



THE TRADITION OF TOMORROW.

---

# The value of change

## 2022 Sustainability Report

---

QUASI OLIVA SPECIOSA IN CAMPIS



**Angelo Cremonini**  
*Chairman,  
Chief Executive Officer and  
Chief Commercial Officer*

**Elisabetta Cremonini**  
*Chief Executive Officer and  
Chief Human Resources Officer*

**Camillo Cremonini**  
*Chief Executive Officer and  
Chief Procurement Officer*

# Letter to stakeholders

## The value of change

Forty years have passed since our father Giuseppe made the wise, intuitive choice to believe in the value of oil, a product that is a true symbol of the Italian tradition, and thus help create Olitalia. Since then, a great deal has happened with events bringing about important and sudden changes in all spheres, social, economic and environmental, and at the same time offering up opportunities to be grasped, along with major challenges to be faced. Our father always looked to the future positively and tried to value change. We have made this lesson our own and the “propensity to change”, the ability to assess novelties and opportunities, has become one of the company's founding values.

Indeed, this approach has helped Olitalia grow significantly in recent years, both in Italy and abroad, becoming a benchmark company in the sector and a reliable partner for suppliers, customers and the many families and professionals who use our products on a daily basis.

There is a lot of talk today about sustainability. Some challenges are simply too great for us, but there are countless actions and initiatives that companies like ours can undertake to make the world a better place to be bequeathed to our children and the future generations.

Attention to product quality, the environment and to the many people who work with us has always been our priority and is an intrinsic part of Olitalia's DNA. Examples include initiatives to reduce the use of plastic in our products and in our company and the use of electricity from photovoltaic systems and 100% renewable sources.

In this, our first sustainability report, we want to tell the story of all the effort we and the people who work in our company put into making quality products on a daily basis. We also want to emphasise our focus on people and environmental topics. It is, in some ways, an opportunity to organise and formalise what has already been done and to set challenging goals for the future and to increasingly “value change”.

A handwritten signature in black ink, appearing to read "Giuseppe Armani".

# Contents

## GOVERNANCE

### **1 • The company** **4**

About us	5
Highlights	6
The history of Alitalia	9
Markets served	10
Governance	12
Membership of associations	16
Certifications	18
Ethics and integrity	19
Mission and vision	20
Values	21
Code of Ethics and Organisational Model	23

### **2 • The product** **24**

Product lines	27
Awards	28
The distribution strategy	30
Development Plan	31
Research and development and the Alitalia Innovation Lab	34
Production plant	37
Safety and quality control	39
Labelling	40
Traceability, retraceability and integrity	40
Product responsibility: listening to the customer and complaints	42

### **3 • The procurement** **44**

The suppliers	46
Raw materials	47
Packaging and production auxiliary materials	50
Logistics and transport	52
Maintenance, spare parts, plants and services	53

SOCIAL	<b>4 • The economic value</b>	<b>54</b>
	Economic value generated and distributed	55
	2022 Economic Scenario	56
	Agri-food segment	57
	Alitalia's positioning	58
	231 Organisation, Management and Control Model	60
	Anti-Corruption Policy	61
SOCIAL	<b>5 • The people</b>	<b>62</b>
	Human resource management policies	63
	The workforce	64
	Turnover	66
	Training	67
	Welfare	68
	Performance measurement	68
	Occupational health and safety	69
	Training on occupational health and safety and staff engagement	70
	Work-related injuries	70
	Attention to the community	71
ENVIRONMENT	<b>6 • The attention to the environment</b>	<b>72</b>
	Energy management and environmental policy	73
	Consumption	74
	Climate change and emissions management	75
	Water management and water consumption	76
	Packaging and plastics management	77
	Waste management	80
ENVIRONMENT	<b>7 • Methodological note</b>	<b>82</b>
	Materiality analysis	84
	Stakeholder engagement	87
	<b>8 • 2023-2028 objectives</b>	<b>90</b>
	Governance - Environment - Social	91
	<b>GRI Content Index</b>	<b>92</b>

# 1

The Giuseppe Cremonini family leads one of the world's most important condiments companies. Olitalia offers a product line that address the latest market trends with constant research in innovation.

## The company

## About us

Olitalia is an Italian company based in Forlì, in the very heart of Emilia Romagna, the true cradle of the Italian food industry, specialising in the packaging and distribution of extra virgin olive and seed oils that have been marketed in over 120 countries worldwide for more than 40 years. The company is run by Angelo, Camillo and Elisabetta, the children of Giuseppe Cremonini, a talented entrepreneur who has helped, amongst other things, create excellence in the meat food industry, to the point of becoming a symbol of quality and tradition in the sector, both in Italy and abroad. In addition to Olitalia, the group also includes Acetaia Giuseppe Cremonini, based in Spilamberto, on the outskirts of Modena, where balsamic vinegar has had its origins since the Middle Ages.

Olitalia combines tradition, quality, safety and innovative capacity with the professionalism, commitment and effectiveness typical of a large company. Thanks to important partnerships in Italy and abroad, Olitalia has grown significantly by expanding its presence in Italy and internationally.

The company distributes its products both in the food service, a channel in which it has a consolidated leadership position in Italy, and in the retail channel where it has developed in recent years a strategy of growth for the Olitalia brand, with the aim of bringing directly to consumers the same quality that is offered every day in professional kitchens. In addition to its own brand products, Olitalia produces oils and vinegars for many major national and international retail chains that appreciate its production capacity, packaging flexibility, international experience and in-depth knowledge of regulations.

The propensity to change and the ability to anticipate market needs are hallmark traits of Olitalia. This has allowed the company to grow into new sales channels and new markets, both as a private label and as a brand in Italy and abroad.

# Highlights



## The numbers

**Turnover**

**269** million €

**Annual production**

**91** million litres



**Leader in the food service  
in Italy**

**No. 1\***

**Italian chefs'  
favourite oil brand\***

\*Olitalia claim based on research conducted by NielsenIQ in Italy in June 2023. Results at Total Brand Olitalia, on 600 among Restaurants, Pizzerias and Hotel with kitchen. +/- 4 percentage points at 95% confidence level.



## Distribution

**Export**

**120** countries

**Distribution channels**

**food service  
and retail**

**Divisions**

**Italian  
and international  
private label**

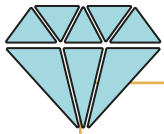


## Share capital

**100%** Italian

**Giuseppe Cremonini  
family**





## Values

**Sense of belonging**

**Propensity to change**

**Courage**

**Professionalism**



## Production plants

**Production surface area**

**40,000 m<sup>2</sup>**

**Production**

**8 lines**

**60,000**

**bottles per hour**

**Quality Controlled  
Temperature system for  
extra virgin olive oil**



## Human capital

**Employees**

**127**

**88%**

**hired on  
permanent contracts**

**26%**

**employees with the  
company for over 20  
years**



## Sustainability

**Green electricity**

**100%**

**Single-use plastic\*  
in the company**

**0%**

\*plates, cutlery, cups, drinks



1983

Giuseppe Cremonini is involved in the creation of Olitalia, together with the Severi family, as part of the diversification of the company he owned together with his brother Luigi (the Cremonini Group). In its early years, the company was mainly focused on the production and distribution of oils in large volumes at low prices.



1996

Giuseppe Cremonini takes over Olitalia from the Cremonini Group and the Severi family and the arrival in the company of their children Angelo, later followed by Camillo and Elisabetta, marks the start of globalisation, making major investments to strengthen production capacity and to create a corporate culture that is increasingly focused on quality and innovation.

2002

Opening up to export markets.

A path of change is set in motion: starting with the creation of a new graphic identity for the brand through to a substantial expansion of the product range to establish the company's positioning internationally. Exports become the driving force behind the company's growth and, starting from 19 countries served, the globalisation process takes the company to be present in over 120 countries worldwide, making Olitalia one of the most widely distributed Italian oil companies in the world.

2006

Introduction of blow moulding machines and the first PET plastic containers with a capacity of 5 and 10 litres. These are the years of major investments in the expansion and modernisation of production facilities and adaptation to the highest production standards, which has enabled them to become co-packers of prestigious Italian and international private labels.



2007

Acetaia Giuseppe Cremonini is established in Spilamberto (MO), in the territory naturally lending itself to the production of Balsamic Vinegar. A new generation company, founded with the intention of becoming a benchmark in the sector, in synergy with Olitalia.



2010

Olitalia focuses on the development of the food service channel. The first collaborations with chefs and professional associations begin, with whom the company works steadily to test, create and promote innovative products. This is the year that Fridor, one of the first ever frying products based on high oleic sunflower seed oil, is created.

"Evolution" is born, the first bottle dedicated to oils developed specifically for Olitalia. The bottle not only enhances the brand, but also wins the Conai award for weight reduction and a design that improves logistical efficiency. This is part of the larger Green Dreaming project.



Launch of the Frienn product on the food service channel, a product that changed the world of technical frying oils, one of the first not to contain palm oil and which has today become a valuable ally for many chefs and pizza chefs.



Definition of the corporate values and graphic design of the logo representing them.



2013

2015

# The history of Olitalia

The history of Olitalia is closely tied to the economic development of Emilia Romagna, an area that in the decade between 1970 and 1980 was characterised by exponential growth in the hotel and restaurant sector, driven by tourism. Olitalia becomes a strong preferred supplier for the catering industry, benefiting from its geographical proximity.

With the advent of the Giuseppe Cremonini family at the helm of the company, a strategic plan of international development and diversification of distribution channels was implemented that has led Olitalia to become one of the most important players in the Italian and indeed international oil industry.

2017

Olitalia also brings innovations to the world of extra virgin olive oil. In collaboration with a team of chefs, it launches the "I Dedicati" range of oils characterised by different sensory profiles, designed to ensure the perfect accompaniment to every dish.

In cooperation with the "Toyota Academy", the Lean Manufacturing method is applied to the entire production process

2019/21

The company's communication journey begins.

Olitalia wins best press campaign award with the "I Dedicati" range of extra virgin olive oils

Olitalia wins the award for best corporate website.

First TV advertising campaign of the Olitalia brand in Italy



2022

All the litre bottles of the seed oil and frying products line branded Olitalia are made of 100% recycled and recyclable plastic (R-PET) from controlled Italian food chain Coripet

Restyling and launch of new logo.



2018

LA TRADIZIONE DI DOMANI.

"Plastic no More": an extensive project to further reduce the company's environmental impact.



## International distribution

Today present in more than 120 countries worldwide, Olitalia has significantly expanded its international presence in recent years, reaching markets on all continents and becoming a point of reference for many consumers from different cultures.

Exports account for 40% of the company's turnover and the Olitalia brand leads the market in some countries such as Taiwan, South Korea and Brazil.

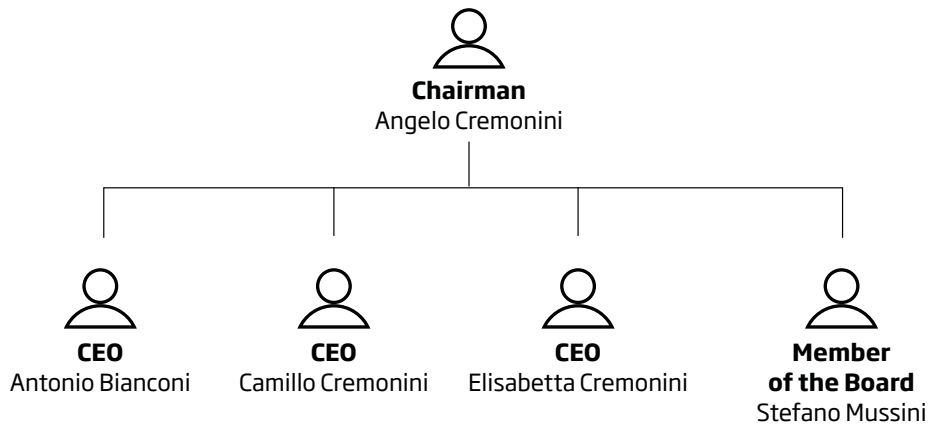
The business model is based on the creation of strategic partnerships with local importers and distributors. Thanks to its experience in the production of excellences symbolising the true spirit of "Italianness" around the world, such as extra virgin olive oil and Balsamic Vinegar of Modena PGI, Olitalia is increasingly recognised and appreciated as an ambassador of Italian taste on an international level.



## Governance

Alitalia is a limited liability company.

The company, controlled by the company GI.CREM S.p.A. and owned by the Giuseppe Cremonini family, is administered by a five-member Board of Directors:



The administrative body is vested with the most extensive powers for the ordinary and extraordinary management of the company, thus being able to implement all acts necessary to achieve the corporate objects.

Alitalia is subject to the control of a sole auditor and an independent auditing company.

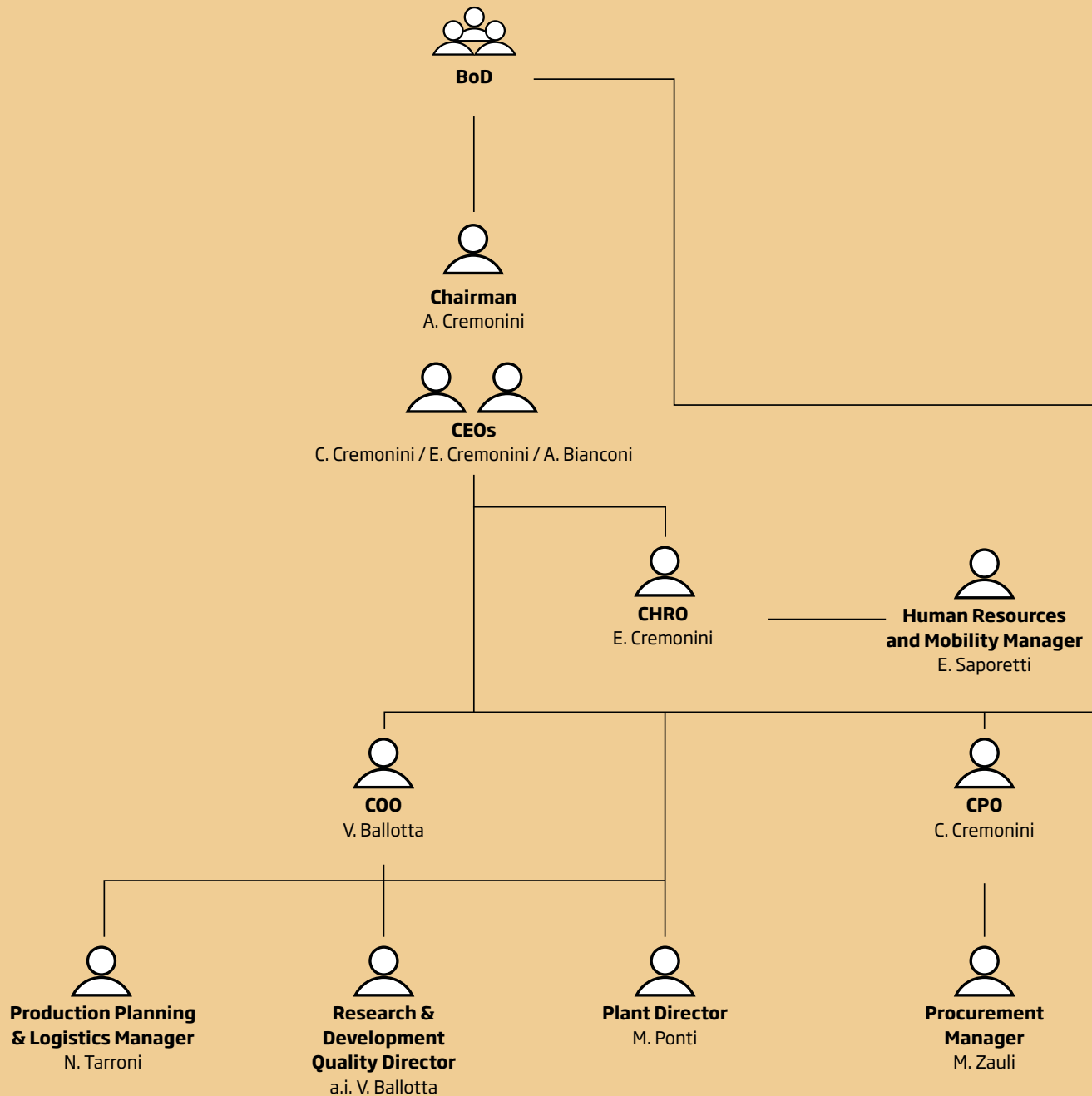
The company has chosen to have a system of responsibilities centred on specific company functions with an area of broad management autonomy.

The company's organisational chart is divided into different areas of operation, all of which are headed by managers responsible for their management and organisation and, ultimately, by attorneys and the Board of Directors.

The Strategic Committee, made up of the owners and Area Managers, meets once a month to finalise the corporate strategy, and the Operations Committee meets bimonthly, where strategies, operational changes and objectives are communicated to the heads of all areas.

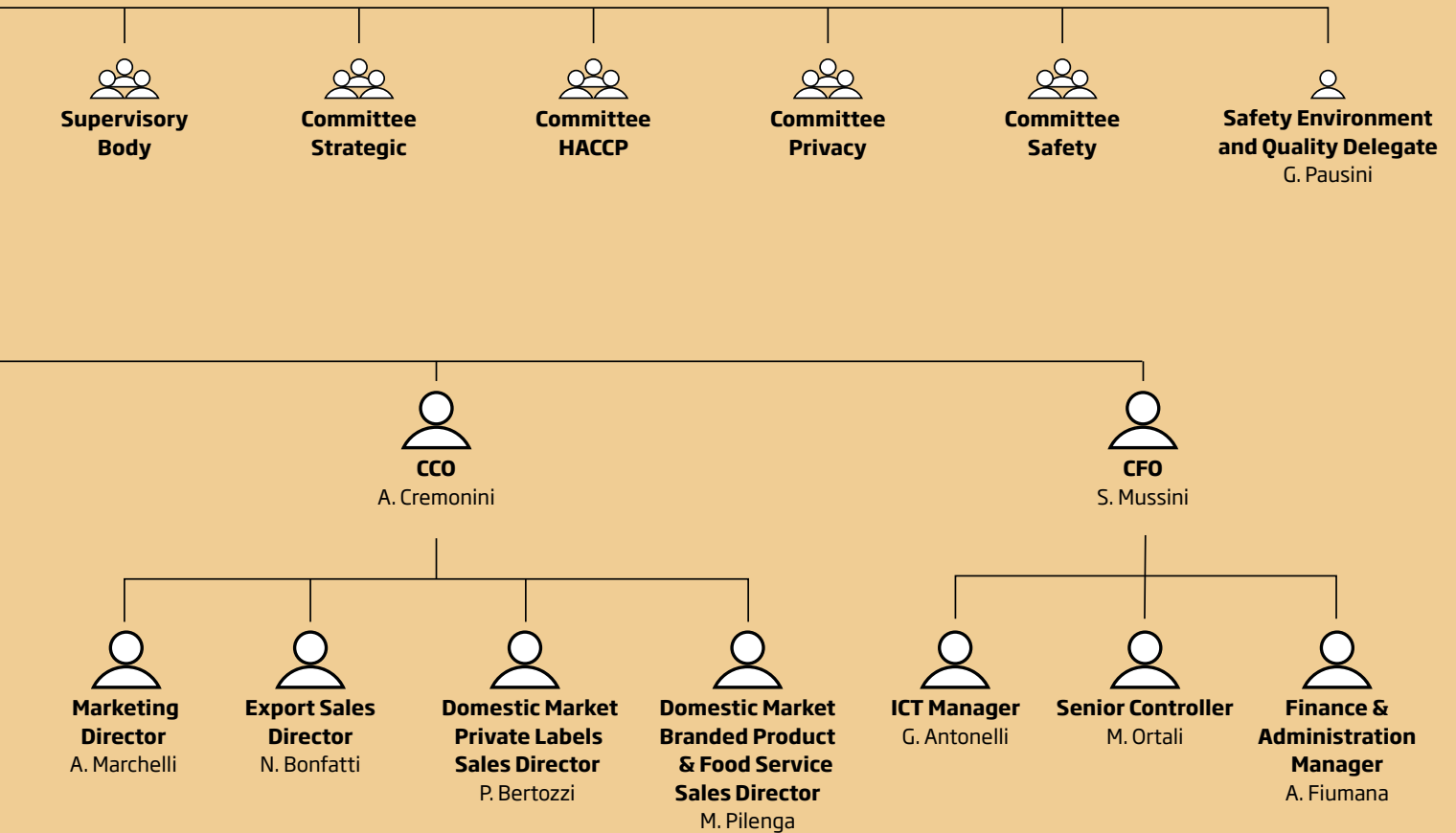
The following bodies operate as Board of Directors staff: SB, HACCP team, Privacy team and Security Committee.







# Alitalia company organisational structure\*



\*updated to September 2023

## Membership of associations

Over time, Olitalia has joined a number of trade associations in the agri-food sector with the aim of creating opportunities for technical comparison, collaboration and regulatory and technological updates with other companies in the sector.

Some of the most important include:

	<p><b>Federolio</b>, one of the most important Italian trade organisations in the wholesale and packaging sector of olive oil.</p>
	<p><b>Unaprol</b>, Consorzio Olivicolo Italiano, is committed to supporting olive oil production with multiple activities of supply chain traceability, quality improvement, environmental improvement, promotion events, information and education, market analysis and marketing support.</p>
	<p><b>Filiera Agricola Italiana</b> represents the Italian agricultural producers of Coldiretti; through the brand "Firmato Dagli Agricoltori Italiani", it develops projects and products for the end consumer, bringing together the world of agriculture and the operators of excellence in industry. In 2022, Olitalia signed an agreement with Filiera Agricola Italiana, with the aim of enhancing the product of a traced supply chain, managed ethically, which supports the work of the farmer through adequate remuneration, with a view to guaranteeing the end consumer the transparency of the entire production chain up to the origin of the raw material.</p>
	<p><b>Filiera Italia</b> is a foundation that supports and enhances 100% Italian food thanks to a solid alliance between agricultural production - represented by Coldiretti, over one hundred of the most important Italian food processing companies, major organised distribution chains and strategic partners.</p>
	<p><b>ONA00 - The National Organisation of Olive Oil Tasters</b> is committed to defending, enhancing and protecting the important technical and cultural heritage that is the art of olive oil tasting. ONA00 is not just training; rather, but again always from a <i>super partes</i> position and inspired by scientific rigour, it offers a place for the exchange of ideas and experiences, debate and defence of the quality of olive oils.</p>
	<p>The <b>North American Olive Oil Association</b> strives to provide North American consumers with quality products in a fair and competitive marketplace; to promote a clear understanding of the different qualities of olive oil; and to convey the benefits of olive oil in nutrition, health and the culinary arts.</p>

Olitalia has also joined important associations including Confindustria and Coripet to activate strategic collaborations with influential partners.

## **100% ITALIAN EXTRA VIRGIN OLIVE OIL GOLD SELECTION FROM A TRACED SUPPLY CHAIN**



The 100% Italian extra virgin olive oil - Selezione Oro, is an oil of 100% Italian origin, from a supply chain that is traced in collaboration with Filiera Agricola Italiana, which guarantees the traceability of the origin of the raw material and the fair remuneration of agricultural labour in line with ethical and controlled land management.

The joint objective of the agreement between Olitalia and Filiera Agricola Italiana, is to bring to the market products from a 100% Italian traced supply chain that respect the values of economic sustainability of the entire production process, with a view to transparency and information towards a final consumer who is increasingly attentive to making informed purchasing choices. The market recognisability of the product marketed under this agreement is guaranteed by the presence of the "Firmato dagli Agricoltori Italiani" mark.



## Certifications

For Olitalia, “excellence” means adopting the highest standards at all stages of the production chain, as demonstrated by the company's adoption - in addition to internal quality control - of the most important quality certifications, including:



**BRC Global Standard**  
for food safety



**IFS**  
International Food Standard



**Kosher Certification**  
for food that meets all the requirements of the Jewish dietary laws of kasherut



**BIO Europa**  
European organic quality certification



**AEO**  
Authorised Economic Operator



**Halal Food Certification**  
for products permitted by Islamic law and eatable, drinkable or usable by persons of the Muslim religion.

## Ethics and integrity

Alitalia proposes itself to suppliers, customers and operators as a solid and reliable partner, capable of satisfying their needs and expectations.

Alitalia works to ensure a high quality standard for each of its products through the careful choice of raw materials - from selected suppliers who can guarantee the origin of the product - through production processes that comply with stringent internal procedures (adopted on a voluntary basis), as well as production specifications for PDO or PGI products.

Alitalia is distributed in more than 120 different countries and interacts with all markets: it listens to modern trends and responds with a complete range of products to meet and comply with the nutritional needs and eating habits of every consumer. Moreover, in full compliance with customer satisfaction, it guarantees the marketing of products of safe and certain origin and processing and total traceability of raw materials.

In order to mitigate ethical risks in its supply chain, it has been registered since 2015 as a B member in the SEDEX portal, an international data exchange platform.

Based on findings of checks performed and customer requests, Alitalia receives a SMETA 4 pillar audit on social, environmental and occupational safety aspects every two or four years.

**The ethical vision of the company cannot disregard some basic principles:**

operate according to the principles of quality and prevention of defects and claims in order to provide a product and service that are consistent in their characteristics, safe and guaranteed;

rationalise company management in all its areas;

recognise a key role for training and involvement of all personnel;

integrate the principles of sustainable and environmentally compatible development and accident prevention into the objectives of effectiveness and efficiency, which are essential prerequisites for a responsible and sustainable presence in the market.

## Mission

To provide unique experiences of taste, flavours and fragrances, bringing the quality, well-being and excellence of Italian good living to tables and kitchens around the world.

**To achieve these challenging objectives, Olitalia's commitment is to:**

Ensure the certified quality of raw materials

Stay ahead of market trends

Invest in innovation and product and process diversification

Reduce consumption and the environmental impact of production

## Vision

To become the world's leading brand of Italian condiments.

The synergy between the Group's two entities, Olitalia and Acetaia Giuseppe Cremonini, has given rise to the definition of the tree of values that involves the people who work in the Group every day and symbolises the link between the olive tree and the vine: a representation of the two companies that, while maintaining their own identity, are indispensable to each other.

## Values

In 2015, with the aim of maximising synergies between the two Group companies, an organisational model was adopted that integrates the two entities, which, while retaining their identities, are indispensable to each other for mutual reinforcement.

A team effort, led by an external consultancy firm and directly involving the owners, managers and employees of both companies, defined the value system that should guide the behaviour of everyone in the company.

The work showed that the values considered essential to the success of future development projects are: courage, willingness to change, sense of belonging, professionalism.

An internal competition was therefore launched for employees to propose and choose a logo representative of the shared value system.

This tree of values has become the ethical symbol of the company.



### **SENSE OF BELONGING**

and team spirit are expressed, first and foremost, in the awareness of a common identity, which in a corporate context is the result of the strategies decided at the top but also of the contributions and first-hand experience of the employees. This consists of sharing conduct, ways of thinking and attitudes with regard to market position, corporate mission and working methods and objectives. Those who have a sense of belonging support company choices and urge colleagues to cohesion, contributing to a positive climate.

### **PROPENSITY TO CHANGE**

the aptitude to evaluate novelties and innovations introduced into the work environment as opportunities for professional growth, considering their potential advantages and benefits. Ability to respond to organisational change by modifying one's behaviour to adapt to the new situation and thereby facilitating the overall change process. In other words, readiness for change does not only mean being able to "adapt" to innovation, but also being an active part of it.

### **COURAGE**

the driving force for all manager and company decisions, overcomes problems, generates confrontation, generates ideas and takes them forward. Courage can be defined as the positive attitude with which one faces a dangerous situation or with which one strives for a goal that is difficult and uncertain to achieve. The courageous person faces fearful situations and performs the actions resulting from courage, in order to achieve the goals entrusted to him/her.

### **PROFESSIONALISM**

is the set of competences, skills, abilities and knowledge associated with a behavioural and relational style consistent with the values and rules of the company. From this definition, it follows that a distinction can be drawn between declared and practised professionalism:

- declared professionalism is objectively evidenced by the technical/professional training of the individual, distinguishable in school curricula and work and/or relational experiences
- practised professionalism is the set of behaviours that enable the individual to be able to apply his professional knowledge efficiently and effectively, also in terms of interpersonal relationships with internal/external customers



## Code of Ethics and Organisational Model

The Code of Ethics sets out the guidelines and principles that Alitalia has defined in order to communicate and enforce ethical behaviour throughout the organisation that respects the principles and rules defined by the board of directors.

This Code lays down ethical principles and rules of conduct, which are also relevant for the reasonable prevention of the offences indicated in Legislative Decree no. 231/2001, regulating the administrative liability of legal persons, companies and associations, including those without legal personality, and aims to recommend, promote or prohibit certain conduct, beyond and independently of what is provided for by law. The Code of Ethics is an essential element of the Organisation, Management and Control Model adopted by Alitalia.

Alitalia has a supervisory body (SB) made up of internal and external professionals whose task is to oversee the correct application of the organisational model adopted.

The Code is addressed to members of corporate bodies, employees, customers and suppliers, agents, consultants and all stakeholders. It has been prepared to make sure that Alitalia's ethical values are clearly defined and constitute the basic element of the business culture, as well as the standard of conduct of all its collaborators in carrying out business and their activities. Alitalia promotes the dissemination of the Code to all addressees by making a copy available on the company website: [www.alitalia.com](http://www.alitalia.com)

# 2

Olitalia products come from the careful selection of raw materials. The company has an effective and constantly updated control system designed to guarantee its customers the genuineness, quality, integrity and origin of its products.

## The product

Within this sector, Olitalia has earned itself a distinctive positioning that comes from the family's entrepreneurial culture, an Italian style that translates into the utmost attention to quality and propensity for research and innovation.

Quality is indeed the distinguishing feature of all Olitalia products with each one offering a unique and original taste experience. Raw materials are carefully and rigorously selected, a solid guarantee of consistent quality.

Indeed, to guarantee excellent products, the company collaborates with leading Italian universities and prestigious research institutes, and organisations such as O.N.A.O.O. (the National Organisation of Olive Oil Tasters) to support and spread the culture of oil. Olitalia has an in-house panel consisting of a group of skilled tasters who taste the extra virgin olive oils with the aim of testing and certifying their organoleptic characteristics.

Nowadays, Olitalia bottles a wide range of extra virgin olive oils, olive oils and seed oils under its own brand and under the brand names of prestigious Italian and international retailers.

**In 2022, Olitalia bottled  
91,180,680 litres of oil.**

## Olive oil and extra virgin olive oil

Olitalia is an expert interpreter of the blending tradition, one of the distinctive virtues of the Italian oil industry. For the production of extra virgin olive oil, the company employs its ability to select excellent raw materials and blend them to create oils with quality organoleptic profiles suited to the different tastes of consumers in Italy and around the world. Extra virgin olive oil is a completely natural product, which as such is affected by seasonal factors: the blending of different cultivars ensures that the product has balanced characteristics that remain constant over time.

Olive oil and olive pomace oil also fall into the same category.

## Seed oil

The search for seeds, rich in natural properties, makes the seed oil line unique in quality and innovation. Sunflower, maize, peanut, rice, grape seed, soya: the vast assortment satisfies every need in the kitchen.

## Frying oil

Olitalia develops innovative frying products, such as Frienn and Fridor, with specific formulations designed for this type of cooking. Palm oil also comes under the category of frying oils.

# Product lines

Olitalia's extensive product line is available in different formats in the olive oil and extra virgin, seed oil and frying oil segments to satisfy both the eating habits of consumers and the needs of professionals.

## RETAIL LINE: \_\_\_\_\_

**For domestic consumption**



## FOOD SERVICE LINE: \_\_\_\_\_

**For the table**



**For the kitchen - large formats**



## Awards

In recent years, more than one product line has been awarded prizes on several occasions.



### **Cibus Innovation Corner**

This is the exhibition prepared by Cibus that selects the 100 products judged to be the most innovative among those presented at the fair. Frienn, in Bag in Box format, was among the products that achieved this award.



### **Milan International Olive Oil Award**

This is a prestigious competition conceived by the Olio Officina publishing house and focused on selecting the best quality extra virgin olive oils from both hemispheres. I Dedicati best with vegetables was awarded the “golden glass” prize on this occasion.



### **London international olive oil competitions**

It is the largest European competitions dedicated to extra virgin olive oils, which aims to promote the culture of quality oil among olive growers, mills, distributors and retailers. I Dedicati best with meat received the Silver Award for quality.



### **The shapes of oil**

There is constant competition to highlight the most beautiful, innovative and effective packaging and design proposals applied to the world of olive oil. The I Dedicati Gourmet line won first prize in the “Commercial Line” category.



THE TRADITION OF TOMORROW.

## All great cooking revolves around a great oil.

Our oils enhance the taste of each ingredient and ensure excellent results in the preparation of any dish. They are born from the union of Olitalia's wise selection of raw materials and a continuous collaboration with numerous Italian and international chefs.

Together, we create innovative products to satisfy any palate. Even the most demanding. This is why Olitalia is the Italian chefs' favourite oil brand.\*

**n°1**  **Italian chefs' favourite oil brand\***

\*Olitalia claim based on research conducted by NielsenIQ in Italy in May 2022. Results at Total Brand Olitalia, on 600 among Restaurants, Pizzerias and Hotel with kitchen. +/- 4 percentage points at 95% confidence level.



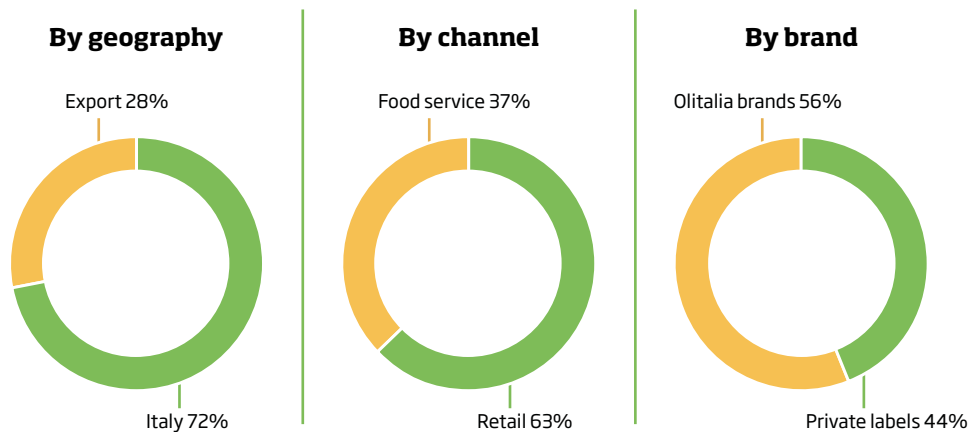
## The distribution strategy

Olitalia distributes its product lines both through the retail channel and in the food service sector, where it is the market leader in Italy.

The mutually profitable relationship with the best Italian and international professionals and associations in the sector and its presence in markets on all continents make it a point of reference for consumers from different cultures, enabling it to respond to the needs of a complex and constantly changing market.

Olitalia is also an established partner of many Italian and international distributors for the production of private label products. In some foreign countries such as Taiwan, South Korea and Brazil, the Olitalia brand has significant market shares in the retail distribution channel.

### VOLUME BY WEIGHT 2022





## Growth Plan

The company is in the process of implementing an ambitious strategic plan aimed at growing Olitalia in its various markets along a number of key lines:

Establishment in the retail market in Italy as a brand of the highest quality through a comprehensive and innovative offer and the support of an integrated communication plan

Consolidation of its leadership position in food service in Italy, strengthening collaboration with distributor partners and strong cooperations with chefs and professional schools

Strengthening the international presence by penetrating new markets and consolidating the position in already established markets through cooperation with local business partners

Expanding and strengthening relationships with major Italian and international retailers, anticipating trends and guaranteeing service and quality for their private labels

## **Olitalia is the Italian chefs' favourite oil brand**

Olitalia has an established and long-standing leadership position in the world of Foodservice. Since 2014, market research has been carried out from time to time by Nielsen on a sample. Olitalia is the first brand that spontaneously comes to mind for those in the industry and is the most purchased brand for both cooking and at the table, with the highest loyalty index compared to its competitors.

And finally, Olitalia is the most purchased brand for frying.



\*Olitalia claim based on research conducted by NielsenIQ in Italy in June 2023. Results at Total Brand Olitalia, on 600 among Restaurants, Pizzerias and Hotel with kitchen. +/- 4 percentage points at 95% confidence level



## Research and development

Alitalia places great emphasis on research and the development of innovative products, also thanks to numerous collaborations, agreements and research doctorates with leading Italian universities (UNIBO Bologna, UNIUD Udine, UNIFI Florence, UNIPG Perugia and UNISG Pollenzo).

There are also numerous collaborations with Italian and international chefs' associations, with which it creates products both for restaurant kitchens and for consumers who want to enhance the taste of dishes and have professional cooking performance.

## Alitalia Innovation Lab

Alitalia Innovation Lab (O.I.L.) is a space set up with a professional kitchen, for training and product innovation projects. The main topics covered are extra virgin olive oil, seed oils and frying products and their use in recipes at home or in professional kitchens. It is an active location that receives more than 60 visits a year by customers, distributors, chef associations and training schools, but above all, it is a living place, where research and development paths for the creation and application of products are carved out. Around 230 activities are carried out each year with more than 700 hours of in-house training, plus other training days at top training schools such as Accademia Niko Romito, Boscolo Etoile Academy, C.A.S.T. Alimenti, Congusto Gourmet Institute, Dolce&Salato and Incibum Formamentis.

O.I.L. is driven by a Scientific Committee made up of a group of experts from the academic and medical world, with the aim of creating new research projects on oils and vinegars, so as to support the benefits of innovative products from a scientific point of view and to spread the culture of healthy food and sustainability.





Some of the most important innovation products include

## Frienn

Among Olitalia's products, Frienn, the oil created for professional frying, stands out for its highly innovative nature. The specific formulation of Frienn, 100% Italian high oleic sunflower oil and antioxidants, partly extracted from rosemary, guarantees high stability at high temperatures with reduced fried, foam and smoky odours.



Its innovative, patent-protected formulation is designed to protect the oil from oxidation during frying and to slow down the formation of the unpleasant rancid smell and maintain a high smoke point.

## I Dedicati

The I Dedicati line was born out of the collaboration between Olitalia's in-house team of professional tasters and JRE-Jeunes Restaurateurs, one of the most important associations at international level, made up of young chefs of European *haute* gastronomy and counting over 180 Michelin stars. Comparisons, tastings and food tests followed one another until all the sensory characteristics of each oil in the line were precisely defined. The result marks the beginning of a new era: that of extra virgin as an ingredient capable of harmonising, at its best, with the taste of every dish.



The I Dedicati line consists of three extra virgin olive oils with as many different sensory profiles. Each is designed to bring out the best flavour and taste of a specific ingredient: fish, vegetables and meat.

## Fridor



Fridor is the first professional frying product designed by Olitalia. For the first time ever, high-oleic sunflower oil is used in a frying product.

## Pizzolivm



Pizzolivm is an extra virgin olive oil, obtained from a selection of cultivars of 100% Italian origin, born out of the collaboration with the pizza makers of the Verace Pizza Napoletana Association and the most renowned international tasters who tested the oil on pizza until they found the one with the perfect sensory profile to match the real Neapolitan pizza and that best harmonises the ingredients.

## Production plant



In recent years, the company has invested heavily in technology, plant engineering and software to offer markets high and consistent levels of quality and safety and to improve the nutritional value of products.

The latest generation plant is one of the few in Italy to have a Quality Controlled Temperature system. Inside the insulated tanks in which the extra virgin olive oil is stored, a constant temperature of between 16 and 18 C° is maintained. The new 2 Steps Low Temp Filter also helps to maintain a constant temperature during the entire filtration process, avoiding the thermal shocks typical of the classical filtration process.



Low-stress pumping systems and stainless steel piping ensure high quality product handling and maximum hygiene.

The latest production line installed for the production and filling of PET bottles (of various sizes) reaches a filling speed of 27,000 litres of oil per hour, while Olitalia's 8 production lines together express a total capacity of around 60,000 bottles per hour, handling various types of packaging, different sizes and materials (glass, PET, tin):

### **3 lines for glass/PET bottles**

formats: 250 ml, 500 ml, 750 ml, 1L, capacity from 8,000 to 18,500 pieces/hour.

### **1 line for 20L 20L pails / 25L tins**

capacity approx. 280 pieces/hour.

### **3 lines for PET**

formats: 500 ml, 1L, 2L, 3L, 5L, 10L, capacity from 2,800 to 18,500 pieces/hour.

### **1 line for tins**

formats: shaped can 3L/5, capacity approx. 3,000 pieces/hour.

All the plant equipment is interconnected to the management system and various departmental software to ensure quality control and product traceability throughout the production process.



## Safety and quality control

Product assurance is ensured by a quality management system (quality assurance, quality control, in-house analysis laboratory) through a plan of analytical checks on oils and quality checks on production lines.

The in-house laboratory analyses oils throughout the production process. Analyses are conducted according to current European regulations to guarantee the authenticity, quality and freshness of the oil.

In addition to the analytical ones, Olitalia carries out organoleptic checks in-house through a panel performed in a professional room led by a panel leader with recognised qualifications.

In addition to the in-house analytical plan, chemical analyses are commissioned from accredited external laboratories, both Italian and foreign, and official control panels.

The quality management system is certified annually according to the major food industry standards BRC and IFS.

In 2022:

**10% of personnel were dedicated to quality control**

**40,000 internal analyses were conducted**

**600 samples were sent to external laboratories**

**232 Official external panels were held**

## Labelling

Olitalia boasts in-depth knowledge of the various product and labelling regulations, thanks to its strong presence in foreign markets. The company cooperates with leading international laboratories (Eurofins, SGS, Mérieux, Neutron) and is advised by leading law firms.

Olitalia promotes and implements an efficient and constantly updated control system. More specifically, the company keeps tight control over the packaging processes, with precise and transparent labelling, in compliance with national, European and international regulations.

In 2022, the company received no complaints related to labelling.

## Traceability, retraceability and integrity

Compliance with mandatory regulations on product traceability and retraceability is guaranteed by automatic control systems (departmental production software) from the unloading stage to the bottling stage.

The finished product is tracked by an automatic radio-frequency tracking system that interfaces with the company's management system, allowing the product to be tracked until delivery to the customer.

In addition to compliance with regulations, Olitalia adheres to voluntary projects and activities aimed at ensuring transparency and traceability all the way to the field. This includes the collaboration with Filiera Agricola Italiana for the Extra Virgin Olive Oil 100% Italian Selezione Oro.



## Product responsibility: listening to the customer and complaints

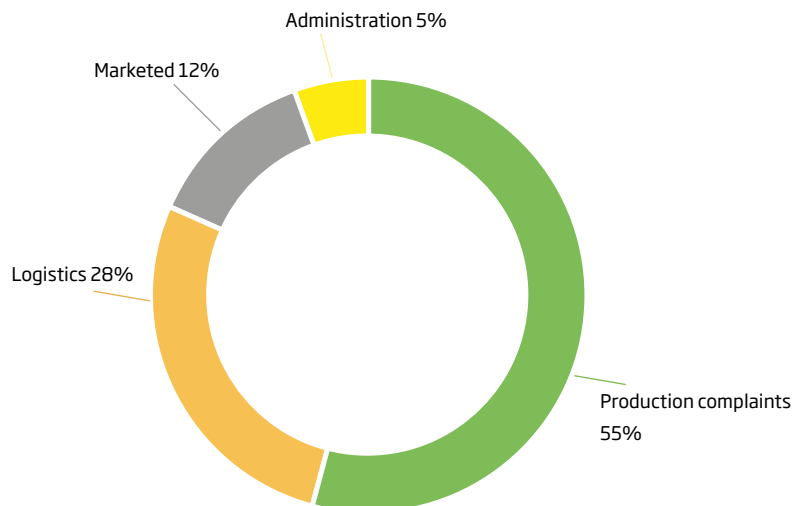
In order to handle complaints and non-conformities in a timely manner, Alitalia has drawn up an internal procedure as part of the Quality Management System.

The process of analysing complaints and non-conformities starts with an internal or customer report, recorded in the company's Quality software, from which an automatic forwarding to the Quality team takes place. Acknowledgement of the report triggers an investigation involving the core functions of the relevant departments, which discuss the necessary treatments and corrective actions to solve the problem.

The computerised recording allows the statistical processing of problems, with their causes and faults, which is examined monthly and summarised annually in the Management Review.

For statistical analysis, an index is used, called CPTHU, which relates the number of complaints found to the number of packages sold in the year multiplied by 100,000.

In 2022, complaints affected the following business areas:



The total CPTHU was 0.134. Among production complaints (the business area with the highest number of complaints), the index was divided between the following areas:

Complaint area	CPTHU
Production complaints	0.098
Packaging	0.012
Packaging/suppliers	0.042
Oil	0.010

The analysis revealed that the category in which the most reports were recorded was that of subsidiary materials, for which a new target was set for 2023, achievable through actions shared with the team.

Similarly, for the other categories, new targets for continuous improvement have been identified for 2023.

Every year the company undergoes second and third party audits by certification bodies and customers. In total, Olitalia underwent 10 inspections in 2022, which ascertained the compliance of the quality system with customer requirements and specifications.

# 3

Olitalia outlines and pays particular attention to all phases of raw material procurement, through a careful choice of suppliers, processing and refining of the product, so as to enhance its organoleptic qualities and authenticity.

# Procurement

The sector in which Alitalia operates is undergoing profound transformations and the transition to a circular economy is key to the development and competitiveness of the company.

Alitalia promotes "Made in Italy", combining tradition and innovation and basing its idea of the supply chain on two principles: reciprocity and collaboration.

Over the years, it has developed a strong interdependence with suppliers, rewarding long-lasting relationships to guarantee the distinctiveness of the products, to contribute to the improvement of the agri-food system, the working conditions of producers and innovation in the value chain.

All suppliers are required to sign the company's Code of Conduct and abide by the rules and principles contained therein.

## The suppliers

In order to ensure the highest quality of its products, the company has undertaken an analysis of its supply chain through an in-depth assessment questionnaire in which parameters are included to investigate environmental, social and governance sustainability practices.

The questionnaire is now being submitted to all oil suppliers in order to improve knowledge of the sustainability performance of the supply chain, which is a key element for improvement, also with a view to organisational resilience.

**1,430 suppliers**

of which

**1,207 Italian (84%)**

Alitalia's suppliers can be broadly divided into the following macro-categories:

raw materials and copackers

packaging and production aids

transporters

suppliers of ancillary services to production (maintenance and installations)

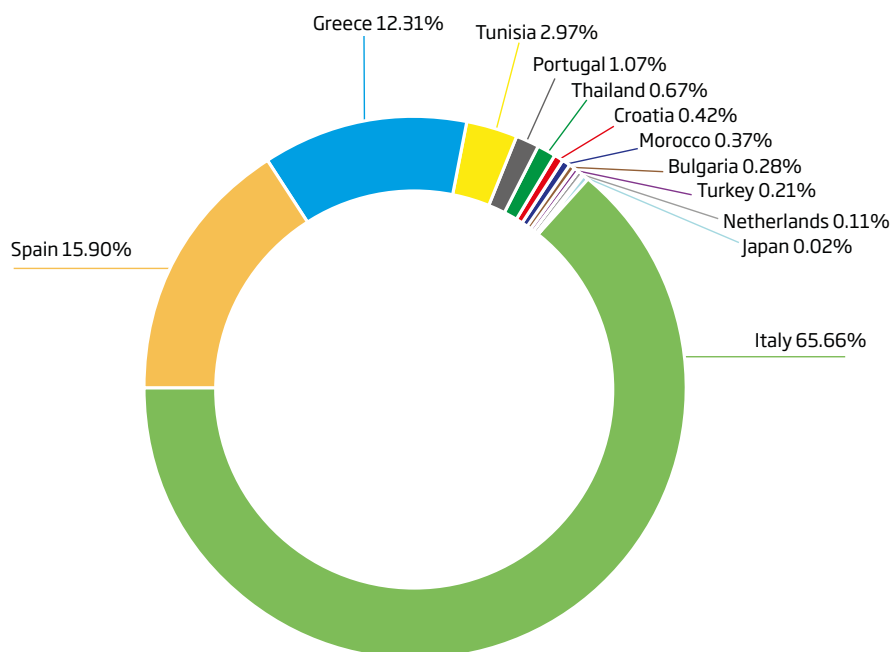
general service providers



## Raw materials

In 2022, suppliers of oil (both olive and seed) represent a monetary value of approximately 210 million euros. Of the 170 oil suppliers, 51 are Italian and account for 66% of the raw material supply expenditure.

Geographical area	Incidence purchasing cost	Number of suppliers
Italy	66%	51
EU	30%	107
Non-EU	4%	12
<b>Total</b>	<b>100%</b>	<b>170</b>

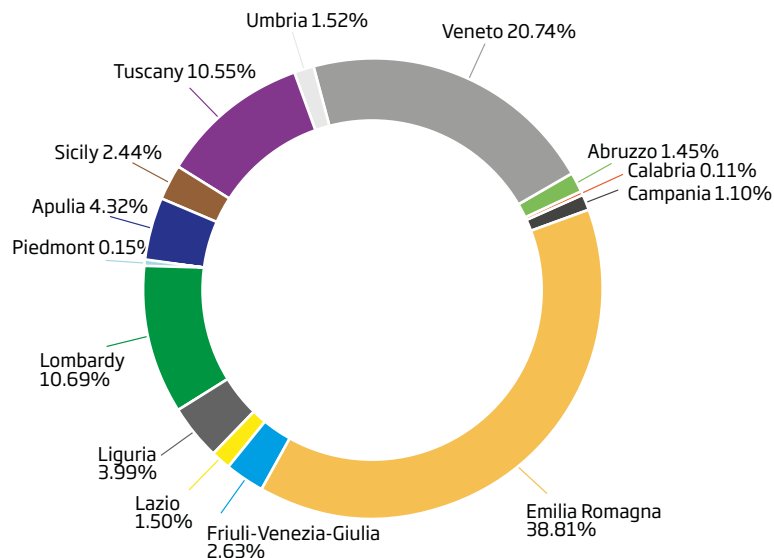


As far as the Italian market is concerned, the largest number of olive oil suppliers is located in Apulia and Tuscany, while seed oil supplies are mainly distributed in Emilia Romagna and Veneto.

## Raw material suppliers (breakdown by region)

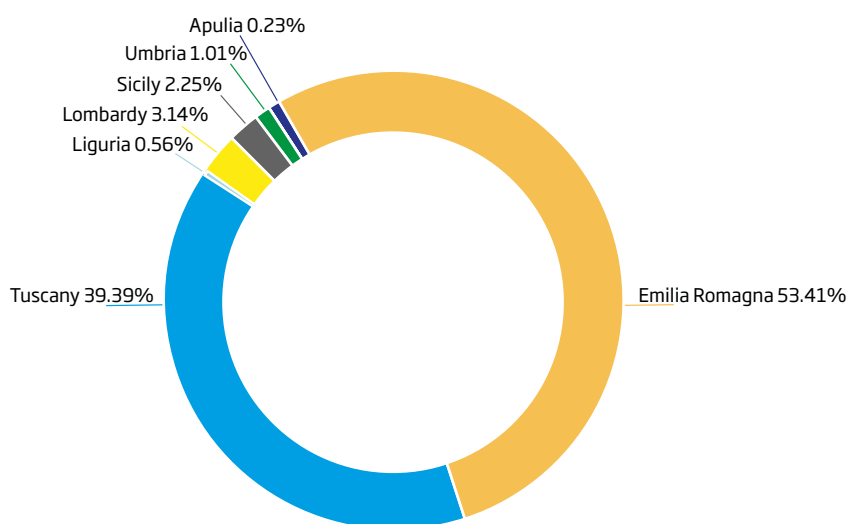
Region	Number of suppliers	% no. suppliers
Abruzzo	1	1.96%
Calabria	3	5.88%
Campania	4	7.84%
Emilia-Romagna	4	7.84%
Friuli-Venezia Giulia	1	1.96%
Lazio	2	3.92%
Liguria	3	5.88%
Lombardy	4	7.84%
Piedmont	1	1.96%
Apulia	13	25.49%
Sicily	3	5.88%
Tuscany	6	11.76%
Umbria	3	5.88%
Veneto	3	5.88%
<b>TOTAL</b>	<b>51</b>	<b>100.00%</b>

## Raw material oil - purchase turnover (breakdown for Italy)



For external processing, Olitalia relies almost exclusively on copackers from Emilia Romagna (53%) and Tuscany (40%).

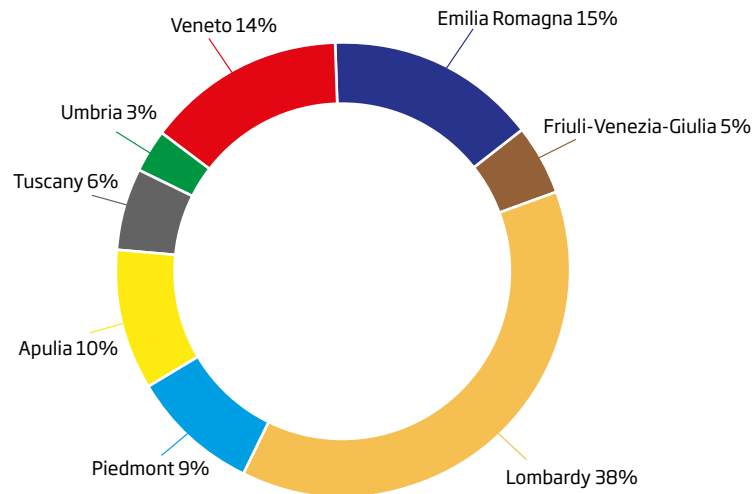
## Copackers - purchase turnover (breakdown for Italy)



## Packaging and production auxiliary materials

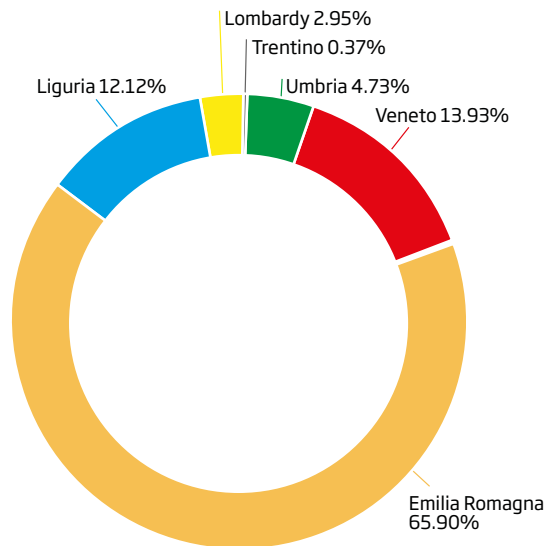
The main types of packaging used by Olitalia are glass, paper, wood, plastic and steel. Almost all (96%) of the packaging sellers are Italian, mainly from Lombardy (38%), Emilia Romagna (15%) and Veneto (14%).

### Packaging - purchase turnover (breakdown for Italy)



Auxiliary materials such as glues, filtration products and isokit also come entirely from Italy, 66% from Emilia Romagna.

## Production auxiliary materials purchase turnover (Italy)



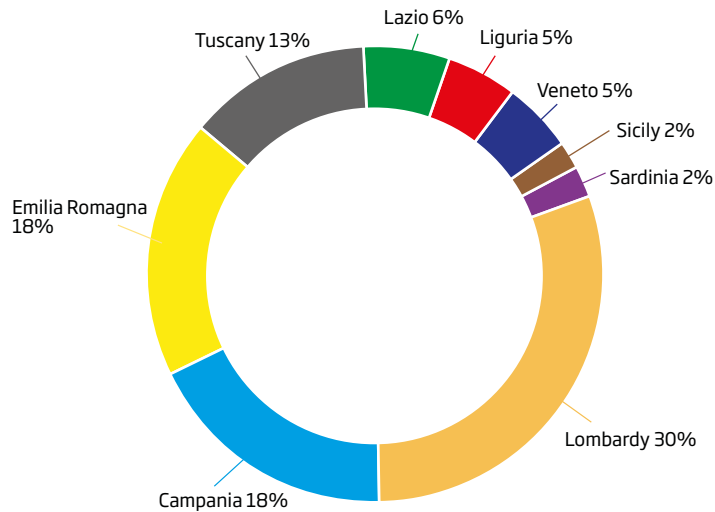
## Logistics and transport

Logistics and transport are two closely related sectors involving the organisation, management and execution of goods handling and storage activities, both locally and globally.

It is the set of processes and operations aimed at the efficient management of goods, from their origin to their final destination, in order to meet customers' needs in a timely and cost-effective manner.

Suppliers are more than 99% Italian, mainly from Lombardy, Emilia Romagna and Campania.

### Logistics and transport - purchase turnover (breakdown for Italy)



## Maintenance, spare parts and plants

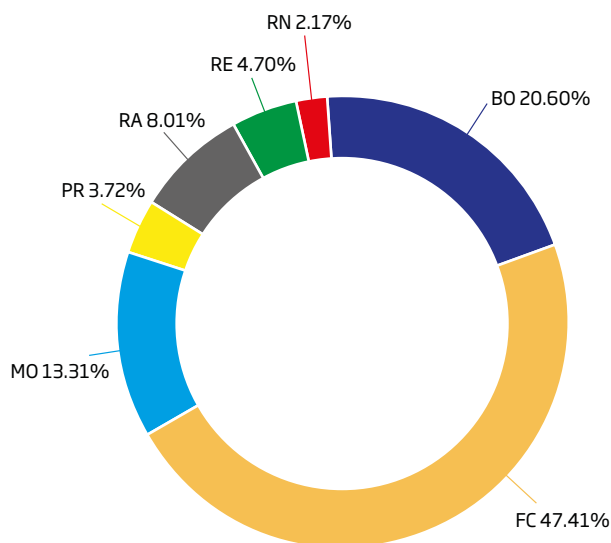
Out of a total of 81 suppliers of spare parts, plants and maintenance, 80 are Italian. 40% are based in Emilia Romagna and 34% in Lombardy.

Country	% incidence	Number of suppliers	% incidence
Germany	2%	1	1%
Italy	98%	80	99%
<b>General total</b>	<b>100%</b>	<b>81</b>	

## Services

The general services supply chain has 1,002 suppliers, of which 904 are based in Italy and account for 89% of spending on supplies. 53% of the expenditure remains in Emilia Romagna, in particular almost half in the province where Olitalia is based.

### General services - purchase turnover (breakdown for Emilia Romagna)



# 4

The control model implemented in Olitalia uses a series of tools, integrated into the corporate management model, aimed at preventing and mitigating the risks of actions in conflict with the company's ethical principles, procedures and obligations in terms of compliance.

## Economic value



Alitalia has always kept its roots firmly in its territory of origin and it is essential for the company to support the prosperity of the territories in which it operates by maintaining employment levels, fostering relations with local communities and creating shared value.

Through the appropriate reinvestment of profits and, consistent with the economic results, the company is committed to the achievement of development goals aimed at ensuring an increase in corporate value.

## Economic value generated and distributed

The economic value generated expresses the wealth produced by Alitalia, most of which is distributed to the stakeholders with whom the company relates in its daily operations. From the classification of Economic Value Generated, shown below, one can see the distribution of value created for the different stakeholder groups.

Economic value generated and distributed	2022 €/1000	%
Revenues	268,745,398	
<b>Direct economic value generated</b>	<b>268,745,398</b>	<b>100%</b>
Operating costs	244,565,040	91%
Employee remuneration	8,704,131	3.2%
Remuneration of lenders	1,109,542	0.5%
Remuneration to the public administration	1,975,996	0.7%
External donations and sponsorship	328,009	0.1%
<b>Economic value distributed</b>	<b>256,682,718</b>	<b>95.5%</b>
<b>Retained economic value</b>	<b>12,062,679</b>	<b>4.5%</b>

As can be seen from the table, Alitalia redistributes over 95% of the economic value generated.

## 2022 Economic Scenario

At the end of February 2022, the Russian-Ukrainian conflict broke out, the impact of which was added to the still ongoing effects of the Covid-19 pandemic. The upward trend of the world economy in 2022 was therefore affected by a general slowdown. More specifically, the Russian-Ukrainian conflict accentuated volatility in the markets, triggering further rises in energy and food commodity prices. The conflict also triggered a system of sanctions and counter-sanctions between the EU and Russia that have left their mark on EU-Russia bilateral economic relations. The price of gas - already increased from the last quarter of 2021 - reached record prices in the summer months of the year. The energy crisis that has affected the whole of Europe has led not only to supply difficulties, but also to an increase in all costs related to the production chain with a consequent increase in the inflation rate.

## Agri-food segment

The Coldiretti analysis shows that food has become Italy's first wealth, worth 580 billion euro in 2022, despite the difficulties linked to the pandemic and the energy crisis triggered by the war in Ukraine. "Made in Italy" at the table today accounts for almost a quarter of the national GDP and, from field to table, employs as many as 4 million workers in 740,000 agricultural businesses, 70,000 food industries, over 330,000 catering establishments and 230,000 retail outlets.

In 2022, "Made in Italy" food exports recorded an all-time high of +16%. In Germany, which is the largest market for Italian food and beverages, there is an increase of 11%, while in the United States, which ranks second, the growth is 22%, and in France, which closes the podium, it is +14%. Growth also occurred in the UK with +13%, despite Brexit, the economic crisis and domestic political instability. Of concern is the -22% drop in China, probably also due to the consequences of the Covid pandemic.

Ismea, in cooperation with Italia Olivicola and Unaprol, had estimated an olive oil production of 208 thousand tonnes for the 2022/23 campaign: -37% compared to 329 thousand tonnes in the previous campaign. What affected production, in addition to the countless climatic problems that occurred during all vegetative phases, was above all the fact that in many areas with a higher olive-growing vocation, the year was already a low-performing one, following the natural alternation calendar. Particularly noteworthy is the -52% drop in Apulia, which accounts for an average of 50% of national production, where the year's discharge was added to the climatic vicissitudes that favoured the development of diseases.

The positive trend of exports in the period under review is attributable, as far as virgin oils are concerned, to the increase recorded in extra virgin oil with +3.2% reaching a share of 74.0% of total Italian exports. Olive oil also increased by 27.7% to 15.5% of total Italian exports. It is the US market that continues to hold the position of main customer of the Italian market with a share of 27.5% of the national total.

## Alitalia's positioning

In 2022, Alitalia found itself coping with the aftermath of the outbreak of the Russian-Ukrainian war and all the events that followed. First, there was a sharp increase in the cost of raw materials, and then veritable exponential growth in energy costs and related goods and services. More specifically, there was a 110% increase in energy costs and a 33% increase in packaging costs.

To cope with these higher charges, the company intervened on sales prices, recording a 46% increase in turnover. However, this growth is not only the result of a price effect: it should be noted that the number of litres sold increased by +5% compared to the previous year.

While on the one hand we are witnessing a normalisation of some costs (e.g. energy costs are realigning to pre-war Ukraine-Russia values), on the other hand there is a sudden rise in the price of olive oil. This phenomenon currently brings some uncertainty as to the market's ability to absorb such large price increases. In order to cope with this situation, Alitalia is monitoring and trying to better manage procurement and consequently sales dynamics in order to safeguard the company's margins and business continuity.



## 231 Organisation, Management and Control Model

The company has adopted the Organisational, Management and Control Model pursuant to Legislative Decree no. 231/2001 and assures its effective and constant implementation, in addition to representing grounds for exempting the company from liability with regard to the commission of certain types of offences, is an act of social responsibility from which benefits accrue to all stakeholders: shareholders, employees, creditors and all other parties whose interests are linked to the company's fortunes.

The introduction of a control system for entrepreneurial action, together with the establishment and dissemination of ethical principles, improving the already high standards of behaviour adopted, increases the trust and reputation Olitalia enjoys with third parties.

Furthermore, it fulfils a regulatory function in that it regulates the behaviour and decisions of those who are called upon to work for the company on a daily basis.

The Code of Ethics, which is available on the organisation's website, is the tool prepared by Olitalia to define the set of ethical values that the company recognises, accepts and shares and the set of responsibilities that the company and its collaborators assume in internal and external relations.

## Anti-Corruption Policy

Alitalia has a position of absolute intransigence against any form of corruption, even with regard to employees of private companies.

In this sense, the company is fully committed to ensuring actions and conduct based exclusively on criteria of transparency, fairness and moral integrity, which prevent any attempt at corruption.

Alitalia's commitment to fighting corruption prohibits personnel, partners, and, in general, anyone carrying out activities on behalf of the Company from requesting, promising, offering or receiving gifts, gratuities or benefits, potential or actual, from or to persons outside the Company, whether they are public officials or persons in charge of a public service, government representatives, public employees or private citizens, whether Italian or from other countries, such as to lead to unlawful conduct or, in any case, such as to be interpreted by an impartial observer, as aimed at obtaining an advantage, including a non-economic one, considered relevant by custom and common belief, also understood as facilitating, or guaranteeing the obtaining of, services in any case due in business activities.



# 5

Olitalia encourages the respect for a person's physical and cultural integrity and for the dimension of relationship with others. It guarantees working conditions that respect individual dignity and a safe working environment.

## The people



# Human resource management policies

Olitalia is founded on people, their work and ethics.

Respect for people and their well-being, their growth and professional development are considered central to the company's success.

Human resource management policies aim to attract and retain talent, motivating people by contributing to their professional and personal fulfilment, proposing training paths to update their skills, designing career plans, supported by dedicated coaching paths, which develop their potential and encourage teamwork, and implementing remuneration policies that reward performance.

Olitalia promotes a corporate culture that aims to actively involve its employees, fostering an environment in which everyone feels stimulated to put forward their own ideas in order to contribute to the achievement of corporate objectives.

The company employs almost exclusively permanent staff in order to provide its employees with better stability and more opportunities for professional growth. Where possible, it considers requests for part-time work, which allows for a better work-life balance.

	Total	Women	Men	% of total employees
Fixed-term contract	8	4	4	6%
Apprenticeship	7	4	3	6%
Permanent contract	112	52	60	88%
<b>Total</b>	<b>127</b>	<b>60</b>	<b>67</b>	<b>100%</b>

	Total	Women	Men	% of total employees
Full time	123	56	67	97%
Part time	4	4	0	3%
<b>Total</b>	<b>127</b>	<b>60</b>	<b>67</b>	<b>100%</b>

## The workforce

As at 31.12.2022, there were 129 employees in the company, of whom 127 were employees and two were trainees. Gender balance in the company is almost achieved: women make up 48% of the total number of employees and account for 69% of the white-collar workforce.

	Total	Women	Men	% women	% men
Employees	127	60	67	47%	53%
Traineeships/ internships	2	2		100%	
<b>Total</b>	<b>129</b>	<b>62</b>	<b>67</b>	<b>48%</b>	<b>52%</b>

Professional figure and gender	Total	Women	Men	% women	% men
Managers	6		6		100%
Executives	8	2	6	25%	75%
White-collar	70	48	22	69%	31%
Labourers	43	10	33	23%	77%
<b>Total</b>	<b>127</b>	<b>60</b>	<b>67</b>	<b>47%</b>	<b>53%</b>

In staff management and selection processes, the company is committed to assuring equal opportunities.

The principles of inclusion and non-discrimination permeate the corporate culture and underpin the policies adopted to enhance the talents of each individual, promote work-life balance and protect cultural, religious, ethnic, opinion, age, gender and ability diversity.

All staff are employed under a regular employment contract, applying the food industry national collective bargaining agreement. The company refuses any irregular, undeclared, child and forced labour. Decisions made in the area of human resources management and development, in the definition of career paths, and in role transitions, are based on considerations of merit and/or correspondence between the profiles expected and possessed by employees.

The sense of belonging is strongly marked as shown by the average seniority indicator, which stands at over 12 years with 26% of employees having been on the job for more than 20 years (20 to 39 years).

The average age of the company population is 43 years old, with 76% of employees under 50.

<b>Age brackets</b>	<b>Total</b>	<b>Women</b>	<b>Men</b>
< 30	17	9	8
30 - 50	80	44	36
> 50	30	7	23

## Turnover

During the reporting period, the outgoing turnover was 12%, while the incoming turnover was 13%: in 2022, 17 people were hired while 15 left the company.

Leavers	Total	Women	Men
< 30	7	1	6
30-50	5	1	4
> 50	3		3
<b>Total</b>	<b>15</b>	<b>2</b>	<b>13</b>

Newly recruited	Total	Women	Men
< 30	13	3	10
30-50	3	1	2
> 50	1		1
<b>Total</b>	<b>17</b>	<b>4</b>	<b>13</b>

## Training

Alitalia identifies the training of its employees and collaborators as the key tool for sustaining its growth and preserving the quality of the service offered to its customers. The training plan proposed by the company facilitates the development and professional growth of all workers, through continuous and targeted learning, dynamic management of knowledge and skills, and the enhancement of individual professional aptitudes.

In 2022, in addition to compulsory training and training for apprentices, 1,243.5 hours of training were provided, an average of approximately 10 hours per employee.

The training projects carried out in 2022, covered the topics of cyber risk assessment and mapping, sustainability, updated English language skills, and deepened privacy legislation. The production staff was updated on the operation of production lines, HACCP and quality control, the FSPCA Intentional Adulteration Vulnerability Assessment, and the contents of ISO 45001.

An individual coaching course was also launched to support the development of managerial skills, with the aim of facilitating the dissemination of managerial behaviours and tools capable of evolving the organisation's culture.

## Welfare

Alitalia promotes a work-life balance policy and access to flexible working systems to support its employees, especially at key moments in their lives, such as the birth of a child, by granting, for example, compatibly with the job description, the possibility of returning to work at reduced hours or ending working hours from home.

In 2022, 3,808 hours of parental leave were recorded, taken by 6 women and 1 man. The rate of return from leave was 100%, which is in line with the company's retention rate, calculated as the number of employees who took leave and are still in the workforce 12 months later, which stands at 100%.

Compatible with the nature of the work performed, flexibility is also guaranteed for working hours, allowing employees to come in any time between 7.30 a.m. and 9 a.m. and to decide on the length of their lunch break, which can vary from 30 minutes to two hours.

In 2022, the company, following the same criteria used by the state administration for the awarding of the one-off bonus, gave its employees a petrol voucher worth 200 euros as a concrete expression of their proximity, and signed numerous agreements with local businesses to enable staff to purchase goods and services at favourable prices.

It is also possible to have packages purchased online delivered to work to make it easier for employees to pick them up.

## Performance measurement

Employees participate in the company's profits through the recognition of a performance bonus paid upon achievement of objectives, either individual or group, defined and assigned annually.

The performance assessment process includes structured individual interviews for each employee with their area manager, during which training needs are also highlighted.

## Occupational health and safety

Safeguarding the moral and physical integrity of the employee is a necessary condition for the performance of work. Consequently, the company is committed to ensuring the health and safety of its employees and collaborators and to disseminating a culture of safety, developing risk awareness and promoting responsible behaviour. In 2022, Alitalia implemented a safety management system in accordance with UNI EN ISO 45001:2018, with a view to obtaining certification for the entire company area and all activities.

The management system allows for the continuous improvement of the company to be monitored, through the drawing up of an activity plan that is constantly kept up-to-date and discussed annually during the management review and the periodic safety meeting.

Risks are constantly assessed and monitored through the drafting of the risk assessment document ("DVR") and specific risk assessments. Depending on the results, an improvement plan is implemented, which is checked and reviewed annually at the regular safety meeting.

Alitalia has a structured prevention and protection service in place with highly specialised and experienced personnel within the company, and in recent years the number of emergency management personnel has been increased.

On the basis of the risk assessments, a health protocol is also drawn up for the staff to undergo on a regular basis. Visits are managed on a time schedule and also involve newly recruited staff, trainees and staff who change jobs.

Alitalia guarantees the confidentiality of the results of the check-ups and any guidelines that are shared exclusively within the Prevention and Protection Service for the adoption of measures to protect the health of the worker.

## Training on occupational health and safety and staff engagement

All workers are continually updated and trained on new procedures and compulsory occupational safety regulations through specific meetings and board notices, in order to create complete staff engagement.

In 2022, a total of 404 hours of training were delivered.

Already since 2017, Alitalia has taken steps to collect and analyse near misses, which are promptly handled through an action plan and evaluated annually at the periodic meeting for statistical purposes and to draw up the improvement plan.

## Work-related injuries

In 2022, there was only one accident at work lasting 32 days, after two consecutive years of zero accidents.

<b>Incidence index</b>	0.8	calculated over the average total number of employees (128)
<b>Frequency index</b>	4.6	calculated over the total number of hours worked (215,386)
<b>Severity index</b>	0.15	calculating accident days over hours worked

To date, no occupational diseases have been detected.



## Attention to the community

Sustainability for Olitalia also embraces the aspect of relations with the local community. The objective is the adoption of sustainable behaviour at all levels, towards the realities with which the company relates.

Olitalia actively contributes to the growth of the local community through participations, donations and sponsorships for the development and improvement of local conditions: in particular, it has made a concrete commitment with donations to sports associations, educational growth of children and young people and awareness-raising events.

In 2022, Olitalia supported several initiatives, the main ones being the following:

### **Diabetes Marathon**

The Diabetes Marathon is the largest diabetes event in Italy in terms of programme and participation, created to raise awareness about the different forms of diabetes and to support people living with the disease.

### **Basket giovanile Ravenna**

Through its affiliation with the CSI, it promotes sport as a moment of education, growth, commitment and social aggregation, drawing inspiration from the Christian vision of man and history in its service to people and the territory.

### **Pallavolo Faenza**

A men's and women's volleyball club with more than 300 athletes, it offers courses suitable for all children and young people, diversifying into competitive and amateur sports. In cooperation with the city's schools, it has set up courses to promote the values of sport with educational, aggregative and recreational connotations, and seminars on nutritional education.

### **La Fratellanza Modena 1874**

A recognised amateur association, it is a member of the Italian Athletics Federation (Fidal). It is one of the most important realities of Italian athletics, training great talents every year and achieving important results not only at national but also international level.

### **Associazione Messaggio Musicale Federico Mariotti**

Musical association founded in 1993 in memory of Federico Mariotti by his friends and family. The primary aim is to promote the dissemination of musical and artistic culture. The ideal sharing and passion for music has accompanied the association since its inception in an amazing blossoming of new friendships and musical collaborations that have become increasingly consolidated over time.

### **Vecchiazzano football**

The amateur sports association organises introductory courses for young people and children from 6 to 18 years of age in preparation for playing football.

### **La Balena A.S.D**

An association affiliated to the AICS that promotes recreational motor activities to introduce children from 4 to 12 years old to all team sports.

# 6

Alitalia safeguards and protects the environment while respecting the principles of sustainable development. To this end, it plans its activities by seeking a continuous balance between economic initiatives and social and environmental needs.

## Attention to the environment

## Environmental Policy

Always at the forefront in skilfully combining quality and sustainability, Olitalia is daily dedicated to reducing the environmental impact of its factory, demonstrating a special care in safeguarding the ecosystem. A fundamental and unavoidable commitment, especially for those who make products that are part of the daily lives of millions of people around the world: environmental protection and sustainable development are core principles of Olitalia, also included in the Code of Ethics.

Therefore, all projects, present and future, are part of a yet more extensive plan to progressively reduce the company's environmental impact.

## Energy management

The process of energy efficiency and reduction of the company's environmental impact has gained momentum since 2017.

Indeed, all the plants in the production facility have been equipped with energy-efficient software and systems (start and stop systems, variable speed motors, inverters), and the "Lean Manufacturing" methodology has been adopted to optimise production processes and the TPM (Total Productive Maintenance) system as per the project carried out in collaboration with Toyota Academy.

Since 2018, electricity has been purchased from renewable sources, guaranteed by a 'Guarantee of Origin' certificate, and the lamps in the production plant, warehouses and offices have been replaced with a LED system.

In addition, two photovoltaic systems have been installed, providing a total power of 377.85KW. From an environmental point of view, each kW produced from photovoltaic energy avoids burning 0.25 kg of oil, saving the emission of 0.3-0.7 kg of CO<sub>2</sub> into the atmosphere.

As of 2019, heat from the machinery is recovered, thus limiting gas consumption, to enable winter heating of the plant. In 2021, the company also equipped itself with evaporative coolers that allow very low energy consumption air conditioning.

In 2022, four new machines were purchased in the production area, which will be installed during 2023.

## Consumption

For several years now, the company has had two photovoltaic systems in place affording significant savings both in terms of money and environmental impact, as they are a renewable energy source. In 2022, the company used 100% renewable electricity (a combination of purchased and self-generated).

Olitalia purchased and consumed 633,512 kWh of methane gas for the purpose of heating the facilities.

Energy source	kWh 2022
Renewable sources	
Electricity (certified "Guarantee of Origin")	2,857,644.37
Photovoltaics (self-consumption)	410,928.75
<b>Total renewable sources</b>	<b>3,268,573.12</b>
Non-renewable sources	
Methane gas	633,512.26
<b>Total non-renewable sources</b>	<b>633,512.26</b>
<b>Total energy consumption</b>	<b>3,902,085.38</b>

(Data source: meter readings and bills)

Breakdown of consumption of energy out of total consumed	2022
% renewable energy	84%
% non-renewable energy	16%

Energy intensity	U.M.	2022
Total energy consumption	kWh/hours worked*	18.24
Total hours worked		
Total energy consumption	kWh/tonne**	46.52
Tonnes of oil produced		

\*Total hours worked in 2022: 213,987

\*\* Tonnes of oil produced in 2022: 83,886.23

## Climate change and emissions management

Using the Global Reporting Initiative (GRI) methodology, consumption was divided into scope 1 and scope 2 according to where the emissions from the production or consumption of energy sources were generated.

Scope 1 emissions include direct emissions from sources owned or controlled by the company. This includes on-site energy, such as natural gas and fuel, refrigerants and emissions from boiler combustion, as well as emissions from fleet vehicles.

Scope 2 emissions include indirect greenhouse gas emissions from purchased or acquired energy, such as electricity, steam, heat or cooling, generated off-site and consumed by the company.

Scope 1
<b>Methane gas</b> 633,512.26 kWh = 128 Tonnes CO <sub>2</sub> eq
<b>Diesel</b> 43,440 l = 116.260 Tonnes CO <sub>2</sub> eq
<b>Petrol</b> 21,734 l = 56.184 Tonnes CO <sub>2</sub> eq
<b>Total 300.444 Tonnes CO<sub>2</sub>eq</b>

Scope 2
The value is zero since the energy purchased from the grid is certified from renewable sources.

## Water resource management

The water taken by the company comes from the public aqueduct. Water resources are used for sanitation and plant activities, i.e. steam production, chain cleaning with automatic systems, cleaning of rooms and machinery, cooling and for the maintenance of the company's green areas.

Water is an important resource that needs to be preserved, so Olitalia has fitted the pumping units with timers to reduce the water consumption inherent in production activities. In addition, a water pressure reducer has been installed in order to limit wastage in the various utilities as much as possible.

Water withdrawal coincides with consumption. Water discharged into the public sewerage system accounts for 80-85%, the remainder being attributable to steam production in packaging activities. The company is subject to continuous waste water monitoring with periodic sampling by the managing body.

## Water consumption

	Plant (m3)	Warehouse B (m3)	Warehouse F (m3)	Total (m3)
2022	6146.07	134.54	285.63	6,566.24

Discharges from the activities are channelled to two different points in the plant, both authorised with a single environmental authorisation ("AUA"). Washing waste water before entering the public network passes through an oil separator, which has the function of separating the various fractions.

## Packaging and plastics management

The packaging of Olitalia products includes bottles, drums, preforms, cartons and pallets, but also all subsidiary materials such as labels. The breakdown of goods purchased and used in 2022 is not reported by weight and/or volume but by number of pieces.

Packaging	Numbers 2022	Packaging	Numbers 2022
Bottles 1000 ml	10,368,844	Aluminium capsules	18,586,723
Bottles 750 ml	1,081,594	Capsules pressure-fit	34,626,899
Bottles 500 ml	6,342,432	Handles	5,366,048
Bottles 250 ml	1,776,840	Shrink caps	12,330,269
Preforms	32,850,189	Traceability labels	6,043,585
Milk in Tins plate	915,464	Wraps	7,354,653
PP drums	182,691	Cardboard flaps	83,538
Drum-tanks	239	Pallets	2,706
Bag in box	61,711	Corners post	41,393
Labels	59,166,686	Shrink foil	Kg. 13,769
Stickers	1,199,061	Stretch film	Kg. 55,545
Sleevers	14,406,744	Plastic film	Kg. 3,225
Tags	3,793,896	Strapping	Metres 70,955
Lids	182,691		



For years, Olitalia has been involved in a series of activities to reduce the environmental impact of its products. In line with the recent directives approved by the European Parliament for the abolition of single-use plastic items, Olitalia has committed to embarking on a path aimed at decreasing the use of plastic (reducing weight, R-PET, alternative compostable materials) in the packaging of finished products, while also searching for new biodegradable and compostable materials that can replace the plastic normally used in packaging.

## 2012

PET bottles, preforms and plastic films have been reduced in weight, accordingly reducing the weight of the raw materials. In 2013, there was a switch to a new glass bottle, "Evolution", with the advantage of saving raw materials and optimising logistics: in fact, depending on the format, up to 17% more bottles can be added to each pallet.

## 2015

Olitalia has developed the Green Dreaming project, which represents the first structured stage of the environmental sustainability path undertaken by the company (Olitalia's first certification according to ISO/TS 14067). The aim was to share information with consumers on the life cycle of different products and their environmental impact, for a more careful and conscious consumption. The project included the calculation of the Carbon Footprint of several product lines. Measuring emissions and understanding which stages of the supply chain carry the greatest environmental burden were the first steps in developing impact reduction actions.

## 2018

Olitalia has launched the Plastic No More project: a concrete gesture to reduce the company's environmental impact even further. Plastic No More is the result of the work of numerous partners, such as the "Anton Dohrn" Zoological Station in Naples, joined by important players such as the University of Gastronomic Sciences in Pollenzo and Coripet.





Olitalia is the first oil company to join Coripet, a Voluntary Consortium recognised by the Ministry of the Environment, whose mission is to directly manage the end-of-life of PET bottles placed on the market. With Coripet's "bottle-to-bottle" project, a closed Italian supply chain has been set up for the recycling of PET bottles, which, once they reach the recycling plant, are crushed, washed, sanitised and, after being granulated, become raw material again. In this way, a circular economy is created in which waste becomes a resource: it is reintroduced into the economic cycle, giving rise to new bottles and thus reducing the use of newly produced plastic.

## 2019

Disposable materials such as glasses, plates, cutlery, straws have been eliminated in the company, and plastic bottles are no longer present in vending machines, while hot drinks are served in paper cups and wooden stirrers (with a benefit of about 10,000 500ml bottles each year). Instead of water bottles, a number of dispensers and steel flasks are provided for employees and collaborators.

## 2022

All one-litre bottles of the seed oil and frying products line, under the Olitalia brand name, are made from 100% recycled food-grade plastic (R-PET) from the Italian controlled supply chain Coripet. The new 100% R-PET plastic bottle will allow a benefit of about 5.5 million 33 gram bottles on an annual basis (data 2022). This project to replace virgin plastic bottles was also communicated on the labels: under the concept "Viva la Natura" is a QR code that refers to the Coripet website. In this way, the consumer can find out more information and be involved in the proper start of the recycling process of the bottle he has.

As of January 2022, the 20-litre bucket of the Frienn product has been replaced by the eco-pack Bag-in-Box, resulting in a reduction of plastic by 85%, or 45,000 kg per year, and an optimisation of transport by placing more packages on pallets. Compared to the cylindrical bin, Bag-in-Boxes allow an increase in volume on pallets from 9 (EPAL) to 33% (USA).

## Waste management

Company waste is managed by special procedures, with allocated areas for temporary storage. There is separate waste collection at the company and there is no food waste in the production process: in fact, most of the waste comes from packaging and spent filtration meal destined for recycling. Furthermore, with regard to the share of undifferentiated waste, any opportunities to reduce it through additional recycling possibilities are reviewed annually.

A percentage of the “defective” plastic production residue/waste is sold to a specialised company in Forlì that recycles plastics, thus giving new life to materials that would otherwise have to be disposed of. The transport and disposal of waste are carried out by external specialised companies, and all collections are managed with forms and loading and unloading registers.

To improve its waste management, Olitalia has initiated a number of projects including:

Used oil project in cooperation with CONOE through dedicated training for the food service sector

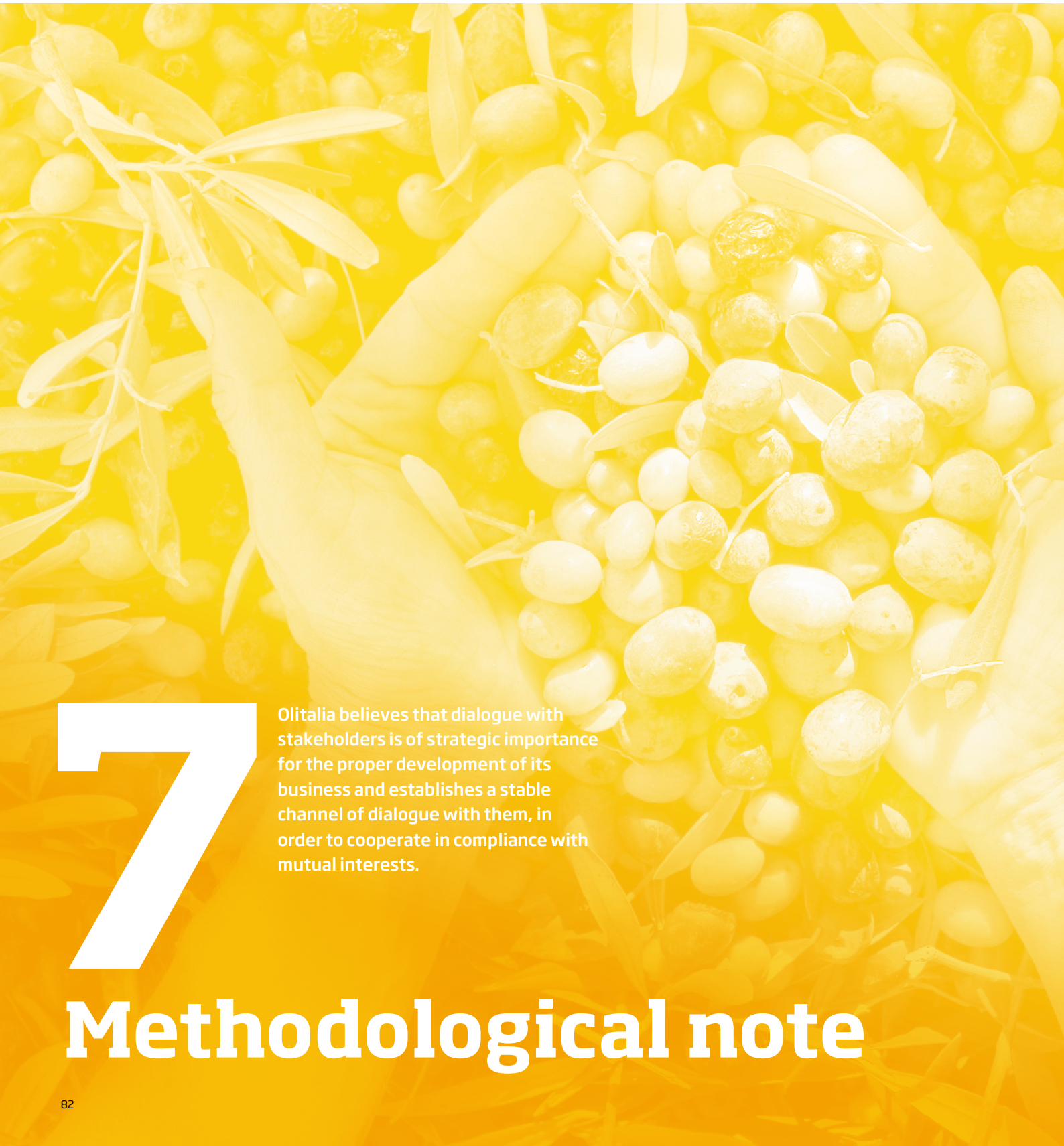
Since 2011, thanks to an improvement in the operational management of PET bottle production lines (all formats), the amount of preform waste has been reduced by more than half

List of waste

Description	Hazardous/ Non hazardous	Quantity per year in kg	Description disposal or recovery
Sludge	Non-hazardous	82,490	Recycling/recovery
Oily cardboard, oily flours, olive oil dregs	Non-hazardous	97,800	Regeneration or other reuses of oils
Toner for printing	Non-hazardous	30	Storage of waste
Paper and card- board packaging	Non-hazardous	144,030	Recycling/recovery
Plastic packaging	Non-hazardous	46,510	Recycling/recovery
Wood packaging	Non-hazardous	11,980	Recycling/recovery
Packaging metal	Non-hazardous	10,040	Recycling/recovery
Laboratory chemi- cal substances	Hazardous	936	Preliminary deposit
Iron and steel	Non-hazardous	1,790	Recycling/recovery
<b>Total</b>		<b>395,606</b>	
Total hazardous		936	
Total non-hazardous		394,670	
<b>Total recovery (R)</b>		<b>324,663</b>	
Total disposal (D)		943	

With regard to glass packaging and unsorted municipal waste, both of which are classified as non-hazardous waste, the company relies on the company Alea, which recovers and disposes of the quantities produced.

Unsorted municipal waste	50,620 kg
Glass packaging	91,200 kg



# 7

Alitalia believes that dialogue with stakeholders is of strategic importance for the proper development of its business and establishes a stable channel of dialogue with them, in order to cooperate in compliance with mutual interests.

## Methodological note

Alitalia's first Sustainability Report highlights the company's commitment to a more sustainable business model and its willingness to tell its stakeholders about its performance in the calendar year 2022. The environmental, social, personnel, human rights and anti-corruption data reported in the document are useful to ensure understanding of the company's activities, its performance, results and impact on the company and the environment.

The Report was prepared following the Global Reporting Initiative Sustainability Standards version 2021. The principles established by the GRI Standards were applied in the drafting: accuracy, balance between positive and negative impacts, clarity, comparability, completeness, sustainability context, timeliness, verifiability.

The reporting scope of qualitative and quantitative data and information refers to Alitalia. Quantitative information for which estimates have been used is reported in the different sections of the document. The Report will be prepared annually and the drafting process involved the heads of the various corporate departments.

## Materiality analysis

The Sustainability Report focuses on material topics, as well as on the concept of impact and due diligence. Material topics, as defined by the GRI Standards, are those aspects that reflect the organisation's most significant impacts on the economy, environment and people, including human rights.

The materiality analysis process consisted of the following steps:

### **1. Context analysis**

An analysis was carried out to understand the context of the organisation, delving into aspects such as its activities, business relationships, sustainability context and relevant stakeholders.

## 2. Identification of sustainability impacts

The organisation's main impacts on the economy, environment and people were identified. The topics identified made up the list validated by management and stakeholders.

### RELEVANT TOPICS

Product quality and safety	Waste management with a view to the circular economy
Product and process innovation	Sustainable packaging
Responsible, sustainable procurement	Sustainable mobility and transport
Brand reputation	Respect, rights and development of workers
Integration of sustainability into business strategy	Welfare and a positive working environment
Ethical transparency in business conduct	Diversity and equal opportunities
Communication with stakeholders	Worker health and safety
Reducing the ecological footprint	Poverty alleviation and development of production areas
Environmental protection and external awareness	Supporting the territory and the community

## 3. Assessing the significance of impacts

An assessment of the most relevant impacts and issues was carried out by filling out an evaluation questionnaire assigning each issue a priority for action, using a scale of 1 ("Not at all significant") to 5 ("Priority").

The company decided to involve the internal front lines, through a moment of confrontation and discussion of priorities in relation to the proposed topics.





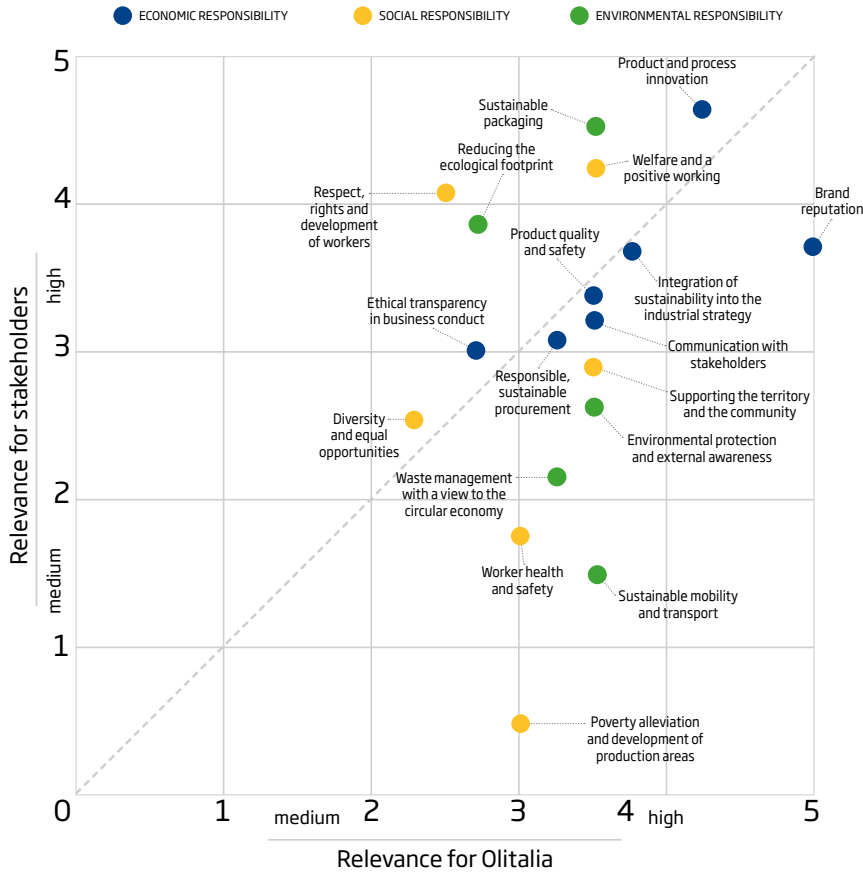
# Stakeholder engagement

Engagement and discussion with stakeholders is an important phase of the materiality analysis and allows not only to understand their needs, expectations and evaluations, but also enables the company to better define business strategies and objectives, assessing change, risks and opportunities. The stakeholder relations system provides for differentiated tools and channels of dialogue for the different categories, based on the level of interdependence and influence on the organisation.

Stakeholders	Engagement activities
Banks and investors	investor relations activities - regular meetings and events - press releases
Employees	constant dialogue with management - informal and institutional meetings - specific survey with assessment of relevant issues involving the group's front lines - training meetings and events - corporate welfare initiatives - performance assessment process
Suppliers	business meetings and visits to the company and suppliers - qualification or compliance audits - communication portals - evaluation tools and questionnaires - adherence to the code of ethics
Partners	definition and sharing of standards - communication portals - regular meetings
Customers	sales meetings and company visits - social media - other dedicated communication channels (customer portals) - performance evaluation tools
Public administration	national and local public bodies - national and local authorities - control and regulatory bodies: meetings / sending and exchange of communications for compliance or specific requests
Media	dissemination of press releases - social media - television advertising
Communities and territory	meetings with representatives of local communities - company visits

# Results

MATERIALITY MATRIX



From an economic and governance point of view, the topics that are central to the company and stakeholders, in addition to the implicit issue of economic and financial performance, are: product and process innovation, integration of sustainability in the company strategy, brand reputation, product quality and safety, and communication with stakeholders.












In the environmental field, also considering market demands, a very important topic is related to the sustainability of packaging, an area in which the organisation has invested over time but still considers strategic. Other topics that need attention are the reduction of the ecological footprint, waste management with a view to the circular economy, including communicating externally to the

end consumer how best to handle the disposal of used oil, and responsible and sustainable sourcing.

Priority areas in the social sphere are welfare and a positive working environment and support for the local area and the community, areas in which the company is already virtuous but which must also be addressed in the future.

## Table of impacts

Below are the top 6 topics representing Olitalia's most significant impacts, identified through the Impact Materiality process.

Material topic	Main impact	SDG of reference
Product and process innovation	Continuous product and process innovation with positive effects on people and economic systems	
Integration of sustainability into business strategy	Promotion of new management and organisational models Dissemination of a culture of fairness and ethics	 
Brand reputation	Communication and reporting on good company practices. Drafting the sustainability report	 
Packaging sustainable	Studies and projects to continuously improve the materials used for packaging and product packaging, aiming at recycling and the use of materials with a low environmental impact	 
Welfare and a positive working environment	Contribution to a better quality of life for employees through high levels of inclusiveness and meritocracy in the workplace. Work-life balance through flexible working hours. Professional development also linked to personalised growth and evaluation objectives	  
Support to the territory and the community	Widespread social, economic and cultural development in the territories where the company is present, including through investments and donations	

# 8

Olitalia has drawn up a plan to improve its governance, social and environmental performance by setting medium-term targets based on the analysis carried out during the drafting of the sustainability report.

## 2023-2028 targets

## GOVERNANCE

- COMPANY**
- Establishment of the Sustainability Committee and introduction of the figure of the Sustainability Manager in the organisational chart
  - Implementation of stakeholder engagement to validate the materiality matrix
- PRODUCT**
- Ministerial accreditation of the in-house extra virgin olive oil tasting panel
- SUPPLIERS**
- Definition of an auditing and evaluation plan for strategic suppliers based on ESG criteria

## SOCIAL

- Coordination of the olive-growing focus group involving the entire olive-growing sector in Emilia Romagna for the development of a regional olive-growing plan
- Implementation of the corporate welfare plan
- Conducting a company climate survey
- Implementation of a professional development plan for female employees and a gender equality management system

## ENVIRONMENT

- Reduction/compensation of the CO<sub>2</sub> impact generated by the main product lines:
  1. LCA project on 100% Italian EVO oil
  2. LCA project on a seed oil product line
- Development of an awareness-raising campaign on the correct disposal of waste oil
- Plastic No More project:
  1. +10% increase in the use of R-PET
  2. Research into fully recyclable and biodegradable packaging
- Energy assessment to define possible areas of energy recovery
- Installation of a new photovoltaic system with a capacity of approximately 900 kWh and evaluation of the feasibility of the “energy community” project.

# GRI Content Index

GRI Sustainability Reporting Standard		Page
<b>2</b>	<b>GENERAL DISCLOSURES</b>	
<b>THE ORGANISATION AND ITS REPORTING PRACTICES</b>		
2-1	Organisational details	6.9
2-2	Entities included in the organization's sustainability reporting	83
2-3	Reporting period, frequency and contact point	83
<b>ACTIVITIES AND WORKERS</b>		
2-6	Activities, value chain and other business relationships	25, 44-53
2-7	Employees	62-64
2-8	Non-employed workers	62-64
<b>GOVERNANCE</b>		
2-9	Governance structure and composition	12-15
2-15	Conflict of interest	60
<b>STRATEGY, POLICIES AND PRACTICES</b>		
2-22	Statement on sustainable development strategy	1
2-23	Policy commitments	19
2-28	Membership of associations	16
<b>STAKEHOLDER ENGAGEMENT</b>		
2-29	Approach to stakeholder engagement	87
2-30	Collective bargaining agreements	65

<b>GRI Sustainability Reporting Standard</b>		<b>Page</b>
<b>3</b>	<b>MATERIAL TOPICS</b>	
<b>DISCLOSURES ON MATERIAL TOPICS</b>		
3.1	Process to determine material topics	62-64
3-2	List of material topics	62-64
3.3	Management of material topics	88, 89
<b>200</b>	<b>ECONOMIC TOPICS</b>	
<b>201</b>	<b>ECONOMIC PERFORMANCE</b>	
200-1	Direct economic value generated and distributed	54
<b>204</b>	<b>PROCUREMENT PRACTICES</b>	
204-1	Proportion of spending on local suppliers	44-53
<b>205</b>	<b>ANTI-CORRUPTION</b>	
205-1	Operations evaluated for corruption-related risks	60
205-2	Communication and training about anti-corruption policies and procedures	61
205-3	Established incidents of corruption and actions taken	none
<b>300</b>	<b>ENVIRONMENTAL TOPICS</b>	
<b>301</b>	<b>MATERIALS</b>	
301-1	Materials used by weight or volume	77
301-2	Recycled input materials used	77
301-3	Recovered or reclaimed products and their packaging materials	77

<b>GRI Sustainability Reporting Standard</b>		<b>Page</b>
<b>302</b>	<b>ENERGY</b>	
302-1	Energy consumed within the organisation	73-75
302-2	Energy intensity	75
302-3	Reduction of energy consumption	73
<b>303</b>	<b>WATER AND EFFLUENTS</b>	
303-1	Interactions with water as a shared resource	76
303-3	Water withdrawals	76
303-4	Water drainage	76
303-5	Water consumption	76
<b>305</b>	<b>EMISSIONS</b>	
305-1	Direct GHG emissions (Scope 1)	75
305-2	Energy indirect (Scope 2) GHG emissions	75
<b>306</b>	<b>WASTE</b>	
306-1	Waste generation and significant waste-related impacts	80, 81
306-2	Waste by type and disposal method	80, 81
306-3	Waste generated	80, 81
306-4	Waste diverted from disposal	80, 81
306-5	Waste directed to disposal	80, 81
<b>308</b>	<b>ENVIRONMENTAL ASSESSMENT OF SUPPLIERS</b>	
308-1	New suppliers that were screened using environmental criteria	45, 46
308-2	Negative environmental impacts in the supply chain and actions taken	none



<b>GRI Sustainability Reporting Standard</b>		<b>Page</b>
<b>400</b>	<b>SOCIAL TOPICS</b>	
<b>401</b>	<b>EMPLOYMENT</b>	
400-1	New hires and turnover	64
400-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	68
400-3	Parental leave	68
<b>403</b>	<b>OCCUPATIONAL HEALTH AND SAFETY - 2018</b>	
403-1	Occupational health and safety management system	69, 70
403-2	Hazard identification, risk assessment, and incident investigation	69, 70
403-3	Occupational health services	69, 70
403-5	Worker training on health and safety in the workplace	69, 70
403-9	Work-related injuries	69, 70
403-10	Occupational diseases	69, 70
<b>404</b>	<b>TRAINING AND EDUCATION</b>	
404-1	Average hours of training per year per employee	67
404-2	Programs for upgrading employee skills and transition assistance programs	67
404-3	Percentage of employees who receive periodic performance and professional development evaluations	67
<b>405</b>	<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>	
405-1	Diversity of governance bodies and employees	63

<b>GRI Sustainability Reporting Standard</b>		<b>Page</b>
<b>406</b>	<b>ANTI-DISCRIMINATION POLICY</b>	
406	Incidents of discrimination and corrective actions taken	none
<b>413</b>	<b>LOCAL COMMUNITIES</b>	
413-1	Activities involving local community involvement, impact assessments and/or development programmes	71
<b>414</b>	<b>SOCIAL ASSESSMENT OF SUPPLIERS</b>	
414-1	New suppliers that were screened using social criteria	45, 46
414-2	Negative social impacts in the supply chain and actions taken	none
<b>416</b>	<b>CUSTOMER HEALTH AND SAFETY</b>	
416-1	Assessment of the health and safety impacts of product and service categories	39
416-2	Incidents of non-compliance involving health and safety impacts of products and services	none
<b>417</b>	<b>MARKETING AND LABELLING</b>	
417-1	Requirements for product and service information and labelling	40
417-2	Incidents of non-compliance concerning product and service information and labelling	42, 43
417-3	Incidents of non-compliance concerning marketing communications	none

Methodological consulting: Mediamo Area Sostenibilità S.r.l SB  
Graphic design: Mediamo S.r.l SB  
Printed by Alpha Service S.r.l. on Shiro Echo FSC  
(Forest Stewardship Council) brilliant white paper.



THE TRADITION OF TOMORROW.

Via A. Meucci 22/A • 47122 Forlì (FC) • Italy  
Tel. +39 0543 794811 • Fax +39 0543 721646  
[olitalia.com](http://olitalia.com)



---

ECIOSA IN CAMPIS