

SUSTAINABILITY REPORT 2021



Scoiattolo



SUSTAINABILITY REPORT 2021

*«Our commitment to
people and the planet»*

Scoiattolo

The awareness of our daily choices
to pursue global goals

Table of Contents

Scoiattolo highlights 2021	5
Letter to stakeholders	6
1. Scoiattolo world	8
1.1. About us	11
1.2. What we do	17
1.3. What sustainability means to Scoiattolo and its priorities	26
2. The main ingredient: the centrality of our people	32
2.1. Management and development of our human capital	35
2.2. The well-being of our employees	41
3. Quality and innovation: a recipe for success	46
3.1. Management of our supply chain	49
3.2. The quality and sustainability of our products	50
3.3. Innovation and safety of our processes	57
4. A 'good' product: care for the environment and the land	60
4.1. Our fight against the climate change	63
4.2. Management of the production processes	67
4.3. The impact of the business on the community	70
Methodological Note and GRI Content Index	74
Methodological Note	76
GRI Content Index	79

SCOIATTOLO HIGHLIGHTS 2021

3,5M€

Invested in
machinery
automation

250

Recipes

30

Pasta
shapes

+ 800

Hours of training
provided to workers

46,37M€

Million of economic
value generated

89%

Permanent
employees

120

Employees

40%

Women in
management

118.627€

Donated to
non-profit
organisations

70

Tons of pasta
produced
everyday

10.848

Tons of raw
materials
purchased

Letter to stakeholders

Dear stakeholders,

It is with pride and satisfaction that we present to you our first Sustainability Report.

Being aware of the importance of acting responsibly and sustainably, and with the ambition of contributing to today's well-being without compromising the wellness of future generations, in 2021 Scoiattolo decided to draw up its first Sustainability Report on a voluntary basis according to the GRI Sustainability Reporting Standards.

The drafting of this report constitutes the first step on a new path towards the monitoring and awareness of the social and environmental impact generated, aiming at defining our contribution to sustainability and at identifying the areas on which to focus our efforts in order to improve our performance and generate positive results. The Sustainability Report will provide to all our stakeholders a clear and transparent account of these efforts over time and a comprehensive look at Scoiattolo's world.

The continuous and innovative development of processes and products lies at the heart of our business concept, together with the desire to pay increasingly more attention to the environment and to our people, who are and will always be the core of our success. Therefore, Scoiattolo wants to keep promoting and incentivizing initiatives aimed at ensuring safety in the workplace and at fostering the personal and professional development of all employees through dedicated corporate welfare plans. Scoiattolo is committed to achieving gender equality, as demonstrated by the high percentage of women in management (40% in 2021) and will always pursue remuneration and recruiting policies based on the strict avoidance of any form of discrimination.

The focus on people is also and above all reflected in our customer care policies, which represent an essential element of the company. Scoiattolo constantly strives to remain close to its customers, creating and maintaining relationships of trust and collaboration, focusing on continuously providing high quality and reliable products through tailor-made offerings, and ensuring a prompt

response to different consumer needs.

In the knowledge that sustainable development is a goal that can only be effectively pursued by contributing to a shared commitment, Scoiattolo is committed to supporting local communities, through donations and participation at events aimed at local development and promotion; through the development of new vegan and gluten-free product lines to meet consumer needs, prioritizing mainly Italian - and thus less impactful - supply chain solutions. Important for us is also to source packaging which comes almost entirely from recycled materials.

During the three-year reporting period, Scoiattolo has made significant investments in achieving a high degree of automation in production. Scoiattolo's future goal is to ensure sustainable development, with a focus on the protection of people, the environment and the planet.

In line with these goals, in 2021 the construction of a new plant has started, once completed the production capacity will double. The project is being developed according to a plan aimed at the integration of the surrounding land and greenery, using pollution-mitigating building materials. Also new and spacious workspaces will be set up for a futuristic and innovative vision of business and welfare.

The results achieved so far represent the first steps on a path of growth and sustainable development to be undertaken together. We are committed to making our contribution ever more concrete and transparent, confident that our growth will represent a tool for generating shared value.



Aquilino Di Caro
Managing Director

1

SCOIATTOLO WORLD



GRI 205-3
GRI 417-2



GRI 307-1
GRI 419-1



GRI 416-2





Scoiattolo, a family owned company: the 3 generations all together

1.1 About us

Scoiattolo was born almost 40 years ago.

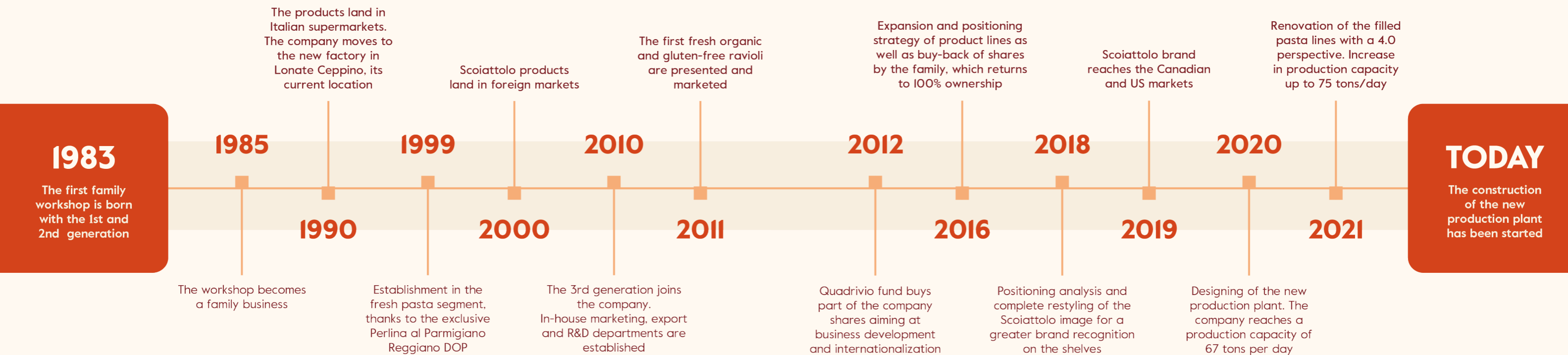
Raviolificio Lo Scoiattolo was founded in **1983** by Umberto Belletti, a Milanese surveyor and trader by profession, who decided to produce and sell the tortellini of his Emilian wife Ebe, a great specialist in fresh homemade pasta, in provincial markets.

«A story born almost 40 years ago»

Two years later, in **1985**, the workshop became a small family business producing around 40 kg of pasta per day. The idea for the company name came one day in the mountains, in front of a family of squirrels (*scoiattolo* in Italian) that represented a simple, close-knit and hard-working unit, just like the Belletti family. Hence the company name 'Lo Scoiattolo.'

In **1990**, thanks to investments in machinery, sacrifices, and tenacity, Scoiattolo products arrived in Italian supermarkets. The subsequent increase in production volumes required larger spaces and a new production plant. The family then decided to settle in Lonate Ceppino, Province of Varese, where the company is still located.

The true DNA of the Varese pasta factory began to emerge more and more with the development of innovative formats and fillings and, above all, thanks to the entrepreneurial approach of the second generation, represented by Annamaria and Giancarla Belletti and their respective husbands Aquilino Di Caro and Giuseppe Guerra. In **1999**, the Perlina, stuffed with 100% Parmigiano Reggiano DOP, and the Granpanzerotti (which enriched the classic ricotta and spinach filling with the addition of Sicilian lemon peel), became the company's *best sellers*, giving the company its distinctiveness within the fresh pasta market. Machineries were also calibrated to slow the processing



of the dough and fillings, enriching and enhancing the final product. Scoiattolo fresh pasta thus took on a creative connotation that made research and development its centerpiece.

In **2000**, 17 years after the workshop's foundation, Lo Scoiattolo began its internationalization process, thanks to the development of the northern European markets: the strategy involved Private Label production, in search of genuine Made in Italy. At the same time, the company began to grow, increasing its productivity to 20 tons of pasta per day.

In **2010**, the third generation of the family, Massimiliano Di Caro, Matteo Di Caro and Valentina Guerra joined the company, bringing enthusiasm, innovative ideas and a new strategic vision. The in-house marketing and creative departments were created, the Research and Development unit was implemented, new and different foreign

markets studied and approached.

The following year, in **2011**, Scoiattolo researched and marketed the first Organic Wholewheat fresh pasta. The desire to anticipate dietary needs and the focus on emerging consumption patterns represented an indication of what Scoiattolo would become in the following years. The first Gluten-Free fresh pasta was created in the same years, its taste and texture recreated the memory of real fresh pasta.

In **2012**, the Quadrivio Fund acquired company shares to support Scoiattolo's development and internationalisation. In **2016**, the shares were bought back by the family, which again became the sole owner of the Raviolificio.

In the following decade, Scoiattolo's fresh pasta and its communication got *smarter*, approaching new and diversified types of consumers, offering high quality products tailored to their

specific needs. The brand acquires a fresh and accessible tone of voice, thus creating a following of consumers who identify with Scoiattolo, not only when it comes to *in-store* choices, but also through social media interactions.

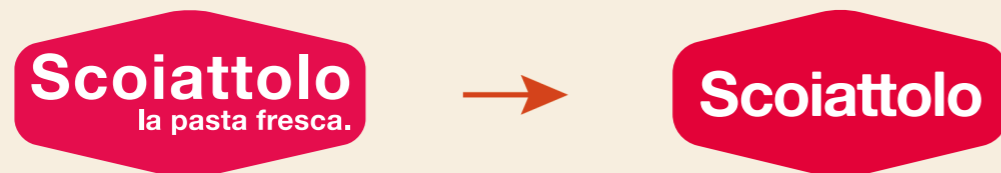
In **2016**, the company's focus on innovation and the constant investment in research and development of new products led Scoiattolo to launch the first 100% vegan and organic pasta line, an endeavor never attempted before. This was the proof that it is possible to offer consumers a product tailored to their dietary needs, without sacrificing taste and maintaining a constant focus on ensuring good value for money. With its vegan line, Scoiattolo proved that the goodness of the product is always guaranteed by the company's strong fresh pasta manufacturing *know-how* and by the choice of high quality ingredients, in the conviction that a product designed to cater to specific dietary needs can be both

healthy and tasty, thus becoming 'good for everyone'.

In **2018**, the company began dedicating its creative energies to a significant restyling of Scoiattolo product lines. This process was concluded in the following year, through the alignment of commercial strategies to the company's desired positioning on supermarket racks. The graphic restyling resulted in the study and redesign of package design architecture, aimed at communicating the spirit of the brand and the commercial distinction of its product lines right from the deli counter, allowing for immediate recognition. The new Scoiattolo brand identity, with well-defined connotations, led to the crafting of a coordinated and distinctive brand image, both in terms of packaging and communication on social media. The set-up of several social media business accounts (Facebook, Instagram, YouTube, LinkedIn) led to the creation of a Creative Office specialized to

Restyling of the Scoiattolo logo

To strengthen its identity in the Italian and international markets, between 2018 and 2019 Scoiattolo's creative department carried out a process of label restyling, mainly focused on the perceptual optimization of the 'Scoiattolo' lettering within its hexagonal insertion field. The colors remained in continuity with the previous version, but featured some substantial changes and additions aimed at making the overall color impression more 'natural.' The new layout, symmetrical along both axes, enhances the textual content.



daily content creation. Scoiattolo's social media profiles are updated and monitored daily to ensure attentive customer service and consumer care.

In 2019, the first production system capable of injecting the sauce inside the pasta itself was developed, and Scoiattolo launched *Pennette Ripiene*, a new pasta dish that's both practical and tasty, dedicated to the most imaginative consumers. The format was also patented internationally.

In the same year, the company's presence in foreign and international markets continued expanding: Scoiattolo, in partnership with Costco, entered the US and Canada markets with its own brand. There, it developed around 20 items and a brand image completely customised for the target market.

In 2020, the family continued its development project and planned the construction of a new production plant, which began during the following year. At the same time, Scoiattolo achieved a production capacity of 67 tons per day and developed its team, with capable managers oriented to the pursuit of the company's strategic goals. In 2021, all production lines dedicated to the manufacturing of filled pasta were renewed with a 4.0 perspective, thus reaching a production capacity of 75 tons per day and increasing production efficiency.

Today, Scoiattolo is a leading company in its sector, recognized for quality, taste, innovation and continuous research in the *healthy* and *'free from'* world, with a well-established presence in both Italian and international markets. The company is still based in Lonate

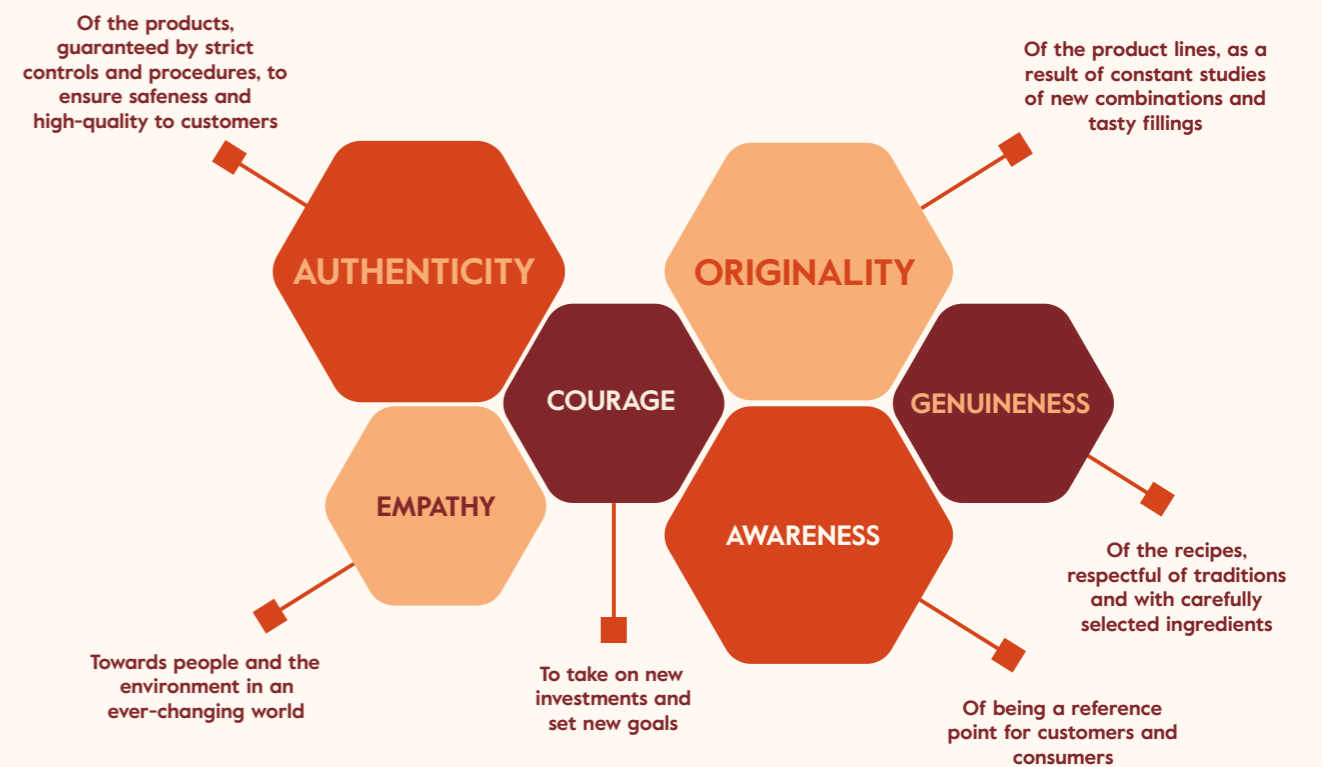
Ceppino, where the production plant and administrative offices are located. Expansion works are scheduled to start in 2022, with the construction of a second production plant adjacent to the existing one, to meet the growing market demand.

Scoiattolo's business is based on six core **values**, which guide the company's operations and strategy:

- **Awareness** of being a reference point for customers and consumers;
 - this is why Scoiattolo promotes a healthy and balanced lifestyle and incorporates it in its recipes, without sacrificing taste.
- **Courage** to take on new investments and set new goals, testified by
 - the continuous launch of new lines dedicated to specific needs and preferences. Scoiattolo's

innovative spirit can be seen in the experimentation behind every new recipe and in the company's history, characterised by a passion for research and a desire to discover or rediscover flavours, while remaining true to itself despite its constant evolution.

- **Empathy** towards people and the environment in an ever-changing world, demonstrated by the launch of lines dedicated to consumers with specific dietary needs, by the support given to charitable and community support projects and by the commitment to environmentally friendly choices.
- **Authenticity** of the products, guaranteed by strict controls and procedures, to always offer customers safe and high-quality products, ensuring maximum transparency.



Scoiattolo Key values

The company upholds the highest quality standards, communicating its industrial choices transparently and acting in accordance.

- **Originality** of the product lines, characterized by the constant development of new combinations and tasty fillings to meet the customers' different necessities.
- **Genuineness** of the recipes, crafted with carefully selected ingredients and careful processing, providing unique products in respect with tradition.

In order to respond effectively to the challenges of the market and to protect the company's values, Scoiattolo has developed a governance model structured by Functional Areas which

reports to the General Management; the last reports directly to the Board of Directors (BoD), composed of three individuals over the age of 50 (unchanged from 2019 and 2020), representing the company's ownership.

The company has adopted internal regulations, with the aim of informing all employees of the rules guiding the company's operations and ensuring the correct awareness of the corporate policies.

In order to better protect the company from unlawful and irregular conduct, Scoiattolo is implementing an **Organisation, Management and Control Model** in accordance with Legislative Decree 231/2001, on the Discipline of Administrative Responsibility of Companies, which consists of a set

of general and operational rules to be followed. Scoiattolo is also in the process of drafting its own **Code of Ethics**, to transparently communicate its ethical values and define the company's fundamental principles, behavioral rules and social responsibilities.

Thanks to Scoiattolo's proper management

and effective governance tools, no cases of non-compliance with environmental and socio-economic laws and regulations were registered. No corruption incidents were recorded in the three-year reporting period.

1.2 What we do

Scoiattolo is an Italian-based international leading company in the fresh pasta production. Its **mission** focuses on offering tasty, high-quality products, a **fresh pasta** that is **'good for everyone'**, versatile and tailored to the needs of every consumer.

The growth achieved over the years has transformed Scoiattolo into a public **limited company, with an international presence.**

Scoiattolo's nine production lines knead an average of **75 tons of fresh pasta every day**, a quantity that has tripled in just over twenty years. The products are distributed in supermarkets throughout Italy, while **most of the production is destined for the shelves in the United States and Europe.**

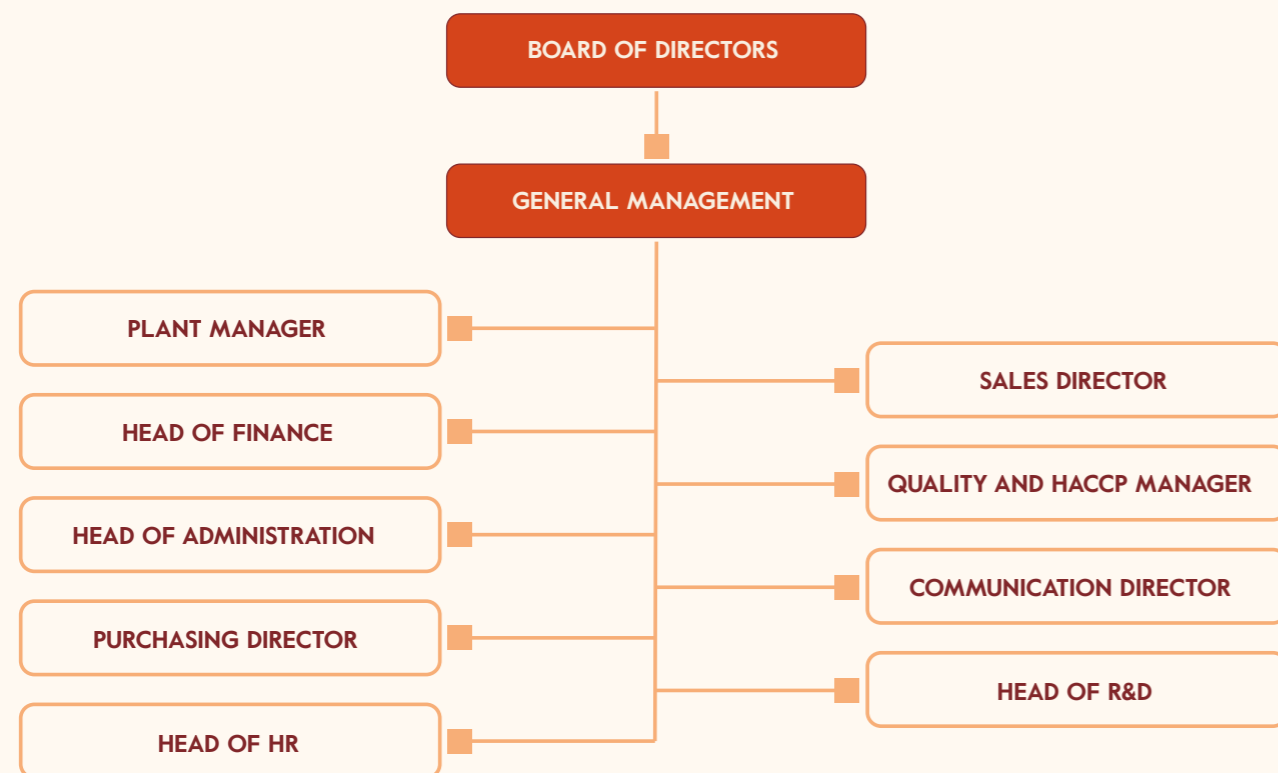
Scoiattolo's success starts from the selection of **raw materials**, which must be **controlled, genuine, and high quality.** Only products supplied by qualified and certified companies are selected, purchased, and subjected to strict quality controls before being used in production. Production is almost completely mechanized, but it is carried out under the close supervision of qualified personnel.

The defining element of Scoiattolo's products is quality. Its pasta is made through production processes that are constantly updated with a focus on sustainability and circular economy, starting with **fresh Italian eggs** and a **mix of durum wheat semolina and soft wheat flour** coming from a controlled supply chain, a project in which Scoiattolo is involved together with various partners to ensure a **shorter supply chain** ensuring greater control over suppliers. Furthermore, Protected Designation of Origin (DOP) products are selected to offer consumers high-quality, typically Italian products.

Sustainable materials, suitable for the conservation of a product that's manufactured without added preservatives, are used for **packaging.**

Most of the fillings are prepared following a unique methodology especially designed to reach the highest quality standards.

This allows for the crafting of **refined and tasty flavours**, with all the **deliciousness of traditional made in Italy.** To reduce the stress on the fresh pasta sheets, pasteurisation temperatures have also been reduced and the process has been made to last longer, to leave all



The Governance Model of Scoiattolo



Innovative machinery and careful supervising at Scoiattolo Production department

the flavour of the filling unaltered, also thanks to an overall **modernisation of the pasteurisation plants**.

The **Research and Development** Team is constantly engaged in the development of new recipes and the reformulation of the existing ones, with the aim of **improving their nutritional and palatal characteristics** to offer a product that is as genuine as possible. The new lines that have been introduced, like **legume flour pasta**, place “*the raviolificio*” among the **pioneers of the vegan and gluten-free world**, being one of the companies offering the widest range

of vegetarian products dedicated to specific dietary needs.

In recent years, **patented machinery** has also been developed to achieve unique and innovative production processes making some of Scoiattolo’s preparations recognizable and exclusive.

Today, the company has come to offer **250 recipes and 30 pasta shapes** (considering both products sold under private label and Scoiattolo brand products), with a diversified offer of **6 lines of fresh filled pasta and 3 lines of fresh plain pasta**, packed in sustainable

packages.

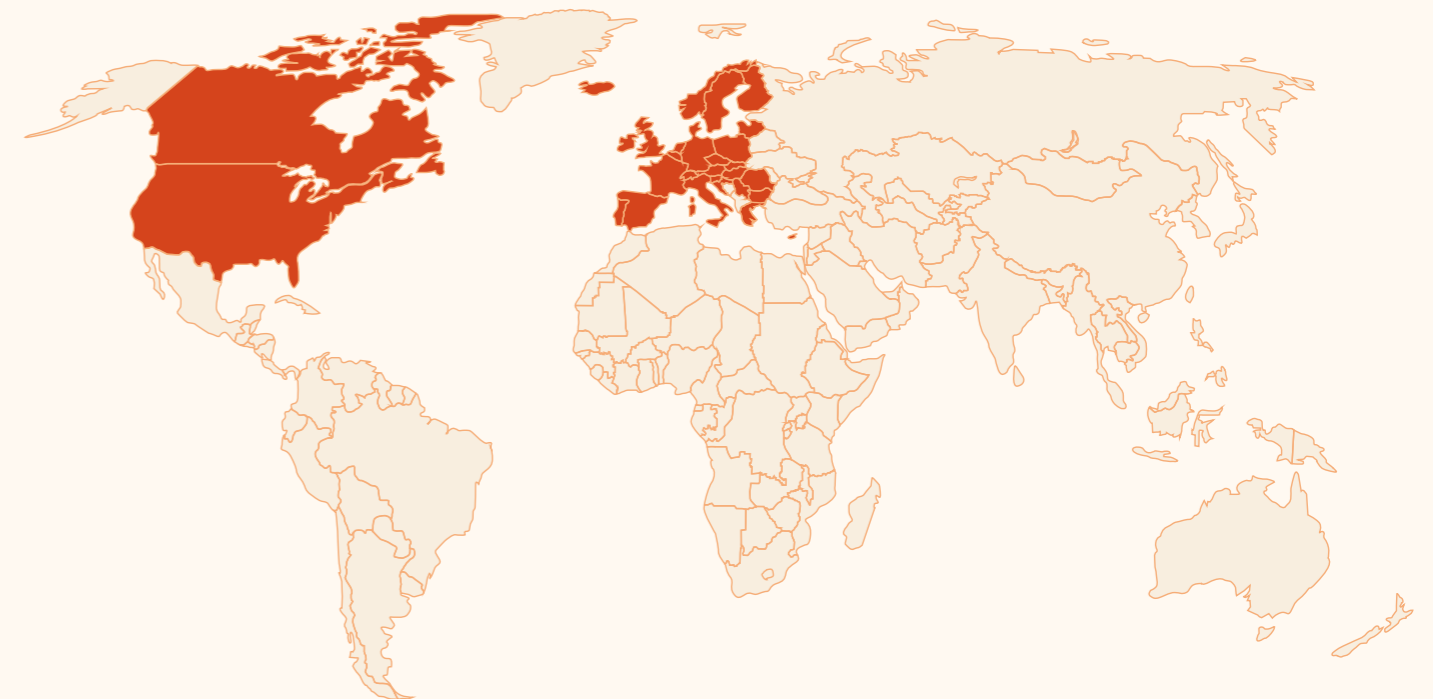
In Italy, market shares based on the value of products sold by Scoiattolo over the three-year period were stably above 1.5% in 2021, with an increase of 0.3/0.4% compared to 2019 and 2020, and stably above 2% in 2021 considering the volumes of products distributed, with an increase of 1% compared to 2019 and 2020. The **market share value** confirms Scoiattolo’s position among the industry leaders, and the increase registered over the three-year period attests to the growth the Raviolificio has experienced in recent years.

Exports constitute the main component of Scoiattolo’s business model, accounting for **65% of the turnover**. The Scoiattolo brand is growing mainly in the **USA and Canada** while private label products are present in major distribution chains in **The Netherlands, France, Denmark, Norway and Germany**. The volume of products sent abroad has grown exponentially over the three-year

reporting period, from 7,822,000 tons in 2019, to 10,202,000 tons exported in 2021, which brought a value of €31.3m.

The debut of Scoiattolo overseas took place in August 2019 thanks to the inclusion of several Scoiattolo products in **Costco’s** Canadian and US outlets, a key commercial reference point for the strategic expansion of the brand and its international affirmation over the three-year period.

Several factors have contributed to the cross-border success of the Raviolificio, starting with the company’s dynamism in terms of R&D, tailor-made products, and the vastness of its assortment: more than **50 Scoiattolo-branded products** have been developed and marketed worldwide. Starting from February 2021, Raviolificio’s products will also be available on the **Amazon Fresh** platform for the Milan and Rome area: a tool designed to build loyalty among those who prefer alternative channels and to intercept new consumers who are



Availability of Scoiattolo products in different countries

interested in the Scoiattolo brand but who still cannot easily find the products in supermarkets.

The **map** of the previous page shows in orange the countries where Scoiattolo products were available in 2021, both as Scoiattolo branded products and private labels.

Knowing how to make pasta, with a curious and original approach to the product, has enabled the company to forge important **partnerships** and initiate significant projects. With trendsetters **GNAMBOX**, a unique and designer **Limited Edition** for Christmas 2016 was created; with **food mentor Marco**

Bianchi, a pioneer of the Bio Veg line, Scoiattolo developed a project focused on healthy eating and two product lines combining taste and well-being; with **Chef Rubio**, the company launched a food and cultural enhancement project with social spillovers linked to a Limited Edition product for Christmas 2018. Lastly in partnership with Disney Scoiattolo pioneered the **certified Cucina Disney line**, a healthy and colorful line dedicated to kids, with several licensed characters, aimed at refreshing a very standardized compartment.

In 2021, Raviolificio launched the **competition 'Invent your own Scoiattolo filling'**, which allowed consumers to



Limited Edition Packs designed and developed with GNAMBOX trendsetters

«Scoiattolo's primary objective is to be recognized as an excellent, innovative and high-quality fresh pasta manufacturer, constantly consolidating and improving its position in the market. The focus is a strong willingness to grow in accordance with the highest standards of quality and management.»

come up with a new Limited Edition fresh pasta filling. This project was developed in collaboration with HP and the supplier Aro, with the aim of creating **customized packaging** and **experimenting new industrial packaging techniques** which made the consumer experience unique and unrepeatable.

In 2020, Scoiattolo decided to **increase its label transparency** to make consumers more aware of the correct ways to dispose of packaging materials. Citizens hold a key responsibility in guaranteeing correct waste disposal, which is why the recycling instructions communicated on Scoiattolo products through **environmental labelling** play an important role, in compliance with Legislative Decree 116 of 3 September 2020, with which Scoiattolo has complied despite the extension granted.

Scoiattolo's primary objective is to be recognized as an excellent, innovative and high-quality fresh pasta manufacturer, constantly consolidating and improving its position in the market. The focus is a strong willingness to grow in accordance with the highest standards of quality and management.

Scoiattolo's commitment in pursuing these goals is also highlighted by the **numerous certifications obtained** by the

company, referenced within its Quality Policy drafted in accordance with UNI EN ISO 9001.

In particular, Scoiattolo aims to:

- Recognize and appropriately manage risks and opportunities relevant to the purpose of the management system; define actions and set goals and plans to address them, considering the analysis of the internal and external business context.
- Improve its ability to achieve its goals.
- Improve controls on the manufacturing and packaging processes.
- Improve stakeholders' trust.
- Increase quality awareness and culture, maintaining the involvement of all relevant personnel in the process influencing the quality system.
- Increase the level of customer satisfaction.
- Maintain and improve compliance with mandatory requirements,

especially regarding hygiene and safety in processing, product quality and authenticity.

Raviolificio is committed to maintaining a constant focus on ethical and environmental aspects through continuous monitoring.

Within its Quality Policy, Scoiattolo also draws attention to the culture of quality and the integrity of products and data, which is protected by taking measures to guarantee the truthfulness of what the company communicates to its customers and consumers.

In order to guarantee product quality, Scoiattolo has drawn up a **Policy for the management of non-conformities** that may occur at all stages of the production process, to define activities

and responsibilities with regard to the management of customer complaints and consequent corrective and/or preventive actions. Non-compliance management is integrated with the specific procedures of the Company Quality System.

The objectives are:

- To identify activities and/or documents that do not or may not meet specific requirements.
- To trigger corrective and preventive actions to eliminate or reduce non-conformities and the resulting costs.
- To provide information for the pursuit of the policy of continuous system and product improvement.



Pasteurizers' temperature daily checks

To facilitate consumer enquiries, there is a special section on Scoiattolo website called '**Complaints**', from where customers are directly forwarded to Scoiattolo Quality Assurance department. Simultaneously, notifications and complaints coming from other channels, such as social media and telephone calls, are handled and brought to the attention of Quality Department.

The quality control inspectors proceed with the request for the lot and expiry date to carry out all the **appropriate checks on the counter-samples** stored on site and to examine the various reasons which might have triggered the non-compliance.

In the event of problems with mold or organoleptic characteristics related to an internal non-compliance, free samples are then sent to consumers as a gesture of care, in addition to the **careful evaluation of the processes that may have given rise to the non-compliance**. The most frequent reasons for the reports received are related to problems with sub-optimal sealing of the packaging or accidental interruptions of the cold chain during transport or storage of the product. Such occurrences cause the packaging to lose the necessary conditions to guarantee the preservation of the product, leading to the formation of mold on the product. Scoiattolo then replies to the complaint by requesting the address and telephone number of the consumer in order to send a **free sample of products**, through a refrigerated and dedicated *home delivery* courier, at its own expense.

The same procedure applies to the B2B channel: after receiving complaints, necessary checks are carried out to **verify the compliance of the entire production**

process for the batch, checking the parameters that may have influenced the microbiological stability and safety of the product. The documents collected in the production logbooks are also checked, and Scoiattolo verifies that the pasteurization temperatures and residual oxygen values of the protective atmosphere lie within the required ranges, and that the product temperature after the pasteurization phase is also in compliance. Finally, reference samples are always checked, as for the consumer process.

Testifying the company's constant commitment, the **number of non-compliance cases concerning the health and safety of products and services decreased** over the three-year reporting period: while in 2019 the non-compliance rate was 0,0007%, in 2020 and 2021 the percentage decreased to 0,0002%. All cases found over the three-year period related to non-compliance with internal self-regulatory codes, and none resulted in a fine or warning.

This downward trend also applies to incidents of non-compliance regarding information and labelling of products and services: 39 incidents occurred in 2021, **down 27% compared to 2019**, when there were 54, and down 13% compared to 2020, when there were 45. Almost all the incidents recorded over the three-year period were related to non-compliance with internal self-regulatory codes, except for one case, in 2021, which resulted in a warning.

Organic production is a comprehensive system of farm management and agri-food production based on the interplay between the best environmental practices, the application of strict animal welfare criteria and production that meets the preferences of certain consumers for products made with natural substances and processes.



For US markets, the certification is called 'USDA Organic' and for Canadian markets 'Canada Organic' or 'Biologique Canada'.



Since 1979, AIC has been the single point of reference in Italy for coeliac disease and has been active in meeting the public's need for clarity, honesty and competence for every need related to this condition. The social enterprise Spiga Barrata Service provides the community with innovative socially useful services for the benefit of people with coeliac disease by liaising with companies in the food sector, from production to distribution and catering. SBS is the licensee of the Spiga Barrata trademark, which represents the highest guarantee of safety and suitability for coeliacs. Scoiattolo under its own label, provides its coeliac and gluten-intolerant consumers with the following certified products: ravioli with ricotta and spinach and tortellini with prosciutto.



For the US and Canadian markets, the certification guaranteeing Gluten Free is called 'GFCO'.



The International Food Standard (IFS) aims to facilitate the effective selection of retail branded food suppliers based on their ability to provide safe products that meet contractual specifications. It is a recognized model in Europe and in the rest of the world. Scoiattolo achieved the certification with the highest possible level, attested by unannounced audits and checks, a guarantee of maximum transparency and reliability.



Scoiattolo adopts a Quality Management System certified according to ISO 9001:2015, the internationally recognized reference standard for the Quality management of any organization that intends to respond simultaneously to the need to increase the effectiveness and efficiency of internal processes – as an organizational tool to reach its goals – and to increase competitiveness in the markets through the improvement of customer satisfaction and customer loyalty.



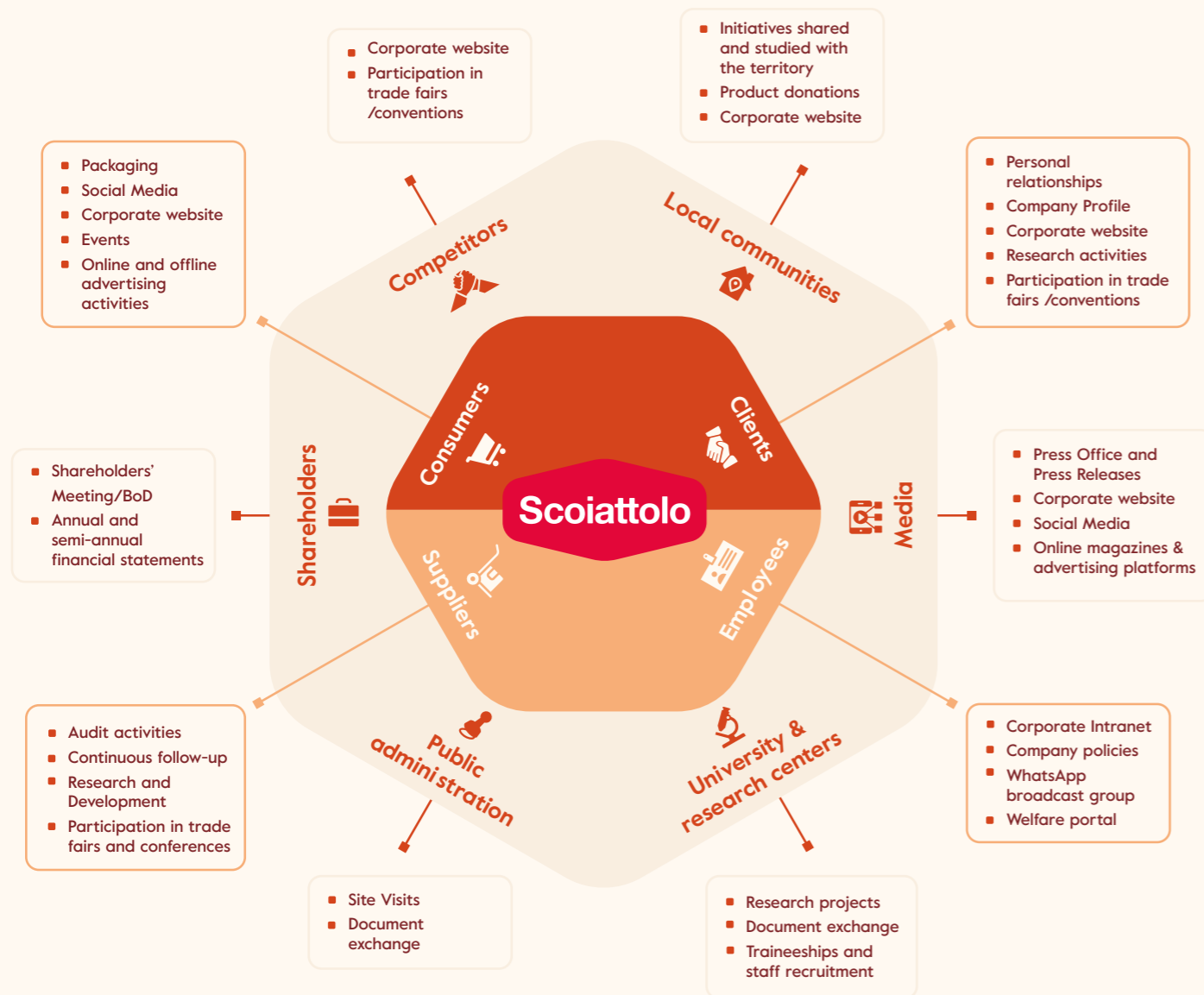
The BRC Global Standard for Food Safety was established in 1998 to ensure well-defined quality standards in compliance with minimum food safety requirements. It can be compared to a specification that binds qualified suppliers to the distribution company. Scoiattolo obtained the AA+ certification through unannounced inspections, a guarantee of maximum transparency and reliability.

Certifications held by Scoiattolo in Italy and abroad

1.3 Sustainability for Scoiattolo and its priorities

Aware of the importance of acting responsibly and sustainably, and with the ambition of contributing to the well-being of today without compromising the one of future generations, in 2021 Scoiattolo decided to draw up its first Sustainability Report in

accordance with the GRI Sustainability Reporting Standards, the most widely used and accredited non-financial reporting standards, to share the company's commitment and attitude towards sustainable business with its stakeholders.



Scoiattolo's stakeholders

Stakeholders are the individuals or groups of people the company interacts with in its daily activities, who contribute value to the company and who impact on it or are impacted by it. Continuous and ongoing dialogue with stakeholders and their constant engagement form the basis for the creation of lasting shared value.

To this end, Scoiattolo's main stakeholders were identified based on an analysis of the company's structure, business activities, value chain and existing relationship networks. The analysis led to the identification of ten stakeholder groups, and the main channels and tools used by Scoiattolo to ensure a transparent and continuous dialogue with each stakeholder group were mapped.

The correct identification of relevant stakeholders constitutes a fundamental step in the identification of the company's material topics. In fact, the vertical axis of the materiality graph represents the relevance of said topics for the company's stakeholders.

Scoiattolo's materiality analysis

Once the stakeholder mapping was completed, it was necessary to identify the sustainability topic on which to focus the reporting. Scoiattolo, in line with the requirements of the GRI Standards, has identified the issues to be addressed in the Sustainability Report through a **materiality analysis**, aimed at identifying the topics defined

as relevant (or 'material'), by virtue of their ability to reflect the economic, environmental, and social impact of the company and, at the same time, to significantly influence stakeholders' decisions.

To determine the list of material topics, the relevance of the topics for the sector was investigated through four lines of analysis:

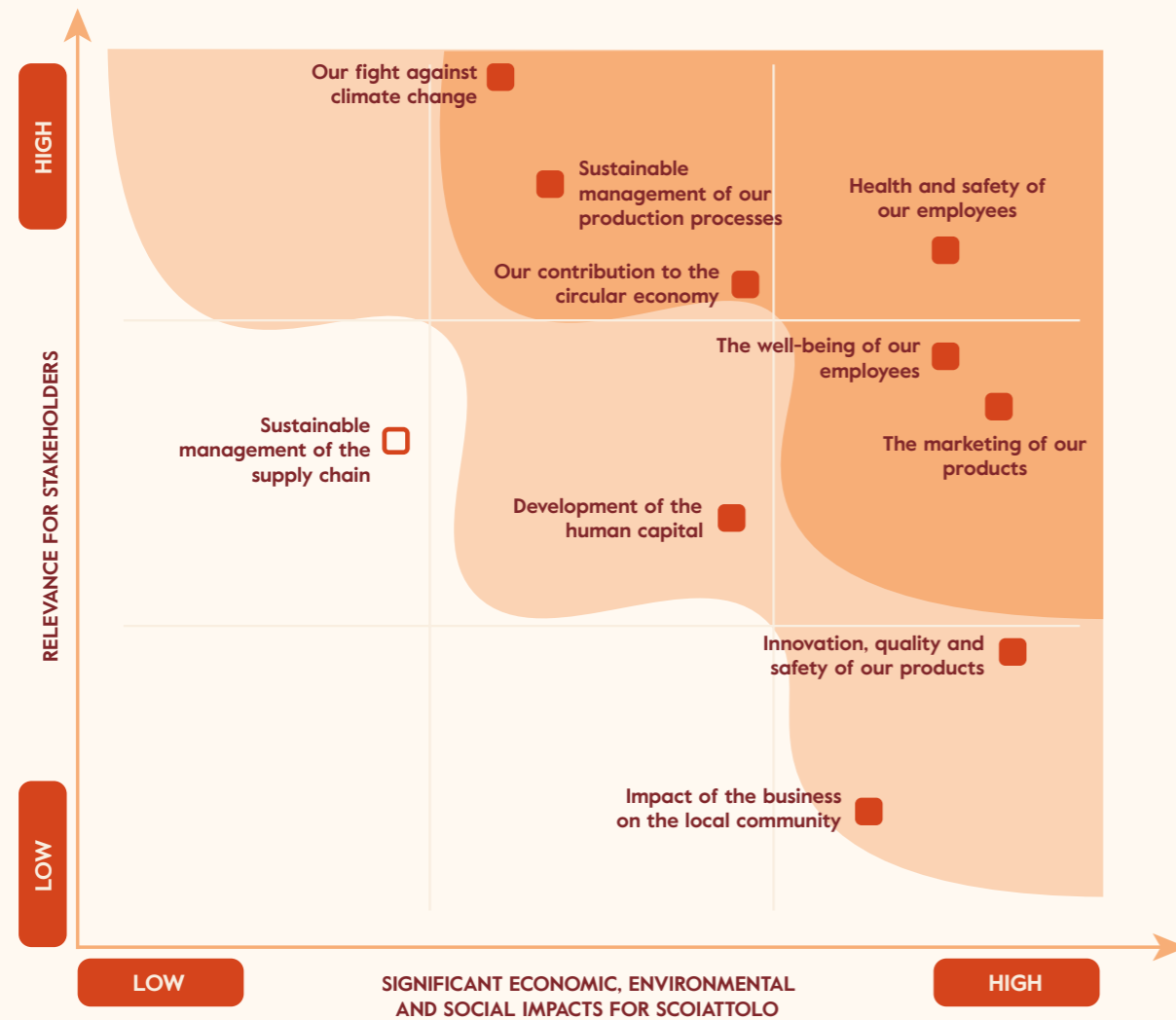
- A **benchmark** analysis between *competitors* and *comparable* Italian companies, as well as leading companies in the sector identified as *inspirers*. This made it possible to identify the most relevant sustainability issues for the players in the sector by investigating their recurrence within company websites and available public documents, with special reference to sustainability reporting
- A **media relevance analysis**, aimed at mapping the main events concerning Scoiattolo reported in the media during the reporting period. This was carried out through the analysis of the main articles dedicated to Scoiattolo in local, national, and international press.
- An analysis of the main **sustainability pressures affecting the sector**, carried out through the identification of the issues most frequently dealt with in the publications of the main international associations and organizations (e.g. S&P Global, SASB, GRI, CDC) and sector-specific organizations (e.g. Coop, GSI)
- An analysis of **sustainability macro-trends on a global level**, carried out through a

mapping of the issues reported on by major stock exchanges, sustainability rating agencies, international organizations, such as GRI and the World Economic Forum, and supranational and intergovernmental organizations, primarily the European Union and the United Nations.

Subsequently, in order to identify material topics among the potentially relevant ones, Scoiattolo involved its main corporate functions and the top management in a materiality workshop, with the aim of prioritizing sustainability issues by taking into account, in addition to the perspective of key internal

figures, the strategic priorities of the company and the main environmental, economic and social impact areas of the organization.

The combination of the results of the analyses performed and the involvement of top management led to the definition of **Scoiattolo's 2021 materiality graph**, shown below. The position of each theme along the vertical axis represents the impact of the theme on the decisions of the organization's stakeholders, while the position along the horizontal axis represents the relevance of the environmental, social and economic impacts of the company's business.



Scoiattolo materiality matrix

THE MATERIAL THEMES FOR SCOIATTOLO

BUSINESS ETHICS AND INTEGRITY

Ensure integrity and ethical conduct and condemn any violation of company policies. Ensure compliance with the laws and regulations in force in the countries in which the company operates.

OUR FIGHT AGAINST CLIMATE CHANGE

Limit energy consumption, promote energy-efficient solutions and spread an energy-saving culture inside and outside the company, with the aim of reducing greenhouse gas emissions and reducing the overall impact on climate change.

SUSTAINABLE MANAGEMENT OF OUR PRODUCTION PROCESSES

Limit emissions of air pollutants by adopting the best available technologies and working in accordance with environmental regulations, and optimize water consumption and management by reducing water spillage during production processes and encouraging water reuse.

HEALTH AND SAFETY OF OUR EMPLOYEES

Ensure a safe and healthy workplace by promoting structured safety management procedures and programmes and a culture of safety on the workplace.

OUR CONTRIBUTION TO THE CIRCULAR ECONOMY

Promote a production and consumption model that involves the maximum possible reuse and recycle of existing materials and products. Extend the life cycle of materials, decreasing the use of virgin materials wherever possible, minimizing waste in production processes and reducing the percentage of waste sent to landfills.

THE WELL-BEING OF OUR EMPLOYEES

Create and maintain a welcoming, stimulating, and positive working environment. Ensure equal professional opportunities for all workers, employees, and collaborators, respecting all types of diversity.

THE MARKETING OF OUR PRODUCTS

Ensure correct and complete information and labelling of products regarding their origin, the presence of substances that may have an environmental or social impact, their safe use and their correct disposal. Monitor any non-compliance with information in labelling and marketing communications.

THE DEVELOPMENT OF THE HUMAN CAPITAL

Promote and strengthen the competencies of all employees by providing high quality training, performance enhancement and career development.

INNOVATION, QUALITY, AND SAFETY OF OUR PRODUCTS

Innovate, develop, and promote research activities with the aim of meeting the needs of the target markets. Continuously develop and innovate business processes and products to exceed customer expectations. Ensure the quality and safety of the finished product by monitoring any non-conformities reported by consumers.

THE IMPACT OF THE BUSINESS ON THE LOCAL COMMUNITY

Promote the economic growth of the company. Support local communities through donations, sponsorships and participation in local initiatives.

Consistent with the results of the materiality analysis, **this Sustainability Report will focus on the topics found to be material for Sciattolo, i.e. the topics included in the orange-colored quadrants within the graph.**

Ethics and business integrity are considered preconditions for operations, so Sciattolo chose to report on these topics, as they cut across all the issues included in the materiality graph.

The topic, ‘Sustainable management of our supply chain’, though not found to be material through the materiality analysis, was deemed relevant for the company and has therefore been included in the Report.

Aware that sustainable development is a goal that can only be effectively pursued by contributing to a shared commitment, Sciattolo is inspired in its

operations by the commitments outlined by the **United Nations in 2030 Agenda** for Sustainable Development, the action plan for people, planet and prosperity signed on 25 September 2015 by the governments of 193 UN member states. The Agenda consists of **17 Sustainable Development Goals (SDGs)**, framed within an action program consisting of a series of **environmental, economic, social and institutional targets** to be achieved by 2030.

The 17 Goals refer to a set of important factors for development that take into account the three dimensions of sustainable development (economic, social and environmental) and aim to end poverty, fight inequality, tackle climate change and build peaceful societies that respect human rights.

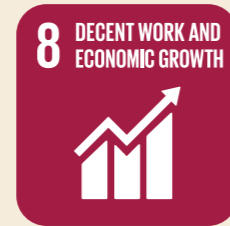
Sciattolo specifically contributes to the following SDGs:

DESCRIPTION	SDGs	SCIOATTOLO'S CONTRIBUTION
End hunger, achieve food security, improve nutrition, promote sustainable agriculture.		Support to local associations (such as the Banco Non Solo Pane) to reduce food waste and help underserved communities. The company also adheres to the Prati Stabili ('Stable Meadows') initiative to promote sustainable agriculture.
Ensure health and well-being for all and at all ages.		New vegan and gluten-free product lines to meet specific consumer needs. Continuous support to consumers and customers through different channels to efficiently respond to product non-compliance reports.
Provide quality, equitable and inclusive education, promoting lifelong learning opportunities for all.		Through its support of the Il Pezzettino community, Sciattolo actively supports children from violent backgrounds in their development.

Achieve gender equality and empowerment of all women and girls.		Sciattolo's management is made up of 40% women, and the company is committed to non-discriminatory remuneration and recruitment policies.
Promote lasting, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.		Over 800 hours of training provided to employees in 2021 for their personal and professional development. Attention to local employment by promoting development and wealth in the local area. Real Made in Italy export on an international level.
Build a resilient infrastructure and promote innovation and fair, responsible and sustainable industrialization.		The new production plant under construction is environmentally friendly, as evidenced by the catalytic coating. Investments to promote innovation in the different stages of production and study of new possible solutions to facilitate processing.
Make cities and human settlements inclusive, safe, durable, and sustainable.		Ongoing support to local communities through donations and participation in events.
Ensure sustainable patterns of production and consumption.		Mainly Italian supply chain to reduce the impact of the supply chain. Adhesion to recycling projects (Cycle4Green), packaging from recycled raw materials and sustainable agriculture (Stable Meadows).
Take urgent measures to combat climate change and its consequences.		Use of packaging made from 70% recycled plastic; labels made from 100% recycled paper.

2

**THE MAIN
INGREDIENT: THE
CENTRALITY OF
OUR PEOPLE**



GRI 401-I
GRI 403-4
GRI 403-8
GRI 405-1

GRI 403-1
GRI 403-5
GRI 403-9
GRI 406-1

GRI 403-2
GRI 403-6
GRI 403-10

GRI 403-3
GRI 403-7
GRI 404-1



2.1 The management and development of the human capital



Employees of Scoiattolo's departments

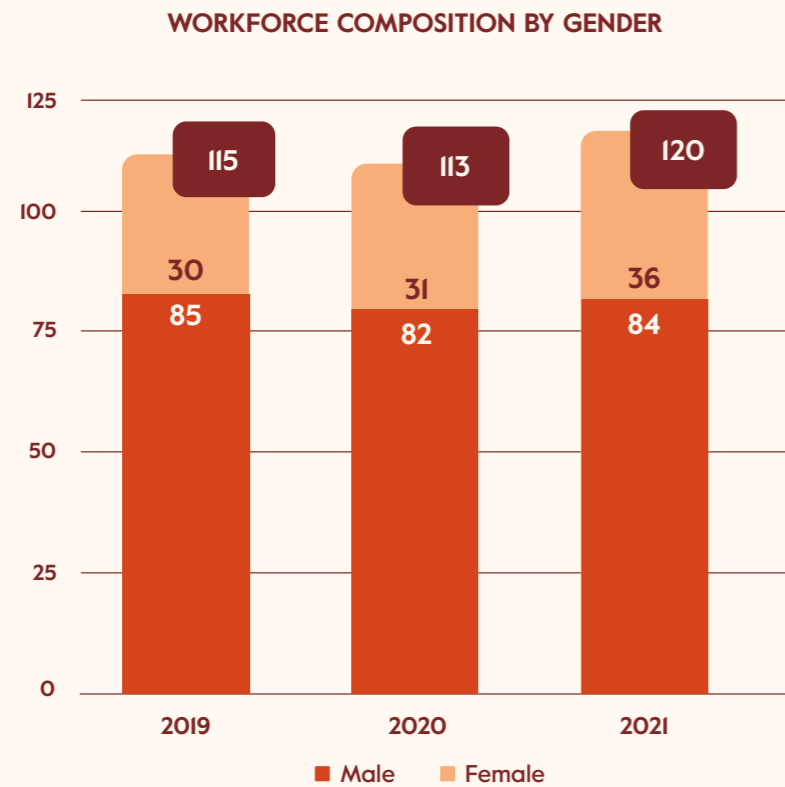
«The employee is considered an integral and central part of the whole process; it is through the professionalism of people that a company can aspire to continuous growth and an ever-better market positioning.»

Scoiattolo is aware of the importance of its staff in pursuing its primary goal, which is to always provide consumers with high quality fresh pasta. To this end, **Scoiattolo employs skilled hands throughout the production chain.**

The company has a document called '**Company Regulations and Policy**', which contains all the policies and regulations that employees are required to follow in the workplace.

The employee is considered an integral and central part of the whole process; it is through the professionalism of people that a company can aspire to continuous growth and an ever-better market positioning.

As of December 31st, 2021, Scoiattolo's staff was made up of 120 employees, of which 84 were men and 36 women. **Females** therefore represents, in 2021, **30% of the company population**, and



is **mostly** employed in **administrative tasks**, while the production department employs mainly male personnel. This is in line with sector trends, explained by the fact that production tasks are physically demanding and therefore more suited to male workers.

The gender composition of Scoiattolo's workforce therefore reflects functional needs, and the company pursues a commitment to the **complete avoidance of gender discrimination** in its recruitment policies.

89% of employees are permanent, testifying Scoiattolo's commitment to investing in long-term relationships with its employees. The recruitment of many young people on **apprenticeships**, representing 10% of the workforce in 2021, allows for a gradual and formative inclusion in the company, aimed at **acquiring skills within the organization** in order to build a lasting and qualified

collaboration.

A part-time employment contract is applied to 4% of employees, in order to meet the different needs of workers.

Besides offering training courses for interns and apprentices, Scoiattolo hires **temporary employees**, even for short periods, to meet production needs, as the machines are required to operate in three shifts, and at certain times of the year a larger workforce is required to meet peaks in demand.

«89% of employees are permanent»

Scoiattolo is committed to ensuring equal opportunities for its employees by adopting the same remuneration

Non-employees	2019	2020	2021
Interns	1	0	0
Total non-employees	1	0	0

policies both for men and women, without any gender discrimination. The strategy implemented by Scoiattolo in managing these issues contributed to the **total absence of incidents of discrimination** during the three-year reporting period.

The characteristics of the sector are reflected not only in the gender composition of the workforce, but also in the composition of the personnel

on the basis of professional category. In fact, as shown in the graph below, **blue-collar workers are the most represented category** (72% in 2021), followed by white-collar workers (22% in 2021), managers (5% in 2021) and executives (1% in 2021).

As far as workforce composition by age group is concerned, **most of the employees are in the 30-50 age range**, with few variations over the three-

«Scoiattolo is committed to ensuring equal opportunities for its employees by adopting the same remuneration policies both for men and women, without any gender discrimination.»



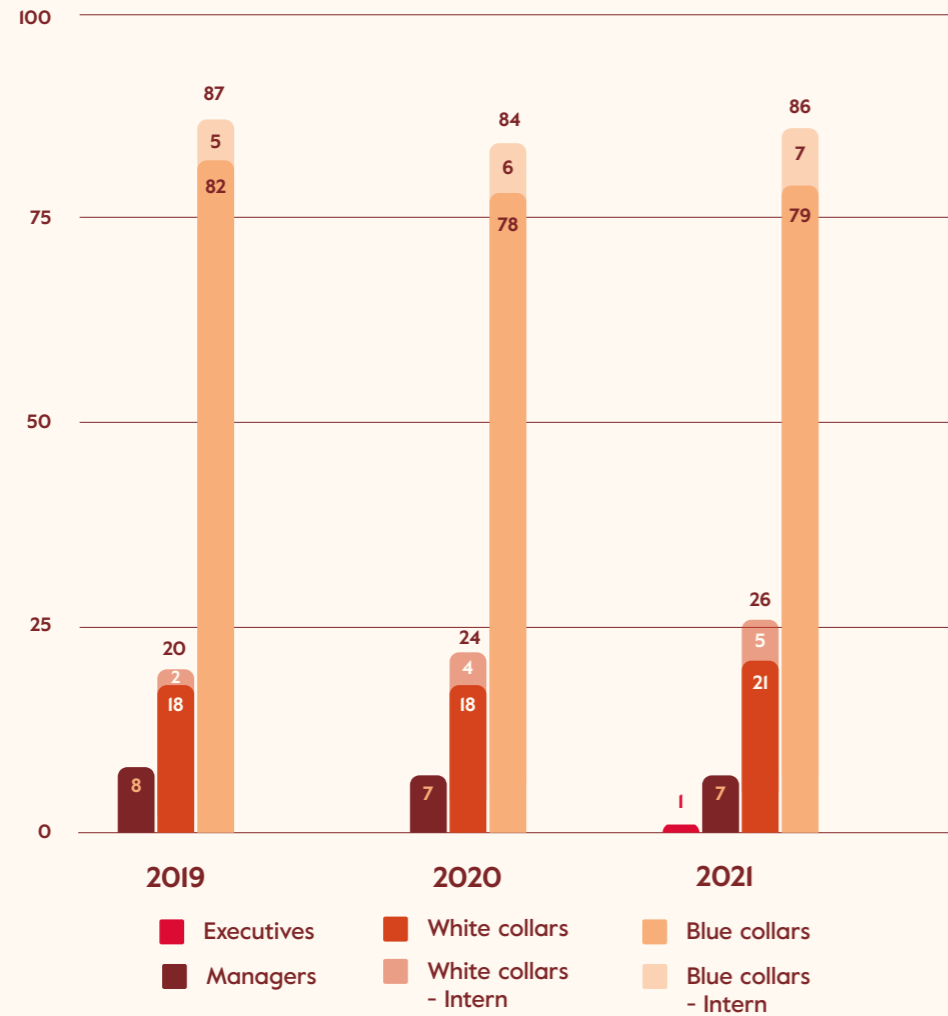
Female employees from the Scoiattolo Creative Office

year period, in line with sector trends. The following table shows the number of employees divided by professional category and age, taking into account all temporary and permanent contracts

and apprenticeships.

In 2021, there was an **increase in new hires** compared to the previous two years, while the number of terminations

WORKFORCE COMPOSITION BY PROFESSIONAL CATEGORY



remained more or less stable throughout the three-year reporting period.

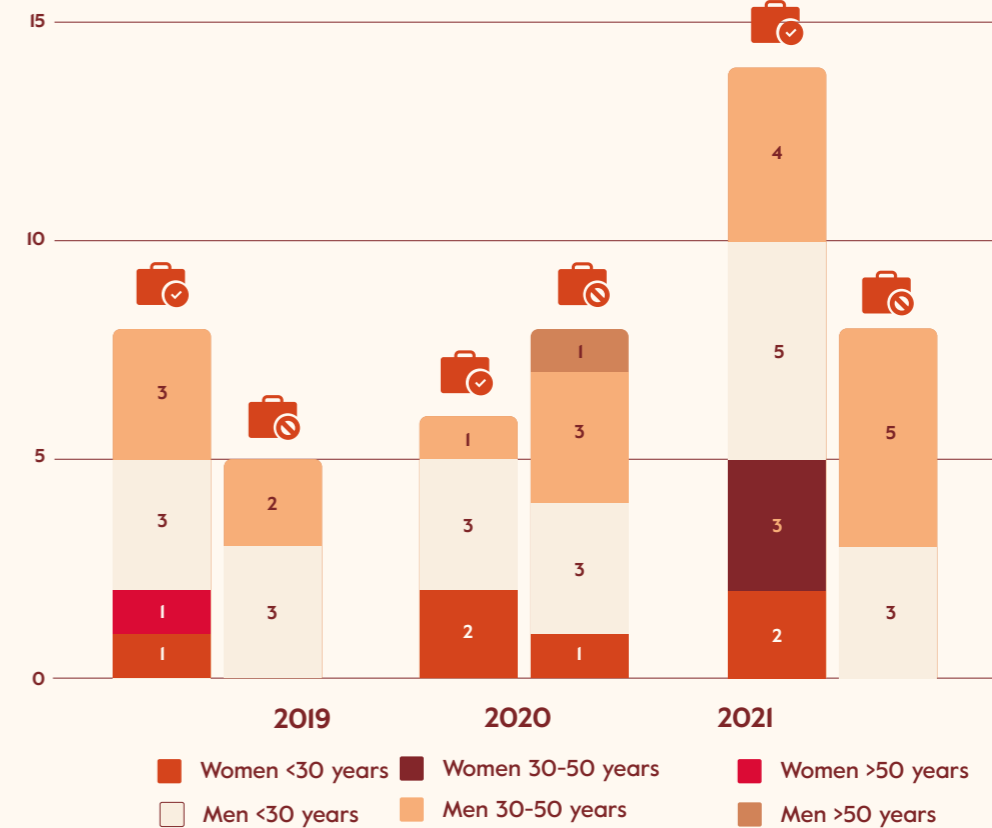
For Sciattolo, providing its people with adequate training and ensuring that knowledge is continuously updated constitutes an enriching opportunity for the company itself, as well as a crucial element in maintaining the company's strategic market positioning.

Through specific trainings on issues linked to occupational health and safety, the company is also committed to **promoting a culture of safety in the workplace aimed at guaranteeing and improving the protection of employees' health and safety.**

Training is provided to all new employees hired during the year. Furthermore, in

Employees with employment contracts as of 31 st December		2019	2020	2021
Executives	<30 years	-	-	-
	30-50 years	-	-	1
	>50 years	-	-	-
Managers	<30 years	-	-	-
	30-50 years	5	5	5
	>50 years	3	2	2
White collars	<30 years	7	6	8
	30-50 years	9	11	13
	>50 years	4	5	5
Blue collars	<30 years	12	11	10
	30-50 years	66	64	66
	>50 years	9	9	10
Total employees (<30 years)		19	17	18
Total employees (30-50 years)		80	80	85
Total employees (<50 years)		16	16	17
Total employees		115	113	120

NEW HIRES AND TERMINATIONS BY GENDER AND AGE GROUP



«For Scoiattolo, providing its people with adequate training and ensuring that knowledge is continuously updated constitutes an enriching opportunity for the company itself.»

2021 Scoiattolo launched an employee awareness program centered on occupational safety. In this regard, **operating instructions for the use of machinery** have been prepared, aimed at continuously improving accident rates.

As far as temporary workers are concerned, Basic Safety training is provided directly by the agency; specific safety training is then completed at Scoiattolo. At the same time, **training on company procedures and processes** is provided within the company, directly

on the workplace.

In 2021, training was mainly delivered face-to-face, while in 2020, due to the distancing needs related to the COVID-19 pandemic, courses were mainly delivered online.

In addition to refresher courses and courses focusing on occupational health and safety issues, a **cycle of 4.0 training courses** was provided in 2021, mainly related to newly installed machinery. Theoretical courses, concerning the explanation of the management

software interfaces for the ordinary operating and maintenance cycle and the explanations of inspections, maintenance and cleaning, were accompanied by **practical courses** on the commissioning, use and safety rules of the new software, together with **operational exercises on use, testing and maintenance and the correct behavior in emergency situations**, differentiated according to the worker's tasks.

As a proof of the growing attention paid by Scoiattolo to the professional

development of its employees, **there was a significant increase in the number of training hours provided in 2021 compared to 2020**, a year in which, due to the COVID-19 pandemic, a smaller number of courses was provided.

A total of **807.25 hours of training** were provided in 2021, a sharp increase compared to the previous year, when 102 hours were provided, and with a 60% increase compared to 2019, when a total of 503 hours were provided.

2.2 The well-being of our employees

Protecting and promoting the health and safety of employees represents a top priority of Scoiattolo's corporate management, which is reflected first and foremost in the promotion of all necessary measures to ensure compliance with current regulations.

Scoiattolo operates in accordance with the provisions of Italian legislation, in particular with the requirements of Legislative Decree 81/2008. The company has drawn up a **Risk Assessment Document** (hereinafter the DVR) related to the activities carried out by employees, in order to verify the actual safety conditions for all personnel and to plan any technical and/or managerial interventions, for the continuous improvement of working conditions and the control of risks arising from the activities carried out. Workers and their representatives are involved in the risk assessment process and in consultations on occupational health and safety issues, in addition to being equipped with the necessary

means to perform their duties. The company has drawn up **specific written procedures and operating instructions**, which are communicated to all employees. The responsibility for updating these procedures lies with the designated workers in charge of supervising work activities and ensuring the implementation of the directives, through the monitoring of their correct execution by the workers.

Fire-fighting equipment and emergency exits are indicated by appropriate signage. Furthermore, there are warning, obligation, and danger signs on the machinery. Available to all staff, **safety and first-aid boxes** can be found in various locations in the company. The employees, based on the type of tasks, are provided with the **PPE**, whose appropriate use is monitored by the supervisors.

The main risks identified by the company's analysis are contusions, fractures, cuts, electric shocks and burns. The only occupational disease identified is the

Training hours by professional category	2019	2020	2021
Executives	0	0	0
Managers	0	0	1
White collars	12	16	150,5
Blue collars	491	86	655,75
Total	503	102	807,25

Hours of training by gender	2019	2020	2021
Women	20,5	14,75	179,5
Men	482,5	87,25	627,75
Total	503	102	807,25

biomechanical overload disease of the spinal column of osteoarticular and muscle-tendinous structures, caused by repetitive movements, for the prevention of which **some production processes have been automated.**

The company has also drawn up, following the provisions of Legislative Decree 151/01, a **Health Risk Assessment document for pregnant workers, women who have recently given birth or are breastfeeding up to seven months after childbirth,** in order to identify risk situations, the categories of workers exposed (pregnant and/or breastfeeding), and the prevention and protection measures to be adopted.

The DVR also establishes that, in the case of in-house work carried out by contractors or self-employed workers, employers must cooperate and coordinate their interventions in order to reduce risks, in particular those due to interference between the works of

the different companies involved in the execution of the overall work.

The assignment of works to **contractors** and self-employed workers by Scoiattolo is subject to a technical and professional suitability check. Contractors and self-employed workers are also provided with adequate information on the risks existing in the workplace. The coordination and cooperation for the safe performance of tasks related to works entrusted to third parties are also implemented through the drafting of the DUVRI - **Single Document for the Assessment of Risks from Interference** (Article 26 of Legislative Decree 81/2008), a document analyzing and describing correct safety management practices to employ during outsourced activities.

In order to monitor the health and safety of employees, Scoiattolo keeps track of accidents through archived documents and through direct transmission of the



First aid devices and boxes

Employees	2019	2020	2021
Hours worked	195.169,9	190.664,8	189,747
Total number of accidents	0	4	7
Total number of work-related accidents with serious consequences ¹	0	0	1
Rate of recordable occupational accidents	0	4,2	7,4
Rate of occupational accidents with serious consequences	0	0	1,1

Non-employees	2019	2020	2021
Hours worked	38.366,5	38.274,5	50.703,75
Total number of accidents	0	3	3
Total number of work-related accidents with serious consequences	0	0	0
Rate of recordable occupational accidents	0	15,7	11,8
Rate of occupational accidents with serious consequences	0	0	0

accident to Inail, in line with national laws and according to a digitalized archival method.

During 2021, **employees reported 7 accidents, while non-employees reported 3.** These were mainly related to traumatic injuries such as wounds, cuts, fractures and crushing, especially to the hands. Only one serious accident was recorded in 2021.

Throughout the three-year reporting period, there were **no cases of occupational illness.**

As mentioned before, among prevention and awareness-raising campaigns, training is of fundamental importance to Scoiattolo. **Courses on safety,** emergency management, and

health and safety risks are planned and delivered each year.

Due to the **COVID-19** pandemic, Scoiattolo downsized the workspaces to ensure employee spacing. **Sanitizing gel** columns were installed, and **masks** were provided to employees. For in office workers, a *work from home* policy was adopted (covering about 85% of workers); the so called **“Smart Working”** was extended until March 2022 for women with children or health issues, who were provided with the necessary tools to work safely from home. Therefore, it was not necessary to shut down the plant’s operations due to the pandemic in 2021.

In order to lighten employees’

¹ A serious accident is defined as an accident involving more than 180 days of absence.



Automation in the Secondary Packaging Department

workload, in 2019 the company began an automation process, focused on the end-of-line production, where the largest percentage of personnel costs, both related to employees and temporary workers, is concentrated. The **installation of three robots and a palletizer** that collects the six lines of filled pasta have allowed to increase the productivity of the entire value chain, increasing the number of the products packed in the same amount of time compared to previous technologies.

Only in certain periods of the year, in order to meet increased market demand, production machinery operates on a **continuous cycle**, every day of the week and at all hours, so

that employees are required to work with a **different distribution of working hours** (called **DDL**).

To strengthen the protection of its employees, Scoiattolo has also provided a **Welfare Plan** that guarantees a bonus (€250 for 2021) – paid only to DDL workers - for each month worked during the DDL period, to cope with the inconvenience of not enjoying the canonical rest days on Saturdays and Sundays, since rest days are distributed differently during the cyclical shifts.

In addition to this benefit, the company made a **welfare payment of €100 to each employee**. In order to make the most of corporate welfare, the company

relies on the AllianzMyWelfare portal, a platform that lets individual employees use the welfare credits available to them, in particular for: *fringe benefits*², travel and holidays, sports, culture, health, personal care, education and training, public transport, retirement savings and interest on loans and mortgages. In addition, both employees and their family members are eligible for welfare services, even if they are not cohabiting and not tax dependent. Agreements with local services/activities are also in place, in parallel with the Allianz portal, to enable more and more opportunities to be utilized by employees while also creating value in the local area.

From June 2021 to October 2021, a **complete restyling of the Scoiattolo**

The main ingredient: the centrality of our people

offices was carried out, in order to improve the workspaces, make the daily environment more **stimulating and collaborative**, create new opportunities for exchange and give the spaces an image consistent with Scoiattolo's values. The light color of the rooms, the chromatic separation of the graphics, the company's maxi-photos and the presence of a brienvironment full of plants and greenery brought a new light to the workdays of Scoiattolo's employees. At the same time, the **creation of a mural** by the Varese artist Sea, in collaboration with the young people of the Il Pezzettino community, was able to connect production and office spaces in a modern visual game with **references to the company's history**.



New sharing spaces at Scoiattolo headquarters

² Fringe benefits are additional elements to the actual salary that contribute to the formation of the employee's taxable income.

3

QUALITY AND INNOVATION: A RECIPE FOR SUCCESS



GRI 204-I
GRI 301-I



GRI 308-I

GRI 414-I



3.1 The management of our supply chain

For Scoiattolo, control over its supply chain is an essential element, as suppliers have an impact on the company's ability to ensure compliance with regulatory requirements and uphold expected quality standards.

Scoiattolo sources mainly from Italian suppliers, mostly located in central-

northern Italy. For the purposes of this report, suppliers based within about 40 km from the production plant have been considered local.

Local suppliers are mainly employed for food raw materials, flavorings, and packaging.

Scoiattolo's relationship with its suppliers builds on two main pillars: qualification and monitoring of specifications.

«Scoiattolo sources mainly from Italian suppliers»

The **supplier selection process** starts from the raw and ancillary materials necessary for the creation of the finished product. In order to guarantee the purchased material's quality level, suppliers are assessed in first instance on the basis of certifications held. During the selection phase, **tests** are also carried out **on product samples**, further ensuring the meeting of Scoiattolo's **quality standards**.

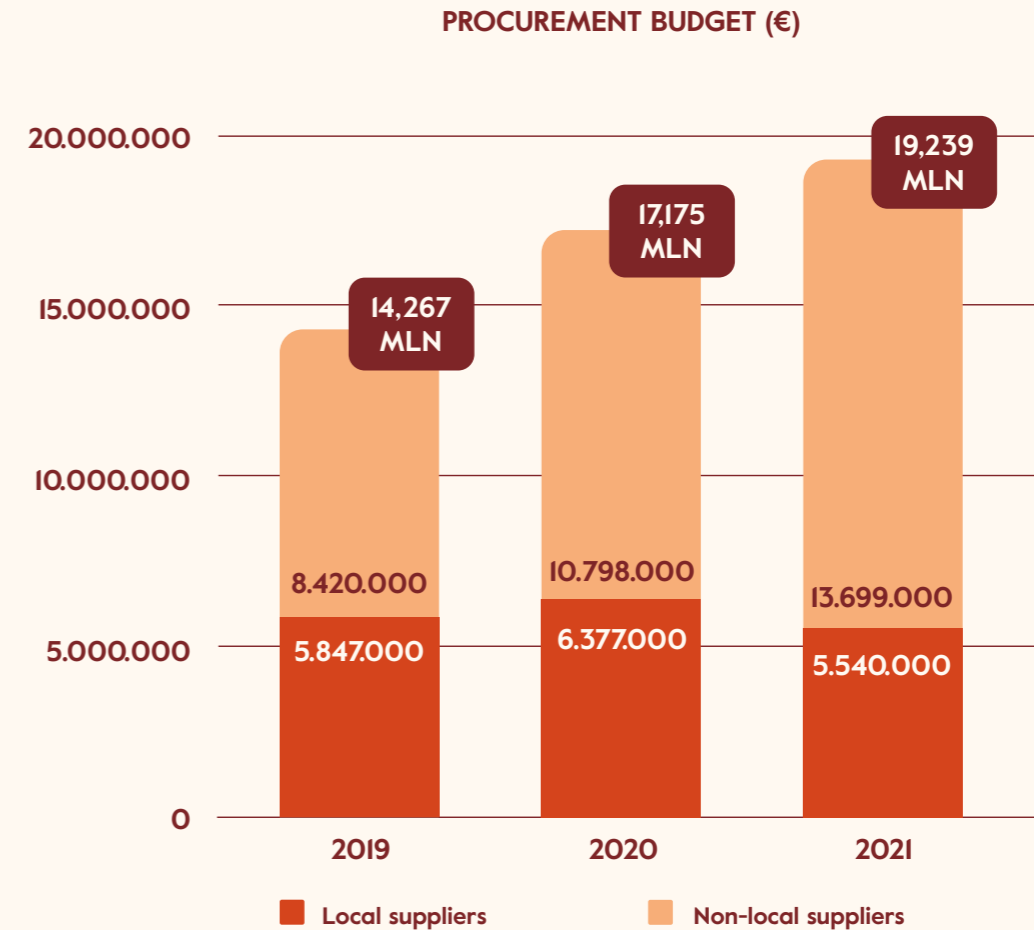


Whole wheel of Parmigiano Reggiano DOP processed at the Scoiattolo kitchen

Once qualified, quality checks are carried out on the new supplier at regular intervals. These include **checks of the supplier's production facilities**, which also cover aspects related to logistics management, personnel qualifications, and the facilities' physical conditions.

The total value of purchases (in euros) rose over the three-year period,

registering €19,239,000 in 2021, up by 35% and 12% from 2019 and 2020, respectively. The percentage of spending on local suppliers shows a slightly downward trend over the three-year period, averaging 36% of total procurement over the three-year reporting period (41% in 2019, 37% in 2020 and 29% in 2021).



3.2 Quality and sustainability of our products

In its production processes, Scoiattolo only uses **raw materials of the finest quality, certified according to major quality standards, such as BRC and IFS**, which guarantee Scoiattolo's products' unique taste.

For the production of its fresh pasta, Scoiattolo has decided to use a mix of Italian durum wheat semolina and soft wheat flour from a controlled supply

chain, a choice that shortens the supply chain while supporting local agriculture and allows for certified supplier control to guarantee product quality.

To provide consumers with the unique taste of real fresh pasta, Scoiattolo mainly uses fresh Italian **eggs**:

- **“fresh”, category A**, i.e. laid only a few days before their use.

- **“Italian”**, for a shortening of the supply chain, a greater control of supplies and a solid network of local relationships.

Fresh pasta is also preserved in a healthy way to guarantee product integrity, avoiding the use of additives that might result in alterations in quality. Product preservation is ensured by Modified Atmosphere Packaging, also known as protective atmosphere, a packaging technology that can extend the shelf life of food, which guarantees product safety until the expiry date indicated on the package.

For the packaging of its products, Scoiattolo has researched and developed solutions combining high-

«Fresh pasta is also preserved in a healthy way, avoiding the use of additives that might result in alterations in quality»



Extrusion of the fresh sheet in the production department

Cycle4Green Project

The company Cycle4Green was founded in 2009 in Finland and is specialized in recycling technologies for siliconized paper materials. The company operates a collection service focused on the recycling of siliconized papers and covers all EU countries, with about 200 collection addresses.

The company estimates a saving of CO₂ equal to 2.02 tons per ton of recycled liner waste. Most of the CO₂ related to the paper disposal process comes from landfill disposal and incineration (85%), while the remaining 15% comes from transport. Recycling paper waste also reduces water consumption by 37 m³/ton (compared to the use of virgin fiber materials).

Since the beginning of 2021, Scoiattolo has been using **recycled paper** from the Cycle4Green project for all its retro labels. The silicon used in the company is carefully collected at the packaging stage and sent to the paper mill, which processes it so that it can be reused as 100% recycled paper for the printing of new labels. This results in a **certified reduction in CO₂ emissions**: in fact, in 2021, 17.2 tons of siliconized paper were recycled, generating a saving of 33 tons_{CO₂e}.

Scoiattolo chose to participate in this program to reduce the environmental impact of its production processes. Unlike the recycling of standard paper, the recycling of siliconized paper through the Cycle4Green project, allows for the recovering of a material lying at the basis of the ordinary packaging process, which is still little reused and generates a huge amount of waste for incineration every day.

quality preservation with respect for the environment, with labeling designed to contribute to a circular economy. The **absence of preservatives** in Scoiattolo products requires a very strong tray, which prevents the entry of oxygen, therefore limiting food waste.

The package has the following characteristics:

- **70% recycled plastic**, giving a new life to existing plastic

- Plastic reduction, through a **lowering of the thickness of the tray**
- Back labels made of **100% recycled paper**, using alternative and fully remanufactured subsidiary materials, thanks to the company's partnership with the **Cycle4Green project**.

Scoiattolo is committed to testing new solutions on a daily basis to further improve the sustainability

of its main packaging, in order to increasingly become a sustainable and environmentally friendly company.

The materials used by Scoiattolo come almost entirely from renewable sources, with the exception of plastic. Raw materials have been classified, for the purposes of this report, into food categories. The **categories** indicated in the table below contain the following products:

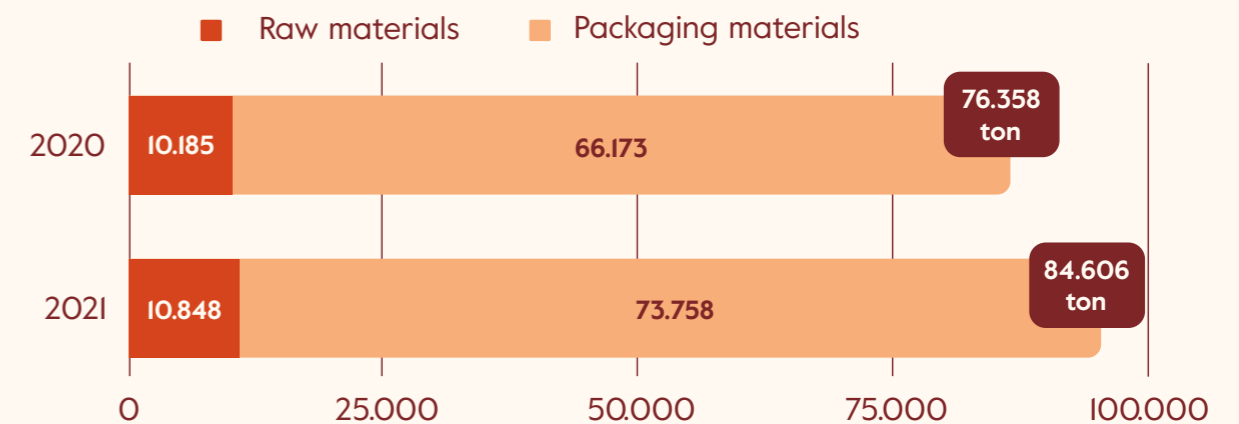
- Milk base: Parmigiano Reggiano DOP, burrata, mascarpone, whey, ricotta.
- Vegetable base: spinach, broccoli, mushrooms, basil, pulses.
- Meat-base: veal, ham, beef.
- Fish-base: prawns, crab, lobster.

The total raw material consumption increased by 11% in 2021 compared to 2020, in line with the company's increase in production for the year.

Materials used (Tons)	2020	2021
Raw materials	10.185	10.848
Egg-based	1.260	1.503
Milk-based	965	960
Vegetable-based	7.650	8.000
Meat-based	262	335
Fish-based	48	50
Packaging materials	66.173	73.758
Paper	58.500	65.500
Cardboard	6.265	6.620
Plastic	1.080	1.200
Pallets	328	438
Total	76.358	84.606

So far, as already mentioned, the company has come to offer **250 recipes and 30 pasta shapes**, with a diversified offering of **6 production lines for filled pasta** and **3 lines for plain pasta**. The excellence of the raw materials is reflected in the quality of the final product sold to the customers.

MATERIALS (tons)



Scoiattolo ravioli are divided into **four main lines**:

- **Sfizi di gusto**: the 8 products in this line express the creative flair of Scoiattolo's fresh pasta. The best-loved traditional flavors get renewed in delicious recipes, with special and unique flavor combinations. This line is made from a mix of Italian durum wheat semolina and soft wheat coming from a controlled supply chain.



- **Buoni ricordi**: the 4 products in this line tell the tale of the most genuine tastes of the tradition. They take a leap into the past with the reliability of selected ingredients processed according to family recipes. This line is made from a mix of Italian durum wheat semolina and soft wheat from a controlled supply chain.



- **Gustosi di natura**: the 3 products in the line encapsulate all the variety of the plant world. The 100% plant-based pasta, vegetable fillings and production standards grant this product line the Vegan certification. Italian durum wheat semolina is used to prepare the fresh dough containing the vegetable fillings. Scoiattolo was able to recreate the same pasta-making process as the standard one with excellent results, despite the difficulties caused by the need to exclude eggs from the dough recipe. Production is carried out on selected production lines to avoid incurring in any contamination from conventional products. A strict internal analysis plan is also conducted on both raw materials and finished products.



- **Tutti a tavola**: a line of 2 gluten-free products; the dough is entirely composed by maize flour and pulses that do not flake or overcook. The filling is creamy and delicious, good for everyone. The product is AIC-certified and redeemable through the National Health System. The practical single-portion packaging also makes the product much more accessible.





Scoiattolo vegan product, perfect for a balanced diet

Dining with the consultant

In 2021, Scoiattolo decided to employ a **Nutritional Consultant** and propose new **balanced, delicious, conscious, and seasonal recipes** every month on its social media. The aim of this column is to provide Scoiattolo's followers with new solutions, explaining the added value of the ingredients you choose to accompany the ravioli. Each recipe thus becomes a way of learning through eating, expanding one's culinary knowledge. Furthermore, every third Thursday of the month, the Consultant offers **nutrition pills** on Scoiattolo's social media, engaging consumers in a food awareness quiz.

3.3 Innovation and safety of our processes

Scoiattolo is constantly looking for new solutions to meet customers and market needs. That is why **innovation plays a key role in the company**, as testified by the establishment of the Research and Development function back in 2010.

As already described in the previous chapters, during the three-year period the company made **significant investments** aimed at achieving a **high degree of automation in production**, in order to meet the growing market demand with an appropriate level of workload distribution among the employees.

In particular, during 2021, with a total investment of €2 million, Scoiattolo undertook an almost **complete '4.0 upgrade' of the production lines dedicated to filled pasta**, in a production flow streamlining perspective. This was implemented thanks to the Transition 4.0 tax credit, which supports and incentivizes companies that invest in new, tangible, and intangible capital goods functional to the technological and digital transformation of production processes.

New machinery and new technologies have been introduced to support the change process initiated by the new generation at the helm of the company: the semolina and egg flow management systems have been modernized and recreated, thus enabling **accurate control of raw material discharges and related waste** and generating a wealth of data useful for intervening on the causes of waste. In addition,

«Scoiattolo is constantly looking for new solutions to meet customers and market needs»

the rooms dedicated to the cooling the product were renovated and an **ozone generation system** was introduced, as was already done for the smooth pasta production department. This system, which is constantly monitored remotely by the Quality Control department, allows for a further reduction of the residual bacterial load. **Modern inspection systems** for the checking of the **trays of pre-packaged product** have also been introduced to support operators in their compliance verification activities and to ensure a high level of quality for the end customer.

The leap made thanks to the investments has been significant and has resulted in an **increase in production capacity to 75 tons/day** and in higher levels of production efficiency, which is monitored on a daily basis also thanks to the

analysis of data provided continuously by the various plants and machinery.

In 2021 the **end-of-line** automation started in 2020 was completed; this process was implemented to relieve the employee's physical workload and train him/her to handle the new devices. For smooth pasta, on the other hand, a **state-of-the-art sheeter** that put less stress on the dough has been patented, yielding a result reminiscent of hand-rolled pasta.

At the end of 2021, **work on the construction of the new Scoiattolo production plant**, in direct connection

with the current plant, also began: 10,000 square meters for an innovative project that **integrates the surrounding land and greenery** and employs innovative pollution-reducing building materials.

On the ground floor, the current refrigerated warehouse for the storage of finished products and raw materials will be connected to that of the new building, to allow continuity of workflows and increase the total storage capacity. The first floor will host production, with an increase **from 9 to 12 total production lines** to meet the demands of the new markets.

The 3 additional lines will be used

for filled pasta and will produce a total of 3,000kg/h, thus doubling the production capacity of the current lines. The second floor of the new factory will house Scoiattolo's offices.

For the surface covering of the new plant, Scoiattolo selected TX Active, a photocatalytic material capable of guaranteeing the cleanliness of the surfaces and give the plant a special shine, while also reducing smog.

The installation of photovoltaic panels on the new plant under construction is also under consultation, to ensure a cleaner and more environmentally

friendly energy supply and reduce CO₂ emissions.

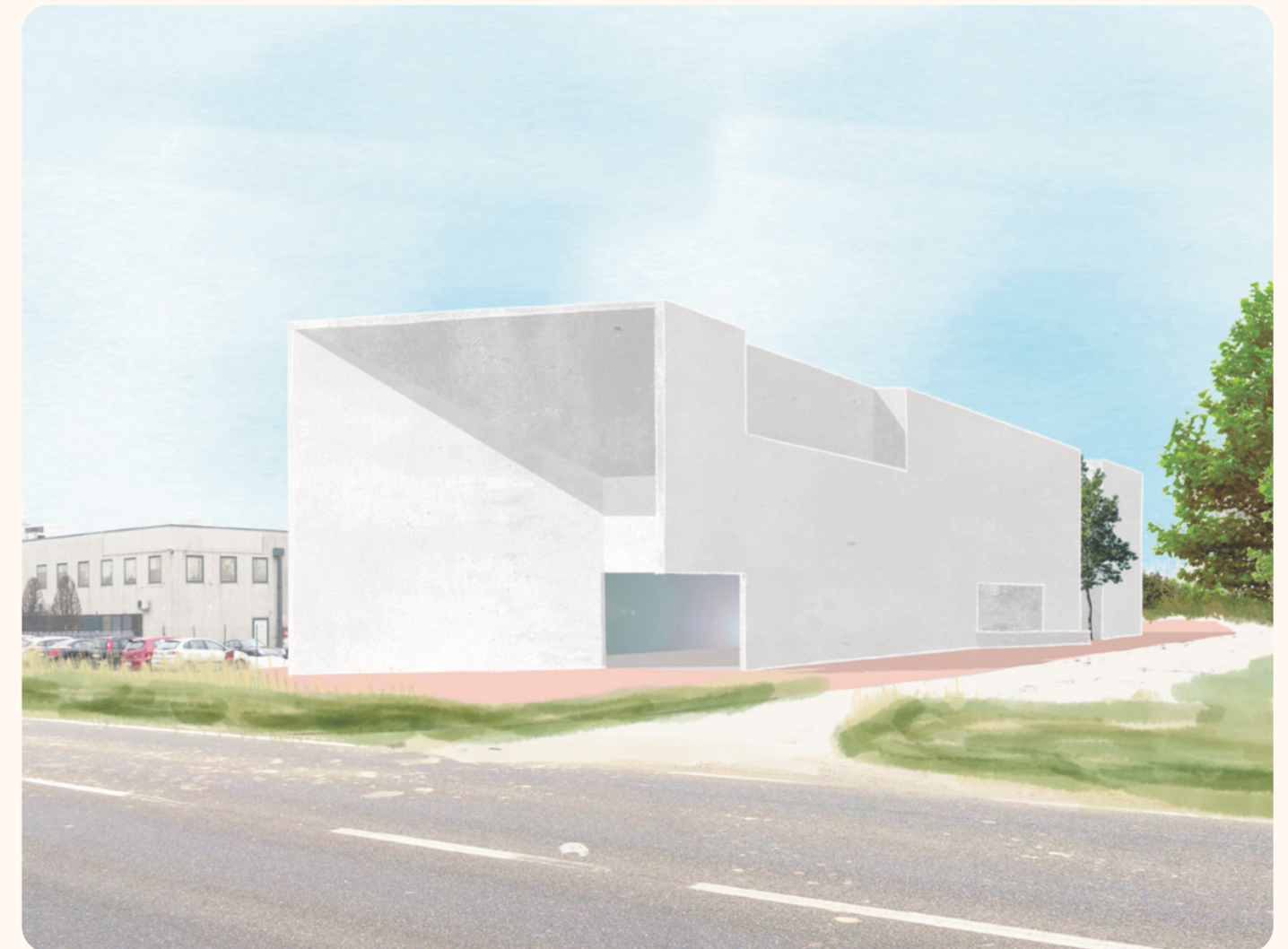
Innovation is not only at the basis of Scoiattolo's products and processes, but also of its distribution methods. In order to better respond to customer needs, from February 2021, Raviolificio has ventured into the **e-commerce** sector with the same-day delivery service **Amazon Fresh** in the cities of Rome and Milan, increasingly characterized by innovative and alternative shopping methods. The project also envisions the **extension of the service** to the cities of Bologna and Turin in the near future.

TX Active cladding for the new Scoiattolo factory

TX Active is a **cement with photocatalytic properties**, specifically designed for the construction of valuable architectural works. The aesthetic characteristics of concrete elements, whether precast or cast-in-place, are enhanced and preserved over time.

Surfaces made of this material are capable of breaking down smog and other pollutants generated by human activities, while also generating oxygen. In fact, laboratory tests have shown that an irradiation of just three minutes is sufficient to achieve a **reduction in pollutants of up to 75%**; large-scale experimental tests have confirmed even higher abatement values.

Photocatalysis is a natural phenomenon whereby a substance uses light to accelerate its natural oxidation process. Using light energy, photoinitiators can induce the formation of strong oxidizing reagents capable of decomposing certain organic and inorganic substances in the atmosphere. Photocatalysis is therefore an accelerator of oxidation processes that already exist in nature; it thus favors the faster decomposition of pollutants, preventing their accumulation.



Rendering of the project for the new plant covered with TX Active

4

A 'GOOD' PRODUCT:
ATTENTION
TOWARDS
ENVIRONMENT
AND TERRITORY



GRI 201-1
GRI 305-2
GRI 306-5



GRI 302-1
GRI 305-7
GRI 413-1



GRI 303-5
GRI 306-3



GRI 305-1
GRI 306-4

4.1 Our fight against the climate change

Scoiattolo places environmental protection at the core of its production activities and growth objectives.

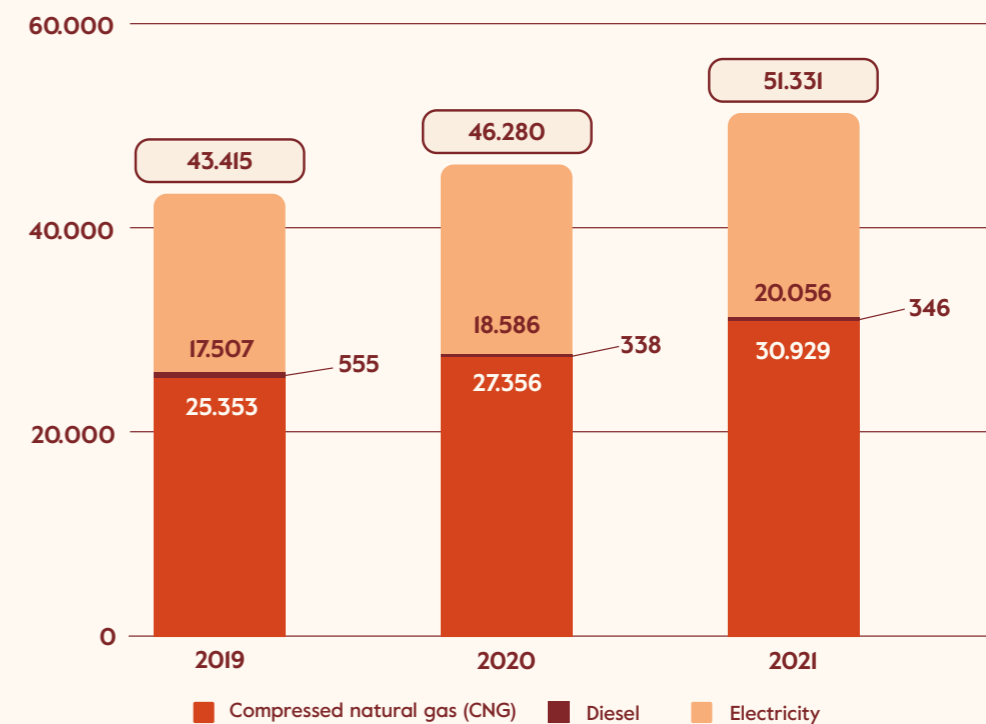
The company is constantly engaged in the monitoring and assessment of its environmental impacts, beyond mere regulatory compliance, in order to identify winning strategies and innovative solutions to be implemented

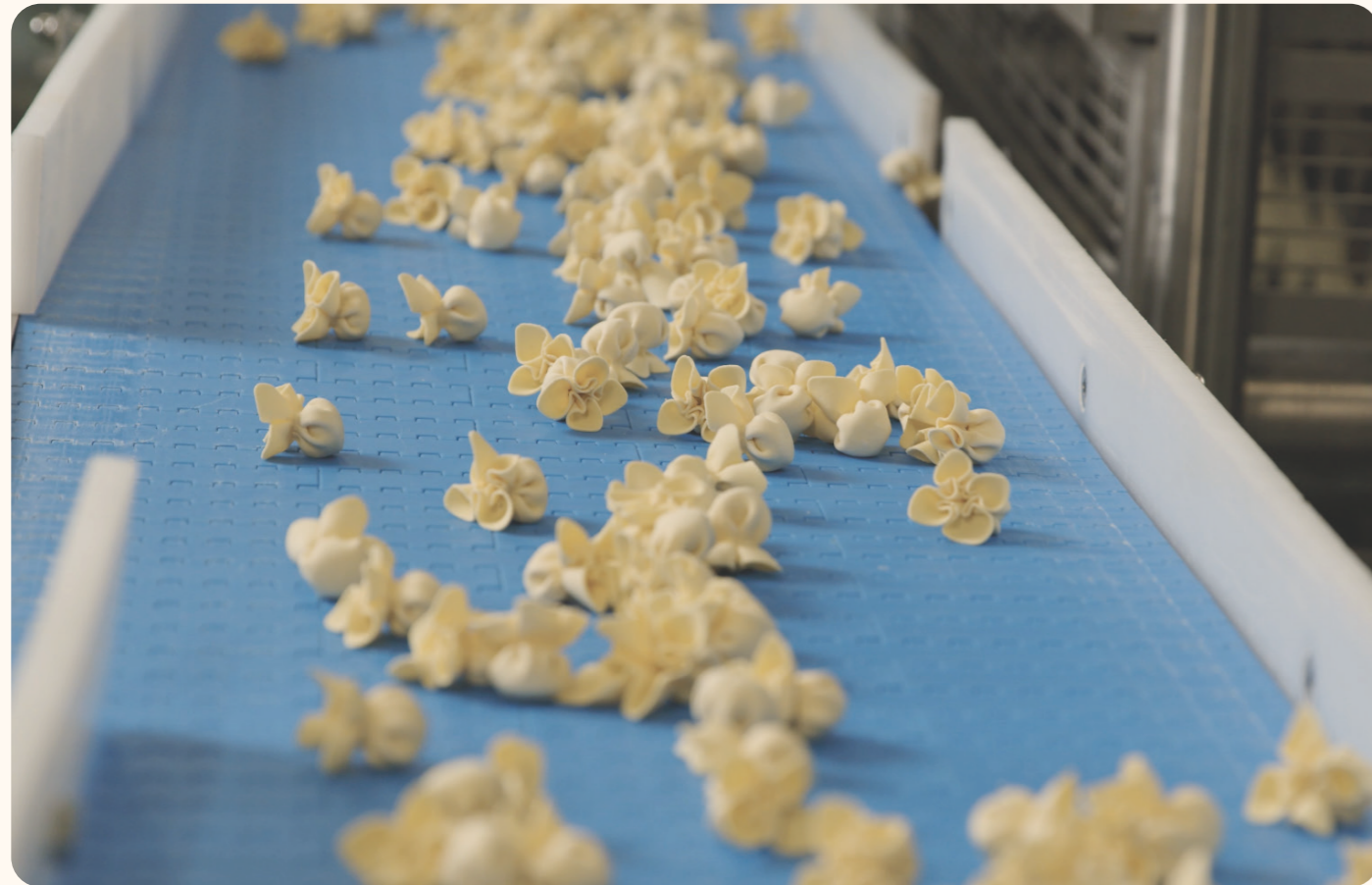
for the mitigation and reduction of its impacts.

With a view to efficiency and reduction, special attention is paid by Scoiattolo to its energy consumption consisting mainly of natural gas and electricity, which in 2021 accounted for 60% and 39% of total consumption, respectively.

«With a view to efficiency and reduction, special attention is paid by Scoiattolo to its energy consumption »

ENERGY CONSUMPTION (GJ)





Perline with Parmigiano Reggiano towards pasteurization

Natural gas is used for steam production and, to a lesser extent, for heating.

Within the Lonate Ceppino plant there are nine production lines working 24 hours a day five days a week, for which a **large amount of steam is required**, which is mainly used for **pasteurization and water heating**. Electricity, on the other hand, is mainly used for lighting and powering machinery.

The fuels used by Scoiattolo also include, albeit residually (1% of total consumption in 2021), diesel, used as fuel for the company's fleet.

New lines were installed in 2020 and 2021 to replace the previous ones, thus significantly increasing production efficiency.

Despite the efficiency measures carried out on machineries, due to the aforementioned increase in production the trend in energy consumption shows a marked increase over the three-year period. In fact, in 2021, **total energy consumption stood at 51,331 GJ**, an increase of 10.9% compared to 2020 (46,280 GJ) and 18.2% compared to 2019 (43,415 GJ).

In the new plant to be built in 2022, in response to the current energy crisis, Scoiattolo is **considering integrating a trigeneration plant**, to cut energy costs, and installing photovoltaic systems, to further reduce energy consumption and environmental impact.

The rise of energy consumption during the three-year period 2019-2021,

due to the **increase in production volumes**, concerned both natural gas consumption, which increased from 25,353 GJ in 2019 to 27,356 GJ in 2020, up to 30,929 GJ in 2021, up 21.9% over the three-year period, as well as **electricity consumption**; the latter amounted to 20,056 GJ in 2021, **up 7.9% compared to 2020**, when the figure recorded was 18,586 GJ, and up 14.6% compared to 2019, when 17,507 GJ of electricity had been consumed.

The **Covid-19** pandemic has caused a **reduction in travel**. Because of this, diesel consumption showed a more fluctuating trend over the three-year period. In 2021, diesel consumption amounted to 346 GJ, a slight increase (+2.1%) compared to 2020, when 338 GJ was consumed, and a sharp decrease (-37.7%) compared to 2019, when 555 GJ was consumed.

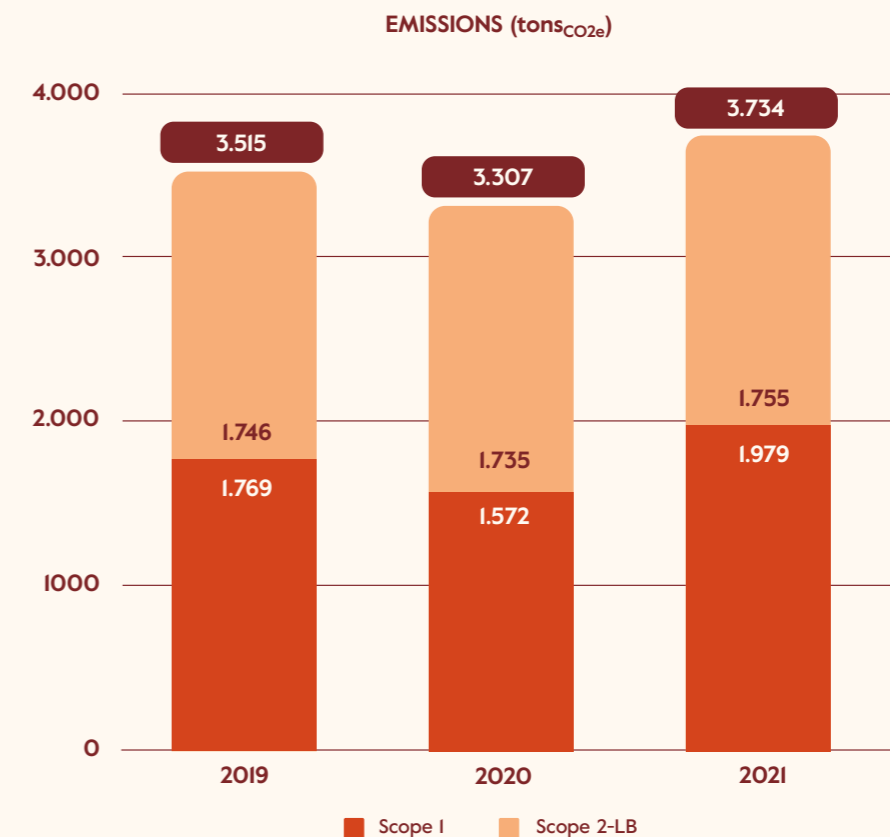
Energy consumption is associated with **greenhouse gas emissions** (Greenhouse Gases, hereafter GHG), which fall into **two categories**:

■ **Direct-emissions**

- **Scope 1:** GHG emissions from sources owned or controlled by an organization. In the case of Scoiattolo, emissions from **natural gas and diesel** consumption belong to this category, as do emissions from **leaks of refrigerant gases** used in air conditioning systems.

■ **Indirect-emissions**

- **Scope 2:** GHG emissions that are a consequence of the company's own activities, but whose source is controlled by other companies. Typically, **emissions from the**



production or purchase of electricity fall into this category.

- **Scope 3:** all other indirect emissions that are generated by the company's value chain, such as, for example, those resulting from the use of energy for the production of externally purchased products and materials, fuel for non-company vehicles, for the transport of materials, finished or semi-finished products, and for the movement of employees from home to work. This category of emissions is not covered by this report.

Scope 2 indirect emissions are calculated according to two different methodologies:

- **Location-based:** this approach involves applying an emission factor to electricity that reflects the average national energy mix, including all sources of electricity production in the country, as well as renewable sources.
- **Market-based:** this approach

involves using an emission factor that considers the *residual mix* and thus, exclusively the national thermal power park, excluding renewable sources. The value of this factor is therefore higher than the one used for *Location Based*.

In the case of Scoiattolo, **total GHG emissions in 2021** were 4,523 ton_{SCO2e} calculated according to the Market Based approach, and 3,734 ton_{SCO2e} calculated according to the Location Based approach.

The increase in the amount of GHG emissions is in line with the trend seen for energy consumption; in fact, in 2021 **GHG emissions** amounted to 3,734 tonne_{SCO2e}, **up 12.9% from 2020**, when they stood at 3,307 tonne_{SCO2e}, and with an increase of 6.2% compared to 2019, when Scoiattolo emitted 3,515 tonne_{SCO2e}. Consistent with the increase in production volumes, there is a more pronounced increase in Scope I emissions, which account for 53% of total emissions.

Emissions	Units of Measurement	2019	2020	2021
Scope I	ton _{SCO2e}	1.769	1.572	1.979
Scope 2 - Location Based	ton _{SCO2e}	1.746	1.735	1.755
Scope 2 - Market Based	ton _{SCO2e}	2.266	2.368	2.544
Total Scope I + Scope 2 Location Based	ton_{SCO2e}	3.515	3.307	3.734
Total Scope I + Scope 2 Market Based	ton_{SCO2e}	4.035	3.940	4.523

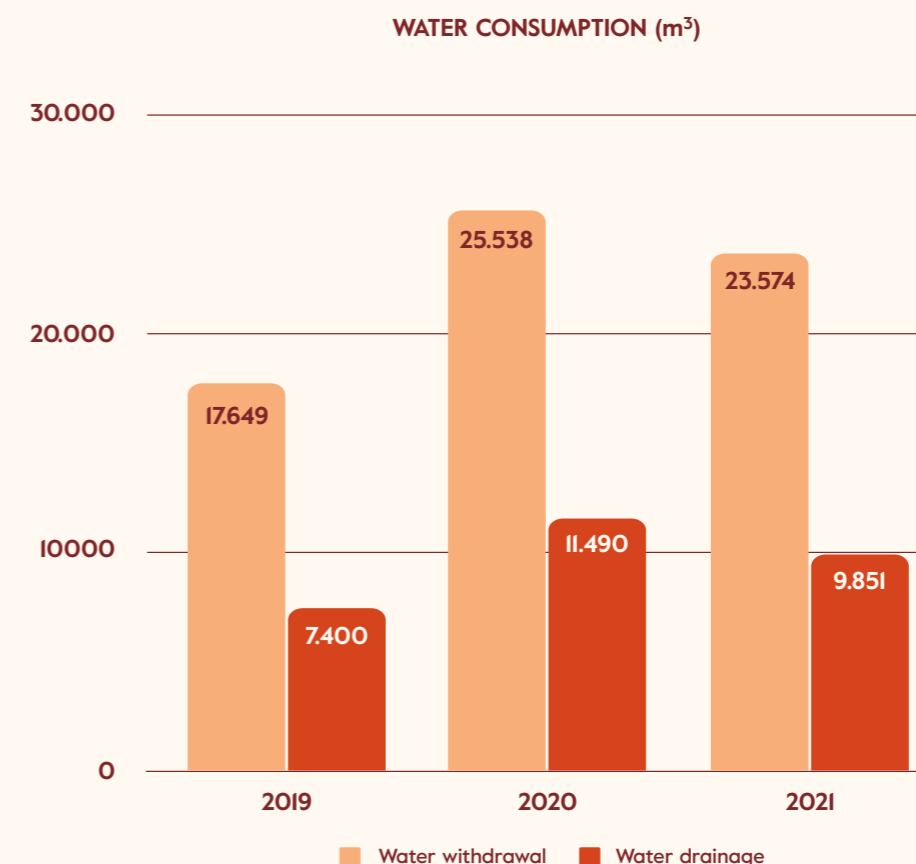
4.2 Management of the production processes

Due to the type of production processes implemented by the company, a further environmental impact generated by Scoiattolo's activities concerns the **consumption of water**, which is mainly used in boilers and for production purposes. A large part of the water consumed is used for cleaning and washing. The water is drawn entirely by third parties, while the discharge goes into the public sewerage system. Scoiattolo is considering implementing a wastewater treatment system in the coming years to better ensure compliance with the limits imposed by legislation on **COD** (Chemical Oxygen Demand) and **BOD** (Biochemical Oxygen

Demand) concentrations. These are two **indicators of water pollution**, in wastewater, which represent organic residues deriving from the type of products manufactured by the company.

In total, **water withdrawals** in the three-year reporting period amounted to 17649 m³ of water in 2019, 25538 m³ in 2020 and 23574 m³ in 2021, as detailed in the graph below.

The same trend observed with regard to withdrawals is reflected in **water discharges**; in fact, in 2021, 9851 m³ of water were discharged, down from 11490 m³ in 2020 and up from 7400 m³ in 2019.



With the aim of reducing environmental impacts and complying with current regulations, the **monitoring of pollutant emissions into the atmosphere** is also important for the company. The pollutants that constitute the emissions generated by Scoiattolo's production activities, are mainly **volatile organic compounds (COV)** and **dusts (PM)**.

These pollutants are periodically measured by the company, in accordance with current regulations. **Samples** are collected yearly to measure the concentrations of pollutants at the various emission points located in the production plant. Starting with on-site sampling, in order to obtain an annual estimate of the quantities emitted into the atmosphere for each pollutant, Scoiattolo uses a calculation methodology that multiplies **three factors**: the average of the concentrations measured at each

chimney, the average of the fluxes recorded at the time of sampling, and the hours of operation of the plants each year. The lack of a continuous monitoring system, and the consequent need to **estimate the emissions generated**, is the main reason why fluctuations between measured values can be observed over the three-year reporting period. The time at which the measurement is taken may influence, in some cases significantly, the measured value.

During the three-year reporting period, **Scoiattolo did not receive any sanctions** for exceeding legal limits for pollutant emissions, which show a consistent downward trend between 2020 and 2021.

The company also closely monitors the impacts generated in the downstream stages of its production process, with



Silicon paper waste recovered during the packaging phase

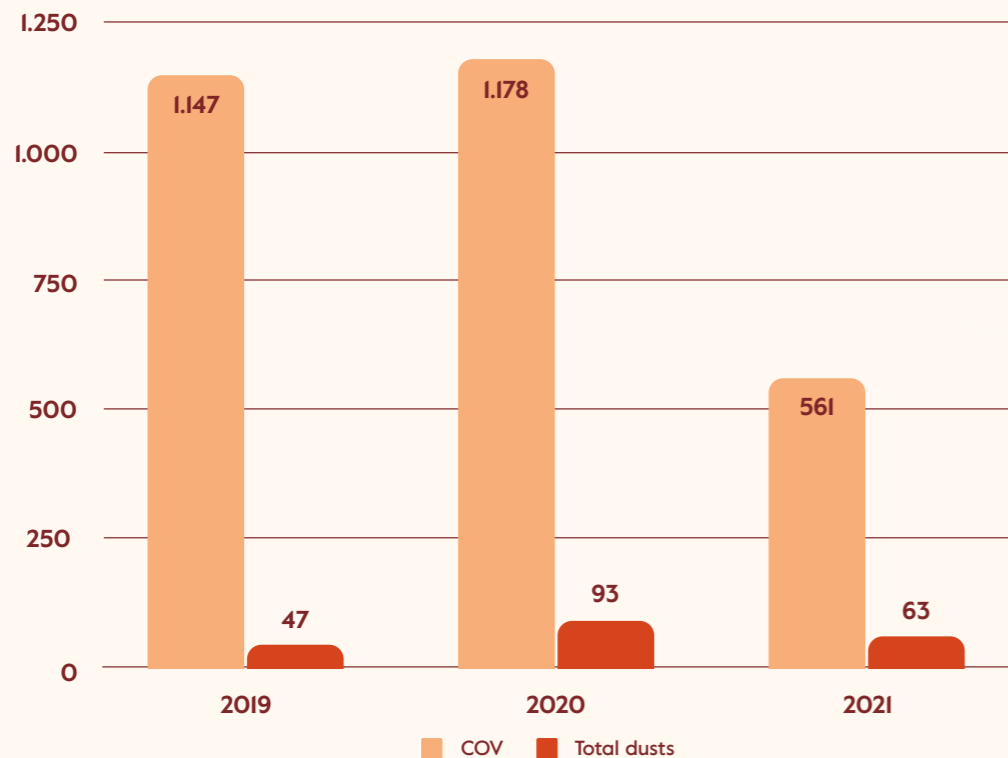
particular reference to the **volumes of waste generated by its activities**. Waste is handled by an external recovery and disposal company.

In total, Scoiattolo generated 1101.806 tons of waste in 2021, all belonging to the **'Non-hazardous' waste category**³,

up from 1041.105 tons in 2020 (+6%) and up 8% from 967,978 tons generated in 2019, in line with the increase in production volumes.

Approximately 65% of wood, iron, steel, paper, and cardboard waste is sent for final recovery, while coated

POLLUTANT EMISSIONS (tons)



Refusal	Destination	Unit of measurement	2019	2020	2021
Wood	Recycling	tons	4,91	12,43	21,02
	Landfill	tons	2,65	6,69	11,32
Mix material	Landfill	tons	366,80	363,36	388,08
Iron and steel	Recycling	tons	6,68	4,29	1,40
	Landfill	tons	3,60	2,31	0,76
Paper and cardboard	Recycling	tons	34,16	33,66	33,70
	Landfill	tons	18,40	18,12	18,14
Plastic	Landfill	tons	-	4,98	-
Coated paper	Recycling	tons	-	-	17,16
Food-by products	Incineration	tons	530,78	595,27	610,23
Total	-	tons	967,98	1.041,11	1.101,81

³ For European countries, hazardous waste is identified with an asterisk in the European Waste Catalogue (EWC)

paper is recovered entirely through the Cycle4Green project. **About 5% of total waste is recycled.**

Of the remaining 95% of waste, 40% is destined for landfill. This portion consists mainly of mixed plastics, while the portion not sent for recovery (35%)

is made up of waste wood, iron, steel, paper, and cardboard waste. **Food by-products** (organic waste), which constitute 55% of the total waste generated by the company, are sent to **incineration for biogas production.**

I Marzoli - Biogas production from organic waste

The food by-products produced by Scoiattolo, constituting **organic waste generated** in production processes, are sent to the company I Marzoli for **biogas production**. I Marzoli is a production company specialized in the use of materials and by-products from the production and commercial cycle of the agro-food industries for animal feed.

4.3 The impact of the business on the community

2021 was a year of great growth for Scoiattolo as shown by the total economic value generated by the Raviolificio, which amounted to €46.37 million, up 12% compared to 2020, when it was €41.1 million, and up 34% compared to 2019, when a total generated value of €34.63 million was recorded.

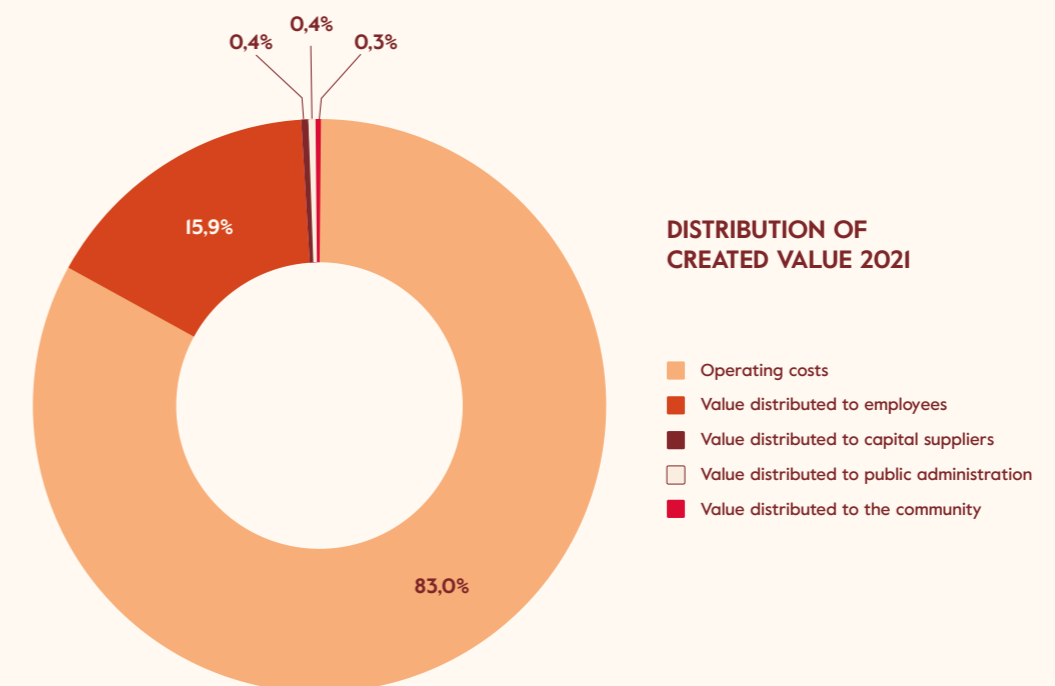
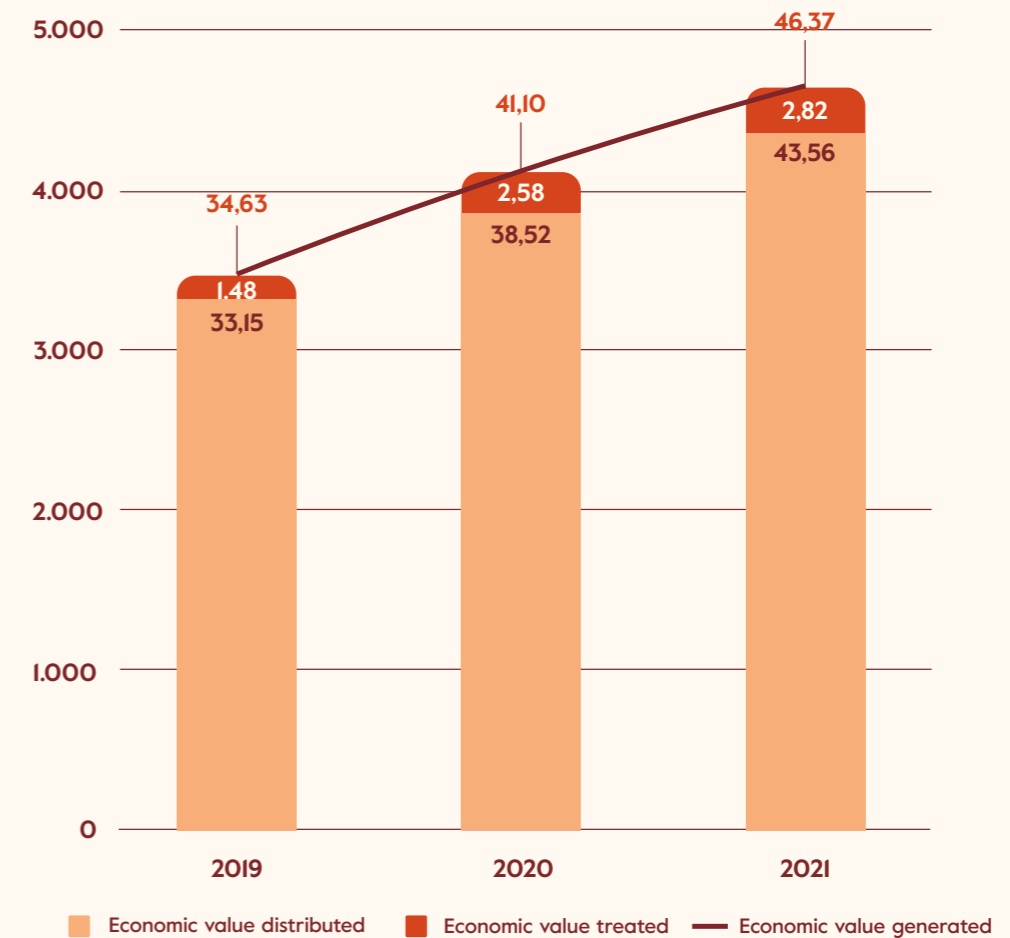
A significant portion (83%, or €36.16 million) of the value generated is used to cover operating costs, primarily for the purchase of raw materials (€21.95 million) and services (€12.62 million). €6.94 million was allocated to the workforce, while €155,975 was allocated towards capital suppliers, mainly in the

form of interest payments and other financial charges. The value transferred to the public administration, including the various taxes due by the company, is €197,423. Finally, €118,627 was allocated to communities in the form of sponsorships and contributions to non-profit associations.

Aware of operating within a complex economic and social community, **Scoiattolo supports local enterprises with passion and continuity**, supporting projects aligned with the company's values.

Scoiattolo has had a relationship

ECONOMIC VALUE GENERATED, DISTRIBUTED AND RETAINED (MILLIONS OF €)



of affection, care, and support with the **Varese Il Pezzettino community** for several years, which takes in children from violent backgrounds and gives continuity to the relationships established with the educators and other children, providing both economic and educational support. The kids, together with the street artist Sea, created a **permanent mural** on the walls of the Scoiattolo plant in 2021, an integral part of a process of dynamism, curiosity and color that the company wants to bring outside and inside its walls.

The company also actively supports the football club **Varesina Calcio** in its growth path. The Varesina training project runs from the activity of first contact with football for boys, proceeding with the technical pre-training of the basic activity (kids and beginners) and concluding with the true technical specialization of the competitive activity. This project, which has brought Varesina **recognition as an Elite Football School**, aims

to guarantee an important social-relational experience in a healthy environment, but also and above all to stimulate the player in the emotional, technical-coordinative, tactical, and athletic aspects.

As a demonstration of its constant focus on local communities, Scoiattolo provided **support to the Italian Protezione Civile (Civil Protection) during the COVID-19 pandemic**, donating products for families in need and for all volunteers working in the Fontanelle security hub.

Raviolificio also works alongside **local associations** (such as Banco Non Solo Pane, Bocatas, Exodus, etc.) and supports local initiatives and events, aimed at the development and promotion of the territory, with activities that promote physical and recreational well-being. All this is done by **minimizing food waste and donating products** to support these special initiatives.

In 2021, Scoiattolo was also the main



Varesina Calcio youth sector



Extract from the EcoRun event

sponsor of the **EcoRun charity event**, to celebrate a weekend of sharing with the local community. The company attended this occasion, made to **celebrate both sport and respect for nature**, with the

intention of reaffirming its concern for the environment and to promote once again moments of aggregation, sport and leisure that were severely limited during the pandemic.

'Prati Stabili' Project

Scoiattolo, by purchasing a specific Parmigiano Reggiano DOP for its fillings, also adheres to the Prati Stabili (lit. 'Stable Meadows') initiative, which aims to **valorize dairy products coming from stable meadows**, i.e. fields that are not ploughed or tilled for a long time, in which **crops are left to grow spontaneously, and no weeding and no pesticides are used**. The only farming practices put in place are mowing, irrigation and organic fertilization through the use of manure. It is characterized by the presence of different herbaceous species, which, depending on the mowing season, can impart very different flavors and aromas to the cheese. The stable meadow is an ecosystem rich in plant and animal biodiversity, from insects to birds to plants. For an agricultural area, **compliance with the 'stable grassland' condition also favors the reduction of greenhouse gas emissions**.

The 'Prati Stabili Quality Project' label creates a network and marks a difference: it identifies products made from stable meadows and establishes a pact of trust between farmers, dairies, producers, and consumers.

**METHODOLOGICAL
NOTE AND GRI
CONTENT INDEX**



Methodological Note

This document constitutes the first Sustainability Report of Raviolificio Lo Scoiattolo SpA, also identified in the text as ‘Scoiattolo’ or ‘the Company’, drawn up on a voluntary basis with the aim of transparently communicating to the relevant stakeholders its performance, strategies, and commitments in the areas of sustainability that are significant for the Company. The process leading up to

the preparation of the Report involved company management and the main functions it coordinates.

The Report is drafted with reference to the fiscal year 2021 (1 January to 31 December) and the figures are compared with the data for 2019 and 2020.

The document, which will be published

PERIMETER OF IMPACTS OF MATERIAL ASPECTS

MATERIAL TOPIC	GRI DISCLOSURE	PERIMETER		REPORTING LIMITATIONS
		INSIDE	EXTERIOR	
Our fight against climate change	302: Energy 305: Emissions	Scoiattolo	-	-
The sustainable management of our production processes	303: Water and Effluents 305: Emissions	Scoiattolo	-	-
The health and safety of our employees	403: Health and Safety at Work	Scoiattolo	-	-
Our contribution to the circular economy	301: Materials 306: Waste	Scoiattolo	-	-
The well-being of our employees	401: Employment 405: Diversity and equal opportunities	Scoiattolo	-	-
Marketing our product	417: : Marketing and Labelling	Scoiattolo	-	-
The development of our human capital	403: Training and Education	Scoiattolo	-	-
The innovation, quality, and safety of our products	416: Customer health and safety	Scoiattolo	-	-
The impact of business on our local community	201: Economic performance 413: Local Communities	Scoiattolo	-	-
Business ethics and integrity	205: Anti-Corruption 307: Environmental Compliance 419: Socio-economic compliance	Scoiattolo	-	-
Sustainable management of our supply chain	204: Procurement Practices 308: Supplier Environmental Assessment 414: Supplier Social Assessment	Scoiattolo	-	-

annually, has been prepared in accordance with the *GRI Sustainability Reporting Standards* (hereinafter GRI Standards), published in 2016 by the GRI - Global Reporting Initiative, and its updates, according to the Core option.

The reporting boundary includes the plant at Via Benjamin Franklin 8, in Lonate Ceppino, Varese.

The document was drafted in line with the definition and content quality principles expressed by the GRI Standards, such as stakeholder inclusiveness, sustainability context, materiality, completeness, accuracy, balance, clarity, comparability, reliability, and timeliness. With reference to the materiality principle, this Report reports Scoiattolo’s results and performance with reference to the topics that emerged as material from the materiality analysis, i.e. having a strong influence on stakeholders’ assessments and decisions and a high relevance in terms of economic, social, and environmental impacts. For more details, please refer to the chapter ‘1.3 Sustainability for Scoiattolo and its priorities.’

Main calculation criteria

Below are the methods used to calculate some of the indicators in the various sections of the Report. For environmental data, a conservative approach was adopted for the assumptions.

Energy consumption

Scoiattolo’s energy consumption, derived from electricity, diesel, and natural gas, was calculated in terms of Gigajoules (GJ). In order to standardize the different energy carriers, the conversion factors in the ‘National Standard Parameter Table’ of the Italian Ministry for the Environment, Land and Sea (MATTM) for the years 2019, 2020 and 2021 were used.

Direct (Scope 1) and indirect (Scope 2) emissions

Greenhouse gas emissions were calculated based on the principles set out in the ‘GHG Protocol Corporate Accounting and Reporting Standard’, the standard published by The

DIRECT EMISSIONS OF GHG (SCOPE 1)

SOURCE	ACTIVITIES	EMISSION FACTOR	GWP ⁴
Diesel and Natural Gas	Fuel consumption	Table of national standard parameters, Ministry of the Environment and Protection of Land and Sea (MATTM), 2019, 2020 and 2021	Only CO ₂ emissions were considered
Leaks from refrigerant gas conditioning systems	Losses	-	The Global Warming Potentials (GWP) considered are derived from DEFRA, Database of Conversion Factors (2021).

⁴ The Global Warming Potential (GWP) is the heat absorbed by any greenhouse gas in the atmosphere, as a multiple of the heat that would be absorbed by the same mass of carbon dioxide (CO₂). For each gas, the CO₂eq is the mass of CO₂ that would heat the earth as much as the mass of that gas.

INDIRECT GHG EMISSIONS (SCOPE 2)			
SOURCE	ACTIVITIES	EMISSION FACTOR	GWP
Electricity purchased from the national grid - according to the Location Based method ⁵	Electricity consumption	Terna, International Comparisons, 2017, 2018 and 2019 (Total gross production)	Only CO ₂ emissions were considered
Electricity purchased from the national grid - according to the Market Based method ⁶	Electricity consumption	AIB - European Residual Mixes, 2019, 2020 e 2021	Only CO ₂ emissions were considered

Greenhouse Gas Protocol Initiative. They are expressed in terms of CO₂ equivalent and determined as shown in the table.

Waste

For waste produced from wood (CER I50I03), iron and steel (CER I70405) and paper and cardboard (CER I50I0I), it was considered that 65% of the total would be sent for final recovery and energy recovery (referred to as 'Recycling' in the text), while a residual 35% would be sent to final disposal facilities (referred to as 'Landfill' in the text).

Health and safety

The accident frequency rate is calculated as the ratio between the total number of recordable accidents, excluding commuting accidents, and the number of hours worked in the same period, multiplied by 1,000,000. The serious accident frequency ratio is calculated as the ratio between the total number of accidents involving more than 180 days of absence from

work and the number of hours worked in the same period, multiplied by 1,000,000.

Employees

Employee figures are represented as headcount as of 31st December of the reference periods, and not as FTE (full-time equivalent) figures.

Information and contact details

For enquiries and further information on Scoiattolo's sustainability strategy and the contents of this Sustainability Report, please contact:

marketing@loscoiattolo.it

⁵ The Location Based approach involves applying an emission factor to electricity that reflects the average national energy mix, including all sources of electricity production in the country, including renewable ones.

⁶ The Market Based approach involves using an emission factor that considers the *residual mix* and thus, exclusively the national thermal power park, excluding renewable sources. The value of this factor is therefore higher than that used for *Location Based*.

GRI Content Index

GRI STANDARD	INFORMATIVE REPORT	DESCRIPTION INDIC ATOR	DOCUMENT SECTION	NOTES & OMISSIONS
GENERAL DISCLOSURES				
ORGANISATION PROFILE				
GRI I02: General Disclosures 2016	I02-1	Name of the organization	Methodological note I.1 About us	-
	I02-2	Activities, brands, products, and services	I.2 What we do	-
	I02-3	Location of headquarters	I.1 About us	-
	I02-4	Location of operations	I.1 About us	-
	I02-5	Ownership and legal form	I.1 About us	-
	I02-6	Markets served	I.2 What we do	-
	I02-7	Scale of the organization	I.1 About us 2.1 The management and development of our human capital	-
	I02-8	Information on employees and other workers	2.1 The management and development of our human capital	-
	I02-9	Supply chain	3.1 The management of our supply chain	-
	I02-10	Significant changes to the organization and its supply chain	Not applicable, first Financial Statements according to GRI standards	-
	I02-11	Precautionary Principle or approach	Methodological note	-
	I02-12	External Initiatives	4.3 The impact of business on our community	-
	I02-13	Membership of associations	I.2 What we do 4.3 The impact of business on our community	-

STRATEGY			
I02-14	Statement from senior decision-maker	Letter to Stakeholders	-
ETHICS AND INTEGRITY			
I02-16	Values, principles, standards and norms of behavior	I.I About us	-
GOVERNANCE			
I02-18	Governance structure	I.I About us	-
STAKEHOLDER INVOLVEMENT			
I02-40	List of stakeholder groups	I.3 Sustainability for Scoiattolo and its priorities	-
I02-41	Collective bargaining agreements	2.1 La gestione e lo sviluppo del nostro capitale umano	-
I02-42	Identifying and selecting stakeholders	I.3 Sustainability for Scoiattolo and its priorities	-
I02-43	Approach to stakeholder engagement	I.3 Sustainability for Scoiattolo and its priorities	-
I02-44	Key topics and concerns raised	I.3 Sustainability for Scoiattolo and its priorities	-
REPORTING PRACTICES			
I02-45	Entities included in the consolidated financial statements	Methodological note	-
I02-46	Defining report content and topic boundaries	Methodological note	-
I02-47	List of material topics	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
I02-48	Restatements of information	Not applicable, first Financial Statements according to GRI standards	-

I02-49	Changes in reporting	Not applicable, first Financial Statements according to GRI standards	-
I02-50	Reporting period	Methodological note	-
I02-51	Date of most recent report	This document is the first Financial Statements prepared according to GRI standards	-
I02-52	Reporting cycle	Scoiattolo intends to publish the Sustainability Report on an annual basis	-
I02-53	Contact point for questions regarding the report	Methodological note	-
I02-54	Claims of reporting in accordance with the GRI Standards	Methodological note	-
I02-55	GRI Content index	GRI Content Index	-
I02-56	External assurance	This document is not subject to external assurance	-

GRI 200 ECONOMIC INDICATORS

ECONOMIC PERFORMANCE				
GRI 103: Management Approach 2016	I03-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	I03-2	The management approach and its components	4.3 The impact of business on our community	-
	I03-3	Evaluation of the management approach	4.3 The impact of business on our community	-
GRI 201: Economic performance 2016	201-1	Directly generated and distributed economic value	4.3 The impact of business on our community	-
PROCUREMENT PRACTICES				
GRI 103: Management mode 2016	I03-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	I03-2	The management approach and its components	3.1 Sustainable management of our supply chain	-

	I03-3	Evaluation of the management approach	3.1 Sustainable management of our supply chain	-
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.1 Sustainable management of our supply chain	-
ANTI-CORRUPTION				
GRI 103: Management mode 2016	I03-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	I03-2	The management approach and its components	I.1 About us	-
	I03-3	Evaluation of the management approach	I.1 About us	-
GRI 205: 2016 Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	I.1 About us	-
GRI 300 ENVIRONMENTAL INDICATORS				
MATERIALS				
GRI 103: Management mode 2016	I03-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	I03-2	The management approach and its components	3.2 The quality and sustainability of our products	-
	I03-3	Evaluation of the management approach	3.2 The quality and sustainability of our products	-
GRI 301: Materials 2016	301-1	Materials used by weight or volume	3.2 The quality and sustainability of our products	-
ENERGY				
GRI 103: Management mode 2016	I03-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	I03-2	The management approach and its components	4.1 Our fight against climate change	-
	I03-3	Evaluation of the management approach	4.1 Our fight against climate change	-

GRI 302: Energy 2016	302-1	Energy consumption within the organisation	4.1 Our fight against climate change	-
WATER AND WASTE WATER				
GRI 103: Management mode 2016	I03-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	I03-2	The management approach and its components	4.2 The sustainable management of our production processes	-
	I03-3	Evaluation of the management approach	4.2 The sustainable management of our production processes	-
GRI 303: Water and wastewater 2018	303-5	Water consumption	4.2 The sustainable management of our production processes	-
EMISSIONS				
GRI 103: Management mode 2016	I03-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	I03-2	The management approach and its components	4.1 Our fight against climate change 4.2 The sustainable management of our production processes	-
	I03-3	Evaluation of the management approach	4.1 Our fight against climate change 4.2 The sustainable management of our production processes	-
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.1 Our fight against climate change	-
	305-2	Energy indirect (Scope 2) GHG emissions	4.1 Our fight against climate change	-
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	4.2 The sustainable management of our production processes	-
WASTE				
GRI 103: Management mode 2016	I03-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	I03-2	The management approach and its components	4.1 Our fight against climate change 4.2 The sustainable management of our production processes	-
	I03-3	Evaluation of the management approach	4.1 Our fight against climate change 4.2 The sustainable management of our production processes	-

GRI 306: Emissions 2016	306-3	Waste generated	4.2 The sustainable management of our production processes	-
	306-4	Waste diverted from disposal	4.2 The sustainable management of our production processes	-
	306-5	Waste directed to disposal	4.2 The sustainable management of our production processes	-
ENVIRONMENTAL COMPLIANCE				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	I.I About us	-
	103-3	Evaluation of the management approach	I.I About us	-
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	I.I About us	-
EVALUATION OF SUPPLIERS ON ENVIRONMENTAL ASPECTS				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	3.1 Sustainable management of our supply chain	-
	103-3	Evaluation of the management approach	3.1 Sustainable management of our supply chain	-
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Scoiattolo does not evaluate suppliers according to environmental criteria	-
GRI 400 SOCIAL INDICATORS				
EMPLOYMENT				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	2.1 The management and development of our human capital	-

	103-3	Evaluation of the management approach	2.1 The management and development of our human capital	-
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	2.1 The management and development of our human capital	-
OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	2.2 The well-being of our employees	-
	103-3	Evaluation of the management approach	2.2 The well-being of our employees	-
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	2.2 The well-being of our employees	-
	403-2	Hazard identification, risk assessment and incident investigation	2.2 The well-being of our employees	-
	403-3	Occupational health services	2.2 The well-being of our employees	-
	403-4	Worker participation and consultation and communication on occupational health and safety	2.2 The well-being of our employees	-
	403-5	Worker training on occupational health and safety	2.2 The well-being of our employees	-
	403-6	Promotion of worker health	2.2 The well-being of our employees	-
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2.2 The well-being of our employees	-
	403-8	Workers covered by an occupational health and safety management system	2.2 The well-being of our employees	-
	403-9	Work-related injuries	2.2 The well-being of our employees	-
	403-10	Work-related ill health	2.2 The well-being of our employees	-

TRAINING AND EDUCATION				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	2.1 The management and development of our human capital	-
	103-3	Evaluation of the management approach	2.1 The management and development of our human capital	-
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	2.1 The management and development of our human capital	-
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	2.1 The management and development of our human capital	-
	103-3	Evaluation of the management approach	2.1 The management and development of our human capital	-
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity in governance bodies and employees	2.1 The management and development of our human capital	-
NON-DISCRIMINATION				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	2.1 The management and development of our human capital	-
	103-3	Evaluation of the management approach	2.1 The management and development of our human capital	-
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	2.1 The management and development of our human capital	-
LOCAL COMMUNITIES				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-

	103-2	The management approach and its components	4.3 The impact of business on our community	-
	103-3	Evaluation of the management approach	4.3 The impact of business on our community	-
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programmes	4.3 The impact of business on our community	-
SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	3.1 La gestione sostenibile della nostra catena di fornitura	-
	103-3	Evaluation of the management approach	3.1 La gestione sostenibile della nostra catena di fornitura	-
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Scoiattolo does not evaluate suppliers according to social criteria	-
CUSTOMER HEALTH AND SAFETY				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	I.2 What we do	-
	103-3	Evaluation of the management approach	I.2 What we do	-
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	I.2 What we do	-
MARKETING AND LABELLING				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scoiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	I.2 What we do	-
	103-3	Evaluation of the management approach	I.2 What we do	-

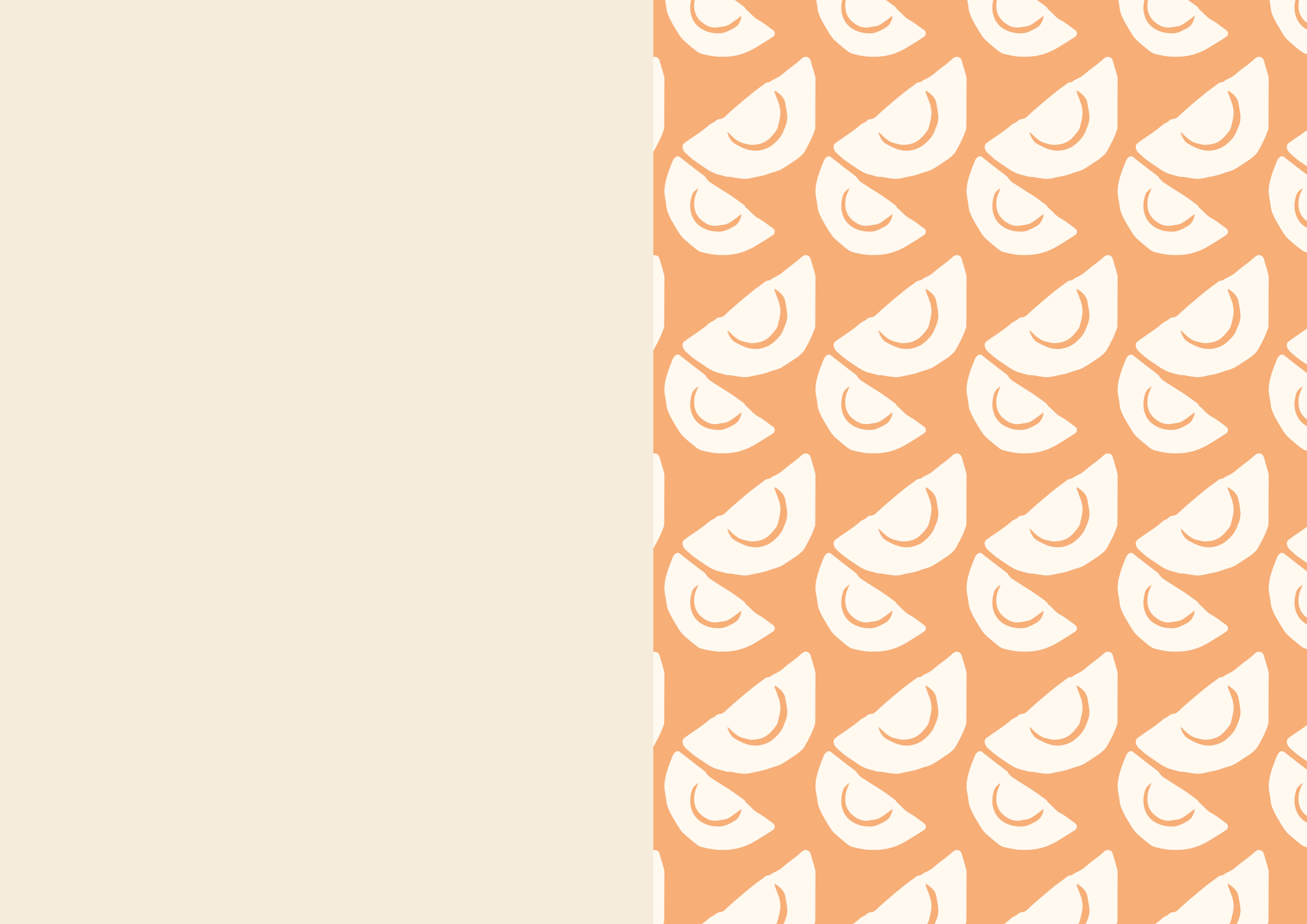
GRI 417: Marketing and Labelling 2016	417-2	Incidents of non-compliance with regard to information and labelling of products and services	I.2 What we do	-
SOCIOECONOMIC COMPLIANCE				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scaiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	I.1 About us	-
	103-3	Evaluation of the management approach	I.1 About us	-
GRI 419: Socioeconomic compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	I.1 About us	-
ASPECTS NOT COVERED BY GRI INDICATORS				
INNOVATION				
GRI 103: Management mode 2016	103-1	Explanation of the material topic and its boundary	I.3 Sustainability for Scaiattolo and its priorities Methodological note	-
	103-2	The management approach and its components	3.3 Innovation and safety in our processes	-
	103-3	Evaluation of the management approach	3.3 Innovation and safety in our processes	-



la tua pasta fresca



www.scaiattolopastafresca.it



Raviolificio Lo Scoiattolo S.p.A.

Offices and production: Via B. Franklin 8
21050 Lonate Ceppino (VA), Italia

Legal address: Via Privata Maria Teresa 7
20123 Milano, Italia

Tel.: +39 0331844885 / **Fax:** +39 0331844875

E-mail address: marketing@loscoiattolo.it

VAT: IT07832250968

www.scoiattolopastafresca.it

Scoiattolo