



OVERVIEW

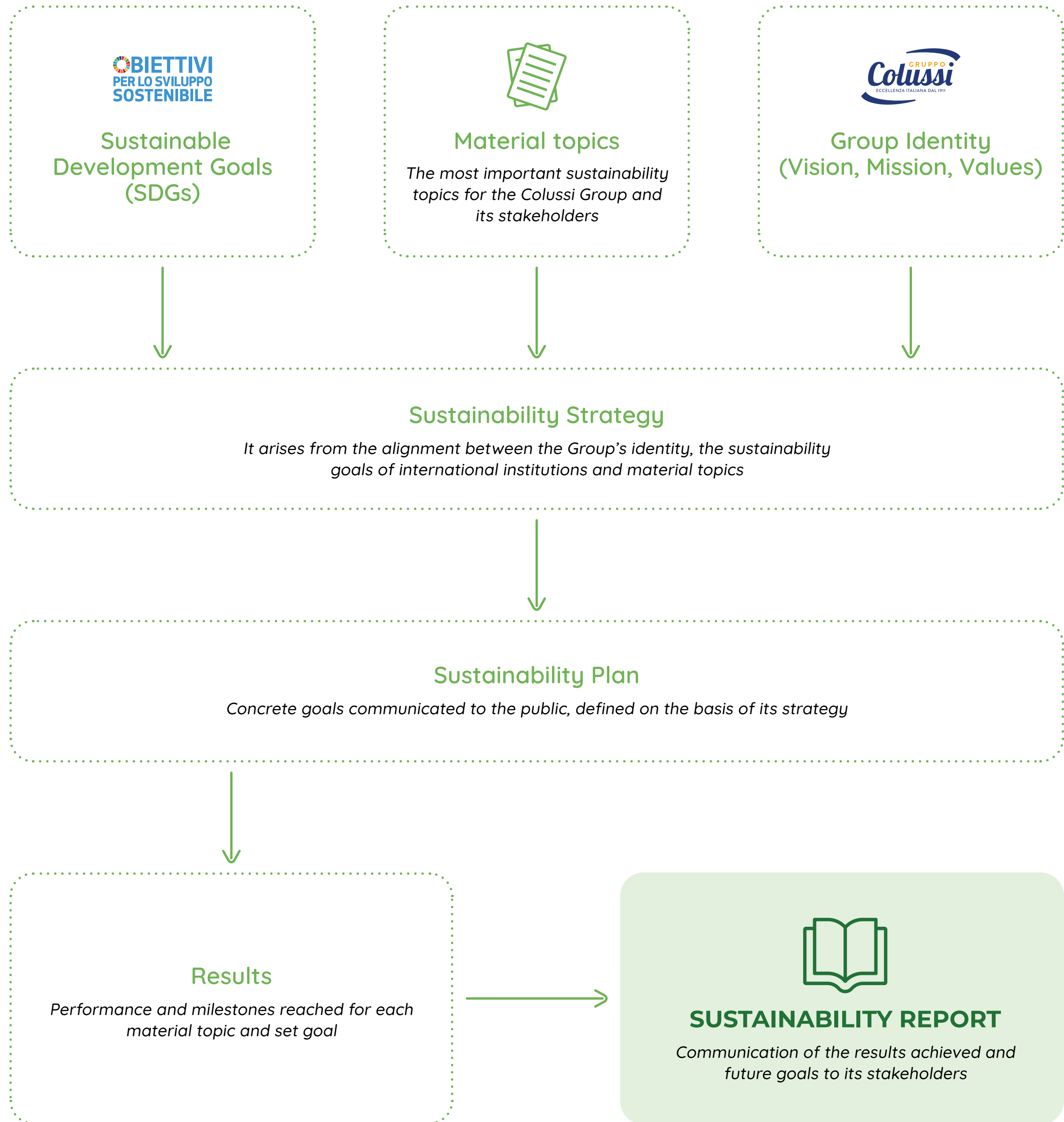
SUSTAINABILITY REPORT 2021

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**.







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



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



2021 RESULTS

- **100% of electricity** from renewable sources
6,818 tons of CO₂ emissions avoided
- **100% of residual CO₂ 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



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 Leini 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



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