



# SUSTAINABILITY

## REPORT

### 2022/2023

SANTAGATA - SUSTAINABILITY REPORT 2022/2023



**Santagata 1907 spa**  
C.so Concordia, 11  
20129 Milano

Via Albisola, 39  
16162 Genova

[www.santagata1907.it](http://www.santagata1907.it)







SANTAGATA  
DAL 1907

OLIO  
EXTRAVERGINE  
DI OLIVA

100% ITALIANO



2L





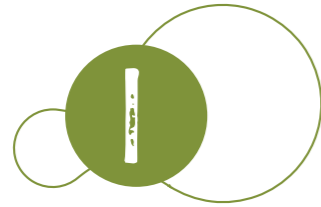
# SUSTAINABILITY

REPORT  
**2022/2023**



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# LETTER TO STAKEHOLDERS

Dear Stakeholders,

With this letter we present the results of the **first Sustainability Report 2022/2023 of the Santagata 1907 S.p.A.**, a document with the intent of reporting activities, results and goals of the company.

SANTAGATA 1907 considers **sustainability** to be a key lever for the **creation of value over time**. For this reason, we are determined to conduct our activities considering the interests of the Stakeholders, with the understanding that dialogue and shared goals are tools necessary for mutual growth.

The sustainability path undertaken defines **concrete actions for the Company and the future generations**, so as to actively contribute to the process of sustainable transition of the olive-oil supply chain: fair, conscious, and respecting the values of Society and nature.

The company's strategy has as its scope the continuous improvement of its services, with targeted interventions toward the value chain.

A streamlined and consolidated business model has helped to respond quickly and effectively to exogenous phenomena

of exceptional magnitude, such as the effects of the Covid-19 pandemic and the recent dramatic war events that are affecting Europe and making profound transformations in the energy and digital transition, the circular economy, and the preservation of natural resources.

This document is a concrete testimony to the path that has been started. For the first time, SANTAGATA 1907 shares the main sustainability issues, their impacts and the commitment to mitigate them in the areas of social, governance as well as environmental and human rights protection, whilst always ensuring high quality for our products.







## METHODOLOGICAL NOTE

SANTAGATA 1907 S.p.A. (also referred to as “SANTAGATA” and “Company”) publishes on a voluntary basis its **first Sustainability Report** (also referred to as “Report”) in which it reports economic, environmental and social information, offering an overview of the activities and the results achieved in the **period between the 1st of January 2022 and the 31st of March 2023**.

The reporting is structured on an annual basis, with reference to the fiscal year.

To enable the comparison over time, where available, data from the previous year have also been included.

The Sustainability Report was prepared in accordance with the “**Global Reporting Initiative Sustainability Reporting Standards**” defined by the GRI - Global Reporting Initiative (“GRI Standards”) under the “GRI-referenced” option.

The mapping of material issues, together with the identification of Stakeholders, fosters the **definition of sustainability goals and a strategic plan aimed at improving SANTAGATA’s performance**. The Stakeholder engagement and materiality analysis process is discussed in more detail in section “**2. SANTAGATA’s Approach to Sustainability**”.

Information regarding SANTAGATA 1907’s Sustainability Report can be addressed to the following e-mail address:

**qualita@santagata1907.it**, referring to Dr. Cristina SANTAGATA and Dr. Valentina Benedettini, and putting “Sustainability Report” in the subject line.



# MAIN HIGHLIGHTS OF 2022-2023

## PLANET



- NON-HAZARDOUS WASTE: **100%**
- ENERGY CONSUMED: **-19%**



## PRODUCT PACKAGING



- DISTRIBUTION: **19% ITALY 81% ABROAD**
- TYPE OF CUSTOMERS: **FOOD INDUSTRY 80%, HO.RE.CA. 10%, PACKERS 9%, PRIVATE 1%**
- KG SOLD: **1,635,213 KG**

## BULK PRODUCT



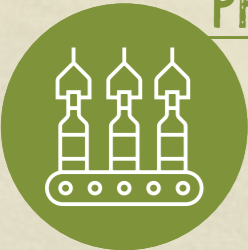
- DISTRIBUTION: **80% ITALY 20% ABROAD**
- CUSTOMERS TYPE: **FOOD INDUSTRY 20% AND PACKERS 80%**
- KG SOLD: **32,981,574 KG**

## FOOD SAFETY



- PRODUCTS AND SERVICES EVALUATED FOR HEALTH AND SAFETY IMPACTS: **100%**

## PRODUCTION



- STORAGE CAPACITY: **1,000 TONS**

## PEOPLE

- EMPLOYEES: **14**
- ACCIDENTS IN THE LAST TWO YEARS: **0**

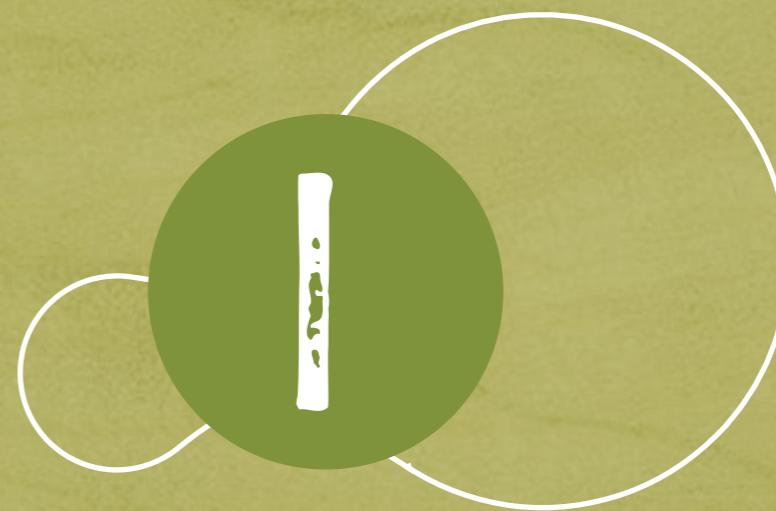


## GOVERNANCE



- TURNOVER 2022/2023: **140 MILLION €**
- DISTRIBUTED ECONOMIC VALUE: **98%**





# SANTAGATA 1907

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## SANTAGATA 1907

*SANTAGATA 1907 is an **Italian company** that for over 100 years has been engaged in the selection and marketing of the best quality olive oils and extra virgin olive oils. In the Sustainability Report, we intend to present the **history of the Company**, its **family tradition** and its products, as well as the actions taken to ensure sustainable and responsible production.*

### **MISSION**

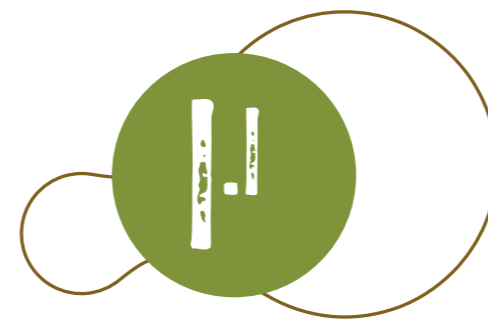
*To offer products of unique quality and unmistakable taste, to spread the passion and knowledge of olive oil*

### **VISION**

*To find its foundations in tradition, which is interwoven with concrete actions for a more sustainable, just and conscious world*







# THE HISTORY

## A FAMILY TRADITION

The history of the SANTAGATA family began in 1907 thanks to the commitment and determination of John Baptist SANTAGATA. The founder had the opportunity to meet several producers of Extra Virgin Olive Oil and was fascinated by the extraordinary richness of this product. He decided, therefore, to devote himself completely to this product, giving life to the company that still bears his name today. Its activity focused on the selection and marketing of high-quality olive oils.

Through the contribution of the members of the SANTAGATA family, the company

has always maintained the craftsmanship of production while expanding its presence in Italy, eventually landing in international markets. In fact, given the company's rapid growth, it moved to new headquarters more suited to accommodate the new production volumes, located in Via Albisola in Genoa.

In 2012, the Company was included in the register of Historical Enterprises, testifying to its long tradition and its importance in the economic and cultural history of the territory.

### FOUNDATION

*Giovanni Battista Santagata started the family business in the olive oil trade*

### MOVING OF THE HEADQUARTERS

*The company is in full expansion, and it is necessary to find new productive spaces. From the historical headquarters of Genoa, the company moves to the industrial area of Bolzaneto*



### THIRD GENERATION INPUT

*Giovanni Battista was succeeded by his son Luigi, who, whilst maintaining the handicraft character of the activity, extended the company boundaries outside Liguria. It is then with the third generation, represented by Massimo Santagata, that the company grows to become a reality extended throughout the national territory*

### OPENING UP TO INTERNATIONAL MARKETS

*Also due to the growing interest in olive oil, the Company looks to international markets*



# THE HISTORY

## A FAMILY TRADITION

SANTAGATA 1907 has always distinguished itself for its **great attention to the quality of olive oil** and continues to be among the most rigorous companies expert in this product, also thanks to a careful and punctual verification of its suppliers.

At present, the company is led by Federico and Cristina, the fifth generation of the SANTAGATA family, who have inherited the passion and dedication of their ancestors. Supported by a team of collaborators and experts, Federico and Cristina continue to offer their customers top quality

products, respecting the centuries-old of craftsmanship passed down to them whilst simultaneously innovating and opening up to international markets.

SANTAGATA represents an example of excellence in the production of extra virgin olive oil of the highest quality, the result of the enthusiasm of a family that has made it its mission to care for the land and enhance the cultural and gastronomic heritage of Liguria.



*Today, the company is committed to keeping this heritage alive, maintaining the same high-quality standards and investing in new technologies and innovations.*

### FIRST KOSHER CERTIFICATION

*The company is awarded Kosher certification and through this further opens up to foreign markets*



1999

### OPENING OF AN OFFICE IN SINGAPORE

*Asia becomes one of the company's target markets, and in 2008 a business unit is installed in Singapore, the hub of all Asian trade*



2002



2008



2010

### REGISTRATION TO THE REGISTER OF HISTORIC ENTERPRISES

*In 2012 the company was listed in the prestigious register of historical enterprises*



2012



2017



2018



2021

### FIRST IFS CERTIFICATION

*In 2018, a certification process began with Rina, which led to the achievement of the most important quality certifications*

### FIFTH GENERATION INPUT

*In 2002 the fifth generation joined the company, first with Cristina and subsequently with her brother Federico*

### FIRST CERTIFICATION OF ORGANIC

*Given the high demand Santagata certifies itself to also be able to buy and sell organic products*

### ACQUISITION OF EVO TRADE S.R.L. AND TRANSFER FROM S.R.L. TO S.P.A.



### FIRST CONSOLIDATED FINANCIAL STATEMENT AND EXCEEDING OF THE 100 MNL CONSOLIDATED TURNOVER





## THE ACTIVITIES

In the selection and marketing of SANTAGATA oil, it complies with the most stringent European standards and carefully controls the quality and safety of its products.

SANTAGATA's activity is divided into two areas:

- The selection and marketing of bulk oil, destined for important national and international brands.
- The selection and marketing of packaged oil for the final consumer.

The Company purchases raw material from accredited suppliers, who are long-standing collaborators of the company, present in the local, national and European market.

The suppliers with whom SANTAGATA collaborates must preferably hold quality certifications, otherwise they are certified by the company itself through appropriate questionnaires and audits in which formal commitment to comply with environmental and social sustainability criteria is also taken into account.

In this way, the Company guarantees the highest quality and consistency of taste in all its products, thanks to specialized analyses, technical competence and professional tastings.



In fact, SANTAGATA's management is composed of professional ONA OO tasters.

The punctual analysis of the raw material and the final product is enriched by a deep knowledge of the market, considering the complexity of the agricultural sector, the needs of the customers and the financial and market dynamics in the oil sector.







# 2

## SANTAGATA'S APPROACH TO SUSTAINABILITY 1907

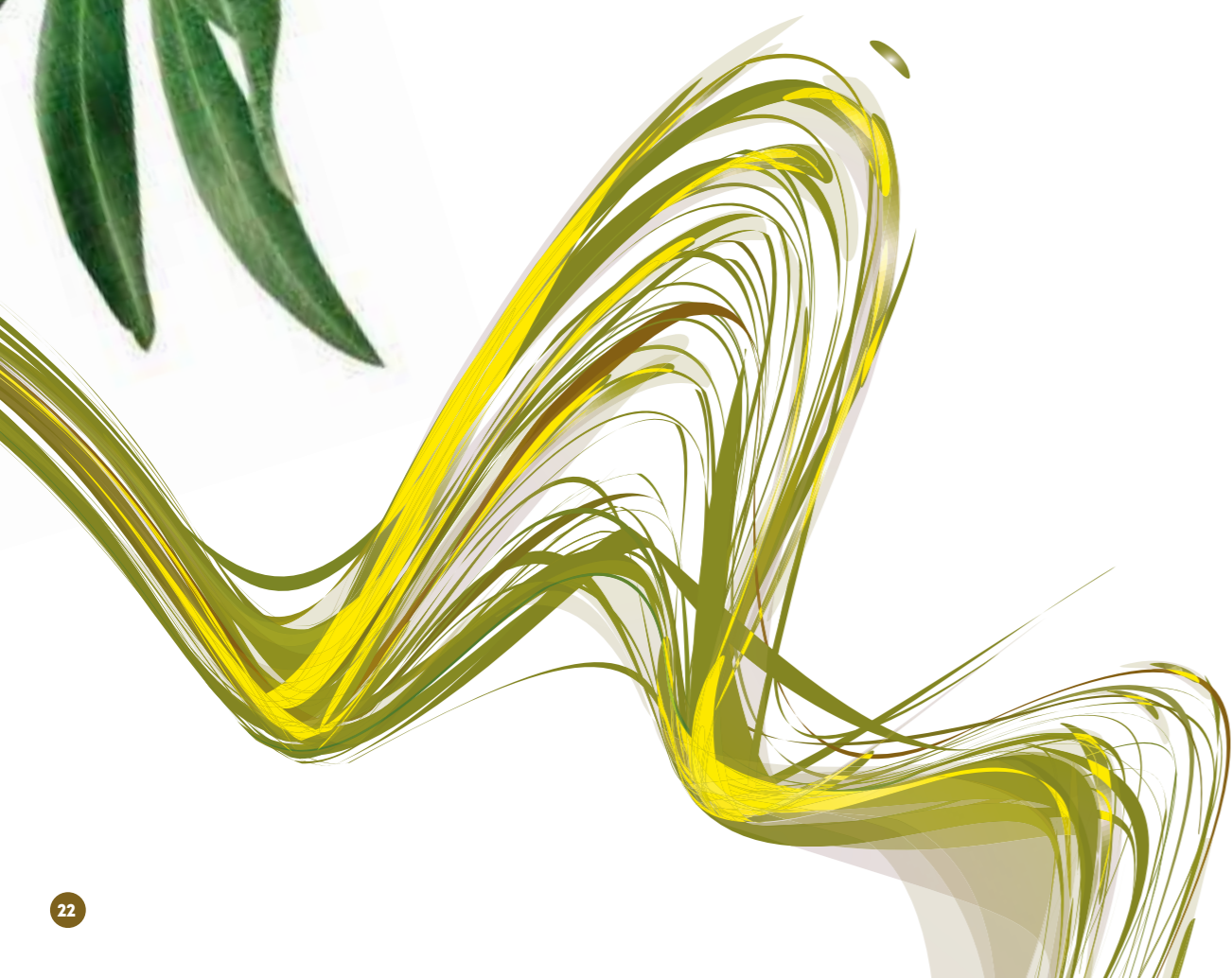
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# 2

## SANTAGATA'S APPROACH TO SUSTAINABILITY 1907

*SANTAGATA has begun a **path of Sustainability**, aware of the growing importance of integrating sustainability issues into the business strategy. The main objective is to **identify the relevant issues, monitor their progress and set ESG targets** for the following years, taking an approach that goes beyond mere regulatory compliance.*





# STAKEHOLDER ENGAGEMENT

In its activities and initiatives SANTAGATA 1907 pays the utmost attention to relations with its stakeholders, striving to ensure a transparent and continuous dialogue both inside and outside the company. The goal is to **understand the expectations and needs** of all stakeholders that interact with the Company, in order to implement the necessary activities in a perspective of **mutual exchange for improvement**.

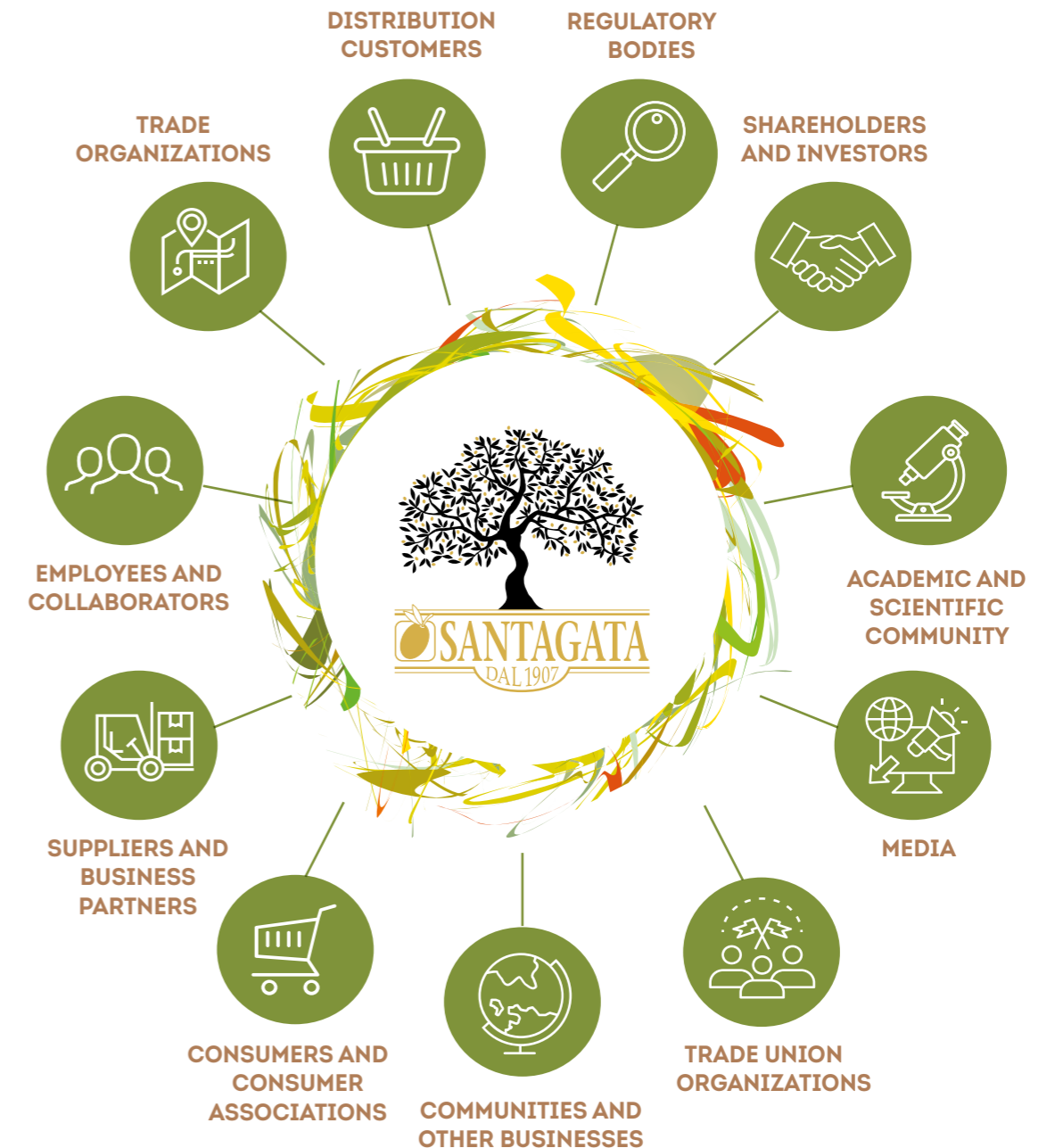
The Company is aware that thanks to its stakeholders it has been possible to build a **prestigious reputation** over time, which needs to be cultivated over time.

It is essential to interact and involve all internal and external stakeholders of the company through inclusive and participatory management, that implements sustainable development and business planning strategies.

**Stakeholders** are those entities or individuals that can reasonably be significantly affected by the organization's activities and that may affect the performance of the Company.

For this reason, in 2022 SANTAGATA 1907 conducted a **benchmark activity** of the main players in the olive sector, aimed at identifying the categories of stakeholders for its own reality and the relative expectations and opportunities with respect to the sustainability path undertaken. The outcomes of this preliminary analysis were subsequently discussed by the Management, which made the necessary changes and additions to align the identified categories with the actual **set of stakeholders** with which SANTAGATA 1907 interfaces in the management of its activities.

The analysis carried out made it possible to define the Stakeholder Map below, a summary representation of the categories of stakeholders who influence SANTAGATA 1907's activities or on whom SANTAGATA 1907's activities have influence.



This phase represents one of the **indispensable** moments to better define the contents of this Sustainability Report, to be able to illustrate the main initiatives carried out in the ESG context during the year.

For coming fiscal years, SANTAGATA aims to **organize engagement activities toward its stakeholders**, diversifying the ways of engagement according to the category.



# THE MATERIALITY ANALYSIS

The materiality analysis process is used as a **starting point** for developing sustainability reporting that is as **transparent, clear, and effective** as possible that takes into account the entire enterprise value chain.

SANTAGATA conducted the Materiality analysis, which is a prerequisite for identifying **sustainability issues** that are most relevant to the company, in economic, environmental and social matters. In particular, the analysis was carried out according to **the new methodology introduced by the Global Reporting Initiative Standards (GRI 2021)**. The new methodological approach is based on the concept of impact, defined as the effect that an organization has (**actual impact**) or could have (**potential impact**) on the economy, the environment, people and human rights. Moreover, the impacts can be positive if they contribute to the sustainable progress of people, local communities, and the environment, or negative if they generate harm.

In order to assess the significance of the relevant issues and their impacts, the Company has internally involved its management and employees, carrying out a **dedicated workshop**, in which the **relevant themes** were voted. Each impact was assessed on a scale from 1 (not relevant) to 5 (extremely relevant): In this way, the Company was able to determine its **positioning effectively in terms of relevance**.

*The list of material themes is a summary representation of the priority **sustainability issues** for SANTAGATA and its stakeholders.*

*It identifies the aspects on which **future strategies** will focus, in the pursuit of increasingly sustainability-oriented development.*

The prioritization of impacts according to the methodology described above made it possible to identify those that were most relevant, and therefore deserving of attention: these were integrated within the material issues relevant to the Company and its Stakeholders.

The materiality issues thus defined, constitute the **focal points** of the Company's actions and provide some of the key inputs needed to identify and assess its impacts on the economy, the environment and people.

## MATERIAL THEMES PRIORITIZATION FOR SANTAGATA 1907





# 2.3

## ATTENTION TO IMPACTS GENERATED

According to **GRI Standards**, impacts are the effects an organization has, or may have, on the economy, the environment, and people, including their human rights, as a result of its activities and/or business relationships.

For each of the relevant themes, their link with the specific GRI Standards and related impacts were identified, classified

according to their actual or potential character, negative or positive nature, and their contribution to sustainable development. Through the **Sustainability Report**, SANTAGATA highlights its mitigation actions to reduce the effect of possible negative impacts.

MATERIAL TOPIC	POSITIVE IMPACTS OF SANTAGATA 1907 real and potential	NEGATIVE IMPACTS OF SANTAGATA 1907 real and potential	COMPANY INVOLVE-MENT:	APPEAR-ANCE OF GRI
<b>WASTE MANAGEMENT AND CIRCULAR ECONOMY</b>	<ul style="list-style-type: none"> <li>Responsible management of waste, encouraging its reuse and recycling, to contribute to the transition to a circular Economy Model;</li> <li>Use of more sustainable Raw materials to reduce environmental impacts;</li> <li>Aid of technological operating systems to limit the loss of raw material.</li> </ul>	<ul style="list-style-type: none"> <li>Consumption of Raw materials for processing (rinn. And not rinn.);</li> <li>Environmental impacts for the disposal of the materials used in the processing.</li> </ul>	Generated by the Company	GRI 306-3 GRI 301-1 GRI 301-2

MATERIAL TOPIC	POSITIVE IMPACTS OF SANTAGATA 1907 real and potential	NEGATIVE IMPACTS OF SANTAGATA 1907 real and potential	COMPANY INVOLVE-MENT:	APPEAR-ANCE OF GRI
<b>COMBATING CLIMATE CHANGE AND REDUCING EMISSIONS</b>	<ul style="list-style-type: none"> <li>Promotion of energy efficiency initiatives within the Company;</li> <li>Promotion of staff awareness initiatives and mitigation actions/ adaptation in the field of climate change.</li> </ul>	<ul style="list-style-type: none"> <li>Energy consumption;</li> <li>Direct and indirect climate emission generation.</li> </ul>	Generated by the Company	GRI 302-1 GRI 305-1 GRI 305-2
<b>HEALTH AND SAFETY</b>	<ul style="list-style-type: none"> <li>Development and adoption of state-of-the-art systems for occupational safety management;</li> <li>Prevention and mitigation of impacts on health and safety at work, including through health and safety promotion and training.</li> </ul>	<ul style="list-style-type: none"> <li>Potential creation of hazardous situations in which workers are exposed;</li> <li>Potential cases of increase in accidents at work and occupational diseases, also due to the lack of monitoring and application of management systems in health and safety;</li> <li>Potential economic losses due to damages.</li> </ul>	Generated by the Company	GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 GRI 403-7 GRI 403-9 GRI 403-10
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>The promotion of a fair, inclusive and free culture of all forms of discrimination, with direct and indirect impacts for the benefit of all workers.</li> </ul>	<ul style="list-style-type: none"> <li>Potential work environment that is not very inclusive and lack of management diversity;</li> <li>Discrimination between women and men, with particular reference to responsibilities, compensation and career advancement.</li> </ul>	Generated by the Company	GRI 405-1 GRI 406-1
<b>ATTRACTION OF THE HUMAN CAPITAL</b>	<ul style="list-style-type: none"> <li>Training and development of employees;</li> <li>Increasing workers' skills through staff training and spreading corporate culture to the younger generation;</li> <li>Employee career development and the ability to attract and retain talent from a workforce development perspective;</li> <li>Promoting the health and well-being of workers through the provision of a welfare system and a correct work-life balance;</li> <li>Competitive remuneration of workers.</li> </ul>	<ul style="list-style-type: none"> <li>Inadequacy of the skills of new employees;</li> <li>Potential high turnover rates, loss of know-how and key skills that harm business operations and Stakeholder expectations;</li> <li>Potential damage to business continuity and meeting Stakeholder expectations related to unattractive salaries for younger generations.</li> </ul>	Generated and directly connected to the Company through its commercial relations	GRI 401-1 GRI 404-1



# 2.3

## ATTENTION TO IMPACTS GENERATED

MATERIAL TOPIC	POSITIVE IMPACTS OF SANTAGATA 1907 real and potential	NEGATIVE IMPACTS OF SANTAGATA 1907 real and potential	COMPANY INVOLVE- MENT:	APPEAR- ANCE OF GRI
LOCAL COMMUNITY SUPPORT	<ul style="list-style-type: none"> <li>Support for local development through donations, sponsorship and contributions of an economic nature;</li> <li>Valorisation of virtuous projects and consequent positive effects on the community;</li> <li>Generation of professional opportunities, selection of local suppliers and businesses as a business partner.</li> </ul>		Generated and directly connected to the Company through its commercial relations	N/A
RESPONSIBLE CHAIN	<ul style="list-style-type: none"> <li>Contributing to the creation of sustainable supply chains;</li> <li>Contribution to improving suppliers' ESG performance.</li> </ul>	<ul style="list-style-type: none"> <li>Generation of energy consumption and related greenhouse gas emissions (scope 3).</li> </ul>	Generated and directly connected to the Company through its commercial relations	N/A
FOOD SAFETY	<ul style="list-style-type: none"> <li>Packaging and foods with high nutritional characteristics;</li> <li>Promotion and development of concrete commitments on issues of food security, in compliance with the national regulatory framework and the European Union, and to promote the adequacy of the standards of supplies to meet production and consumption requirements.</li> </ul>	<ul style="list-style-type: none"> <li>Potential non-verification of product compliance with hygienic requirements.</li> </ul>	Generated and directly connected to the Company through its commercial relations	GRI 416-1

MATERIAL TOPIC	POSITIVE IMPACTS OF SANTAGATA 1907 real and potential	NEGATIVE IMPACTS OF SANTAGATA 1907 real and potential	COMPANY INVOLVE- MENT:	APPEAR- ANCE OF GRI
SUSTAINABLE PACKAGING	<ul style="list-style-type: none"> <li>Circularity in production using recyclable materials for packaging;</li> <li>Adoption of packaging to maintain the health of the product;</li> <li>Development of packaging solutions with low environmental impact.</li> </ul>	<ul style="list-style-type: none"> <li>Consumption of Raw materials for packaging (rinn. And not rinn.);</li> <li>Environmental impacts for packaging disposal.</li> </ul>	Generated and directly connected to the Company through its commercial relations	N/A
QUALITY AND TRACEABILITY	<ul style="list-style-type: none"> <li>Guarantee of the safety and health of food products and their traceability.</li> </ul>	<ul style="list-style-type: none"> <li>Potential risk to consumer health.</li> </ul>	Generated and directly connected to the Company through its commercial relations	N/A
CUSTOMER SATISFACTION	<ul style="list-style-type: none"> <li>Continuous involvement of customers through an exchange of information useful for continuous improvement for the Company.</li> </ul>	<ul style="list-style-type: none"> <li>Potential increase in complaints and/or poor complaint and customer relationship management;</li> <li>Reduction in sales volume due to failure to recognize customer expectations, resulting in loss of customers served.</li> </ul>	Generated and directly connected to the Company through its commercial relations	N/A
RESPONSIBLE COMMUNICATION		<ul style="list-style-type: none"> <li>Risk of disclosing misleading information as a marketing strategy.</li> </ul>	Generated by the Company	GRI 417-1
ECONOMIC VALUE GENERATED AND DISTRIBUTED	<ul style="list-style-type: none"> <li>Achievement of high economic results and consequent distributed economic value;</li> <li>More employment;</li> <li>Direct economic value generation, business continuity protection and related value distribution to stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Possible erosion of the Company's value and failure to redistribute the value generated to stakeholders.</li> </ul>	Generated by the Company	GRI 201-1



# 2.3

## ATTENTION TO IMPACTS GENERATED

MATERIAL TOPIC	POSITIVE IMPACTS OF SANTAGATA 1907 real and potential	NEGATIVE IMPACTS OF SANTAGATA 1907 real and potential	COMPANY INVOLVEMENT:	APPEARANCE OF GRI
<b>ETHICAL BUSINESS CONDUCT</b>	<ul style="list-style-type: none"> <li>• Creating a work climate based on ethical values;</li> <li>• Awareness and culture of ethics and human rights by management, employees, business partners and other stakeholders;</li> <li>• Monitoring and mitigation of risks related to issues such as: anti-fraud and anti-money laundering compliance.</li> </ul>	<ul style="list-style-type: none"> <li>• Potential regulatory violation in terms of compliance and corruption;</li> <li>• Potential corruption; potential non-compliance with anti-fraud and anti-money laundering regulations;</li> <li>• Non-compliance with applicable laws, regulations, internal and external standards and related social/environmental/economic impacts (e.g. SFDR).</li> </ul>	Generated by the Company	GRI 205-3 GRI 206-1
<b>RESPECT FOR PRIVACY</b>	<ul style="list-style-type: none"> <li>• Employee awareness of their rights;</li> <li>• Comply with current legislation and good data management best practices for stakeholder privacy.</li> </ul>	<ul style="list-style-type: none"> <li>• Potential security breaches that involve customer privacy and data loss, including potential intentional acts from third parties (e.g. cyber attacks).</li> </ul>	Generated by the Company	GRI 418-1







# 3

## GOVERNANCE

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# 3

## GOVERNANCE

The corporate management of SANTAGATA 1907 is based on a **traditional governance** model, which includes the presence of a Board of Directors, a Shareholders' Meeting, a Board of Statutory Auditors and an Auditing Firm. This model is distinguished by the division of powers and responsibilities between the bodies, which enables **balanced and transparent**

management of the company, in line with the **principles of sustainability**. The Board of Directors of SANTAGATA 1907 has a primary role in the management of the Company due to the vast powers conferred, exclusively limited by what is established by law or by the Statute.

Its tasks include:

DEFINE THE STRATEGIES AND OBJECTIVES OF THE COMPANY

MANAGE RISK

SUPERVISE OPERATIONAL ACTIVITIES

CORRECTLY MANAGE FINANCIAL RESOURCES

PROMOTE ESG ASPECTS BY ADOPTING POLICIES AND STRATEGIES AIMED AT REDUCING IMPACTS AND PROMOTING THE GROWTH OF SUSTAINABLE ENTERPRISE

The **Board of Directors** is composed of a total of three members, with the participation of at least one female component:

COMPONENTS	ROLE	AGE GROUP
PICASSO GIOVANNI	President	>50
SANTAGATA FEDERICO	Managing Director	30-50
SANTAGATA CRISTINA	Managing Director	30-50

The Shareholders' Meeting of SANTAGATA 1907 is responsible for making decisions on the company's government, in compliance with the legal provisions. The Assembly meets at least once a year for the **approval of the budget** and to discuss key business issues, including sustainability strategies, promoting **environmental protection, worker protection and sustainable economic growth**. The Board of Statutory Auditors and the Independent Auditors<sup>1</sup> of SANTAGATA

1907 perform a function of control and supervision, with the aim of **guaranteeing the respect of the law and the principles of proper administration**. In particular, the Board of Statutory Auditors is responsible for verifying the **adequacy of the organizational structure and the internal control system**, as well as the proper maintenance of accounting records, in order to ensure the transparency and reliability of the information contained in the financial statements.

The **Board of Statutory Auditors** consists of three full members and two alternate members, whose members are as follows:

COMPONENTS	ROLE	AGE GROUP
VERDINO LUCA	President	>50
AMATO LEO	Mayor	>50
COSTA RICCARDO	Mayor	30-50
PICCIOLI DAVIDE	Alternate Auditor	30-50
BISSO FILIPPO	Alternate Auditor	30-50

The Audit Company is responsible for verifying the correct application of accounting standards and an accurate environmental, social and economic impact of the company.

<sup>1</sup> - The statutory audit activity is entrusted under the law to a statutory audit company registered in a special register appointed by the Shareholders' Meeting on a reasoned proposal by the Board of Statutory Auditors. With the shareholders' meeting of 9 July 2020, the position, for the period 2020-2022, was conferred on the auditing company Deloitte & Touche S.p.A.





## THE CREATION AND DISTRIBUTION OF ADDED VALUE

SANTAGATA 1907 pursues a **short- and long-term growth strategy**, with a clear vision of its mission – *to become the Italian master distributor* – and of its **objectives** to be achieved. For this reason, it pays particular attention to the **strengthening of assets**, to the reinvestment of profits for the expansion of processes and services and to the payment of **fair remuneration to shareholders** over time.

To that end, SANTAGATA 1907 uses the measurement of the **economic value generated and distributed**<sup>2</sup>, through the reclassification of the income statement, to communicate its economic stability and transparency.

The Company is aware of the importance of this information to its stakeholders and therefore is **committed to providing a clear and precise assessment of its economic value**.

The representation of the generated and distributed economic value is fundamental to **understand and monitor the economic flows of the company**, not only in terms of costs and revenues, but also in terms of the creation and distribution of the value.

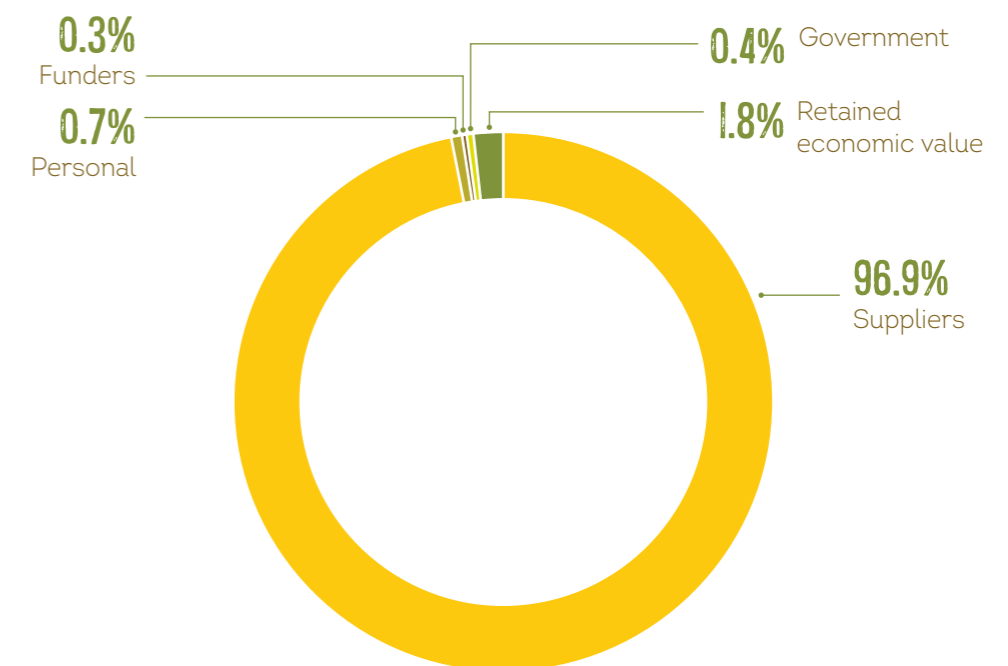
In fact, SANTAGATA 1907 is committed to generating positive impacts through the creation and distribution of economic and social value. These positive impacts include **job creation, the distribution of economic value across the supply chain of goods and services, and the payment of taxes and duties**.



*In 2022/2023, the Company generated an economic value of more than **140 million euros**, showing an **increase of 70%** compared to the previous year (in 2021 it was more than 82 million euros).*

The value distributed by the Company reached 134 million euros (equal to 98% of the value generated), while the economic value retained within the company to finance future growth and development was 2.5 million euros (equal to 2% of the value generated).

### ECONOMIC VALUE DIRECTLY GENERATED AND DISTRIBUTED



<sup>2</sup> - Value generated and distributed represents the difference between revenue and costs incurred for:  
 - The purchase of goods and services – remuneration of suppliers – represented by the Operating expenses and other costs;  
 - Human capital – staff remuneration;  
 - Taxes and fees – remuneration to the public administration;  
 - Interest rates – remuneration to lenders – represented by financial charges.



The ethical conduct of business is a fundamental aspect of corporate sustainability, as it guarantees **respect for human rights, fairness in relations with suppliers, protection of the environment and transparency in corporate governance**.

In this context, the adoption of the **Organization, Management and Control Model** ex Legislative Decree no. 231/01 represents a fundamental pillar of sustainability at SANTAGATA 1907. The model allows to regulate business activities, in line with ethical principles and standards of behaviour, within daily decisions.

Through the introduction of a control system of business activities and the establishment of ethical principles, the Company has improved the high standards of behaviour already adopted,

ensuring compliance with company policies, and strengthening its social reputation, consolidating its role as a responsible and sustainable actor. Despite not being a legal requirement, the Company has chosen to adopt the model in line with its corporate policies. The objective is to establish **appropriate controls**, so as to prevent and react promptly to crimes committed by top management or persons subject to their direction or supervision. In this context, the Company intends to raise awareness of all individuals who collaborate with it, in order to **adopt ethical behaviour that complies with current regulations**.

The adoption of the model, consisting of a General and a Special part, guarantees the integrity of the company, improving the effectiveness and transparency in the management of the business activities.

An integral part of the document of the Organization and Control Model is the **Code of Ethics**, which contains a set of principles and values that constitute the company culture, and which must guide the actions and behaviour of those who operate within or in the name of the Company. The approval of the Code of Ethics is a crucial element in ensuring a **cohesive and effective** internal control system, in order to prevent behaviour that does not comply with the Company's directives and values.

The Company has also provided for the establishment of a **Supervisory Body (SB)**, which has the task of constantly monitoring the effective implementation of the model, compliance with it by the third parties involved, and proposing any updates to improve its **effectiveness** in preventing crimes and offenses.

This monitoring body has autonomous powers of initiative and monitoring, the correct and effective execution of which is an indispensable prerequisite for the exemption from liability provided for in Legislative Decree no. 231/01.

The supervisory body shall be informed promptly of any act, behaviour or event that may constitute a potential violation of the model. Reports to the supervisory body may relate to any type of violation of the model.

The Company's goal is to **ensure an adequate reporting and internal control system** to prevent possible misconduct and protect the interests of environmental stakeholders.

*It should also be noted that **no cases of non-compliance with laws and regulations have occurred during the reference exercise and no episodes of active and/or passive corruption have been detected.***

## OBJECTIVES OF THE INTERNAL ORGANIZATIONAL MODEL

1. **PREVENTING** THE COMMISSION OF CRIMES
2. **SENSITIZE** ALL THE SUBJECTS WHO COLLABORATE WITH SOCIETY
3. **ENSURING** THE INTEGRITY OF SOCIETY
4. **IMPROVE** EFFICIENCY AND TRANSPARENCY IN THE MANAGEMENT OF BUSINESS ACTIVITIES
5. **TO ESTABLISH** A FULL AWARENESS OF THE POTENTIAL OFFENDER TO COMMIT AN OFFENSE





Throughout the year, the Company continued to implement and improve its privacy policies and procedures, in accordance with applicable regulations, in order to ensure maximum transparency and respect for the privacy of its stakeholders.

The Company has adopted a **personal data protection policy** in line with the General Data Protection Regulation (GDPR), which is verified by the Board of Directors at least once a year, even in the absence of changes.

The policy ensures adequate data protection and **complies with current regulations**. In terms of the scope, it extends to all persons involved in the Company's commercial and administrative operations and defines the categories of persons concerned.

The policy defines the responsibilities of the Board of Directors, the Chairman, the GDPR Contact person and the employees regarding the management of personal data.

In the event of an accident involving the management of personal data, **the Company has the obligation to report the incident to the Privacy Authority** within 72 hours, through a report containing the relevant information.

SANTAGATA 1907 is also equipped with a **software to monitor and manage the inventory of its resources**. The aim of the software is to help employees comply with European regulations on the cancellation and minimization of information, prevent improper access to data and ensure the security of company information.

The software provides **detailed reports** on the nature of the recorded data, helping to prevent data security issues, **ensuring greater efficiency and security for the business**.

In order to spread the knowledge of the personal data protection policy, SANTAGATA 1907 has provided a **first training course** dedicated to its employees and will also organize, on an annual basis, a refresher course on the provisions of the GDPR and any changes to the data protection policy.

In this manner, SANTAGATA 1907 is committed to **ensuring the effective application of the personal data protection policy** and to informing its employees about the way in which privacy is managed.

It should also be noted that there were no cases of breaches of privacy during the reporting year.







# 4

## PEOPLE

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4.3	Customer responsibility	56



# 4

## PEOPLE

SANTAGATA 1907's sustainability path places particular attention on the development of policies and practices to ensure adequate working conditions, promoting **equal opportunities, respect for diversity, inclusion** and the **fight against all forms of discrimination**, as stated in the Company's Code of Ethics.

SANTAGATA 1907 protects the right to fair and decent work by guaranteeing conditions of employment in accordance with applicable laws and regulations and the right to perform work without any form of physical and/or psychological coercion.

In addition, it raises awareness among its suppliers and collaborators with respect to the issues of forced or child labour, towards which it expresses zero tolerance.



### Attention to the community

SANTAGATA 1907 has always been active within the community in which it operates, through socio-economic development activities, investments, projects, programs and initiatives. Promoting the involvement and continuous listening of the Company's Stakeholders represent a value and a growth tool for the Company and the territory.



### SANTAGATA's sponsorship program 1907

Every year the Company contributes to the development of projects of social utility to promote the growth of the local community. During the reporting period, donations amounted to more than €87 thousand.



4!

# EMPLOYEES

*SANTAGATA 1907 considers its employees a fundamental and precious resource; in fact, they devote attention to them that goes beyond mere regulation or formalised procedures.*

A positive work environment is fostered within the Company that allows employees to express their individuality while respecting their functions, participating dialectically in activities and developing team spirit.

SANTAGATA 1907 follows the regulatory requirements of the CCIL Oil and Margarine Industry Collective Bargaining Agreement, of which all employees are covered, regarding working hours, absences due to illness, permits during working hours, holidays, classification, contractual level and disciplinary measures.

As of March 31, 2023, SANTAGATA 1907 has 14 employees, all of whom have an indefinite contract. Employees are mainly divided between offices and the warehouse, with a greater concentration of women in the offices.

The Company also offers the possibility of joining part-time work formulas. As of March 31st 2023, there is one resource placed on such a contract. SANTAGATA 1907 is committed to creating a fair and inclusive work environment, free from any form of discrimination, in which differences are accepted and valued. Diversity is an added value for the Company, as it allows for a broader perspective.

During the reporting period, the percentage of men is higher than that of women; with respect to this figure, the sector in which SANTAGATA 1907 operates must also be taken into account, as the male component is indispensable to the performance of operational tasks. In contrast, administrative tasks see a greater concentration of the female component.

## PART TIME CONTRACTS 2022 - 2023

1 WOMEN

## FULL TIME CONTRACTS 2022 - 2023

2 WOMEN

11 MEN

## PERMANENT CONTRACTS 2022 - 2023



3

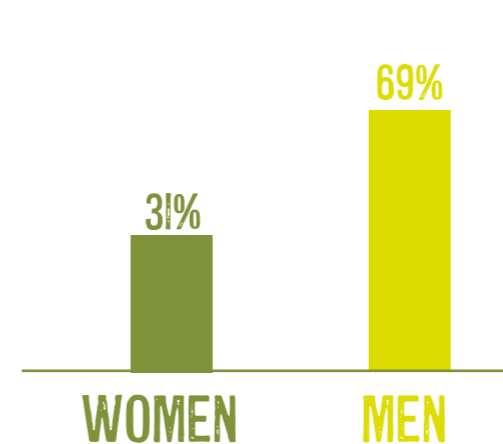
WOMEN



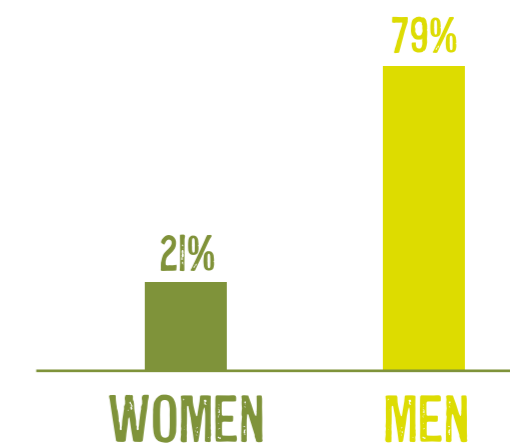
11

MEN

## EMPLOYEES BY GENDER AS OF DECEMBER 31, 2021



## EMPLOYEES BY GENDER AS OF MARCH 31, 2023





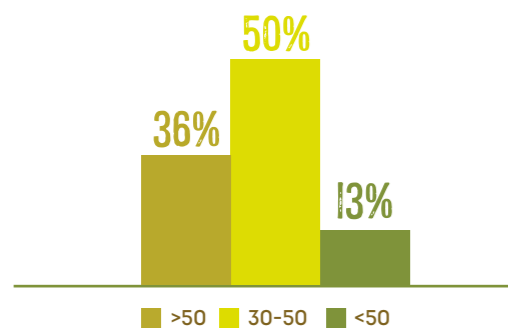


# EMPLOYEES

SANTAGATA 1907, is also committed to promoting employment in **different generations**. In particular, the graphs below show the cross-section of the distribution.

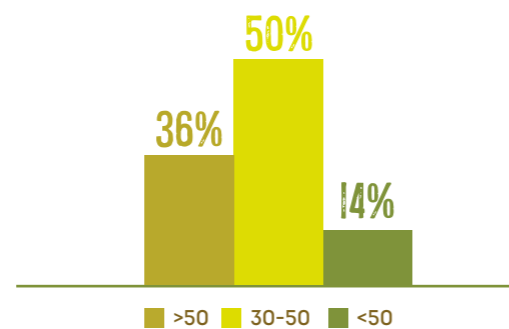


EMPLOYEES BY AGE GROUP AS OF DECEMBER 31, 2023



Consideration and respect for all people who come into contact with the Society have led SANTAGATA 1907 to **increase its sensitivity** regarding social responsibility, which values behavior characterized by equity and fairness. For SANTAGATA 1907, human capital is fundamental: most of the employees have been working in the Company for several years and for this reason the index of employee turnover is very low.

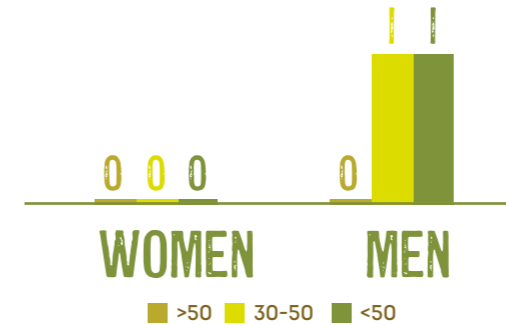
EMPLOYEES BY AGE GROUP AS OF MARCH 31, 2023



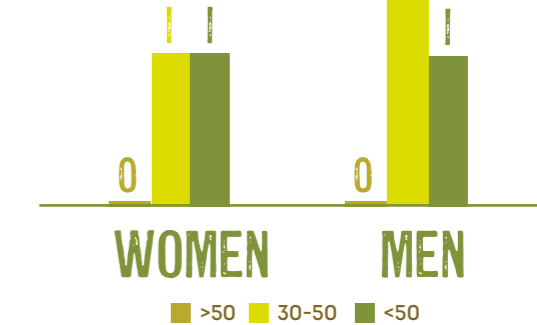
The SANTAGATA's staff is young, which confirms the intention to promote the growth of people within the Company to **train them all round**, so that these can manage any process, both in terms of the of the warehouse, as well as in the offices.

In 2022 and 2023, there were two recruits against five discontinuations, mainly due to the retirement of employees.

RECRUITMENT AS OF MARCH 31, 2023



DISCONTINUED AS OF MARCH 31, 2023



## WELLNESS AND WELFARE FOR EMPLOYEES

There is an **open dialogue** between the management and the employees, aimed at listening to the possible requests of the latter, which aims to constantly promote well-being within SANTAGATA 1907. The company has provided a welfare plan for which all employees are covered by an insurance (**FASA Fund**) covering some diagnostic visits, a maternity package and routine and preventive analysis.

In addition, in order to meet the needs of employees, in particular administration, it is possible to work in Smart working. Administrative employees have been equipped with a laptop that they can use if needed.

In order to maintain an open dialog with its employees, a box has been established in which employees can submit reports while maintaining anonymity. It should be noted that in recent years there have never been cases of racial and/or religious discrimination or problems due to the lack of respect for rights. An annual monitoring of the effectiveness of actions taken through anonymous reporting and the completion of a questionnaire by its employees has also been prepared. The data are recorded and analysed during the annual management review, in order to **promote a safe, constructive and inclusive work environment**.



DURING 2022/2023 SANTAGATA 1907 has renewed its spaces:



## RENOVATION OF OFFICES

A new floor has been built with every comfort, including a dining room equipped with fridge and microwave and a small gym where the staff can go either for lunch or at the end of the workday.

All workstations have been renovated with new desks, chairs and screens.



## WAREHOUSE RENOVATION

In recent years, major restructuring works have been carried out to improve the working environment of employees, in particular:

- the changing rooms have been renovated as well as the bathrooms;
- fixed lines have been implemented in order to reduce the fatigue of the workers;
- Purchase of new PPE;
- eight tanks have been added.

## DEVELOPMENT OF HUMAN CAPITAL

Aware of the importance of professional growth in people's lives, and of the need to create conditions for all workers to be aware of the risks and dangers associated with work activities, SANTAGATA 1907 invests in the training of employees, both at the time of their incorporation into the Company and throughout their careers.

The Company provides courses aimed at strengthening technical-specialist skills, the area of health and safety at work, environmental and awareness-raising toward critical events that can damage the company's reputation.

*The company enhances its human resources and skills, including through the organization of training and professional updating activities, so that skills can be enhanced, and professional value increased.*

The employees regularly follow the training courses assigned to the professional category, and each year training is provided on HACCP, Food Defence, traceability, biological, etc.

Between 2022 and 2023, approximately 200 hours of training were used by employees, in line with the hours of the previous year.

## AVERAGE TRAINING HOURS GIVEN BY GENDER AT 31 MARCH 2023



The training hours given to men are about 128, compared to 74 hours for women since in the warehouse workers need more training in the field of safety; therefore, they do more courses than the offices.



### THE MAIN COURSES PROVIDED WERE AS FOLLOWS:

- NEW RLS COURSE
- SYSTEM COURSE IN HACCP
- HALAL TRAINING
- LEAD AUDITOR COURSE
- FIRE-FIGHTING COURSE
- SAFETY TRAINING
- ONA00 FIRST LEVEL COURSE
- ONA00 SECOND LEVEL COURSE



# 4.2

## HEALTH AND SAFETY



Appropriate preventive actions have been taken to **prevent accidents** that could endanger the health and safety of its employees, and to undertake training and refresher courses in the field of health and safety at work.

Several health and safety management reference figures have been identified, such as the **Head of the Prevention and Protection Service (RSPP)**, the **workers' representatives for safety (RLS)** and a **competent physician**, an occupational health expert who performs routine compulsory visits to workers, as well as access to a welfare plan for health coverage.

SANTAGATA 1907 is equipped with a DVR which illustrates all the operations concerning the risk assessment for the various business activities. The document was last updated in November 2022 and contains all previous evaluations. Every three years checks are carried out to assess the possible risk of inhalation of the flour used during the filtration process, despite the fact that operators always use adequate airway protection.

The **"Falko"** health and safety system is also applied, which contains all information about working spaces, authorizations and certifications in accordance with the law, so that everything is monitored and complies with current occupational health and safety legislation.

The system applies to all workers, with any type of contract, who operate for SANTAGATA 1907, to all maintainers and to any visitors and consultants. As a demonstration of the effectiveness of the Company's actions, consistent with the previous year, in 2022 - 2023, **no accidents were recorded**.



## COURSES ON HS SUBJECT

### NEW HIRES:

- TRAINING IN THIS AREA HEALTH AND SAFETY - SPECIFIC PART HIGH RISK

### UPDATE / FIRST-TIME TRAINING COURSES:

- FORKLIFT TRUCKS
- DPI DROPPED
- FIRST AID
- FIRE
- RLS
- TRAINING



# 4.3

## CUSTOMER RESPONSIBILITY

### CUSTOMER SATISFACTION

*The main objective of SANTAGATA 1907 is to respond to market needs and to best meet consumer expectations.*

The Company stands out for its attention to customers and its ability to adapt to their needs, in order to maintain its competitive position on the market.

Several measures are taken to ensure that the customers receive high-quality products, in compliance with European regulations through periodic inspection of the Company's suppliers.



*The company requires the following quality certifications:*

### BIOLOGICAL CERTIFICATION

This is a process of verifying and approving agricultural and food products that comply with the requirements of organic production standards and laws. To obtain this certification, the producer must follow a rigorous production process, such as using of organic crops, avoiding synthetic chemicals, respecting natural cycles and protecting the environment. These aspects improve food safety and product quality.

### HALAL CERTIFICATION

In order to obtain halal certification, the producer must follow a strict production process that complies with the food requirements and preparation rules under Islamic law. These requirements include the use of specific ingredients, the supervision of Muslim experts during the production process and following specific procedures for animal slaughter. Halal certification ensures that the product has been produced according to Islamic religious traditions, through rigorous quality and food safety controls. This ensures a product that is the result of an accurate selection and control process.

### KOSHER CERTIFICATION

This certification ensures that a food complies with Jewish laws, particularly Jewish dietary rules known as Kashrut. These rules establish, at each stage of production, which foods can be consumed and how they must be prepared. Certification is granted following a thorough evaluation and inspection of production, thus increasing the quality of production processes. In addition, the usability of the products will be guaranteed to consumers with needs.



## RESPONSIBLE COMMUNICATION

SANTAGATA 1907 is committed to using effective strategies to inform its consumers as fully as possible, so that product knowledge is spread, and all consumer needs are met.

In this sense, discussion activities have been implemented with customers, especially foreign ones, to increase sensitivity toward environmental, social and governance sustainability issues. A goal remains for the next few years: To organize more opportunities for discussion between customers and SANTAGATA 1907, in order to increase awareness with respect to ESG values.



Regarding product labelling, no misleading claims or information are made to avoid misleading messages. Product information has analytical feedback and is accurately tracked on the Ministry's mandatory register.

As a means of demonstrating the Company's fair management of customer relations, during the reporting period, there were no cases of non-compliance with the regulations and/or self-regulatory codes concerning labelling, marketing communications, advertising, promotions and sponsorship.

*SANTAGATA 1907 believes it is important to establish a proper collaboration and communication with its customers, to ensure:*

- the **optimal level** of products offered
- the **maximum on-time** delivery
- the **promptness in providing assistance** and in obtaining the customer's confidence in **safeguarding food safety**.







# 5

## THE PRODUCT

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5.2	The quality of the products	68
5.3	Food safety	70
5.4	Sustainable packaging	72



# 5

## THE PRODUCT

SANTAGATA 1907 is engaged in **selecting and marketing olive oils and extra virgin olive oils,**

*dividing its business into two distinct areas:*



### BULK PRODUCT

TARGETED AT IMPORTANT NATIONAL AND INTERNATIONAL BRANDS



### PACKAGED PRODUCT

INTENDED FOR THE FINAL CONSUMER

SANTAGATA 1907 purchases its raw material from accredited suppliers, with whom it has long collaborated with, operating in the local, national and European markets, guaranteeing a consistent quality of the products, thanks to the technical competence, professional tastings and specialized analysis of its team, composed of professional **ONAOO** tasters.

The oil is stored in special stainless-steel tanks and is subjected to a rigorous quality and safety control system, organoleptic analysis and tasting panel. SANTAGATA 1907 carries out a careful analysis of the raw material and of the final product, in order to guarantee the highest quality in every phase of the production.

The Company distributes its products worldwide, offering consulting services and professional advice to its customers.



*Ensuring responsibility for your supply chain is one of the **priorities** for **SANTAGATA 1907**.*

In this regard, **each phase of the chain is controlled** to guarantee the sustainability of the entire process, minimizing negative impacts on the environment and society, enhancing the quality of the product and promoting transparency and social responsibility. Sustainability in the production chain requires a constant and long-term commitment, with the aim of placing this at the heart of the company's strategy, so that consumers can purchase a **sustainable and traceable product**.

The Company adopts a **procurement process management system** that can select safe raw materials to be used in production processes, this process follows several steps:

## TASTE

In anticipation of the pressing season, the **SANTAGATA 1907 team of expert tasters** begin the **selection of raw material suppliers**. Specifically, tasters either visit oil mills to identify raw materials or participate in the Company's internal panel that evaluates samples of oils shipped daily by trusted brokers.

The selection of raw materials represents a **complex process** that requires not only the selection of oils with the most promising sensory characteristics, but also the search for those that, after being blended, will give life to the characteristic and inimitable aroma of the different **SANTAGATA 1907** product lines.

## TRANSPORTATION

Careful selection of raw materials is only the initial stage in the quality chain for oil. Once the best oil has been chosen, it is essential to pay the same attention to the subsequent steps in the supply chain. Therefore, **THE SANTAGATA 1907** brand employs **specialized and reliable transporters**, who use thermostatically controlled tankers to avoid temperature changes and are equipped with a compartmentalized structure to **limit aeration and prevent oxidation of the oil**.



## QUALITY CONTROL

Upon arrival at the farm, the products are **subjected to a first tasting** to evaluate their organoleptic characteristics followed by an appropriate quantity of oil being taken and sent to the laboratory of the **Consorzio Olimpia**, of which the farm is a member.

The quality of the oil is a fundamental aspect with respect to which the company does not accept compromises; in fact, regardless of the analysis from the supplier, **if the oil does not meet even one of the 70 chemical-physical parameters required, it is rejected and is not put on the market**.

If, on the other hand, the oil complies with the required specifications, it is placed in special **stainless-steel tanks** stored inside a warehouse where the temperature is not higher than 20°C to preserve the oxidation process.

*The care taken at every stage of the chain guarantees the **quality** and **integrity** of the **final product**.*



## THE RESPONSIBLE SUPPLY CHAIN

### BOTTLING

After the selection phase, the olive oil and the extra-virgin olive oil are bottled in purity, in the event of new musts. For customers who prefer a clear, crystalline oil, however, the latter undergoes an accurate filtering process. Protection from temperature changes and light is essential to ensure the best possible product quality. Therefore, the packaging process is carried out only after the order has been confirmed, so as to avoid the storage of the oil in small containers, where it would be more exposed to oxidation.

An analytical report from the laboratory is provided with the product and, upon request, the Panel Test evaluation performed by experts from the Genoa Customs Office, in order to ensure an objective assessment of the product.

### TRANSPORTATION TO THE CUSTOMER

As for transportation, SANTAGATA 1907 distributes its products all over the world and assists customers in choosing the most suitable shipping methods for their needs, guaranteeing the highest quality of the product.

The company therefore offers four options of supply and transport in different formats, agreed with the customer and subject to a minimum order quantity.



- **METAL DRUMS**  
195 KG
- **PLASTIC CONTAINERS**  
1000 L
- **STAINLESS STEEL CASE**  
2.5 T
- **PALLECONS** WITH STERILE  
DISPOSABLE BAGS OF 1000 L

### EVALUATION OF SUPPLIERS

To ensure product quality, SANTAGATA 1907 evaluates raw material suppliers on the basis of a questionnaire submitted to them, in compliance with Directive 852/04, which aims to assess potential suppliers in terms of:

- sustainability and ethics;
- food security;
- permits and certifications.

In addition, each supplier must share with the Company all relevant documentation for its evaluation. Based on the answers provided and the documents received, a score is assigned that determines whether the supplier should be retained, replaced or audited. The score is obtained by assigning a rating from 1 to 20 to a set of requirements; in order to qualify, the supplier must obtain a minimum score of 50.

For service providers a resume and any certifications are required, in addition to the supply contract. Each supplier is also assessed according to the risk of fraud by analysing any disputes, the country of origin and the results of the analysis carried out.

The definition of preventive and control measures on suppliers of raw and subsidiary materials depends on their level of criticality.

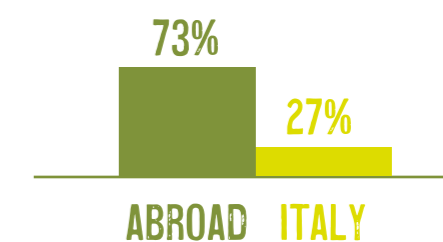
The Quality Management Manager (QM) evaluates raw materials and services by analysing the minimum requirements to be met, scoring each parameter in order to ensure the quality of the final product.

Once awarded, qualification lasts for three years, provided suppliers maintain quality standards. In this regard, the QM verifies the maintenance of these standards annually in the management review and ensures that any changes are reported and filed.

SANTAGATA 1907's suppliers are mainly foreign, covering 73 percent of total purchases versus 27 percent from Italian suppliers, of which Liguria accounts for 0.4 percent. In particular, the expenditure of foreign suppliers is divided between Spain, Greece, Portugal and Tunisia.

Sourcing is determined by the oil campaign and the availability of oil: Spain, in this sense, represents the world leader, which is why Spanish suppliers are more numerous but at the same time more diversified than Italian suppliers, who are fewer in number but more loyal.

### PROPORTION OF EXPENDITURE TO LOCAL SUPPLIERS





Product quality is a fundamental aspect for SANTAGATA 1907, which is committed to ensuring the bottling of high-quality oil, meeting food safety standards and promoting consumer health and environmental protection.

The Company pays close attention to product quality during each stage of processing.

SANTAGATA 1907 pays great attention to the storage of the oil, ensuring that the product is properly stored, in order to preserve its freshness and organoleptic properties to protect the health of consumers and the effective

sustainability of the product.

SANTAGATA 1907 meets the requirements of the main international product safety and quality management standards by following GFSI-recognized standards such as BRC Food and IFS Food. The following certifications have also been achieved: BIO, Halal and Kosher.



### Quality monitoring and control activities

cover all phases of the value chain,

including qualification and supplier selection, documentation collection and risk analysis.

This allows the company to adapt the analysis frequencies as critical issues arise and to focus attention and resources to the best advantage.



In the event of non-compliance, all data is recorded on data sheets and both corrective actions to resolve the problem and preventive actions are managed to prevent non-compliance from occurring again.

To assess the effectiveness of the actions taken and their objectives, SANTAGATA 1907 has developed several modules that include preventive and corrective actions to be taken for possible non-compliance, including:

#### CONSTANT MONITORING OVER TIME

#### SELECTION OF INDICATORS TO EVALUATE THE ACHIEVEMENT OF THE OBJECTIVES

#### IDENTIFYING SUGGESTIONS FOR IMPROVEMENT FOR THE COMPANY

In addition, relevant data for the period are collected quarterly and the results are reported annually in the management review.

Controls are carried out from the arrival of raw materials at the Company, and quantitative and qualitative examinations are conducted once the goods are received. All analyses of raw materials and packaging follow well-defined control plans based on procedures that consider risk analysis and follow the procedures in the HACCP manual.

Audits are conducted annually on the requirements of quality certifications, of the organic, while on the Halal and Kosher certifications surprise checks are provided by the ASL and the Department of the Central Inspectorate for the Protection of Quality and Fraud Prevention of Agricultural Products.





*Food safety is one of the focal points of SANTAGATA 1907's activities, which, through its operations, is committed to ensuring the end consumer.*

The Management, in collaboration with the HACCP Manager and Team, considers the adoption of a Food Safety Management and Control Policy to be fundamental for the effective management of commercial relations.

IN SANTAGATA 1907 food safety is guaranteed through:

- The production of safe, genuine and compliant products;
- Respect of the hygiene and health rules in force;
- Respect of the rules and production specifications of the regions concerned.

The specific objectives of the Company, among others, include:

- Proper management of supplier qualification activities;
- maintaining a high level of product quality, including protecting regulated products;
- maintaining the plant in compliance with sanitation standards;
- effective communication to suppliers to

extend food safety objectives to them and to monitor their regulatory and customer requirements;

- The adoption of systems to safeguard the environment and promote the sustainability of its production and materials.



To ensure that the objectives set are achieved, maintained and monitored, SANTAGATA 1907 takes the following actions:

The Management ensures that the Policy is communicated to the operational staff and distributed outside through targeted communications.





*SANTAGATA 1907 no longer carries out the packaging of its products on site, but has outsourced the business of packaging bottles of milk to external suppliers; as a result, it does not purchase packaging materials, outside of labels.*



At present, the Company is trying to raise awareness among its packaging machines so that they can buy from suppliers that are attentive to environmental issues. SANTAGATA 1907 has already had some positive results from Raineri S.p.A., which deals with the packaging of some of SANTAGATA 1907's flagship products.

As far as labels are concerned, these are purchased from a supplier who is sustainability-conscious and ensures the reduction of its environmental impact. During the Management Review meetings, the labels are presented by the RGQ and submitted to the Working Group for review so that their validity can be verified and, if necessary, they are updated and re-approved. In addition, information on the recycling of various components has been included in the new labels, as required by law.

SANTAGATA 1907 purchases only PVC tanks and iron drums and is required to provide information on their environmental sustainability from the suppliers of these products. In addition, the company tries to reuse the tanks as much as possible, provided they are suitable for food consumption and are thoroughly cleaned.

At this time, the remainder of the packaging materials cannot be reused.

The following are examples of documents and certification of interest to SANTAGATA 1907 for the purpose of obtaining supplier certification:



#### INDUSTRIA GRAFICA EUROSTAMPA S.P.A.

ICILA-COC-000189: Compliance with FCS-STD-40-004 V3.1;  
ICILA-PEFC-COC-003141: Compliance with PEFC ITA 2001:2020,  
PEFC ITA-1002:2020, PEFC ST 2002:2020, PEFC ST 2001:2020



#### FEDERFIN TECH S.R.L

A statement of environmental sustainability through which the company undertakes to comply with the regulations in force for waste disposal and emissions discharged into the atmosphere.



#### SAS GROUP

PEFC certification, which confirms that the wood purchased comes from a legal source, while ensuring that forest resources are rebuilt after the tree is felled and used for processing;  
EKO Business Certification, which certifies that the electricity used in Wola's production facility comes entirely from green energy sources.



#### DOMOLGRAF GROUP S.R.L.

Declaration in lieu of Halal certification;  
Adhesion to THE SANTAGATA 1907 questionnaire on the evaluation of raw materials suppliers, primary packaging and outsourcer



#### DS SMITH

Sustainability report

SANTAGATA 1907 monitors policies applied by suppliers and their actions in terms of sustainability. For example, one vendor has shared with the company that they use HP INDIGO presses, which are at the forefront of the Research and

development of eco-friendly inks and machines, adherence to waste and waste recovery for ECOL360°-certified disposal, and the use of ECOTEX360° technical wipes.





# 6

## THE ENVIRONMENT

6.1	Materials and waste management	78
6.2	Energy and emissions	79



# 6

## THE ENVIRONMENT

*Sustainability and environmental protection are fundamental elements of THE SANTAGATA 1907 business, combining strategic choices with environmental requirements.*

In carrying out its activities, the Company is committed to **reduce its environmental impact** through initiatives of energy efficiency and dissemination of good conduct and training of personnel in environmental and sustainability issues.

SANTAGATA 1907, through the implementation of sustainable projects, makes its organization more energy efficient and has the objective of further **reducing the environmental impact** through the use of renewable energies that will reduce emissions. In addition, the Company promotes climate change awareness initiatives for its employees, ensuring a more conscious and careful use of energy resources.

To date, the Company's actions in response to **climate change** focus on reducing greenhouse gas emissions from the Company's activities, so as to limit the rise in temperatures and the resulting environmental impacts.

### FOCUS: SANTAGATA 1907'S ACTIONS TO CONTRIBUTE TO SUSTAINABLE OLIVE GROWING

SANTAGATA is committed to safeguarding the surrounding environment and to contributing to sustainable development, through the adoption of initiatives for a progressive and constant improvement of its environmental policies. In this sense, strategic business choices are implemented in order to ensure compatibility between economic and environmental needs.

The agri-food sector is one of the sectors most exposed to the risks arising from climate change, due to the increase in the frequency and intensity of extreme weather phenomena. The main impacts are on water availability and agricultural productivity, threatening food security. If the rise in average temperatures were to reach 1.5°C, it is estimated that about 8% of the world's farmland would become unsuited for agriculture, and most areas of Europe would see a substantial loss of agricultural output in the next 80 years.

SANTAGATA, while not an oil-producing company, recognizes that among the main risks arising from climate change are olive cultivation.

Olive production is threatened by alternating between heavy rainfall events on the one hand, and long periods of drought on the other, all of which lead to soil degradation and expose olive trees to unstable and variable conditions.

The rise in average temperatures exerts additional pressure by increasing the biodegradation of organic elements in the soil and risking the soil's fertility. That is why, in addition to reducing its emissions to help mitigate climate change, adaptation solutions must be adopted to avoid further negative impacts on the sector. For this reason, SANTAGATA 1907 has begun to consider the question of adaptation by identifying possible actions to be taken to reduce exposure to climate risks and to contribute to innovative solutions for the olive sector.



# 6.1

## MATERIALS AND WASTE MANAGEMENT

SANTAGATA 1907 acts with respect of the environment, **adopting appropriate measures** in the execution of its tasks in order to reduce its environmental impact, placing increasing attention to sustainability. In this sense, waste management has been defined within the quality manual, providing **separate collection** regarding paper, plastic and glass waste. Toners are disposed of through a specialized company while the flours used in the filtration process are collected by a company, **using a suitable method**.

In offices, paper waste is limited by printing only when necessary and using recycled sheets (e.g., for unofficial documents) when possible.

It should be noted that all the waste generated is not considered hazardous.

SANTAGATA 1907 is committed to **limiting the use of single-use plastic**, through the installation of direct water dispensers and the distribution of bottles and cups to its employees. In addition, the Company has embarked on a path of replacing the materials used for packaging products with increasingly sustainable materials.

The types of materials used by the company for its products can be divided into two macro-categories:

- **Packaging materials:** Materials used for the packaging of SANTAGATA products (e.g., paper, wood);
- **waste materials:** waste from processing or special operations (e.g., space restructuring).

To date, renewable materials have not been used.

### WASTE GENERATED AT THE 31ST MARCH 2023



**100%**  
Non-hazardous



# 6.2

## ENERGY AND EMISSIONS

In the following years, SANTAGATA 1907 will continue its commitment to environmental sustainability. In this regard, the Company has participated in PNRR call for tenders to place solar panels on the roof of the new offices in order to be more self-sufficient and reduce energy consumption. The gas boiler has already been removed and the entire heating system has been connected to new generation heat pumps.

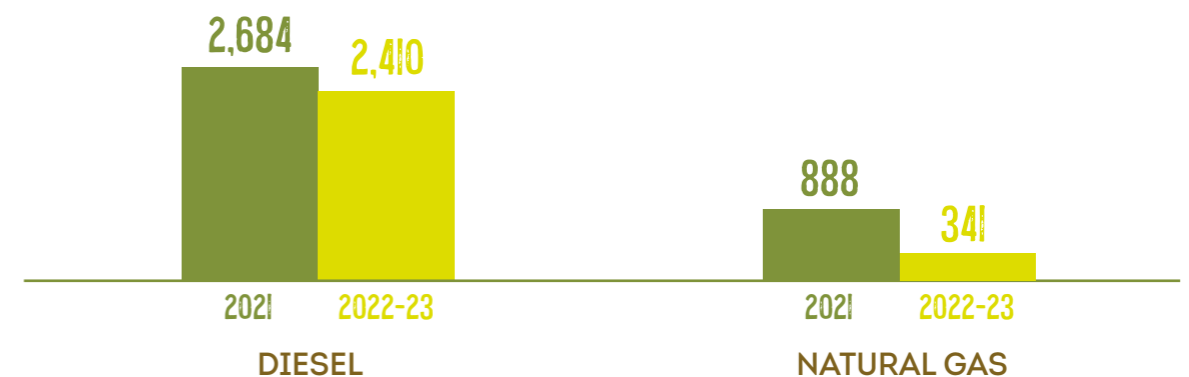
A hot/cold air conditioning system has been installed in the new offices, which is supervised by the management, so that the legally recommended temperature is not exceeded (in the summer season 27 degrees, in the winter season 19 degrees). The systems are adjusted so that they only switch on during the hours necessary to heat/cool the rooms.

At the same time, a new tubular heating system has been installed in the warehouse spaces. This system is remotely adjusted to prevent heat loss. In accordance with the industrial needs of the sector, SANTAGATA 1907 is committed to reducing its emissions and energy consumption.

*Most of the company's energy consumption is associated with natural gas, diesel and electricity.*

During the reporting year 2022-2023, a gas boiler was eliminated, replaced by a heat pump; consequently, there was a 10% reduction in gas consumption compared to 2021 and a 62% reduction in diesel consumption, compared with an increase in electricity consumption of 45%.

### FUEL CONSUMPTION (GJ) AS OF 31 MARCH 2023

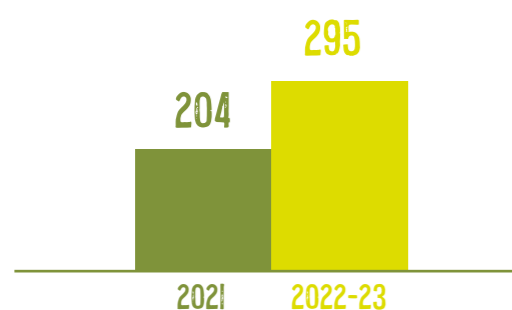




# 6.2

## ENERGY AND EMISSIONS

### EE PURCHASED (GJ) AS OF MARCH 31, 2023



Once the utilities and their consumption were mapped, SANTAGATA 1907 calculated its Greenhouse Gas (“GHG”) emissions in order to further explore ways in which it can contribute to the **fight against climate change**.

Regarding Scope 1<sup>3</sup> emissions, these are emissions from sources owned or controlled by the organization, while Scope 2 Indirect Emissions are emissions from the production of electricity, heat or steam imported and consumed by the organization.

Regarding the calculation of Scope 2 emissions, two distinct calculation approaches are used: “**Location-Based**” and “**Market-Based**”. The “**Location-based**” approach involves using average

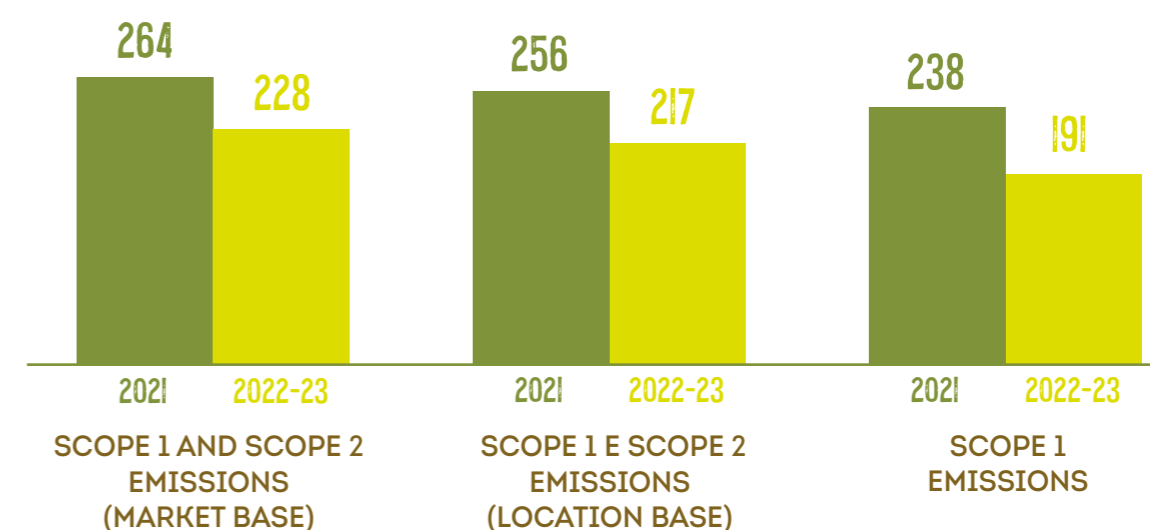
emission factors related to power generation for well-defined geographic boundaries, including local, subnational, or national boundaries. The “**Market-based**” approach considers total purchased electricity, including electricity purchased from renewable sources through Guarantee of Origin Certificates.

A commitment to reduce energy consumption is a positive effect in terms of greenhouse gas emissions. In fact, in line with consumption, the emissions of scope 1 are **reduced by 20%**, the emissions of scope 2 (Location based) are **in decrease by 15%** while the emissions of scope 2 (Market based) are **14% lower** than the previous year<sup>4</sup>.

<sup>3</sup> - The GHG (Greenhouse Gases) Protocol Corporate Standard classifies emissions into Emissions Direct Scope 1 Emissions, Indirect Scope 2 Emissions and Indirect Scope 3 Emissions from the supply chain.

The emissions generated by these consumptions are shown in the following graph:

### DIRECT AND INDIRECT EMISSIONS (tCO<sub>2</sub>eq) AS OF 31 MARCH 2023



<sup>4</sup> - The GRI Sustainability Reporting Standards provide two methodologies for calculating scope 2 emissions, the “Location-based method” and the “Market-based method”. In 2022, the total emissions of SANTAGATA from scope 1 and scope 2 calculated using the Location-based method are about 28 tons of CO<sub>2</sub>, while that calculated using the “Market-based” method is about 41 tons of CO<sub>2</sub>. The Market-based is based on the CO<sub>2</sub> 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 “residual mix”, i.e. energy and emissions not monitored or not claimed (methodology used, with Italian emission factor 2022: 210 g CO<sub>2</sub> /kWh - TRIAD Source “International comparisons” (2019). 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 2022: 457 g CO<sub>2</sub> /kWh - Source: AIB - European residual mixes 2022). The emission factors used for the calculation of scope 1 are: - Natural gas: 50,08 GJ/1000\*Stdm<sup>3</sup> (Source: DEFRA 2022). Scope 1 emissions are expressed in tons of CO<sub>2</sub>, since the source used does not report the emission factors of other gases other than CO<sub>2</sub>. Scope 2 emissions calculated using the Location-based and Market-based methods are expressed in tons of CO<sub>2</sub>, however, the percentage of methane and nitrous oxide has a negligible effect on the total greenhouse gas emissions (CO<sub>2</sub> equivalents) as can be deduced from the technical reference literature.



# CONCLUSIONS

The pages preceding these “Conclusions” have been written with the invaluable support of all the people who are part of the world of SANTAGATA 1907, whom we thank for their availability and collaboration, and who represent an important part of the recipients of this first Sustainability Report, addressed to all the Company’s Stakeholders.

A key element of the approach described is the adoption of sustainability ESG (Environmental, Social and Governance) indicators within the entire value chain, not only to report on the results achieved, but above all to anticipate decisions and guide future actions, also in view of the Corporate Sustainability Reporting Directive<sup>5</sup>, which will extend sustainability reporting obligations to all large companies and SMEs. SANTAGATA 1907 will fall under this obligation from 2026, thus anticipating the timeline since it believes in a sustainable development path.

The value of the Sustainability Reporting process is to ensure that the organization takes into account its impact on sustainability issues and that it is transparent about the risks and opportunities it faces. Each chapter details specific qualitative and quantitative aspects useful to understand the dynamics that characterize SANTAGATA 1907 and the main strategies for the future with the aim of maximizing the generation of value for the benefit of the whole SANTAGATA

<sup>5</sup> - for further information please visit the following link [https://finance.ec.europa.eu/capital-markets-union-and-financial-markets/company-reporting-and-auditing/company-reporting/corporate-sustainability-reporting\\_en](https://finance.ec.europa.eu/capital-markets-union-and-financial-markets/company-reporting-and-auditing/company-reporting/corporate-sustainability-reporting_en)

Reference Community 1907.

This document does not represent a point of arrival on the path toward sustainable development and the contribution to Agenda 2030, but a shared point of departure; it therefore constitutes first and foremost a new tool for dialogue with all stakeholders, through which to formalize and share the values on which all activities are based.

For SANTAGATA 1907, the concept of Sustainability goes beyond the mere need to comply with the regulations, but, on the contrary, encompasses and becomes an integral part of its operations. The Company, aware of the growing importance of integrating sustainability issues into its business, has started, since 2023, a Sustainability Path, with the aim of identifying relevant issues, monitoring their progress and setting ESG objectives for the years to come.

Through this this first experience of non-financial reporting, SANTAGATA 1907 has identified the actions to be implemented to improve the monitoring of its ESG performance through appropriate internal reporting systems.

## SUSTAINABLE DEVELOPMENT GOALS





# ATTACHED DETAIL TABLES

## DIRECT AND INDIRECT ECONOMIC IMPACTS

GRI 201-1 Direct economic value generated and distributed (in Euro thousand)

ECONOMIC VALUE	2021	2022
Directly generated economic value	82,517	140,309
Distributed economic value	81,144	137,820
Suppliers	80,108	135,957
Personal	738	913
Financiers	150	392
Public Administration	149	557
Community	-	-
Retained economic value	1,372	2,489

## RESPONSIBLE SUPPLY CHAIN MANAGEMENT

GRI 204-1 Proportion of spending on local suppliers

SIGNIFICANT OPERATING LOCATIONS	2022/2023 (JANUARY 1, 2022 - MARCH 31, 2023)
	Percentage of local / non-local spend
Local	27.2%
Abroad	72.8%
<b>Total</b>	<b>100.0%</b>

## DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

GRI 2-7 Employees total number of permanent and fixed-term employees, by gender

TYPE OF CONTRACT	TO 31 DECEMBER 2021			TO MARCH 31, 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
A fixed time	1	1	2	-	-	-
Indefinitely	10	4	14	11	3	14
<b>Total</b>	<b>11</b>	<b>5</b>	<b>16</b>	<b>11</b>	<b>3</b>	<b>14</b>

GRI 2-7: Total number of employees broken down by full time/part-time and gender

FULL-TIME / PART-TIME	TO 31 DECEMBER 2021			TO MARCH 31, 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	11	4	15	11	2	13
Part-time	-	1	1	-	1	1
<b>Total</b>	<b>11</b>	<b>5</b>	<b>16</b>	<b>11</b>	<b>3</b>	<b>14</b>

GRI 405-1: Composition of the Board of Directors by age group

	TO 31 DECEMBER 2021				TO MARCH 31, 2023			
	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL
Men	-	1	1	2	-	1	1	2
Women	-	1	-	1	-	1	-	1
<b>Totale</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>3</b>

GRI 405-1-a: Members of other governmental bodies by age group and gender

	TO 31 DECEMBER 2021				TO MARCH 31, 2023			
	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL
Men	-	2	2	4	-	2	2	4
Women	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>4</b>

GRI 405-1b: Total number of employees by category and gender

PROFESSIONAL CATEGORY	TO 31 DECEMBER 2021			TO MARCH 31, 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Managers	-	-	-	-	-	-
Pictures	-	-	-	-	-	-
Employees	1	5	6	1	3	4
Workers	10	-	10	10	-	10
<b>Total</b>	<b>11</b>	<b>5</b>	<b>16</b>	<b>11</b>	<b>3</b>	<b>14</b>



## ATTRACTION OF THE HUMAN CAPITAL

### GRI 401-1: New employee hires and employee turnover

RECRUIT- MENT	TO 31 DECEMBER 2021				TO MARCH 31, 2023			
	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL
<b>Rate turnover</b>								
Men	1	-	-	1	-	1	-	1
Women	2	-	-	2	-	-	-	-
<b>Total</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>1</b>
<b>Cessazioni</b>								
Men	-	-	-	-	-	1	-	1
Women	-	-	2	2	-	1	-	1
<b>Total</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>2</b>

## HEALTH AND SAFETY

### GRI 403-9: Work-related injuries

EMPLOYEE INJURY INDICES	UNIT OF MEASURE	2021 (JANUARY 1, 2022-31 DECEMBER 2021)	2022/2023 (JANUARY 1, 2022-31 MARCH 2023)
<b>Total number of injuries on the work of employees <sup>6</sup></b>	<b>no.</b>	-	-
of which:			
Fatal injuries	no.	-	-
Accidents at work with serious consequences <sup>7</sup>	no.	-	-
Other injuries <sup>8</sup>	no.	-	-
<b>Number of hours worked by employees</b>	<b>no.</b>		
GRI accident indices <sup>9</sup>			
Total accident/hours worked ratio	%	-	-
Fatal injury/hours worked ratio	%	-	-
Ratio of serious injury/hours worked	%	-	-
Other injuries/hours worked ratio	%	-	-

6 - "accidents at work" means all injuries to which death, days of absence, limitations on work, transfer to other duties, medical treatment beyond first aid, loss of knowledge can be achieved. These are all accidents caused by risks and dangers to which workers are exposed in the workplace (e.g. death, amputations, tears, fractures, hernia, burns, loss of knowledge and paralysis).

7 - "accidents at work with serious consequences" means accidents involving at least 6 months, with the exception of deaths.

8 - "other accidents" means accidents involving less than six months in consequence.

9 - the calculation of injury indices was based on 100,000 hours worked, according to the following formulae:

- Total accident/hours worked ratio:  $(\text{Total work-related injuries/hours worked}) * 100,000$
- Fatal injury/hours worked ratio:  $(\text{Total fatal injuries/hours worked}) * 100,000$ ;
- Ratio of serious injury/hours worked:  $(\text{Total serious injury/hours worked}) * 100,000$ ;
- Ratio of other injuries/hours worked:  $(\text{Total other injuries/hours worked}) * 100,000$ .

## PRODUCT

### GRI 416: Customer health and safety 2016

PRODUCTS FOR WHICH THEY ARE EVALUATED IMPACTS ON HEALTH AND SAFETY	2021 (JANUARY 1, 2022-31 DECEMBER 2021)	2022/2023 (JANUARY 1, 2022-31 MARCH 2023)
Percentage of product and service categories significant impacts are evaluated for on health and safety, with the intent to improve them.	100%	100%

## RESOURCE MANAGEMENT AND CIRCULAR ECONOMY

### GRI 301-1: Materials used by weight or volume<sup>10</sup>

TYPE OF MATERIAL <sup>11</sup>	UNIT OF MEASURE	2021 (JANUARY 1, 2022-31 DECEMBER 2021)		2022/2023 (JANUARY 1, 2022-31 MARCH 2023)	
		NOT RENEWABLE	RENEWABLE	NOT RENEWABLE	RENEWABLE
Waste water	l	2,000	-	-	-
Waste spent flour	kg	94,515	-	73,043	-
Paper and cardboard	kg	0	-	30	-
Mixed packaging material	kg	2,490	-	2,400	-
Mixed metals	kg	1,600	-	700	-
Debris	Kg	-	-	9,800	-
Glass packaging	kg	-	-	18,000	-
Toner	kg	1,000	-	-	-
<b>Total</b>	<b>tons</b>	<b>101,605</b>	<b>0</b>	<b>103,973</b>	<b>0</b>

### GRI 306-3: WASTE GENERATED

TYPE OF MATERIAL	UNIT OF MEASURE	2021 (JANUARY 1, 2022-31 DECEMBER 2021)			2022/2023 (JANUARY 1, 2022-31 MARCH 2023)		
		RENEWABLE	NOT RENEWABLE	TOTAL	RENEWABLE	NOT RENEWABLE	TOTAL
Waste water	l	-	2,000	2,000	-	73,043	73,043
Waste spent flour	kg	-	94,515	94,515	-	30	30
Paper and cardboard	kg	-	0	-	-	2,400	2,400
Mixed packaging material	kg	-	2,490	2,490	-	700	700
Mixed metals	kg	-	1,600	1,600	-	9,800	9,800
Debris	Kg	-	-	-	-	18,000	18,000
Glass packaging	kg	-	-	-	-	-	-
Toner	kg	-	1,000	1,000	-	-	-
<b>Total</b>	<b>tons</b>	<b>-</b>	<b>101,605</b>	<b>101,605</b>	<b>-</b>	<b>103,973</b>	<b>103,973</b>
<b>Percentage</b>	<b>%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>100%</b>

10 - Renovation work was carried out in the offices in 2022, so that the categories of materials used are not comparable between the two years.

11 - The figure represents the % with respect to the KG of the material. You have chosen to display the figure in % as the weight in KG is considered a sensitive data for the Company.



## COMBATING CLIMATE CHANGE AND REDUCING EMISSIONS

### GRI 302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

FUEL CONSUMPTION	UNIT OF MEASURE	2021 (JANUARY 1, 2022- 31 DECEMBER 2021)	2022/2023 (JANUARY 1, 2022- 31 MARCH 2023)
Natural gas	GJ	887.8	341.1
Diesel (for heating or production processes)	GJ	2,684.7	-
Diesel (for vehicles of ownership of the holding or in long term lease/rental)	GJ	-	2,410.8
Electricity - purchased	GJ	203.8	294.6
<b>Total</b>	<b>GJ</b>	<b>3,776.3</b>	<b>3,046.5</b>
Renewable energy	GJ	-	-
% Renewable energy	GJ	0%	0%

### GRI 305-1 Direct (Scope 1) GHG Emissions GRI 305-2 Energy indirect (Scope 2) GHG Emissions

FUEL CONSUMPTION	UNIT OF MEASURE	2021 (JANUARY 1, 2022- 31 DECEMBER 2021)	2022/2023 (JANUARY 1, 2022- 31 MARCH 2023)
Scope 1 <sup>12</sup>	tCO <sub>2</sub> eq	238	191
Scope 2 - Location Based <sup>13</sup>	tCO <sub>2</sub> eq	18	26
Scope 2 - Market Based <sup>14</sup>	tCO <sub>2</sub> eq	26	37
<b>T Scope I and Scope II (Location-Based)</b>	<b>tCO<sub>2</sub>eq</b>	<b>256</b>	<b>217</b>
<b>Scope I and Scope II (Market-Based)</b>	<b>tCO<sub>2</sub>eq</b>	<b>264</b>	<b>228</b>



<sup>12</sup> - The emission factors published by min were used to calculate scope 1 emissions for the financial years 2020/2021 and 2021/2022. Environment - Table of national standard parameters for monitoring and reporting greenhouse gases.

<sup>13</sup> - For the calculation of scope 2 - Location-based emissions, the emission factors published by ISPRA - atmospheric emission factors of greenhouse gases in the national electricity sector and in the main European countries have been used.

<sup>14</sup> - The emission factors published by the Association of issuing bodies (AIB) European residual mixes (2020 and 2021) were used to calculate scope 2 Market-based emissions.



# TABLE OF GRI AND MATERIALITY CORRELATION

ESG SCOPE	MATERIAL TOPIC	PERIMETER		GRI RECONCILIATION
		WHERE THE IMPACT OCCURS	TYPE OF IMPACT	
ENVIRONMENTAL RESPONSIBILITY	Waste Management and circular economy	Society, Suppliers and Business partner	Generated by Society through material disposal	- GRI 3: Material topics (2021) - GRI 306: Waste - GRI 301: Materials
	Combating climate change and reducing emissions	Society	Generated by Society	- GRI 3: Material topics (2021) - GRI 305: Emissions - GRI 302: Energy
RESPONSABILITY TO PEOPLE AND SAFETY	Health and safety	Society	Generated by Society	- GRI 3: Material topics (2021) - GRI 403: Occupational Health
	Attraction of the human capital	Society	Generated directly by Society and directly connected through business relation	- GRI 3: Material topics (2021) - GRI 401: Employment - GRI 404: Training and Education
	Diversity and equal opportunity	Society	Generated by Society	- GRI 3: Material topics (2021) - GRI 405: Diversity and Equal Opportunity - GRI 406: Non-discrimination

ESG SCOPE	MATERIAL TOPIC	PERIMETER		GRI RECONCILIATION
		WHERE THE IMPACT OCCURS	TYPE OF IMPACT	
SOCIAL RESPONSIBILITY	Local community support	Society, Local community	Generated by Society and directly connected through Business relation	- GRI 413: Local Communities
	Responsible Chain	Society, Suppliers And Business Partner	Generated by Society and directly connected through Business relation	- GRI 3: Material topics (2021) - GRI 204: Procurement practices
PRODUCT AND CUSTOMER RESPONSIBILITY	Customer satisfaction	Society, Clients	Generated by Society and directly connected through Business relation	- GRI 3: Material topics (2021)
	Food safety	Society, Clients, Suppliers And Business Partner	Generated by Society	GRI 416: Customer Health and Safety
	Quality and traceability	Society, Clients	Generated by Society	- GRI 3: Material topics (2021)
	Sustainable packaging	Society	Generated directly by Through the consumption of raw materials for packaging and its disposal	
	Economic value generated and distributed	Society	Generated by Society	- GRI 3: Material topics (2021) - GRI 201: Economic performance
GOVERNANCE	Respect for privacy	Society	Generated by Society	- GRI 418: Customer privacy
	Responsible communication	Society	Generated by Society	- GRI 417: Marketing and Labeling
	Ethical business	Society	Generated by Society	- GRI 205: Anti-corruption



# GRI

## CONTENT INDEX

<b>DECLARATION OF USE</b>	Santagata S.p.A. has reported the information mentioned in this GRI content index for the period of use from January 1, 2022 to March 31, 2023 with reference to the GRI
<b>GRI 1 USED</b>	GRI 1 - Foundation 2021

### GRI 2: GENERAL DISCLOSURES (2021)

GRI INDICATOR	PAGE	NOTE
<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>		
GRI 2-1	Organizational Details	
GRI 2-2	Entities included in the organization's sustainability reporting	
GRI 2-3	Reporting period, frequency and contact point	
GRI 2-4	Restatement of information	
GRI 2-5	External assurance	The present Report is not subjected to external assurance.
<b>ACTIVITIES AND WORKERS</b>		
GRI 2-6	Activities, value chain and other business relationships	
GRI 2-7	Employees	
GRI 2-8	Workers who are not employees	
<b>GOVERNANCE</b>		
GRI 2-9	Governance structure and composition	
GRI 2-10	Nomination and selection of the highest governance body	
<b>STRATEGY, POLICIES AND PRACTICES</b>		
GRI 2-22	Statement on sustainable development strategy	During the fiscal year to March 31, 2023, there were no instances of non-compliance with laws or regulations.
GRI 2-27	Compliance with laws and regulations	
<b>STAKEHOLDER ENGAGEMENT</b>		
GRI 2-29	Approach to stakeholder engagement	
GRI 2-30	Collective bargaining agreements	100% of the employees SANTAGATA 1907 S.p.A. are covered by a collective labour agreement.

### SPECIFIC STANDARD DISCLOSURE

GRI INDICATOR	PAGE	NOTE
<b>GRI 3 - MATERIAL TOPICS 2021</b>		
<b>MATERIAL TOPIC: ECONOMIC VALUE GENERATED AND DISTRIBUTED</b>		
<b>GRI 3 - MATERIAL TOPICS 2021</b>		
GRI 201-1	Direct economic value generated and distributed	
<b>MATERIAL TOPIC: ETHICAL BUSINESS CONDUCT</b>		
<b>GRI 3 - MATERIAL TOPICS 2021</b>		
GRI 3-3	Management of material topics	
<b>GRI 205: ANTI-CORRUPTION</b>		
GRI 3-3	Management of material topics	
GRI 205-1	Operations assessed for risk related to corruption	During the fiscal year to March 31, 2023, there were no episodes of corruption.
GRI 205-3	Confirmed incidents of corruption and actions taken	During the fiscal year to March 31, 2023, there were no episodes of anti-competitive behavior.
<b>MATERIAL TOPIC: RESPECT FOR PRIVACY</b>		
<b>GRI 3 - MATERIAL TOPICS 2021</b>		
GRI 3-3	Management of material topics	
<b>GRI 418: CUSTOMER PRIVACY</b>		
GRI 418-1	Substantiated complaints concerning breaches customer privacy and losses of customer data	During the fiscal year to March 31, 2023, there were no episodes customer privacy violation or losses of customer data
<b>MATERIAL TOPIC: WASTE MANAGEMENT AND CIRCULAR ECONOMY</b>		
<b>GRI 3 - MATERIAL TOPICS 2021</b>		
GRI 3-3	Management of material topics	
<b>GRI 301: MATERIALS</b>		
GRI 301-1	Materials used by weight or volume	
GRI 301- 2	Recycled input materials used	
<b>GRI 306: WASTE</b>		
GRI 306-3	Waste generated	
<b>MATERIAL TOPIC: COMBATING CLIMATE CHANGE AND REDUCING EMISSIONS</b>		
<b>GRI 3 - MATERIAL TOPICS 2021</b>		
GRI 3-3	Management of material topics	
<b>GRI 302: ENERGY</b>		
GRI 302-1	Energy consumption within the organization	



GRI INDICATOR		PAGE	NOTE
<b>GRI 305: EMISSIONS</b>			
GRI 305-1	Direct (Scope 1) GHG emissions		
GRI 305-2	Energy indirect (Scope 2) GHG Emissions		
<b>MATERIAL TOPIC: ATTRACTION OF THE HUMAN CAPITAL</b>			
<b>GRI 3: MATERIAL TOPICS 2021</b>			
GRI 3-3	Management of material topics		
<b>GRI 401: EMPLOYEMENT</b>			
GRI 401-1	New employees hires and Employee turnover		
<b>GRI 3: MATERIAL TOPICS 2023</b>			
GRI 3-3	Management of material topics		
<b>GRI 404: TRAINING AND EDUCATION</b>			
GRI 404-1	Avarage hours of training per year per employee		
GRI 404-2	Programs for upgrading employee skills and transition Assistance programs		
<b>MATERIAL TOPIC: HEALTH AND SAFETY</b>			
<b>GRI 3: MATERIAL TOPICS 2021</b>			
403-1	Occupational health and safety management system		
403-2	Hazard identification, risk assessment and incident investigation		
403-3	Occupational health services		
403-4	Worker participation, consultation, and communication on Occupational health health and safety		
403-5	Worker training on occupational health and safety		
403-6	Promotion of worker health		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
403-8	Workers covered by an occupational health and safety management system		
403-9	Work-related injuries		
403-10	Work-related ill health		

GRI INDICATOR		PAGE	NOTE
<b>MATERIAL TOPIC: DIVERSITY AND EQUAL OPPORTUNITY</b>			
<b>GRI 3: MATERIAL TOPICS 2021</b>			
GRI 3-3	Management of material topics		
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>			
GRI 405-1	Diversity of governance bodies and employees		
<b>GRI 406: NON DISCRIMINATION</b>			
GRI 406-1	Incidents of discrimination and corrective actions taken		During the fiscal year to March 31, 2023, there were no episodes of discrimination.
<b>MATERIAL TOPIC: FOOD SAFETY</b>			
<b>GRI 3: MATERIAL TOPICS 2021</b>			
GRI 3-3	Management of material topics		
<b>GRI 416: CUSTOMER HEALTH AND SAFETY</b>			
GRI 416-1	Assessment of the health and safety impacts of production and service categories		
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		During the fiscal year to March 31, 2023, there were no episodes of non-compliance concerning the health and safety impacts of products and services.
<b>MATERIAL TOPIC: RESPONSIBLE COMMUNICATION</b>			
<b>GRI 3: MATERIAL TOPICS 2021</b>			
GRI 3-3	Management of material topics		
<b>GRI 417: MARKETING AND LABELING</b>			
GRI 417-1	Requirements for product and service information and labeling		
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling		During the fiscal year to March 31, 2023, there were no episodes of non-compliance concerning product and service information and labeling.
GRI 417-3	Incidentis of non-compliance concerning marketing and communication		During the fiscal year to March 31, 2023, there were no episodes of non-compliance concerning marketing and communication.



## MATERIAL TOPICS NOT RELATED TO GRI STANDARDS SPECIFIC

GRI INDICATOR	PAGE	NOTE
<b>MATERIAL TOPIC: LOCAL COMMUNITY SUPPORT</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
GRI 3-3	Management of material topics	
<b>MATERIAL TOPIC: RESPONSIBLE CHAIN</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
GRI 3-3	Management of material topics	
<b>MATERIAL TOPIC: QUALITY AND TRACEABILITY</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
GRI 3-3	Management of material topics	
<b>MATERIAL TOPIC: CUSTOMER SATISFACTION</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
GRI 3-3	Management of material topics	
<b>MATERIAL TOPIC: SUSTAINABLE PACKAGING</b>		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
GRI 3-3	Management of material topics	



