SUSTAINABILITY REPORT 2020 *ABSTRACT*

COLUSSI, SUSTAINABLE INNOVATION



A clear commitment: to innovate for a sustainable future

The Colussi Group has decided to make its own contribution to sustainable development **by choosing the road of innovation**. Innovation conceived not only in terms of product, and technological efficiency, but also as a social force, capable of making an impact on behaviours, habits, lifestyles and consumption styles. The proposed innovation consists of **changing the current production and consumption models to build a kind of development in equilibrium with the ecosystem and the communities**. The Group's business strategy has focused on building a business model that **can play a leading role in achieving sustainability by empowering a more balanced, wellness-oriented future**.

Sustainable Development Goals (SDGs)

Group Identity (*Vision, Mission and Values*)

Material topics
The most significant sustainability topics for the Colussi Group and its stakeholders

Sustainability Strategy
Generated by aligning the various Group identities, the sustainability goals of international institutions and the material topics.

Sustainability Plan
Concrete goals communicated outside the Group, defined based on the strategy

Results
Performances and milestones achieved for every material topic and set objective

SUSTAINABILITY REPORT
Communication strategy of the achieved results and of the future goals to the stakeholders

SECTIONS

Excellence in respecting the planet

The value proposed to the consumers is based on the quality, taste and safety of the products , but also on the construction of a sustainable food model for people and the ecosystem.

Reference Values and SDGs

Quality



RESULTS for 2020

11.8 million plastic packs
replaced with FSC o rcompostable paper in 2020

4,000 hectares
of supply chain for the Colussi flours

99%
expenditure on food raw materials spent with Italian suppliers

No palm oil and only eggs from **free-range hens**
in all the Group's products

OBJECTIVES OF THE PLAN

36.8 million plastic packs
replaced with FSC o rcompostable paper in 2021

constant development and **extension** of the **Colussi flour supply chain**
in the period 2021-2024

100%
suppliers of raw materials assessed based on sustainability criteria by 2021

Fine-tuning of the **nutritional characteristics** through a specific evaluation for **all Group products** by 2022

SECTIONS

Integrity in the creation of value

The quality of the corporate governance, the integrity of the organisation and the creation and sharing of economic value.

Reference Values and SDG*s*

Integrity



RESULTS for 2020

259 million euro

economic value generated by the Italian companies of the Group

91%

value distributed to the stakeholders

OBJECTIVES OF THE PLAN

At least 20% of the variable remuneration based on sustainability objectives by 2023

SECTIONS

Producing responsibly

The sustainable management of the environmental impacts generated by the Group's production processes and the commitment to the protection of the environment.

Reference Values and SDGs

Balance



RESULTS for 2020

100%
electricity from renewable sources

14,000 tons of CO_2
avoided in the period 2019-2020

100% direct emissions compensated
32,000 tons of CO_2
in the period 2019-2020

13,400 new trees
planted under the project "A Misura di Verde"

OBJECTIVES OF THE PLAN

Maintaining sourcing of **100%**
electricity from renewable energy sources

20% reduction
in the energy intensity of the plants by 2024 compared to 2018 levels

15% reduction in direct emissions
generated per ton of product by 2024 compared with 2018 levels

ISO 14001 certification
(Environmental Management System) for all Colussi spa plants by 2022

SECTIONS

Focus on people

The attention paid to the development of talents, to inclusion, safety in the workplace and company welfare, as well as to the Group's undertaking to support the communities.

Reference Values and SDGs

Participation



RESULTS for 2020

18 million meals donated in 2020

790 employees

98.5% hired with permanent contracts

25,466 hours of training in 2020, a figure that has more than tripled since ~~2018~~

OBJECTIVES OF THE PLAN

Forging of partnerships with charitable organisations for product donations

ISO 45001 certification also extended to the Group's two smallest plants (Leinì and Villanova d'Albenga, about 10% of the total production) by 2022

work-life balance project structured by 2021



Quality

Integrity

Innovation

Balance

Participation

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