

NATU**RELLO**

SUSTAINABILITY REPORT

2022



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INDEX

Letter to stakeholders.....	5
Highlights.....	6
Note on methodology.....	9
1. A DEVELOPING COMPANY: GROWTH AND SHARED OBJECTIVES	10
1.1 The history of Naturello.....	12
1.2 Mission and values.....	15
1.3 Governance, ethics and integrity.....	16
1.3.1 The board of statutory auditors.....	17
1.3.2 The Code of Ethics.....	18
1.3.3 Compliance and the management of critical areas.....	19
2. SUSTAINABILITY: FROM THEORY TO PRACTICE	21
2.1 The sustainability journey and Company culture.....	22
2.2 Stakeholder engagement.....	23
2.3 Analysis of the material topic.....	24
2.4 Strategic pillars.....	28
3. THE RESPONSIBILITY OF OUR PRODUCTS	30
3.1 Products.....	31
3.2 Innovative production.....	32
3.2.1 R&D projects.....	33
3.3 System and product certification.....	35
3.4 Sustainability along the supply chain.....	37

4. ENVIRONMENTAL SUSTAINABILITY	38
4.1 Energy consumption	39
4.2 Managing climate-changing emissions	43
4.3 Managing water resources	47
4.4 Managing raw materials	50
4.5 Managing waste	53
5. ATTENTION TO OUR PEOPLE	58
5.1 Naturello people	59
5.1.1 Managing people	62
5.1.2 Company welfare and salary policy	63
5.1.3 Turnover	65
5.2 Training and developing skills	68
5.3 Health and safety in the workplace	70
5.4 The health and safety of clients	72
6. ECONOMIC PERFORMANCE	74
6.1 Generating value	75
ANNEX - GRI CONTENT INDEX	79



LETTER TO STAKEHOLDERS

We proudly set out on a journey in 2021, with our first Sustainability Report, based on the commitment to demonstrate - both internally to everyone who works with us day in day out, but also to clients, suppliers, directors and all others working with our company in whatever capacity – our determination to contribute to the improvement of the environment and society as a whole, through the strategic decisions we take.

From farming stock, down through the generations, we have always cultivated the soil, developing our business. Today we are giving back what we have received through targeted investments, reducing our environmental footprint and working to integrate and improve relations between people, in society as a whole, creating a positive environment around us all.

With this second Sustainability Report we resume the positive journey, begun last year and destined to continue in the future, helping to create a more sustainable world.

It will take time to reverse numerous processes entrenched in our business sector and we know how much determination and courage this will need, along with dedicated investments to reduce environmental and social impacts. Before this can be achieved we are committed to fostering a culture centred on environmental issues and to meeting the challenges related to a sustainable economy, human capital, a carbon-neutral future and the wellbeing of the planet.

Our promise to the community and to the soil continues.

HIGHLIGHTS

73 

**NUMBER
OF EMPLOYEES**

3 **NUMBER
OF NEW
EMPLOYEES**

7% **RATE
OF
TURNOVER**



71% **WOMEN
EMPLOYED**

7 **AVERAGE
LENGTH
OF SERVICE**

184 **TRAINING
HOURS
DELIVERED**

13,835 GJ
**(-4%) ENERGY
CONSUMPTION**

52,600 Mc
WATER CONSUMED

290,60 TON
WASTE PRODUCED

50.38 g CO₂/€
EMISSIONS INTENSITY

1,437 T CO₂ eq
EMISSIONS



€ 2,528,061

NET PROFIT

€ 31,460,683

**VALUE OF
PRODUCTION**

€ 29,881,336

**REVENUES
FROM SALES**

€ 90,000

**SHARE
CAPITAL**

€ 31,460,386

**ECONOMIC VALUE
GENERATED**

€ 28,715,517

**ECONOMIC VALUE
SHARED OUT**

91%

**PERCENTAGE
OF ECONOMIC VALUE
SHARED OUT AGAINST
VALUE GENERATED**





NOTE ON METHODOLOGY

The 2022 Sustainability Report is the second 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” issued in 2021 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 2022 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.

1. A DEVELOPING COMPANY: GROWTH AND SHARED OBJECTIVES



10 **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.

Over the years, the Company and its subsidiary have gained significant specialist skills in the transformation of horticultural products, semi-finished and finished products **for the food industry, the canning industry, large supermarket chains and the HO-RE-CA sector.** The varied portfolio of products includes varieties of pesto, fresh sauces and fresh soups, in packaging that is suitable for all occasions and all lifestyles.



Naturello S.p.A.
Pojana Maggiore
Vicenza



GLOBAL GROWTH FROM ITALIAN ROOTS

Naturello operates on a global scale but its largest market is in Italy where sales total about 21 million euros. In recent years, the Company has recorded constant growth internationally, with sales amounting to 5.6 million euros in Europe and 3.2 million in the rest of the world. This success brings total turnover to about 30 million euros in 2022.



1.1 THE HISTORY OF NATURELLO

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.

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 Boretana onions under a single label: **Fratelli Buratti**.



IN 1999

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.

SINCE 2020

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.

NATURELLO TODAY

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

Naturello is located in the area of the Berici hills and has a production facility in Pojana Maggiore, in the province of Vicenza, the location of the Company offices and administration.





1.2 MISSION AND VALUES

For Naturello, values are the guiding principles of our day-to-day actions and the basis of our strategic choices.

The Company has always pursued its objectives through activities carried out in full compliance with the law and the fundamental rights of people and the territory in which it works. These principles are enshrined in our Quality Policy and Code of Ethics.

NATURELLO VALUES INCLUDE:

- ✓ SAFEGUARDING THE ENVIRONMENT
- ✓ TRANSPARENCY, OPENNESS AND HONESTY IN SHARING INFORMATION
- ✓ FREEDOM OF ASSOCIATION AND COOPERATION
- ✓ NON-DISCRIMINATION OF MINORITIES ACCORDING TO AGE, GENDER OR ETHNICITY
- ✓ RESPECT FOR HUMAN RIGHTS THROUGHOUT THE SUPPLY CHAIN
- ✓ QUALITY OF PRODUCTS AND SERVICES
- ✓ SAFEGUARDING THE HEALTH AND SAFETY OF ALL EMPLOYEES

Since its foundation, Naturello has viewed the solidity of its assets as an essential aim, to build and consolidate in order to face any change or challenge that may arise impacting on the agri-food sector. In an unstable

socio-economic framework such as the past few years, the Company – through dedication to its personnel and careful economic and financial planning – has successfully met the challenges of the market.

1.3 GOVERNANCE, ETHICS AND INTEGRITY

Governance at Naturello S.p.A. is designed to guarantee effective company management and to promote responsible conduct in relation to ESG. Within the Company, a number of roles and committees work in synergy to guide the decision-making process and to oversee company activities.

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 oversees the proper administration of the company, particularly the suitability of its organizational, administrative and accounting set-ups, as created by the Directors, as well as the concrete functioning of the Company.

The Naturello **Board of Statutory Auditors comprises 3 sitting members and 2 alternates, each meeting the requirements of honorability and professionalism as set**

out in the law. Board members work autonomously and independently, and treat as strictly confidential all the documents and information that comes into their possession during the course of their appointments. They also comply with the procedure adopted for communications outside the Company, for documents to be made public and for providing news about the Company.



1.3.2 THE CODE OF ETHICS

Relations between Naturello and its principal stakeholders, including employees, suppliers, clients and commercial partners are based on the individual responsibility to carry out activities properly, honestly and in good faith in relations to others. The Company acknowledges the importance of this approach and therefore has adopted a **Code of Ethics as a fundamental tool in carrying out policies enshrining Social Responsibility**. The Code sets out guidelines relating to conduct in line with Company values.

Specifically, **Naturello places particular emphasis on the values and principles of conduct underlying good relations of all kinds**. The aim is to guarantee that these values and principles are applied throughout the company value chain. This helps to foster an environment in which integrity, transparency and mutual respect are an integral part of the relations between all parties concerned, underscoring the importance of ethical and responsible conduct in relation to everything the company does.



1.3.3 COMPLIANCE AND THE MANAGEMENT OF CRITICAL AREAS

Naturello S.p.A. has implemented a Company policy designed to guarantee **compliance with environmental law and regulations**. In addition to its statutory obligations, Naturello voluntarily adheres to standards such as **BRC, IFS, ASC, MSC** and the **Biological** trademark, reflecting its commitment to sustainability and environmental responsibility.

In terms of its organization, in relation to critical areas, the Management Commit-

tee reports to the highest decision-making body of the Company. In terms of critical areas, human resources are the centre of attention, with a focus on recruitment. In the commercial area, the analysis of competitiveness in relation to business rivals is fundamental for effective marketing and sales strategies. **Production also has critical aspects related to the improvement of processes**. Optimizing operational efficiency is essential to guarantee constant **product quality and to meet clients' expectations**.

19





2. SUSTAINABILITY: FROM THEORY TO PRACTICE

This chapter illustrates impacts from the **most significant aspects of sustainability** for Naturello, identified by an in-depth analysis of Company processes and activities. The study is called an “**analysis of materiality**” and comprises an assessment of the environmental and social impacts of Company operations.

Procedures are described encompassing all the most important issues for Naturello, including their impacts and the engagement of stakeholders as well as the activities carried out to integrate ESG principles into the culture and strategy of the Company.

21



2.1 SUSTAINABILITY AND COMPANY CULTURE

Through its activities and initiatives, Naturello commits to reaching sustainable development goals (SDGs), **an action plan underwritten in September 2015 by the governments of 193 countries in the United Nations, relating to the ecological transition.**

To contribute to this goal, companies need to adopt and integrate important standards and recognized principles guaranteeing the reliability of the information provided,

greater transparency and comparison with other businesses which have adopted the same guidelines.

Naturello recognizes the importance of integrating the principles of sustainability in Company processes when defining and managing its activities, starting from the analysis of ESG. This commitment by the Company can be seen not only in ethical and legal standards but also in meeting the increasing needs of stakeholders.



2.2 STAKEHOLDER ENGAGEMENT

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.

CATEGORIES OF STAKEHOLDERS	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)	
CLIENTS	Product users Supermarket chains, HORECA, Industry, Retail	Dedicated customer satisfaction surveys.
SUPPLIERS	Suppliers of raw materials, other materials, services and technology	Assessment of performance and the request to adopt specific standards
INVESTORS	Those with shares or considering purchasing shares in Naturello.	Regular financial reports and relations; the institutional website.
SOCIETY AND LOCAL COMMUNITIES	The social framework in which Naturello works which can directly or indirectly influence its activities.	Meetings and cultural initiatives; meetings with representatives of associations, organizations, local communities and social networks.
INSTITUTIONS	All institutions that may directly or indirectly influence Naturello activities (e.g. Regional and Provincial Authorities, City Councils, with whom Naturello interacts; Universities).	Ad hoc meetings.
FINANCIAL INSTITUTIONS	Banks and financial institutions that may help to finance Naturello activities.	Regular financial reports and relations; the institutional website.
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).	Meetings and cultural initiatives; involvement in projects
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.	The institutional website, social media.

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)** wedes economic growth with the satisfaction of the needs of society, meeting the challenges it faces.

Chosen stakeholders are asked what they consider to be the priority challenges facing the Company and where and how they think **Naturello can make a decisive contribution**. Specifically, stakeholders were given a questionnaire asking them

to score challenges from 1 (unimportant) to 5 (extremely important) and the results were fitted into a matrix. **The aim of this analysis was to identify priority issues for Naturello**, integrating the responses into the external and internal context and into best practices in the sector.

Specifically, the questionnaire, compiled anonymously, provided 39 answers, 9 directly from senior line managers.

Focusing on the external context, as shown by the table below, **the overall return rate was 15%** and the majority of respondents were suppliers, with a rate of return of 28%.

24

2.3 ANALYSIS OF MATERIALITY

Starting from 5 January 2023, a new European Directive came into force known as the **“Corporate Sustainability Reporting Directive” (CSRD)**. Naturello is not one of the companies to which the Directive applies but has nevertheless decided to publish its second Sustainability Report, demonstrating its commitment to, and transparency in, this form of reporting and its full compliance.

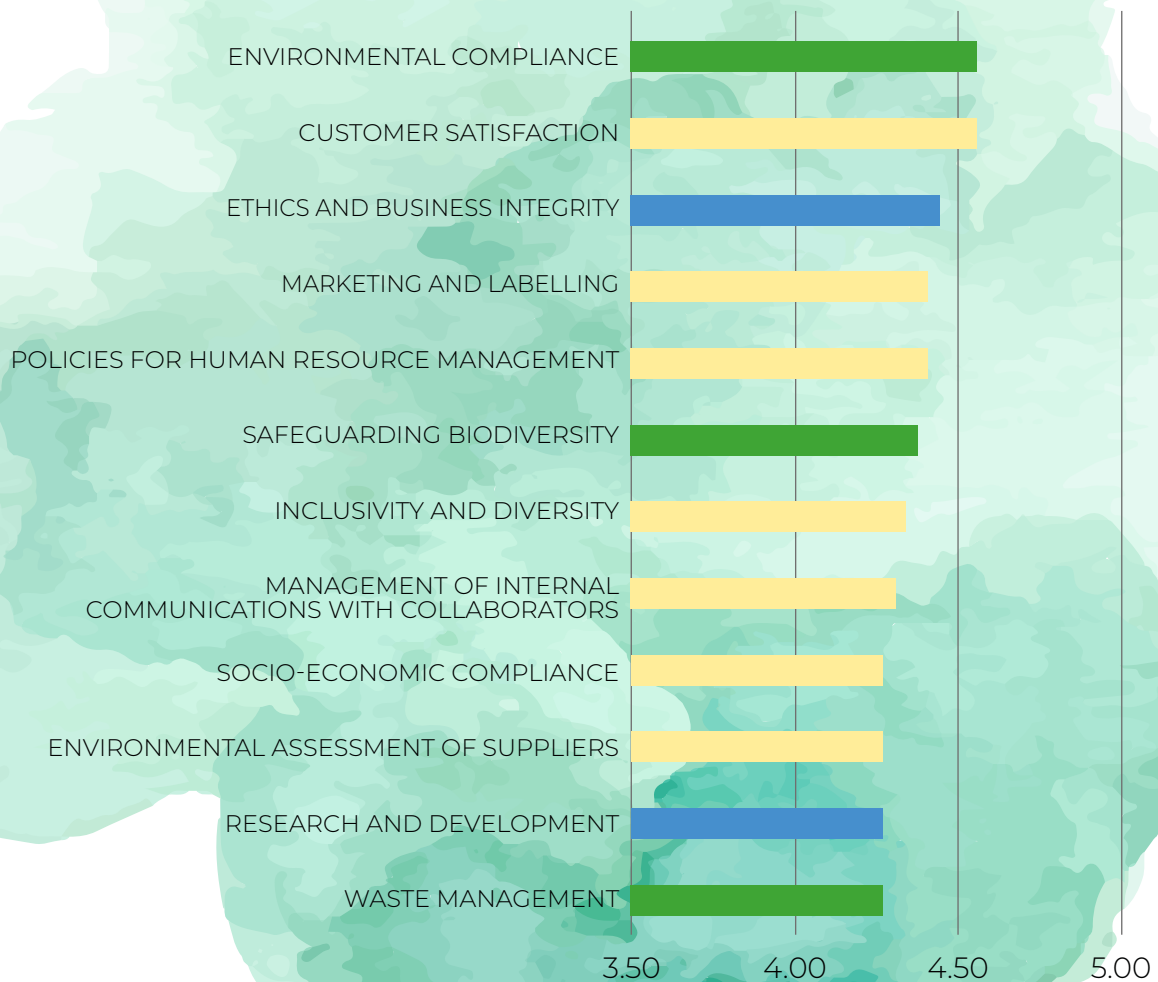
This Report adopts an innovative approach to assess the **ESG performances of the Company, in light of the “double materiality” cited both in the GRI and the CSRD**. A detailed analysis of the impacts brings to light 14 material topics, each associated with a positive or negative impact.

These results were used to identify targeted strategies in line with **GRI guidelines 3.1, 3.2 and 3.3**, for the effective manage of externalities. Key Performance Indicators (KPIs) were also adopted for the second Report.

To provide the **broadest possible vision of Company sustainability**, below we set out an integrated table showing the most significant impacts in the context of sustainability with the material topics covered in the Naturello Sustainability Report. This approach provides a complete and transparent view of the unstinting **contribution of the Company to Sustainability in the sector in which we work**.

TOPICS	TYPE	IMPACTS
RESEARCH AND DEVELOPMENT	Negative	Loss of competitiveness
	Positive	Speeding up of processes
ETHICS AND BUSINESS INTEGRITY	Negative	Loss of values and lack of ethical coherence with the mission and vision
	Positive	Eloquence and transparency in all aspects of business dealings
WASTE MANAGEMENT	Negative	Leakage of polluting substances
	Positive	Good management of events in environmental terms
THE ENVIRONMENTAL ASSESSMENT OF SUPPLIERS	Negative	Acquiring non-sustainable suppliers
	Positive	Validation of sustainable suppliers
ENVIRONMENTAL COMPLIANCE	Negative	Loss of image and failure to reach objectives
	Positive	Leading position in the sector
SAFEGUARDING BIODIVERSITY	Negative	Loss of biodiversity due to non-sustainable activities
	Positive	Preserving biodiversity by sustainable actions and the protection of natural habitats
POLICIES FOR HUMAN RESOURCE MANAGEMENT	Negative	Poor operations and low employee satisfaction
	Positive	High employee satisfaction and growth of the business
SAFEGUARDING HEALTH AND SAFETY IN THE WORKPLACE	Negative	Problems related to rapid turnover
	Positive	Employee satisfaction and self-esteem through work
SOCIO-ECONOMIC COMPLIANCE	Negative	Reputational and legal risks
	Positive	Competitive advantage and excellent reputation
MARKETING AND LABELLING	Negative	Legal and particularly reputational problems
	Positive	Creation of a system of transparent communications involving all stakeholders
MANAGEMENT OF INTERNAL COMMUNICATIONS WITH COLLABORATORS	Negative	Lack of effective internal communication and poor employee involvement
	Positive	Effective internal communications
INCLUSIVITY AND DIVERSITY	Negative	Lack of inclusivity and diversity leading to poor representativeness and to inequality in the workplace
	Positive	Fostering an inclusive working environment, equal, fair and with many different prospects
CUSTOMER SATISFACTION	Negative	Lack of customer satisfaction
	Positive	Maximum customer satisfaction
PRODUCT QUALITY AND SAFETY	Negative	Lack of consumer satisfaction
	Positive	Products of high quality and satisfied consumers















MATERIAL TOPICS



26

The above graph clearly shows that, on the basis of the assessment of Top Management and the considerations of stakeholders, **the most important topics for Naturello are related to “Environmental compliance” and “Customer satisfaction”.**

Below, the table summarizes the material topics in relation to regulations and international standards.

TOPICS	SDG'S	SASB	ESG CERTIFICATION	EFRAG	RELEVANT GRI
RESEARCH AND DEVELOPMENT		Business Model Resilience	Ability and organizational skills	ESRS G1 Company conduct	201 Economic performance
ETHICS AND BUSINESS INTEGRITY		Business Ethics	Code of conduct	ESRS G1 Company conduct	Applicable to everyone
WASTE MANAGEMENT		Waste & Hazardous Materials Management	Pollution and waste	ESRS E5 Resources and the circular economy	306 Waste
ENVIRONMENTAL COMPLIANCE		Management of the Legal & Regulatory Environment	Dissemination and transparency	ESRS E2 Pollution	202 Presence in the market
ENVIRONMENTAL ASSESSMENT OF SUPPLIERS		Supply Chain Management	Legal compliance	ESRS S2 Value chain employees	308 Environmental assessment of suppliers
SAFEGUARDING BIODIVERSITY		Ecological impacts	Impact assessment	ESRS E4 Biodiversity and ecosystems	304 Biodiversity
POLICIES FOR HUMAN RESOURCE MANAGEMENT		Employee Health & Safety	Productivity, skills and employee development	ESRS S1 Own workforce	402 Management of work and Trade Union relations
SOCIO-ECONOMIC COMPLIANCE		Human Rights & Community Relations	Anti-corruption	ESRS G1 Company conduct	205 Anti-corruption
MANAGEMENT OF INTERNAL COMMUNICATIONS WITH COLLABORATORS		Employee Engagement, Diversity & Inclusion	Ability and organizational skills	ESRS S1 Own workforce	402 Management of work and Trade Union relations
INCLUSIVITY AND DIVERSITY		Employee Engagement, Diversity & Inclusion	Human rights	ESRS S1 Own workforce	405 Diversity and equal opportunities
MARKETING AND LABELLING		Selling Practices & Product Labelling	Dissemination and transparency	ESRS S4 Clients and end users	417 Marketing and labelling
CUSTOMER SATISFACTION		Customer Welfare	Product/service quality and safety	ESRS S4 Clients and end users	418 Privacy of clients
SAFEGUARDING OF HEALTH AND SAFETY IN THE WORKPLACE		Employee Health & Safety	Legal compliance	ESRS S1 Own workforce	403 Health and safety in the workplace
PRODUCT QUALITY AND SAFETY		Product Quality & Safety	Product/service quality and safety	ESRS S4 Clients and end users	301 Materials

2.4 STRATEGIC PILLARS

The strategic plan established in 2022 created the basis for tracing an operational road-map to integrate objectives and commitments into everyday management. The analysis of materiality and management of risk and opportunities support the choice of the 4 key pillars directly or indirectly impacting on the Company environment and on stakeholders.

HUMAN CAPITAL SDG



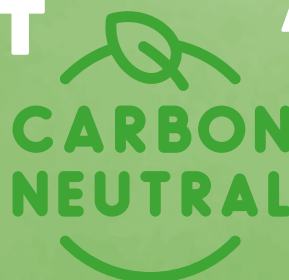
ECONOMIC SUSTAINABILITY



SDG



THE COMMITMENT TO THE PLANET SDG



A CARBON-NEUTRAL FUTURE SDG



The aims and concrete actions carried out are set out in each chapter along with the activities managing and monitoring the KPIs identified. The timesheet to 2025 enables the gradual implementation of initiatives, in line with the proper measurement of impacts and the mitigation of risks.



3. THE RESPONSIBILITY OF OUR PRODUCTS

30 **T**he broad range of Naturello products includes numerous consumer segments. Each product is distinguished by its quality, freshness and origin in local supply chains. **Dedication, passion and an in-depth knowledge of the sector are the pillars on which our day-to-day activities are based, backed up by continuous research into innovation** in order to meet the ever-changing needs of the market.

The search for innovation prompts Naturello to explore new production methods and processes, in order to develop unique food specialties and to interact effectively

with the market, taking a proactive role in processes of change. **95% of Naturello production is destined for private trademarks**, the result of tried and trusted collaboration with major supermarket chains and leading actors in the agri-food industry. **This collaboration is based on years of experience**, enabling the Company to supply fresh products made from high-quality raw materials from short, traceable supply chains.

Great care is dedicated to each recipe, providing a balanced customized **diet based on the tastes and needs of each type of customer**.



3.1 PRODUCTS

The Naturello product portfolio includes a number of different categories: varieties of pesto and fresh sauces, fresh vegetable soups (conventional and bio), fish soups and dip sauces. These products are marketed in the following lines:



Naturello and Cascina Lia

Recipes from the tradition of Italian cuisine. With high-quality products, this line gets the most out of the best raw materials from Italy, making a range of pesto and classic Italian sauces that are genuine, fresh and reflect Italian food excellence.



Dippiù

A line of vegetable-based dips, designed for a range of culinary needs. Perfect for crisps, tortillas and raw vegetables in a coloured aperitif. Also ideal for sandwiches and flatbreads, adding an inviting touch to quick meals.

31

Naturello BIO

In recent years, biological production has become an integral part of our product portfolio. Innovation, tradition and respect for the environment are three of the ingredients that make up these excellent products.



Che Mare! and La Pescheria

Soups in single portions, ready in 3 minutes, in a practical container suitable for a micro-wave, and fish sauces that can be prepared quickly for especially tasty first courses.

Frescobuoni

Sauces ideal for food service market, in formats from 500 g to 1 kg in practical packaging maintaining the organoleptic quality of the products.



3.2 INNOVATIVE PRODUCTION

The design and development of new products is a crucial activity for any company that wants to keep pace with market developments and meet the needs of clients with increasing efficiency. This process requires careful planning, an accurate evaluation of input information and the detailed management of the results obtained during the experimentation phases.

The process of designing and developing new Naturello products involves precise planning in line with the General Design Plan established by management in strategic meetings with key figures from R&D, following consultation with outside experts and on the basis of the marketing activities carried out. Once the new projects have been approved, dedicated files are opened up in R&D, gathering all the data from the experimental phases.

R&D PROJECT PHASES

1 MARKET ANALYSIS

Analysis of market requirements (e.g. supermarket chains/other clients) and the search for new products to conquer additional market share

2 FEASIBILITY STUDY

Technical and commercial teams work together to test new recipes, based on tastes and market trends, following consultations with stakeholders

3 PROTOTYPES

Prototypes are shared with front lines

4 TESTING

Product testing by the R&D team involving a cluster of clients

5 LAUNCH

Market lift-off

3.2.1 R&D PROJECTS

In the past three years, Naturello has dedicated significant resources to a series of Research and Development projects aimed at improving products, productivity and efficiency, as well as to extend the preservation period through automation, providing a longer shelf-life. Projects have included **“the pesto plant line”** and **“a new semi-finished product line”** focusing attention on automation and increased productivity by the standardization of finished products. The **“Soups shelf-life”** project extended the shelf-life of these products, improving efficiency and productivity.

Research projects were also carried out to explore new growth opportunities, including:

- **The “Garlic paste” project** in collaboration with Parma University. The project aims to analyze varieties of garlic as raw materials, comparing them with market leaders. Varieties were chosen, grown and processed as puree by Naturello. Samples of garlic pastes were created at Parma University in order to analyze the chemical components of the matrix. Data were processed, identifying the different varieties and components impacting on organoleptic properties.



- **The “Kosher”** project aimed at extending the range of existing products by attracting kosher consumers. Suitable raw materials were chosen and recipes developed. In collaboration with the Quality and Production Departments, process variations were assessed to ensure suitability with the kosher range.
- **A project in partnership with the CREA Research Institute of Milan** to gain in-depth knowledge of the **organoleptic profile of basil**. The study aims to analyze changes in the organoleptic profile of different basil pastes processed by Naturello. Samples of the selected basil pastes differ due to the transformation process. Samples were created over the course of a year in order to assess changes in preservation time. Data were processed identifying differences in the pastes processed at time zero and the resulting changes throughout the product life.
- **A project aimed at lengthening the shelf-life of soups**. Assessment of microbiological and organoleptic features under different preservation conditions, in order to lengthen the shelf-life of the product.
- **Assessment of the nutritional quality of soups** with innovative recipes and new packaging, carefully assessing nutritional claims.
- **A study to assess the performance of sustainable packaging materials** comprising paper for oily products with liquid base. Several suppliers of paper packs were identified. In collaboration with external suppliers, Naturello products were placed in paper packs and the performance of the packaging was assessed in terms of mechanical.



3.3 SYSTEM AND PRODUCT CERTIFICATION

SYSTEM CERTIFICATION

System certification refers 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.

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 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.

BRC

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.

PRODUCT CERTIFICATION





Product certification represents 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 CERTIFICATION

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.

36

CERTIFICATION	APPLICATION
 <p>IFS FOOD</p>	<p>Production of fresh pesto, sauces and soups, refrigerated products (based on vegetables, meat, cheese, fish and mollusks), packaged in trays and tubs, vacuum-packed with or without a modified atmosphere (MAP). Production of semi-finished vegetables (pieces or puree) for the agri-food industry, in aseptic bags.</p>
 <p>BRC CERTIFICATE</p>	<p>Production of fresh pesto, sauces and soups, refrigerated products (based on vegetables, meat, cheese, fish and mollusks), packaged in trays and tubs, vacuum-packed with or without a modified atmosphere (MAP). Production of semi-finished vegetables (pieces or puree) for the agri-food industry, in aseptic bags.</p>
 <p>BIOLOGICAL CERTIFICATION</p>	<p>Processing of vegetable products</p>
 <p>VEGAN CERTIFICATE</p>	<p>Tomato and basil sauce, grilled vegetables, pesto with basil and tofu, vegetable ragout, lentil soup, cereals and green asparagus, cream of chickpeas</p>
 <p>MSC/ASC CERTIFICATION</p>	<p>For fish including farmed fish Che Mare! soups and sauces</p>
 <p>KOSHER CERTIFICATION</p>	<p>CCPB S.r.l. has signed an agreement with the OU (Orthodox Union) in the USA, the world’s largest certifier of kosher food products.</p>

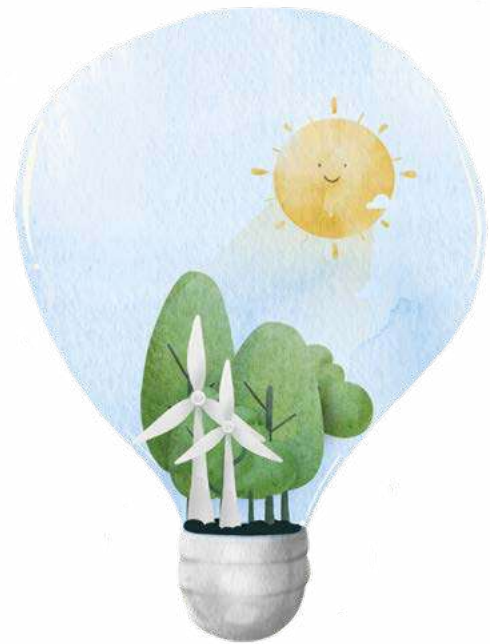
3.4 SUSTAINABILITY ALONG THE SUPPLY CHAIN

The accurate selection of raw materials is the first step to take in guaranteeing the quality and integrity of every Naturello product. The list of Company suppliers is divided into two categories: “food” and “non-food”. The “food” group includes about 119 suppliers who provide ingredients for finished and semi-finished products, with a total volume of purchases of 14,479,528 kg/lt. 99% of these suppliers are Italian, and the remainder guarantee high quality standards and the prompt delivery of their products.

In relation to the Italian suppliers, only 1% of raw materials comes from further than 400 kilometres away. This strategic choice not only reduces CO₂ emissions from transport, but guarantees optimum freshness.

To ensure the sustainability of the supply chain, Naturello S.p.A. has implemented specific procedures and tough technical specifications to guarantee genuine products as well as healthy and hygienic food. Every supplier is held to the highest standards such as IFS/BRC and underwrites the Company Code of Ethics.

The Company actively collaborates with suppliers, maintaining high quality standards via in-depth controls, which include the continuous verification of products and systematic inspections both on site and re-



motely. In addition, suppliers are analyzed in detail based on specific risk factors which vary according to the type of product supplied.

In addition to quality, Naturello S.p.A. is committed to environmental sustainability. This means the precise management of raw materials suppliers, based on a variety of certificates, including ASC, MSC, RSPO and ISO. Naturello S.p.A. therefore proactively fosters a global approach to sustainability in relation to the supply chain; and it is precisely this harmony between quality and sustainability that stands at the heart of the Company mission, supplying reliable and responsible products to all consumers.

4. ENVIRONMENTAL SUSTAINABILITY

38 **T**he significance of Company activities in relation to the surroundings and the environment means that businesses throughout the world need to acquire a thorough understanding of the consequences of their operations and strategies in order to prevent damage to the planet. It is now clear that human activities have altered the natural balance of our planet, impacting on cycles and biological systems. In light of this, companies need to redefine their business models, embracing the “circular” economy, promoting recycling and the reutilization of resources, guaranteeing continuity in production and making consumption more efficient.

Actively contributing to solutions for the energy transition means guaranteeing future generations the same privileges we have enjoyed, preserving and safeguarding our natural heritage.

In this framework, the Sustainability Report plays a crucial role. It enshrines the fundamental values of the organization, communicating transparently both positive and negative impacts, and indicating future commitments. It is a tool companies can use to demonstrate their tangible commitment to building a more sustainable future, protecting the environment for the generations to come.

ENERGY CONSUMPTION	13,835 GJ (-4%)
WATER CONSUMPTION	52,600 Mc
WASTE PRODUCED	290.60 ton
PACKAGING MATERIALS	112,692,705 kg
EMISSIONS	1,437 t CO ₂ eq
EMISSION INTENSITY	50.38 g CO ₂ /€

4.1 ENERGY CONSUMPTION

Naturello makes the utmost effort to restrict its consumption of energy, strictly complying with the parameters, technical and regulatory requirements for the proper preservation of processed products, guaranteeing proper hygiene and health conditions in all Company activities. The attention of the Company to actions and initiatives safeguarding the environment is closely linked to its commitment to carry out production activities ethically and responsibly, wherever possible adopting sustainable alternatives. Specifically, aware of the need to preserve local ecosystems and to support local economies, Naturello has implemented a series of targeted strategies for the ecological transition:

- first and foremost, the principal production facility has been fitted with photovoltaic plant to lower our dependence on conventional energy sources, reducing our carbon footprint and promoting the use of sustainable energy;
- at the same time, the Company has successfully completed the transition from neon lighting to a LED system, both in the main building (Facility 1) and elsewhere (Facility 2);
- to further reduce our environmental impact, Naturello has installed an evaporation tower for cooling (in Facility 2), reducing the consumption of chiller compressors and minimizing the use of energy resources.

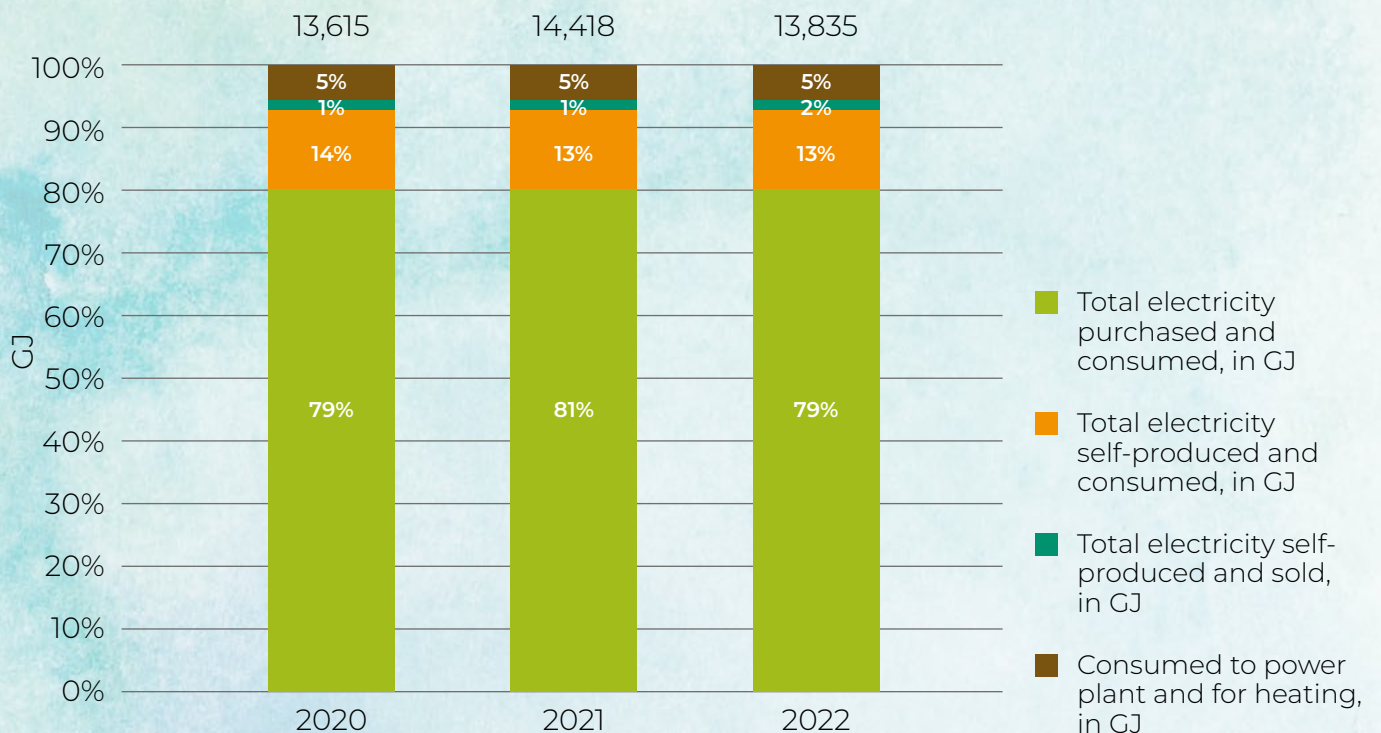
Currently, the Company is assessing whether to add new sources of renewable energy, such as photovoltaic and geothermal energy (particularly in Facility 3).

In addition, in 2023, Naturello intends to install a 720 kW photovoltaic plant in Facility 3 and is considering using geothermal energy to optimize the consumption of energy for the compressors. These future projects are evidence of the advanced approach of Naturello to reducing its environmental impact and to promoting increasingly sustainable production.

The table below lists energy consumption over the three years considered (2020-2022), 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.

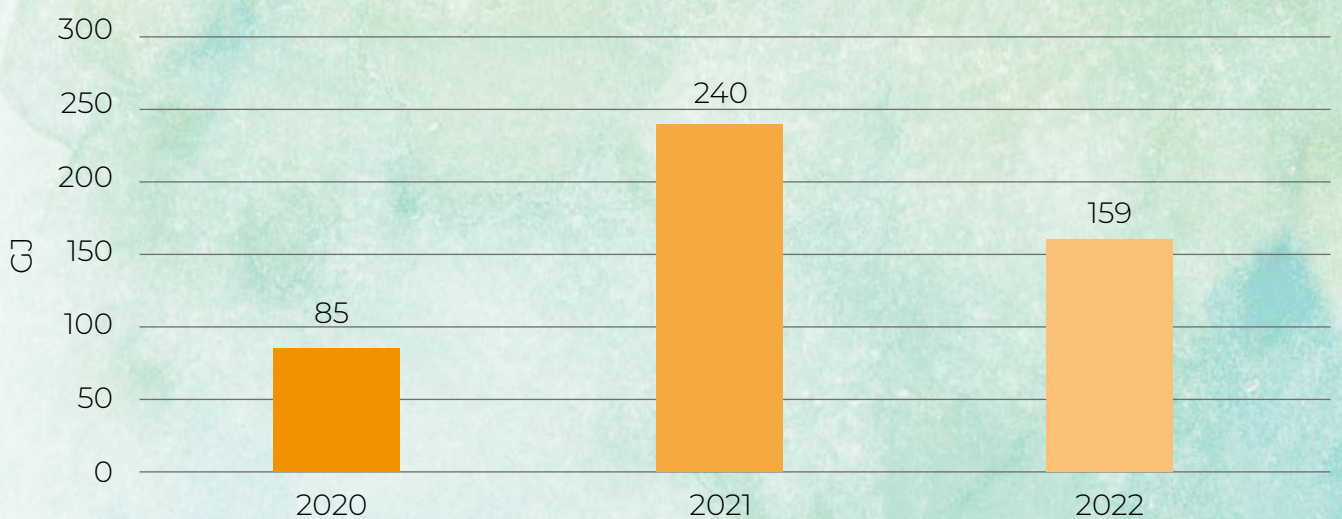
GRI 302-1 ENERGY CONSUMED INSIDE THE ORGANIZATION		unit	2020	2021	2022
ELECTRICAL ENERGY	TOTAL ELECTRICITY PURCHASED AND CONSUMED	GJ	10,773	11,657	10,991
	INCLUDING PURCHASES FROM CERTIFIED RENEWABLE SOURCES WITH GUARANTEED ORIGIN	GJ	-	-	-
	TOTAL ELECTRICITY SELF- PRODUCED AND CONSUMED	GJ	1,971	1,944	1,854
	INCLUDING SELF-PRODUCED FROM RENEWABLE SOURCES (PHOTOVOLTAIC PLANT)	GJ	1,971	1,944	1,854
	TOTAL ELECTRICITY SELF- PRODUCED AND SOLD		123	77	246
LPG	CONSUMED TO POWER PLANT AND FOR HEATING	GJ	748	740	744
METHANE	NATURAL GAS FOR PRODUCTION	GJ	-	-	-
VEHICLE FLEET	GASOIL	GJ	85	240	159

NATURELLO ENERGY CONSUMPTION



In 2022, Naturello reduced its energy consumption by 4% on the previous year. This was due mainly to a decrease in electricity purchased and used: despite a slight increase in LPG consumption (+0.6%) compared to 2021, overall electricity consumption fell by 4%.

NATURELLO FUEL CONSUMPTION

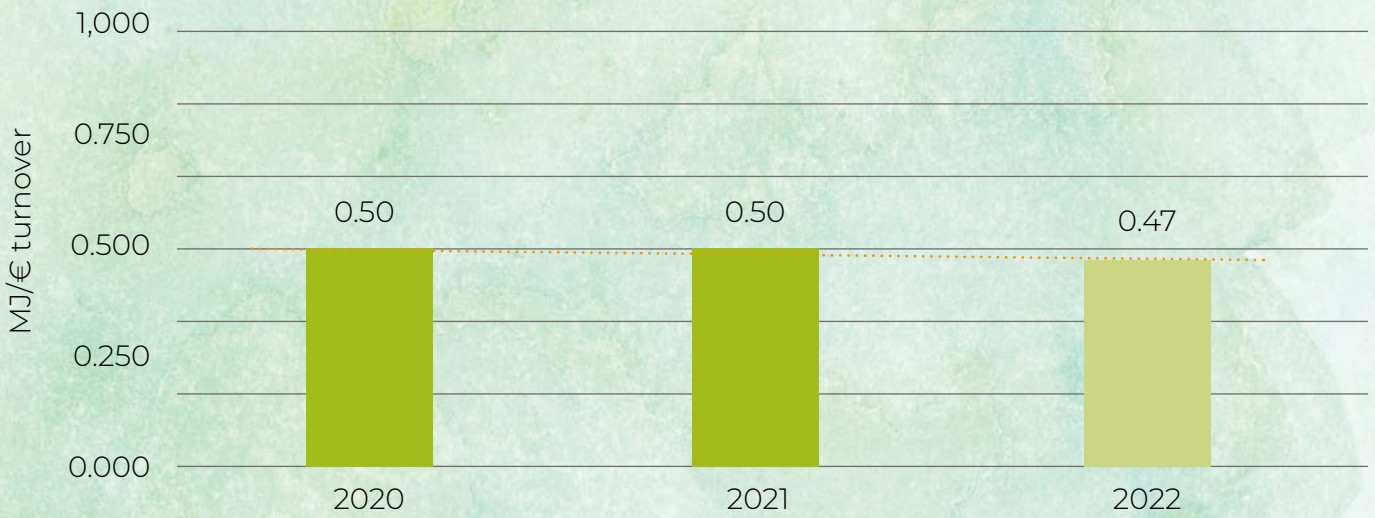


41

In relation to the fleet of Company vehicles, in 2022 Naturello reduced its fuel consumption by 34% compared to the previous year. This is further evidence of the Company commitment to reducing its carbon footprint. The low consumption in 2020 was due mainly to the stop in activities during the pandemic.

To assess the efficiency of industrial processes and the effectiveness of the measures adopted, energy intensity is measured as consumption per unit of turnover. In 2022, the Company reduced its energy intensity by 6.6% on the previous year, despite an increase of 2.7% in turnover. This result demonstrates the effectiveness of Naturello initiatives to optimize production processes, in light of the investments made.

MJ/€ TURNOVER



An analysis of the energy intensity parameter over the three-year period partially confirms the effectiveness of the measures adopted to optimize energy consumption. Unavoidably, energy consumption for production processes has an environmental impact. Nonetheless, Naturello is fully aware of its role in safeguarding the environment and has adopted specific procedures to monitor and restrict its use of energy and its emissions.



4.2 MANAGING CLIMATE-CHANGING EMISSIONS

Gas emissions and greenhouse gases are calculated in full compliance with relevant standards and are divided into two emissions categories:

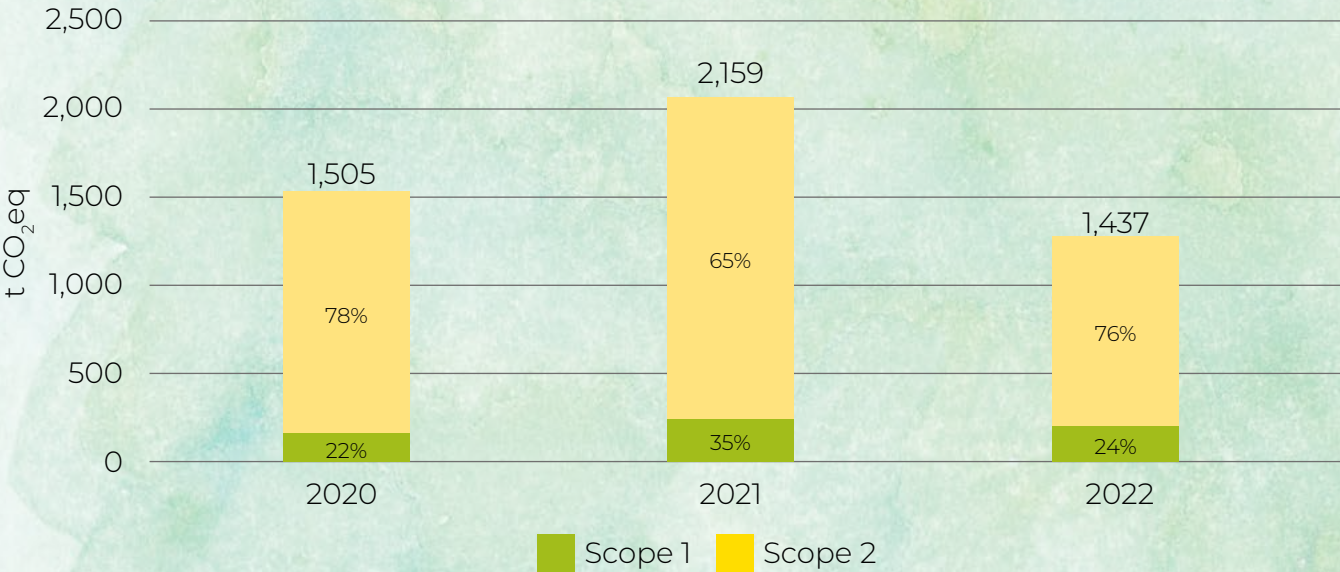
- **Scope 1:** this is the category of emissions generated by internal Company activities, and emissions under Company control. Most of these emissions are from stationary sources of combustion, or from mobile sources such as the company fleet of vehicles. Scope 1 emissions include fugitive refrigeration gas emissions from air conditioning plant.
- **Scope 2:** this category includes all indirect emissions for which the Company is responsible, related to the production of electricity, steam or heat as supplied by third parties in locations other than where used. These emissions are calculated with two separate approaches: a market-based approach, with estimates from emission factors associated with the electricity provided by chosen suppliers, and a location-based method, using emission factors from a nationwide energy mix.



The table below shows Naturello direct emissions (**Scope 1**) and indirect emissions (**Scope 2**).

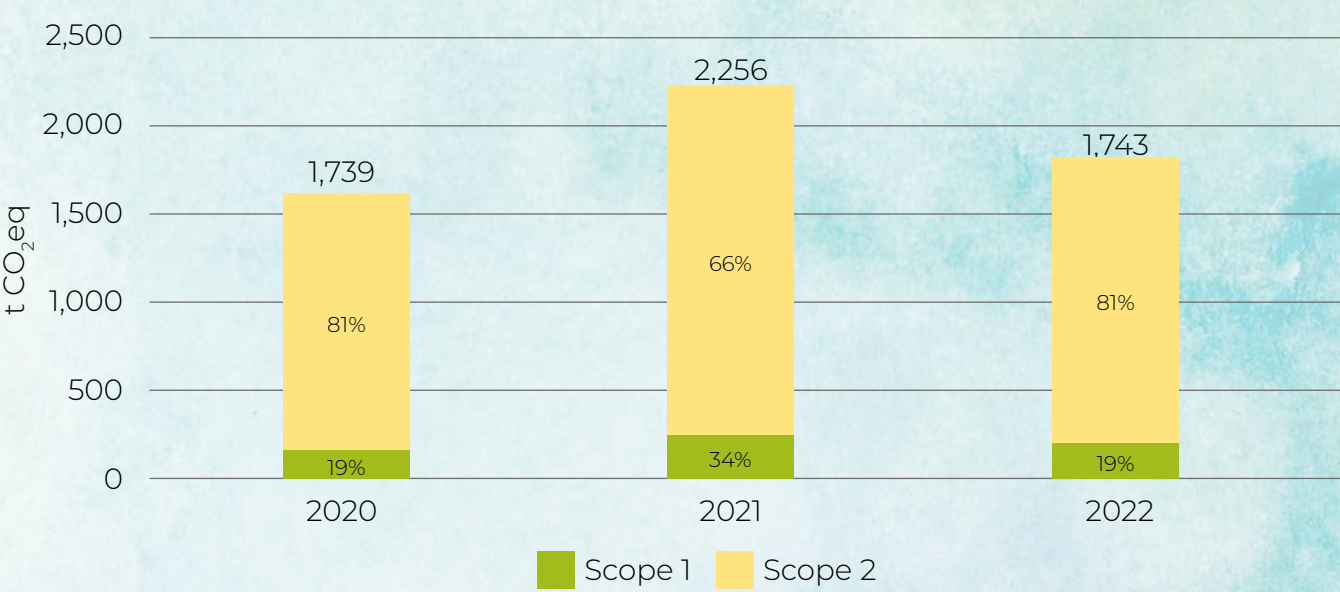
GRI 305 Emissions	unit	2020	2021	2022
GRI 305-1 Scope 1 direct emissions				
LPG	tCO₂ eq	328	324	326
GASOIL	tCO₂ eq	6	18	12
F-GAS	tCO₂ eq	-	418	-
TOTAL FOR SCOPE 1	tCO₂ eq	334	760	338
GRI 305-2 Scope 2 indirect emissions				
FROM PURCHASED LOCATION-BASED ELECTRICITY	tCO₂ eq	1,171	1,399	1,099
FROM PURCHASED MARKET-BASED ELECTRICITY	tCO₂ eq	1,405	1,496	1,405
TOTAL FOR LOCATION-BASED SCOPE 1 + SCOPE 2	tCO₂ eq	1,505	2,159	1,437
TOTAL FOR MARKET-BASED SCOPE 1 + SCOPE 2	tCO₂ eq	1,739	2,256	1,743
GRI 305-4 Emissions intensity				
TURNOVER	€	27,631,651	29,093,644	29,881,336
MARKET-BASED KPI	GCO₂EQ/€	54.48	51.74	50.38
LOCATION-BASED KPI	GCO₂EQ/€	62.95	59.79	58.21

LOCATION-BASED CLIMATE CHANGING EMISSIONS



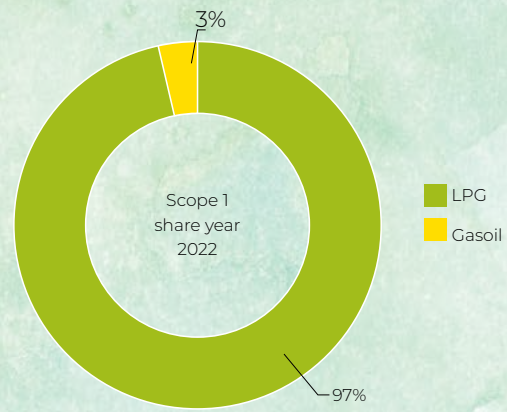
In 2022, the location-based approach shows a fall in Company emissions of 33% on the previous year. In 2022 and 2020, both Scope 1 and Scope 2 emissions are similar, with the first category today at 83% of overall emissions, and Scope 2 emissions at 19% of the total.

MARKET-BASED CLIMATE CHANGING EMISSIONS



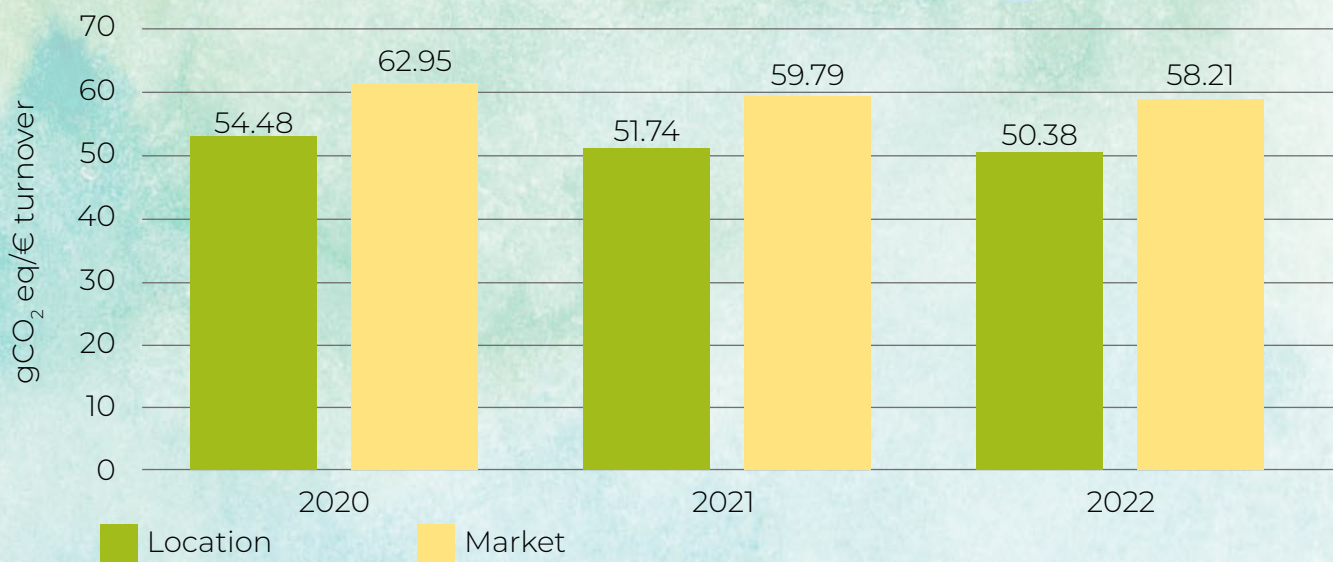
The use of a market-based approach to measure Naturello emissions valorizes the interventions and commitment of the Company to the ever-increasing use of renewable energy within its energy mix.

Data on absolute emissions include evaluations made this year, providing greater details on emissions intensity. Based on turnover in the years under examination emissions intensity fell slightly in the third year.



Again in relation to emissions and greenhouse gases, although there is currently no standardized management of these gases, the Company has made significant investments with the construction of a new logistics platform for semi-finished goods. It includes refrigerated cells of about 4,300 m², managed with CO₂ plants rather than the prior Freon plants.

EMISSIONS INTENSITY



46

INFOBOX - CARBON MANAGEMENT

In 2022, the environmental commitment of Naturello included a plan to achieve Carbon Neutrality. The plan not only demonstrates the Company commitment to the environment but also acts as a tool to assess the current state of emissions generated by Company activities. The plan was developed with the aim of providing an in-depth analysis of the environmental impact of the Company and identifies critical points for obtaining significant improvements.

The base year for the calculation was 2021, following GHG Protocol guidelines, i.e. taking into consideration not only Scope 1 and 2 emissions but also Scope 3. The interventions described in this chapter are based on the wish to diminish the value of the calculated emissions. The difference between 2021 and 2022 shows the effectiveness of the energy efficiency measures adopted, as set out in chapter 4.1 “Energy consumption”.

Given the complexity of the interventions, Naturello will implement internal management policies to reduce Scope 3 emissions, currently monitored only in 2021.

4.3 MANAGING WATER RESOURCES

Water is a vital resource for the survival of our planet and for sustainable development. In recent years, however, the abuse and poor management of this resource have generated increasing problems. Given the now critical situation, Naturello is actively committed to the responsible management of the water used to wash raw materials, adopting sustainable practices to reduce wastage and to promote responsible use.

The Company interacts with water from various sources, including the mains supply and an artesian well placed at our disposal by the company Orti dei Berici. The water used for production is conveyed to a water treatment plant before being discharged.

To identify the impact of the use of water and related activities, Naturello works with an external consultant to regularly monitor the water discharged from the purification plant. Regular analyses are carried out on the well water too, to guarantee its quality. In addition, microbiological limits have been set for water recirculating within the company and used to wash leaf products. Effluent is managed according to ministerial regulations, ensuring that all the water discharged is disposed of in compliance with the law.

The tables below show the data for water use, discharge and consumption by the Company over the three-year period under examination.

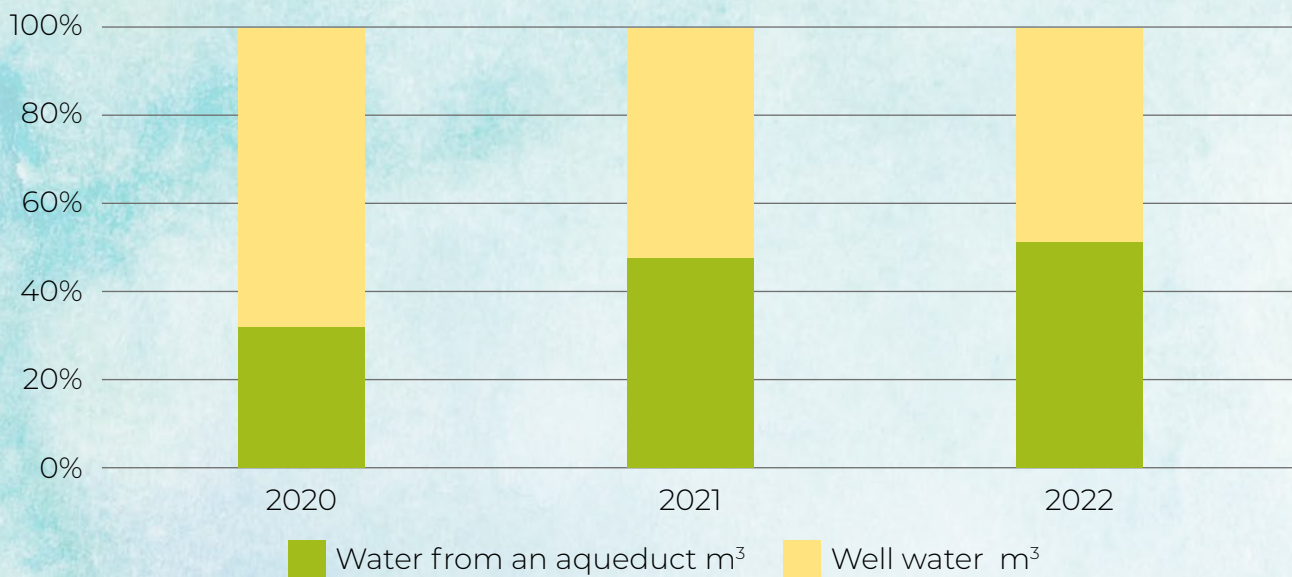
47



Naturello does not possess plant without the required features for discharge; each production process is self-assessed critically. Where a reduction of impacts by a certification body or client is requested, the Company takes the necessary steps.

48

WATER WITHDRAWAL



GRI 303-3 Water use	unit	2020	2021	2022
TOTAL	MC	42,031	42,153	52,600
WELL WATER USED	Mc	26,622	22,386	26,300
INCLUDING FRESH WATER (≤1000 MG/L OF TOTAL DISSOLVED SOLIDS)	Mc	26,622	22,386	26,300
INCLUDING OTHER TYPES OF WATER (>1.000 MG/L OF TOTAL DISSOLVED SOLIDS)	Mc	0	0	0
WATER FROM AN AQUEDUCT	Mc	15,409	19,767	26,300
INCLUDING FRESH WATER (≤1000 MG/L OF TOTAL DISSOLVED SOLIDS)	Mc	15,409	19,767	26,300
INCLUDING OTHER TYPES OF WATER (>1.000 MG/L OF TOTAL DISSOLVED SOLIDS)	Mc	0	0	0

49

GRI 303-4 Water use	unit	2020	2021	2022
TOTAL	MC	42,031	42,153	52,600
INCLUDING FRESH WATER (≤1000 MG/L OF TOTAL DISSOLVED SOLIDS)	Mc	42,031	42,153	52,600
INCLUDING OTHER TYPES OF WATER (>1.000 MG/L OF TOTAL DISSOLVED SOLIDS)	Mc	-	-	-
GRI 303-5 Water use	unit	2020	2021	2022
TOTAL	MC	-	-	-

The water requirement of the Company increased by 25% compared to 2021.

4.4 MANAGING RAW MATERIALS

The management of raw materials is a crucial aspect for any organization that wants to promote sustainability and reduce the environmental impact of its operations. The proper use of resources not only contributes to reducing polluting emissions but is also fundamental to maintaining the production of goods and services, whilst preserving the environment.

To achieve these aims, Naturello has initiated a number of projects and carried out a series of actions.

One of the key projects involves the analysis of the suitability of paper packaging for liquid-based products, reducing the use of plastics. In addition, Naturello is assessing the use of recycled plastic for its packaging.

50

ACTIONS CARRIED OUT

The Company uses FSC-certified paper for the wraps designed for its Naturello trademarked soups, demonstrating its concrete commitment to the responsible use of natural resources. In addition, Naturello has made agreements with suppliers to reduce its need for secondary non-reusable packaging, promoting the adoption of more sustainable practices throughout the procurement supply chain.

To manage the impacts related to raw materials, **the organization has amended code CER 020304 recovering by-products for biogas plants**, contributing to the valorization of discarded materials. In addition, a facility will be built for the installation of refrigeration

cells near Company headquarters, in order to reduce the distance travelled by some raw materials, optimizing logistics efficiency and reducing transport emissions.

Also of fundamental importance is collaboration with stakeholders: Naturello is committed to engaging suppliers, clients and other interested parties in the responsible management of raw materials, promoting a collaborative and transparent approach. The Company also plans to include in its supplier validation process the actions they take in relation to sustainability, incentivizing the entire procurement chain to commit to the sustainable management of shared resources.

In relation to the packaging materials used in 2022, paper is by far the most commonly used material by Naturello, 99% of the total. The Company uses a minimum of environmentally inferior materials such as plastic, aluminium, wood, ink and steel.

In 2022 the quantity of paper and ink purchased fell respectively by 2% and 7% on 2021. For cardboard, aluminium and plastic, quantities increased considerably.

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

GRI 301 Materials	unit	2021	2022
GRI 301-3 PACKAGING MATERIALS			
CARDBOARD	kg	78,252	230,174
FROM RECYCLING	kg	-	44,096
FROM CERTIFIED FSC	kg	76,842	155,484
PAPER	kg	113,598,634	111,876,129
FROM RECYCLING	kg	-	-
FROM CERTIFIED FSC	kg	113,595,839	111,873,555
PLASTIC (POLYPROPYLENE)	kg	144,053	185,575
FROM RECYCLED PLASTIC (E.G. R-PET)	kg	47,950	110,503
ALUMINIUM	kg	254	555
WOOD	kg	-	69,060
INK	kg	279,244	259,195
STEEL	kg	-	72,015
TOTAL	kg	114,100,439	112,692,705



The table below lists the raw materials used for products: most are for soups and for basil used for pesto, one of the Company's leading products.

GRI 301 Materials	unit	2020	2021	2022
GRI 301-1 RAW MATERIALS				
BASIL	kg	6,822,113	7,544,181	6,535,281
VEGETABLES (ONIONS, SPINACH, CAULIFLOWER AND OTHERS)	kg	4,035,364	3,885,006	2,324,636
SUNFLOWER OIL	kg	1,358,797	1,283,966	1,240,433
SALT	kg	484,085	486,800	444,000
FISH (MOLLUSKS, SHELLFISH, FISHES)	kg	153,579	208,101	157,066
TOMATO PULP	kg	225,317	150,639	278,809
CHEESE	kg	120,053	128,133	126,774
EXTRA VIRGIN OLIVE OIL	kg	97,286	93,418	135,456
OTHERS	kg	273,319	387,853	393,337
TOTALE	kg	13,569,915	14,168,099	11,635,794

52

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 MANAGING WASTE

To improve their environmental impact and to adopt the principles of the circular economy, companies need to leave behind the old linear model, now considered unsustainable. It was a model that provided no solutions for the sustainable management of waste and discarded materials from production, simply building up waste in the environment. This challenge requires a radical new Company approach, starting from the identification of the types and quantities of waste products, but also by developing advanced monitoring techniques to manage critical aspects. The ability to reuse and valorize production waste provides a fundamental competitive advantage and the companies that are able to do so not only reduce environmental pollution but also the consumption of virgin raw materials.

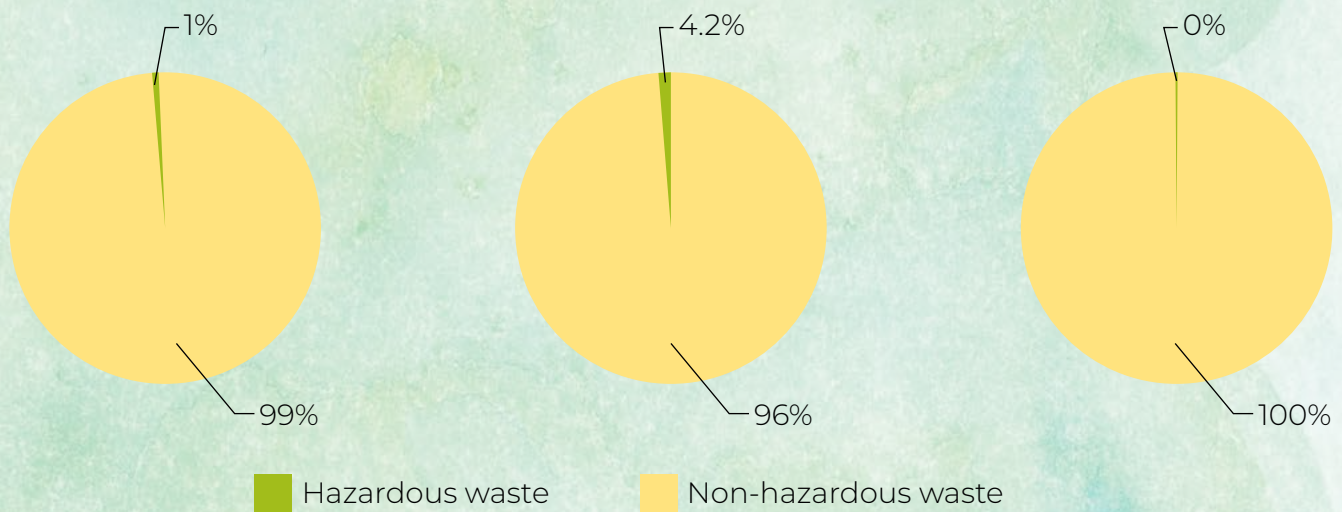
Naturello manages different types of waste from its operations, including from raw materials and goods-in packaging, finished products and semi-finished products beyond their shelf-life, rusty packs and waste from the engineering workshop. The latter are collected into dedicated containers inside the Company and subsequently fitted into disposal containers. For other types of waste, Naturello uses compactors to reduce their volume before disposal.

The management of waste is regulated by the allocation of CER codes, subsequently managed by a third party. Naturello has implemented numerous strategies to improve waste management, including the introduction of differential waste collection in all Company areas. In addition, part of the waste is transformed into biogas by third parties, contributing to reducing environmental impacts.

The Company regularly assesses finished products for reprocessing within the expiry date and studies raw materials to increase their durability (shelf life), reducing waste. Naturello also carefully manages suppliers, fostering the adoption of returnable or low-waste packaging, such as special non-cardboard containers for tomato pulp.

Naturello verifies the effectiveness of its waste management policies with regular checks via an external Prevention and Protection Manager and assessment of the Unified Environmental Statement. In the event of inefficiencies, corrective action is taken, involving both internal and external operators, to ensure the continuous improvement of waste management practices.

Below we set out waste data by category, broken down into hazardous and non-hazardous waste and their percentages.

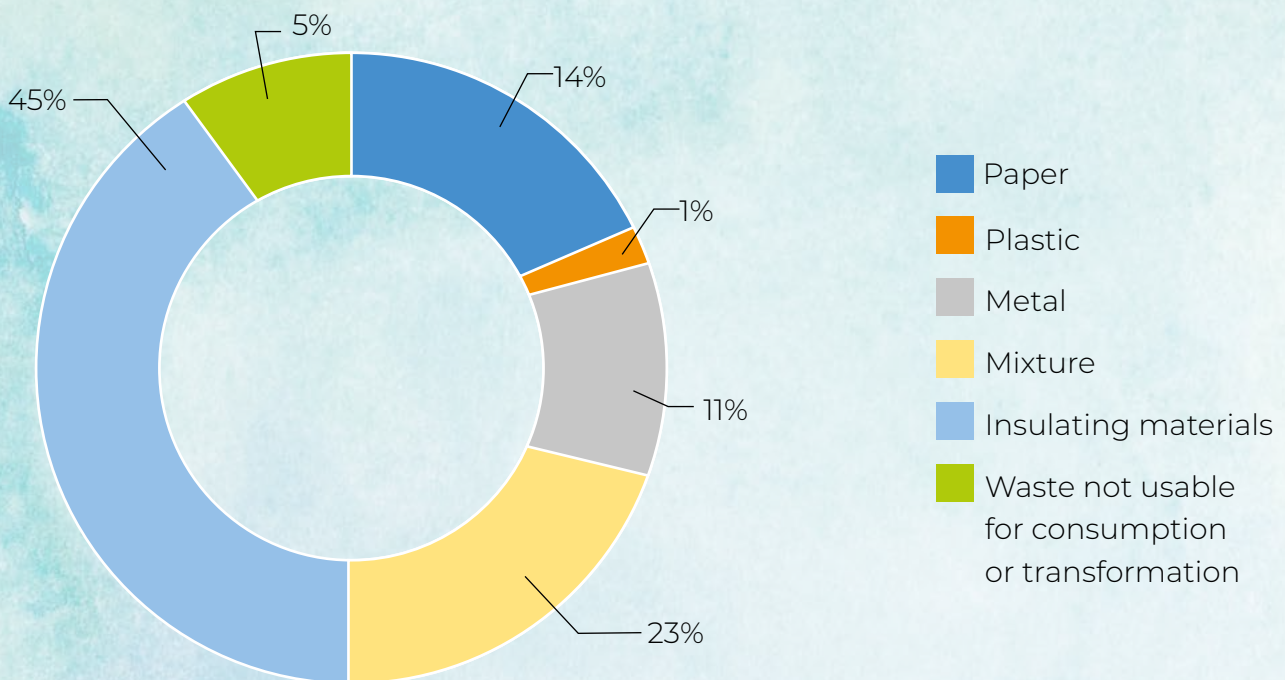


In the three-year period considered, the relationship between hazardous and non-hazardous waste has changed, most dramatically in 2021, when the percentage of hazardous waste rose to 4.2% (against 1% the previous year). In 2022, there was virtually no hazardous waste.

For a clear picture of the production of waste, composition and type also need to be considered for a detailed assessment of the environmental performance of Naturello. Below a pie chart shows the different types of waste produced by the Company in the reporting year.

54

WASTE BY COMPOSITION 2022



In 2022, the type of waste managed most by Naturello comprised paper and cardboard, amounting to 45% of the total. A mixture of waste stands at 23%, insulating materials at 14% and metals at 11% of the total. The remaining 6% comprises waste that cannot be used for consumption or transformation (waste for the preparation and processing of fruit, vegetables and so on) at 5% with plastic at 1%.

The tables below show the data for waste produced by Naturello in 2022, according to where the waste is managed, on site or externally, and whether the waste is sent for disposal or not.

GRI 306 Waste	unit	2022		
GRI 306-4 WASTE NOT DESTINED FOR DISPOSAL		ON SITE	EXTERNALLY	TOTAL
HAZARDOUS WASTE				
PREPARATION FOR REUSE - (R13)	t	-	-	-
RECYCLING - (R3, R4, R5, R11)	t	-	-	-
OTHER RECOVERY OPERATION (R2, R6, R7, R8, R9, R10, R12)	t	-	1.20	1.20
TOTAL	t	-	1.20	1.20
NON-HAZARDOUS WASTE				
PREPARATION FOR REUSE - (R13)	t	-	246.68	246.68
RECYCLING - (R3, R4, R5, R11)	t	-	33.56	33.56
OTHER RECOVERY OPERATIONS (R2, R6, R7, R8, R9, R10, R12)	t	-	9.16	9.16
TOTAL	t	-	289.40	289.40

For a comparison over the three-year period, the table below shows data for the waste produced by Naturello in 2020, 2021 and 2022.

GRI 306 Waste	unit	2020	2021	2022
GRI 306-3 WASTE BY COMPOSITION				
HAZARDOUS WASTE	t	2.34	10.46	1.20
NON-HAZARDOUS WASTE	t	322.43	238.52	289.40
TOTAL	t	324.77	248.98	290.60
GRI 306-4 WASTE NOT DESTINED FOR DISPOSAL				
HAZARDOUS WASTE	t	2.34	4.24	1.20
NON-HAZARDOUS WASTE	t	271.37	238.52	289.40
TOTAL	t	273.71	242.76	290.60
GRI 306-5 WASTE FOR DISPOSAL				
HAZARDOUS WASTE	t	-	6.22	-
NON-HAZARDOUS WASTE	t	51.06	-	-
TOTAL	t	51.06	6.22	-



5. ATTENTION TO OUR PEOPLE

58

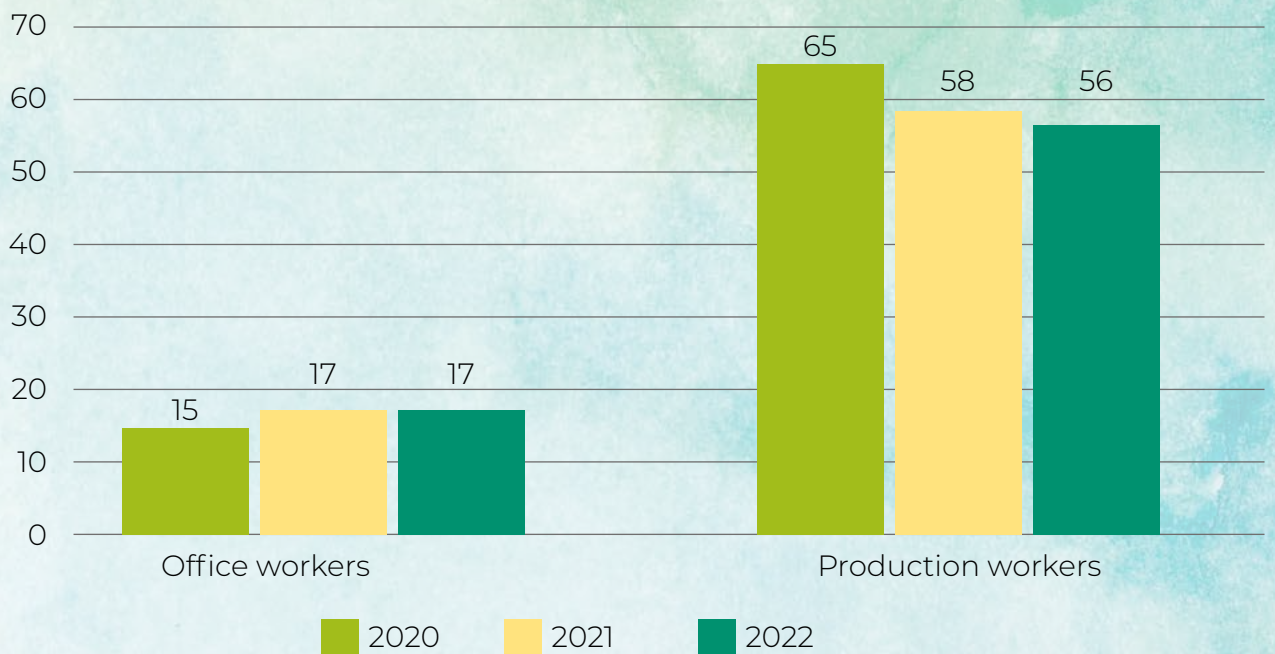


NUMBER OF EMPLOYEES	73
NUMBER OF NEW EMPLOYEES	3
RATE OF TURNOVER	7%
PERCENTAGE OF WOMEN	71%
AVERAGE LENGTH OF SERVICE	7
TRAINING HOURS DELIVERED	184

5.1 NATURELLO PEOPLE

The core commitment of Naturello to sustainability includes upholding human rights and the rights of workers with total respect for the dignity of the individual in all contexts. Over the years, the Company has built up a culture that places the individual at the centre of its competitive strategy, recognizing the unique contribution each individual is able to provide. In 2022, the Company had 73 employees, slightly down on the previous year. The category with the largest number of employees is production workers, 77% of the total, followed by office workers (23%).

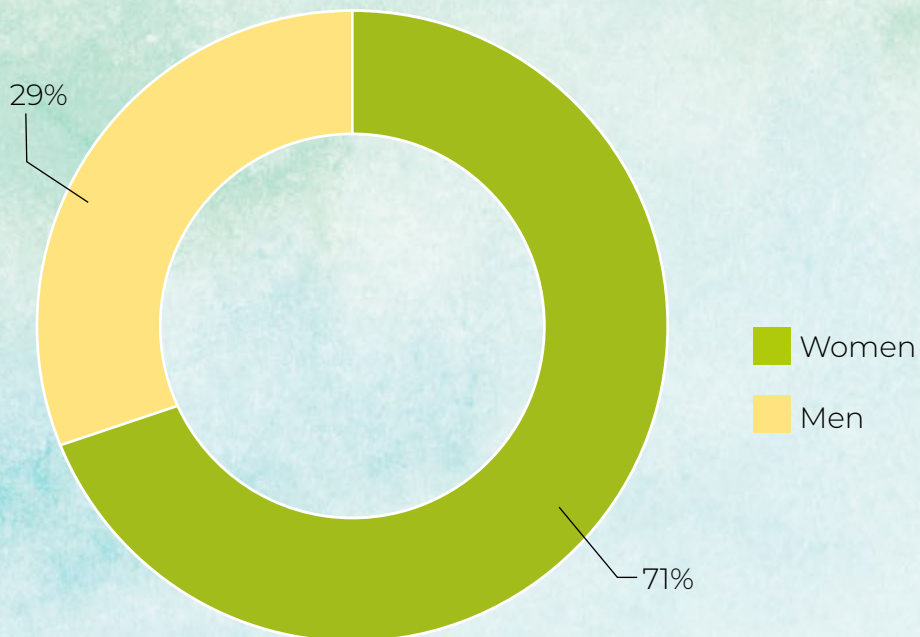
EMPLOYEES 2020-2021-2022



GRI 405-1 Employees by category and gender	2020	2021	2022
TOTAL EMPLOYEES	80	75	73
WOMEN	54	48	52
MEN	26	27	21
OFFICE WORKERS	15	17	17
WOMEN	11	13	11
MEN	4	4	6
PRODUCTION WORKERS	65	58	56
WOMEN	43	35	41
MEN	22	23	15

EMPLOYEES BY GENDER 2022

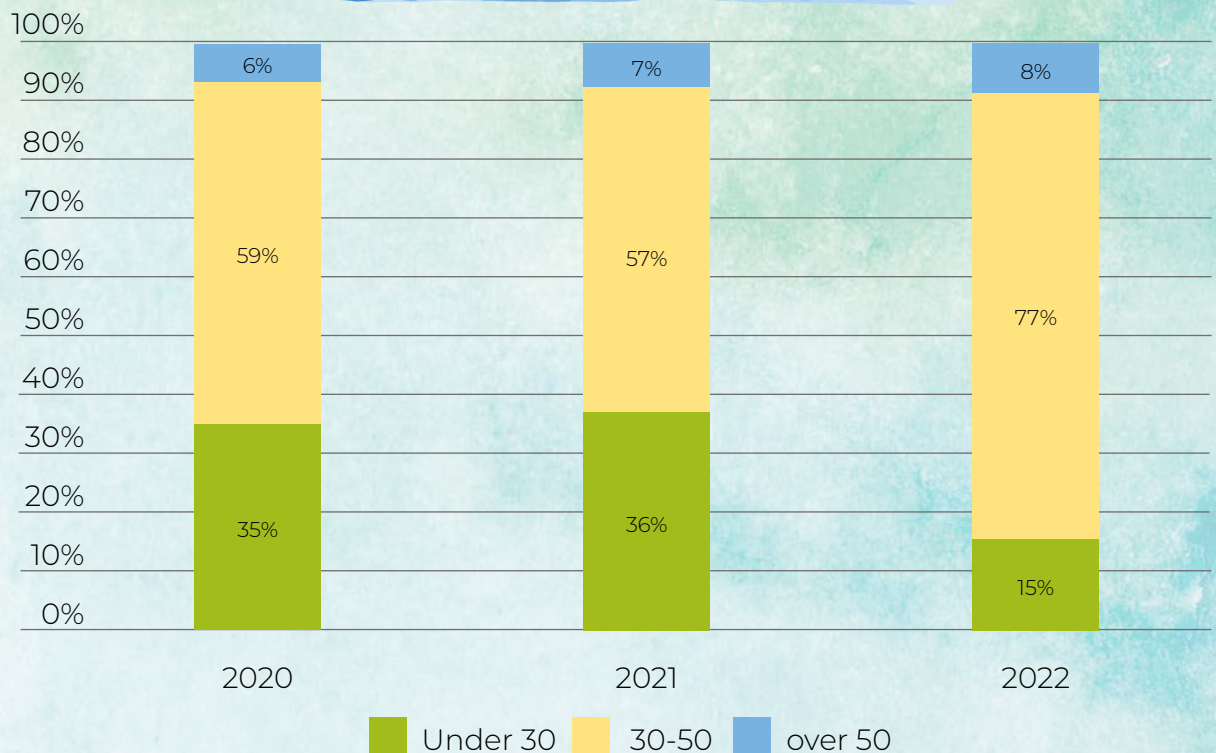
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All employees have national collective employment contracts. As at 31 December 2022, 71% were women, significantly up on 2021 (64%). Specifically, the increase was mainly among production workers, where women have outnumbered men since 2020.

GRI 401-1 Personnel by age and gender	2020	2021	2022
TOTAL EMPLOYEES	80	75	73
WOMEN	54	48	52
MEN	26	27	21
UNDER 30 YEARS OF AGE	28	27	11
WOMEN	14	14	7
MEN	14	13	4
30-50 YEARS OF AGE	47	43	56
WOMEN	37	31	44
MEN	10	12	12
OVER 50 YEARS OF AGE	5	5	6
WOMEN	3	3	3
MEN	2	2	3

EMPLOYEES BY AGE 2020-2021-2022



61

In 2022, 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 2021. 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 MANAGING PEOPLE

Naturello policies promote a **flexible approach to reconciling the demands of family and work, meeting the specific needs of employees and collaborators.**

The ability to work part-time and days off work are carefully assessed on an individual basis and according to the requirements of the workers.

- 62 The Company also implements a differential recruitment policy, where specific roles are identified by department managers in detailed discussions. New hires have a trial period and are told if their employment is confirmed two weeks before the end of that period.

To assess the effectiveness of recruitment and human resource management policies, Naturello carries out regular meetings to discuss new hires and any further employment needs. To manage changes of role or duties, specific meetings are organized with employees to discuss their new responsibilities. This flexibility and attention to detail are applied uniformly to all types of contract, guaranteeing the ability to reconcile the different needs of family and work, underscoring the commitment of the Company to creating a fair working environment able to adapt to the needs of all team members.



5.1.2 COMPANY WELFARE AND SALARY POLICY

In line with its commitment to sustainability, Naturello focuses particularly on the wellbeing of employees, regarded as its principal stakeholders. Every year, the Company underwrites a welfare agreement in collaboration with Trade Unions, aimed at assessing year-end bonuses based on achieving common targets. These agreements are characterized by uniformity, without distinguishing between people on temporary contracts, working part-time or on permanent full-time contracts. The bonuses are initially set for everyone in a given category and then recalculated based on the number of hours worked by part-time employees.

Since 2019, Naturello has formalized its commitment in a yearly company welfare agreement. This plan includes a series of initiatives, services and non-monetary benefits for the wellbeing of employees aiming to create a positive work environment. To guarantee the effectiveness of these policies, the Company organizes regular meetings with managers and Trade Union representatives, in the presence of the head of the Company. These meetings provide an opportunity to assess the impact of the initiatives taken and to improve them as the need may be.

The holistic approach to welfare aims not only attract new talents but also to satisfy existing employees, guaranteeing a stimulating and rewarding working environment, reducing turnover and strengthening the bond between the Company and its employees.

The Naturello welfare plan was developed through a collaborative process with employees, and comprises two separate phases. Initially, beneficiaries of the plan are identified and broken down into seven homogeneous categories based on duties, length of service and the type of employment contract.

63



Subsequently, according to the economic conditions of the Company, each category of employees is provided with a “welfare credit”, made available on the “Trecuori” (Three hearts) portal, a digital platform provided by the eponymous Benefit Company. Trecuori was set up with the aim of stimulating the local economy, providing innovative instruments to valorize people, businesses and the service sector.

Company welfare is one of the services provided by Trecuori which Naturello has chosen to acquire, in order to enable its employees to use welfare credits for a series of services, including healthcare, recreation, entertainment and training. One distinguishing feature of Trecuori is the access it gives employees to the services provided

by local companies, contributing to the economic development of the community where the Company has its roots.

In 2022 fuel and shopping tokens were handed over with a value of **3000 euros pursuant to the regulatory increase set out in the Employment Decree.**

In recognition of the importance of work/life balance and to create a healthy and stimulating working environment, Naturello has extended the benefits of the welfare plan to family members of employees. In addition, the Company introduced a special bonus in 2022: employees who become parents for the second time receive a bonus of two thousand euros, a value that increases to three thousand for a third child in 2023.



SALARY POLICY

Naturello has implemented a salary policy that includes fixed and variable portions for level 1 managers. These employees receive a basic salary, integrated with a benefits package and bonuses for reaching targets established at the beginning of the year. The Company does not use a standardized process to formulate its salary policy; salaries are based on roles and levels, without a formal methodology. The

opinions of stakeholders regarding salaries are taken into consideration in specific circumstances such as for new hires or after periods of Company growth, covering benefits in relation to Company aims.

Compared to the average salary of employees, top salaries are no more than 45% higher than this average.

5.1.3 TURNOVER

GRI 401-1 New recruits by age and gender	2020	2021	2022
TOTAL NEW RECRUITS	2	4	3
WOMEN	0	3	1
MEN	2	1	2
UNDER 30 YEARS OF AGE	2	1	0
WOMEN	0	1	0
MEN	2	0	0
30-50 YEARS OF AGE	0	3	2
WOMEN	0	2	1
MEN	0	1	1
OVER 50 YEARS OF AGE	0	0	1
WOMEN	0	0	0
MEN	0	0	1

65

GRI 401-1 People leaving the company by age and gender	2020	2021	2022
TOTAL LEAVERS	1	1	2
WOMEN	1	0	2
MEN	0	1	0
UNDER 30 YEARS OF AGE	0	0	0
WOMEN	0	0	0
MEN	0	0	0
30-50 YEARS OF AGE	1	1	2
WOMEN	1	0	2
MEN	0	1	0
OVER 50 YEARS OF AGE	0	0	0
WOMEN	0	0	0
MEN	0	0	0

GRI 401-1 Rate of turnover, by gender and age	2020	2021	2022
OVERALL RATE OF TURNOVER	4%	7%	7%
PEOPLE JOINING THE COMPANY	3%	5%	4%
WOMEN	0%	6%	2%
MEN	8%	4%	10%
UNDER 30 YEARS OF AGE	7%	4%	0%
WOMEN	0%	7%	0%
MEN	14%	0%	0%
30-50 YEARS OF AGE	0%	7%	4%
WOMEN	0%	6%	2%
MEN	0%	8%	8%
OVER 50 YEARS OF AGE	0%	0%	17%
WOMEN	0%	0%	0%
MEN	0%	0%	33%
PEOPLE LEAVING THE COMPANY	1%	1%	3%
WOMEN	2%	0%	4%
MEN	0%	4%	0%
UNDER 30 YEARS OF AGE	0%	0%	0%
WOMEN	0%	0%	0%
MEN	0%	0%	0%
30-50 YEARS OF AGE	2%	2%	4%
WOMEN	3%	0%	5%
MEN	0%	8%	0%
OVER 50 YEARS OF AGE	0%	0%	0%
WOMEN	0%	0%	0%
MEN	0%	0%	0%

GRI 405-1 Educational background	2020	2021	2022
GRADUATES	6	6	6
SCHOOL DIPLOMAS	30	23	18
OTHER (WITHOUT DIPLOMA)	44	46	49
GRI 405-1 Length of service	2020	2021	2022
AVERAGE AGE	35	36	37
AVERAGE LENGTH OF SERVICE	5	6	7
GRI 405-1 Protected categories	2020	2021	2022
WOMEN	3	3	3
MEN	1	1	1

In 2022, Naturello continued its tradition of balancing experience with freshness in its work teams. The average age of employees has remained virtually the same at 37, a constant trend in recent years. This is the result of a constant commitment to the creation of a working environment that welcomes both experts and young talented individuals, as confirmed by the rate of turnover, 7% in 2022.

67

During the year, the Company hired 3 new employees, demonstrating its commitment to inclusivity and protected categories of workers, as in previous years. The Company is a keen promoter of diversity and does not tolerate discrimination in the workplace.



5.2 TRAINING AND DEVELOPING SKILLS

Naturello places significant emphasis on the training of its employees, which it considers a crucial investment to improve individual skills and consequently overall Company performance. New hires at the Company find a stimulating working environment that fosters professional growth in the long-term. Training sessions are a fundamental part of this commitment.

68 On hiring, Naturello organizes the training courses required for the specific duties of the new employee as well as a medical, carried out within the first 30 working days. To guarantee proper training, the Company monitors needs systematically, keeping a record of training dates and medicals, ensuring that each employee receives the training he or she requires whilst meeting company and statutory requirements.

In 2022, Naturello delivered a total of 184 training hours, involving all 73 employees (52 women and 21 men), both office and production workers. The training courses had two key aims: first, to foster the responsible and conscientious conduct of the employees handling food, guaranteeing high quality products and meeting the needs of clients. Second, the courses ensure that employees are fully aware of Company regulations, legal obligations and best practice regarding hygiene, ensuring safe production in compliance with standards.

The training of employees has always focused on health and safety in the workplace (pursuant to Legislative Decree 81/08) and on food safety. Training programmes drill down on key aspects such as good hygiene practices (GMP), and pro-



cedures for the responsible management of plant, the control of dangers from the biological contamination of food and food defence, i.e. the responsible management of allergens. In addition, employees are trained annually to guarantee compliance with the guidelines of the Quality Certification awarded to the Company over the years and to measure the degree of customer satisfaction, maintaining the highest quality standards.

A fundamental role in training courses is played by HACCP (Hazard Analysis and Critical Control Points), focused on food hygiene, the management of allergens and the prerequisites and methods for prevention. The Company has set up an HACCP team with regulatory refresher courses at least once every three years. To guarantee

the effectiveness of training, managers directly assess learning and the acquisition of knowledge by employees in the course of their daily activities. In addition, at their request, employees can take part in extra training sessions, enabling them to gain the in-depth knowledge they feel they need. This targeted and continuous approach to training ensures that employees have a high level of skill and scrupulously adhere to the health, safety and quality standards of the Company.

GRI 404-1 Training hours per year by category and gender	2020	2021	2022
OFFICE WORKERS	0	70	0
WOMEN	0	0	0
MEN	0	70	0
PRODUCTION WORKERS AND EQUIVALENT	390	446	184
WOMEN	150	154	117
MEN	240	292	67
TOTAL	390	516	184

5.3 HEALTH AND SAFETY IN THE WORKPLACE

Naturello has a constant commitment to promoting the wellbeing and safety of its collaborators, creating a working environment that strictly complies with the standards established by Law 81/08. This is one of the fundamental pillars of the Company Code of Ethics, emphasizing the wish to set up not only a hygienic working environment but also one with no potential dangers.

70

The Company fosters a safety culture among workers, **adopting a proactive approach to the prevention of risks, and organizing regular activities to minimize dangers in the workplace.** Every employee follows clear and easy-to-grasp procedures to avoid specific risks and to meet safety requirements.

To ensure continuity and the effectiveness of these policies, Naturello has implemented a **rigorous monitoring system.** Regular checks involve both internal personnel such as Workers Safety Managers and Supervisors as well as external personnel such as the Prevention and Protection Service Manager. Constant monitoring guarantees an environment where people can work with confidence and tranquillity.



GRI 403-9 Number of accidents involving workers (employees or not)	unit	2020	2021	2022
TOTAL NUMBER OF ACCIDENTS TO REPORT		1	2	1
TO EMPLOYEES	n	1	2	1
TO WORKERS WHO ARE NOT EMPLOYEES	n	0	0	0
GRI 403-9 Hours worked (time + overtime + flexitime)	unit	2020	2021	2022
TOTAL NUMBER OF HOURS WORKED		136,190	140,342	144,244
EMPLOYEES	n	136,190	140,342	144,244
WORKERS WHO ARE NOT EMPLOYEES	n	0	0	0
GRI 403-9 Rate of accidents in the workplace	unit	2020	2021	2022
RATE OF ACCIDENTS TO REPORT		7.3	14.3	6.9
TO EMPLOYEES	%	7.3	14.3	6.9
TO WORKERS WHO ARE NOT EMPLOYEES	%	0	0	0

In the three-year period (2020, 2021, 2022), the rate of accidents in the workplace with serious consequences was zero. The rate of non-serious accidents in 2022 was 6.9%, an improvement on 2021 and 2020

5.4 THE HEALTH AND SAFETY OF CLIENTS

Naturello pays a great deal of attention to the health and safety of its clients, adopting strict policies and instruments to guarantee the quality of the services provided. **Following the HACCP system, a detailed “Quality Handbook” establishes key procedures and guidelines** to ensure that products are safe and suitable for human consumption. In addition, the Company meets voluntary standards such as the **BRC (British Retail Consortium) and IFS (International Featured Standards)** to further strengthen the quality and safety of its products.

To continuously assess the effectiveness of the policies adopted, the Company has implemented a strict improvement plan with a table of parameters identifying potential areas of improvement and the corrective action required. In addition, the Company carefully manages claims and non-compliances, facing problems as soon as they arise.

Naturello safeguards the privacy of its clients. When commercial relations are established, the Company sends clients a communication illustrating its policies on the protection of data via a dedicated email address.





6. ECONOMIC PERFORMANCE

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

In 2022, Naturello generated a turnover of nearly 30 million euros, against 29 million in 2021, up 2.7%.

The share capital of the company stood at € 90,000 on the date for the approval of the 2022 Financial Statements, with a net profit for the 12-month period ended 31 December 2022 of € 2,528,061. The increase in revenues from sales was in line with the increase in the value of production, totaling about 31 million euros, up 3.8% on the previous year. With the exception of the value of purchases for goods and payments to

the public administration, the remaining cost items were practically unchanged. This trend is evidence of the proper management of expenses and the resilience of the Company in meeting today's challenges. Indeed, expenses are always managed carefully enabling the Company to face the future with confidence.

NET PROFIT	€ 2,528,061
VALUE OF PRODUCTION	€ 31,460,683
REVENUES FROM SALES	€ 29,881,336
SHARE CAPITAL	€ 90,000
ECONOMIC VALUE GENERATED	€ 31,460,386
ECONOMIC VALUE SHARED OUT	€ 28,715,517
PERCENTAGE OF ECONOMIC VALUE SHARED OUT AGAINST VALUE GENERATED	91%

DATA PROCESSED FROM THE INCOME STATEMENT

Item	2022	2021	Difference
REVENUES FROM SALES (RS)	29,881,336 €	29,093,644 €	787,692 €
VALUE OF PRODUCTION (VP)	31,460,683 €	30,297,069 €	1,163,614 €
PERSONNEL COSTS / VP	11.95%	12.26%	-0.31%
PROCUREMENT OF GOODS / VP	59.29%	55.70%	3.59%
COST OF SERVICES / VP	16.11%	14.56%	1.56%
USE OF THIRD PARTY ASSETS / VP	0.77%	0.90%	-0.14%
CHARGES OTHER THAN FOR MANAGEMENT / VP	0.60%	1.04%	-0.44%
NET FINANCIAL CHARGES / VP	0.00%	0.00%	0.00%

6.1 GENERATING VALUE

75

In the context of the Sustainability Report, added value is calculated as the difference between revenues from principal plus secondary activities and the sum required to purchase raw materials, goods and services.

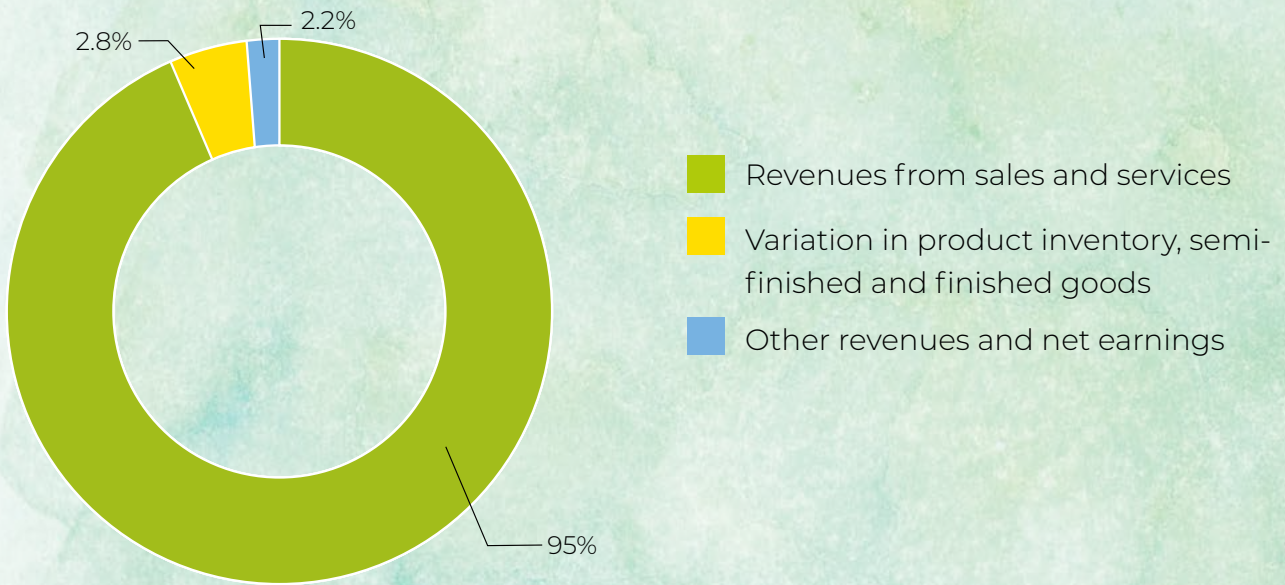
This value is a direct and significant measure of the contribution the organization makes to society, concretely representing how it meets expectations.



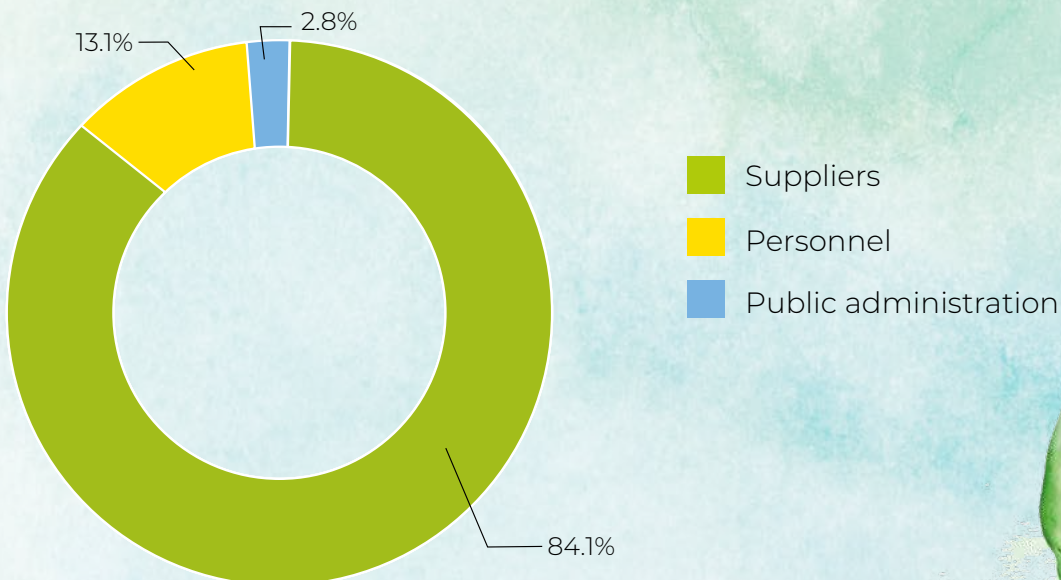
RECLASSIFICATION OF THE INCOME STATEMENT

Item	unit	2022	2021	Difference
ECONOMIC VALUE GENERATED DIRECTLY		31,460,386 €	30,297,244 €	1,163,142 €
REVENUES FROM SALES AND SERVICES	€	29,881,336 €	29,093,644 €	787,692 €
VARIATION IN PRODUCT INVENTORY, SEMI-FINISHED AND FINISHED GOODS	€	886,548 €	697,738 €	188,810 €
VARIATION IN INVENTORY AND WORKS IN PROGRESS ON ORDER	€	0 €	0 €	-
INCREASES IN FIXED ASSETS FOR WORK IN-HOUSE	€	0 €	0 €	0
OTHER REVENUES AND NET EARNINGS	€	692,799 €	505,687 €	187,112 €
FINANCIAL EARNINGS	€	237 €	300 €	-63 €
ADJUSTMENTS TO FINANCIAL ASSETS	€	-534 €	-125 €	-409 €
ECONOMIC VALUE SHARED OUT		28,715,517 €	26,464,173 €	2,251,344 €
% OF ECONOMIC VALUE GENERATED DIRECTLY		91%	87%	
RECLASSIFIED OPERATING COSTS	€	24,152,978 €	21,874,470 €	2,278,508 €
RAW MATERIALS, AUXILIARIES, CONSUMABLES AND GOODS	€	18,654,037 €	16,875,033 €	1,779,004 €
SERVICE COSTS	€	5,069,151 €	4,410,325 €	658,826 €
COSTS FOR THE USE OF THIRD PARTY ASSETS	€	241,445 €	274,124 €	-32,679 €
SUNDRY MANAGEMENT CHARGES	€	188,345 €	314,988 €	-126,643 €
SALARIES	€	3,760,440 €	3,713,997 €	46,443 €
PERSONNEL COSTS	€	3,760,440 €	3,713,997 €	46,443 €
LENDERS FINANCIAL CHARGES	€	5,887 €	5,730 €	157 €
INTEREST AND OTHER FINNNCIAL CHARGES	€	5,887 €	5,730 €	157 €
PAYMENTS TO THE PUBLIC ADMINISTRATION	€	796,212 €	869,976 €	-73,764 €
INCOME TAXES	€	796,212 €	869,976 €	-73,764 €

COMPOSITION OF ECONOMIC VALUE GENERATED



COMPOSITION OF THE ECONOMIC VALUE SHARED OUT



DISTRIBUTION OF VALUE TO STAKEHOLDERS

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

84.1%



SUPPLIERS

Most of the value of production is distributed to the suppliers of goods and services

13.1%



PERSONNEL

Wages, salaries and staff-leaving indemnities



2.8%

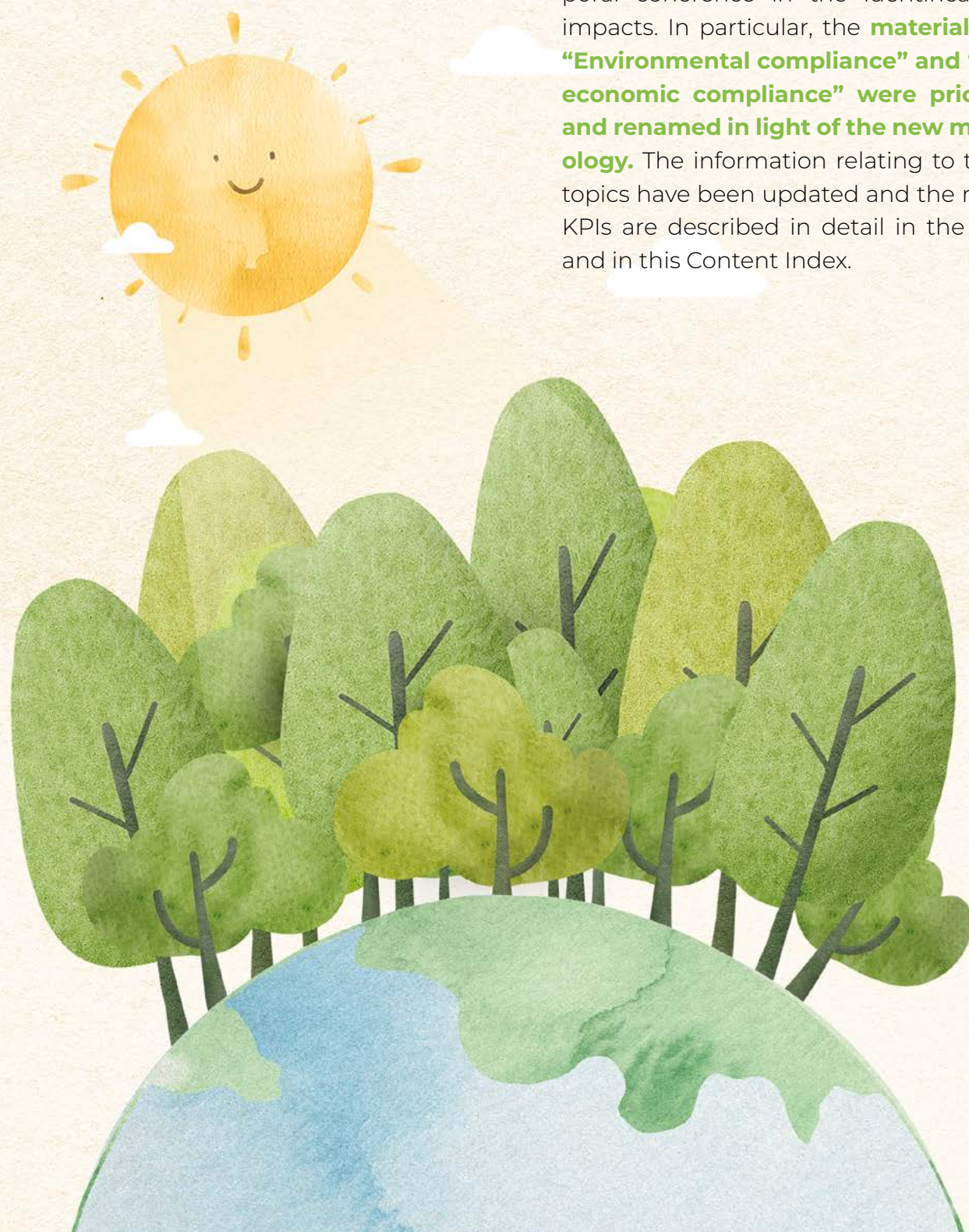
PUBLIC ADMINISTRATION

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.

ANNEX-GRI CONTENT INDEX

To compile the **Naturello Sustainability Report 2022** the analysis of materiality was carried out for the previous report (as indicated in the “Note on Methodology” and in section 2.3 “Analysis of materiality”) and adapted for the new GRI, retaining temporal coherence in the identification of impacts. In particular, the **material topics “Environmental compliance” and “Socio-economic compliance” were prioritized and renamed in light of the new methodology**. The information relating to the two topics have been updated and the relevant KPIs are described in detail in the Report and in this Content Index.



GRI	PARAMETER	PARAGRAPH
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
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	2.4 Strategic pillars
2-23	Political commitments	1.3 Governance, ethics and integrity
2-25	Processes for remedying negative impacts	2.4 Strategic pillars
2-27	Legal and regulatory compliance	1.3.3 Compliance with current regulations
2-29	Approach to stakeholder engagement	2.2 Stakeholder engagement
2-30	Collective bargaining agreements	5.1.1 Human resource management

GRI	PARAMETER	PARAGRAPH
GRI 3 - Materiality		
3-1	Process of determining materiality	2.3 Analysis of the material topic
3-2	List of the material topics	2.3 Analysis of the material topic
3-3	Management of the material topic	2.3 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	No episodes of corruption reported in 2022
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 Innovative production
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

GRI	PARAMETER	PARAGRAPH
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 Management of water resources
GRI 303 - WATER AND EFFLUENT (2021)		
303-1	Interactions with water as a shared resource	4.3 Management of water resources
303-2	Management of impacts from water discharge	4.3 Management of water resources
303-3	Water use	4.3 Management of water resources
303-4	Water discharge	4.3 Management of water resources
303-5	Water consumption	4.3 Management of water resources
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

GRI	PARAMETER	PARAGRAPH
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
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 Sustainability along the supply chain
GRI 308 - ENVIRONMENTAL VALIDATION OF SUPPLIERS (2021)		
308-1	New suppliers selected according to environmental criteria	3.4 Sustainability along the supply chain
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
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

GRI	PARAMETER	PARAGRAPH
403-5	Training of workers on health and safety in the workplace	5.3 Health and safety in the workplace
403-6	Promotion of workers	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 developing skills
GRI 404 - TRAINING (2021)		
404-1	Average number of training hours per year per employee	5.2 Training and developing skills
404-2	Refresher courses for employee skills and assistance in the transition	5.2 Training and developing skills
404-3	Percentage of employees whose performance is regularly assessed and professional development	5.2 Training and developing skills
INCLUSIVITY, DIVERSITY AND NON-DISCRIMINATION		
3-3	Management of the material topic	5.1.3 Turnover
GRI 405 - DIVERSITY AND EQUAL OPPORTUNITIES (2021)		
405-1	Diversity in governance bodies and among employees	5.1.3 Turnover
GRI 406 - NON-DISCRIMINATION (2021)		
406-1	Episodes of discrimination and corrective action taken	No reports of discrimination in 2022
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 del tema materiale	5.4 The health and safety of clients

GRI	PARAMETER	PARAGRAPH
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	5.4 The health and safety of clients
416-2	Episodes of non-compliance relating to health and safety impacts from products and services	5.4 The health and safety of clients
ATTENTION TO PRODUCT COMMUNICATIONS		
3-3	Management of the material topic	5.4 The health and safety of clients
SAFEGUARDING THE PRIVACY OF CLIENTS		
3-3	Management of the material topic	5.4 The health and safety of clients







NATURELLO SpA

Via Enzo Ferrari 6/8, 36026 Pojana Maggiore, Vicenza, Italia

tel. +39 0444 764 455 - mail: info@naturello.eu

www.naturello.eu