OVERVIEW

SUSTAINABILITY REPORT **2021**

GRUPPO Colussi
ECCELLENZA ITALIANA

The Group’s approach to sustainability



The Colussi Group has decided to do its share to achieve sustainable development by **choosing the path of innovation**. Innovation conceived not only in terms of product and technological efficiency but also as social innovation capable of acting on behaviour, habits, lifestyles and consumption.

The innovation to be achieved is **aimed at changing current production and consumption patterns to foster development in equilibrium with the ecosystem and communities**. The company strategy is focused on building a business model that **can be a protagonist, through nutrition, in a future more oriented towards wellbeing**.

Sustainable Development Goals (SDGs)

Material topics

The most important sustainability topics for the Colussi Group and its stakeholders

Group Identity (Vision, Mission, Values)

Sustainability Strategy

It arises from the alignment between the Group's identity, the sustainability goals of international institutions and material topics

Sustainability Plan

Concrete goals communicated to the public, defined on the basis of its strategy

Results

Performance and milestones reached for each material topic and set goal

SUSTAINABILITY REPORT

Communication of the results achieved and future goals to its stakeholders





Excellence while respecting the planet

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

QUALITY

2 ZERO HUNGER · 3 GOOD HEALTH AND WELL-BEING · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

2021 RESULTS

- **33.3 million** packages
  in plastic replaced by FSC® or compostable paper
- **More than 10,800** acres
  of controlled supply chain
- **100%**
  of raw material suppliers based on sustainability criteria
- Environmental Product Declaration **(EPD)**
  certified for 4 product categories
- **3,100 km** of bike paths
  equipped as part of the “A Misura di due ruote” project

GOALS

- Development and **constant expansion**
  of the Colussi supply chain in the 2022-2024 period
- Improvement of the **nutritional characteristics**
  through a detailed assessment of all Group products by the end of 2022



Produce in a responsible way

The sustainable management of the environmental impact generated by the Group’s production processes and its commitment to protect the environment.

EQUILIBRIUM

7 AFFORDABLE AND CLEAN ENERGY · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 15 LIFE ON LAND

2021 RESULTS

- **100% of electricity** from renewable sources
  6,818 tons of CO_2 emissions avoided
- **100% of residual CO_2** emissions from production sites **offset**
  15,474 tons

GOALS

- **Maintaining 100%** of electricity
  from renewable sources
- **20% reduction in its energy intensity** in its production sites
  by 2024 compared to 2018 levels
- **15% reduction in direct emissions** per product ton
  by 2024 compared to 2018 levels
- **ISO 14001** Certification of its Environmental Management System
  for all Colussi production sites by the end of 2022



Focus on people

Our focus is on the professional development of our employees, their inclusion, workplace safety and company welfare, in addition to the Group's commitment to support communities.

PARTICIPATION

2 ZERO HUNGER · 8 DECENT WORK AND ECONOMIC GROWTH · 10 REDUCED INEQUALITIES

2021 RESULTS

- **1.125**
  persons employed
- **13,795**
  hours of training
- **99%**
  of our employees are on permanent job contracts
- **Work-life Balance Project**
- **4,800,000** portions donate

GOALS

- Consolidation of its **partnerships with charitable organizations**
  for the donation of its products
- **ISO 45001** Certification
  (Health and Safety Management System) extended to its production sites in Leinì and Villanova d'Albenga by the end of 2022



Integrity in its creation of value

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

INTEGRITY

8 DECENT WORK AND ECONOMIC GROWTH · 10 REDUCED INEQUALITIES

2021 RESULTS

- **€264 million**
  in value generated by the Group companies
- **93%**
  of the value generated distributed to its stakeholders
- **17%**
  of variable remuneration linked to sustainability goals

GOALS

- **20% of variable remuneration**
  linked to sustainability goals

The Colussi Group works to provide good and sustainable food products, through innovation and Italian know-how, for people’s quality of life.

QUALITY

EQUILIBRIUM

INNOVATION

PARTICIPATION

INTEGRITY