2019 SUSTAINABILITY REPORT



GRUPPO Colussi
ECCELLENZA ITALIANA DAL 1911

This document is an extract from the 2019 Sustainability Report of the Colussi Group. The complete document is available at the following address: www. https://www.colussigroup.it/sostenibilita/

Letter to the Stakeholders

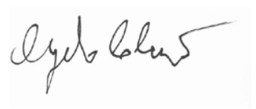
We are proud to present this document, which marks our Group's commitment to sustainability. Over the past year we have been engaged in a stimulating and exciting process, involving all our people in the effort to do business responsibly.

We have identified a number of guidelines for making our contribution to the protection of our planet and to resolving issues that need to be addressed urgently. We are aware that only a joint and united effort can have an effective result and, for this reason, we want to make our energies available to involve all our partners and collaborators in this vision.

This way of doing business is also an important strategic lever of differentiation for us, to distinguish ourselves not only due to the quality and innovation of our products, but also for our choices in terms of social, economic and environmental responsibility. We are confident that our consumers are increasingly choosing organisations with a credible and sustainable profile.
The Covid-19 emergency has suddenly highlighted the fragility of our environmental, social and economic context, giving us further impetus towards an integrated commitment capable of taking into account the changes we are undergoing.

We have created a path in which we believe and to which we want to show our commitment over time, relating the stories of the new goals we will have been able to achieve.

Angelo Colussi
(Chairman)



Stefano Casartelli
(CEO and General Manager)





ANGELO COLUSSI, CHAIRMAN OF THE COLUSSI GROUP

The Colussi Group is a business that supplies and develops food products that are symbols of Italian tradition and typical of the Mediterranean diet.





With passion and dedication, it is committed to guaranteeing quality and excellence and to offering a complete range of products capable of satisfying consumers' needs. It was founded in 1911 in Venice as a small artisan workshop. In the 1930s it became an industrial company and in the 1960s Giacomo Colussi, driven by a great entrepreneurial passion, built a modern factory in Petrignano di Assisi that is still today one of the most important manufacturing facilities in Italy. By drawing on the values that have made it strong, the Group has been able, over the years, to diversify its activities in the quality food sector and successfully compete in the main European markets.

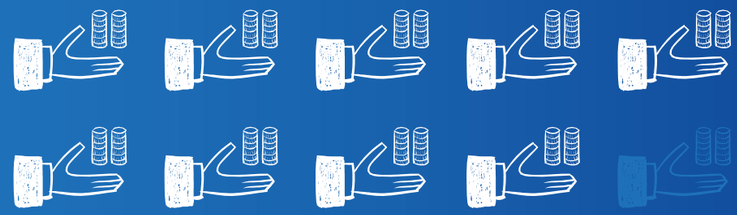
Today, the Group's portfolio includes **some of the most important Italian brands of pasta, rice, bakery and pastry products**, selected not only for their history, but above all for sharing a way of acting that puts excellence, a passion for the Mediterranean food tradition, the ability to listen and interpret market demands with an innovative spirit, first. The **Group's growing presence abroad** is tangible proof of a positive development trend, the result of innovative products and strategic management decisions. Together with its Partners and through its sales networks and production units, three of which are located in Russia and one in Romania, the Colussi Group is committed to **promoting and spreading** the Italian food tradition, appreciated worldwide, **outside its national borders.**

The Group's strategy is based on new alliances and acquisitions, aimed at expanding and enhancing the supply of quality food products and sharing an ethical and responsible vision of work with all partners involved.



The Group at a glance

Group Revenues: **€uro 322 million**



91%

Economic value distributed
to the stakeholders with respect to the total.

€uro 322 million	€uro 292 million	€uro 29 million	€uro 11 million
Direct economic value generated*	Economic value distributed	Economic value withheld	Result for the financial year

* The Colussi Group operates at global level generating economic value via the pursuit of its business activities. This generated value, mostly deriving from the revenues from the marketing of its products, is only partially retained within the organisation - in the form of reserves or amortisation and depreciation - while around 91% is distributed to the various categories of stakeholders that interact with the organisation, including suppliers, employees, shareholders, financial backers, public bodies and local communities.This classification of economic values is based on the standard GRI reporting

THE GROUP'S VISION

The Colussi Group works to spread Italian savoir-faire all over the world through its brands and products.

The mission

The Colussi Group supplies and develops food products that are symbols of Italian tradition and typical of the Mediterranean diet. With passion and dedication it is committed to guaranteeing quality and excellence and to offering a complete range of products that are capable of meeting the increasingly diverse needs of today's and tomorrow's consumers. The Group pursues an entrepreneurial strategy aimed at increasing its presence in markets with interesting growth potential, drawing on its Italian identity, its expertise in the food sector and its core values, while paying equal attention to the Group's brands and third-party branded products.





The Colussi Group draws inspiration from four main values in its activities:



QUALITY

Commitment to those who choose the Group, its brands and its products, satisfying the dietary needs of consumers with high quality products and services.



INNOVATION

Research, development and dynamism in defence of tradition, productivity, advanced technology and high quality are the prerogatives of the modern industrial philosophy of Colussi, its companies and all the Group's products and brands.



INTEGRITY

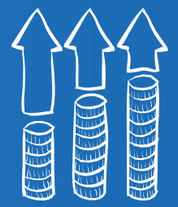
Listening, responding and acting, delivering on its commitments.



RESPECT

Adopting conduct and procedures to protect the environment for the sake of future generations.

2019 Highlights



237 mln

The revenues of the Italian companies



93%

The economic value distributed to the stakeholders with respect to the generated value



COUNTRIES IN WHICH THE GROUP OPERATES



GROUP TRADEMARKS



PACKETS SOLD IN A YEAR



860

Employees

40.9%

Woman employees



14,034

Hours of training provided



100%

Electricity generated from certified renewable energy sources



More than 11,000 tCO2 avoided*

thanks to the use of certified renewable energy

* Market based methodology



73%

The paper recycled used for packaging

DATA RELATED TO ITALIAN COMPANIES ONLY, “LA SUISSA” EXCLUDED

360° Sustainability: the 5 pillars

In carrying out its business activities, the Colussi Group acts on the basis of certain sustainability pillars, identified below.

1. Product quality, taste and safety



The Colussi Group carefully selects its raw materials, constantly checking their quality over time and guaranteeing that each product is completely safe in terms of hygiene and food safety. The control of the entire process, from raw materials to the packaged product, makes it possible to ensure quality, goodness and food safety, thus honouring the commitment made to consumers and customers. In order to do this, the Group constantly collaborates with its suppliers and carries out controls along the entire production chain, paying particular attention to any type of contamination.

2. Research and innovation



The Colussi Group aims to develop an appropriate, innovative, timely and sustainable product range that meets consumers' expectations, as identified by observing the market, the related context, lifestyles and their needs. Colussi is committed to understanding its customers' needs and responding effectively and rapidly to their expectations, also through active collaboration with nutritionists, agronomists, doctors, chemists and economists, as well as partnerships with the scientific and academic world.

3. Environmental sustainability



The Colussi Group furthers environmental protection and respect, as well as the correct and responsible use of energy and natural resources as commitments to responsibility towards the community. It is committed to an increasingly more responsible use of resources, helping to reduce wastage, limiting the production of waste and improving the possibility of recovering materials used - also by supporting consumers' separate waste collection - and reducing sources of pollution. In particular:
the Group is promoting environmental sustainability programmes that envisage reducing the amount of packaging used, replacing non-recyclable packaging with more eco-sustainable packaging and promoting an increasing use of renewable energy.

4. Health and nutrition



The Group promotes a healthy lifestyle and a varied and balanced diet for the wellbeing of consumers: a concept of nutrition aimed at wellbeing, targeted at guaranteeing an adequate intake of energy and nutrients, avoiding nutritional deficiencies and excesses. Accordingly, it develops product studies that guarantee excellence in terms of quality, organoleptic performance and nutritional profile, furthering respect for the healthy Mediterranean dietary tradition and the adoption of physical activity.

5. Caring for people



The Colussi Group aims to provide all its workers with a working environment that promotes their mutual well-being, training and cooperation as essential tools for the Group's success and the maintenance of high quality standards. Colussi aims to be a place where each employee can make the best possible contribution to achieving the Group's objectives, in full compliance with the principles of equality and equal opportunities, offering challenging objectives, responsibility and recognition, in a motivational and achievement path that leads everyone to be an active part of the Company. In addition to guaranteeing all workers suitable working environments, the Group furthers the identification of technological solutions that improve working conditions.

Areas of intervention for sustainability

Based on an analysis of the material issues, the SDGs and the reference targets identified, the Colussi Group has identified a number of projects - to be launched starting as from 2019
- via which it intends to demonstrate its tangible commitment to sustainable development.

OBIETTIVI PER LO SVILUPPO SOSTENIBILE



Ensure healthy lives and remote well-being for all at all ages

TARGET

3.4 By 2030, reduce premature mortality from non-communicable diseases by one third through prevention and treatment and **promote well-being** and mental health.

AREAS OF INTERVENTION AND DEVELOPMENT PROJECTS

- Misura Nutrition Project

Ensure access to affordable, reliable, sustainable and modern energy systems for all



TARGET

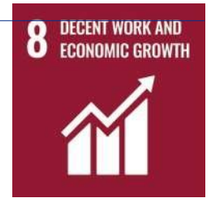
7.2 By 2030, increase substantially the share of **renewable energy** in the global energy mix.

7.3 By 2030, double the global rate of improvement in **energy efficiency.**

AREAS OF INTERVENTION AND DEVELOPMENT PROJECTS

- Handling and purchase of electricity generated from renewable energy sources
- Internal production of energy

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



TARGET

8.3 Promote **development**-oriented policies that support productive activities, decent job creation, **entrepreneurship**, **creativity** and **innovation**, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services

8.4 Improve progressively, through 2030, **global resource efficiency in consumption and production** and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year Framework of programmes on sustainable consumption and production, with developed countries taking the lead.

8.5 By 2030, achieve full and productive employment and **decent work for all women and men, including for young people and persons with disabilities**, and equal pay for work of equal value.

8.8 Protect labour rights and promote **safe and secure working environments for all workers**, including migrant workers, in particular women migrants, and those in precarious employment.

AREAS OF INTERVENTION AND DEVELOPMENT PROJECTS

- Analysis of business requirements for smart working and reducing the impact on pollution and transport
- Expansion of the supply of raw materials directly from the agricultural supply chain



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

TARGET

9.4 By 2030, upgrade infrastructures and **retrofit industries to make them sustainable**, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

AREAS OF INTERVENTION AND DEVELOPMENT PROJECTS

- Reduction of consumption and improvement of energy efficiency
- Reduction of consumption and improvement of efficiency in the use of the water mains
- Improvement of industrial waste management
- Compensation projects for CO2 emitted by methane, diesel and other energy uses



Reduce inequality within and among countries

TARGET

10.2 By 2030, empower and promote the social, economic and political **inclusion** of all, **irrespective of age, gender, disability, race, ethnicity, origin, religion or economic or other status**.

10.3 Ensure equal opportunity and reduce inequalities of outcome, including by **eliminating discriminatory** laws, policies and **practices** and promoting appropriate legislation, policies and action in this regard.

AREAS OF INTERVENTION AND DEVELOPMENT PROJECTS

- Targeted staff training projects

Ensure sustainable production and consumption patterns



TARGET

12.2 By 2030, achieve the sustainable management and **efficient use of natural resources**.

12.3 By 2030, **halve per capita global food waste** at retail and consumer levels and **reduce food losses along** production and supply **chains**, including post-harvest losses.

12.5 By 2030, **substantially reduce waste generation** through prevention, reduction, recycling and reuse.

12.8 By 2030, ensure that people everywhere have the relevant information and the right **awareness for sustainable development and lifestyles in harmony with nature.**

AREAS OF INTERVENTION AND DEVELOPMENT PROJECTS

- Reduction of plastic use by using compostable material and FSC paper
- Waste reduction, with priority given to that with the greatest environmental impact
- Sustainability management analysis of suppliers of raw materials, packaging, cleaning and pest control services
- Replacement of single-use plastic materials within company premises
- Monitoring and reduction of printer paper consumption
- Reduction of the energy consumption of IT tools

Strengthen the means of implementation and revitalise the global partnership for sustainable development



TARGET

17.17 Encourage and promote **effective** public, public-private and civil society **partnerships**, building on the experience and resourcing strategies of partnerships.

AREAS OF INTERVENTION AND DEVELOPMENT PROJECTS

- Supply of non-marketable finished products to Banco Alimentare (food banks) and support to specific local communities.

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