climate-altering emissions
305-4	Intensity of greenhouse gas emissions (GHG)	4.2 Management of climate-altering emissions
305-5	Reduction of greenhouse gas emissions (GHG)	4.2 Management of climate-altering emissions
WASTE		
3-3	Management of the material topic	4.5 Waste management
GRI 306 - WASTE (2020)		
306-1	Generation of waste and significant waste-related impacts	4.5 Waste management

GRI	PARAMETER	PARAGRAPH
306-2	Management of significant waste-related impacts	4.5 Waste management
306-3	Waste generated	4.5 Waste management
306-4	Waste not disposed of	4.5 Waste management
306-5	Waste disposed of	4.5 Waste management
ENVIRONMENTAL VALIDATION OF SUPPLIERS		
3-3	Management of the material topic	3.4 Suppliers and choice raw materials
GRI 308 - ENVIRONMENTAL VALIDATION OF SUPPLIERS (2021)		
308-1	New suppliers selected according to environmental criteria	3.4 Suppliers and choice raw materials
HUMAN RESOURCE MANAGEMENT POLICIES		
3-3	Management of the material topic	5.1.1 Human resource management
GRI 401 - EMPLOYMENT (2021)		
401-1	New employees and turnover	5.1.1 Human resource management
INDUSTRIAL RELATIONS MANAGEMENT		
3-3	Management of the material topic	1.3 Governance, ethics and integrity
SAFEGUARDING HEALTH AND SAFETY IN THE WORKPLACE		
3-3	Management of the material topic	5.3 Health and safety in the workplace
GRI 403 - HEALTH AND SAFETY IN THE WORKPLACE (2021)		
403-1	Management system for health and safety in the workplace	5.3 Health and safety in the workplace
403-2	Identification of dangers, assessment of risks and investigations into accidents	5.3 Health and safety in the workplace

GRI	PARAMETER	PARAGRAPH
403-3	Services for professional health	5.3 Health and safety in the workplace
403-4	Participation and consulting of workers in relation to health and safety programmes	5.3 Health and safety in the workplace
403-5	Training of workers on health and safety in the workplace	5.3 Health and safety in the workplace
403-6	Safeguarding the health of employees	5.3 Health and safety in the workplace
403-7	Prevention and mitigation of impacts on health and safety in the workplace directly linked to business relations	5.3 Health and safety in the workplace
403-8	Workers covered by a management system for health and safety in the workplace	5.3 Health and safety in the workplace
403-9	Accidents at work	5.3 Health and safety in the workplace
PERSONNEL TRAINING		
3-3	Management of the material topic	5.2 Training and growth: investing in the future
GRI 404 - TRAINING (2021)		
404-1	Average number of training hours per year per employee	5.2 Training and growth: investing in the future
404-2	Refresher courses for employee skills and assistance in the transition	5.2 Training and growth: investing in the future
404-3	Percentage of employees whose performance is regularly assessed and professional development	5.2 Training and growth: investing in the future
INCLUSIVITY, DIVERSITY AND NON-DISCRIMINATION		
3-3	Management of the material topic	5.1.3 Stability and inclusion: managing turnover
GRI 405 - DIVERSITY AND EQUAL OPPORTUNITIES (2021)		
405-1	Diversity in governance bodies and among employees	5.1.3 Stability and inclusion: managing turnover
GRI 406 - NON-DISCRIMINATION (2021)		
406-1	Episodes of discrimination and corrective action taken	In 2023 no cases of discrimination were reported.

GRI	PARAMETER	PARAGRAPH
IMPACTS ON THE LOCAL COMMUNITY		
3-3	Management of the material topic	5.1.2 Company welfare and salary policy
SAFEGUARDING THE HEALTH AND SAFETY OF CLIENTS		
3-3	Management of the material topic	3.5 Customers and quality: a matter of trust
GRI 416 - THE HEALTH AND SAFETY OF CLIENTS (2021)		
416-1	Assessment of the impacts on health and safety of categories of products and services	3.5 Customers and quality: a matter of trust
416-2	Episodes of non-compliance relating to health and safety impacts from products and services	3.5 Customers and quality: a matter of trust
ATTENTION TO PRODUCT COMMUNICATIONS		
3-3	Management of the material topic	3.5 Customers and quality: a matter of trust
SAFEGUARDING THE PRIVACY OF CLIENTS		
3-3	Management of the material topic	3.5 Customers and quality: a matter of trust



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