



SCOIATTOLO SUSTAINABILITY REPORT 2022

Scoiattolo



SUSTAINABILITY REPORT 2022

«We are indeed much more than what we eat, but what we eat can nevertheless help us to become much more than what we are»

Adelle Davis

Scoiattolo

The story of an increasingly responsible company committed to building an environmentally and socially sustainable world.

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2022 IN NUMBERS

2,4M€

Investments in
technologies and
improvements of
production facilities

145
Recipes
27
Pasta shapes
340
SKUs

300
Hours of training
provided to
workers

53M€
of economic
value
generated

90%
Permanent
employees

138
Employees

35%
Women in
management

30.879Kg
Fresh pasta donated
to non-profit
organisations

75
Tons of pasta
produced
everyday

11.708
Tons of raw
materials
purchased

Letter to stakeholders

Dear stakeholders,

It is with pride and satisfaction that we present to you our second 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 2022 Scoiattolo decided to draw up its second 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 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

THE SCOIATTOLO WORLD

A look at the past to
shape the future



GRI 205-3



GRI 416-2



GRI 417-2





The company's first logo developed in the 1980s

1.1 About us

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, at the local markets.

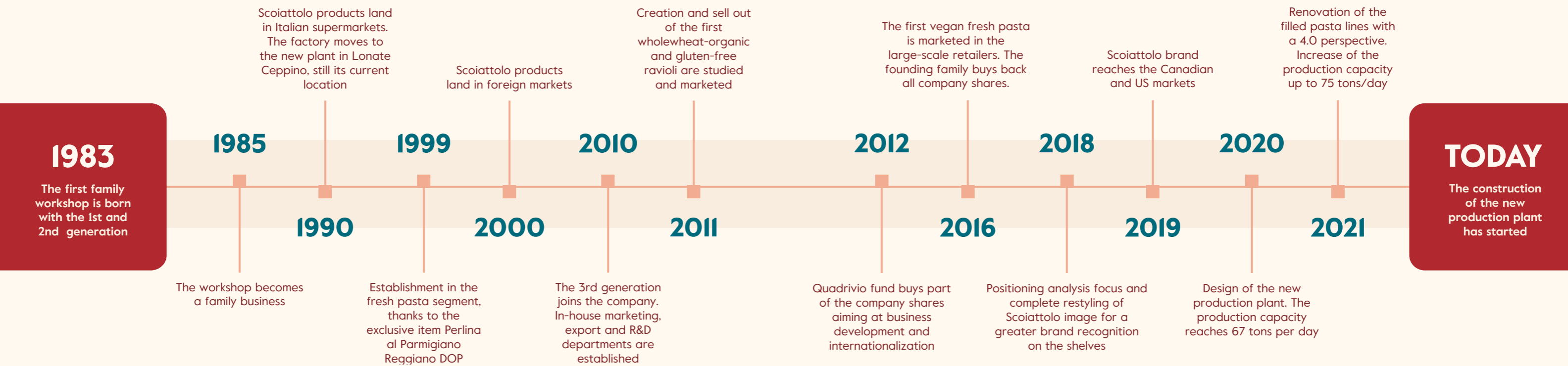
Two years later, in **1985**, the workshop became a small family business producing around 40 kg of pasta per day. The idea for the company name came one day in the mountains, in front of a family of squirrels (scoiattolo in Italian) that represented a simple, close-knit and hard-working unit, just like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

"The idea for the company name came one day in the mountains, in front of a family of close-knit and hard-working squirrels."

In **1990**, after much sacrifice and investment in machinery, Scoiattolo products first appeared in Italian supermarkets. Increased production volumes led to the need for more production space and, inevitably, a new factory. The family then decided to settle in Lonate Ceppino, in the 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 brand its distinctiveness within the



fresh pasta market. Even the machinery was calibrated to work the pasta and fillings more slowly, thus enhancing and refining the finished 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 internationalisation 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 family's third generation, 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, and 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, and 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 acquired a fresh and accessible tone of voice, thus creating a following of consumers who identified with Scoiattolo, not only when it came to in-store choices, but also through social media interactions.

In **2016**, the company's focus on innovation and constant investment in the research and development of new products led Scoiattolo to launch the first 100% vegan and organic pasta line, an endeavour never attempted before. This was the proof that it was 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 invested its creative energy in an important restyling of the Scoiattolo product lines that was completed the following year, with a view to better aligning with business strategies and optimising its shelf placement. 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 brand's activation of numerous social media profiles (Facebook, Instagram,

YouTube, LinkedIn) led the Creative Department to specialise in the daily production of editorial content. Social media channels were updated and monitored on a daily basis to ensure top-notch customer service and consumer care.

That same year, the Brand underwent a restyling by the Department that focused primarily on optimising the perception of the “Sciattolo” lettering within the confines of the hexagonal outline. Red tones were still primarily used, but substantial changes and integrations were made to make it seem more “natural” to the eye.

In **2019**, the first production system capable of injecting the sauce inside the pasta itself was developed, and Sciattolo 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 activity in foreign and international markets continued to expand: Sciattolo, 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, Sciattolo 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 tonnes per day and increasing

production efficiency.

Today, Sciattolo is a leading company in its field, recognised 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. In **2022**, expansion works began with the construction of a second production plant annexed to the existing one to meet rising production and consumer demand.

Sciattolo’s business is based on six **core values**, which guide the company’s operations and strategies:

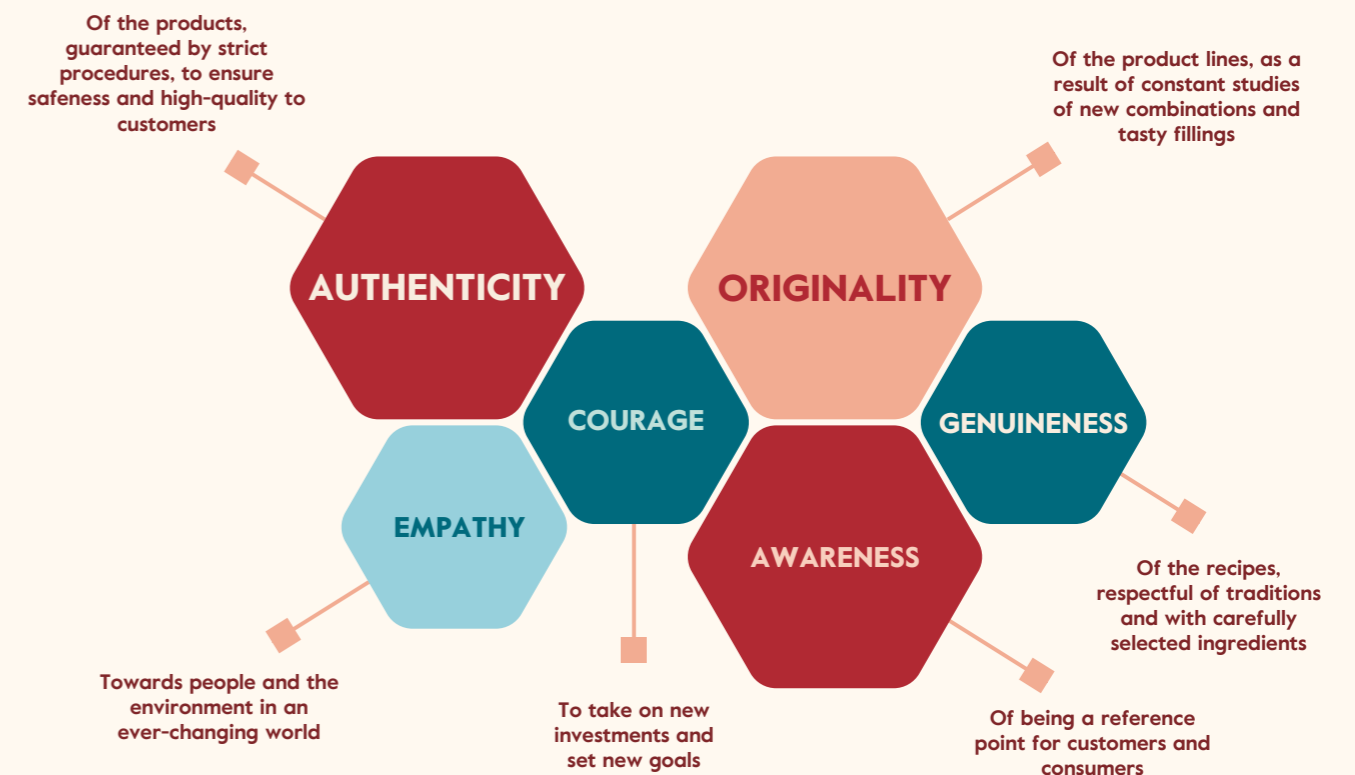
- **Awareness** of being a reference point for customers and consumers; this is why Sciattolo promotes a healthy and balanced lifestyle, which it incorporates in its recipes, without sacrificing taste;
- **Courage** to take on new investments and set new goals, demonstrated by the continuous launch of new lines dedicated to specific needs and preferences. Sciattolo’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. The company upholds the highest quality standards, communicating its industrial choices transparently and acting in accordance.
- **Originality** of the product lines, characterised by the constant study of new combinations and tasty fillings to meet diverse tastes;
- **Integrity** of the recipes, crafted with carefully selected ingredients and careful processing, providing unique products in respect of tradition.

To effectively address the challenges posed by the market and protect the company’s values in the long term, Sciattolo has developed a governance model structured according to the various **operational departments** that report to General Management, which in turn reports to the Board of Directors (BoD), comprised of three men and two women over the age of 50, as owner’s representatives.

The members of the highest governing bodies—the chairman of which is not a senior executive of the organisation—are selected by virtue of their in-depth knowledge of the business since its founding, as well as their unique traits with respect to their various areas of action, ultimately combining their subjective sensitivity with regard to how the corporate structure is managed and the economic, social and environmental impacts it produces. In order to create,



Sciattolo Key values

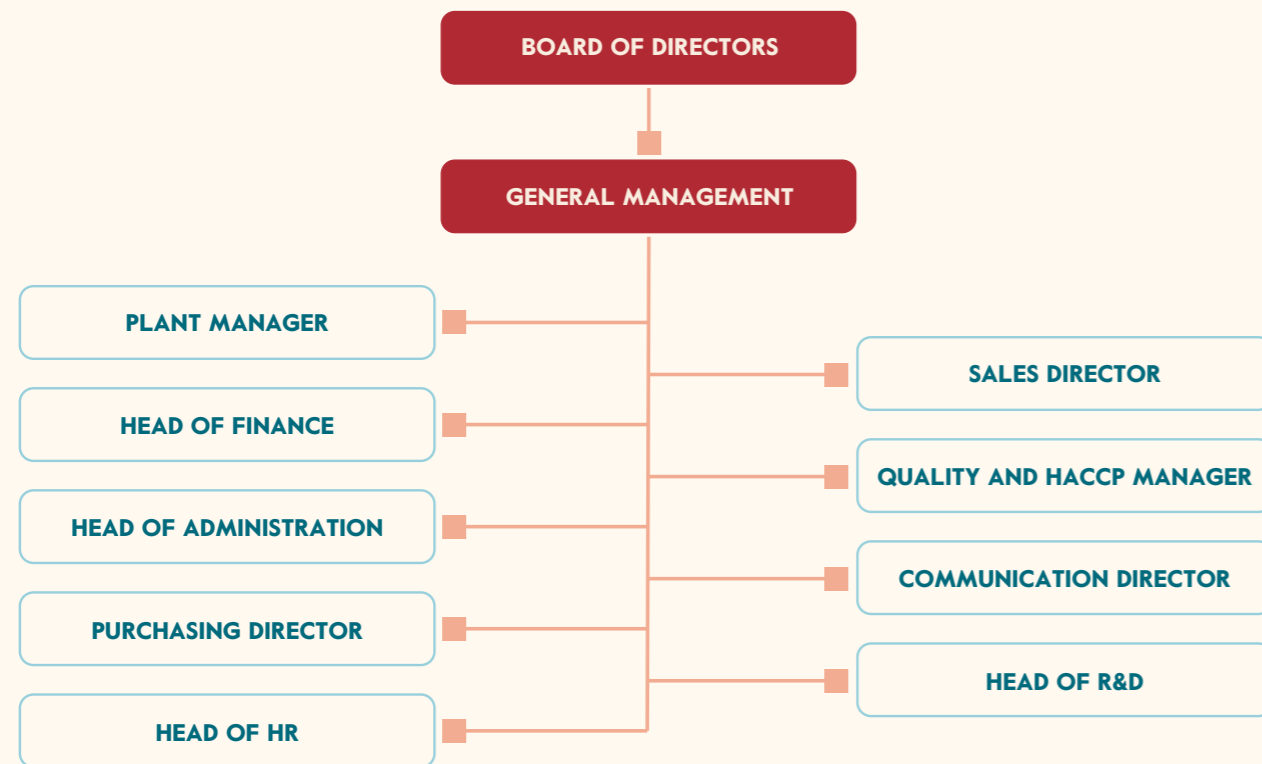
maintain and disseminate a genuine **“culture of sustainability”**, understood as economic, social and environmental sustainability, members of the board are periodically updated on ESG issues and the impacts produced by Scoiattolo through in-house workshops and participation in dedicated training sessions.

With regard to remuneration, board members currently receive a fixed salary, given they each hold managerial roles within the organisation. In addition to a fixed salary, senior executives are also entitled to several variable forms of remuneration linked to the achievement of objectives defined when stipulating or reviewing their agreement.

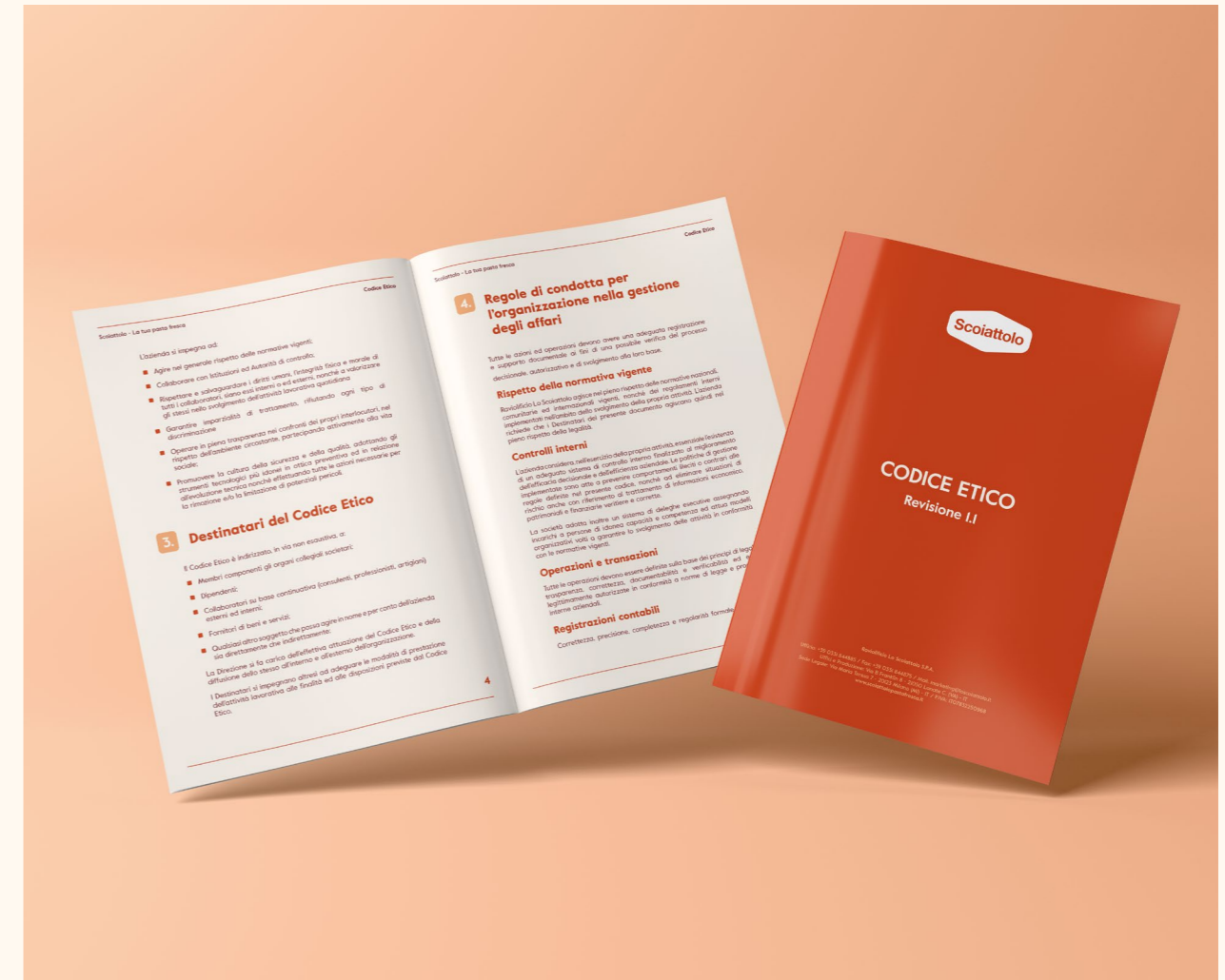
With regard to sustainability reporting,

internal responsibility for the indicated areas is assigned to specific figures, that is, area managers. The latter periodically interface with the board to report on the current status quo, activities underway and critical issues found. Data and information collected for the Sustainability Report are initially reviewed by the area reference person, then by personnel responsible for drawing up the Report, and lastly by the General Manager and Managing Directors. The process involves cross-checking the data, which must be validated by various parties, not necessarily in direct collaboration with each other, or by independent third parties.

The organisation, which operates nationwide, duly observes and enforces



The Governance Model of Scoiattolo



Code of Ethics drafted by Scoiattolo

the standards in place with regard to **human rights, labour and responsible conduct**. With this in mind, the company has adopted internal regulations aimed at ensuring all employees are informed of the rules governing corporate life, and are suitably aware of the corporate policies underlying the firm’s operations.

In order to better protect the company from unlawful, improper and irregular behaviour, in 2022 Scoiattolo published an **Organisation, Management and Control Model** pursuant to Legislative Decree n.231/2001 on the administrative liability of entities, which lays down a set of general and operational

provisions to be followed. At the same time, it published its own **Code of Ethics** to transparently communicate the moral values that inspire Scoiattolo and to define the company’s founding principles, behavioural rules and social responsibilities. The document addresses conflicts of interest, whereby a potential event is communicated by the second party involved.

Moreover, there is a claims policy, which, in the case of internal claims, provides for the possibility to make an anonymous report following a dedicated procedure, which is initially evaluated by the HR reference person and subsequently by General Management, with the aim of

objectively and impartially assessing the reported issues in order to implement internal corrective actions or report to third parties in the event of possibly unlawful behaviour.

With regard to reports made by stakeholders (e.g. customers/suppliers), these are managed via email or through special interviews with Management

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 Italy-wide, while the **majority of production** is destined for **European, US and Canadian shelves**.

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

or the Directors.

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.

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 improvement and sustainability, 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**, balanced and well defined, 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 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 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

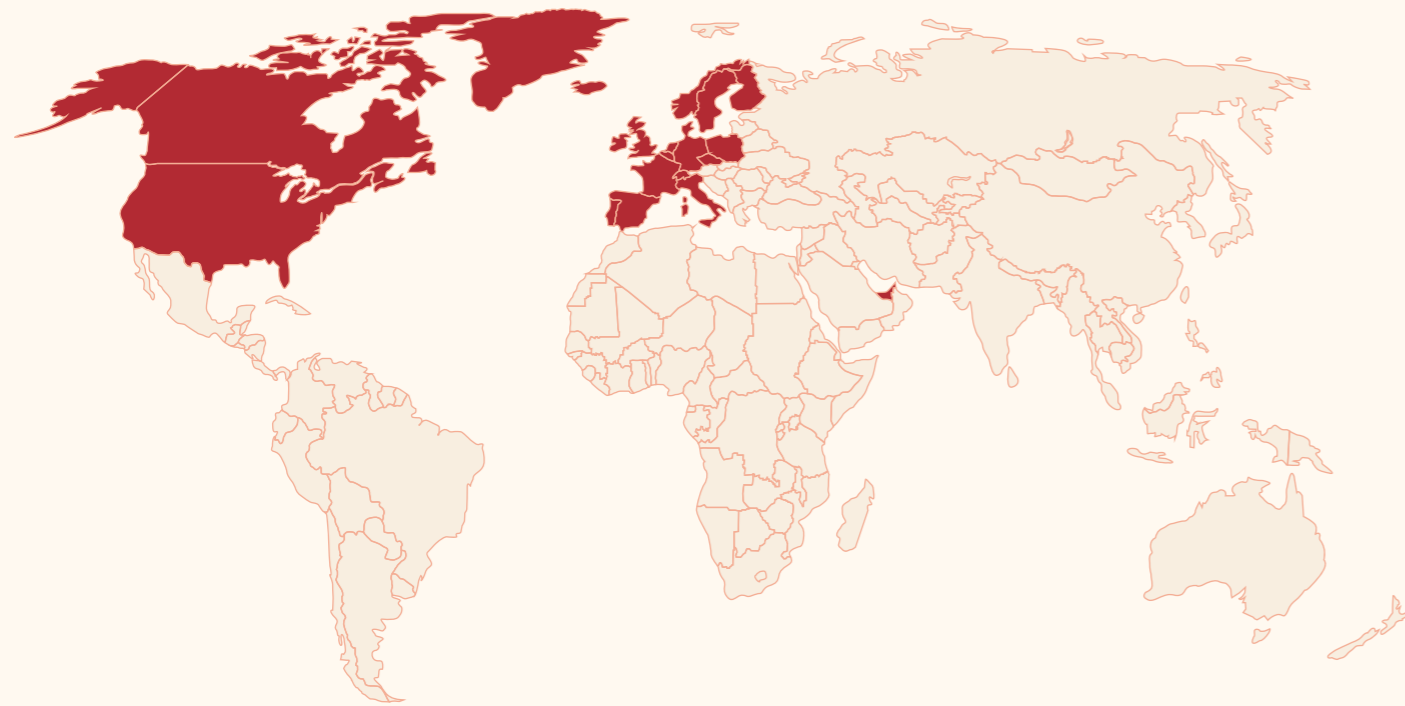
pasta, place the “Raviolificio” among the **pioneers of the vegan and gluten-free world**, being one of the companies offering the widest range of vegetarian products dedicated to specific dietary needs.

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



The iconic Perline in the High Care Packaging department



Countries where Scoiattolo products can be purchased

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 packaging.

In 2022, the market share in Italy based on the value of products sold under the Scoiattolo brand closed at 1.6%, up 0.5% compared to 2021 and previous years. The share in the volume of distributed products, on the other hand, reached 2.1%, up 0.1% compared to 2021. The market share value confirms Scoiattolo's positioning as an industry leader, ranking **fourth among all fresh pasta producers**.

Exports constitute the main component of Scoiattolo's business model, accounting for **70% of the turnover**. Scoiattolo is expanding primarily in the **United States** and **Canada** and debuted in the **United Arab Emirates** for the first time in 2022,

while its popularity among some of the largest brands in the **Netherlands, France, Denmark, Norway, Spain, and Germany** continues to rise. The volume of exported products has grown from 10,202 tonnes in 2021 to 11,106 tonnes in 2022, worth EUR 36.6 million.

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. Since February 2021, the

Raviolificio's products have also been available on the following platforms:

- **Everli** (since 2020), an online shopping service chosen to foster brand loyalty among consumers who prefer to shop at their trusted supermarket but use alternative shopping channels;
- **Amazon Fresh** (since 2021) for the cities of Milan and Rome, designed to intercept new consumers interested in the Scoiattolo brand but who struggle to find the products in supermarkets.

In the **map** in the figure, the countries where Scoiattolo products can be found either under a private label or the Scoiattolo brand, for the year 2022, are shown in red.

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 stylish **Limited Edition** was created for Christmas 2016; with food mentor Marco Bianchi, a pioneer of the Bio Veg line, in the same year 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 colourful line dedicated to kids, with several licensed characters, aimed at refreshing a very standardised compartment.

In 2021, Raviolificio launched the competition "**Invent your own Scoiattolo filling**", which allowed consumer customers to 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 2022, on the occasion of the International Day of Awareness of Food Loss and Waste, Scoiattolo launched the project "**A PASTA FOR ALL, A MEAL FOR ALL**" in special collaboration with Fondazione **Banco Alimentare**, a non-profit organisation, which,

"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."

since 1989, has been recovering food surpluses to donate them to the needy through its more than 7,600 charitable organisations Italy-wide.

A moment of solidarity marked by the active and conscientious participation of consumers through the purchase of the Perline al Parmigiano Reggiano DOP product with specially designed packaging.

Scoiattolo consumers thus contributed to the **donation of 20,000 portions of fresh pasta** to those in need through charitable organisations affiliated with Banco Alimentare.

Throughout the campaign, a sticker on the packaging depicting one hand donating, and another receiving, indicated to consumers the symbolic

action of this valuable exchange. Le Perline thus became a product with a good taste and equally good intentions. This project was also recognised by Tespi Mediagroup's **Grocery & Consumer Awards 2023** as **one of the finest charitable initiatives**.

In 2020, Scoiattolo decided to **increase 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.



Image of the campaign developed with Banco Alimentare

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, with a view to growth and development 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:

- Recognise and appropriately manage risks and opportunities pertinent to the scope of the management system by defining actions, objectives, and plans to address them, taking into account 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.

CERTIFICATIONS HELD BY SCOIATTOLO IN ITALY AND ABROAD



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.

- 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.

The 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 to**

manage non-conformities that may occur at all stages of the production process, to define activities and responsibilities with regard to managing 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.



In-line Quality Control of the product

To facilitate consumer enquiries, there is a special section on the 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 then request the batch and expiry date in order to carry out all the necessary **checks on the counter-samples stored on site** and to examine the various reasons that might have triggered the non-compliance.

In the event of reports concerning mould or sensory characteristics related to an internal non-compliance, free samples are then sent to consumers as a gesture of care, in addition to a **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 a complaint is received, the 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 documentation with information relating to the production process, including the pasteurisation temperatures and percentage of technological gases in the protective atmosphere, is then checked. Finally, reference samples are always checked, as for the consumer process.

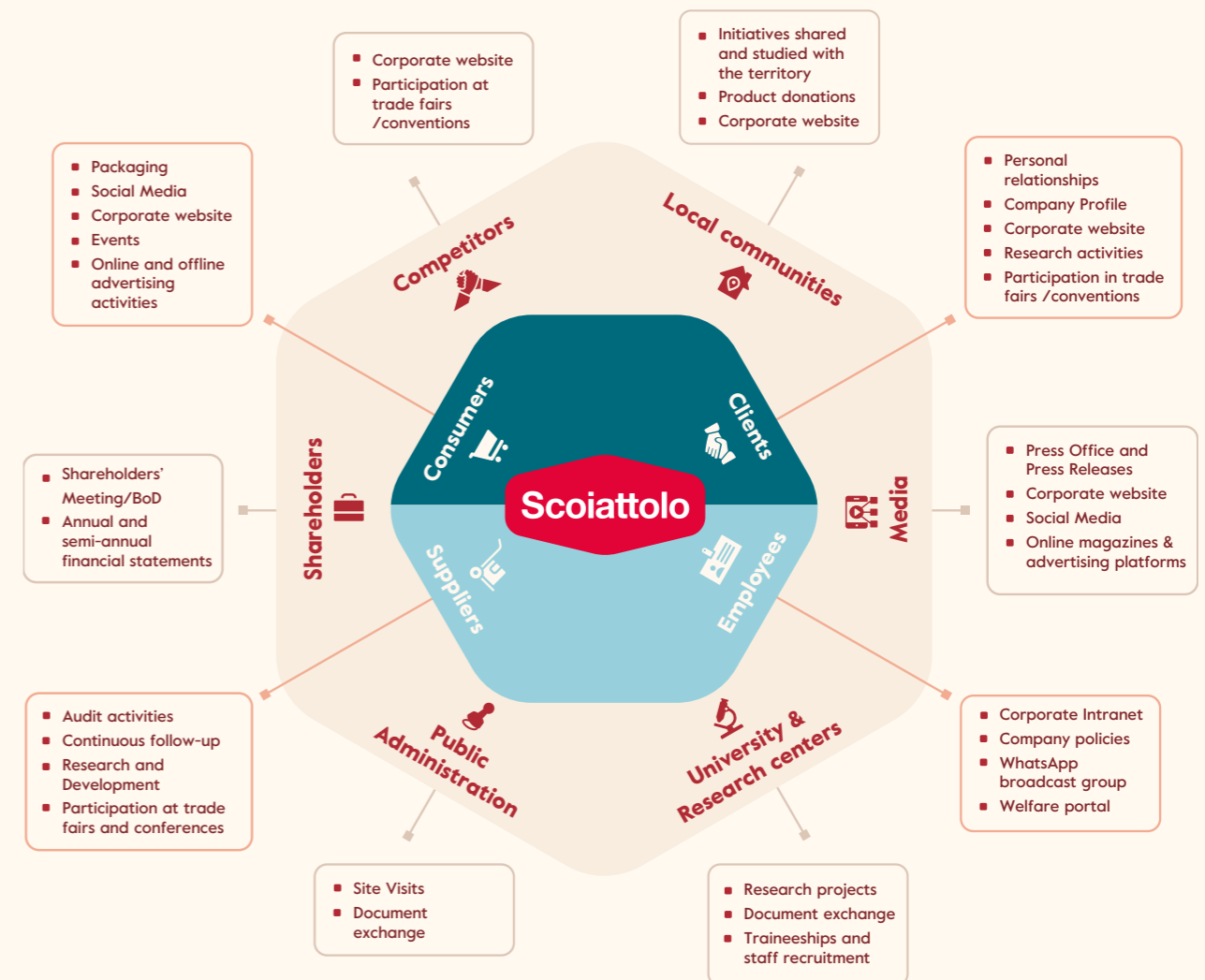
Over the three-year reporting period, instances of non-conformity concerning the health and safety of products and services increased slightly: in 2020 and 2021, the non-conformity rate was 0.0002% with respect to the total packages produced, while in 2022, this figure rose to 0.0038%. This increase can be attributed to the **more accurate reporting of internal non-conformities**, which were not detected by customers and consumers but rather identified before the product was placed on the market. This increase highlights a greater focus by departments on non-compliant products. 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**: 59 incidents occurred in 2022, down 34% compared to 2021, when there were 39, 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.

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 that of future generations, in 2022 Scoiattolo decided to draw up its second 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 Stakeholders and their dialogue channels

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.

Following the update to the GRI Sustainability Reporting Standards in 2021, **Scoiattolo updated its methodology for identifying material topics.** The topics addressed in the Sustainability Report were identified

by means of a materiality analysis, as occurred in 2021, aimed at identifying the **topics considered relevant (or "material")**. The new method requires the identified material topics to represent the **company's most significant impacts on the economy, the environment and people, including impacts on human rights.**

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 topics for the industry players 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 by analysing the main articles dedicated to Scoiattolo in the 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.

Scoiattolo then identified its **impacts** as either **effective or potential**, that is, impacts that have already occurred and impacts that are likely to occur. These impacts were then classified as **positive, negative, reversible or irreversible.**

After this first stage, the significance of the impacts was critically and professionally evaluated, classifying them as either **very relevant, relevant, moderate and negligible.** Negligible impacts were not considered as material. To reach this conclusion, the criteria set forth by the GRI Standards was evaluated, namely: **scale, scope and irremediability, which define the severity of the impact and likelihood of occurrence.** As per the GRI guidelines, a mark-up was then applied to the score for potential negative impacts on human rights or corruption topics.

The impacts were then grouped and traced back to a list of material topics for Scoiattolo, recognised and approved by company management. The end result is the following **list of material topics and relative positive and negative impacts**, with a brief description of each.

Since ethics and business integrity are regarded as prerequisites for doing business, Scoiattolo has chosen to report on them insofar as they cut

across all the topics that emerged from the analysis.

Aware that sustainable development is a goal that can only be effectively pursued by contributing to a shared commitment, Scoiattolo 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.

Scoiattolo specifically contributes to the following SDGs:

| DESCRIPTION | SDGs | SCOIATTOLO'S CONTRIBUTION |
|---|---|---|
| End hunger, achieve food security, improve nutrition, promote sustainable agriculture. |  | Support for local associations to reduce food waste, and support for needy communities, all digitalised thanks to the partnership with Regusto, a Benefit Corporation. 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. |  | Gluten-free, vegan and organic product lines to meet consumer demands. 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. |  | Active support for children from violent backgrounds, aiding their growth through support for the "Il Pezzettino" Community. Ongoing training programs offered to employees by the company. |
| Achieve gender equality and empowerment of all women and girls. |  | Scoiattolo's management is made up of 37.4% 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. |  | Almost 300 hours of training provided to employees in 2022 for their personal and professional development. A focus on local employment by promoting local development and wealth. 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. |  | Continuous support to local communities through donations, sponsorships and participation in events. |
| Ensure sustainable patterns of production and consumption. |  | Mainly Italian supply chain to reduce the impact of the supply chain. Participation in projects concerning the circular economy (Cycle4Green) and sustainable agriculture (Prati Stabili), with sustainable logistics models (CHEP certification) and packaging using recycled raw materials. |
| Take urgent measures to combat climate change and its consequences. |  | Use of packaging made from 70% recycled plastic; labels made from 100% recycled paper. |

| MATERIAL TOPIC | SCOIATTOLO IMPACT | IMPACT MANAGEMENT METHOD |
|--|---|---|
| FIGHT AGAINST CLIMATE CHANGE | EFFECTIVE NEGATIVE IMPACT Contribution of operations to climate change The consumption of energy from non-renewable sources and a lack of energy efficiency measures within the company lead to the emission of climate-altering gases that negatively impact on climate change phenomena. <i>GRI Disclosure: GRI 302 - Energy / GRI 305 - Emissions</i> | Scoiattolo mitigates the impact by limiting energy consumption, promoting energy efficiency solutions and disseminating an energy-saving culture within and outside the company, with the aim of reducing greenhouse gas emissions and reducing the overall impact on climate change. |
| | EFFECTIVE NEGATIVE IMPACT Contribution to water stress due to operations The company causes a depletion of water resources due to the withdrawal and consumption of water in water-stressed zones during its operations. <i>GRI Disclosure: GRI 303 - Water and effluents</i> | Scoiattolo aims at optimising the consumption and management of water resources, reducing water spills and water leaks during its production processes and encouraging the reuse of water. |
| SUSTAINABLE MANAGEMENT OF PRODUCTION PROCESSES | POTENTIAL NEGATIVE IMPACT Damage to the ecosystem due to the emission of pollutants into the atmosphere Scoiattolo's production activities generate air pollutants that may have a significant impact on public health at a local level and on the surrounding environment. <i>GRI Disclosure: GRI 305 - Emissions</i> | The company limits the emission of air pollutants by adopting the best available technologies and operating in compliance with environmental regulations. |
| | POTENTIAL NEGATIVE IMPACT Accidents in the workplace Poor workplace safety levels in potentially hazardous conditions, combined with a lack of training on this subject may lead to serious workplace accidents such as wounds, cuts, fractures, bruises, crushing, amputations, etc. <i>GRI Disclosure: GRI 403 - Occupational health and safety</i> | Scoiattolo promotes structured safety management procedures and programs and promotes a safety culture to increase workplace safety. |
| EMPLOYEE HEALTH AND SAFETY | POTENTIAL NEGATIVE IMPACT Depletion of natural resources due to company operations The procurement of raw materials, if not sustainably managed, may affect the availability of virgin raw materials and ecosystems. <i>GRI 301 - Materials</i> | The company promotes a production and consumption model that involves the maximum possible reuse and recycling of existing materials and products. |
| CONTRIBUTION TO THE CIRCULAR ECONOMY | POTENTIAL NEGATIVE IMPACT Damage to the ecosystem due to incorrect waste disposal The company's operations generate hazardous and non-hazardous waste, which, if not properly disposed of/recovered, may negatively impact the environment and local communities. <i>GRI 306 - Waste</i> | Scoiattolo aims to extend the life cycle of materials by reducing the use of virgin materials where possible, minimising waste in its production processes and reducing the percentage of waste delivered to landfills. |

| MATERIAL TOPIC | SCOIATTOLO IMPACT | IMPACT MANAGEMENT METHOD |
|---|--|---|
| EMPLOYEE WELL-BEING | <p>POTENTIAL NEGATIVE IMPACT</p> <p>Discrimination in the workplace and failure to respect equal opportunity Possibility of encountering discriminatory phenomena (gender, ethnicity and disability) and the negation of equal opportunity in recruitment and remuneration, in the event the company and its suppliers do not have suitable equal opportunity policies and practices in place.</p> <p><i>GRI Disclosure: GRI 405 – Diversity and equal opportunity, GRI 406 – Non-discrimination</i></p> | <p>Scoiattolo mitigates the impact by creating and maintaining a welcoming, stimulating and positive work environment. The company must ensure equal professional opportunities for all workers, employees or collaborators, respecting all types of diversity.</p> |
| PRODUCT MARKETING | <p>POTENTIAL NEGATIVE IMPACT</p> <p>Damage to consumer health and safety due to non-compliant products Occurrences of product non-compliance may cause damage to the health and safety of customers who use them. This is an impact affecting different stages of the value chain: operations, during which non-compliance may occur, and product consumption, during which the customer's health and safety may be at risk.</p> <p><i>GRI Disclosure: GRI 416 – Customer health and safety, GRI 417 – Marketing and labelling</i></p> | <p>Scoiattolo strives to 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. The company monitors all instances of non-compliance with information, and considers the labelling process and marketing communications to be a key aspect.</p> |
| DEVELOPMENT OF HUMAN CAPITAL | <p>INEFFECTIVE POSITIVE IMPACT</p> <p>Development of stable employment relationships with the local community The company promotes the employment of personnel from the local community, which positively contributes to local development.</p> <p><i>GRI Disclosure: GRI 401 – Employment</i></p> | <p>Scoiattolo has created a work environment that is highly attractive to young talents.</p> |
| | <p>EFFECTIVE POSITIVE IMPACT</p> <p>Contribution to the development of employees' sector-specific skills The company helps strengthen the skills of all of its employees, providing high-quality training, performance enhancement and career development.</p> <p><i>GRI Disclosure: GRI 404 – Training and education</i></p> | <p>Scoiattolo promotes a corporate culture geared towards developing the skills of its workforce thanks to targeted professional growth paths.</p> |
| INNOVATION, QUALITY AND SAFETY OF PRODUCTS | <p>EFFECTIVE POSITIVE IMPACT</p> <p>Contribution to quality and innovation To meet market demands, Scoiattolo implements research projects to promote the innovation of its production processes and make them more sustainable, anticipating regulatory requirements.</p> <p><i>GRI Disclosure: Non-GRI</i></p> | <p>Scoiattolo is committed to making a positive contribution, continually developing and innovating its company processes and products to exceed customer expectations, guaranteeing the quality and safety of the finished product put on the market, monitoring all cases of non-compliance reported by consumers.</p> |

| MATERIAL TOPIC | SCOIATTOLO IMPACT | IMPACT MANAGEMENT METHOD |
|--|---|--|
| THE IMPACT OF BUSINESS ON THE COMMUNITY | <p>EFFECTIVE POSITIVE IMPACT</p> <p>Contribution to community well-being Scoiattolo's operations generate economic value along the entire value chain, contributing to the economic and social development of the communities and territories in which it operates.</p> <p><i>GRI Disclosure: GRI 201 – Economic performance, GRI 204 – Procurement practices, GRI 413 – Local communities</i></p> | <p>The company supports local communities through sponsorships and by participating in local initiatives, projects or donations. By supporting local suppliers, Scoiattolo indirectly attracts further investments for the local economy. Local-level procurement is a strategy to secure supply, support a stable local economy and maintain good relations with the community.</p> |
| BUSINESS ETHICS AND INTEGRITY | <p>POTENTIAL NEGATIVE IMPACT</p> <p>Damage to the socio-economic system due to incidents of corruption The possibility of corruption at the operational level, such as licensing and pricing processes, as well as money laundering from illegal activities, possibly damaging the economic system and local and national institutions, in the event Scoiattolo fails to implement suitable controls and appropriate policies.</p> <p><i>GRI Disclosure: GRI 205 – Anti-corruption</i></p> | <p>Scoiattolo guarantees integrity and ethical conduct and condemns any violation of company policies. It also undertakes to guarantee compliance with the laws and regulations in force in the country in which it operates.</p> |
| SUSTAINABLE SUPPLY CHAIN MANAGEMENT | <p>POTENTIAL NEGATIVE IMPACT</p> <p>Damage to the environment and people due to poor supply chain management The operations of Scoiattolo's suppliers may have negative environmental impacts due to incorrect waste disposal, non-sustainable procurement practices or air pollution. Likewise, suppliers may have negative social impacts due to inappropriate working conditions, failure to protect human rights or the implementation of exploitative practices.</p> <p><i>GRI Disclosure: 308 – Supplier environmental assessment, 414 – Supplier social assessment</i></p> | <p>Scoiattolo is drafting a Code of Ethics that guides relations inside and outside the company.</p> |

2

OUR WEALTH, OUR PEOPLE

A shared vision to
grow together



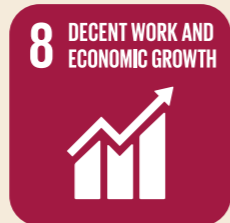
GRI 401-1
GRI 403-4
GRI 403-8
GRI 405-1



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



Employee of the Cooking Department while preparing raw materials to be used during production

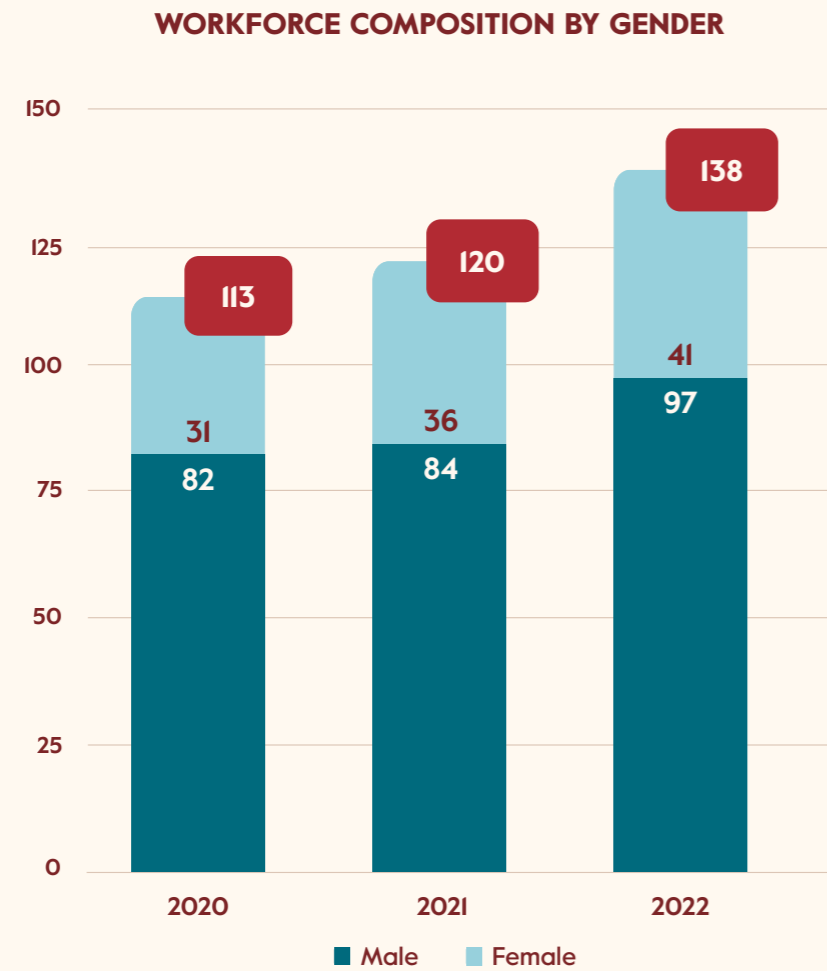
“Employees are considered an integral and central part of the entire process, in the knowledge that the professionalism of the people within a company is key to its continuous growth and ever-better market positioning.”

Sciattolo is fully 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, **Sciattolo employs skilled hands throughout the production chain.**

The company has drawn up “**Company Rules and Policies**” and a **Code of Ethics** containing all the policies and regulations employees are required

to follow in the workplace. Employees are considered an integral and central part of the entire process, in the knowledge that the professionalism of the people within a company is key to its continuous growth and ever-better market positioning.

As at 31/12/2022, the company had 138 employees, including 97 men and 41 women. In 2022, therefore, **females represented 30% of the workforce** and



were 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 composition of the company's workforce by gender thus reflects functional needs, and through its recruitment policies, the company is committed to ensuring the total absence of gender discrimination.

90% of employees are permanent, testifying Scoiattolo's commitment to investing in long-term relationships with its employees. In 2022, 4% of the workforce were employed under an

apprenticeship agreement, allowing for the gradual and **formative inclusion of youths** in the company, aimed at promoting the acquisition of skills and value within the organisation as the basis for a lasting and qualified collaboration.

«Acquisition of skills and value within the organisation as the basis for a lasting and qualified collaboration.»

| Non-employees | 2020 | 2021 | 2022 |
|--------------------------------|-----------|-----------|-----------|
| Temporary workers ¹ | 30 | 39 | 38 |
| Interns | 0 | 0 | 1 |
| Total non-employees | 30 | 39 | 39 |

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.

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. The

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



Meeting for employees of the EDP & Innovation and Export departments

¹ Average number of temporary workers in the reference year.

strategy implemented by Sciattolo in managing these issues contributed to the **total absence of incidents of discrimination** during the three-year reporting period.

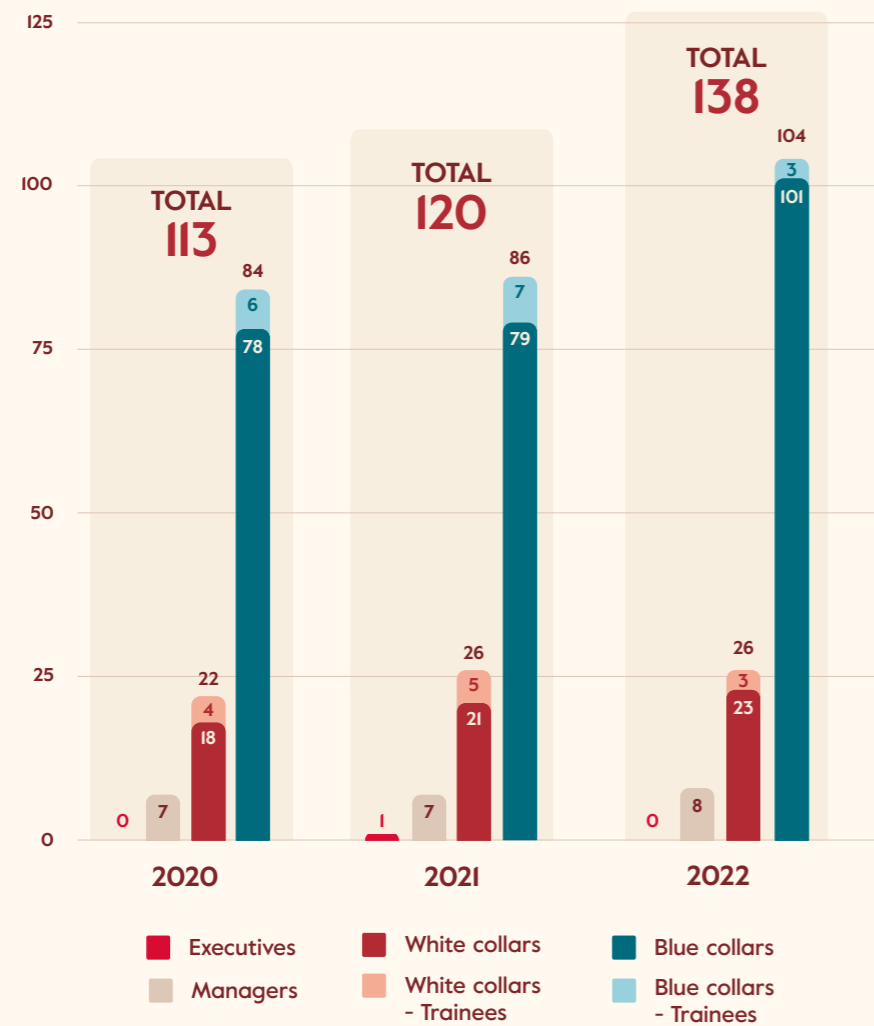
The characteristics of the sector are reflected not only in the gender composition of the workforce, but also in the composition of the personnel on the basis of professional category. In 2022, labourers were again the most represented category (75%), followed by office workers (19%) and middle management (6%), as inferred from the graph below. There are, however, no executive figures.

In regards to division by age group, **most employees are in the 30-50 age bracket** (95 in 2022) with a slight increase over the three-year period. The table (p.41) shows the breakdown of employees by professional category and age with respect to all fixed-term and permanent employees, and including apprentices.

In 2022, the number of hires increased with respect to the previous two years (exactly 125% compared to 2021), as did the terminations (100% compared to 2021).

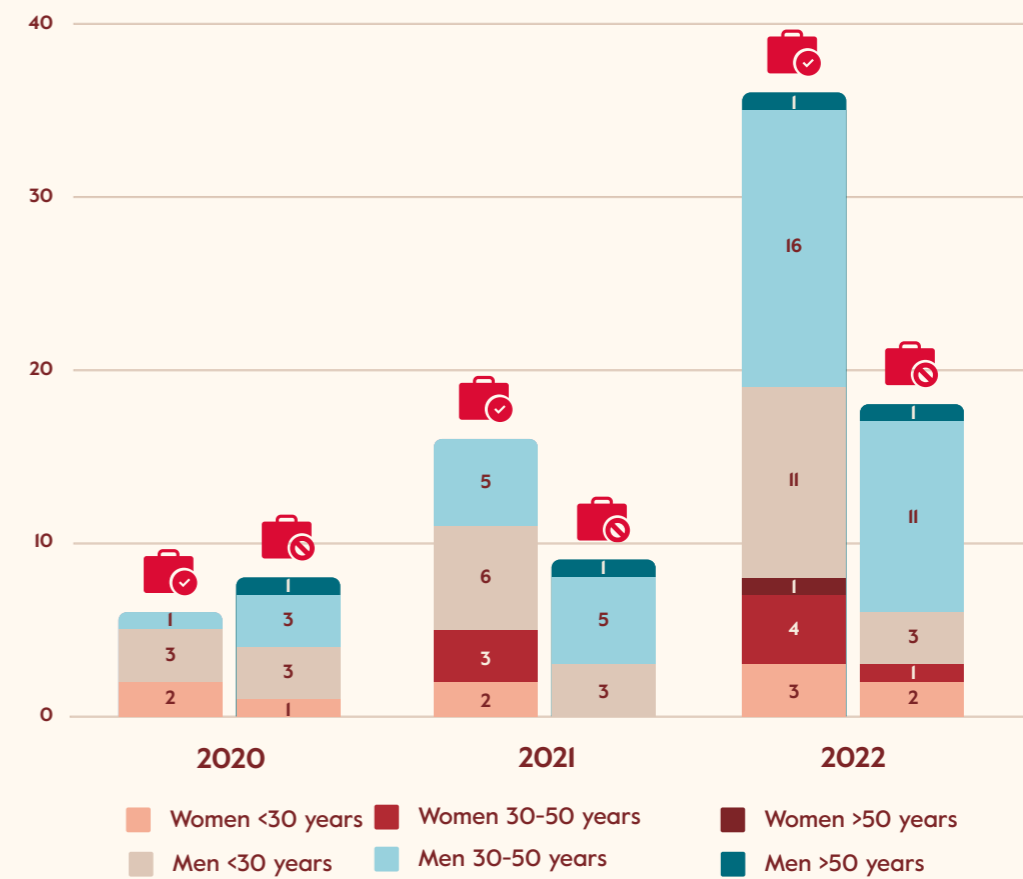
For Sciattolo, providing its people with

WORKFORCE COMPOSITION BY PROFESSIONAL CATEGORY



| Employees with employment contracts as of 31 st December | | 2020 | 2021 | 2022 |
|---|-------------|------|------|------|
| Executives | <30 years | 0 | 0 | 0 |
| | 30-50 years | 0 | 1 | 0 |
| | >50 years | 0 | 0 | 0 |
| Managers | <30 years | 0 | 0 | 0 |
| | 30-50 years | 5 | 5 | 6 |
| | >50 years | 2 | 2 | 2 |
| White collars | <30 years | 6 | 8 | 5 |
| | 30-50 years | 11 | 13 | 16 |
| | >50 years | 5 | 5 | 5 |
| Blue collars | <30 years | 11 | 10 | 18 |
| | 30-50 years | 64 | 66 | 73 |
| | >50 years | 9 | 10 | 13 |
| Total employees <30 years | | 17 | 18 | 23 |
| Total employees 30-50 years | | 80 | 85 | 95 |
| Total employees >50 years | | 16 | 17 | 20 |
| Total employees | | 113 | 120 | 138 |

NEW HIRES AND TERMINATIONS BY GENDER AND AGE GROUP



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 2022 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 2022, training was provided at the company for the practical component, and in the classroom for the theoretical component.

In addition to refresher courses and courses focusing on occupational health and safety issues, a **cycle of 4.0 training courses** was also offered in 2022, 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

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

in emergency situations, differentiated according to the worker's tasks.

Unlike previous years, in 2022 Scoiattolo arranged for the development of **courses on cyber security**: technologies, processes and products necessary to protect devices and data from unauthorised access, thus ensuring privacy (personal data protection) and cyber security.

The courses amply covered all practices designed to protect cyber assets from possible external or internal attacks, aiming to avoid potential risks and direct or indirect damage with a significant critical, economic and legal impact.

In 2022, Scoiattolo delivered a total of **19,594 hours of on-the-job and classroom training dedicated to Training 4.0** and the use of new industrial machinery, demonstrating the company's ever-increasing focus on the professional development of its employees.

In 2022, **299.3 hours of legally required training** was also provided. The reduced number of hours with respect to 2021 is due to the cyclical nature of the courses, depending on the type of occupational health and safety training (Legislative Decree 81/08), different course lengths and demand for renewal.

| Training hours by professional category | 2020 | 2021 | 2022 |
|---|------------|---------------|---------------|
| Executives | 0 | 0 | 0 |
| Managers | 0 | 1 | 0 |
| White collars | 16 | 150,5 | 77 |
| Blue collars | 86 | 655,75 | 222,25 |
| Total | 102 | 807,25 | 299,25 |

| Hours of training by gender | 2020 | 2021 | 2022 |
|-----------------------------|------------|---------------|---------------|
| Women | 14,75 | 179,5 | 43,5 |
| Men | 87,25 | 627,75 | 255,75 |
| Total | 102 | 807,25 | 299,25 |



Employee participating in a safety course

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 its promotion of, and support for, 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.

Safety and first-aid boxes can be found in various locations throughout the company and are available to all staff. 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 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**.

Moreover, in accordance with the provisions of Legislative Decree 151/01, the company has published a **Health Risk Assessment for pregnant workers, workers who have recently given birth or who are breastfeeding** up to seven months after giving birth, in order to identify at-risk situations, the categories of exposed workers (pregnant and/or breastfeeding women) and the prevention and protection measures to be taken.

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

| Employees | 2020 | 2021 | 2022 |
|---|-----------|---------|-----------|
| Hours worked | 190.664,8 | 189.747 | 214.308,9 |
| Total number of accidents | 4 | 7 | 7 |
| Total number of work-related accidents with serious consequences ² | 0 | 1 | 0 |
| Rate of recordable occupational accidents | 4,2 | 7,4 | 6,5 |
| Rate of occupational accidents with serious consequences | 0 | 1,1 | 0 |

| Non-employees | 2020 | 2021 | 2022 |
|--|----------|----------|----------|
| Hours worked | 38.274,5 | 50.703,8 | 64.355,8 |
| Total number of accidents | 3 | 3 | 1 |
| Total number of work-related accidents with serious consequences | 0 | 0 | 0 |
| Rate of recordable occupational accidents | 15,7 | 11,8 | 3,1 |
| Rate of occupational accidents with serious consequences | 0 | 0 | 0 |

between the activities of the external companies involved in executing the overall works.

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 existing risks in the workplace. Coordination and cooperation activities to ensure the safety of activities related to works entrusted to third parties are also managed through the publication of the DUVRI (**Interference Risk Assessment**) pursuant to art. 26 of Legislative Decree 81/2008), which

analyses and describes how to safely manage contracted works.

In order to monitor the health and safety of employees, Scoiattolo keeps track of accidents through archived documents and through direct transmission of the accident to Inail, in line with national laws and according to a digitalized archival method.

In 2022, there were 7 employee accidents (as in 2021) and 1 non-employee accident (-67% compared to 2021), mostly involving traumatic injuries such as wounds, cuts, fractures and crushing. In 2022, there were no serious accidents.

Throughout the three-year reporting

² A serious accident is defined as an accident involving more than 180 days of absence.



Automation in the Secondary Packaging Department

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.

In 2020, due to the **COVID-19 pandemic**, Scoiattolo re-arranged its work space to ensure appropriate distancing between employees and implemented fixed quotas. 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); 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’ workload, in 2019 the company began an

automation process focused on the end-of-line production, which is also where the majority of personnel costs, including employees and temporary workers, are concentrated. The **installation of three latest-generation robots and a palletizer** that collects the six lines of filled pasta have boosted the productivity of the entire value chain, increasing the number of products packed in the same amount of time compared to previous technologies.

In order to meet increased market demand, during certain periods of the year, production machinery operates on a continuous cycle, every day of the week and at all hours, making it necessary for employees to work with a **different distribution of working hours** (called DDL).

To further protect its employees, in 2022 Scoiattolo also provided for a **welfare plan** involving a €250 monthly bonus for all workers that do DDL (redistribution of working hours) to address the inconvenience of not being able to enjoy the standard days off (Saturday and Sunday), otherwise distributed during cyclical shifts.

An additional bonus was also introduced for employees that adhered to the company request to shift their annual contractual holidays. This request arose from production needs, and employees are compensated in the form of a €50 payment for each contractual holiday deferred to a different date.

For best fruition of the company welfare plan, the firm uses the **AllianzMyWelfare portal**, a platform allowing individual workers to utilise their accumulated welfare credits, in particular for: fringe benefits³, travel and holidays, sport, 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.

Moreover, the company further compensates employees directly in their pay slip with a 10% hourly overtime rate for working on Sundays.

In 2021, a complete **restyling of the Scoiattolo offices** was implemented to improve the working spaces and create a more **stimulating and collaborative daily environment**. The light colours used for the interiors, the colour contrast of the graphics and company maxi-photos, the introduction of light-filled environments and the creation of a mural linking the production areas and offices, designed by the Varese-based artist Sea Creative, has shined new light into the daily and working life of employees.

This process continued in 2022 with the aim of introducing new opportunities for mutual exchange/discussion, and to give the work spaces, increasingly adorned with plants and greenery, an image more consistent with Scoiattolo values.



Mural by the artist Sea Creative just next to the entry door to the production area

³ Fringe benefits are additional elements to the actual salary that contribute to the formation of the employee’s taxable income.

3

HOW A PRODUCT IS BORN

The recipe to success
built on quality and
innovation



GRI 204-I
GRI 414-I



GRI 301-I

GRI 308-I



3.1 Managing 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.

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.

Once qualified, quality controls are regularly and routinely carried out on the new supplier, including **audits on the production plant**, which also cover aspects tied to logistics, staff qualifications and plant conditions.

The overall value in Euros of the purchases made has increased over the three-year period, reaching



Whole wheel of Parmigiano Reggiano PDO processed directly at Scoiattolo's kitchen

€27,978,000 in 2022, up 45% compared to 2021.

The percentage of spending on local suppliers shows a slightly downward trend over the three-year period,

averaging 31% of total procurement over the three-year reporting period (37% in 2020, 29% in 2021 and 28% in 2022).

3.2 Quality and sustainability of our products

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

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**:

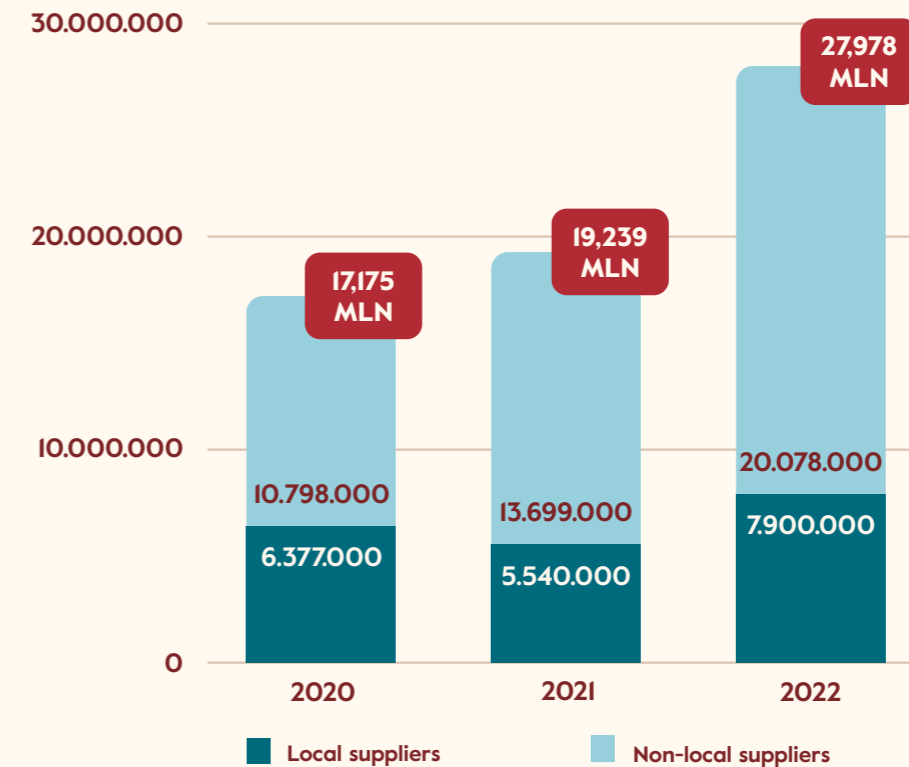
- “**fresh**”, category A, i.e. laid only a few days before their use.
- “**Italian**”, for a shortening of the supply chain, a greater control of supplies and a solid network of local relationships.

Fresh pasta is also preserved in a healthy way to guarantee product integrity, avoiding the use of additives that could potentially cause 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.



Fresh Italian cage-free eggs used for the dough

PROCUREMENT BUDGET (€)



For the packaging of its products, Scoiattolo has researched and developed solutions combining high-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** to use alternative and fully regenerated subsidiary materials

thanks to the company’s adhesion to the **circular sustainability** project, **Cycle4green**, and thanks to which Lo Scoiattolo recycled 16.8 tonnes of siliconised paper in 2022, generating a saving of 32 tonnes_{CO2e}.

«Product preservation is ensured by a “Modified Atmosphere Packaging” which improves the shelf life and guarantees the safety of the products»

Partnership with CHEP

The partnership with CHEP, a global logistics solutions provider, which has contributed to improving performance and environmental impact, is just one example of the company's numerous initiatives. In 2022, Scoiattolo thus contributed to safeguarding the environment, achieving the following with CHEP:

- 19.45l dm³ less wood (equivalent to 19 trees)
- 22.683 Kg less CO₂ (equivalent to 20,715 Km truck kilometres)
- 1.814 Kg less waste (equivalent to 1,394 people producing waste in one day)

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

| Materials used (Tons) | 2021 | 2022 |
|----------------------------|---------------|---------------|
| Raw materials | 10.848 | 11.708 |
| Egg-based | 1.503 | 1.643 |
| Milk-based | 960 | 1.017 |
| Vegetable-based | 8.000 | 8.486 |
| Meat-based | 335 | 513 |
| Fish-based | 50 | 49 |
| Packaging materials | 73.758 | 77.202 |
| Paper | 65.500 | 68.568 |
| Cardboard | 6.620 | 6.805 |
| Plastic | 1.200 | 1.048 |
| Pallets | 438 | 781 |
| Total | 84.606 | 88.910 |

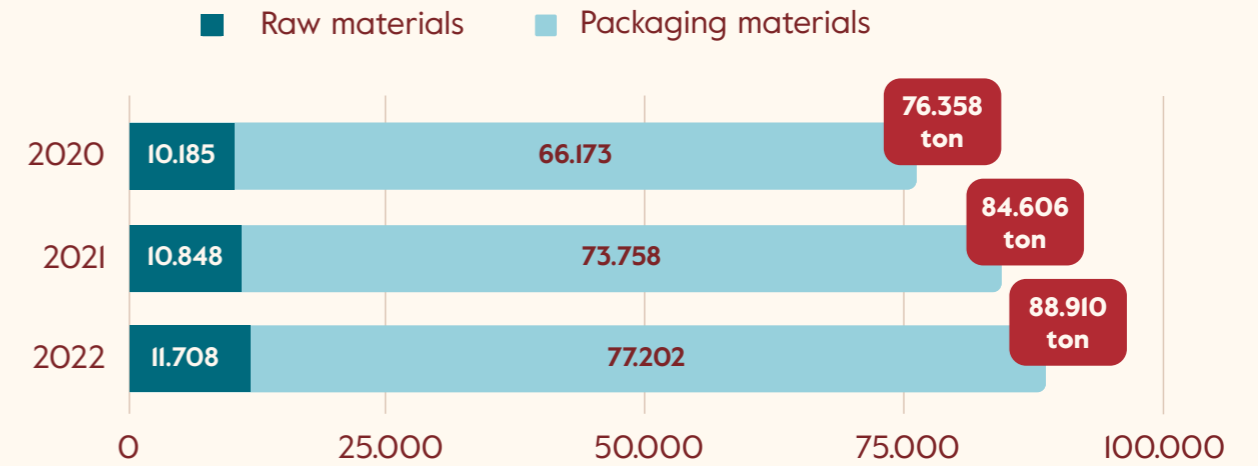
the purposes of this report, into food categories. The **categories** indicated in the table below contain the following products:

- 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 8% on average in 2022 compared to 2021, in line with the company's increase in production for the year.

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

MATERIALS (tons)



- **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 with a mix of Italian durum wheat semolina and soft wheat flour from a controlled supply chain, and 100% Italian cage-free eggs.



- **Buoni ricordi:** the 4 products in this line tell of the authentic tastes of tradition. They take a leap into the past with the reliability of selected ingredients processed according to family recipes. This line is made with a mix of Italian durum wheat semolina and soft wheat flour from a controlled supply chain, and 100% Italian cage-free eggs.



- **Gustosi di natura:** the 4 products in the line bring together all the variety of the plant world. The 100% plant-based pasta and fillings, together with the production standards have secured Vegan certification (V-Label) for this product line. Italian durum wheat semolina is used to make fresh pasta. 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, with dough entirely composed by maize flour and pulses that do not flake or overcook and a creamy, delicious filling, 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.



- Throughout 2022, the R&D team worked on the study and development of prototypes for a new line of super-innovative, healthy fresh pasta, in step with international trends. It is the **first high-protein fresh filled pasta** set to hit the shelves next spring.

3.3 The innovation and safety of our processes

Scoiattolo is constantly looking for new solutions to satisfy 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 department back in 2010.

As described in previous chapters, since 2019 the company has made **important investments** aimed at achieving a **high degree of automation in production**, thus meeting growing demand with a suitable distribution of the workload among 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, 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

«New machineries and new technologies have been introduced to support the change process initiated by the new generation at the helm of the company»

by the Quality Control department, allows for a further reduction of the residual bacterial load.

In 2022, the **new IR FT SYSTEM technology** by Antares Vision Group was also implemented, introducing and refining the inspection of micro-holes in trays, the correct application of labels

and the sealed areas. This investment, worth more than €180,000, helped reduce the non-conformity rate by 45%, thus ensuring an even higher level of product quality.

The leap made thanks to the investments has been significant and has resulted in an **increased production capacity of 75 tonnes/day** and simultaneous improvement in production efficiency, which is monitored on a daily basis also thanks to the analysis of data continuously provided 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, the **construction of the new Scoiattolo production plant began**, alongside and directly connected to the existing plant: 8,000 square metres 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 existing lines. The second floor of the new factory will house Scoiattolo's offices.

Scoiattolo selected the TX Active

covering for the new plant, a cement with photocatalytic properties able to guarantee the cleanliness of surfaces and give the facility an overall shine, reducing smog and other pollutants generated by human activity while at the same time generating oxygen. Photovoltaic panels are also currently being installed on both the existing plant and the plant under construction to ensure a cleaner, eco-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. With a view to better responding to customers demands, as of 2020 the Raviolificio has also joined the **Everli platform** and, as of February 2021, **Amazon Fresh**, an e-commerce platform with a home delivery service.



Use of Antares technology to check any packaging non-compliance



Rendering of the project for the new factory clad in TX Active

4

OUR SUSTAINABLE CHOICES

The goodness of our taste and intentions



GRI 201-I
GRI 303-5
GRI 306-1
GRI 306-5



GRI 302-1
GRI 305-1
GRI 306-2
GRI 413-1



GRI 303-1
GRI 305-2
GRI 306-3



GRI 303-2
GRI 305-7
GRI 306-4



4.1 Our fight against 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 the efficiency and reduction of its consumption, Scoiattolo pays special attention to its energy usage consisting mainly of natural gas and electricity, which in 2022 accounted for 58% and 41% of total consumption, respectively. Natural gas is used for

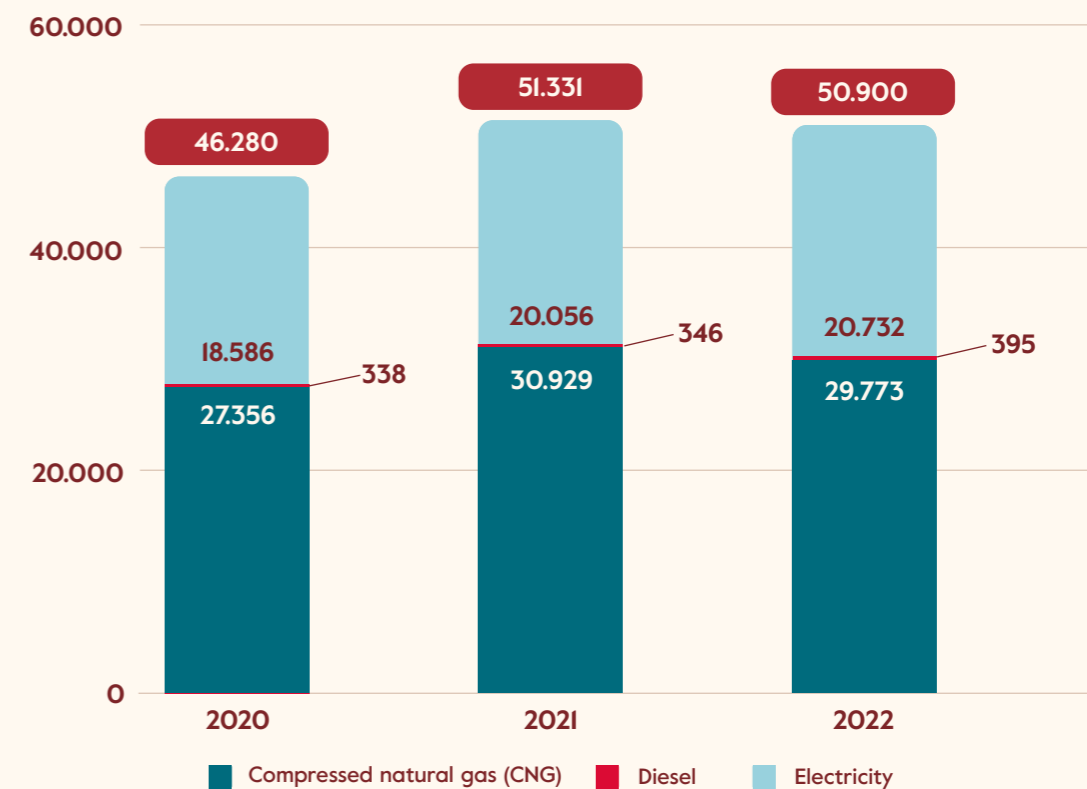
steam production and, to a lesser extent, for heating.

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 (less than 1% of total consumption in 2022), diesel, used as fuel for the company's fleet.

As of 2019, due to increased production, energy consumption similarly rose,

ENERGY CONSUMPTION (GJ)





Ravioli being sent for pasteurisation

reaching a total of 51,331 GJ in 2021 (+10.9% compared to 2020 and +18.2% compared to 2019). In the last year, however, the numerous **energy efficiency measures** taken have led to a **decrease in consumption** (-0.8% compared to 2021), recording a total of 50,900 GJ in 2022.

The increase in energy consumption recorded in the three-year period 2019-2021 concerned both natural gas, rising from 25,353 GJ in 2019 to 30,929 GJ in 2021 (+21.9%), and electricity consumption, which was 17,507 GJ in 2019 and 20,056 GJ in 2021 (+22.5%). In 2022, however, as already mentioned, it was possible to reduce natural gas emissions thanks to the introduction of innovative control processes, resulting in 29,773 GJ, a whole 3.7% less compared to the previous year.

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 2022, diesel consumption was 395 GJ, up 14.4% compared to 2021, when 346 GJ were recorded, and also compared to 2020 (+17%) when 338 GJ were consumed.

Energy consumption is associated with **greenhouse gas emissions** (Greenhouse Gases, hereinafter **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;

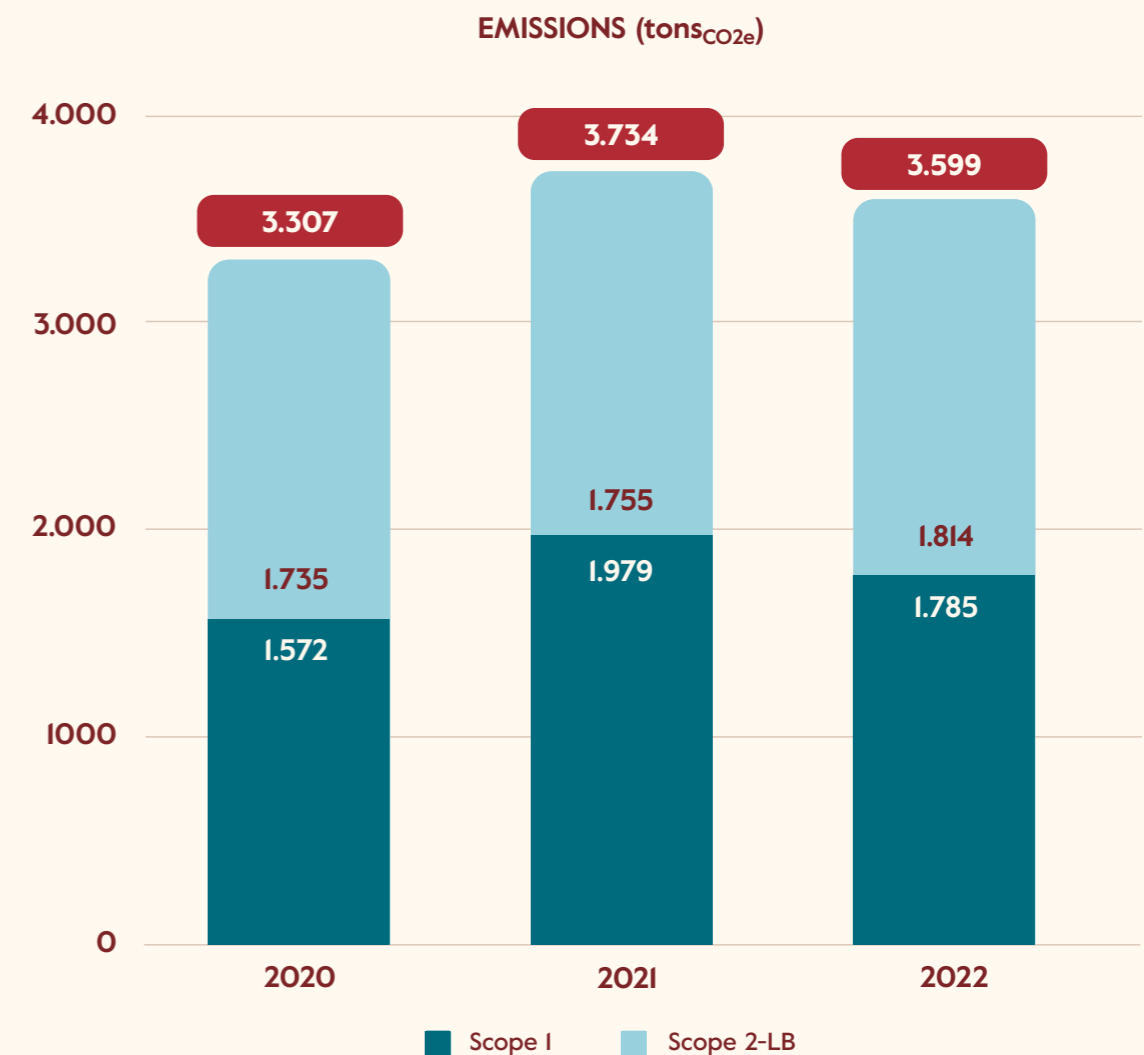
■ **Indirect-emissions**

- **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:** tall 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 employee commuting between home and 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 electricity system, excluding renewable sources. The value of this factor is therefore higher than that used for Location-based.

tonnesCO₂e calculated according to the Location-based approach.

The slight decrease in the recorded GHG emissions is in line with the trend recorded for natural gas consumption; in 2022, GHG emissions were in fact 3,599 tonnes, down from 3,734 tonnes in 2021. Consistent with the above, a slight decrease in Scope I emissions was recorded, accounting for 49.60% of total emissions.

In the case of Scoiattolo, **total GHG emissions in 2022** were 4,418 tonnesCO₂e calculated according to the Market-based approach, and 3,599

| Emissions | Units of Measurement | 2020 | 2021 | 2022 |
|---|----------------------------|--------------|--------------|--------------|
| Scope I | ton _{CO2e} | 1.572 | 1.979 | 1.785 |
| Scope 2 - Location Based | ton _{CO2e} | 1.735 | 1.755 | 1.814 |
| Scope 2 - Market Based | ton _{CO2e} | 2.368 | 2.544 | 2.633 |
| Total Scope I + Scope 2 Location Based | tons_{CO2e} | 3.307 | 3.734 | 3.599 |
| Total Scope I + Scope 2 Market Based | tons_{CO2e} | 3.940 | 4.523 | 4.418 |

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

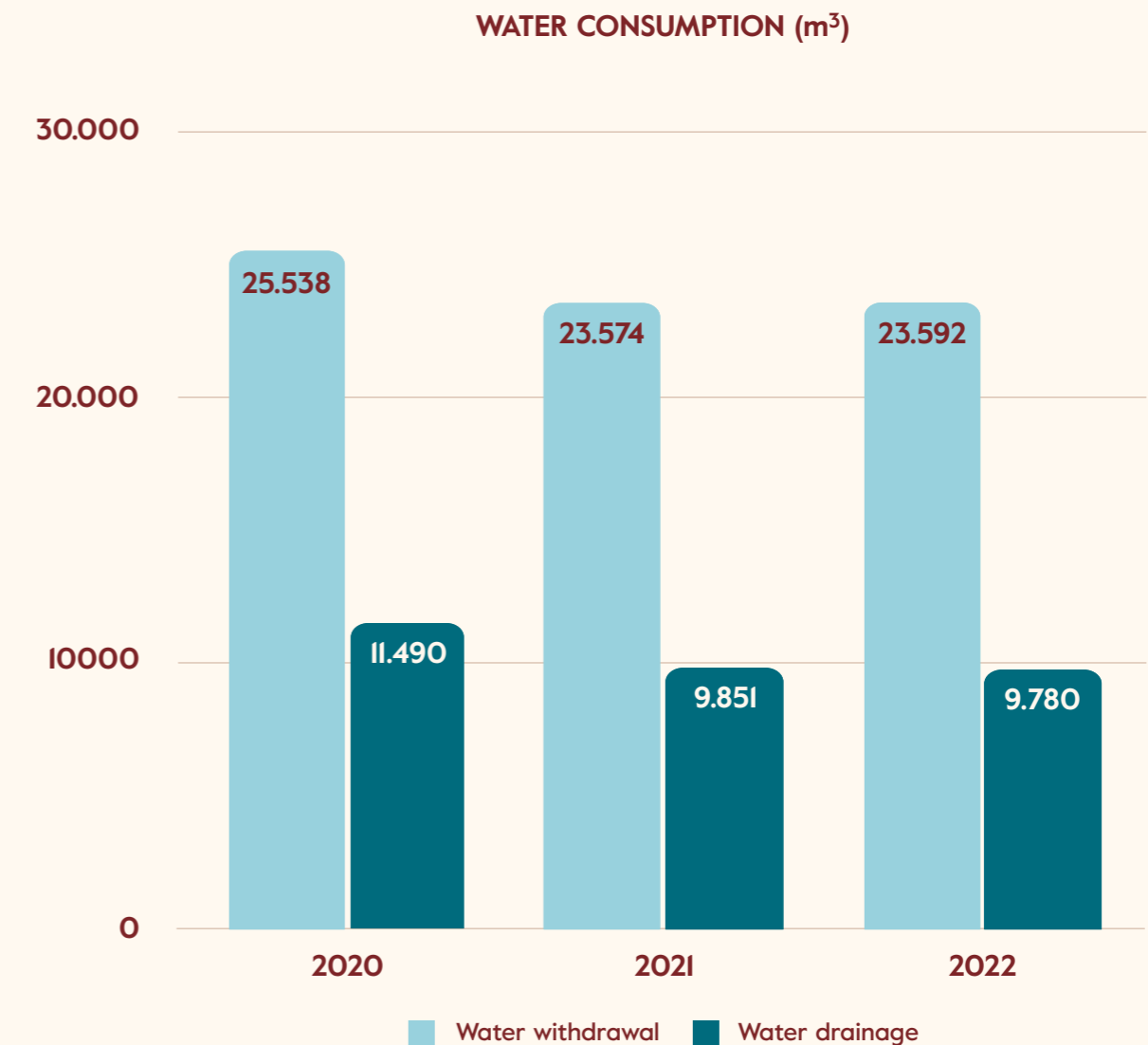
compliance with the limits imposed by legislation on **COD** (Chemical Oxygen Demand) and **BOD** (Biochemical Oxygen Demand) concentrations. These are two **indicators of water pollution**, in wastewater, which represent organic residues deriving from the type of products manufactured by the company.

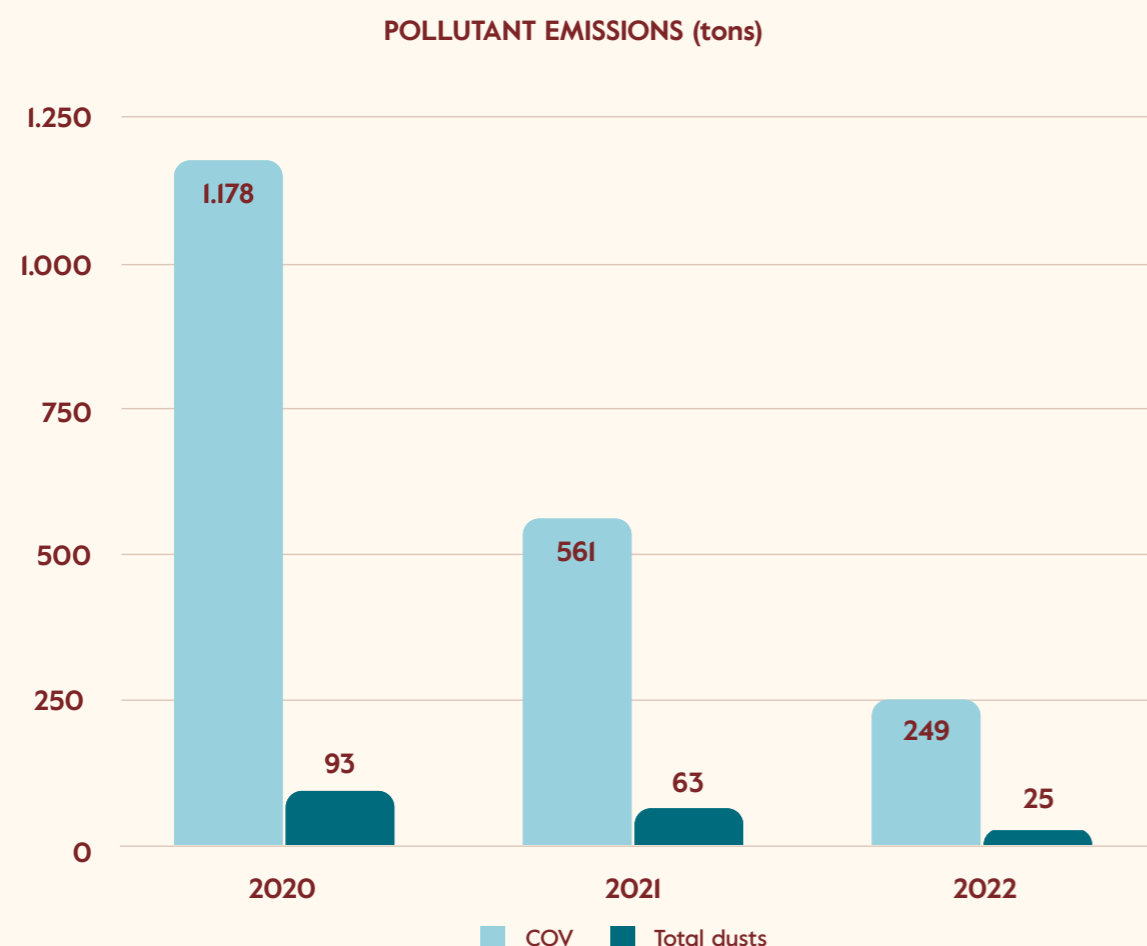
In total, **water withdrawals** in the three-year reporting period amounted to 25538 m³ of water in 2020, 23574 m³ in 2021 and 23592 m³ in 2022, as detailed in the graph below. Water consumption

The same trend with regard to water withdrawals was also recorded for **water discharges**; in 2022, 9,780 m³ of water were discharged, down from 9,851 m³ in 2021 and 11,490 m³ in 2020. 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 constituting 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.

In the three-year reporting period, **Scoiattolo did not receive any sanctions for exceeding the legal limits for pollutant emissions**, indicating a downward trend from 2020 to 2021, but even more so between 2021 and 2022 (-56% VOC and -60% total dusts).

The company also closely monitors the impacts generated in the downstream stages of its production process, with particular reference to the **volumes of waste generated by its activities**. Waste is handled by an external recovery and disposal company.

In 2022, Scoiattolo produced a total of 1,023.53 tonnes of waste, all belonging to the “**non-hazardous**”⁴ waste category, down from 1,041.11 tonnes in 2020 (-1.8%) and from 1,101.81 tonnes in 2021 (-7.7%), in line with the overall decrease in consumption.

| Refusal | Destination | Unit of measurement | 2020 | 2021 | 2022 |
|---------------------|-----------------|---------------------|-----------------|-----------------|-----------------|
| Wood | Final recovery | tons | 6,21 | 10,51 | 7,07 |
| | Energy recovery | tons | 6,21 | 10,51 | 7,07 |
| | Landfill | tons | 6,69 | 11,32 | 7,61 |
| Mix material | Landfill | tons | 363,36 | 388,08 | 366,56 |
| Iron and steel | Final recovery | tons | 2,15 | 0,70 | 4,68 |
| | Energy recovery | tons | 2,15 | 0,70 | 4,68 |
| | Landfill | tons | 2,31 | 0,76 | 5,04 |
| Paper and cardboard | Final recovery | tons | 16,83 | 16,85 | 9,07 |
| | Energy recovery | tons | 16,83 | 16,85 | 9,07 |
| | Landfill | tons | 18,12 | 18,14 | 9,77 |
| Plastic | Landfill | tons | 4,98 | - | - |
| Coated paper | Recycling | tons | - | 17,16 | 16,80 |
| Food-by products | Incineration | tons | 595,27 | 610,23 | 576,11 |
| Total | - | tons | 1,041,11 | 1,101,81 | 1,023,53 |

Part of the iron, steel, paper and cardboard waste (about 65%) was sent for final recovery, while the coated paper was fully recovered as part of the Cycle4Green project. **About 5% of total waste is recycled.**

Of the remaining 95% of waste, 40% is delivered to landfills. 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 specialised in the use of materials and by-products from the production and commercial cycle of the agro-food industries for animal feed.

⁴ For European countries, hazardous waste is identified with an asterisk in the European Waste Catalogue (EWC)

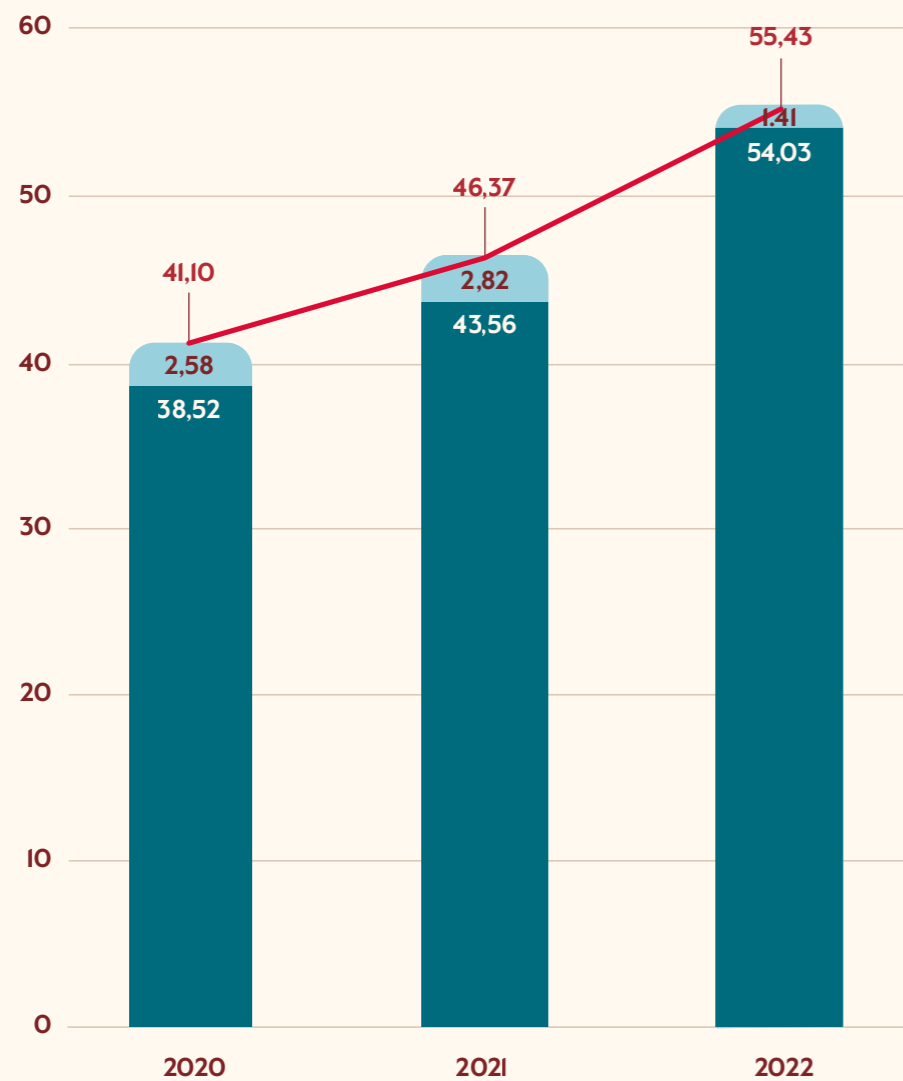
4.3 The impact of business on the community

The year 2022 was one of remarkable growth for the company, as evidenced by the **total economic value generated**, which amounted to **€55.43 million**, up 19.5% from 2021, when it was €46.37 million, and up 34.9% from 2020, when the economic value generated was €41.10 million.

A significant portion of the generated value (86.5%, or €46.72 million)

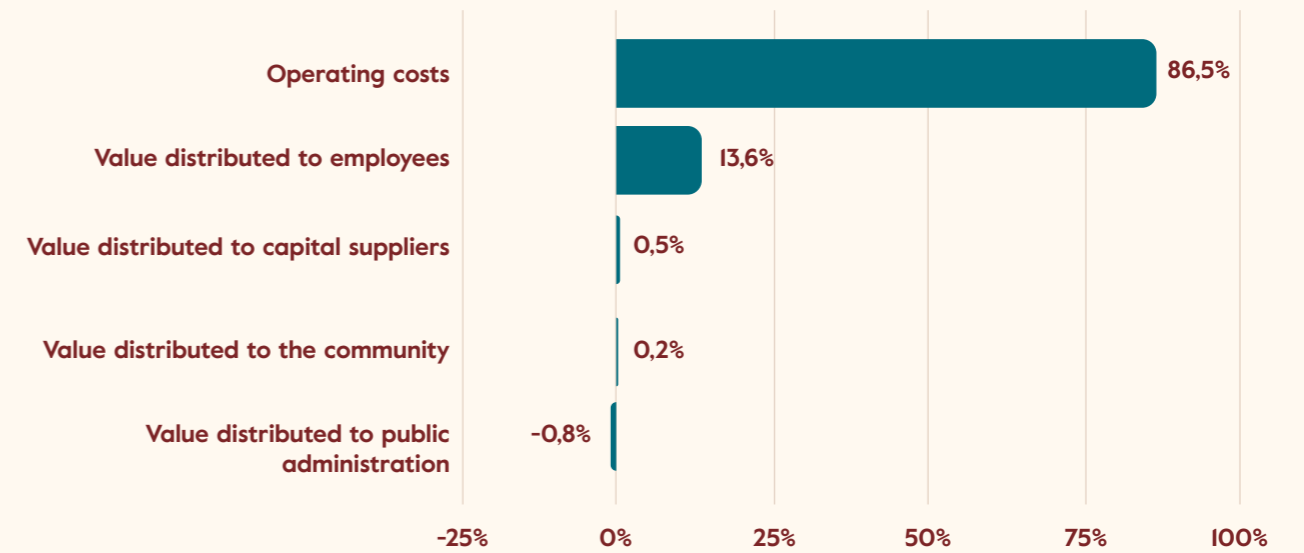
A significant portion (86.5%, or €46.72 million) of the generated value has been used to cover operating costs, primarily for the purchase of raw materials (€30.32 million) and services

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



■ Economic value distributed ■ Economic value treated — Economic value generated

DISTRIBUTION OF CREATED VALUE 2022



(€15.40 million). A total of €7.35 million was allocated to the workforce, while €275,547 towards capital suppliers, mainly in the form of interest payments and other financial charges. Finally,

€120,399 was allocated to communities in the form of sponsorships and contributions to non-profit associations.

Aware that it operates within a complex



GB Woman Team, a team of female cyclists supported by the company

economic and social community, **Scoiattolo supports local enterprises with passion and continuity**, backing projects aligned with the company's values.

Scoiattolo has enjoyed a respectful, caring and supportive relationship with Varese local communities for several years. One of them is "Il Pezzettino", which takes in children from violent backgrounds, providing both economic and educational support.

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 led to Varesina being **recognised as an Elite Football School**, aims to promote socio-relational and technical experience in a healthy environment. Another sporting association that Scoiattolo avidly supports is the **GB Woman Team**, the women's branch of the GN Junior Team Pool Cantù, a team of talented young cyclists. An all-female team made up of nine under-23 women who compete at national and international level.

In 2022, the company also actively supported **Centro Gulliver Varese**, a local cooperative that assists young people and adults suffering from

psychiatric dependency and frailty. In this context, the Raviolificio participated in the Leray Milano Marathon charity program by running for the NGO with a team of employees.

Similarly, in July of the same year, the company supported the cooperative by planning a special meal for **Ukrainian refugees**, complete with a gourmet ravioli dish.

Scoiattolo also collaborates with **local associations** (such as Banco Alimentare, Bocatas Binario IO, Il Ponte Del Sorriso Onlus, 4Exodus, and others) and supports local initiatives and events aimed at developing and promoting the territory through physical, recreational, and often aggregative well-being. All this whilst reducing food waste as much as possible and allocating products that help to support special initiatives. This is how the collaboration between Raviolificio and Regusto came to be, contributing to the digitalisation of donations, which totalled 30,879 kg of fresh pasta between January and December 2022.

In 2022, for the second year in a row, the company was also the main sponsor of the EcoRun charity event, promoting a quality weekend to be shared with the local community. For the same reason, the Raviolificio also supported an event organised in collaboration with Film Studio during the Esterno Notte festival, a magnificent summer initiative featuring an open-air cinema set up against the beautiful backdrop of the Estensi Gardens in Varese.

The company participated in these community-building events with the aim of reaffirming its commitment to the environment and promoting opportunities for socialising, sport and recreation.



Scoiattolo food truck at the Esterno Notte event

New partnership with REGUSTO

Lo Scoiattolo's dedication to sustainability and responsibility projects is evidenced by the company's long-held belief that sharing is essential to achieving a nobler and higher purpose: **making a positive impact**.

In an effort to **reduce food waste and directly support families in need**, the company has always donated all surplus pasta in its warehouses to local and national charitable organisations. This initiative led to the partnership with **Regusto**, a benefit corporation and technological partner, and the first **platform for the digitalisation of donations**, certified by the traceability of the transactions using blockchain and by RSM International. The first Impact Report for 2022 recorded: 61,758 meals distributed that helped **save 82,756 Kg of CO₂, 58,670 m³ of water and 89,549 m² of land**.

**METHODOLOGICAL
NOTE AND GRI
CONTENT INDEX**



Methodological Note

This document constitutes the second Sustainability Report of Raviolificio Lo Scoiattolo S.p.A., 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 2022 financial year (1 January to 31 December) and the figures are compared with the data for 2020 and 2021.

The document, which will be published annually, has been prepared in accordance with the GRI Sustainability Reporting Standards 2021 (hereinafter, GRI Standards), published by the GRI – Global Reporting Initiative, according to the “In Accordance with” option.

The reporting scope 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 2020, 2021 and 2022 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 Greenhouse Gas Protocol Initiative. They are expressed in terms of CO₂ equivalent and determined as shown in the table below.

Waste

For waste produced from wood (CER I50I03), iron and steel (CER I70405) and paper and cardboard (CER I50I0I), it was considered that 33% of the total is sent for final recovery, 33% for energy recovery, and a residual 35% is sent to final disposal

facilities (indicated as “Landfills” 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 write to the following address:

marketing@loscoiattolo.it

| DIRECT EMISSIONS OF GHG (SCOPE 1) | | | |
|---|------------------|--|---|
| SOURCE | ACTIVITIES | EMISSION FACTOR | GWP ⁵ |
| 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). |

| INDIRECT GHG EMISSIONS (SCOPE 2) | | | |
|--|-------------------------|--|--|
| SOURCE | ACTIVITIES | EMISSION FACTOR | GWP |
| Electricity purchased from the national grid - according to the Location Based method ⁶ | 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 ⁷ | Electricity consumption | AIB - European Residual Mixes, 2019, 2020 e 2021 | Only CO ₂ emissions were considered |

⁵ 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.

⁶ 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.

⁷ 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

USAGE STATEMENT

Scoiattolo has submitted a report in accordance with GRI Standards for the period 01/01/2022 – 31/12/2022.

GRI I USED

GRI I – Fundamental Principles – 2021 version

PERTINENT GRI SECTOR STANDARDS

Not applicable

| GRI ASPECTS | INFORMATIVE REPORT | DESCRIPTION INDICATOR | DOCUMENT SECTION | NOTES & OMISSIONS |
|-------------|--------------------|-----------------------|------------------|-------------------|
|-------------|--------------------|-----------------------|------------------|-------------------|

GENERAL DISCLOSURES

| | | | | |
|--|-----|--|--|---|
| GRI 2: General Disclosures 2021 | 2-1 | Organisational details | Methodological Note | - |
| | 2-2 | Entities included in the organisation's sustainability reporting | Methodological Note | - |
| | 2-3 | Reporting period, frequency and contact point | Methodological Note | - |
| | 2-4 | Restatements of information | GRI Content Index | No restatements of information compared to the data reported in the last edition of the Report were made. |
| | 2-5 | External assurance | GRI Content Index | The document is not audited by an external company. |
| | 2-6 | Activities, value chain and other business relationships | 1.2 What we do 3.1 The management of our supply chain | - |
| | 2-7 | Employees | 2.1 The management and development of our human capital | - |
| | 2-8 | Non-employees | 2.1 The management and development of our human capital | - |
| | 2-9 | Governance structure and composition | 1.1 About us GRI Content Index | There are no committees within the organisation. |

GRI 2: General Disclosures 2021

| | | | |
|------|---|--|--|
| 2-10 | Nomination and selection of the highest governance body | 1.1 About us | - |
| 2-11 | Chair of the highest governance body | 1.1 About us | - |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | 1.1 About us | - |
| 2-13 | Delegation of responsibility for managing impacts | 1.1 About us | - |
| 2-14 | Role of the highest governance body in sustainability reporting | 1.1 About us | - |
| 2-15 | Conflicts of interest | 1.1 About us | - |
| 2-16 | Communication of critical concerns | GRI Content Index | There is a bottom-up process for the communication of critical concerns involving a series of intermediate steps before reaching the Board. |
| 2-17 | Collective knowledge of the highest governance body | 1.1 About us | - |
| 2-18 | Evaluation of the performance of the highest governance body | GRI Content Index | Currently, members of the Board are not subject to periodic performance reviews concerning sustainability issues. |
| 2-19 | Remuneration policies | 1.1 About us | - |
| 2-20 | Process to determine remuneration | GRI Content Index | To define remuneration, the organisation relies on the collective bargaining agreement and the support of dedicated consultants external to the organisation. |
| 2-21 | Annual total compensation ratio | GRI Content Index | Omission: The annual total compensation ratio is not reported in the document due to confidentiality constraints, since the information is confidential and non-publishable. |
| 2-22 | Statement of sustainable development strategy | Letter to stakeholders | - |
| 2-23 | Policy commitments | 1.1 About us | - |
| 2-24 | Embedding policy commitments | 1.1 About us | - |
| 2-25 | Processes to remediate negative impacts | 1.3 Sustainability for Scoiattolo and its priorities | - |

| | | | | |
|--|------|--|--|---|
| GRI 2: General Disclosures 2021 | 2-26 | Mechanisms for seeking advice and raising concerns | I.I About us | - |
| | 2-27 | Compliance with laws and regulations | GRI Content Index | In the three-year reporting period, no incidents of non-compliance with regard to environmental and social laws and regulations were found. |
| | 2-28 | Membership to associations | 4.3 The impact of business on our community | - |
| | 2-29 | Approach to stakeholder engagement | I.3 Sustainability for Scoiattolo and its priorities | - |
| | 2-30 | Collective bargaining agreements | GRI Content Index | All employees of Scoiattolo are covered by collective bargaining agreements |

MATERIAL TOPICS

| | | | | |
|------------------------------------|-----|--|--|---|
| GRI 3: Material topics 2021 | 3-1 | Process of Determining Material Topics | I.3 Sustainability for Scoiattolo and its priorities | - |
| | 3-2 | List of Material Topics | I.3 Sustainability for Scoiattolo and its priorities | - |

EMPLOYEE WELL-BEING

| | | | | |
|---|-------|--|---|---|
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | 2.1 The management and development of our human capital | - |
| GRI 405: Diversity and Equal Opportunity | 405-1 | Diversity in governance bodies and employees | 2.1 The management and development of our human capital | - |
| GRI 406: Non-discrimination | 406-1 | Incidents of discrimination and corrective actions taken | 2.1 The management and development of our human capital | - |

COMMERCIALIZAZIONE DEL PRODOTTO

| | | | | |
|--|-------|---|---|---|
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | I.2 What we do I.3 Sustainability for Scoiattolo and its priorities Methodological Note | - |
| GRI 416: Customer Health and Safety | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | I.3 Sustainability for Scoiattolo and its priorities Methodological Note | - |
| GRI 417: Marketing and Labelling | 417-2 | Incidents of non-compliance with regard to information and labelling of products and services | I.2 What we do | - |

| | | | | |
|---|-------|--|--|---|
| CONTRIBUTO ALL'ECONOMIA CIRCOLARE | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | 3.2 The quality and sustainability of our products 4.2 The sustainable management of our production processes | - |
| GRI 301: Materials | 301-1 | Materials used by weight or volume | 3.2 The quality and sustainability of our products | - |
| GRI 306: Waste | 306-1 | Waste generation and significant impacts | 4.2 The sustainable management of our production processes | - |
| | 306-2 | Management of significant waste-related impacts | 4.2 The sustainable management of our production processes | - |
| | 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 | - |
| ETICA E INTEGRITÀ DI BUSINESS | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | I.I About us | - |
| GRI 205: Anti-corruption | 205-3 | Confirmed incidents of corruption and actions taken | I.I About us | - |
| SUSTAINABLE MANAGEMENT OF PRODUCTION PROCESSES | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | 4.2 The sustainable management of our production processes | - |
| GRI 303: Waters and Effluents | 303-1 | Interactions with water as a shared resource | 4.2 The sustainable management of our production processes | - |
| | 303-2 | Management of Impacts Related to Water Discharge | 4.2 The sustainable management of our production processes | - |
| | 303-5 | Water consumption | 4.2 The sustainable management of our production processes | - |
| GRI 305: Emissions | 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions | 4.2 The sustainable management of our production processes | - |

| L'IMPATTO DEL BUSINESS SULLA COMUNITÀ LOCALE | | | | |
|--|-------|---|---|---|
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | 3.1 Sustainable management of our supply chain 4.3 The impact of business on our community | - |
| GRI 201: Economic performance | 201-I | Directly generated and distributed economic value | 4.3 The impact of business on our community | - |
| GRI 204: Procurement Practices | 204-I | Proportion of spending on local suppliers | 3.1 Sustainable management of our supply chain | - |
| GRI 413: Local Communities | 413-I | Operations with local community engagement, impact assessments and development programmes | 4.3 The impact of business on our community | - |
| LOTTA AL CAMBIAMENTO CLIMATICO | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | 4.1 Our fight against climate change | - |
| GRI 302: Energy | 302-I | Energy consumption within the organisation | 4.1 Our fight against climate change | - |
| GRI 305: Emissions | 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 | - |
| WELL-BEING AND SAFETY OF OUR EMPLOYEES | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | 2.2 The well-being of our employees | - |
| GRI 403: Occupational Health and Safety | 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 | - |

| GRI 403: Occupational Health and Safety | 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 | - |
| SUSTAINABILITY OF OUR SUPPLY CHAIN | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | - | - |
| GRI 308: Supplier Environmental Assessment | 308-I | New suppliers that were screened using environmental criteria | - | Omission: Scoiattolo does not evaluate suppliers according to environmental criteria |
| GRI 414: Supplier Social Assessment | 414-I | New suppliers that were screened using social criteria | - | Omission: Scoiattolo does not evaluate suppliers according to social criteria |
| SVILUPPO DEL CAPITALE UMANO | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | 2.1 The management and development of our human capital | - |
| GRI 401: Employment | 401-I | New employee hires and employee turnover | 2.1 The management and development of our human capital | - |
| GRI 404: Training and Education | 404-I | Average hours of training per year per employee | 2.1 The management and development of our human capital | - |
| ASPECTS NOT COVERED BY GRI INDICATORS | | | | |
| INNOVATION, QUALITY, AND PRODUCT SAFETY | | | | |
| GRI 3: Material topics 2021 | 3-3 | Management of Material Topics | 3.2 Quality and sustainability of our products | - |



la tua pasta fresca



www.scoiattolopastafresca.it

The second Sustainability Report of Raviolificio Lo Scoiattolo S.p.A. was published thanks to the collaboration of all company departments and through consultation with an external company.

A document that stems from the desire to accurately and transparently report on the company's sustainable approach.

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Scoiattolo

