



SUSTAINABILITY REPORT

AS AT 30 JUNE 2023

INDEX

Letter to the stakeholders	2
Methodological note.....	3
1 Emiliana conserve	4
1.1 The fruits of our work	4
1.2 Our history and our products.....	5
1.3 The Governance structure	9
1.4 Ethics and Integrity of our Business.....	10
2 Approach to Sustainability	13
2.1 Our sustainability journey.....	13
3 The economic responsibility of Emiliana Conserve	17
3.1 Creating value	17
3.2 Indirect economic impacts.....	18
4 The tomato's sustainable supply chain.....	20
4.1 Our controlled supply chain.....	21
4.2 The quality and food safety of our products	25
4.3 Our supply chain	28
5 Environmental responsibility	30
5.1 Our commitment to the environment	30
5.2 Energy consumption	32
5.3 Emissions produced into the atmosphere	33
5.4 Management of water resources.....	35
5.5 Responsible consumption of materials and reduction of waste	39
5.6 Waste management	40
6 Emiliana Conserve's people	42
6.1 Our people	42
6.2 Health and safety of our workers	43
6.3 Training and development.....	46
6.4 Business Welfare and Employee Protection.....	47
7 The bond with the territory	48
7.1 Safeguarding our territory	48
Performance indicators.....	50
Perimeter and impacts of material aspects.....	61
GRI Content Index.....	64

Letter to the stakeholders



Dear stakeholders,

It is with great pleasure that I introduce to you the third Sustainability Report of Emiliana conserve S.p.A., a pleasure as the beginning of its reference year (July 2022 - June 2023) corresponds exactly with the extraordinary operation of control of the company by Casalasco Azienda Agricola S.p.A., of which I am CEO.

This is a new stage of a process of aggregation and strengthening that companies in our sector have been cope with for some years and which, we believe, may be a viable model for the future.

An aggregation of productive structures, however, is not only the arithmetical sum of economic-productive factors but also, and above all, the union of previously competing realities that find themselves

merging their professional and human experiences, to discover and conceive a common future of growth and collaboration.

I believe that the primary meaning of a sustainability report is precisely to study, tell and plan a future guided by social, environmental and management criteria among the actors involved and operating throughout the supply chain. The supply chain, indeed, is the beacon that guides the Group's strategy; the passion in every step from seed selection to the finished product globally distributed.

Emiliana Conserve as the Consorzio Casalasco and Casalasco S.p.A. is in fact strongly linked to the enhancement of the entire process, which starts from the fields bordering the processing sites and annually involves hundreds of workers.

The 2022-2023 financial year of Emiliana Conserve ended with excellent results both from a management and ESG criteria perspective recounted in detail in the following pages, which I therefore invite you to read carefully.

All the best.

Constantino Vaia
CEO Emiliana Conserve

Methodological note

This document, which represents the third Sustainability Report of Emiliana Conserve S.p.A. (in the document also “Company” or “Emiliana”), aims to communicate in a transparent way the Company’s sustainability approach and its performance in the field of environmental, social, and economic sustainability for the year 2023 (from 1 July 2022 to 30 June 2023).

In order to allow the comparability of data over time and the evaluation of the performance of the Company’s activities, a comparison with the data relating to the financial year 2022 (from 1 July 2021 to 30 June 2022) subject of the previous Sustainability Report, is also reported. In order to guarantee the reliability of the data, the use of estimates, which, where present, are appropriately indicated in the document, has been limited as far as possible.

The Sustainability Report of Emiliana conserve S.p.A. is drawn up in accordance with the “Global Reporting Initiative Sustainability Reporting Standards” defined by the Global Reporting Initiative (GRI), according to the “in accordance - Core” option, as indicated in the table “GRI Content Index”, this allows to highlight the coverage of the GRI indicators associated with each sustainability issue reported in this document.

In particular, the content reported was selected on the basis of the results of the Materiality analysis, which enabled the identification of material aspects for Emiliana and its stakeholders, as described in the paragraph “Materiality Analysis” of this document.

The perimeter of economic and social data and information appears to be the same as in Emiliana Conserve’s S.p.A 30.06.2023 financial statement. With reference to environmental data and information, the reporting perimeter refers to offices and processing plants owned by the Company, in particular, the Busseto (PR) plant and the San Polo di Podenzano (PC) plant. Any perimeter limitations on individual themes or indicators are expressly stated in the text.

It should be noted that on July 4, 2022, there was a change of shareholder control of the Company with the acquisition by Casalasco Azienda Agricola S.p.A. of a large majority stake in the share capital. As of the date of publication of this Report, 79.41% of the share capital is held by Casalasco S.p.A. and 20.59% by the Consorzio Casalasco del Pomodoro Azienda Agricola Cooperativa.

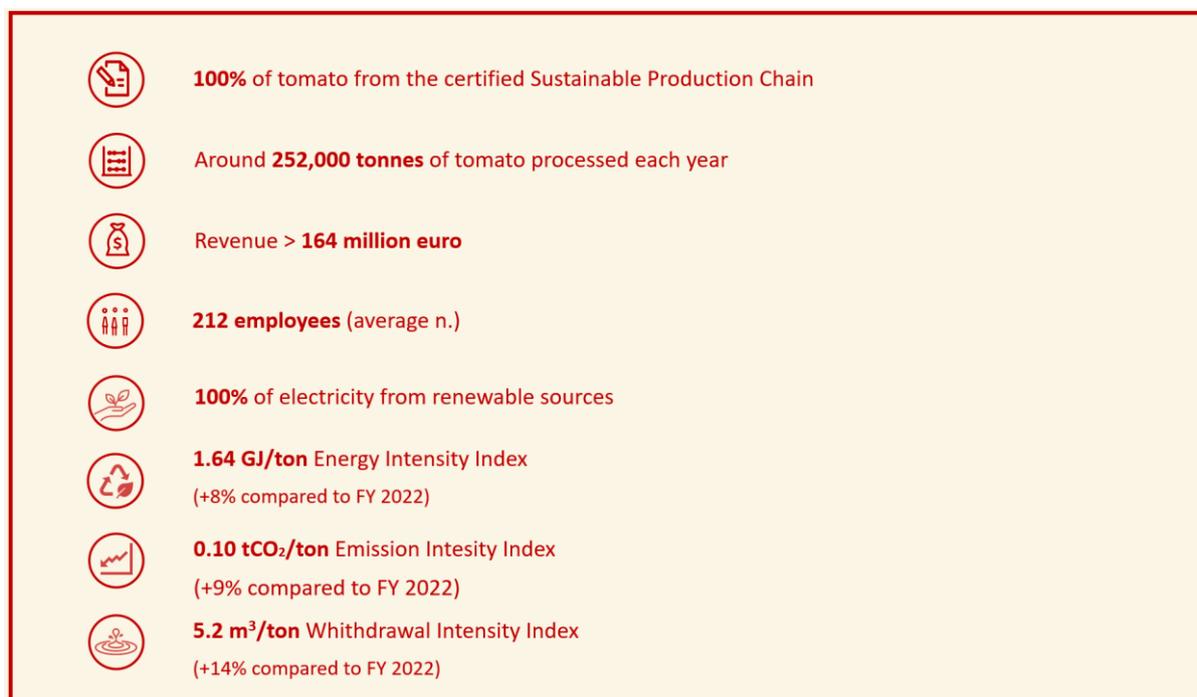
This document is drawn up annually and submitted for approval by the Shareholders' Meeting of Emiliana conserve S.p.A. on December 21, 2023. The Company’s Sustainability Report is submitted to a limited examination (“limited assurance engagement” according to the criteria indicated by the ISAE 3000 revised principle) by Deloitte & Touche S.p.A..

For further information and suggestions regarding the Sustainability Report of Emiliana conserve, please contact: Lara Boarini (l.boarini@emilianaconserve.it).

This document is also available on the Emiliana Conserve website: <http://emilianaconserve.it>.

1 Emiliana conserve

1.1 The fruits of our work



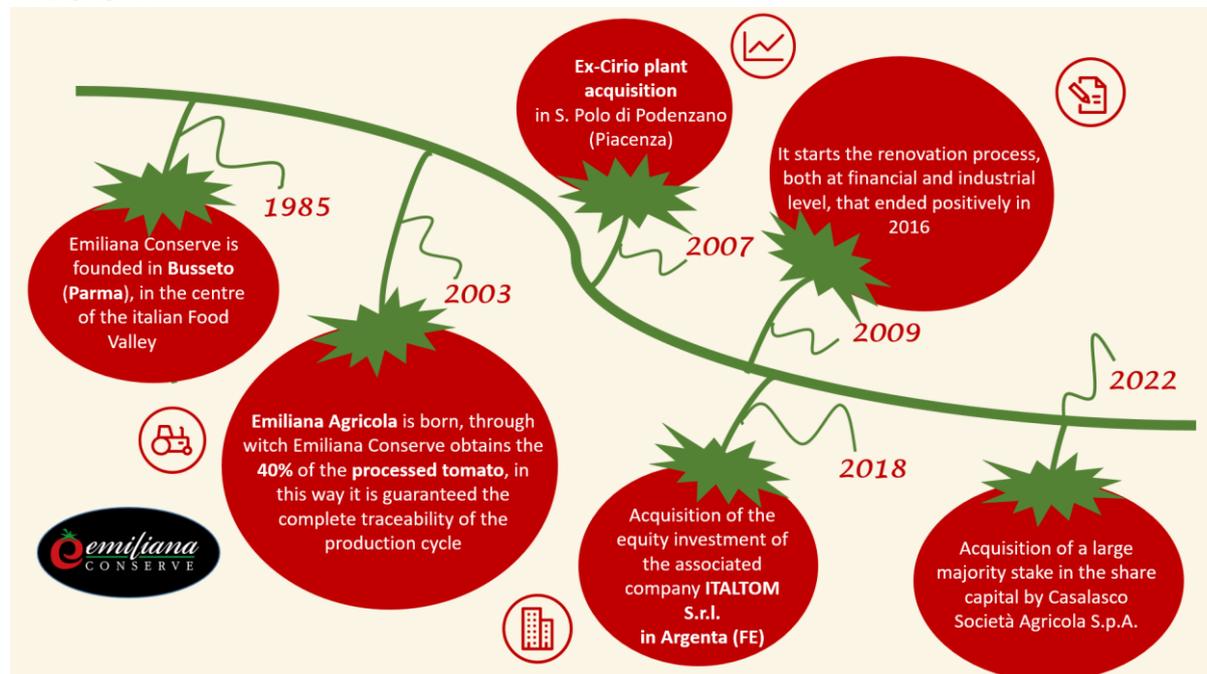
Emiliana Conserve Azienda Agricola S.p.A. (hereinafter also “Emiliana” or “the Company”) is one of the main Italian companies active in the production, processing and marketing of tomatoes. To the initial production of **tomato paste** in the following years, **it has also added pulp** (cubed, extruded and rustic) and **purees**. The company is based in Busseto (PR) and it has modern plants for the processing of tomato. At June 30, 2023 it employs 106 permanent employees and 33 seasonal employees for a total of 139 employees. The peak of recruitment takes place during the month of July, in the middle of the tomato campaign, when the workforce reaches the 451 units between seasonal and permanent employees.

The production of tomato is of seasonal type, it is concentrated in fact during the period April-September 2023, when the Company managed around **277,000 tons of product**. Emiliana Conserve **follows its suppliers during all the phases** of the cultivation: the transplantation, the seeding, the irrigation, the fertilization, the treatment, and the collection for about 60% of the tomato raw material worked on the farm.

The tomato comes mainly from the areas most suited to the production of quality and is cultivated, harvested, and processed according to high quality standards, guaranteed by **constant checks applied to all the phases of the production process**; finally, it is marketed through labeling of certified quality and available in a wide range of variants.

1.2 Our history and our products

THE STORY



Emiliana Conserve was founded in **1985** in Busseto (Parma), in the center of the Italian Food Valley. In the **Busseto plant**, all the sizes are packaged in glass, tubes and boxes for the retail market, as well as industrial semi-finished products in metal drums. With the acquisition in 2007 of the Ex-Cirio factory in **S.Polo di Podenzano** (Piacenza) Emiliana Conserve expands its production range and becomes the largest company in northern Italy in the production of tomato derivatives for private labels: **2 plants**, about **250,000 tons of fresh tomato processed** for a turnover of over **160 million euro in the 2022 marketing year**. The control of its supply chain has always been an important value for Emilia Conserve, which, through Emilia Agricola controlled about **40% of its processed tomato** in FY 2022. Thanks to the synergies with Casalasco Azienda Agricola S.p.A., this control has been further strengthened, bringing the share of processed tomatoes from direct cultivation to about 60%.

THE HEADQUARTERS



Emiliana Conserve: at the top the production site in Busseto (PR),
Below the production site of San Polo di Podenzano (PC).



Emiliana Conserve owns two production plants that occupy a total of **250,000 m²**, including a covered area of **64,000 m²**. It has 17 processing and packaging lines, 5 bottle and jar lines, 8 aseptic drum lines, 3 box lines, 2 tube lines and 7 evaporators.

The first production plant, which is also the legal and administrative headquarters, is the Busseto (PR) plant also called “**EC1**”: here most of the company's activities take place and can process about 110-130.000 tons of tomato per year. Another production unit is located in San Polo di Podenzano (PC), it is called “**EC2**” and transforms on average 130-150.000 tons of tomato in different types and sizes.

THE PRODUCTS

Emiliana Conserve pursues **its mission** through the offer of **quality products, under competitive conditions** and **in compliance** with all mandatory standards. In particular, in the communication with the customers, completeness, correctness and clarity of all the information concerning the characteristics, contents, nature and origin of the products is ensured.

Emiliana Conserve ensures the placing on the market of products in compliance with national and community laws on the subject, by activating all the necessary controls to guarantee consumers safety and organoleptic quality.

Emiliana Conserve products are available for two different market segments:

- **Retail:** products destined for GDO and distributed through prestigious brands of the Italian food scene;
- **Industrial:** products intended for the industrial sector and therefore distributed through packaging of greater capacity.

All the fresh processed tomato is cultivated in northern Italy respecting the integrated production rules of the Emilia-Romagna region and **certified by S.G.S Italia**.

Emiliana Conserve works and transforms the raw material collected by farmers, the tomato, belonging to the following categories:

- **conventional tomato:** 100% Italian and based on a controlled production chain;
- **organic tomato:** 100% Italian and guaranteed by selection criteria that follow the product from the field to the table through a certified production system;
- **cherry tomato:** 100% Italian, it is characterized by a sweet and intense flavor compared to conventional tomato.

The sauce

The tomato sauce of Emiliana Conserve contains at most **2 ingredients:** tomato and possibly salt. It is marketed through two types of packaging: the box in sizes of 200, 400 and 800 gr; or through the glass bottle in sizes of 350, 420, 550 and 720 ml. Through the same formats, it is produced in less quantity also in the version “cherry tomato sauce”, the certified organic version, and in the version with vegetable ingredients and aromas where, in addition to tomato and salt, it is foreseen the use of: basil, onion, garlic, oregano, parsley, chili, celery, carrots, and various other vegetables or aromas on request.

Tomato pulp

As with the sauce, **tomato pulp** contains a maximum of 2 ingredients (tomato and possibly salt) and is marketed through the same packaging and formats. In addition to the cube tomato pulp, the extruded tomato pulp (product obtained by peeling and irregular cutting), the fine tomato pulp and the tomato pulp with vegetable ingredients and aromas are produced.

Tomato paste

Another product of Emiliana Conserve is **tomato paste** which is marketed in the “double tomato concentrate”, “triple tomato concentrate” versions and in the version with the addition of vegetable ingredients and aromas. In this case the packages can be: The tube in the sizes of 100, 130, 140, 150 and 200 gr; the box in the sizes of 70, 140, 210, 400 and 850 gr; and finally, the glass jar of 312 gr.

The rustic

“Rustica” is a type of pulp that comes from **a selected tomato** processed through a slicing and roughing process. It is marketed in glass bottles with a capacity of 350, 420, 520 and 720 ml and can be present in the simple version (tomato and optionally salt), or in the version with vegetable ingredients and aromas.

Tomato sauce with vegetable ingredients and aromas

Tomato and vegetable or meat sauces are one of the latest creations of Emiliana Conserve, they are a mixture of cubed pulp, tomato pulp, tomato concentrate to which are added other ingredients such as sugar, parsley, capers, basil, onion, garlic, celery, carrots, green and black olives, other vegetables, and aromas on request with the aim of creating ready-made sauces. It is present on the shelf in different sizes such as the box of 200, 400 and 800 gr; the glass bottle of 350, 420, 520 and 720 ml; and the glass jar of 290, 350 and 420 gr.

1.3 The Governance structure

The **governance model** adopted by Emiliana Conserve and the organization of its constituent actors are described below and refer to the governance in place in the financial year 2023 (July 1, 2022 – June 30, 2023).

Shareholders

The two¹ shareholders are realities in the agro-industrial tomato sector, they are able to contribute to the achievement of social goals. The share capital is equal to Euro 9,188,714 divided into n. **9,188,714 shares** (value equal to Euro 1.00 for each share).

The Shareholders' Meeting

Shareholders participate in **the Shareholders' Meeting** convened at least once a year; each shareholder has one vote for each share held attributed on the basis of the amount of paid-up capital. The main function of the Shareholders' Meeting are: the approval of the financial statements, the appointment of members of the Board of Directors on the basis of their specific knowledge and expertise on the reference sector, the Board of Statutory Auditors and of the Legal Auditor, including all the strategic matters specifically provided for by the Statute and the Civil Code.

The Board of Directors

The Board of Directors adopts an administrative system of the “**traditional**” type consisting of **five members**. The Board of Directors shall act as a strategic direction and organizational coordination and shall elect the Chairman and Chief Executive Officer and, where appropriate, the appointment of technical committees. The Board of Directors is granted all the powers of ordinary and extraordinary administration, which are partly attributed to the Chief Executive Officer for the ordinary management of the company. Some members may be given special powers; to one of the members, in particular, is given a specific proxy so that he can best carry out the matters related to environmental and occupational health and safety, entrusted to him through special authorization.

The Board² of Directors as of June 30, 2023, consisted of five independent members with the following roles³:

- Chairman of the Board of Directors: Voltini Paolo (Company Representative);
- Managing Director: Vaia Costantino (Company Representative);
- Board Member: Scazza Andrea (Member with delegation);
- Board Member: Borgheresi Sergio;
- Board Member: Lorenzi Guido.

¹ As of June 30, 2023, Consorzio Casalasco del Pomodoro Società Agricola Cooperativa and Casalasco Società Agricola S.p.A. held a large majority stake of the share capital, corresponding to 13.89% and 79.18% respectively. At the date of publication of these financial statements sheet, the shares held correspond respectively to 20,59 % and 79,41 % of the share capital.

² It should be noted that on December 6, 2023, the Chairman of the Board of Directors resigned with the concomitant resignation of the Board of Directors; on December 21, 2023, the Shareholders' Meeting met and appointed a new Board of Directors which, on the same day, assigned the proxies. The current composition of the Board of Directors is as follows: Costantino Vaia, Chairman of the Board of Directors and Chief Executive Officer; Andrea Scazza, Board member with delegation; Guido Lorenzi, Board member; Sergio Borgheresi, Board member; Gabriele Bernardi, Board member.

³ There are no stakeholders or underrepresented social groups representatives on the Board of Directors.

The Board of Auditors

The Board of Auditors consists of members elected by the Shareholders' Meeting and provides for supervision according to art. 2423 et seq. of the Civil Code; it has 3 members and 2 alternates.

1.4 Ethics and Integrity of our Business

MISSION AND VISION

Emiliana Conserve's objective is to preserve **the authenticity of traditions**, while orienting itself to a modern **innovation** in the production and supply processes of fresh tomatoes, of exclusively northern Italy origin, in order to guarantee **an excellent quality standard of its products**.

To this end, Emiliana Conserve has adopted an **Integrated Management Policy**, updated as of March 2023, which outlines the thematic areas central for the long-term development of the company's business: consumers health and welfare, environmental protection, corporate competence, development of its human resources, and monitoring of the agricultural supply chain. In addition, as a demonstration of the company's commitment, Emiliana Conserve has achieved and renewed a series of **certifications to attest the quality of work at the service** of consumers food **safety** and the attention to their demands. In fact, the passion dedicated to the arduous work is reciprocated by the trust granted by the customers to whom Emiliana dedicates careful attention. The Company **certifies its entire supply chain**, guaranteeing rapid processing that preserves the high quality of the raw materials used as well as the respect of the precautionary principle, both in the proper management of environmental impacts and in the possible risks for the final consumer. In order to produce a state of the art sauce, Emiliana uses **tomato of 100% Italian origin**.

THE CODE OF ETHICS AND SOCIAL RESPONSIBILITY POLICY⁴

Emiliana Conserve has adopted a **Code of Ethics** since 2013, updated in January 2022. This document is intended to represent a clear reference point for all employees of the Company, who can find regulated in it the rules of behavior related to different aspects, from the management of the employment relationships to the safety of the employees. **Rights** and **duties** are declined in maximum transparency, reflecting the high ethical standards that mark Emiliana Conserve since its foundation.

Employees, collaborators, directors are obliged to:

- **Refrain** from any conduct contrary to the norms contained in the Social Responsibility Policy;

⁴ Further details can be found at the following link: [Social responsibility and Security | Emiliana conserve](#).

- **Contact** their managers, business contacts or the supervisory body, in the event of a request for clarification on how they are to be applied;
- **Promptly report** to managers, business contacts or supervisory bodies any news, directly detected or reported by others, about possible violations of them or simply requests for violations;
- **work with** the structures responsible for verifying possible violations;
- **to require** compliance with the obligations which directly affect their activities.

To strengthen the connection that the Company has with its stakeholders, employees and in general all those who deals with, it was also decided to adopt a **Social responsibility Policy**, updated in March 2023, as a fundamental tool and at the service of all the Company's collaborators with the aim of spreading value and enforcing compliance not only the current laws and regulations, but also with the principles contained in the document itself. Compliance with the Social responsibility Policy is mandatory for all those who engage in relationships with the Company (consultants, suppliers, customers, etc.). The employee, or anyone who becomes aware of violations of the principles contained in the Social responsibility Policy, may contact a contact person or the Managing Director, who will guarantee the author of the report from any kind of repercussions. Dedicated boxes are also available at the Company's sites for any anonymous employee report, and an e-mail box is active.

The Social responsibility Policy reflects the principles and values of the Company and aims at being a guarantee to conduct the business in a transparent and sustainable way.

Emliliana Conserve addresses its organizational and technical efforts to comply with the requirements of the **SMETA-SEDEX** scheme and the UNI ISO 45001:2018 standard, and has adopted the **Social responsibility Policy** and the **Health and Safety Policy at work**.

Social responsibility policy

The Company undertakes to comply with all the requirements of **the SMETA-SEDEX** scheme and **the ILO conventions**. Specifically, the commitment is aimed to:

- Child labor: compliance with mandatory regulations prohibiting its use
- Compulsory work: do not use or promote in any way compulsory work
- Health and safety: ensure a safe and healthy workplace
- Freedom of association: respect the right of workers to join and form trade unions
- Discrimination: prohibit any form of discrimination, including exclusion or preference based on race, sex, age, religion, political opinion, nationality or social class
- Disciplinary procedures: all staff must be treated with dignity and respect in every situation
- Working hours: compliance with collective agreements with trade unions, extraordinary work is carried out only at certain periods of the year and only for special functions, in any case always with the agreement between the parties

- Remuneration: ensuring equal treatment for different genders at the same level of work, including recruitment, resignation, promotion and training. Wages respect what is required by law

The Management undertakes to disseminate the **social responsibility policy** and the **code of ethics** to all personnel and to share its contents with them.

The distribution of these documents and principles contained in them takes place internally on several occasions such as regular meetings, display on the company board, delivery at the time of the contract and other modalities. On a periodic basis, the management undertakes to carry out reviews to verify the effectiveness of the management system.

The ethical principles pursued by the Company and expressed in the Social responsibility Policy, the Code of Ethics and the Sustainability Report are then disclosed outside, mainly through the website and commercial communications.

In January 2022, the Company adopted the **Organization, Management and Control Model** (also known as “Model 231”), which defines the principles and norms of corporate behavior and within which the Code of Ethics, also updated, was incorporated. The model was reviewed and updated during 2023 following the new company structure and approved in the Board of Directors on 22/09/2023.

The model 231 is prepared for the prevention of criminal offenses provided by Legislative Decree no. 231/2001, in line with the policy of corporate ethics adopted by Emiliana Conserve. The control of possible conflicts of interest lies in the proper management of corporate governance by the Board of Directors and in the presence of the Model 231 itself. According to Legislative Decree no. 231/2001, a **Supervisory Body** (hereinafter also “OVV”) has been established to monitor the operation, effectiveness and compliance of the Model 231 and ensure that it is constantly and timely updated. The Supervisory Body, appointed by the Board of Directors on 06/03/2023, is a collegial body composed of a Chairman, Dr. Pierangelo Coviello, and 2 effective members (Dr. Enrico Bonaglia, Dr. Giovanna Poletti). It is thus intended to further establish the Company’s path toward a fully aware management of the risks related to compliance and to their continuous monitoring, able to prevent any possible non-compliance in this regard.

During the financial year 2023, there were no ascertained episodes of corruption, legal actions for anti-competitive behavior, antitrust, and monopolistic practices, or cases of non-compliance with environmental laws and regulations.

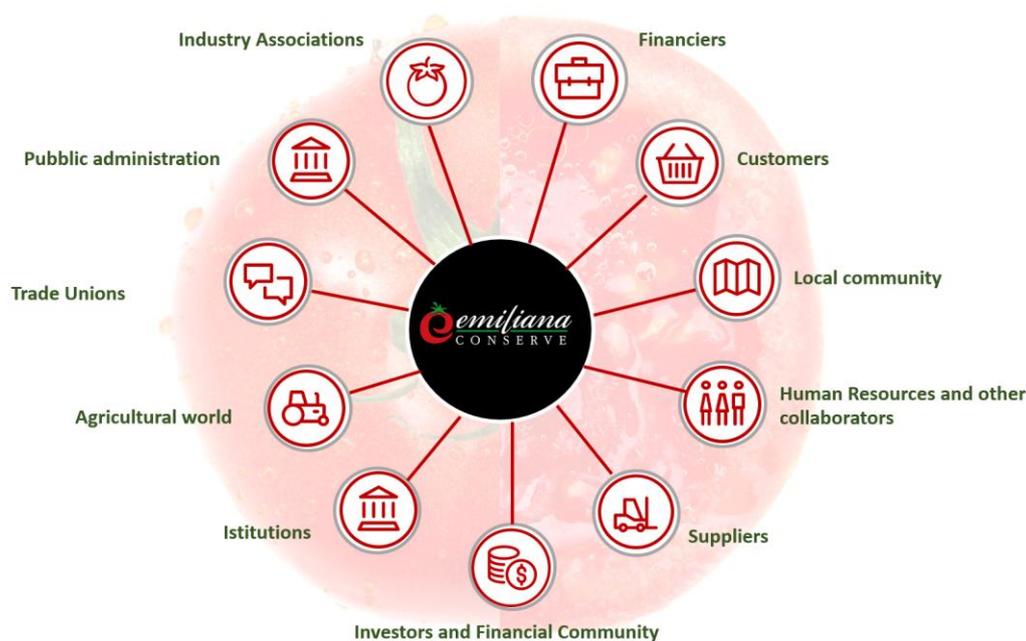
2 Approach to Sustainability

2.1 Our sustainability journey

CONVERSATION WITH THE STAKEHOLDERS

An effective stakeholder engagement process, in fact, enables companies to enrich and make their strategic decisions more “sustainable” and, above all, to direct social, environmental and economic performance toward a single direction of growth.

In 2021 Emiliana conserve carried out a first internal analysis, involving **Top Management**, in order to identify the main categories of **stakeholders** involved while carrying out its activities, that is, the stakeholders that may influence or be influenced by the Company's activities. The results of this analysis were subsequently updated, taking into account the business context in which Emiliana operates and the activities linked to it. This led to the identification of an additional category of stakeholders, *trade unions*, confirming the others that were already identified in the meantime.



The identification of the topics of comparison and discussion with stakeholders was carried out taking into account the definition of stakeholders as described by the GRI Standards and the knowledge deriving from the participation of Emiliana Conserve in partnerships with suppliers and reference customers in the sector, as well as in sectoral associations.

The main communication and involvement methods for each stakeholder category are summarized below.

STAKEHOLDER CATEGORIES	MAIN INITIATIVES FOR DIALOG AND INVOLVEMENT
<i>Industry associations</i> 	<ul style="list-style-type: none"> • Regular meetings
<i>Stokholders</i> 	<ul style="list-style-type: none"> • Shareholders' meeting • Approval of the annual civil budget • Annual Sustainability Report • Contacts with individual shareholders
<i>Customers</i> 	<ul style="list-style-type: none"> • Dedicated meetings • Certifications • Institutional website • Events
<i>Local community</i> 	<ul style="list-style-type: none"> • Initiatives on the territory • Partnerships • Supply of grants and solidarity contributions
<i>Human Resources and other collaborators</i> 	<ul style="list-style-type: none"> • Diffusion of Social Responsibility Policy • Social responsibility and security policy • Training moments • Reporting System (Anonymous Box) • Constant dialogue and meetings • Participation in working groups • Definition and development of joint projects • Institutional website
<i>Suppliers</i> 	<ul style="list-style-type: none"> • Specific meetings • Site visit • Institutional website • Administration of questionnaires
<i>Investors and Financial Community</i> 	<ul style="list-style-type: none"> • Specific meetings • Dedicated periodic information • Multi-year industrial plans shared
<i>Institutions</i> 	<ul style="list-style-type: none"> • Specific meetings • Conferences • Institutional communication
<i>Agricultural world</i> 	<ul style="list-style-type: none"> • Specific meetings • Dedicated innovative technical contractual structures • Technical Support Services
<i>Trade unions</i> 	<ul style="list-style-type: none"> • Regular meetings
<i>Public administration</i> 	<ul style="list-style-type: none"> • Specific meetings • Conferences • Institutional communication

THE MATERIALITY ANALYSIS

As mentioned above, the review of stakeholder categories was an integral part of the process of updating, in 2022, the Materiality analysis with the aim of identifying actual and potential, positive and negative, material economic, environmental and social impacts, including impacts on human rights, in line with the October 2021 update of the GRI Standards defined by the Global Reporting Initiative. The topics identified represent the most significant impacts for Emiliana Conserve and its stakeholders.

In order to define the material topics, Emiliana Conserve adopted a process that envisaged:

1. **The identification of actual and potential, positive and negative impacts** relevant to Emiliana Conserve;
2. **The aggregation of the most significant impacts** for Emiliana Conserve and its stakeholders in material topics;
3. **Definition and validation of the list of material topics.**

The process of identifying the impacts of Emiliana Conserve was based on the study of the main international reporting guidelines and standards and a benchmark analysis aimed at identifying sustainability issues dealt with by the main players in the sector.

Below is the list of the 17 material topics, in order of priority, of Emiliana Conserve:

- Responsible management of energy consumption
- Emissions in the atmosphere and climate change
- Occupational health and safety
- Quality, traceability and food safety
- Protection of the territory and development of local communities
- Responsible supply chain management
- Development, welfare and protection of workers
- Waste management and circular economy
- Diversity, inclusion and equal opportunities
- Responsible consumption of materials and waste reduction
- Water resources management
- Creating value
- Consumer protection and responsible labeling
- Biodiversity
- Ethics, business integrity, and anti-corruption
- Product innovation and sustainability
- Customer satisfaction

Compared to the previous reporting period, the topic “Made in Italy” has been included in the topic “Protection of the territory and development of local communities”.

It should be noted that the topic “Corporate Governance” is no longer included among the material topics, since it is not attributable to an impact but is considered an essential element for the proper management of sustainability issues and more generally of Emiliana's activities, for this reason however it is the subject of in-depth discussion in this document.

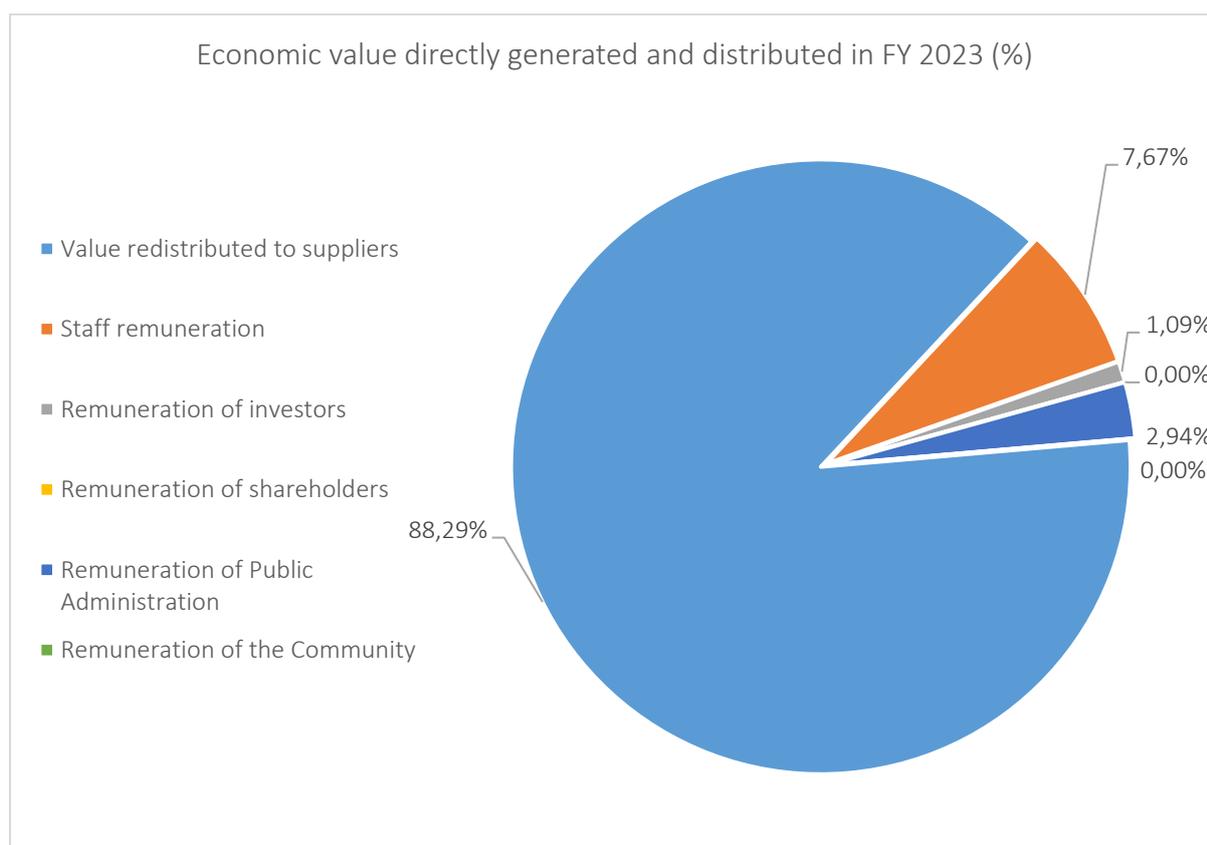
The result of the process of identifying material topics, although not formally approved by the highest government body, was shared with the company's top management.

3 The economic responsibility of Emiliana Conserve

3.1 Creating value

The results of economic performance, in a perspective of transparency and full understanding of **the value created by Emiliana Conserve**, have been revised through the prospectus of the economic value generated and distributed. This allows for a more direct and simplified understanding of the impacts generated with respect to the structure of the statutory financial statements.

The **economic value** produced is thus represented by the following methods: reclassified operating expenses (mainly purchases of raw materials and services), staff remuneration (direct remuneration consisting of wages, salaries and severance pay and indirect remuneration consisting of social security contributions), remuneration of investors (interest liabilities and other financial charges), remuneration of the Public Administration (income taxes) and remuneration of the community (liberality and sponsorship). As regards retained value, however, reference is made to operating profit for reserves and depreciation and provisions⁵.



⁵ For more quantitative information on “value creation” by Emiliana Conserve, please refer to the “DISCLOSURE 201-1” table included in the “Performance Indicators” section.

3.2 Indirect economic impacts

Emiliana Conserve is not only aware of the direct impacts, but also of the indirect ones, that the activities linked to its sector can generate in the territory where it operates, and in the community of stakeholders linked to it.

It is with this awareness that between 2021 and 2022, the path began in 2020 has been continued, aimed at securing important financial resources for improving production capacity – allowing more production volumes to be allocated to exports – and for modernizing the purifier of the Busseto plant, by reducing water consumption and at the same time strengthening the quality of product processing.

This route culminated in the agreement, signed in June 2021, of a so-called **‘Sustainability-linked bond’**, a bond issue (guaranteed by SACE and subscribed by UniCredit) of Euro 8 million, linked to specific ESG parameters, whose income will be used for the above-mentioned purposes, thus promoting the internationalization of the Company and a lower environmental impact for the production process.

The ESG parameters to which the obligation is linked include specific deadlines within which the Company undertakes to improve specific environmental performance, to obtain certain certifications, to adopt an updated 231 model and to draw up a Sustainability Report.

In particular, for the first two objectives, Emiliana forecasts the achievement of 100% of electricity purchased from **renewable sources** and 100% of tomatoes from certified **sustainable supply chain**, an objective based on the achievement and maintenance of the certification UNI ISO 26000:2010 “Social responsibility” and the UNI ISO14001:2015 “Environmental Management System” by Emiliana Conserve, SMETA 2 Pillars “Social Accountability” by Emiliana Conserve, UNI ISO 22005:2008 “traceability of the agri-food production chain” (except of the BIO tomato to which the BIO certification applies to) of the entire supply chain (O.P., farmers and Emiliana Conserve), GLOBAL G.A.P. of the entire supply chain (O.P. farmers and Emiliana Conserve), characterizing the **‘Certified Sustainable Supply Chain 5.0’**, which will be discussed later⁶.

In this way, by introducing into a financial obligation specific measurable parameters linked to both international standards (such as ISO standards) and to commitments for the reduction of greenhouse emissions now shared by the global scientific community, it is intended to generate – in a transparent and understandable way – a positive impact in several respects, and to limit in an efficient way the negative impacts linked to one's business activity (such as emissions and consumption of resources).

Firstly, in terms of a general improvement of the environmental footprint of the Company, and indirectly also of the productive fabric in which it operates, linked to many suppliers and agricultural enterprises in the territory. Secondly, we want to strengthen even more the quality and safety of the product and of the production process linked to it, generating a positive impact also on the overall image of the territory where the Company plays an important role, and of which it is ambassador.

Moreover, in line with awareness of its environmental impact as well as energy needs, and following the global uncertainties caused by the current geopolitical situation, Emiliana Conserve decided to underwrite instruments to cover the risks of volatility in energy

⁶ Please note that, on April 28, 2023, the requirements for the ‘5.0 certified sustainable supply chain’ were changed, as communicated to UniCredit, replacing the former ISCC plus scheme with THE GLOBAL G.A.P standard, and the SA8000 certification with the SMETA 2 Pillars “Social Accountability” scheme.

costs (electricity and gas) taking to protect its employees, customers and the business itself. To this end, in conjunction with the peak production (June-September), the partial electricity and gas requirements were purchased in the 2022 marketing year and will be purchased up to the 2026 financial year, at a fixed price. In this way, Emiliana Conserve has worked to mitigate the risks induced by the increase in the cost of energy and gas with the aim of minimizing the impact of production costs, preserving business results and creating value for its stakeholders.

4 The tomato's sustainable supply chain



Certifications are a key component in conforming the quality of work at the service of consumer food safety. In these years Emiliana Conserve has achieved and renewed a series, of certifications issued by national and international bodies. In addition, since 2015, a Certification called **the Control Service of the Sustainable Italian Tomato Chain**, is active.

The Company has been meeting for years the requirements of the main international standards of safety and quality of **BRCGS, IFS and ISO 22000:2008 products**; Emiliana Conserve also produces products with **organic production brand** certified by control bodies and **Kosher** certification.

4.1 Our controlled supply chain

The Emilia-Romagna Region can be considered the homeland **of the tomato industry** since it is characterized by **fertile soils, good irrigation endowment and strong specialization of agricultural companies**. This is precisely why Emiliana Conserve considers the role of **agriculture** in its production chain essential to guarantee high levels of **quality and quantity** of processed tomato.

The sustainable supply chain of Emiliana conserve⁷

Emiliana Conserve wants to be able to offer to the final consumer a product based on national tomato, the result of a process managed from the origin in accordance with **the regulations of integrated production of the Emilia-Romagna Region**, not deriving from genetically modified organisms and certified by an independent body according to **the UNI EN ISO 22005:2008** standard.

This management constitutes added value and represents an additional guarantee for the buyer as well as increasing confidence. The purpose of this manual is to describe the flows of materials and the documentation necessary to ensure traceability at every step of the process, from agricultural cultivation with the maintenance of the identification and traceability of plant protection treatments, of the fields of origin of tomato with varieties, with regard to the lots produced and delivered to customers, to the marketing of the finished product, assign the individual responsibilities.

The scope of this manual concerns the following players involved in the production chain:

- **Agricultural producers'** organizations for the management of the associated agricultural producers for the cultivation of the national tomato from industry coming from the regions of Emilia-Romagna, Lombardy, Veneto, Piedmont and Tuscany.
- **Agricultural producers**, associated **with the O.P.**, of national tomato from industry.
- **Processing industry** of the raw material national tomato Emiliana Conserve S.p.A. registered and administrative headquarters via Vivaldi n. 7 to Busseto PR.
- **Production processing plants** in via Vivaldi n.7 in Busseto (PR) and via S.P. for Podenzano, 10 in S. Podenzano Pole (PC).
- **Warehouses** located in Samboseto (PR).
- **Conveyors**.

Emiliana Conserve and *the sustainable chain certified 5.0*

As part of its bond subscription, Emiliana Conserve has embarked on a process of implementing its certifications in order to obtain a system of certifications called **"5.0 Certified Sustainable Supply Chain"**.

The **5.0 Certified Sustainable Chain** consists of four certifications to guarantee added value to its products through the enhancement, protection and best possible management of the tomato production chain. In this regard, Emiliana Conserve has already obtained three of the

⁷ More information can be found at the following link: [Sustainable supply chain | Emiliana conserve](#).

four certifications, and plans to achieve THE GLOBAL G.A.P. certification in the next year. Emiliana Conserve will thus produce and certify through the certified sustainable production chain 5.0” the 100% of the fresh tomato purchased and the relative production processes of transformation, based on the assurance declaration ISO 26000⁸ “Guide to Social responsibility” of Emiliana Conserve and on the following certifications:

- UNI EN ISO 14001:2015 “Environmental management system”
- SMETA 2 Pillars “Social Accountability”
- UNI EN ISO 22005:2008 “traceability of the agri-food supply chain”
- GLOBAL G.A.P. Risk Assessment on Social Practices (G.R.A.S.P.) covering the entire field chain (producer organizations, farmers Emiliana conserve)

The aim is to protect the supply chain in particular by involving:

- *O.P. and farmers* who will be responsible for carrying out checks related to activities to reduce environmental impacts (optimization of water resources, water quality, soil protection arrangements such as erosion, deforestation, the use of chemical fertilizers, waste management methods), In accordance with UNI EN ISO 22005:2008 “traceability of the agri-food chain” certification, to verify the “no GMO” parameters, to verify the non-discrimination of personnel, to verify the protection of rights deriving from collective bargaining and the protection of the abolition of child labor, the protection of operators’ safety;
- *Emiliana Conserve*, which will have the task of verifying the training/information activities of the farmers, ensuring the management of an efficient and responsible logistics from an environmental point of view, managing and minimizing the environmental impacts (energy consumption, GHG emissions, waste processing and waste). It will also be responsible for managing health and safety in the workplace according to ISO 45001:2018 certifications and for protecting human and workers' rights according to the SMETA scheme.

The tomato variety processed by Emiliana Conserve is defined as “**tomato for industry**”, the harvesting phase and the majority of the production work are carried out with seasonal deadlines and time periods concentrated in about **8-9 weeks**. The main business need is in fact to buy and transform a ripe tomato during this time. Considering the aging time, varieties (early, medium and late) are chosen in order reach a complete level of development in slightly different periods to maintain the production cycle stable in the 8-9 weeks.

The selection of seeds is carried out both directly by the Consorzio Emiliano Agricolo del Pomodoro and agreed with the individual supplying farms and the technical structures of the producers' organizations. The seeds are entrusted to the nurseries who have the task of sowing them in order to obtain, after **about 40 days**, the small plants. Once the plants are ready to be buried, they are delivered to the farms that provide for their transplantation into the fields by means of special machinery. From this point begins an agronomic process that considers: the fertilization, the irrigation and the other agricultural processes that

⁸ The ISO26000 Independent Assurance Statement refers to the period from July 2020 to August 2021, and was obtained on August 31, 2021.

lead to obtain after about **110 days** a perfectly mature tomato. The tomato must have good ripening characteristics, as well as suitable structural characteristics: it must resist transport, crushing risk and mechanical treatment.

Emiliana Conserve's philosophy is to:

- To produce a **100% Italian** tomato, which is grown only in Italy;
- Respect **the integrated production regulations of the Emilia-Romagna Region**;
- Respect the standards contained in **the certification “Service of Control of the Sustainable Italian Tomato Chain”**, which has evolved since 2021 into the system of the 5 certifications/guidelines that make up the **“Certified Sustainable Chain Emiliana 5.0”**

Since 2003 there exists Emiliana Agricola which, in addition to directly growing about 250 hectares of tomato, carries out a particular production activity based on the collaboration with individual farmers, who make available the land for the cultivation of tomato and their work. For many other operational needs Emiliana Agricola directly provides procedures, tools and means such as: planning of the periods of transplantation and harvesting, agronomic advice, planting in a nursery, transplantation and harvesting.

The harvesting of the tomato in the field is carried out using modern automated harvesting machines that, by bringing all the tomato on a “sorting belt” equipped with a photocells system, are able to eliminate all the tomato that is not suitable for transformation, releasing it in the field.

The collected product suitable for processing is transferred to the processing sites where, after several washing steps, it undergoes processing processes according to the final destination: sauce, pulps and paste. Finally, the product is packaged in different formats and labeled according to the characteristics and requirements dictated by the customer: the tomato is now ready for the market. The stages of the production process will be detailed in the next sections of the Report.

The following are the main phases and players involved in the Emiliana Conserve chain:



A nursery is in charge of this phase, after 40 days, the plants are delivered

1
Selection of the most suitable seeds and birth of the plant for the cultivation of the «*tomato for industry*»

The agronomic process includes phases of fertilization and irrigation which, after about 110 days, provides that the tomato is perfectly ripe



2
The plants are delivered to the **farms** that provide the planting on the fields of property



Emiliana Agricola grows directly the tomatoes (40% of the total processed) in co-partnership with other farms

3
Tomato harvesting by automated system



4
The tomato is washed and processed at the plants of Busseto (PR) e Podenzano (PC)



Emiliana Conserve produces the main variants of tomato based products on the market in different formats

5
The finished products is marketed through third-party brands

The traceability system

Emiliana Conserve adopts a supply chain traceability system based on a **traceability plan** which is part of the management systems integrated with quality, food safety and environment and which provides for:

- Traceability of **raw material** (Italian tomato).
- Traceability of **semi-finished products** (Raw materials other than tomato) and of the primary **packaging** (in contact with the product) that takes place through the bar code placed on the label of the pallet supplied and registered in the phase of acceptance of goods; any pallets not identified with the barcode by the supplier are labeled again at the goods entry.
- Traceability of **ingredients** (Raw materials other than tomato) via barcode labeling in goods acceptance-entry.
- **Data collection and processing:** the traceability linked to the production order is managed through the picking of the components by reading the bar code, and stored in the internal management, to be then searched in the picking list of components from the user report.
- Traceability of **production processes** and/or **cycles** through a test plan for each product, for which specific technical data sheets, production orders and production orders have been developed, in compliance with the quality system and the HACCP principles. Each control and process data is recorded by computers in the management system according to the control plan.
- **Quarantine product** traceability, each pallet of packaged product is automatically labeled before being sent to the warehouse.
- **Product traceability to the customer:** each pallet of packaged product is automatically labeled before being sent to the warehouse with a double label respecting the **GS1 standard**.

The organization plans and draws up a calendar of internal **audits** at predetermined intervals in order to verify the effectiveness of the system and of all significant processes including traceability, annually verified with **recall tests, mass balance and traceability tests**.

The identification and traceability at **farms** are managed through the "*campaign book for integrated tomato production data*", which is compiled by the farmer at the time of field seeding, plant protection treatment, irrigation. These documents are generally managed by agricultural holdings in collaboration with the technicians of the relevant trade associations.

4.2 The quality and food safety of our products

All the processed fresh tomato is grown in **northern Italy**. In addition to the other numerous certifications and the internal Food Safety Policy which it has provided to manage food issues at its best, Emiliana Conserve has obtained the certification "Service of Control of the Sustainable Italian Tomato Chain" in order to guarantee to consumers a correct methodology of agricultural production aimed at reducing the impact of harmful activities on the

environment, the use of chemicals and to ensure a responsible approach to the health and safety of workers and animal welfare.

In particular, the internal analysis phases on the quality of the product start since the tomato, after being picked, reaches the collection area. First, a control is carried out based on the sampling of about 15kg of product which, after being washed, is placed on a work surface where it undergoes a first sorting with the purpose of **eliminating products with defects and impurities**. An analysis is then carried out considers **the optical residue** and **the sugar grade** of the tomato, at this stage also a price basis is defined for the product. If the load is considered suitable, it is discharged and transported through the water to the elevators, transporting it to the selection phase: the green tomatoes and the defective ones are eliminated. Tomatoes discarded by this process are reused by external companies as **bio-fuel** for the production of renewable energy. After this first selection of the “visual” type, a selection of the physical type takes place: the raw material is divided by means of gauging machines which divert tomatoes of various sizes to specific production lines. For example, large-sized tomato is ideal for the production of cube pulp. Following the selection phase, the tomatoes are conveyed inside the plant to follow the specific processing phases.

Emiliana Conserve carries out, in its respective company headquarters and through affiliated laboratories, checks and verifications as required by the HACCP manual in order to control the potential risk of inadequacy of the product. The checks are carried out since the raw materials enter the Company and, at the moment of receipt of the goods, tests are carried out both of quantitative and qualitative type through chemical and microbiological analyzes. This is done by monitoring parameters such as: the optical residue, the presence of any molds, the quantity of sugar, acidity, lactic acid, pH, color, smell, contamination, etc. The analyzes follow the **“routine sampling, monitoring, process and product”** which has been active for several years and has the task of organizing and planning the various control activities.

Finished goods compliance analyzes are performed through process data verification procedures by QA managers.

The Food Safety Management System is **externally** and periodically audited by customers, certification bodies and control authorities, or **internally** by analyzing the products and production processes that have been mapped over time. During the financial year 2023, 26 audits were carried out by customers or third parties. The purpose of these audits is to:

- Certify production sites according to voluntary standards
- Qualify suppliers
- Carry out checks on the production system according to safety standards
- Monitor the quality of processes and products according to the standards imposed by the various certifications

During both financial years covered by this sustainability report (1.07.2021-30.06.2022 and 1.07.2022-30.06.2023), there were no incidents of non-compliance with regard to information and labeling of products and services. There were no cases of non-compliance with marketing communications in the same exercises. In addition, there have been no incidents of non-compliance concerning the health and safety impacts of products and services.

Research & Development

Research and development's activity is mainly to satisfy the requirements of customers in the most efficient way as possible. During 2020 and 2021, the product offer was implemented through new types of sauces based on the development of **new recipes**, given the needs of some customers. The activity focuses mainly on research and the supply of **ingredients** used to create **new commercial solutions**, innovative and able to satisfy the demand.

For other solutions offered by Emiliana Conserve, production is mainly dictated by **the customer's needs**, for example with regard to the use of ingredients with **specific EU certificates** such as spices. Requests are also made for certain varieties of tomato such as **date** or **organic** tomatoes.

The RTK system

The RTK– Real-time Kinematics – system is a technology used by Emiliana Agricola and the more structured farms and is based on the use of a **GPS system** that, through the phase of “carrier tracking” and through the installation of a fixed reference station positioned directly on the agricultural vehicles, it acquires signals from satellites to orient itself on cultivated fields reaching an accuracy of up to 1 cm. The application of RTK systems in agriculture allows accurate **tracing of rows** by efficient production techniques such as the pre-transplant fertilizer distribution phase and the transplant itself.

Most of the soil processing techniques performed by Emiliana Agricola rely on the RTK precision satellite tracking system, which in agriculture is one of the most efficient and accurate solutions. Among these there is the fertigation, that is the drip irrigation which allows the distribution of the water in a localized way and according to the real need of the plant, modernized using remote-control units connected with GPS systems. This system allows to manage the plant remotely and to distribute the water completely automatically and, moreover, it can also be applied to the fertilization. The satellite guidance is a useful tool that can also be used for organic farming, for example for the automatic and uniform distribution using drones of the phytoseid (20 individuals/m²), a predator acarus that survives eating red spider, a polyphage acarus harmful to the cultivation of tomato for industry.

4.3 Our supply chain

Farmers are among the protagonists of the supply chain: the connection between them and the Company is very strong, and about 45% of the tomato that flows into the Company comes directly from **the Consorzio Emiliano Agricolo del Pomodoro**. The strengthening of the trust relationship with farmers is complemented by procedures such as **‘Impegno Definitivo di Conferimento’** (‘Financial Conferral Commitment’), which guarantees the farmer the delivery of tomatoes to Emiliana Conserve through a declared estimate before the start of the tomato campaign. Farms are committed to respecting the *internal regulations*, the *current guidelines of the O.P.*, the *Community, National and Regional regulations*, to comply with *the Manual for the Traceability of the Supply chain* (certified through **UNI EN ISO 22005:2008**), and possibly adhere to *the voluntary integrated production of the PSR* of the relevant Region.

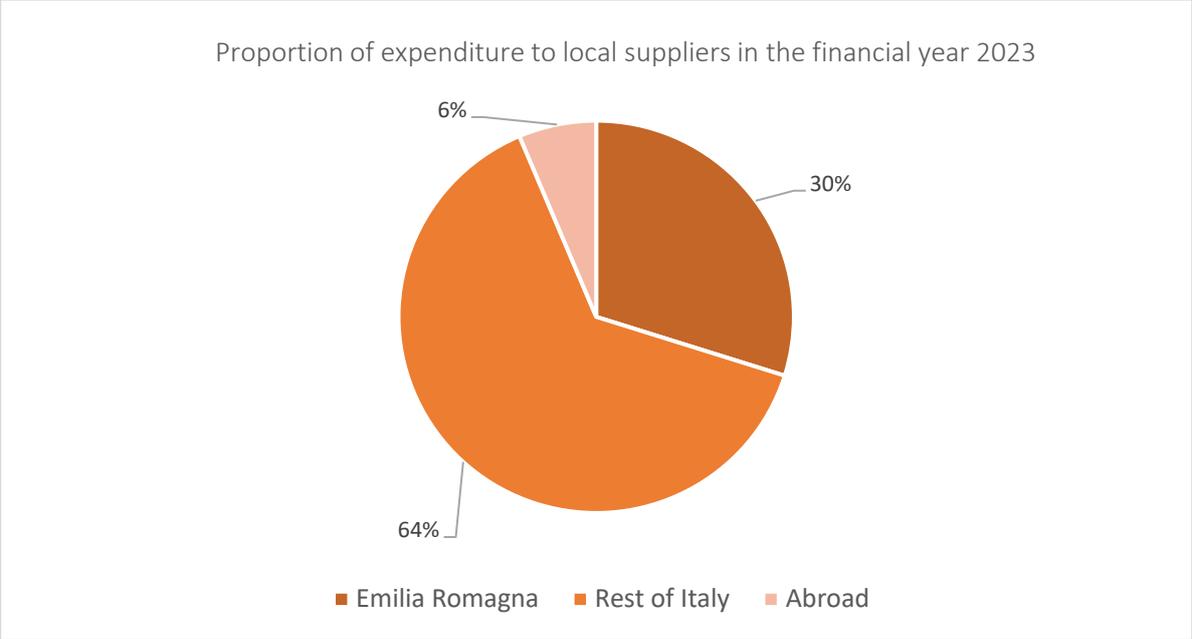
Each farm, as foreseen by the regional production disciplinary, is also provided with a **Quaderno di campagna (Campaign Book)** in which it is compulsory to record all the cultivation operations carried out such as: cultural planning, rotations, fertilization, herbicide and plant protection treatments, irrigation and harvesting. Emiliana Conserve undertakes to require all the agricultural holdings belonging to the production chain and those who confer the tomato, the completed Campaign Book in its entirety, in order to maintain high quality standards and rigorous controls throughout the production chain.

In addition to the farmers, identified as suppliers of tomato, Emiliana Conserve relies on suppliers of packaging (primary, secondary and tertiary), energy, services (such as maintenance, financial and strategic advice) and suppliers of other ingredients necessary for the preparation of ready-made sauces.

In 2023 total expenditure on suppliers amounted to € 143,118,912, an increase of about 34% compared to the previous year (the amount was € 106,471,592 over the period 2021-2022); this increase is mainly due to the significant increase in the purchase of tomato and packaging materials, energy consumption and investments and maintenance made during the reporting period.

The proportion of expenditure (as a percentage) to “local suppliers⁹” (divided into suppliers based in Emilia Romagna and Italy) and “foreign” in the financial year 2023 is shown below.

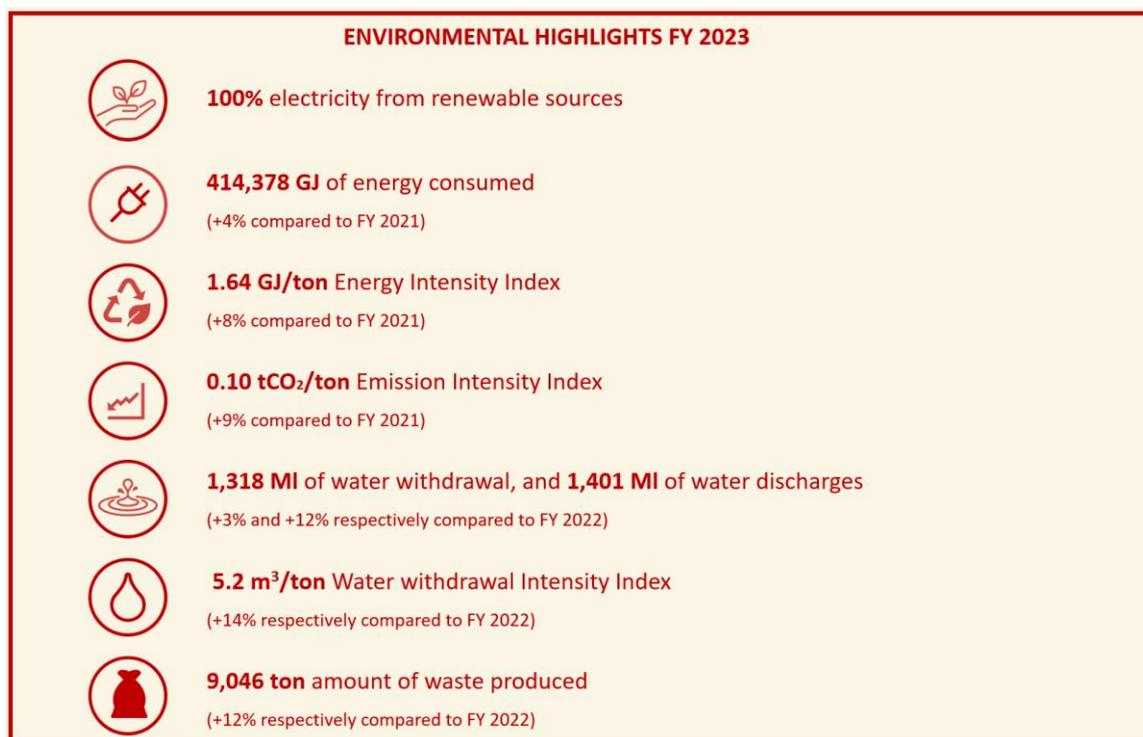
⁹ In the definition of expenditure toward local suppliers, the term “local suppliers” is referred to those suppliers having their registered office in the national territory where Emiliana Conserve operates.



Suppliers are also selected through specific acceptance criteria based on policies and certifications such as: ISO 9001:2015, FSSC, 22000, BRCGS, ISO 45001:2018, Kosher, Code of Ethics, Sustainability Report and also observing environmental criteria such as the percentage of recycled material used, or the correct use of the management system provided for by the UNI EN ISO 14001:2015 standard. The selection procedure is ensured by the administration of **a questionnaire** which is provided periodically or if a new supplier is selected. 100% of the new suppliers (and many of the usual suppliers) – with the exception of the suppliers of tomato raw material – have been evaluated through the use of both social and environmental criteria. In terms of tomato suppliers, on the other hand, Emiliana Conserve boasts the certificate of conformity for the sustainable Italian tomato supply chain control service.

5 Environmental responsibility

5.1 Our commitment to the environment



Emiliana Conserve is aware of the influence, even indirect, that its activities can have on the economic and social development of the community and on the environment in which it operates, for this reason it has certified the activities undertaken in order to guarantee environmental protection.

Emiliana Conserve's **Environmental Policy**, updated March 2023, focuses on the following basic principles:

- **ensure** compliance with current legislation
- **pursue** the goals of continuous improvement
- **pursue** the objectives of prevention
- **monitor** environmental performance and business activities.

Emiliana Conserve adopts as references **Standards and Guidelines:**
UNI EN ISO 14001:2015 for both plants

In order to achieve the objectives, the Company is committed to maintain a scrupulous **planning** and a punctual **control** of its activities involving environmental aspects and, as such, directly influences on the respect of the legal requirements and on the achievement of the defined performance targets for the improvement of environmental management. In this regard, Emiliana undertakes to:

- ❖ Implement **preventive and protective measures, technical and organizational measures**, suitable for the management of fire risk.
- ❖ Monitoring **emissions into the atmosphere**, so that, through measurement and analysis, compliance with legislation and the pursuit of quality and quantity objectives, established at national and international level, can be ensured.
- ❖ To carry out a **research, evaluation and careful surveillance of the suppliers** of products and services considered critical, not only for the quality of what is produced, but also for the environmental performance of the Company, setting up a relationship of mutual collaboration and trust with such suppliers, to allow a continuous improvement of environmental performance directly under the control of the Company itself and, indirectly, those of its usual suppliers.
- ❖ To reduce **the environmental risks** related to the use of **chemicals** for tomato processing, plant cleaning and laboratory work.
- ❖ Optimize **the energy consumption**, the technical and auxiliary materials for the production and the use of raw materials in relation to the work commissioned.
- ❖ Careful **management of waste** deriving from the pursuit of the activity, so that a significant contribution can be made to recovery and/or disposal through the instruments of Law.
- ❖ Optimize **the use of sludge in agriculture** through the correct management of the plant for the “chemical – biological” treatment of the company and compliance with the requirements for water discharges.

Finally, it is the task of the general management, through periodic technical comparisons, to involve all those who operate within the Company, ensuring that standards and guidelines of reference are respected.

BIODIVERSITY

In 2022, an analysis was carried out on the positioning of all Emiliana Conserve’s sites in relation to protected natural areas or areas with a high **biodiversity value**. The analysis was carried out by an external consultancy study.

The monitoring of the carried-out activities took place through the observation of the positioning of production plants, with respect to protected areas or with a great value of biodiversity. This analysis allows the organization to monitor and reduce the possible environmental impacts, ensuring a correct management of any direct and indirect effects on biodiversity caused by its activities.

The analysis showed that the Busseto site is located outside and not adjacent to protected sites and/or areas, or with a high biodiversity value¹⁰. While San Polo is located in the municipality of Podenzano (PC), it is adjacent to the last section of the ZSC-ZPS IT 4010017- conoid site of the Nure and Fornace Vecchia Forest.

For further details on this analysis, please refer to the “Performance Indicators” chapter of this Sustainability Report.

¹⁰ As well as table PSC.T02 - June 2017.

5.2 Energy consumption

The main **energy sources** of the plants are electricity and natural gas. The Company has its own electrical transformation cabins, from medium low voltage, since the installed plant requires energy that cannot be directly supplied with the ordinary low voltage line. **The total electricity consumption** is recorded periodically through the invoices.

The quantities of **natural gas** consumed are recorded weekly, and daily during the tomato processing campaign, through software by the plant Environment Manager, and are recorded on a special form. The consumption data is recorded on the appropriate spreadsheet and the paper form is archived by the Environment function (RGA) for at least 5 years.

During the financial year 2023, **energy consumption** amounted to 414,378 GJ¹¹, a decrease of about 2% compared to the previous year (422,259 GJ in 2022), in line with the 9% reduction in the amount of product processed and the innovations introduced by the Company for energy efficiency described in this paragraph. Energy consumption is mainly represented by the consumption of methane gas coming from the public distribution network (about 85.5% of the total energy consumed) used for the production of pastes, sauces and concentrates. The consumption of electric energy instead, on the other hand, represents about 14.4% of the total energy consumption, which is mainly used in the processing steps such as crushing, shredding and also during the packaging step. In the reporting period, the total electricity purchased from the grid was **100% sourced from renewable sources** at both plants, in line with the goals set out in the “sustainability-linked bond” described above.

Less important is the consumption of diesel that is used directly for production (with the purpose of supplying the fire protection system and the emergency pumps of the purifier), and as fuel for the means of transport used internally in the Company and thus represents a total consumption of 323 GJ (397 GJ in 2022), or 0.1% of the total energy consumption. In 2022, a new evaporation concentration plant for processing tomato juice was introduced at the San Polo plant, an intervention that made the **production cycle more energy efficient**. In addition, the plant consists of an evaporator that uses technology based on reusing the steam itself from the product being concentrated, allowing the use of mechanically recovered and recompressed steam instead of the boiler steam used in traditional concentrators. This reduces the amount of fuel burned and CO₂ emissions.

The energy intensity index¹² (1.64 GJ/ton) is in line with previous financial years (1.65 GJ/ton in 2021 and 1.52 GJ/ton in 2022), showing a slight deterioration compared to the previous reporting period due, in a context of stable energy consumption compared to the previous year, to the decrease in volumes worked.

¹¹The following conversion factors were used to calculate energy consumption in GJ:

Methane gas for heating purposes: For 2023 it is 0.0353 GJ/sm³; for 2022 it is 0.0353 GJ/sm³ (ISPRA Superior Institute for Environmental Protection and Research, 2023; ISPRA Superior Institute for Environmental Protection and Research, 2021);
- Diesel fuel (for motor vehicles) for 2023 is 42.85 GJ/ton; for 2022 it is 42.78 GJ/ton (NIR: Italian greenhouse Gas Inventory 1990-2017 - National Inventory Report 2023; NIR: Italian greenhouse Gas Inventory 1990-2018 - National Inventory Report 2021).

¹² The energy intensity index has been calculated on the total of fresh processed tomato, which is approximately 252,000 tons.

5.3 Emissions produced into the atmosphere

The business of Emiliana Conserve falls within the categories of activities for which a scheme for greenhouse **gas emission trading system**¹³ has been set up and has consequently obtained **authorization** from the Ministry of the Environment to emit these gases¹⁴. The authorization provides **for the control and recording of methane consumption**, which is the sources of CO₂ emissions of the Busseto and Podenzano plants, through monthly surveys (on a daily basis during the tomato processing campaign) on the quantities of natural gas consumed. Each year the calculation of CO₂ emissions from combustion processes is compared with the emission allowances issued by the control authority for the return of the allowances to the emissions registry administrator.

The total direct emissions of scope 1¹⁵ produced by Emiliana Conserve in 2023 amounted to 20,005 tCO₂, down about 3% compared to 2022 (in which it was 20,613 tCO₂), in line with the lower volumes of gas used for tomato production. Most of the emissions are in fact derived from the consumption of methane gas and gas oil used and for the tomato concentration process, in particularly during the evaporation phase, and only for a small part for heating. As regards the indirect emissions of scope 2 – Location based, linked to the production of electricity consumed, these are equal to 4,447 tCO₂ and are almost stable compared to the previous year (equal to 4,110 tCO₂). Similarly, **Scope 2 – Market based indirect emissions** in the previous year amounted to 7,070 tCO₂, while in the reporting period they were 0, thanks to the use of electricity from renewable sources for the whole year.

In the 2022-2023 range, **the total emissions** of scope 1 and scope 2 – Location based were 24,452 tCO₂ in line with the previous year (24,723 tCO₂)¹⁶. On the contrary, the total emissions of scope 1 and scope 2 – Market based amounted to 20,005 tCO₂ (in 2022 it was 27,684 tCO₂), down 28%. This decrease, as noted above, is mainly due to the procurement in the reporting period of 100% of renewable sourced electricity. In line with

¹³ Reference to Annex I to EC Directive 2003/87 in particular in the category Energy activities - combustion plants with a calorific combustion power of more than 20 MW.

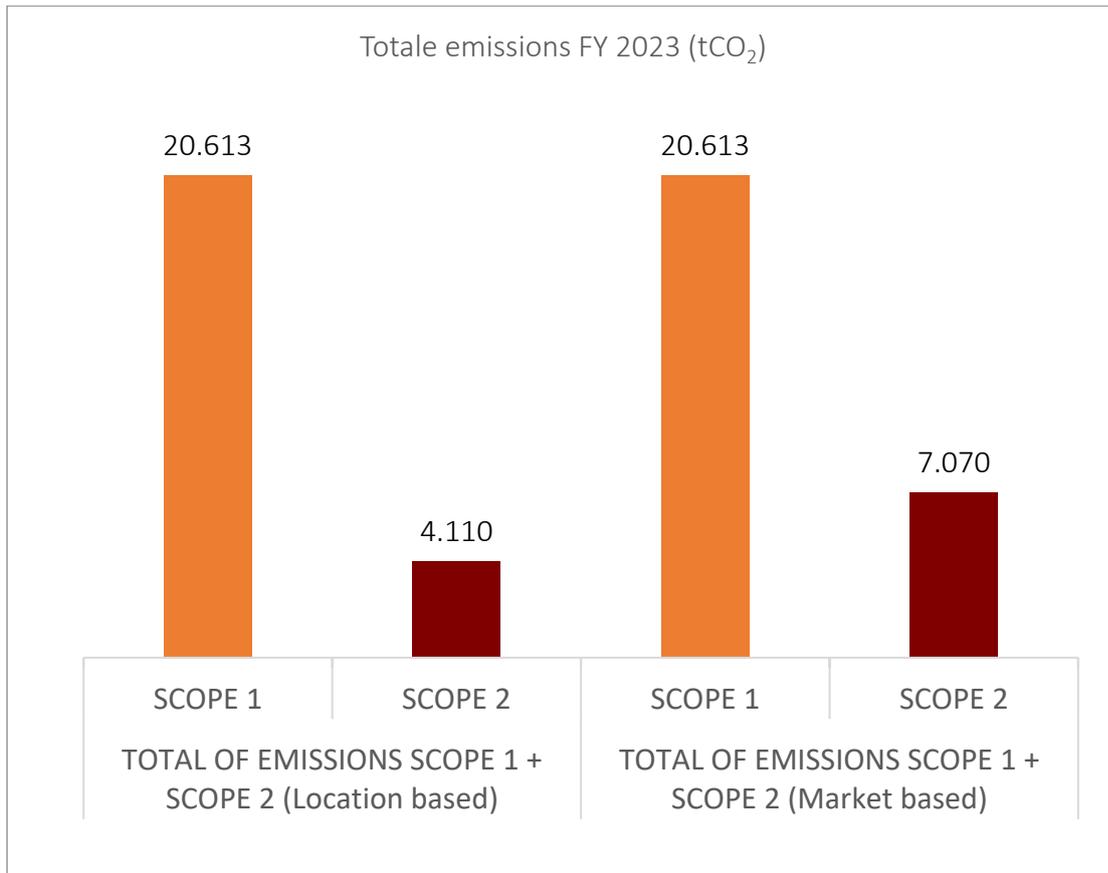
¹⁴ Authorization No 1403 for the Busseto plant and No 393 for the San Polo plant. In accordance with the above provisions, the Company has also prepared a monitoring plan for carbon dioxide emissions pursuant to the “Commission Decision of 29/01/2004 (C 2004 130). Establishing guidelines for the monitoring and reporting of greenhouse gas emissions pursuant to Directive 2003/87/EC of the European Parliament and of the Council” and the Decree-Law of the Ministries of the Environment and production activities, n. DEC/RAS/854/2005, concerning the “implementing provisions of European Commission Decision (C2004) 130 of 29 January 2004 establishing guidelines for the monitoring and reporting of greenhouse gas emissions pursuant to Directive 2003/87/EC”.

¹⁵ The plants in Emiliana Conserve operate within the framework of Directive 2003/87/EC establishing a European Union emissions Trading Scheme (EU ETS). Scope 1 emissions are expressed in tons of CO₂, as the source used does not report emission factors for other gases other than CO₂.

¹⁶ Both calculation methodologies were used to calculate scope 2 emissions, in line with GRI Sustainability Reporting Standards. The Market-based method is based on the CO₂ emissions emitted by the energy suppliers from which the organization buys electricity through a contract and can be calculated by considering: Certificates of guarantee of origin of energy and direct contracts with suppliers, supplier-specific emission factors, emission factors relating to the “residual mix”, i.e. energy and emissions not monitored or not claimed (methodology used, with Italian emission factor: For 2023 0.457 KgCO₂/kWh; For 2022 0.459 KgCO₂/kWh Source: AIB - European residual Mixes, 2023; AIB - European residual Mixes, 2021). The Location-based method is based on average emission factors related to the generation of energy for well-defined geographical boundaries, including local, subnational or national boundaries (methodology used, with Italian emission factor: For 2023 0.2679 KgCO₂/kWh; for 2022 0.2598 KgCO₂/kWh - source: ISPRA 2023; ISPRA 2021). Scope 2 emissions are expressed in tons of CO₂; however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO₂ equivalents), as can be deduced from the reference technical reading.

the energy index, the emission intensity index¹⁷ also increased from 0.09 tCO₂/ton in 2022 to 0.10 tCO₂/ton in 2023.

It should also be noted that both plants in Emiliana Conserve are subject to **Integrated Environmental Authorization (Autorizzazione Integrata Ambientale -AIA- in Italian¹⁸)** for the performance of their activities; the authorizations impose a series of checks and limits to be observed in relation to possible factors and actions that may have an impact on the environment.



As for **the other polluting emissions** of SO_x, NO_x and particulate matter (PM), estimated on the basis of the annual hours worked by the plants concerned, these amounted to 18.76 tons (17.45 tons in the previous year). For details in relation to the quantity for each category, you can refer to the “DISCLOSURE 305-7” table, contained in the “Performance Indicators” section.

¹⁷ The emissive intensity index was calculated by dividing the total emission of scope 1 and scope 2 - Location based, equal to 24,452 tCO₂, by the total of fresh processed tomato, equal to about 252,000 tons.

¹⁸ AIA No., respectively 3636-2015 of 18.07.2022 for the office of Busseto, and AIA N. 2528 of 17.05.2023 for the San Polo headquarters.

5.4 Management of water resources

Water withdrawal

The water used in the Company is mainly taken from a **well area** (destination for industrial use) and **from aqueduct** (destination for hygienic services). For industrial use, the main use is linked to **washing** and **transport** fresh tomatoes and **to the cooling** of the plants (about 70% of the total taken from the well). Other minor uses refer to the cooling of the gases produced by the column capacitors (about 30 % of the total taken from the well). It is also pointed out that about 50% of the water used is **recirculated**; in fact, the production plant foresees that the water used for the first washing is passed through degreasers to remove the solid parts with **recovery** of a part for the washing of the concentrate. A new data recording system has been in operation for the San Polo plant since 2021, by replacing the counters with electromagnetic flow meters, allowing to have a more accurate data of the quantity of recirculated water and a punctual monitoring of the water withdrawals from the wells. As far as the Busseto plant is concerned, this equipment has already been in operation for a few years.

It is also noted that for the water of wells in both plants, **chemical and microbiological analyses**¹⁹ are carried out (on average twice a year) by an external accredited laboratory with the aim of verifying their potability (request linked to the HACCP management system). In order to take a closer look at water consumption, the following information is broken down by establishment.



The supply of water for industrial use comes from **4 concession wells**²⁰ for a maximum quantity of 745,000 mc/year for “industrial use”. The emitted water is used 70% for washing, steam production, transport and discharge of fresh tomato and for cooling of the plants and about 30% is used for cooling the gases produced by the column condensers.

The water extractors are controlled by **volumetric meters** installed on each well and by means of a meter used by the water supply network.

Within the production cycle, **the recirculation of the production lines cooling water**, the tomato washing water and 50% of the purified water for the discharge and transport of the fresh tomato are recirculated.

Finally, the water from the wells, before entering the distribution network, undergoes a slight chlorination; while the height used in the thermal plants is subjected to softening and reverse osmosis treatment.

¹⁹ The monitored parameters are those fixed by Legislative Decree n.31 of 02/02/2001.



The San Polo plant in Podenzano is served by a network of **6 wells in concession** for the use of public groundwater for mainly industrial consumption suitable for the processing and preservation of vegetables, for a maximum quantity of 900,000 mc/year.

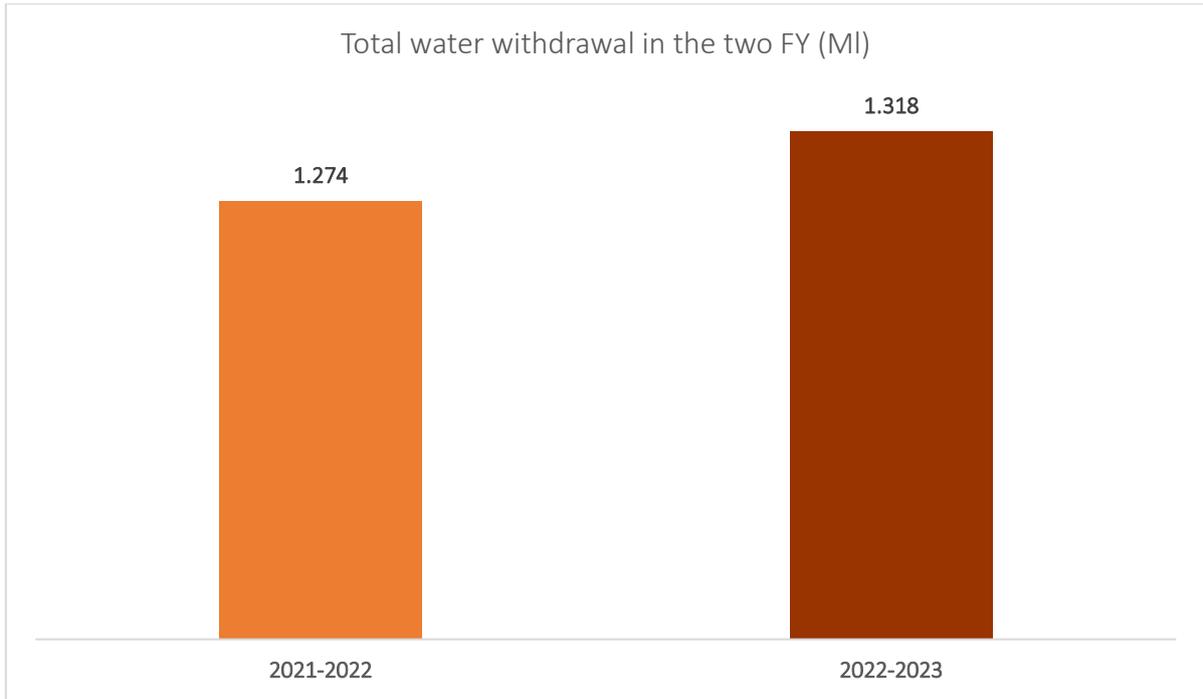
The water supply of the plant takes place through concession wells inside the production site. The water taken from the wells is sent, for some uses directly to the users, while for others it passes through an intermediate storage tank. As already mentioned above, since 2021 a new system for continuous data recording has been in operation which allows to have a certain monitoring of the quantity of water taken, discharged and recirculated.

In the **FY2023**, 1,318 Megaliters of water were taken, up slightly (3%) compared to 2022 (in which the sample was 1,274 MI). In a context such as the current one, characterized by prolonged drought or heavy rainfall, the Company is preparing to face the challenges arising from climate change through technological innovation; for example, through the above-mentioned monitoring system of the quantities of water drawn and consumed, in particular at the San Polo plant in Podenzano, which allows for precise measurements of consumption and more efficient management of the water resource. Moreover, in June 2021, the AIA process for the revamping of the sewage treatment plant in Busseto was concluded, which allowed for an increase in the volume of treated water in order to recycle more water. The **quantity** taken comes from 99% (1,306 MI) from groundwater, while the remaining 1% (12 MI) was taken from public aqueduct and used as an ingredient for the preparation of product and for hygienic services of the company.

The water withdrawal intensity index 5.2 m³/ton calculated on total fresh processed tomato, the latter decreased by 9% compared to the previous reporting period, increased compared to the index recorded in 2022 (4.6 m³/ton).

With regard to water collection in areas subject to water stress, Emiliana conserve considers the information provided by the “Aqueduct Tool” developed by the “World Resources Institute”²¹ to identify potentially hazardous areas. For the purposes of this analysis, water withdrawals from the Company’s production facilities did not concern areas with water stress. Emiliana Conserve is committed in any case to the promotion of agricultural partners with agricultural techniques based on a responsible use of the water resource.

²¹ The WRI tool is available online at: <https://www.wri.org/our-work/project/aqueduct>. For the analysis, the results from the “baseline water stress” column were taken into account.



The water discharge²²

Considering water discharges, the Busseto plant is connected to the public sewerage system for the discharge of rainwater, first rain and domestic water, while wastewater from the production process is conveyed to the company's wastewater treatment plant and then to surface water. San Polo, on the other hand, sends industrial discharges to the Nure stream and sanitary drains to the biological pits. During the tomato processing campaign, industrial **wastewater** from the plant is subjected to **biological** oxidation treatment in a purification plant and discharged into surface water. As regards water discharged into sewerage (after treatment in a purification plant), they constitute the non-recycled part. In the extra period of tomato processing campaign (period October-June), the waters coming from the production processes is discharged into surface waters.

As regards discharges from **the toilets** of the changing rooms and offices, they shall deliver to the sewerage after treatment in a biological pit. With regard to the control of the quality characteristics of discharges into public sewerage, chemical analyzes are carried out on the latter, in particular the waters coming from the processing, by an external laboratory, with annual frequency (for the Busseto plant, half-yearly) in order to verify compliance with the parameters laid down in the regulation of public sewerage.

The discharge rate is periodically monitored and calculated on the basis of the levels of the water volumes taken and discharged.

²² During the 2022 campaign, a warning was served by ARPAE for exceeding the legal limit of the nitrous nitrogen parameter. The Company took action to make the appropriate corrections to the plant by providing a reduced urea supply compared to the usual value and increasing the oxygenation of the tank, consequently falling within the legal parameters.

Water discharges into **surface waters**, after purification treatment (for the Busseto plant the plant is active all year), mainly derive from the washing and transport of tomato and from cooling plants and are conveyed before discharge into the biological-chemical-physical purification plant.

The corporate purifiers

Emiliana Conserve, in the plants of Busseto and San Polo, is equipped with purifiers designed to treat wastewater coming from tomato **processing** and its purifying action is directed to the typical pollutants present in these waters.

The plants consist essentially of degreasing and **de-tabling** pretreatments and biological oxidation. **The waters leaving** the oxidative phase pass to a final **clarification** treatment.

During the normal operation of the purification plants, checks shall be carried out to ensure that it operates optimally. **The tests** are carried out by an accredited external laboratory. The monitoring of volumes discharged into surface waters is ensured by continuous monitoring and recording by means of special equipment managed by the general plant services.

The waste waters of the canning industries contain, for the most part, in solution or suspension, easily biodegradable organic substances, characteristics of the processed raw material (tomato) and are almost entirely free from toxic substances and pathogenic germs. The parameters monitored in the water analyzes carried out by **the external laboratory** include a series of parameters and quantitative limits of dangerous substances present in the wastewater, as defined directly by the Integrated Environmental Authorization (AIA).

Water consumption

As previously explained, the water used in the Company is mostly re-introduced into the net thanks to the use of a suitable purifier. The water consumption by Emiliana Conserve is closely related to its use as an ingredient or for the generation of steam in certain production processes. In the FY 2023, **water consumption** was negative, since the water withdrawn from the wells is sent for some uses directly to the utility, while for others it passes through an intermediate storage tank which is used – discharged – and refilled cyclically: in the reporting period, the water from the storage tank was used so that the amount of water discharged is 12% higher than in the previous reporting period, while the amount of water withdrawn remained almost in line.

5.5 Responsible consumption of materials and reduction of waste

RAW MATERIALS

The mainly used raw material is **tomato**, 251,813 tons of fresh tomato are transferred to Emiliana Conserve plants, down about 9.2% compared to the previous year (277,427 tons). Other **ingredients** are also used, to a lesser extent, for the preparation of the marketed products. The purchase of raw materials is therefore mainly based on food products necessary for the production of ready-made sauces such as salt, spices, natural and non-natural aromas, different types of plants and, in a smaller quantity, of the meat necessary for the preparation of ready-made sauces. It should be noted that, due to the increase in fresh processed tomato, the use of the various ingredients has also increased in the same way as the quantity of tomato.

For more details on the amount of raw materials used, see section “Performance indicators” and in particular disclosure “301-1: materials used by weight or volume”.

PACKAGING

For Emiliana Conserve, the use of packaging is essential in order to satisfy the demands of its customers. Every customer, in fact, has the possibility to choose from **multiple packaging alternatives** and to request a completely **personalized labeling**.

The packaging used by Emiliana Conserve can be distinguished into three basic packaging categories:

- ❖ **Primary:** this is the packaging that constitutes a sales unit for the end user or the consumer. It is directly in contact with the product and is mainly represented by glass jars, boxes and aluminum tubes all available in different sizes. To these are also added the aseptic bags used mainly inside the farm in order to keep the tomato in the storage warehouses and then to process it at a later time;
- ❖ **Secondary:** it is the packaging that groups a certain number of sales units. It is also called multiple packaging. It provides for the use of materials such as cardboard and plastic-based film in order to box the individual containers of product.
- ❖ **Tertiary:** it is the packaging that mainly dedicated to transport, it is conceived for the movement of goods from one point to the other of the chain. It is mainly based on wooden pallets and plastic film which has the task of coating it. Emiliana Conserve uses certified pallets and has been a member of the program of use of pallets through rental contracts (CHEP pallets) since 2012; through this initiative the pallets have the possibility to be reused.

Packaging management

The Company uses specific databases, to monitor the use of the different packaging materials (**primary, secondary and tertiary packaging**) and, correspondingly, to manage the requirements deriving from the application of the regulations, as well it allows to have a summary by type of packaging, and to evaluate the acquisition of the individual “codes” from the corresponding suppliers and by type of material.

5.6 Waste management

The production of waste is primarily attributable to the **activities of the tomato processing lines and to the activities of the Laboratory for Analysis and Quality Control**; in order to implement effective and efficient management in this area, as well as to monitor the quantities and types of waste produced, the Company is equipped with computer tables, for each calendar year, to maintain an historical framework that can favor, beyond the monitoring, also the definition of improvement objectives. The tables are updated weekly. The data in the tables are related to the data entered in the loading and unloading waste register.

Sewage sludge

The production of sludge derives from **the activity of the Company’s purifiers**, active all year round. With regard to the regular authorization for the reuse of sludge in agriculture, land analyzes are renewed every three years.

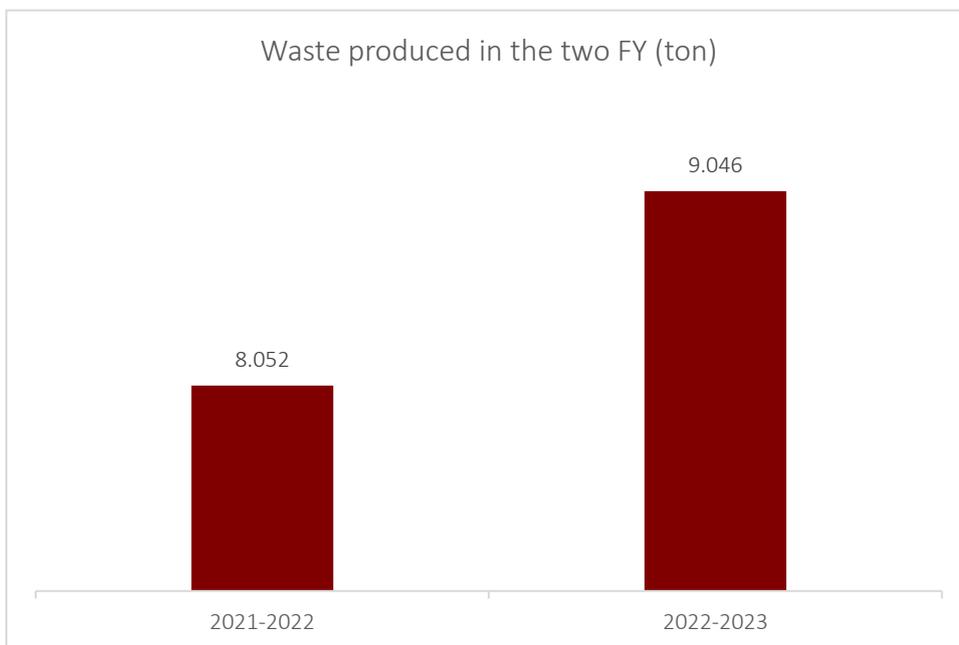
The **spreading** of the sludge is carried out both in the Province of Parma and in the Province of Piacenza. The environmental officer shall submit a notification to the relevant territorial ARPAE ten days before the sludge operation, containing data on the activity of use.

Emiliana Conserve has the objective of managing waste in accordance with current legislation and in respect of workers and the environment. The waste produced is stored at **a temporary warehouse** inside the Company, divided in the containers into the dedicated areas for each specific CER code.

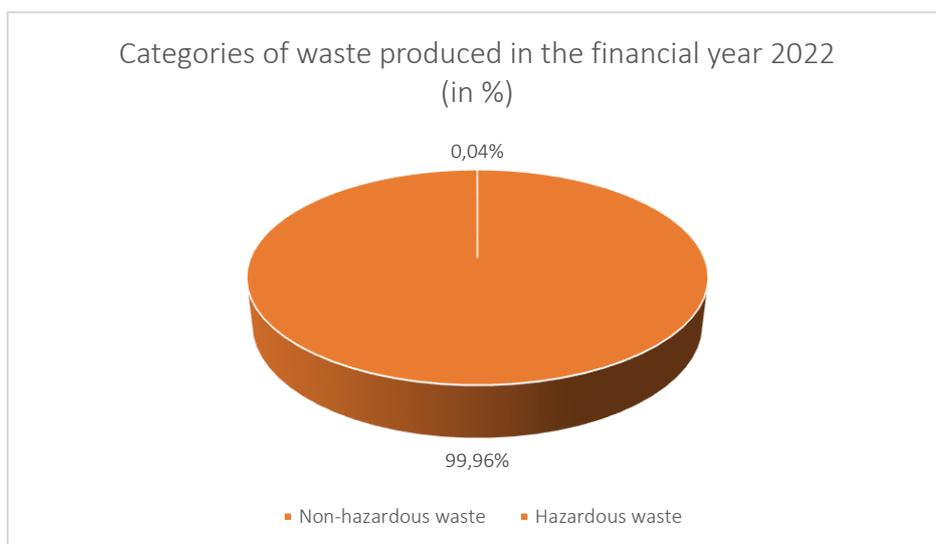
The Company is constantly engaged in **the research and control** of the activities of the companies that deal with the collection and the treatment of the waste so that they can guarantee, in a continuous way, the full respect of the laws in force and they make every effort, if the necessary conditions exist, to **recover the material** from the authorized plant.

Emiliana Conserve recovers almost all the organic waste (processing residues such as skins, green tomato and non-machinable tomato) which, if in possession of certain legal requirements, are treated as by-products and destined for biogas plants. Only a small percentage is intended for disposal: **in 2022 this kind of waste disposed of was less than 1%.**

During the financial year 2023, 9,046 tons of waste were produced (8,052 tons in the previous financial year), an increase of around 12% compared to the previous financial year. This increase is mainly due to the elimination of a substantial number of unusable metal drums and to the quantity of sludge from the sewage treatment plant, which is related to the quality of the incoming raw material that may need more or less washing.



Most of the **waste produced** belongs to the category of non-hazardous waste (e.g. mixed packaging, sewage sludge and wood packaging); hazardous waste (e.g. solvents and laboratory chemicals) in the reporting exercise was 3.23 tons (2,01 tons in 2022), or 0.04% of the total waste generated.



6 Emiliana Conserve's people

212

The average number of employees during the financial year 2023
(+approximately 5% compared to 2022)

76%

of employees with permanent contract as of 30.06.2023
(-5% compared to 2022)

139

The number of people to 30.06.2023
(+12% compared to 2022)²³

6,034

training hours delivered in the financial year 2023
(+37% compared to 2022)

6.1 Our people

Emiliana Conserve considers its **employees fundamental**, and the real added value in carrying out its activities. At June 30, 2023, the Company has 139 employees (124 at June 30, 2022, number which includes seasonal employees) and, considering the average number of employees for year, there are 212 employees, both seasonal and non-seasonal, an increase of 5% compared to the previous year (201 in the FY 2022).

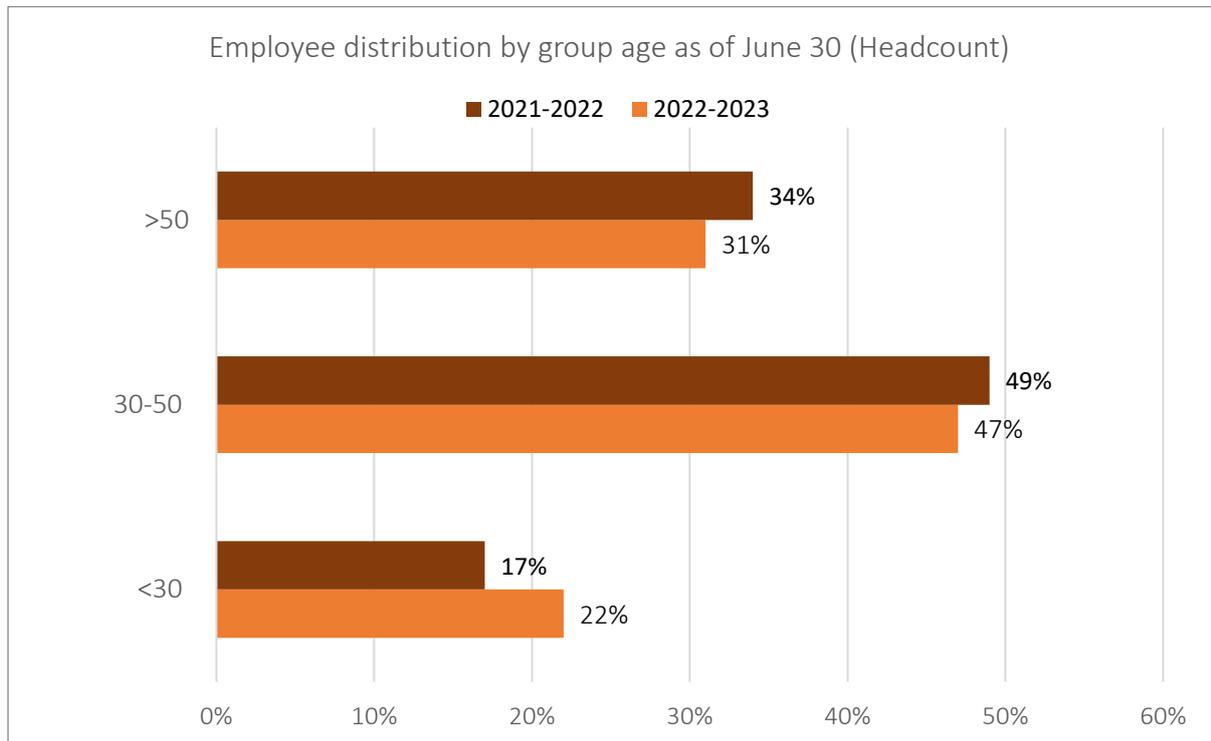
With respect to employees as of June 30, 2023, 76% of employees are permanent (106 units), down 5% compared to the year 2022 (when there were 111 units). Temporary employees as of June 30, 2023, accounted for the remaining 24% (33 units), with a significant increase from the previous period (13 units) to offset an abnormal production peak by company time standards that occurred in June. In fact, temporary contracts refer to personnel hired on short term contracts to cope with **the seasonality of production** that, every year, occurs during the June-September tomato campaign.

Considering staff by on-time attendance as of June 30, 2023, there were 5 people hired (3 in 2022).

With regard to **the breakdown of employees by group age**, 47% of employees are in the 30s- and 50s-year group, slightly down from the previous year (49%); 22% of staff fall under 30s (up

²³ Following a process of improving the reporting system, the 2022 figures for the workforce at 30 June were re-explained and differ from those published in the previous Sustainability Report. For the value reported in the 2021 Sustainability Report, please refer to the document published on the Company's website.

27% compared to 2022), while the remaining 31% of employees are over 50 years of age (34% in 2022).



The Company inspires its decisions and behavior toward its employees to strict compliance with the regulations and collective agreements, in a context of dialog and collaboration.

Emiliana Conserve is committed to **prevent all forms of discrimination** on the basis of age, sex, sexual orientation, health, race, nationality, political opinions and religious beliefs of all its interlocutors. The Company is guided by the principles of honesty and legality contained within the Social Responsibility Policy, in fact, a conduct that harms the moral and personal convictions and preferences of each one is not tolerated.

During the financial year 2023 there were no cases of discrimination within the Company.

6.2 Health and safety of our workers

In Emiliana Conserve there is a system of management of safety at work in accordance with **the UNI ISO 45001:2018 standard**, periodically verified and certified by a third entity: Accredia. This management system includes the activities of research, development and processing of tomato paste, pulp and concentrate, through washing, steam concentration, packaging and storage processes carried out in the Podenzano and Busseto plants.

Health and safety policy at work

Emiliana Conserve is convinced that **safety at work** must be an integral part of the company's management. For this reason the Board has decided to adopt a system of work health and safety management, active for several years and based on the OHSAS 18001:2007 standard; it is now proceeding to the updating in order to align this Policy with the UNI ISO 45001:2018 standard.

In the knowledge that responsibility for occupational safety management affects the entire company organization and each individual with his or her own skills, **the Health and Safety at work Policy** focuses on the following basic principles:

- Ensure compliance with current legislation
- Pursue the goals of continuous improvement
- Pursue the objectives of prevention
- Ensure and improve worker safety
- Monitor company performance and activities in the field of occupational safety and health.

In order to achieve **the set objectives**, Emiliana Conserve undertakes to:

- Consider health and safety at work and its results as an integral part of business management
- Plan activities to prevent possible accidental events, to safeguard the health and safety of workers in order to prevent and reduce workplace injuries and occupational diseases
- Provide the human and instrumental resources needed for health and safety management
- To raise awareness and train workers to carry out their tasks safely and to assume their responsibilities in the field of safety at work
- Provide information, education and training to staff in order to enable workers to work safely
- To spread within the Company the knowledge of the problems of safety at work
- Involve and consult workers, including through the safety representative
- Periodically review the Policy itself and the management system implemented
- Define and disseminate the safety at work objectives and their implementation programs.

Everyone's participation and the strong collaboration of all staff is necessary to maintain and improve the results achieved. **The safety and health of workers must be guaranteed by everyone's commitment and must constitute a moral responsibility.**

The Management shall define objectives and programs to review them periodically in order to assess the results achieved and to identify new ones in line with the principle of management and performance continuous improvement.

RISK MEASUREMENT, ACCIDENT INVESTIGATION

For all activities carried out by Emiliana Conserve, a **“risk assessment”** was carried out with an assessment of the probability of occurrence of dangerous events and their risk factor. Through this process the priorities for action have been identified and risk mitigation actions have been defined for each activity and location. There is also a **“box”** in every headquarter, which has the task of collecting **communications in anonymous form**, thus guaranteeing total confidentiality to all the staff. All operators are **trained, informed and educated on the risks associated with their activities** and, if they are in an unsuitable or risk situation, they have the opportunity to communicate it to their employees.

Emiliana Conserve also has a procedure for handling accidents and missed injuries, where specific situations and possible causes of the event are analyzed and corrective actions can be defined. This is in full respect and as foreseen by **the reference standard UNI ISO 45001:2018**.

HEALTH AND SAFETY SERVICES AT WORK

All **occupational health and safety principles** and related standards are pursued through education, information, training and the distribution of personal protective equipment (PPE) provided for in the specific activities. For all seasonal workers PPE is delivered at the time of commencement of the contract of employment and is supplied as needed at the operator's request in the event of loss or breakage. For fixed operators the distribution is annual or upon request by the operator.

During the course of the year, meetings dedicated to security take place, which, in addition to seeing the participation of the typical figures of security, but also to operational managers, human resources, maintenance managers, purchasing managers and logistics managers participate. Operators also have the opportunity **to participate in security meetings through trade union**. In addition to meetings organized periodically in the various plants, all communications regarding this issue are disseminated through the means deemed appropriate.

With regards the training for all newly hired seasonal operators, therefore entering the Company for the first time, a compulsory **training course** of 16 hours is provided. For seasonal operators who return to service on a fixed annual basis, a 4-hour course is provided. For figures with specific training and roles (for example, managers, RLS, truckers, etc.), the timing defined by the type of course is respected.

The health and safety of operators is also ensured through the **“FASA fund”**. All companies in the food sector who apply the National collective Agreement for workers engaged under permanent contracts or engaged under a temporary contract of a first predetermined duration equal to or greater than nine months, including apprentices, and excluding managers, are members of the Fund. The employees involved do not incur any cost, benefiting from the possibility of asking for full or partial reimbursement for health benefits to themselves or for any family members to whom the right extends.

6.3 Training and development

Emiliana Conserve is committed to enhancing **the skills of its human resources** through training activities and encouraging its active involvement.

Compulsory training as required by law is mainly related to **health and safety issues** in relation to first aid, fire-fighting, use of the forklift and the person responsible for the operation of mobile work platforms (MWP). The Company also provides **non-compulsory training** during the course of the year in order to guarantee knowledge and adequate training to its employees.

All training is carried out by experienced colleagues and external teachers. During the financial year 2023, Emiliana Conserve provided **6,034 hours of training**, between compulsory and non-compulsory courses (+37% compared to the 2022 financial year in which a total of 4,386 hours were provided), with a per capita amount of 43 hours, a 24% increase from the previous year due to non-mandatory training courses that took place during the reporting period (for example, update and soft skills courses). Training focused mainly on workplace safety, while training on environmental and ESG issues is planned for all business people in 2024.

DISCLOSURE GRI 404-1 Average hours of training per year per employee by gender and classification

TOTAL TRAINING HOURS (COMPULSORY AND NON-COMPULSORY) BY PROFESSIONAL CATEGORY AND GENDER									
Training hours	Fiscal year 2022								
	N. Hours Men	Total men employees	N. hours per capita men	N. Hours Women	Total women employees	N. hours per capita women	N. Hours Totals	Total employees	N. hours per capita
Executive	-	-	-	-	-	-	-	-	-
Manager	26	4	7	4	1	4	30	5	6
White-collar	397	12	33	265	11	24	662	23	29
Blue-collar	2,094	57	37	1,600	40	40	3,694	97	38
Total	2,517	73	34	1,869	52	36	4,386	125	35
Training hours	Financial year 2023								
	N. Hours Men	Total men employees	N. hours per capita men	N. Hours Women	Total women employees	N. hours per capita women	N. Hours Totals	Total employees	N. hours per capita
Executive	-	-	-	-	-	-	-	-	-
Manager	30	3	10	-	1	0	30	4	8
White-collar	322	13	25	340	15	23	662	28	24
Blue-collar	3,006	60	50	2,336	47	50	5,342	107	50
Total	3,358	76	44	2,676	63	42	6,034	139	43

6.4 Business Welfare and Employee Protection

Emiliana Conserve does not have any standardized welfare procedures, however it should be pointed out that the permanent employees benefit from the integration of the nursery fees and the kindergarten fees for their children.

In addition, for permanent employees of the Podenzano and Busseto plants, a **production premium** is provided. For the financial year 2023, the sum of these premiums is close to 200 thousand Euros.

Corporate proposals include welfare ideas based on health support for its employee, ideas regarding specific training courses both directed to individual employees and their families, proposals that considered sport, or the possibility of distributing food vouchers. During the reporting period, Emiliana Conserve has promoted a prevention and awareness initiative of early detection of breast cancer and through free screening activities carried out in the Company during working hours.

Emiliana Conserve does not currently have any career development plans or programs, but the level, role and any prizes are managed directly by the Chief Executive Officer.

Emiliana Conserve protects its employees through basic guidelines contained within **the Social Responsibility Policy**, in which it is clear that for the Company it is fundamental:

- Respect for collective agreements with trade unions. Extraordinary work is carried out only in certain periods of the year and only for special functions, in any case always with the agreement between the parties;
- Remuneration: to ensure equal treatment for the for the equal job role. This right is also being recruited, discharged, promoted and trained. Wage respects what is required by law.

100% of employees of Emiliana Conserve are recruited through collective national bargaining agreement for the food sector, in particular: National Collective Labour Agreement Food Industry. This type of contract is also adopted for seasonal employees of the Company. There is also a provincial integrative contract and a company integrative contract which have the task of regulating the working relationship throughout the territory. These contracts vary for the two establishments and refer to different trade union representatives.

7 The bond with the territory

7.1 Safeguarding our territory

Emiliana Conserve is committed to **support the communities of the territory** in which it operates; this is done through numerous initiatives that have succeeded in the years, and that have allowed the Company to manifest its **commitment**.

Emiliana Conserve wants to share its success with the local community, demonstrating its **sense of responsibility and belonging**. All the employees come from areas geographically close to the plants, in order to give more and more value to the territories where the Company was founded, and thus guaranteeing the development of the local communities with which it shares a path of growth and stability. This approach is also reflected in the selection of assumptions linked to management figures, as illustrated in the table below.

LOCALLY HIRED MANAGEMENT ²⁴ (PERCENTAGE)					
Financial year 2022			Financial year 2023 ²⁵		
Men	Women	Total	Men	Women	Total
71%	100%	80%	71%	100%	80%

Among the **activities undertaken in the territory**, there are the purchase and maintenance of a “**Social Taxi**” in collaboration with the Municipality of Busseto, which proposed the initiative and planned to make available a vehicle for all its citizens.

Another initiative to support the local territory includes participation in the initiative promoted by the Municipality of Podenzano: Emiliana Conserve collaborates with the amount of Euro 2,400 for the grant of **five scholarships** for the most deserving students of the schools distributed in the municipal territory. The Company also participates in the Job Days at technical high schools and university, with the aim of enhancing the company brand and attracting potential new talents.

In order to attract talent and train the technical staff, Emiliana Conserve has implemented the company's Corporate Academic initiative which has led to the induction of two figures in the Company. The initiative will be repeated in 2024.

Also on the topic of training, Emiliana Conserve is collaborating with a local entity for the training and potential hiring of new technical figures specialized in the installation and maintenance of civil and industrial systems through a preparatory training course and internship.

²⁴ Locally hired management refers to those responsible for the execution of the activities relating to the various functions of the Company, who are resident in the region where the site related to their activities is located (Emilia-Romagna).

²⁵ The company organization chart was officially modified in July 2023, below are the percentages of management hired locally at the date of publication of this financial statement: 75% men; 100% women; 88% total.

It should also be noted that during 2023 a donation of Euro 500 to the **White Cross** took place. Emiliana Conserve is constantly engaged in the field of donations, in line with its profile as a socially responsible Company.

Since March 2021 **Emiliana Conserve is a supporter of “Parma, io ci sto!”**, an association founded in 2016 with the aim of promoting the economic and social development of Parma’s territory through the active involvement of its associates, and the synergies between the business world, citizens and institutions. With its support for “Parma, io ci sto!”²⁶, **the Company reaffirms the importance of the territory in which it was born and operates daily**, contributing to various projects ranging from environmental sustainability to the agri-food sector.

In its industrial activity, in particular as regards the training of its employees, **Emiliana Conserve adheres to Confapindustria** (Italian Confederation of Small and Medium Private Industry) which for over seventy years has been assisting and supporting small and medium-sized enterprises in the national territory, through a network of assistance well rooted in the territory. In 2023, the Company participated in the sponsorship of the Association’s Christmas dinner for a sum of Euro 1,500.

²⁶ The annual membership fee was paid in November 2023.

Performance indicators

ECONOMIC RESPONSIBILITY

DISCLOSURE 201-1 Direct economic value generated and distributed

DIRECTLY ECONOMIC VALUE GENERATED AND DISTRIBUTED (in thousands of euros)		
	2022	2023
Directly economic value generated	122,641	176,661
Retained economic value	9,591	19,416
Distributed economic value, of which:	113,050	157,244
Value redistributed to suppliers	98,345	138,833
Staff remuneration	11,520	12,061
Remuneration of investors	458	1,721
Remuneration of shareholders	0	0
Remuneration of the Public Administration	2,627	4,624
Remuneration of the Community	100	4

SOCIAL RESPONSABILITY²⁷

DISCLOSURE 2-7 Employees²⁸

EMPLOYEES BY CONTRACT TYPE AND GENDER AS OF JUNE 30						
Type of contract	2022			2023		
	Men	Women	Total	Men	Women	Total
Permanent	60	51	111	56	50	106
Temporary	13	-	13	20	13	33
Total	73	51	124	76	63	139

EMPLOYEES BY JOB TYPE AND GENDER AS OF JUNE 30						
Type of use	2022			2023		
	Men	Women	Total	Men	Women	Total
Full-time	67	14	81	70	27	97
Part-time	6	37	43	6	36	42
On call	-	-	-	-	-	-
Percentage part-time	8%	73%	35%	8%	57%	30%
Total	73	51	124	76	63	139

²⁸ All employees of Emiliana Conserve S.p.A. operate in Emilia-Romagna.

DISCLOSURE 2-8 Workers who are not employees²⁹

NON-DEPENDENT WORKERS BY GENDER AS OF JUNE 30						
Other outside workers	2022			2023		
	Men	Women	Total	Men	Women	Total
Interns	-	1	1	-	-	-
Total	-	1	1	-	-	-

DISCLOSURE 401-1 New employee hires and employee turnover³⁰

RECRUITMENT AND TURNOVER RATE BY GENDER (% - HEADCOUNT)								
Percentage	2022				2023			
	Entries		Exits		Entries		Exits	
	Number	%	Number	%	Number	%	Number	%
Men	2	67%	2	50%	4	80%	8	80%
Women	1	33%	2	50%	1	20%	2	20%
Total	3	100%	4	100%	5	100%	10	100%

RECRUITMENT AND TURNOVER RATE BY AGE GROUP (% - HEADCOUNT)								
Percentage	2022				2023			
	Entries		Exits		Entries		Exits	
	Number	%	Number	%	Number	%	Number	%
< 30 years	2	67%	1	25%	2	40%	3	30%
30 - 50 years	-	-	2	50%	2	40%	2	20%
> 50 years	1	33%	1	25%	1	20%	5	50%
Total	3	100%	4	100%	5	100%	10	100%

DISCLOSURE 405-1 Diversity of governance bodies and employees

WORKFORCE BY PROFESSIONAL CATEGORY AND GENDER AS OF JUNE 30						
Professional category	2022			2023		
	Men	Women	Total	Men	Women	Total
Executive	-	-	-	-	-	-
Manager	4	1	5	3	1	4
White-collar	12	11	23	13	16	29
Blue-collar	57	40	97	60	46	106
Total	73	52	125	76	63	139

²⁹ It should be noted that at June 30, 2023, two external workers were present in Emiliana conserve (co.co.co) and that at June 30, 2022, three external workers were present (co.co.co).

³⁰ This does not include seasonal employees.

WORKFORCE (NO. MEDIUM)		
	2022	2023
Total	201	212

NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP AT 30 JUNE								
Number	2022				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executive	-	-	-	-	-	-	-	-
Manager	-	-	5	5	-	-	4	4
White-collar	3	15	5	23	8	15	6	29
Blue-collar	18	46	32	96	22	51	33	106
Total	21	61	42	124	30	66	43	139

% OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP AT 30 JUNE								
Percentage	2022				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executive	0%	0%	0%	0%	0%	0%	0%	0%
Manager	0%	0%	12%	4%	0%	0%	9%	3%
White-collar	14%	25%	12%	19%	27%	23%	14%	21%
Blue-collar	86%	75%	76%	77%	73%	77%	77%	76%
Total	17%	49%	34%	100%	22%	47%	31%	100%

COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUPS AT 30 JUNE								
Number	2022				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	-	-	4	4	-	-	5	5
Women	-	-	1	1	-	-	-	-
Total	-	-	5	5	-	-	5	5

COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUPS AT 30 JUNE (PERCENTAGES)								
Percentage	2022				2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	0%	0%	80%	80%	0%	0%	100%	100%
Women	0%	0%	20%	20%	0%	0%	0%	0%
Total	0%	0%	100%	100%	0%	0%	100%	100%

HEALTH AND SAFETY³¹

DISCLOSURE 403-9 Work-related injuries³²

ACCIDENTS AT WORK		
Number of injuries	2022	2023
Total number of fatalities as a result of work-related injury		
<i>Employees</i>	-	-
Total number of high-consequence work-related injuries (excluding fatalities) ³³		
<i>Employees</i>	-	-
Total number of recordable work-related injuries		
<i>Employees</i>	15	18
INJURY RATES ³⁴		
Rate of fatalities as a result of work-related injury		
<i>Employees</i>	-	-
Rate of high-consequence work-related injuries (excluding fatalities)		
<i>Employees</i>	-	-
Rate of recordable work-related injuries		
<i>Employees</i>	7.86%	9.47%

³¹ On the date of publication of this budget, a case of occupational disease is being established.

³² Health and safety data do not include non-employees of the Company. The Company estimates that it will deepen its analysis of the significance of other non-dependent workers in order to assess the need to collect data from employers of external employees and suppliers operating at the Company's sites and/or under company control, assessing the quality and accuracy of such data over which it does not exercise direct control.

³³ Serious accidents at work refer to accidents at work which result in a death or an accident in such a way that the worker cannot, or does not expect, fully recover from the pre-accident state of health within 6 months.

³⁴ The main injuries are contusion, crushing, fracture, dislocation and distortion. The accident rate was calculated as the ratio between the total number of accidents and the total hours worked (381,533 in 2022 and 380,131 in 2023), using a multiplication factor of 200,000. The data includes accidents on the journey home-work only in the case where the transport has been managed by the organization.

ENVIRONMENTAL RESPONSIBILITY

DISCLOSURE 301-1 Materials used by weight or volume

MATERIALS USED BY WEIGHT			
Renewable Raw materials			
Type of consumption	Unit of measure	2022	2023
fresh tomato	Kg	277,427,357	251,813,970
semi-finished tomato	Kg	6,387,943	8,176,923
vegetables (carrot, celery, etc.)	Kg	253,032	304,067
spices	Kg	25,271	26,518
milk products (e.g. mascarpone)	Kg	0	0
meat (beef, pork, etc.)	Kg	35,340	35,340
oil	Kg	39,240	46,920
sugar	Kg	112,000	106,800
salt	Kg	534,000	684,000
aromas/ingredients	Kg	246,616	188,935
wood (pallets)	Kg	2,264,737	1,288,152
Total "Renewable" raw materials	Kg	287,325,536	262,671,625
Non-renewable raw materials			
Type of consumption	Unit of measure	2022	2023
glass	Kg	30,129,621	39,994,888
paper	Kg	306,184	253,386
cartons	Kg	1,677,873	1,967,506
tin	Kg	4,225,059	4,076,251
aluminum	Kg	626,071	736,205
plastic (excluding aseptic bags)	Kg	427,707	470,401
Aseptic bags	Kg	216,152	51,016
Sacconi for Goodpack (aprox. 800-1300 kg)	Kg	0	0
Drums (aprox. Capacity 200kg)	Kg	723,839	700,085
Total "Non-renewable" raw materials	Kg	38,332,506	48,249,738
TOTAL RAW MATERIALS	Kg	325,658,042	310,921,363

DISCLOSURE 302-1 Energy consumption within the organization

ENERGY CONSUMPTION WITHIN THE ORGANIZATION					
Type of consumption	Unit of measure	2022		2023	
		Total	Total GJ	Total	Total GJ
Non-renewable fuel	GJ		365,313		354,620
Methane gas	SMC	10,343,122	364,916	10,026,238	354,297
Diesel for production	l	355	13	325	12
Diesel for car fleet	l	10,697	384	8,643	311
Electricity purchased	KWh	15,818,347	56,946	16,599,380	59,758
of which from renewable sources	KWh	415,055	1,494	16,599,380	59,758
of which from non-renewable sources	KWh	15,403,292	55,452	-	-
Total energy consumption	GJ		422,259		414,378
of which from renewable sources	GJ		1,494		59,758
of which from non-renewable sources	GJ		429,765		354,620
% renewable energy from total	%		0.4%		14%

DISCLOSURE 305-1 Direct (Scope 1) GHG emissions

DIRECT EMISSIONS			
	Unit of measure	2022	2023
Methane gas	tCO ₂	20,584	19,981
Diesel for production processes	tCO ₂	0.94	0.86
Diesel for automotive use	tCO ₂	28	23
Total emissions scope 1	tCO₂	20,613	20,005

DISCLOSURE 305-2 Energy indirect (Scope 2) GHG emissions

INDIRECT EMISSIONS			
	Unit of measure	2022	2023
Purchased electricity – Location based	tCO ₂	4,110	4,447
Electricity purchased – Market based	tCO ₂	7,070	0

TOTAL EMISSIONS			
	Unit of measure	2022	2023
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Location based)	tCO₂	24,723	24,452
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Market based)	tCO₂	27,684	20,005

DISCLOSURE 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions³⁵

NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX) AND OTHER SIGNIFICANT AIR EMISSIONS			
	Unit of measure	2022	2023
NOx	t	17.06	17.57
SOX	t	0.14	0.22
Particulate matter (PM)	t	0.04	0.09
Carbon monoxide (CO) ³⁶	t	0.20	0.88
TOTAL	t	17.44	18.76

Energy consumption conversion factors				
	Conversion unit	2022	2023	Source
Electricity	GJ/kWh	0.0036	0.0036	Constant
Natural gas	GJ/SMC	0.0353	0.0353	ISPRA 2021 – ISPRA 2023
Diesel	GJ/t	42.7800	42.8500	NIR 2021 – NIR 2023
Diesel	GJ/kg	0.0428	0.0429	ISPRA 2021 – NIR 2023
Diesel	Kg/L	0.8400	0.8400	FIRE

Energy consumption emission factors				
	Conversion unit	2022	2023	Source
Electricity (Location based)	KgCO ₂ /kWh	0.2598	0.2679	ISPRA 2021 – ISPRA 2023
Electricity (Market based)	KgCO ₂ /kWh	0.4590	0.4570	AIB 2021 – AIB 2023
Diesel for automotive use	tCO ₂ /ton	3.1510	3.1500	ISPRA 2021 – ISPRA 2023
Diesel for heating	tCO ₂ /ton	3.1690	3.1690	ISPRA 2021 – ISPRA 2023
Diesel for production processes	ton/l	0.00084	0.00084	FIRE

³⁵ The total emissions of NOx, SOx, particulate matter (PM) and CO are calculated by considering boiler consumption during the year, in particular, the quantity of polluting gas produced by the use of the boilers and leaving the exhaust stack is estimated, multiplied by the total hours of operation of the boiler.

³⁶ With a view to continuous improvement, carbon monoxide (CO) was also included in the total of other significant air emissions for 2022 and 2023.

DISCLOSURE 303-3 Water withdrawal

WATER WITHDRAWAL					
Source of withdrawal	Unit of measure	2022		2023	
		All areas	Areas with water stress	All areas	Areas with water stress
Groundwater (total)	Megaliters	1,261	0	1,306	0
Fresh water (≤ 1.000 mg/l total dissolved solids)	Megaliters	1,261	0	1,306	0
Other types of water (> 1.000 mg/l total dissolved solids)	Megaliters	0	0	0	0
Third-party water resources (total)	Megaliters	13	0	12	0
Fresh water (≤ 1.000 mg/l total dissolved solids)	Megaliters	13	0	12	0
Other types of water (> 1.000 mg/l total dissolved solids)	Megaliters	0	0	0	0
Total water withdrawal	Megaliters	1,274	0	1,318	0

DISCLOSURE 303-4 Water discharge³⁷

WATER DRAIN					
Type of exhaust	Unit of measure	2022		2023	
		All areas	Areas with water stress	All areas	Areas with water stress
Surface water (total)	Megaliters	1,251	0	1,401	0
Groundwater (total)	Megaliters	0	0	0	0
Total water discharge	Megaliters	1,251	0	1,401	0

³⁷ It should be noted that in the period between July and December 2022, the reading instrument of the S1 discharge of the Busseto plant showed a reading anomaly; therefore, the technicians of the supplier of the measuring instrument agreed to increase the reading of the volumes of water discharged between July and December 2022 by 48% compared to the amount recorded by the instrument. The 48% increase in discharged water volumes is precautionary and in line with the amount of water emitted. It should also be noted that the sensors of the San Polo plant' discharge outflow measurement were compromised between September and December 2022; therefore, the water discharged during this period was estimated using a coefficient of the ratio of the correctly measured inflow and outflow.

DISCLOSURE 303-5 Water consumption

WATER CONSUMPTION					
	Unit of measure	2022		2023	
		All areas	Areas with water stress	All areas	Areas with water stress
Water withdrawal	Megaliters	1,274	0	1,318	0
Water discharged	Megaliters	1,251	0	1,401	0
Water consumption (total)	Megaliters	23	0	-83	0

DISCLOSURE 306-3 Waste generated

WASTE (t)				
Type of refusal	2022		2023	
	Non-hazardous	Hazardous	Non-hazardous	Hazardous
Waste from the preparation and treatment of fruit and vegetables: waste that cannot be used for consumption or transformation	2.12		19.12	
Exhausted print toner (other than those of heading no 08 03 17)	0.02		0.02	
mineral oils for engines, gears and lubrication, not chlorinated		0.98		0.90
other solvents and solvent mixtures		0		0.08
paper and cardboard packaging	361.58		405.22	
plastic packaging	134.8		141.92	
wooden packaging	476.13		407.96	
metal packaging	257.2		327.52	
mixed packing materials	1,041.14		1,239.90	
glass packaging	171.62		170.34	
Absorbent, filter materials, rags and protective clothing, other than those	0		1.66	
components removed from equipment that is out of use (other than those referred to categories 16 02 15)	0.35		0.64	
laboratory chemicals containing or consisting of hazardous substances, including mixtures of laboratory chemicals		0.96		1.27
aqueous liquid waste (other than those of heading 16 10 01)	10.4		9.54	
Lead acid batteries	0			0.54
Rigid plastic	24.72		1.57	
iron and steel	91.18		25.52	
Cables (other than those of heading No 17 04 10)	2.84		0	
fluorescent tubes and other mercury-containing wastes		0.08		0.35
electrical and electronic equipment out of use (other than those referred to in 20 01 21 and 20 01 23 categories), containing hazardous components		0		0.09
electrical and electronic equipment out of use (other than those of categories 20 01 21, 20 01 23 and 20 01 35)	0		0.61	
sludge from effluent treatment on site	5,472.38		6,291.67	
TOTAL	8,049.49	2.02	9,043.21	3.23
Percentage of TOTAL	99.97%	0.03%	99.96%	0.04%

DISCLOSURE 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas³⁸

OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS						
2022 and 2023						
Site	Geographical area	Type of activity	Location of the site with respect to the protected area or with a high biodiversity value	Dimensions (hectares)	Value of biodiversity ³⁹	Protected status categorization source (e.g. IUCN Protected Area Management Categories, Ramsar Convention, National legislation)
Busseto	n/a.	n/a.	External and not adjacent as well as table PSC.T02 - June 2017	n/a.	n/a.	n/a.
Podenzano	SAN POLO Municipality PODENZANO PC Province	production site	located adjacent to the area	14	The natural elements of the ZSC-ZPS IT4010017- Conoid of Nure e Bosco di Fornace vecchia include wet areas of fresh water, wet meadows, waterways, woods, permanent meadows, shrub and agricultural areas.	As a Site of Community importance (SIC), the source of the status is Directive "Habitats" EU 92/43, while as Special Protection zones (ZPS) the source is Directive "Birds" 2009/147/EC, established by DGR 893/2012.

³⁸ Data produced exclusively for the sustainability budget by the consultancy firm Geostudi.

³⁹ The value of biodiversity is characterized by the characteristic of the protected area or of the area with a high biodiversity value outside the protected area (terrestrial, fresh water or marine ecosystem).

Perimeter and impacts of material aspects

Material topics	Impacts	Nature of impacts	Aspect GRI	Perimeter of impact	
				Where the impact occurs	Company involvement
Responsible management of energy consumption	Energy consumption - consumption of energy from renewable and non-renewable sources, with consequent negative impacts on the environment and reduction of the energy stock.	Negative / Actual	GRI 302: Energy	Company	Caused by the Company
Emissions in the atmosphere and climate change	Generation of direct and indirect GHG emissions (scope 1 and 2) - contribution to climate change through direct and indirect GHG energy emissions, linked to the activities carried out in the company's sites and sites.	Negative / Actual	GRI 305: Emissions	Company and suppliers of electricity	Caused by the Company
	Other pollutant emissions - production of nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions.	Negative / Actual			
Occupational health and safety	Workplace injuries – injuries or other accidents at the workplace, with adverse consequences for the health of direct workers or external employees of the Company.	Negative / Actual	GRI 403: Occupational Health and safety	Employees of the Company ⁴⁰	Caused by the Company
Quality, traceability and food safety	Product quality and consumer safety - Non-compliance of products with industry quality and safety criteria.	Negative / Potential	GRI 416: Customer health and safety	Company	Caused by the Company
Protection of the territory and development of local communities	Local community support - Support for local development by hiring personnel where the Company is physically present.	Positive / Actual	GRI 202: Market presence	Company	Caused by the Company
	Local procurement practices - promotion of purchasing from local suppliers.	Positive / Actual	GRI 204: Procurement practices		
Responsible supply chain management	Negative environmental and social impacts along the supply chain - negative impacts related to the supply of goods and services from suppliers, in particular as regards the impacts they generate on environmental and social aspects.	Negative / Potential	GRI 308: Supplier Environmental Ssessment GRI 414: Supplier Social Assessment	Company and suppliers	Caused by the Company and related to the Company through

⁴⁰ Health and safety data do not include non-employees of the Company. The Company estimates that it will deepen its analysis of the significance of other non-dependent workers in order to assess the need to collect data from employers of external employees and suppliers operating at the Company's sites and/or under company control, assessing the quality and accuracy of such data over which it does not exercise direct control.

Material topics	Impacts	Nature of impacts	Aspect GRI	Perimeter of impact	
				Where the impact occurs	Company involvement
	Human rights violation⁴¹ - violation of human rights (e.g. right to freedom of association and collective bargaining, child labor, forced or compulsory labor) within the Company and along the supply chain.	Negative / Potential	GRI 407: Freedom of association and collective bargaining GRI 408: Child labor GRI 409: Forced or compulsory labor		its commercial relations
Development, welfare and protection of workers	Training and growth of workers - Improvement of workers' skills through training and professional development activities, general and technical programs, also linked to growth objectives and personalized evaluation (e.g. career development plans).	Positive / Actual	GRI 404: Training and education	Employees of the Company	Caused by the Company
Waste management and circular economy	Waste management - Environmental impacts related to the production of hazardous and non-hazardous waste and its inadequate disposal.	Negative / Actual	GRI 306: Waste	Company	Caused by the Company
Diversity, inclusion and equal opportunities	Talent attraction and retention - ability to attract talent and maintain low staff turnover to preserve key knowledge with indirect impacts on the company's community and performance.	Positive / Potential	GRI 401: Employment	Employees of the Company	Caused by the Company
	Diversity and inclusion - Diversity and inclusion in government bodies and among employees with direct and indirect impacts on the affirmation of employee equality and motivation.	Positive / Actual	GRI 405: Diversity and equal opportunities GRI 406: Non-discrimination		
Responsible consumption of materials and waste reduction	Consumption of raw materials - Environmental impact linked to the use of virgin raw materials necessary for the production and packaging of the Company.	Negative / Actual	GRI 301: Materials	Company	Caused by the Company
Water resources management	Reduced availability and quality of water - use of water in its production processes with repercussions on the availability of water resources and negative impacts on the release of pollutants into groundwater or surface water.	Negative / Actual	GRI 303: Water Effluents	Company	Caused by the Company
Creating value	Generating and distributing economic value - positive economic impacts generated by the Company through its business activities for workers, local communities, farmers and other stakeholders.	Positive / Actual	GRI 201: Economic performance	Company	Caused by the Company
	Indirect economic impacts - positive economic impacts generated by the Company through infrastructure investments and service support.	Positive / Actual	GRI 203: Indirect economic impacts		

⁴¹ Emiliana Conserve has not detected any significant risks with respect to human rights issues related to the risk of child labor, forced labor or limitation of the freedom of association and collective bargaining with direct suppliers and in its operations, given the type and geographical location of the business.

Material topics	Impacts	Nature of impacts	Aspect GRI	Perimeter of impact	
				Where the impact occurs	Company involvement
Consumer protection and responsible labeling	Non-transparent communication - dissemination of inaccurate, misleading or misleading information about the Company or its products.	Negative / Potential	GRI 417: Marketing and labeling	Company	Caused by the Company
Biodiversity	Impacts on biodiversity - Environmental impacts linked to the presence and business activities that the Company carries out near protected areas or high biodiversity value.	Negative / Actual	GRI 304: Biodiversity	Company	Caused by the Company
Ethics, business integrity and anti-corruption	Non-compliance with applicable laws, regulations, standards - Non-compliance with applicable laws, regulations, internal and external standards with indirect economic impacts on stakeholders.	Negative / Potential	GRI 205: Anti-corruption	Company	Caused by the Company
	Anti-competitive behavior and monopolistic practices - anti-competitive behavior and monopolistic practices with negative impacts on the economy and markets.	Negative / Potential	GRI 206: Anti-competitive behavior		
Product innovation and sustainability	Research and development - Promotion of innovative products that are attentive to market trends and needs and implementation of R&D activities with impacts on stakeholders' expectations and the company's competitiveness.	Positive / Actual	N/A.	Company	Caused by the Company
Customer satisfaction	Customer satisfaction - Customer satisfaction with indirect impacts on the Company's reputation and retention.	Positive / Actual	N/A.	Company	Caused by the Company

GRI Content Index

Statement of use	Emilana Conserve S.p.A. has reported in accordance with the GRI Standards for the period 1 July 2022 – 30 June 2023.				
GRI 1 used	GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)	n/a.				
GRI standard	Disclosure	Location	Omission		
			Requirements omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2 – general disclosures – version 2021	2-1 Organizational Details	3			
	2-2 Entities included in the organization’s sustainability reporting	3			
	2-3 Reporting period, Frequency and Contact Point	3			
	2-4 Restatements of Information	3			
	2-5 External Assurance	3			
	2-6 Activities, value chain and others business relationships	4-8; 21-25			
	2-7 Employees	42; 50			
	2-8 Workers who are not employees	51			
	2-9 Governance structure and composition	9-10			
	2-10 Nomination and selection of the highest governance body	9			
	2-11 Chair of the highest governance body	9			
	2-12 Role of the highest governance body in overseeing the management of impacts	To date, there is no procedure for the management of impacts by the highest governing body to approve and update the organization’s purpose, value or mission statements. However, all internal policies have been			

		reviewed by the Board of Directors.			
	2-13 Delegation of responsibility for managing impacts	To date, no delegation is assigned for the management of the identified impacts, which remains within the Board of Directors.			
	2-14 Role of the highest governance body in sustainability reporting	16			
	2-15 Conflicts of interest	12			
	2-16 Communication of critical concerns	In daily business operations, the members of the Board of Directors are updated with respect to the Company's performance and any critical issues that may arise. No reports were received during the reporting period.			
	2-17 Collective knowledge of the highest governance body	No training was made in the reporting period on sustainable development to the members of the Board of Directors.			
	2-18 Evaluation of the performance of the highest governance body	To date, there is no procedure for evaluating the performance of the Board of Directors in controlling the management of impacts on the economy, the environment, and the people.			
	2-19 Remuneration policies	To date, there is no policy on Remuneration for members of the Board of Directors or for the first lines of business.			
	2-20 Process to determine remuneration	There is no formalized procedure for the determination of remuneration.			
	2-21 Annual total compensation ratio		2-21 a., 2-21 b., 2-21 c.	Confidentiality constraints.	Disclosure 2-21 has not been reported for confidentiality reasons. The Company has no public disclosure regarding remuneration

					and is not subject to any regulatory requirements.
	2-22 Statement on sustainable development strategy	2			
	2-23 Policy commitments	11-12			
	2-24 Embedding policy commitments	46			
	2-25 Processes to remediate negative impacts	18-19			
	2-26 Mechanisms for seeking advice and raising concerns	11			
	2-27 Compliance with laws and regulations	<p>It should be noted that within the “Provisions for risks and charges” of the Financial Statement as of 30.06.2022 are included Euro 103,360: this amount relates to the decision to adhere to the VAT findings for the years 2016, 2017 and 2018 resulting from the audit of the Guardia di Finanza in 2019, which challenged the illegality of a contract for the lack of the requirements required by art. 29 paragraph 1 of Legislative Decree 273/2003. It should also be noted that within the “Provision for risks and changes” of the Financial Statement as of 30.06.2023, Euro 261,724 are included: this amount relates to taxes related to previous years that have been regularized through a settlement in the months following the reporting date.</p>			
	2-28 Membership associations	49			
	2-29 Approach to stakeholder engagement	14			
	2-30 Collective bargaining agreements	47			

MATERIAL TOPICS

GRI 3 - Material Topics - version 2021	3-1 Process to determine material topics	15-16			
	3-2 List of material topics	15			
Material topic: Ethics, business integrity and anti-corruption					
GRI 3 - Material Topics - version 2021	3-3 Management of material topics	10-12; 61-63			
GRI 205: Anti- corruption (2016)	205-3 Confirmed incidents of corruption and actions taken	12			
GRI 206: Anti- competitive behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	12			
Material topic: Creating value					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	17-19; 61-63			
GRI 201: Economic performance (2016)	201-1 Direct economic value generated and distributed	17			
GRI 203: Indirect economic impacts (2016)	203-1 Infrastructure investments and services supported	18-19			
Material topic: Quality, traceability and food safety					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	25-27; 61-63			
GRI 416: Customer Health and Safety (2016)	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	27			
Material topics: Consumer protection and responsible labeling					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	25-27; 61-63			
GRI 417: Marketing and labeling (2016)	417-2 Incidents of non-compliance concerning product and service information and labeling	27			
	417-3 Incidents of non-compliance concerning marketing communications	27			
Material topics: Responsible management of energy consumption					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	32-33; 61-63			
GRI 302: Energy (2016)	302-1 Energy consumption within the organization	32; 55-56			
	302-3 Energy intensity	32			

Material topics: Emissions in the atmosphere and climate change					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	33-54; 61-63			
GRI 305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	33; 55-56			
	305-2 Energy indirect (Scope 2) GHG emissions	33-34; 55-56			
	305-4 GHG emissions intensity	34			
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	34; 56			
Material topics: Responsible consumption of materials and waste reduction					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	39-40; 61-63			
GRI 301: Materials (2016)	301-1 Materials used by weight or volume	39; 54			
Material topics: Water resources management					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	35-38; 61-63			
GRI 303: Water and water drains (2018)	303-1 Interaction with water as a shared resource	35-36			
	303-2 Management of water discharge-related impacts	37-38			
	303-3 Water withdrawal	36-37; 57			
	303-4 Water discharge	37; 57			
	303-5 Water Consumption	38; 58			
Material topics: Waste management and circular economy					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	40-41; 61-63			
GRI 306: Waste (2020)	306-1 Waste generation and significant waste- related impacts	40-41			
	306-2 Management of significant waste- related impacts	40			
	306-3 Waste generated	41; 59			
Material topics: Biodiversity					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	31; 61-63			

GRI 304: Biodiversity (2016)	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	60			
Material topics: Occupational health and safety					
GRI 3 - Material topic - version 2021	3-3 Management of material topic	43-46; 61-63			
GRI 403: Health and safety at work (2018)	403-1 Occupational health and safety management system	43			
	403-2 Hazard identification, risk assessment and incident investigation	45			
	403-3 Occupational health services	45			
	403-4 Worker participation, consultation and communication on occupational health and safety	45			
	403-5 Worker training on occupational health and safety	44-45			
	403-6 Promotion of worker health	44-45			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	45-46			
	403-9 Work-related injuries	53			
Material topics: Diversity, inclusion and equal opportunities					
GRI 3 - Themes Material topics - version 2021	3-3 Management of material topics	42-43; 61-63			
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	51			
GRI 405 Diversity and equal opportunities (2016)	405-1 Diversity of governance bodies and employees	42-43; 51-52			
GRI 406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	43			
Material topics: Development, welfare and protection of workers					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	46-47; 61-63			
GRI 401: Employment (2016)	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	47			
GRI 404: Training and education (2016)	404-1 Average hours of training per year per employee	46			
Material topics: Protection of the territory and development of local communities					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	28-29; 48; 61-63			
GRI 202: Market presence (2016)	202-2 Proportion of senior management hired from the local community	48			

GRI 204: Procurement practices (2016)	204-1 Proportion of spending on local suppliers	29			
Material topics: Responsible supply chain management					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	28-29; 61-63			
GRI 308: Supplier environmental assessment (2016)	308-1 New suppliers that were screened using environmental criteria	29			
GRI 407: Freedom of association and collective bargaining (2016)	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Based on the freedom of association and collective bargaining procedures in place for selection, it is believed that there is no significant risk related to freedom of association and collective bargaining at the company's major suppliers.			
GRI 408: Child labor (2016)	408-1 Operations and suppliers at significant risk for incidents of child labor	Based on the freedom of association and collective bargaining procedures in place for selection, it is believed that there is no significant risk related to child labor at the company's major suppliers.			
GRI 407: Forced or compulsory labor (2016)	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Based on the freedom of association and collective bargaining procedures in place for selection, it is believed that there is no significant risk related to forced or compulsory labor at the company's major suppliers.			
GRI 414: Suppliers social assessment (2016)	414-1 New suppliers that were screened using social criteria	29			
Material topics: Customer satisfaction					
GRI 3 - Material topics - version 2021	3-3 Management of material topics	26-27; 61-63			
Material topics: Product innovation and sustainability					

GRI 3 - Material topics - version 2021	3-3 Management of material topics	21-22; 27; 61-63			
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