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Sustainability Report 2022



# 2022

# Sustainability Report



2022

Sustainability  
Report

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## LETTER FROM THE Chairman

This is the **fifth publication of Casalasco Group's Sustainability Report**. Casalasco is not just a territory or a society, but above all it is **a path that** started many years ago and today it brings together hundreds of farms, five production sites and a great desire **to collaborate and evolve in a continuous improvement process**.

On a daily basis I live both the agricultural and the industrial world and I have a constant testimony of thousands of operators who give their contribution to this project through their knowledge and their work. I am very proud to represent a Group that operates under the banner of innovation and dynamism, with the aim of **producing not only vegetable preserves but also inclusion, well-being, and environmental sustainability**.

The year that we leave behind saw the world of agriculture and that of the food processing involved in a historical time with the scarcity of raw materials and the consequent increase in costs starting from those of energy. The Casalasco Group has given a **great proof of resilience** that, once again, it has certified a quality project and cohesion between the various links of a 100% Italian supply chain.

In this 2022 Sustainability Report, which highlights a new corporate structure, you will find important evolutions related to the organization, which are the prelude to the wide-ranging economic, social and environmental project that binds us and allow us to expand year after year.

I wish you a good read of the document.



*The Chairman*  
**Paolo Voltini**

## LETTER FROM THE CEO

A new journey has begun. The **Casalasco Società Agricola S.p.A.** first year was fascinating, concrete, and full of plans.

In this publication we share the **essence of 2022** in which so many ambitious goals have been achieved, exceeding our expectations: volumes, revenues, margins, but also results in terms of the development of the social and environmental culture that has always been our core and drives our daily work.

Also relevant was the effort done by the companies of the Group located in the various territories, which have in turn **exceeded expectations** by continuing to be a strong boost for our development activities.

In particular, the **acquisition of Emiliana Conserve** was driven by the de-

sire for further growth based on the combination of a modern and innovative industry accompanied by sustainable agricultural activities, certificates, which invest in the search for new quality standards.

We have reached a new dimension that brings us among **the top ten organizations of the industry worldwide** and confirms how the agricultural and industrial world must walk side by side, aware that one phase of the supply chain cannot exist without one another.

I wish you all a good read.



*CEO*  
**Costantino Vaia**

# Chapter



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# Chapter

## HIGHLIGHT

3

PRODUCTION PLANTS

Over  
375 million

EUROS IN REVENUES

1,060

EMPLOYEES (AWU)<sup>1</sup>

52

PACKAGING LINES

Over  
557 million

OF GOODS PRODUCED (B2B AND RETAIL FORMATS)

357,000 tons

B2B PRODUCT

The 1<sup>st</sup>

AGRO-INDUSTRIAL TOMATO SUPPLY CHAIN IN ITALY

596

CONTRIBUTING AGRICULTURAL COMPANIES

Transformation capability: over  
560,000 tons

OF FRESH TOMATOES

over  
498 million

IN CONSOLIDATED REVENUES

<sup>1</sup> The human resources data in this document represent the average number of employees expressed in Annual Work Units (AWU). They also include casual workers and seasonal workers who work mainly in the peak production period at Casalasco's plants (see Chap. 5).

# 1 Production plants

## Rivarolo del Re

Province of Cremona  
Strada Provinciale, 32

Total Area: 265.000 mq

**Activities:** Reception and processing of fresh tomato to produce all types of tomato derivatives (pulps, purees, concentrates).

**Specializations:** Sauces, condiments, ketchup in Retail formats.



## Gariga di Podenzano

Province of Piacenza  
Via Primo Maggio, 25

Total Area: 106.000 mq

**Activities:** Reception and processing of fresh tomato to produce all types of tomato derivatives (pulps, purees, concentrates); processing of legumes.

**Specializations:** diced pulps in tinfoil both Retail and Food Service, simple or reconstituted products for collective catering, concentrates in small tubes.

## Fontanellato

Provincia di Parma  
Via Ghiara, 24

Total Area: 182.000 mq

**Activities:** Reception and processing of fresh tomato to produce all types of tomato derivatives (pulps, passes, concentrates).

**Specializations:** soups, readymade broths, white sauces, beverages in paper, glass and PET brick packs.

For the storage and distribution activities, Casalasco uses, in addition to the warehouses at the production sites, several logistics centers both in Italy and abroad, some of which it owns.

# 1.1 History

1977



The **Consorzio Casalasco del Pomodoro** is founded as a cooperative entity that brings together several farms for the cultivation and sale of fresh tomatoes for processing in the **Lower Plain of Cremona**.

2000



Consorzio Casalasco is one of the founders of the **Consorzio Interregionale Ortofrutticoli (C.I.O.)**, a company to which the integrated management of supplies (seeds, fertilisers, etc.) for tomato cultivation is delegated.

2009

**Pomì**

**Pomì USA Inc.** is founded, the exclusive trading company for the **distribution of Pomì brand products in the USA**.

2015



Incorporation of the **company A.R.P.** (Agricoltori Riuniti Piacentini) with the production plant in Gariga di Podenzano (PC).

The tomato chain is **joined by the legume chain** and the range of formats is enriched with tinfoil cans and formats for Food Service.

2021



The newco **Casalasco Società Agricola S.p.A.** was established – with 51% participation by the cooperative Consorzio Casalasco del Pomodoro and Casalasco Holding and, for the remaining 49%, by the QuattroR Fund – for the realization of an ambitious project to relaunch the Italian tomato supply chain at the international level.

1982

The number of member companies increased and the Rivarolo del Re (CR) plant for processing tomatoes into semifinished products for industry was built.

2007



**Boschi F&B** is established, taking over the industrial assets of the Fontanellato and Felegara plants, including the **Pomì and Pomito brands** and important co-packing contracts.

The product range is expanded to include beverages, teas and soups.

2017



**Acquisition of the De Rica brand.** Further expansion of the branded product range.

2018



Acquisition of the majority shareholding in **SAC** (Società Alimentari Carmagnolese S.p.A.), which specialises in the **export** and distribution of tomato derivatives, sauces and dressings on the international market, in order to ensure **development and control of new markets**.

2022



Acquisition of **74.7% of Emiliania Conserve Soc. Agr. S.p.a.** shares on 4 July 2022 with 2 production sites in Busseto (PR) and S.Polo di Podenzano (PC) included.

# 1.1 History

## Emiliana Conserve

**Founded in 1985 in the province of Parma**, with a turnover of over 130 million euros, Emiliana Conserve operates **two processing and packaging plants of tomatoes in Busseto (PR)** - the company's headquarters - **and in San Polo di Podenzano (PC)**. The company's core business is represented by the production and packaging of pulp, purees and concentrates made on behalf of the main Private Labels and the most important brands in the sector for the domestic and foreign market.

**The aggregation of Casalasco Società Agricola S.p.A.** in a consolidation logic, leads the Casalasco Group to settle its leading position in the tomato processing sector in Italy and to further strengthen its leadership also at the international level. In fact, with 12,000 hectares of tomato crops, 5

plants and a processing capacity of over 1 million tons per year, Casalasco has been included among the top 10 groups in the world of the sector with a turnover of 498 million euros.

The investment was also dictated, and above all, by the similar structure of the two supply chains characterized by a cooperative agricultural base (Consorzio Casalasco del pomodoro and Consorzio Emiliano Agricolo) and by industrial and commercial strategies that could be successfully integrated.

This decisive step links the profile of Casalasco to that of Emiliana Conserve, both dedicated to the enhancement of the supply chain through the involvement and guidance of hundreds of subjects in the territory.

**Emiliana Conserve Società Agricola S.p.A.**, for some years now, has been publishing its Sustainability Report ([www.emilianaconserve.it/sustainability/](http://www.emilianaconserve.it/sustainability/)) following the "infra-annual" cycle of the economic-financial statements. The present Sustainability Report of Casalasco Società Agricola S.p.A. does not include the activities of Emiliana Conserve Società Agricola S.p.A.





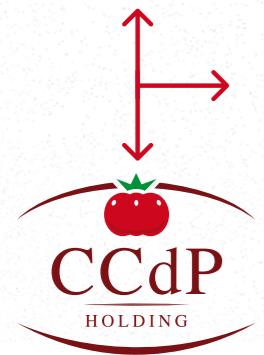
# 1.2 The structure Of Casalasco Società Agricola S.p.A.

Casalasco is a joint stock company, not listed, established in 2021 and owned **51% by Consorzio Casalasco del Pomodoro and CCdP Holding**

**and the remaining 49% by the Italian Fund QuattroR.**



## The company shares



51%



49%

QUATTORR

## Consorzio Casalasco del Pomodoro Soc. Agr. Coop.

### CIO

**66% owned by Consorzio Casalasco del Pomodoro**, carries out: collective purchase of technical means of cultivation; control and verification of the genetics of the seeds used (non-GMO); complete traceability of production; promotion of production techniques with reduced environmental impact; precision agriculture, sustainable agriculture, organic farming.

### CASALASCO AGRICOLA

Agricultural firm of about 150 hectares **15% owned by the Consorzio Casalasco del Pomodoro**. Located in 3 provinces (PR-CR-MN) on which the Consortium develops research and experimentation projects with the aim of testing in the field performing and sustainable agronomic solutions to be applied later in the fields of member farmers. Among them: precision farming techniques and agriculture 4.0; experimentation with new cultivation techniques (es: diverfarming, zero residue, tomato cultivation in com-

ination with agrivoltaic; varietal experiments with high content of lycopene, cherry and cherry tomatoes, varieties resistant to the main fungal diseases, etc...).

### CCDP HOLDING

CCdP Holding is a S.p.A. whose corporate structure is **represented by agricultural companies' members** of the Consorzio Casalasco del Pomodoro and therefore producers of fresh tomatoes for industry. The main object of the company is the financial activity and technical-managerial coordination of the associated companies.

## Casalasco's controlled company

### CASALASCO SOCIETÀ AGRICOLA S.p.A.



# 1.3 Purpose, Mission and values

## PURPOSE

Enhance the **Italian agro-industrial chain**, now and for future generations, **creating a value equally distributed between all the actors involved**, respecting the nature and its times, and ensuring people health and quality of life.



## VISION

To be a world **leader in the 100% Italian tomato industry**, from the agricultural phase to the distribution.



## MISSION

Involve and aggregate the most advanced **agricultural companies**, which ensure **high quality raw materials, following environmental and social sustainability principles**. Identify market needs to offer partners and consumers **innovative, safe, and controlled food products** according to the highest quality, technological and process standards.



## VALUES

- **Mutuality**, relationships, and continuity over time
- **Respect for the environment** and proximity to the territory
- **Transparency** and respect for the rules
- **Protection of consumer** health and promotion of healthy lifestyles
- **Excellence**, innovation, and continuous improvement.



# 1.4 Activities and products

Casalasco processes and packages industrial tomatoes and produces other categories of products such as **sauces, soups, pestos, condiments and broths, for retail and foodservice**, in a wide range of formats and packaging.

The activity is seasonal and consists of:

- **processing of fresh tomatoes during the tomato crop-period** (from the end of July to the end of September) for the production of semi-finished products (con-

centrates, purees, diced, and pulp) for **internal industrial use, sale or packaged "live"** in various retail formats (bottles, bricks, cans, etc.) under own brand, **or brand of other customers (companies and large retailers)**.

- **production of ready-to-eat products:** sauces, béchamel, pestos, vegetable soups and broths, **own-branded or customer-branded, during the remaining period of the year** (so-called "outside tomato crop period").



## Our brands



### Pomi

**Iconic, young and distinctive**, Pomi is a global brand distributed in **57 countries on 5 continents**, with important penetrations in countries such as the USA, Germany, Austria, Russia and the Middle East.



### De Rica

**Traditional high-end brand synonymous with quality, freshness, flavour and authenticity:** today it extends to vegetable products not only derived from tomatoes, destined for both the domestic and foreign markets.



### Gustodoro

An **"umbrella brand"** representing a wide range of products packaged in Casalasco's factories, with the characteristic of "value for money", i.e. a **quality product, 100% Italian**, packaged by a farmers' cooperative to bring **high quality to the table at the right price**.

# 1.4 Activities and products



## FOCUS POMÌ

In 2022 Casalasco planned an important investment for the Pomì brand, starting from **two market research**, one focused on brand awareness (brand awareness and recognizability), and the other on the packaging used and consumer preferences; both research were carried out in 5 countries where the brand is present, precisely Italy, Germany, Russia, USA and United Arab Emirates.

After analyzing the results, the company decided to carry out a **restyling of logo and packaging**, starting from the Italian market, which saw the new packaging on the shelves from late December. In 2023 it will be performed in Austria, Germany, and the USA, to finish in 2024 with all the remaining range of export products.

With the innovative spirit that it has always distinguished, Pomì has relaunched its image focusing on a minimal and contemporary look, focused on the two main elements of the product: the tomato and the logo.

**The rebranding had not only an aesthetic aim, but a broad value, to relaunch the brand reputation.**

According with this intention, a box dedicated entirely to the sustainability of the pack has been inserted in the new cardboard packs.



# 1.4 Activities and products

## Co-manufacturing segment

Over the last 20 years, the company has undertaken a **policy of production diversification**; Casalasco therefore does not just mean tomatoes, but a **very wide range of processes, products and recipes, in various**

**formats**, to offer to international partners standard or tailor-made responses on **6 segments**:



### 1 TOMATO

Pulps and concentrates derived from the processing of fresh tomatoes.



### 2 SAUCES AND CONDIMENTS

Vegetable and meat sauces, dairy based sauces, condiments, ketchup



### 3 SOUPS

Pestos, legumes, soups, vegetable soups and creams



### 4 BROTHS

Ready to use meat and vegetable broths



### 5 FRUIT JUICE

Fruit juices, nectars and vegetable mixes



### 6 BEVERAGES

Tea, beverages and special drinks (almond, soy, coconut, etc.)

# 1.5 Governance

Casalasco Società Agricola S.p.A. has a traditional governance structure consisting of:

- General meeting of shareholders
- Management Board
- Board of Statutory Auditors

## General meeting of shareholders

It represents the **most important body of the company** and consists of **all the members regularly registered in the register of members**. It appoints the members of the Board of Directors and of the Board of Statutory Auditors, appoints the statutory auditor accounts, approves the Financial Statements and

deliberates on matters concerning the articles of association and those relevant to the life of the company (such as duration of the company itself, extraordinary transactions such as mergers, divisions, transfers of business units, and any changes in the object of the company).

The Shareholders' Meeting for the approval of the 2022 Financial Statements was held on 29/06/2023.

## Members

Casalasco S.p.A. is a Company owned by the following Shareholders: **Consorzio Casalasco del Pomodoro, CCdP Holding and QuattroR Fund**, which participate in the investment through the purchase of shares and capital increases.

The agricultural part, through the cooperative Consorzio Casalasco del Pomodoro Sac and CCdP Holding, holds 51% of the share capital while the fund QuattroR the 49%.

## Boards of Directors

The Board of Directors **has strategic and institutional powers**, aimed to **define the Company's economic/strategic guidelines, to assess the adequacy of the organizational, administrative and accounting structure, and overall to determine the ordinary and extraordinary management performance of the company**.

The evaluation and appointment of members takes place in accordance with the Italian statutory system. Members are eligible for re-election, in the current composition, there are no members representing vulnerable or under-represented social groups. According to the provisions of the relevant legislation, the shareholders' meeting appointed the Board of Directors and at the same time the Chairman and a Vice-President who remains in

charge for the duration of the Director's mandate. In case of President absence or inability to attend, the Vice-President takes his place and, if he is also absent, the oldest Administrator age.

**The current Board of Directors consists of 7 directors: 2 executive and 5 non-executives, in charge for a year (newco Casalasco has 25/12/2021).**

As defined by the Shareholders' Meeting, their term of office expires upon approval of the 2023 financial statements.

The Board appoints the Chief Executive Officer, with legal representation of the Company, appoints and dismisses the Directors; approves the Budget and Business Plan; approves resolutions to be adopted by

## Board of Statutory Auditors

Composed by 3 statutory auditors appointed for 3 years and 2 alternate auditors, the Board of Statutory Auditors carries out the supervisory activities provided in Rule 3.8 of the "Rules of conduct of the Board of Statutory Auditors of non-listed companies" and the veri-

fication of the correct preparation of the financial statements.

The statutory audit of the accounts is entrusted to an external audit firm (KPMG), with a three-year mandate, which each year issues a report on the keeping of accounts and the correctness of data and in

the subsidiary companies. The position of Chief Executive Officer was conferred on 28/12/2021.

**In 2022, the Board of Directors met eight times.** On a quarterly basis, the Board of Directors examines the quarterly financial statements and the report, including positive and negative impacts of the year. The Board in turn meets with the members monthly for reporting and updating on the performance of management.

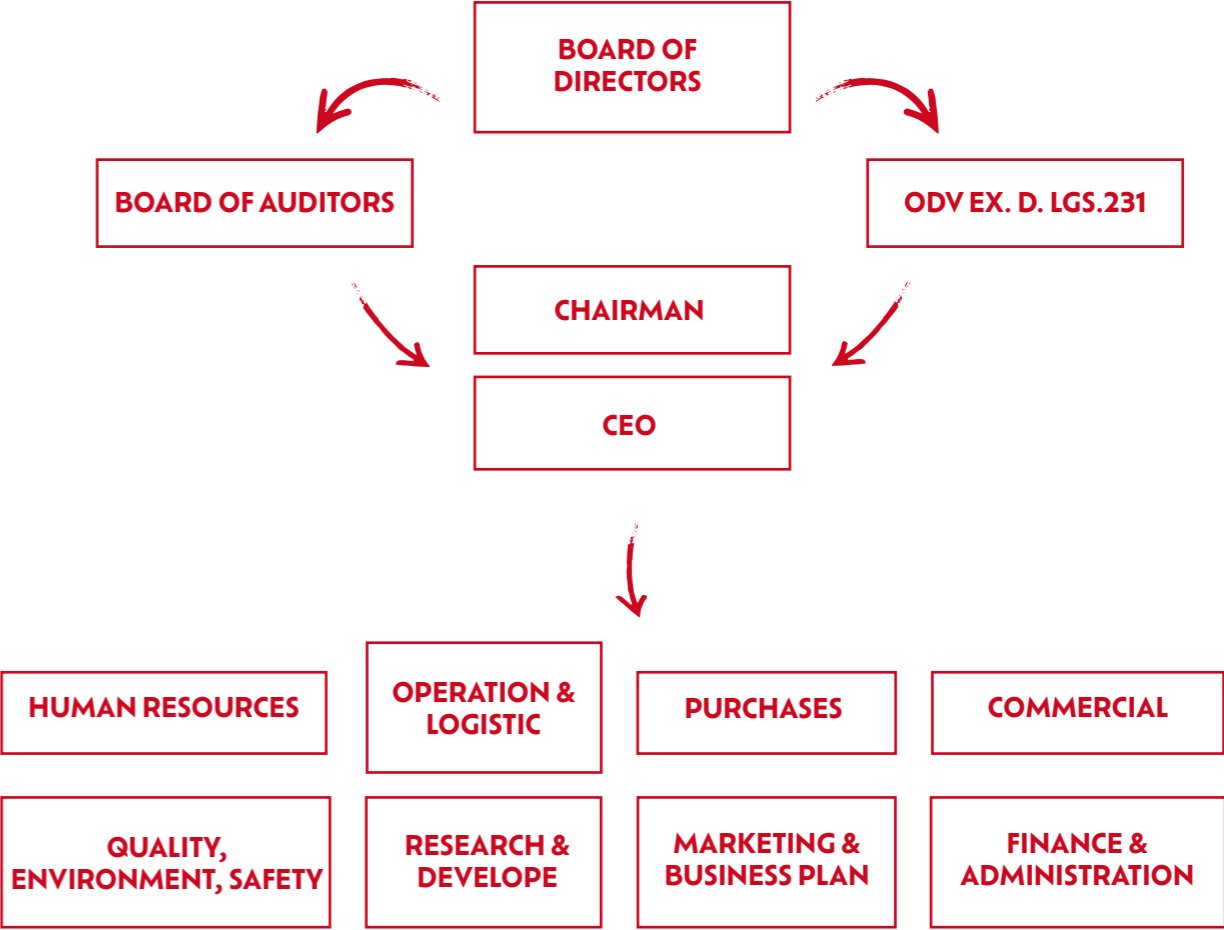
formation set out in the budget dossier. Casalasco is a member of the Industrial Association (sect. Cremona) and of Confcooperative.



# 1.5 Governance



## Organizational structure



# 1.5 Governance

## 231 Model and ethical Approach



Casalasco, consistently with the principles established by its Statute and in application to the ethical business model in which it is identified, is committed in the spreading a culture based on ethical behaviors described in the Model of Organization, Management and Control (the “Model” or “Organizational Model”) in compliance with the requirements of D. Lgs. 8 June 2001 n. 231.

The model, updated and amended following the new corporate culture, was approved by the Board of Directors on June 14, 2022, and consists of the following parts:

- “Code of Ethics”
- Summary table of predicate offenses
- Risk mapping
- “Information flows to the supervisory body”
- “Regulation of the supervisory body”

- Special parts relating to the following areas:
- **Special part 1: full-bodied murder and permanent personal injury in violation of accident prevention and hygiene and safety regulations at work**
- **Special part 2: computer crimes and illicit data processing**
- **Special part 3: environmental crimes**
- **Special part 4: corruption between individuals**
- **Special part 5: fraud in the operation of industry and trade, with particular reference to offenses relating to the alteration of agri-food products.**

Each part is configured considering the operative practices of the company.

The Organizational Model has the objective of fostering a **cooperative and transparent approach** toward the stakeholders, to **prevent non-ethical and/or illegal conduct of business, guarantee the conduct of business activities** in compliance with the current legislation and according to the provisions of Casalasco’s Code of Ethics.

**The following focus is on some particularly important aspects of the relationship with stakeholders.**

## Rules protecting fairness in business



Casalasco **is a member of the Global Compact**, a United Nations initiative created to encourage companies around the world to adopt sustainable policies in respect of corporate social responsibility and to make public the results of the actions undertaken. In its annual report, Casalasco highlights the actions it has taken to promote relations with its customers and suppliers based on **honesty, transparency and integrity**.

The Company’s Code of Ethics identifies the pillars of corporate action to prevent any corrupt practices:

- **provide high quality products and services** that meet the Customer’s reasonable expectations and protect their safety and security;
- **provide accurate, complete and truthful information;**
- **be consistent** with advertising, commercial or any other kind of

communication;

- **scrupulously comply with current legislation** and internal procedures relating to the selection and management of relations with suppliers;
- **adopt objective and transparent evaluation criteria** when selecting suppliers;
- **observe and comply** with the applicable legal provisions and contractual conditions in supply relationships, without claiming undue advantages;
- **be inspired by the principles of fairness and good faith** in correspondence and dialogue with suppliers, in line with the strictest business practices.

Finally, Casalasco **shall comply with all applicable laws and regulations** protecting transparent and regular relations with the Public Administration, authorities and other regulatory bodies..



# 1.5 Governance

## Environmental Commitment



Casalasco considers the **commitment to environmental protection** to be a fundamental part of its mission, both as an excellent company in the Italian agro-industrial sector and within the industrial tomato sector.

For this reason, it closely follows the **evolution of European and world policies on environmental protection** and, conscious of its important role in protecting the planet, has set for itself objectives in line with those set out in the **European Green Deal** and the **2030 strategy**.

In this perspective, it:

- **identifies and implements investments** and process improvements in its plants, aimed at reducing the impact on significant environmental aspects;

- **promotes the adoption of sustainable farming models** among its members;
- **directs the research and development of process, pack and product**, up to the last stages of their life cycle toward solutions with less environmental impact;
- **cooperates with its customers** for the realization of sustainability-enhancing projects along the whole supply chain.

The management of environmental aspects along the agricultural supply chain is detailed in Chapter 3 (page 66), while industrial projects are described in Chapter 6.

## Respect for human rights and labour rights



Casalasco is committed to spreading an **ethical management model**, based on the respect and diffusion of norms for the protection of human rights and workers, along the entire chain in which it operates.

This commitment translates, as mentioned above, into the adherence to the **United Nations Global Compact model** and to **Sedex**, one of the largest non-profit organizations promoting ethical trade in

the world, committed to improving working conditions in global supply chains.

In line with these choices, Casalasco opens its doors to customer audits according to the **SMETA** (SeDeX Members ethical Trade Audit) scheme and uses the same requirements for the **qualification of suppliers and partners**.



# 1.6 Quality assurance and global risk management

Casalasco **has adopted an integrated management system** aimed at proactively, systematically, and consistently managing the **risks arising from its activities and the applicable mandatory and voluntary standards.**

**Indicators and KPIs** (Key Performance Indicators) of the integrated system continuously provide a comprehensive and reliable information base for the strategic planning and reporting process underlying this sustainability report.

**System and product certifications** provide the company with constant feedback on the correctness of the approach adopted, **facilitate the improvement process**, and provide external evidence of the **reliability and significance** of the results achieved.



# 1.7 Certifications

The **Integrated Management System** covers aspects of product quality and safety, ethics and social responsibility, supply chain management, environmental aspects, product standards and customer specifications.

## UNI EN ISO 22005:2007

Traceability system in agri-food chains **applied to tomatoes and peas;**

## PRODUCT CERTIFICATION

- **Tomato raw material 100% of Italian origin;**
- **Supply chain controlled for use of non-GMO seed;**
- **QC trademark "Controlled Quality"** in accordance with the production specification agricultural production under the integrated pest Management of the Emilia Romagna Region (L.R.28/99) - processing tomato, pea;

## ORGANIC CERTIFICATION

For the **packaging of food** in accordance with EU Regulation 2018/848 and of agri-food productions organic;

## COMPLIANCE CERTIFICATION

according to the BRCGS (British Retail Consortium Global Standards) and IFS (International Food Standard) relating to the adoption of an HACCP system, the implementation of a quality system documented and the control of products, processes, personnel and conditions environmental conditions of the plant;

## KOSHER CERTIFICATE

For processed tomato products, Kosher and Kosher Passover and for some categories of finished products;

## HALAL CERTIFICATE

For processed tomato products and for some categories of finished products;

## GFCO CERTIFICATION – GLUTEN- FREE

For POMI-branded products exported to the United States. The GF logo, issued by the GF Certification Organization, guarantees compliance with levels of gluten below legal limits (< 10 ppm).

## NON-GMO PRODUCT VERIFIED (NSF)

For Pomi branded products based on tomatoes exported and marketed in the US.

Casalasco pays close attention to issues related to sustainability through the following:

## UNI EN ISO 14001:2015

For the control of business processes in compliance with the UNI EN ISO 14001:2015 (plant in Rivarolo del Re);

## EMAS REGISTRATION

Of the Rivarolo del Re plant with IT001234 number and of the plant of Gariga di Podenzano with number IT000383. EMAS is a voluntary instrument created by the European Community to which organizations can adhere (companies, public bodies, etc.) to evaluate and improve their performance environmental performance and provide the public and other stakeholders information on their own environmental management. Priority of EMAS is to contribute to the realization of economic development sustainability by emphasizing the role and responsibilities of enterprises;

## ISCC PLUS CERTIFICATION

(International Sustainability and Carbon Certification) With respect to the chain of custody of the basil (frozen basil and semi-finished basil) certified based on requirements of sustainability;

## RSPO CERTIFICATION – SUPPLY CHAIN CERTIFICATION SYSTEM

with the aim of promoting the growth and use of palm oil products that are sustainable through global standards and stakeholder involvement; the certification is applied to ingredients/aromas concerned in the chain of custody "segregation."



The Company also actively adheres to shared platforms with major Clients such as:

## SEDEX

(Supplier Ethical Data Exchange) an international auditing scheme based on good practices and the application of national laws, which aims at knowledge of sustainability performance (ethics and safety in the workplace, environment and "business integrity");

## SAI PLATFORM

a global food industry initiative to support and implement sustainable agriculture;

## GLOBAL COMPACT

for the alignment and commitment to the maintenance of universally accepted principles of human rights, workplace safety, environment and anticorruption in company policy and strategy. The results of performance in these areas are reported annually on the website through a company report.

## ECOVADIS

Tool that evaluates corporate sustainability performance and shares a universal scorecard with customers who are part of it. It also allows you to manage risks and improve your performance.

## WHP NETWORK "HEALTHPROMOTING WORKPLACE"

from Lombardy Region for the promotion of health at work. The priority objective of the Program shall be to promote organizational changes in the workplace in order to make them conducive to the adoption of healthy lifestyles and to encourage personal growth, on the basis of a general model codified by the World Health Organization "Healthy workplaces: a model for action".

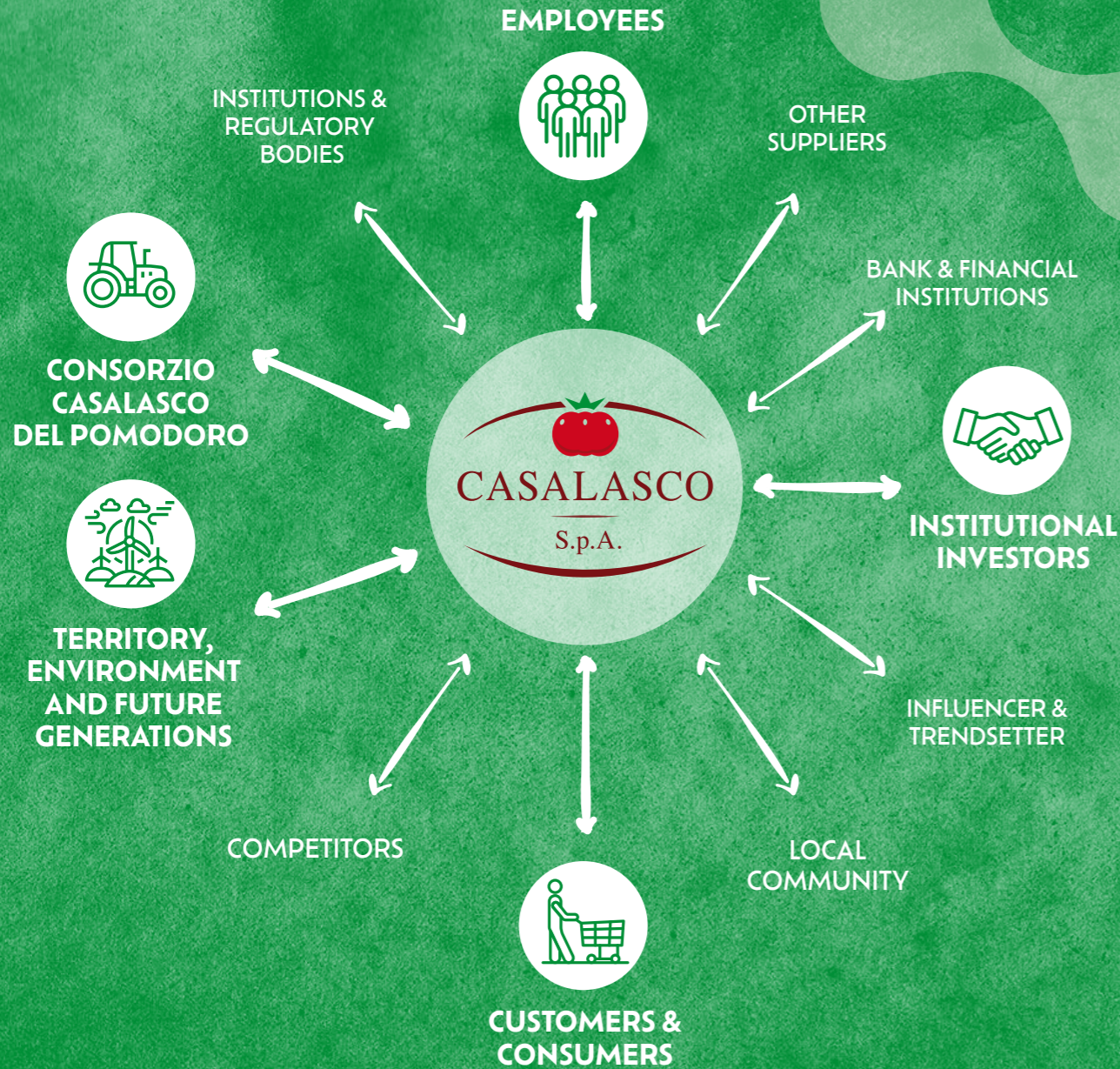
# Chapter



## CASALASCO'S STAKEHOLDERS AND MATERIAL TOPICS

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# Chapter



# 2.1 Casalasco's Stakeholder

## Consorzio Casalasco del Pomodoro S.A.C.



The Consorzio Casalasco del Pomodoro brings together more than 800 agricultural companies and 12000 hectares of tomato crops in northern Italy, creating the most important agro-industrial chain in Italy.

Its purpose is to aggregate, support and address the agricultural base of the Italian tomato supply chain, working in synergy with the industrial phase and to achieve a fair remuneration of its members.

It is therefore the main interlocutor of Casalasco for all policies, strategies and concrete actions in the field of quality and economic and social sustainability, related to raw materials. Tomato's productive companies are very heterogeneous with respect to structural and territorial view, with limited physical and economic dimensions, mostly long-lived and with little propensity to invest.

Most of conferring tomato companies have limited extensions with an

average of 20 hectares, notwithstanding, especially in the province of Piacenza, there are companies with an extension of more than 35 hectares. This means that many agricultural companies must be combined to have the necessary land.

For sustainability activities and projects related to Casalasco see cap.3



## 2.1 Casalasco's Stakeholder

### Institutional investors

Institutional investors are subjects who systematically and professionally invest the assets collected through securities and the real estate market.

Institutional investors that operate in the securities market include **open and closed mutual funds, pension funds, financial companies, insurance companies and banks**. These subjects, thanks to their targeted and professional activity, carry out the important function of **channeling available savings** to private subjects.

The project to build the first Italian integrated supply chain for the production and processing of 100% Italian tomatoes took place at the end of 2021 thanks to the collaboration with **an Italian investment fund, QuattroR SGR S.p.a.**, a company owned by leading Italian institutional investors active since 2016 and specialized in investments for the strengthening of Italian companies with important development projects.

QuattroR fund participates in Casalasco Società Agricola S.p.A. according to the procedures described in chapter 1.5 p.24



### Employees

For more information on our employees, please see Chapter 5.



### Customers & consumers

Casalasco's customers are divided into final consumers of the brand product and customers of the Industrial channels, Co-manufacturer, Private Label and Food Service.

**Own brands:** the customers are end consumers, reached directly through modern retail chains or through importers or distributors located in various countries of the world.

**Co-Manufacturing:** the customers are multinational companies owning their own brands that share with Casalasco research and product development projects, subsequently entrusting the production on a large scale.

**Private label:** Customers are chains of national and international supermarkets that entrust Casalasco with the processing and packaging of products under its own brand.

**Industrial:** companies to which Casalasco supplies semi-finished products in large industrial packaging to be used as ingredients in the processing processes at their plants.

**Food service:** Customers are professional operators who distribute or use tomato derivatives in the preparation of ready meals in restaurants, canteens, central kitchens, or large gastronomy.



The distinguishing factor of Casalasco's entire offer and its strong identity is the production of 100% Italian controlled and certified tomato.

### Territory, environment and future generations

Casalasco cannot ignore its **strong connection with the territories** where the members' agricultural companies are based, from which the supply chain originates.

This involves the ability to aggregate and promote models and practices of an innovative agriculture, that is also low-impact, aware of the fragility of the territory and the communities that inhabit it.

This means **working so that the land can continue to bear fruit**, in a long-term perspective that transcends generations, with a **cooperative spirit**.

The description of the supply chain and its initiatives to defend environmental sustainability in its various stages are given in Chapter 3 on page 66 and in Chapter 6 on page 132.



# 2.2 Stakeholder's Engagement and commitment



## Consorzio Casalasco del pomodoro

### COMMUNICATION CHANNELS

- Board of Directors and management meetings
- Financial statements and reports
- Sustainability report and strategies
- Meetings and contacts with top management
- Contacts and integrated processes between institutions and offices of the two companies

### MATTERS OF INTEREST

- Supply chain Responsibility
- Product liability
- Environmental liability

### STRATEGY

Working for maximum integration in the field, to obtain a required quality product, and fair remuneration for farmers

### 2022 RESULTS

Agreement with product standards definition, production specifications, certifications and guarantees, traceability system integrated

### 2023 COMMITMENTS

Sharing development program for the integrated supply chain



## Employees and families

### COMMUNICATION CHANNELS

- Communication bulletin boards at establishments and offices
- Portal my.studioziveri.it dedicated to administrative communications
- Training and periodic updating activities
- Regular meetings with the social partners
- Service orders
- Internal communication e-mail
- Educational and informative events
- Box for suggestions
- Mail for secure communications

### MATTERS OF INTEREST

- Governance & Compliance
- Social responsibility
- Personnel management and welfare
- Climate and work quality

### STRATEGY

- Ensure business continuity through strong, ethical governance and consistent with the principles set out in the Code of Ethics
- Offer qualified job opportunities, a safe workplace, a high quality of work while respecting workers' rights and respecting anyone's dignity

### 2022 RESULTS

- Prevention and communication for health and well-being protection at home and at work, with reference to COVID-19 infection prevention
- Started phase of employee listening and analysis of the business context (interviews, strategic dialogue, market analysis)

### 2023 COMMITMENTS

- Identify spaces and tools for internal communication on the objectives, results and main events of business life
- Implement a system of skills and start specific training for professional growth ensuring equal opportunities for all employees
- Promoting an inclusive and respectful corporate culture of diversity



# 2.2 Stakeholder's

Engagement and commitment

## Institutional investors

### COMMUNICATION CHANNELS

- Financial statements and reports
- Sustainability report and strategies
- Business analysis and due diligence
- Literature and press
- Meetings and contacts with top management
- Ratings of specialist traders (ratings)

### MATTERS OF INTEREST

- Governance & Compliance
- Social Responsibility
- Supply chain responsibility
- Product liability
- Environmental liability

### STRATEGY

See Chapter 3 from page 82

### 2022 RESULTS

Provided by economic balance sheet, sustainability report

### 2023 COMMITMENTS

As highlighted into Business Plan and others strategic documents



## Customers b2b

### COMMUNICATION CHANNELS

- Daily relationship with Commercial Offices and Quality Assurance of Casalasco
- Meetings and presentations during the main trade fairs for both B2B1 and B2C2
- Audits and technical meetings at Casalasco
- Meetings with strategic customers to present the Sustainability Report and the results of Casalasco
- Project management R&D and specifications
- Publication of information material and extracts from the Sustainability Report
- Websites, social pages and any digital tool progressively available
- Joint management of supply chain projects

### MATTERS OF INTEREST

- Product responsibility
- Environmental responsibility
- Social Responsibility
- Governance & Compliance
- Climate Change
- Made in Italy

### STRATEGY

- Produce and develop healthy and safe, innovative, controlled, and tracked products; ensure guaranteed supply chains and respectful of laws to protect people and products
- Be a reliable and competent partner for the production of products according to the highest quality standards, at a price appropriate to customer expectations

### 2022 RESULTS

See Chapter 3 from page 82

### 2023 COMMITMENTS

- Optimize lines' production efficiency
- Strengthen the tools to ensure transparency, integration and reliability of Casalasco and its products.
- Support initiatives related to the development of products that integrate sustainability aspects throughout their life cycle.





# 2.2 Stakeholder's

Engagement and commitment

## End customers

### COMMUNICATION CHANNELS

- Websites, social pages, and any digital tool progressively available
- Communication campaigns
- Product packaging

### MATTERS OF INTEREST

- Product liability
- Environmental liability
- Social Responsibility
- Made in Italy

### STRATEGY

Products obtained in short and traced chain, made in Italy, sustainable in the three dimensions ESG

### 2022 RESULTS

See Chapter 3 from page 84

### 2023 COMMITMENTS

- Identify new paths related to the sustainable development of brand products (packaging).
- Increase the communication of the values and identity of Casalasco, of Italian society and of the integrated and sustainable supply chain through proprietary brands



# 2.3 Materiality Analysis

With respect to the establishment of Casalasco Società Agricola S.p.A. and in order to also take into account material issues relevant to the Consorzio Casalasco del Pomodoro, which continues to play a central role in the processing, packaging and distribution of final products, between the end of 2022 and the beginning of 2023, the **Company updated its materiality analysis**, with the aim of identifying the main issues in the economic, social and environmental spheres that influence its decisions, as well as those of

its stakeholders. The Company carried out a benchmark analysis on a panel of companies in the sector, considering also the guidelines defined by international organizations and publications of some authoritative sources such as, among others, the Sustainability Accounting Standards Board (SASB), the Sustainability Reporting Standards (GRI standards) and S&P Global Yearbook. The analysis allowed to identify the most relevant sustainability issues to be submitted to stakeholder assessment. For this

purpose, a questionnaire has been prepared, administered online to the main customers and suppliers. The questionnaire recorded an overall response rate of about 60% (80% suppliers, 38% customers). Casalasco's Top Management analyzed the results of this process and verified the coincidence and consistency of the issues emerged as materials with the company's priorities.

Compared to the previous sustainability report, it should be noted that the

new theme **"Italianness of the product"** has emerged.

The topics **"Resilience, business continuity and risk management"** and "Corporate Governance" are no longer among the material issues as considered an essential element for the proper management of the areas of sustainability and more generally of the Company's activities. For this reason, although not included in the list of material issues, they are still subject to in-depth disclosure within the document.

Finally, the themes **"Welfare policies"** and **"Quality and food safety"** were reformulated into **"Personnel management and well-being"** and **"Food quality and safety and customer satisfaction"**.



## GOVERNANCE E COMPLIANCE

- Ethics and compliance
- Anti-corruption
- Business performance and value creation



## SUPPLY CHAIN RESPONSIBILITY

- Ethical and sustainable supply chain management
- Protection of human rights



## ENVIRONMENTAL RESPONSIBILITY

- Management of direct environmental impacts
- Sustainable agriculture and land conservation



## PRODUCT RESPONSIBILITY

- Quality and food safety and customer satisfaction
- Supply chain traceability and product certifications
- Product and process innovation
- Responsible communication and labelling
- Corporate and brand image and reputation
- Italianness of the product



## SOCIAL RESPONSIBILITY

- Health and safety at work
- Training and staff development
- Personnel management and welfare
- Diversity and equal opportunities



# 2.4 Supporting The local community

Casalasco has always supported non-profit organizations, religious communities and parishes with various kind initiatives (ex. voluntary donations, donation of food and activities of inclusion and support to people in situations of social fragility).

Among all, we mention the collaboration with Banco Alimentare, active for many years now, which aims to promote the common values of fight poverty and food waste.

The activity of Banco Alimentare consists in the recovery and redistribution of food surpluses, which Casalasco and other food industry organizations donate, subject to availability.

These initiatives highlight not only the attention to the problems of our community, but also a style of direct intervention, simple and concrete, aimed at taking care of the problems close to Casalasco and its people in a way that is completely consistent with its style

and values. **Through the Pomi brand, Casalasco also sponsors various activities in the school, sports and environmental fields.**



## SCHOOL

### POMI & DORI

Pomi together with Neways, a communication company specializing in educational projects, has conceived, and realized the free Educational Campaign "**The adventures of Pomi and Dori: the tomato chain between sustainability and healthy nutrition**".

An educational project aimed at schools in the provinces of **Cremona, Mantova, Parma, and Piacenza**, for the school year 2022 - 2023, which involves **300 classes for a total of 7,500 male and female students from 6 to 10 years old**. The initiative

aims to bring children to the world of healthy and sustainable food in a playful way, focusing on the tomato supply chain. The themes addressed in the **educational kit** distributed in the schools that have joined the initiative, are in line with **Law 92/2019** that introduced the teaching of **Civic Education at School**, which also includes the topic of **right to health and well-being of the person and therefore Food Education**. In particular, the specific characteristics of the tomato plant are deepened, as well as its varieties, the 100% Italian supply chain which is also environmentally

friendly and the central role of tomatoes in the Mediterranean Diet.

At the end of the course, the students had the opportunity to challenge themselves in the **"Contest Classi"**, a competition for which they had to prepare an artistic elaborate, inspired by the tomato industry, and which saw **8 winning classes, who have been awarded a mobility kit for the whole school**.



## 2.4 Supporting The local community

### SPORT & INCLUSION

#### MACRON WARRIORS SABBIONETA

The Macron Warriors Sabbioneta are the first and only hockey and electric wheelchair football team in - powered sport - on the territory of Mantua since 2014.

**They promote paralympic sports for people with motor disabilities and projects to raise awareness, visibility, and social inclusion.**

They play in the A1 series of powerchair hockey and football and are sponsored by Pomì for the 2022/2023 season.



#### ANDREA DE VICENZI

##### “VIKING STORIES AND VOLCANOES LAND”

Pomì decided to believe in the feat that Casalasco Paralympic athlete **Andrea De Vicenzi** has achieved in July, completing the entire perimeter of Iceland by bicycle, with departure and arrival from the capital Reykjavik. Over two thousand kilometers in the saddle, 21 stages and about 15 thousand meters of altitude gain to overcome. **A sporting**

**effort to contribute to the spread of sport and its values, which are a great stimulus to face with a positive spirit the difficulties and walls that life places and to be able to break them down.** All under the banner of the mantra "Believe in the impossible", which accompanies and serves as a common thread to all the challenges won by Andrea De Vicenzi.



#### CASCINA SERENI IN SANTA MARIA DELL'ARGINE

Lastly, Pomì has decided to support the project **"Sport & Inclusion" Cascina Sereni - ecoOstello, promoted by the Amateur Sports Association Interflumina Casalmaggiore.**

It is a redevelopment project with criteria of social and environmental sustainability of a large farmhouse donated to Interflumina, which involves the construction of a tourist accommodation of over **1000 square meters**, and an **agritourism business**,

including a restaurant, reception, offices, kitchen, dining room, agricultural machinery shelter, bicycle storage, warehouse. There will be rooms for a total of 45 seats and 6500 square meters of orchard, organic vegetable garden and chicken coop, according to a model that combines healthy lifestyle, genuine products, social inclusion, tourism, and sport, in the name of sustainability and enhancement of the territory.

**The project involves an investment of 2.2 million euros and is financed in part by Interflumina's own resources, in part by Cariplo foundation and Lombardy Region, and in part by a pool of economic realities of the territory, including Casalasco.**

## 2.4 Supporting The local community

### ENVIRONMENT

#### POMI' & ENVIRONMENT

Environmental sustainability and respect for biodiversity, care and attention to the territory and the will to deliver a better world for the next generations, **have pushed Pomì to join enthusiastically the reforestation project of the Local Park of San Colombano interest in Suzzara (MN)**, where 250 new trees were planted.

**The project was realized thanks to the collaboration with WOWnature, an initiative created in 2018 by Etifor, a spin-off of the University of Padua**, with the aim of helping citizens, institutions, and companies to grow new forests and protect existing ones, in compliance with the highest standards of forest management.

Pomì has chosen to plant willows, oaks, and maypole from certified nurseries, in a floodplain on the banks

of the Po River, to strengthen the proximity to a territory in which many agricultural entrepreneurs specialized in tomato cultivation live.

**The 250 Pomì planted trees will be monitored by Etifor experts for the next 3 years to ensure their safe growth.** Pomì continues the path undertaken for years to mitigate the environmental impact of production activities, with concrete actions and through the promotion of the culture of sustainability to protect the territory and promote biodiversity.



#### THE BEE HOUSE

Pomì in accordance with the projects to promote the territory, social inclusivity and environmental protection, **has donated an innovative structure suitable to contain a particular model of Bee House supporting the project of the Sentinelle Sulle Mura Association of Casalmaggiore (CR).**

With the aim of raising awareness and expanding the knowledge of biodiversity, and in general of bees and beekeeping, Sentinelle Sulle Mura will provide educational and recreational courses to schools and the public, also accessible to people with disabilities.

The shape of the house will allow, in fact, access to the disabled, allowing the protection of the beekeeper during visits, favoring the management of the apiary with easily accessible equipment, thanks to adjustable sup



ports for lifting and planting, always working indoors. The aim of the project is to promote biodiversity by protecting pollinating insects. According to data from ISPRA - Istituto Superiore per la Protezione e la Ricerca Ambientale-, in fact, more than 40% of invertebrate species, in particular bees and butterflies, which guarantee pollination, are in danger of disappearing. Domestic and wild bees are responsible for about 70% of the pollination of all plant species living on the planet and guarantee about 35% of global food production.

**The Bee House is the first structure to have these characteristics in the provinces of Cremona and Mantua and has been operational since the school year 2022/2023.**

# 2.5 Communication

## Activities

In line with previous year, the 2022 **communication strategy of Casalasco and its brands**, Pomi and De Rica, has maintained the **digital channel**, with several online activities: website management, management and moderation of social profiles, promotional activities, sweepstakes, and off-line outdoor posters and advertising in newspapers and magazines.

For what concerns the digital, more than 2,400 content was posted on the company's 26 social profiles and about 41 articles were published on blogs on: brand values, health, wellness, and Mediterranean cuisine. The collaboration with some food bloggers continued to involve and retain the fanbase of brands, that is, the group of people who usually follow our brands on the web.

**In Italy, the communication strategy for 2023 will focus on the launch and promotion of the new packaging;** not to mention, in parallel with foreign markets, the issues already dealt with in recent years such as healthy eating, the supply chain and its sustainability and the reduction of food waste.



2,400

POSTS PUBLISHED ON SOCIAL MEDIA PROFILES

Management of 26 SOCIAL MEDIA PROFILES and 13 WEBSITES

41

ARTICLES PUBLISHED ON OUR WEBSITES' BLOGS

1,835 PARTICIPANTS at Giveaway Pomi for his 40 years

50

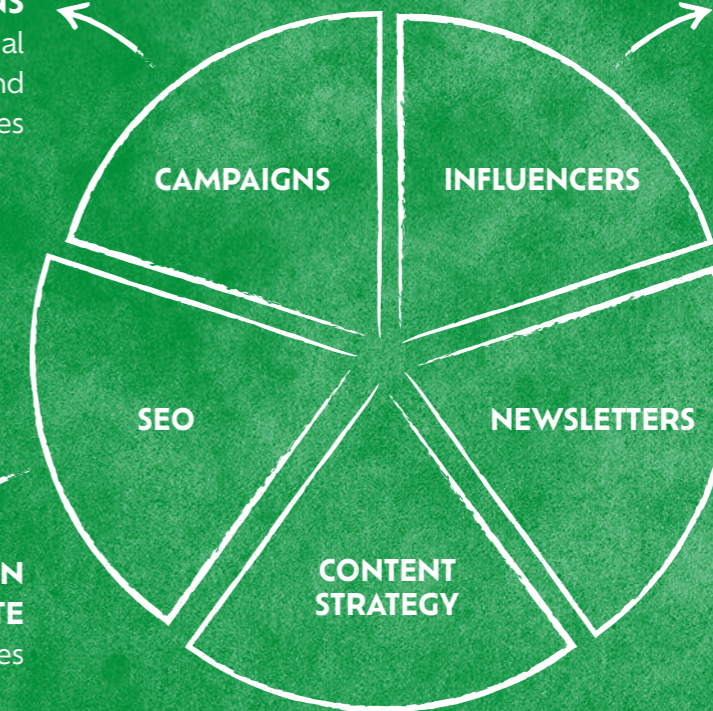
ORIGINAL RECIPIES

6 COOKBOOKS Available for download for free on our websites

### ACTIVITIES AND AREAS OF MEDIA APPLICATION

**MONTHLY CAMPAIGNS** to promote social channels and websites

Collaboration with italian and international **FOOD BLOGGER**



**OPTIMISATION OF WEBSITE** for search engines

Sending **MONTHLY NEWSLETTER** to a database of over **44,000** contacts

#### STORYTELLING

to promote the strengths of the brand with in-depth information on the supply chain, recovery cuisine and Italian recipes

# Chapter

# Chapter

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# 3.1 An integrated management

## From fields to plants

Casalasco's corporate configuration, which includes agricultural companies' members of the Consorzio Casalasco del Pomodoro who have the dual role of owners and suppliers of the raw material, allows a **high level of integration between the agricultural and processing phase, unique in the agro-industrial landscape and not found in other industrial chains.**

**The close relationship between farmers and processing, ensured by the synergy between the Directorate of the Consorzio Casalasco**

**and that of the Casalasco Società Agricola S.p.A., ensures the coordination of strategic and operational choices along the entire supply chain already starting from varietal choices,** quantities, methods of cultivation, qualitative parameters of berries, and so on, ensuring with continuity the satisfaction of customers' contracts requirements and specifications.

In particular, the Consorzio Casalasco oversees the part of the supply chain in the field, through agronomic activity ranging from seed selection to

assistance and controls in the nursery and field, in order to ensure to the production plants of Casalasco a product with high quality standards, in compliance with market demands, processed within 12 hours after harvest.

The latter enhances the tomato transforming it into pulp, pureed and concentrated, packaged later in industrial formats -both for internal use and for sale- as well as for catering and retail.





# 3.1 An integrated management

From fields to plants

## The tomato supply chain of Casalasco



# 3.1.1 Contract between

Consorzio Casalasco del pomodoro and Casalasco Società agricola S.p.A.

The activities and services in charge respectively to the Consorzio Casalasco del Pomodoro, and Casalasco Società Agricola S.p.A., as well as aspects related to the quality of the product supplied, controls and product enhancement, are established by a service contract which is signed annually..

The outline of the contract as follows:

- The members confer to the Consorzio Casalasco del Pomodoro the product **according to a supply chain agreement and a contribution commitment**
- **The Consorzio sells the product to Casalasco Società Agricola S.p.A.**

- **The Consorzio ensures the management and the control of the agronomic phases and operations up to the transport and delivery of the tomato to the processing plants, the sample and control of the incoming tomato and the management of the yard for the unloading of the product, according to the directives and requirements of Casalasco Società Agricola S.p.A.**
- **Casalasco Società Agricola S.p.A. provides the Consorzio with a range of services including:** Quality Assurance activities, management of certified systems and customer protocols (traceability,

support for certifications and application of technical protocols, internal audits) training, documentation development, etc.

- **Integrated crop-period management** for varieties to be sown, transplantation plans, field checks, delivery plans, logistics, to ensure the optimization of the supply to the different plants and the management of any critical issues (weather problems, plant, production, etc.).

The several activities that precede the assignment are carried out by the technicians of the Agronomic Office of the Consorzio Casalasco del Pomodoro.

**Technicians work daily directly with farmers**, as they have consolidated relationships of knowledge and trust, and play a role that goes beyond the mere technical support to the cultivation of tomatoes but becomes real management advice for farms.

The members are in fact assisted and supported in important choices that affect the results and sometimes the survival of the farm.

Consorzio Casalasco, through its technicians, provides the following services to its members:

- continuous technical assistance with periodic field visits during tomato and pea cultivation to ensure profitable production and

improvements in terms of environmental sustainability, safety, ethics, quality, traceability, efficiency.

- **support in preparing documentation for certification** (100% made in Italy, no GMO, QC, ISO 22005, GLOBALG. A.P., GRASP, organic).
- **organisation of thematic training courses** to meet requirements or for technical and agronomic updates
- **agreements for insurance coverage** of the agricultural production of members with economic conditions improving the market and support in the management of claims.
- advice on access to non-repayable funding for mechanization and the purchase of innovative machinery and equipment through the Consortium's Operational Programme;

- **incentives** to member farms for the application of low environmental impact techniques (e.g., microirrigation) and for the cultivation of experimental varieties
- **collective purchases of seeds, seedlings, technical means and services** from selected and affiliated suppliers.
- **preparation on behalf of members of the applications for the application for contributions under the call for proposals for Measure 10.1.01 of the Rural Development Plan of the Lombardy Region.**

The ban proposes to farmers incentives for the introduction and maintenance of agricultural practices with low environmental impact, through production models more attentive to a sustainable use of resources and the conservation of animal biodiversity.

**La tabella che segue illustra le principali attività svolte dal Consorzio Casalasco del Pomodoro:**

<b>Soil preparation</b>	Soil analysis and preparation of fertilization plan
	Drafting of the sowing programme and preparation of the land
<b>Seeding programming</b>	Choice and collective purchase of seed, delivery to the nursery for sowing in greenhouses and the cultivation of seedlings
<b>Field cultivation</b>	Delivery of seedlings to farms for transplantation and cultivation in the field, agronomic assistance and preaccepted analysis
<b>Delivery</b>	Collection and delivery of tomatoes to the processing plants of Casalasco Società Agricola S.p.A.

## 3.1.2 Supply chain Sustainability

Consorzio technicians are promoters at farms partners of **innovative projects** such as, for example, the testing of new cultivars and new low impact cultivation protocols,

in synergy with research institutes, universities, seed companies. These experiments aim to **reduce the impacts of agricultural cultivation, promoting more efficient use of**

**resources and techniques for the prevention and control of alternative or reduced pests.**



## 2022 PROJECTS:

### Testing of useful insects



#### (*Amblyseius andersoni* and *Phytoseiulus persimilis*)

The experiment uses useful insects **to counteract the red spider mite**, until now controlled with the use of agropharmaceuticals. Useful insects are dispersed on the infested cultivation through a **drone** that, following preset flight paths, covers vast surfaces in a short time.

In the three years of experimentation, the effectiveness of insects was highlighted, especially as a preventive treatment rather than as a curative treatment.

### Fertigation combined with the use of humidometric probes



This practice has demonstrated a more **efficient management of water resources than irrigation by sprinkling and has guaranteed a higher yield in the field (+25%) than traditional practices.**

Therefore, the methodology has been extended to other member companies, with an increase in the total area of 40% compared to 2018, the starting year of the trial.

## 3.1.2 Supply chain Sustainability

### ONGOING PROJECTS:

#### Use of pheromone traps equipped with a camera for detecting yellow nocturnal infestations (*Heliotis armigera*)

The technology allows **remote control** of the traps through an internal device that photographs the weed at each capture and sends the images to a server/ cloud which makes them accessible via web or mobile devices

via app, allowing technicians to formulate timely and targeted interventions.

**The project stopped in 2022 and will resume next year.**



#### Testing of the application of hygroscopic gel in microgranules

The test started in 2021 and continued in 2022, was started at 3 member companies and aims to **test the ability of the gel to act as a regulator to avoid the water stress of the plant.**

The action of this hygroscopic gel is to absorb and retain water and then

give it progressively to the plant, thus limiting waste and ensuring a reserve to the plant itself for more time.

**Since 2022 crop-period, a device that separates water molecules from each other to increase the**

**efficiency of each individual irrigation has been tested alongside the hydroretentant gel with encouraging results.**



### RESPONSIBLE SOURCING PROGRAM

The project, developed in 2021, in partnership with a strategic customer, has as objectives, among others, the protection of biodiversity and the restoration of organic matter in tomato fields.

The project, which will continue until 2025, foresees the adoption of good practices such as:

1. **Sowing and burying of green manure crops<sup>2</sup>**
2. **Application of organic fertilizer in pellets**
3. **Manure distribution**
4. **Planting rows of native tree and shrub species to restore ecological corridors**
5. **Sowing of flowering meadows for the protection of bees and other pollinating insects**

The project involved, in 2022, 13 member companies for a total of 103 hectares distributed in the most representative provinces for tomato cultivation (Piacenza, Mantua and Cremona).

Particularly, at Casalasco, 2 ecological areas were created with the aim of promoting local biodiversity: the first, about 18,000 square meters, in which flowering plants were sown for pollinating insects; the second, about 1,000 square meters, where a buffer band with native species has been planted.



<sup>2</sup>The green manure consists in the cultivation of nitrogen-fixing essences of the soil, which are subsequently crushed and buried at the time of flowering, when they are in full development and therefore rich in Nitrogen. The plants, slowly decomposing, bring organic substance that improves fertility and soil structure.

## 3.1.3 Chain Consistency

In 2022, agricultural companies that contributed to the Casalasco Società Agricola S.p.A. tomatoes through the Consorzio Casalasco, were 596.

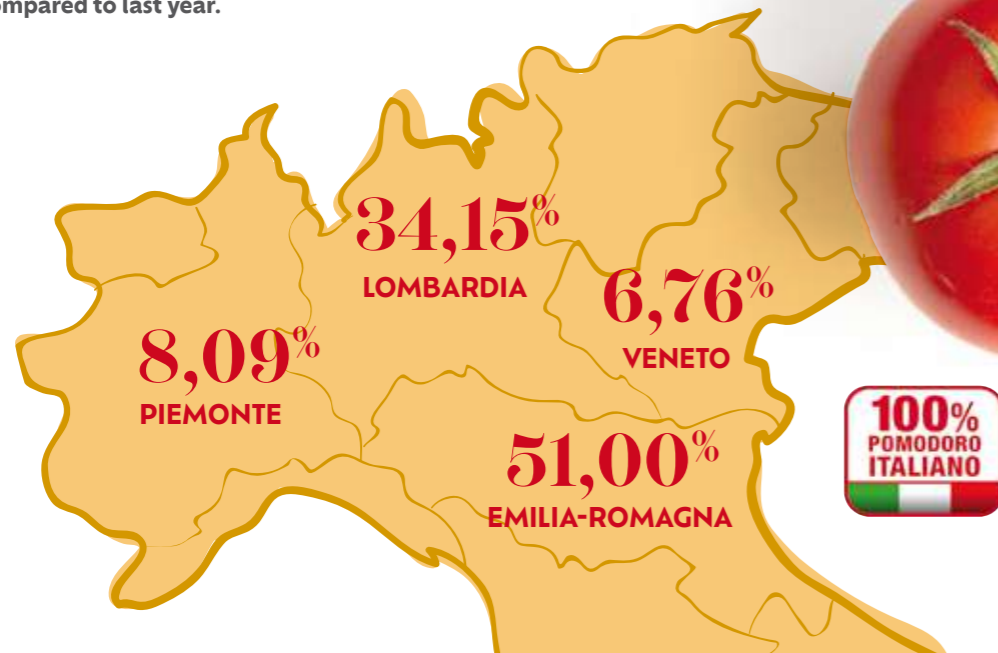
Of these, 218 are direct members or Cooperatives that are themselves members, while 378 belong to 9 Producer Organizations (P.O) of which 7 falling within the list of financing members.

The companies conferred 527,116 tons of tomato for a total value of 57.4 million euros, an increase compared to last year.

Tomatoes delivered by direct member individuals and member cooperatives corresponds to about 72.6% of the total processed.

All the tomatoes are grown in the regions of Northern Italy. Geographical diversification ensures optimal risk management from a seasonal and meteorological perspective.

Although in 2022 the hectares in Piedmont were 8% of the total against 9% in 2021, the search for new members in the western part of the Po Valley continues, bringing land not yet used for tomato cultivation.



## 3.1.4 The chain Cornerstone

### Supply chain agreement

Commits the farm to **operate in accordance with the standards** required by the consorzio.

### Commitment to supply

It commits the direct member and member cooperatives to grow tomatoes on the agreed hectares and to **deliver all the product** to the consorzio, which guarantees its collection.



### Specification for delivery

Defines the required **quality parameters** and **enhancement criteria**.

### Members' code of conduct

It commits the companies to **respect human rights, labour rights and the rules** relating to work in agriculture.

# 3.1.5 Types of tomato

## Conventional tomato

Tomato produced according to **good agricultural practices and conforms to the Integrated Production Specification** (L. Reg. Emilia Romagna

28/99), 100% of Italian origin and guaranteed NO GMO.



## Organic tomato

**Tomato produced in accordance with the European Union (Reg. (EU) 2018/848) rules governing organic production.**

Organic farming aims to minimize external inputs, preserving the natural fertility of the soil and making

the most of natural mechanisms and balances; prefers native varieties and intervenes only in case of necessity with soil improvers and products for the defense of natural origin.



## Zero-residue tomato

Tomato grown in accordance with a protocol, developed by the Consorzio, which considers the time of decay of 30 different principles among those most used in the cultivation of tomatoes in the field, **to ensure a**

**product with a pesticide residue of zero or less than 0,01 ppm.**



## Datterino tomato

**Varieties whose fruits are characterized by small, elongated shape and bright red skin.**

The cherry tomato has a particularly

pleasant and sweet taste thanks to the higher sugar content compared to other varieties of tomato.



## High lycopene tomato

Variety with high content of lycopene, natural substance belonging to the group of carotenoids with **antioxidant properties.**



## 3.1.5 Types of tomato

### Not only tomato... The pea

Some of the members in the Piacenza area and neighboring provinces grow peas, which are conferred and packaged at the plant of Gariga di Podenzano.

This production, for which the rules and controls established for the tomato apply, has allowed to expand the offer of the vegetable raw material, and consequently the range of

products with Casalasco brand available to the final consumer.

In 2022, 1,425.8 tons of peas were grown on 299 hectares.



# 3.2 The industrial phase

The management of tomato processing takes place in close synergy between **the Consorzio Casalasco and the different Departments of Casalasco:**

- **Operation Department** for the management of production facilities;
- **Sales Department** for the defini-

tion of requirements in terms of quantity, type and the relationship with the Customer;

- **Purchasing department** for the procurement of packaging and raw materials;
- **Quality department** for the management of specifications, plans and control methods, traceability,

certification audits and in general the guarantee to the customer of the mandatory and voluntary requirements signed by Casalasco;

- **Logistics department** for the management of internal, incoming and outgoing flows.



Industrial processing can be divided into five macro steps:

## 1 Reception

**Verification and recording** of traceability data on the management system. Sampling and physical and qualitative chemical analysis of each delivery to ensure compliance with the acceptability parameters. Sampling and storage of one sample per load delivered.

## 2 Processing

Tomato processing **in plants dedicated to the production of concentrates or pulp.** After the washing and sorting phase, the tomato is chopped inside of broaching machines at different temperatures depending on the desired product. The chopped tomato is then sent to the pulping/refining group to separate the juice from peels and seeds. The juice in the concentration plants, loses, through evaporation, part of its constituent water and is concentrated up to the desired value. Part of the concentrated juice is used as a governing liquid of the diced, consisting of peeled tomato and cut into cubes through the forced passage in cutters, to create the tomato pulp. The products are thermally stabilized, before packaging, in pasteurization/sterilization plants with bundle tubes or in autoclave, after packaging. All process and product parameters are recorded to ensure compliance with technical specifications and food safety.

## 3 Packaging

The packaging in **primary packages of different materials and formats**, for industrial, catering, and retail, by hot or aseptic filling machines (see table on p.78); and subsequent secondary packaging and palletizing. Sampling and analysis of products based on risk analysis, in the internal or external laboratory.

## 4 Storage and distribution

**Warehouse storage and shipment to the logistics** platforms of Casalasco or the Customer.

## 5 Processing of semi-finished tomatoes for retail products














During inter-crop period semi-finished tomato products are used for the **preparation of sauces, and seasonings with the addition of other raw materials.**

Also vegetable creams, pestos, soups and broths are produced. After mixing the ingredients in the kitchen, the mixture is heat-treated for stabilization in pipe or autoclave pipe plant and sent to the filler for primary packaging and secondary packaging.



# 3.2 The industrial phase

Casalasco has advanced technologies to pack its products in different sizes (from 10 g to 1000 kg) and materials, to meet all the customer's requests.

	 <b>COMBIBLOC TETRA</b>	 <b>GLASS</b>	 <b>PLASTIC PET</b>	 <b>POUCHES</b>	 <b>CANS</b>	 <b>BAG IN BOX</b>	 <b>TUBES</b>	 <b>DRUMS</b>
 <b>TOMATO</b> <i>Sieved tomatoes. chopped tomatoes</i>	Sizes from 200 to 1000 ml	<b>Sleever - Label</b> Sizes from 250 to 750 ml			Sizes from 70 g to 5 kg	Sizes from 3 to 20 kg	Sizes from 130 to 300 g	Sizes from 200 kg to 1 ton
 <b>SAUCE &amp; SEASONING AND KETCHUP</b>	Sizes from 200 to 1000 ml	<b>Sleever - Label</b> Sizes from 125 to 750 ml	<b>Sleever - Label</b> Sizes from 200 to 1000 ml	<b>HOT FILLING</b> 10 > 185 g pillow 90 > 500 g stand up		Sizes from 3 to 20 kg	Sizes from 130 to 300 g	Sizes from 200 kg to 1 ton
 <b>SOUPS</b> <i>Moulinée, veloutée. minestrone soup</i>	Sizes from 200 to 1000 ml	<b>Sleever - Label</b> Sizes from 200 to 750 ml						
 <b>BROTH</b> <i>stock/vegetable broth</i>	Sizes from 200 to 1000 ml							
 <b>ICED TEA &amp; BEVERAGE</b> <i>tea, beverage, isotonic beverage</i>	Sizes from 200 to 1000 ml		<b>Sleever - Label - Roll feed</b> Sizes from 250 to 2000 ml					



# 3.3 Traceability Management

Traceability is a **tool to meet the growing demand for food quality and safety, transparency, and product reliability**. Casalasco works with an extensive system of raw ma-

terials, ingredients, packaging, process parameters, laboratory checks and logistic aspects, aimed at:



**TRACE THE SUPPLY CHAIN**  
from field to pack.



**PROVIDE DETAILED INFORMATION**  
to the customer and the end consumer on the history of the product.



**PROVIDE THE B2B<sup>3</sup> SEGMENT WITH A SOPHISTICATED AND RELIABLE TOOL**  
for managing product safety and/or non-conformities.



**SUBSTANTIATE THE GUARANTEE**  
of special characteristics (organic, high lycopene, gluten-free, Kosher, Halal).



Through the use of a software able to integrate the different stages and actors in the supply chain, the traceability is able to provide rapidly intragroup information on:

- **soil characteristics and treatments;**
- **tomato origin** (farm, variety and seed lot, plot of origin);
- **date and time of delivery, start and end of processing;**
- **supplier and packaging lot and of eventually other ingredients;**
- **results of laboratory analysis** in the field and in production;
- **storage and shipping warehouse;**
- **destination** of the shipped product.

The proper functioning of the traceability system is verified during dedicated tests and audits, which are carried out both downwards, from the raw material to the product, and upwards, i.e. backwards, from the finished product to the components of the data sheet.

## POMI TRACE

Pomi has developed a computer system which, through the production batch, is able to trace the supplying farm and the area where the fresh product is grown.



<sup>3</sup> Business-to-business: identifies trade between industrial, commercial or service enterprises

# 3.4 How we guarantee food safety

Casalasco pays the utmost attention in verifying the quality and safety of its products through the implementation of a control system based on:

- **operational processes** managed according to validated and rigorously monitored parameters and integrated personnel operational procedures for health, occupational safety, and environmental protection;
- **adequate facilities and equipment** with appropriate maintenance;
- **study and application of prevention systems** (HACCP, plans for the management of food defense and food fraud, Risk Assessment Document), aimed at managing risks in order to prevent and minimize accidents;
- **training plans** to ensure operators' competence, awareness and continuous updating;
- **control plans** and monitoring at all production stages to test the effectiveness of operating systems;
- **emergency and business continuity management procedures** from the perspective of global risk control.



## Operational control: laboratory analysis and surveillance



Over the years Casalasco has invested heavily in the development of a system of state-of-the-art laboratories that carry out process, environmental and finished **product analysis, to ensure compliance with customer expectations, the health and food safety of its products.**

Casalasco has three central laboratories and two-line laboratories that carry out **chemical-physical analysis**; it is also equipped with three laboratories, one for each production site, **for microbiological analysis, for a total of 8 internal laboratories.**

For special analyses and in cases where the types of analysis or the required level of accuracy are not compatible with the available instrumentation, **Casalasco uses seven external laboratories accredited by Accredia<sup>4</sup>** and the knowledge of the Experimental Station for the Canning Industry (SSICA), an applied research institute in the field of food preservation.

Casalasco carries out systematic **surveillance** to verify:

- the behavior and modus operandi of the operators;

- compliance with environmental and worker safety requirements;
- the adequacy and updating of risk assessments (operator safety, food safety, environmental impacts);
- application of prescriptive documentation.

<sup>4</sup> Single national accreditation body designated by the Italian Government, pursuant to European Regulation 765/2008, to certify the competence, independence and impartiality of certification, inspection and verification bodies and test and calibration laboratories (<https://www.accredia.it/chi-siamo/>)

# 3.4.1 Controls to ensure product safety and quality

**Safety and quality of the delivered tomato and tomato products are guaranteed by an annual control plan** that includes multiresidual, chemical-physical and microbiological analysis.

The analytical plan considers the production programs, the results obtained in the previous transformation processes, the requests of the Customers and any

problems and warnings spread at national and international level. The following analyses were carried out in 2022:

Compared to 2021, the physical and chemical analysis carried out on farm products decreased by about 21% because in 2022 the production shifted in favour of concentrates, whose control plan requires fewer determinations than those for pulp and cubes.

All tomato berries tested before harvesting and in the factory have been found to comply with the applicable specification (integrated cultivation, biological or residual 0), concerning the presence of chemical residues from agropharmaceuticals and heavy metals.



## ANALYSIS PERFORMED ON TOMATO<sup>5</sup> BERRIES

**884 multiresidue analysis and chemical-physical analysis of heavy metals**  
(1 analysis per 605 tons of conventional tomato)

**28 multiresidue analysis and heavy metal research**  
(1 analysis per 316 tons of organic tomato<sup>6</sup>)



## ANALYSIS PERFORMED ON SEMI-FINISHED TOMATOES<sup>7</sup>

**445,839 physico-chemical analysis**  
(6,633 per day)

**1,889 enzyme analysis**  
(28 per day)

**132,230 microbiological analysis**  
(2,034 per day)

**478 multiresidue analysis and heavy metals**  
(7.4 per day)

**35 tests for Alternaria<sup>8</sup> toxins**



## ANALYSIS OF SAUCES, SOUPS, AND CONDIMENTS (INTERCAMPAGNA)

**494,185 chemical and physical analysis**

**467,638 microbiological analysis**

**100 nutritional analyses**

**222 analysis for heavy metals**

**253 multiresidue analyses**

**237 tests for allergen testing**



<sup>5</sup>The specification provides for a minimum of a multiresidue analysis per 1000 tons of tomato delivered. The control plan of the Consortium provides for greater consumer protection, an analysis per 1000 tons and at least one for each holding conferring.

<sup>6</sup>The control plan of the Consortium shall include at least one analysis for each soil cultivated with organic tomato from each of the transferring holdings.

<sup>7</sup>The duration of the tomato crop-period is 67 days (average value of the three processing sites).

<sup>8</sup>Carried out on the basis of EU Recommendation 2022/553 on the monitoring of the presence of Alternaria toxin in food.

## 3.4.2 How we improve: internal audits, of part two and part three

The operational control tools are accompanied by **internal inspections**, carried out with planned frequency to verify compliance **and adequacy of the implemented system**, deviations from the standard and, above all, opportunities for improvement.

To these verifications, carried out with **Casalasco's auditors and trusted professionals**, in 2022 **71 second- and third-part verifications carried out by customers or third parties must be added on the three production sites**.

The purpose of these audits is to:

- **certify the production sites** according to customer specifications/voluntary standards;
- **qualify the supplier**;
- **assess the risk of using the manufacturer**;
- **discuss and solve any problems and start new collaborations**.

**The number of Part 2 and Part 3 audit further increased compared to 2021** with the progressive resolution of the health problems related to the Covid; **all the audits were back in presence**.



### Rivarolo del Re

**26 audits received**  
(20 in 2021)

**82 guards**  
(79 in 2021)

### Fontanellato

**23 audits received**  
(18 in 2021)

**35 sorveglianze**  
(41 in 2021)

### Gariga

**22 audits received**  
(16 in 2021)

**31 guards**  
(54 in 2021)

### Total

**71 audits received**  
(54 in 2021)

**148 guards**  
(179 in 2021)

# 3.5 Other Casalasco's purchases

By "other purchases" we mean all other goods and services purchased by Casalasco for its activities, which have not been conferred by members in accordance with campaign agreements.

In 2022, the war in Ukraine and the geopolitical dynamics associated with it triggered strong imbalances in the markets for both agricultural raw materials and energy, leading to an escalation of energy costs, which have reached levels never seen before, as well as issues related to the continuity of supply in the supply chain of ingredients and packaging.

As a result, there has been a progressive increase in prices that has involved the entire supply chain of raw materials (for example, seed oils and cereals) produced in Russia and Ukraine, key countries in the world trade landscape. As consequences adverse weather conditions were added (drought and high temperatures) which have led to lower production yields of many agricultural

products and the reduction or even interruption of the production of some items by suppliers due to the excessive energy or water impact on the production cycle.

As regards packaging, in addition to the cost increase, there was a problem of availability, particularly for glass, due to an already important demand before the war that further increased by the interruption of supplies from Ukraine.

All this has led Casalasco to further strengthen its planning tools in the medium and long term, to analyze potential risks on the supply chain and to strengthen collaboration with historical suppliers, diversifying by geographical area and consolidating relationships of trust through a close and continuous communication and sharing of emergencies and daily needs. The company has moreover implemented tools of monitoring of the additional costs is for the energetic part that for that of the commodities to the aim to give, to the functions in-

terested, the information necessary for the adoption of adapted strategies.

In 2022, Casalasco collaborated with 2,520 suppliers (2,409 in 2021). Most of them (1,243) deal with services (logistics, maintenance, cleaning, consultancy, etc.), with a turnover of almost 68 million euros, followed by the category of agricultural companies conferring tomatoes (596) and suppliers of other raw materials (243) that impact on the turnover for beyond 59 million euros (approximately 21% on the total). The purchases of other vegetables belong to this last category for seasonings, sugar and glucose, fruit puree, salt, oil and vinegar, dairy products, meat and meat extract.

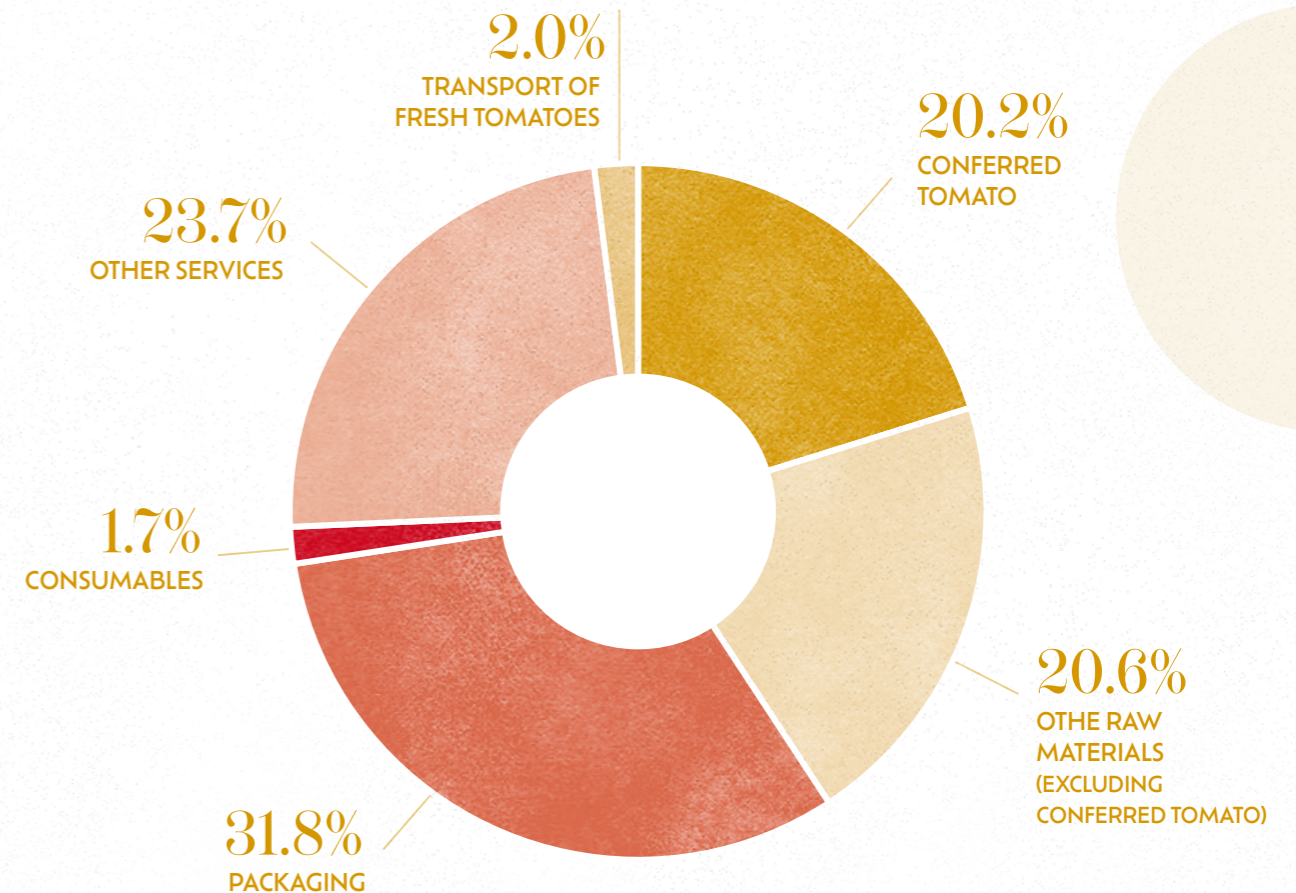
Excluding the purchase of the tomato conferred, the most significant category in economic terms, even in 2022, is that of packaging suppliers, represented by 143 companies, for a turnover of purchases of over 91 million euros, equal to 40% of the purchases of Casalasco.

Analyzing the purchase items, the consumables follow (e.g. glue, inks, shrink film, detergents, etc.) with the transport of fresh tomato, which represent a small share of total purchases. In 2022, the reduction in the volume

of finished products also affected purchases of vegetable raw materials which decreased by 33 % compared to the previous year. For some years there has been a reduction in fruit purees (-8%) due to the progressive reduction in

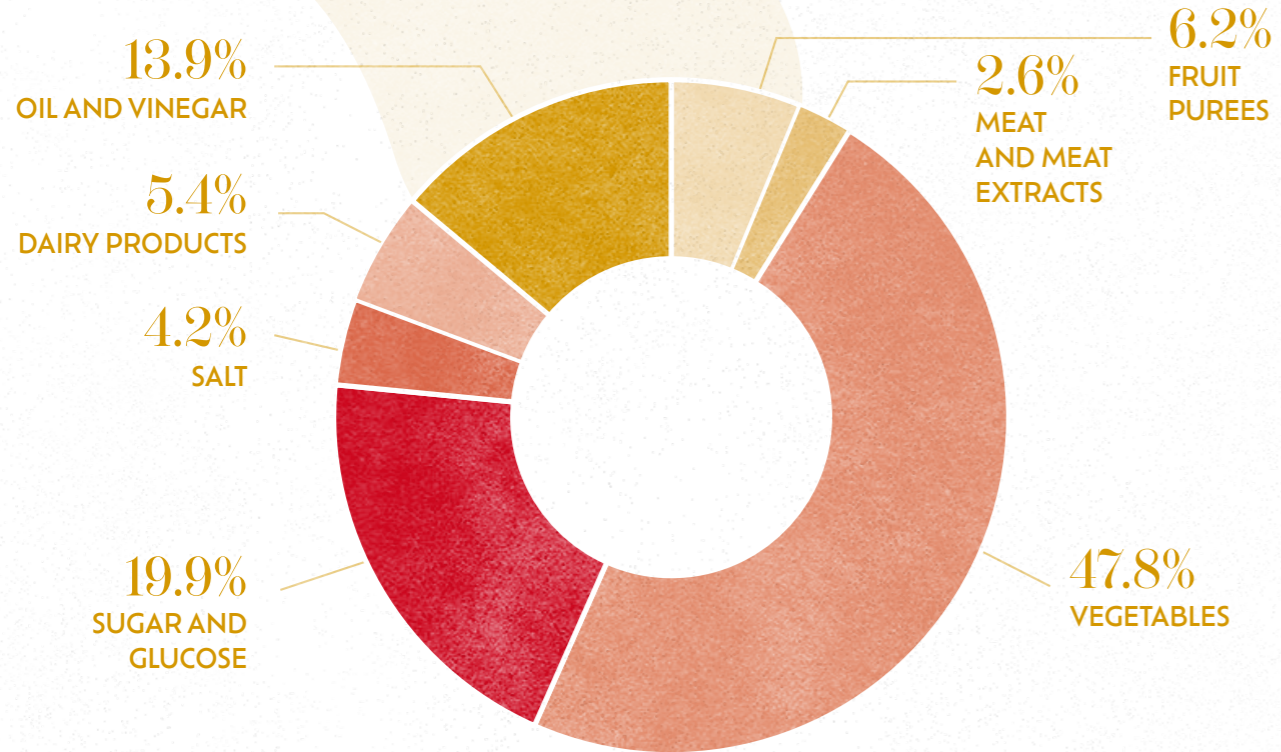
references and quantities of fruit juices.

PURCHASES BY CATEGORY OF SUPPLY (% EUROS) IN 2022

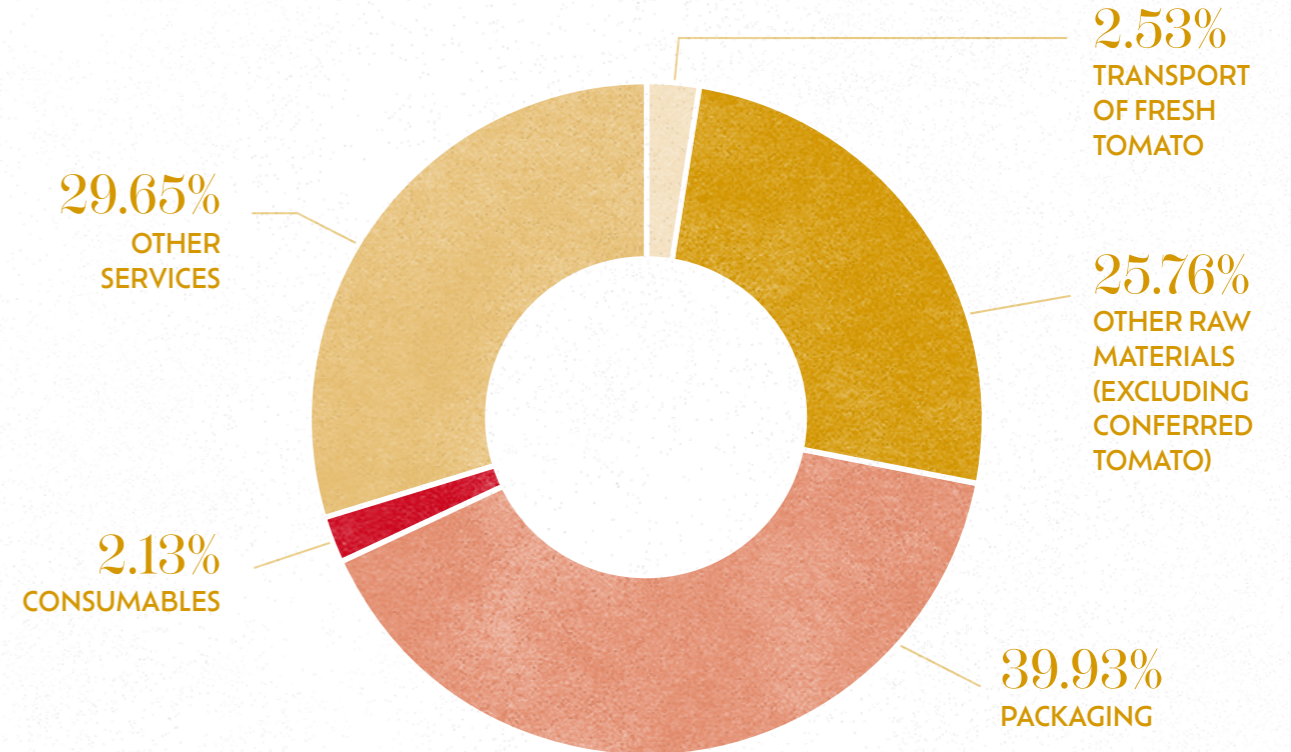


# 3.5 Other Casalasco's purchases

**PURCHASES OF RAW MATERIALS AND INGREDIENTS IN 2022 (%KG)**

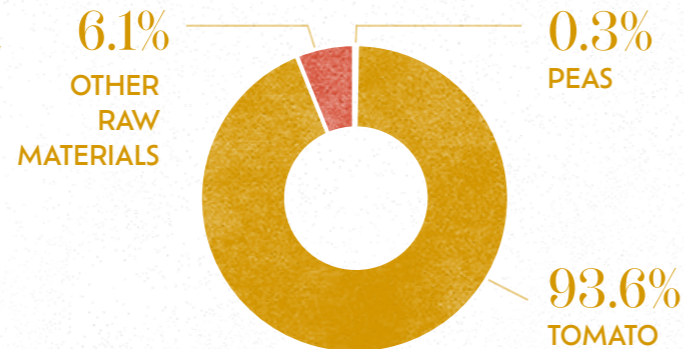


**PURCHASES FOR SUPPLIER CATEGORY (% EUROS) IN 2022 EXCLUDING TOMATO CONFERRING**



**FOCUS**

**PURCHASE OF RAW MATERIALS AND INGREDIENTS IN 2022 (% KG)**



# 3.5.1 Selection and control of suppliers

Casalasco **purchasing procedure** is developed according to **standardized steps**:

**1) Redaction of technical specifications for each raw material** in order to precisely define the desired quality parameters.

**2) Qualification of the supplier** through the assessment of further aspects, including environmental aspects, which have been identified considering the **product life cycle**, and social responsibility requirements, linked to compliance with **rules on human rights, labor rights and business ethics**.

**3) Signature** by the supplier of a code of conduct inspired by the principles recalled in the Universal Declaration of Human Rights,

the UN Global Compact, the ILO and ETI Code, the Sedex and the Casalasco Code of Ethics, with the commitment to observe, respect and enforce fairness in business, workers' rights, quality and safety of the product/service provided and of the production, the health and safety of workers and the work environment. In this way, Casalasco promotes and urges adherence to values of transparency, fairness, legality and respect for fundamental rights that respond not only to the values of the company and of the entire cooperative movement, but also to the demands of the best customers and a large part of the final consumers;

**4) Inclusion in the list of qualified suppliers.**

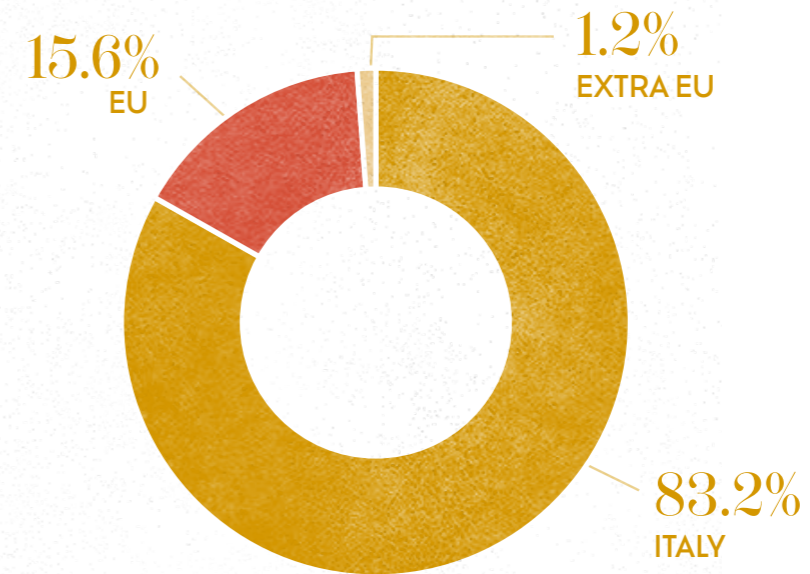
**5) Performance monitoring** throughout the supply relationship.

**6) Periodic evaluation** which, if positive, confirms qualified supplier status.

Purchases from non-qualified suppliers are only possible in emergencies and are subject to reinforced controls.

The vast majority of purchases are made from national suppliers; some raw materials are from the EU (sugar, vegetables, flavourings), while purchases from non-EU countries, with very low weight, mainly concern spices and tropical fruit.

**DISTRIBUTION OF PURCHASES BY GEOGRAPHICAL AREA IN 2022**



**INITIAL SCREENING**  
(verification of requirements)



**SENDING OF SUPPLIER QUESTIONNAIRE**



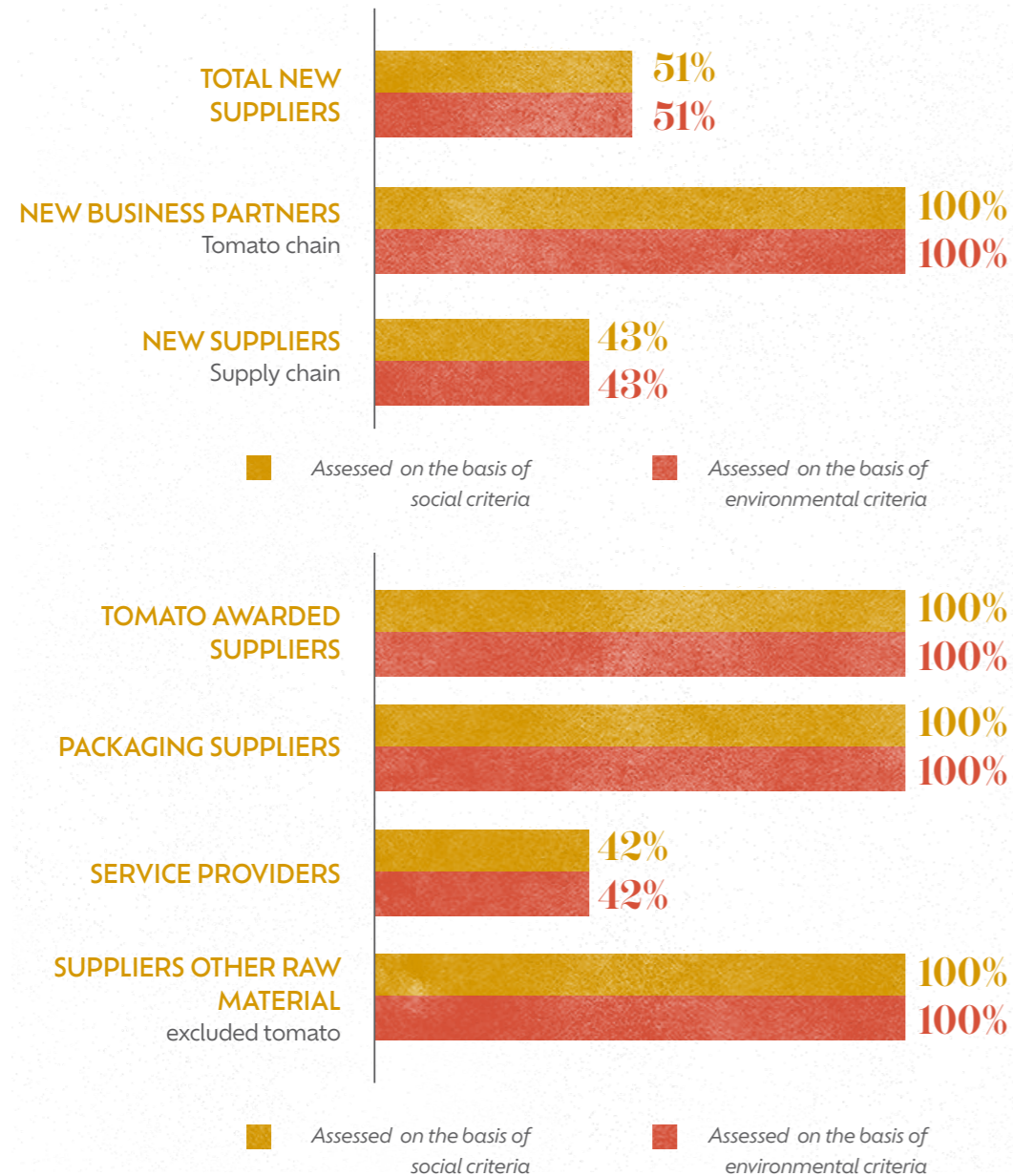
**SIGNATURE OF CODE OF CONDUCT**



**ASSESSMENT AND POSSIBLE QUALIFICATION OF NEW SUPPLIER**



## NEW SUPPLIERS UNDERGOING SOCIAL AND ENVIRONMENTAL ASSESSMENT (%), IN 2022



## INNOVATION, RESEARCH & DEVELOPMENT

**Quality, Efficiency and Time to Market** are the cornerstones of Casalasco's Research and Development, a field in which its specialists have acquired skills recognized by all the multinationals operating in the food sector. The **R&D activity** is aimed at creating **new products in terms of recipe, ingredient characteristics, production process and packaging**, or at realizing or innovating already tested products, recipes and formats. Product research and development is followed by **pilot plant testing**, industrialization, determination of **product and process parameters**, and finally the issuance of technical specifications and analytical and control plans. This work is the result of the integrated collaboration of a **multidisciplinary team** comprising food, legal and industrial expertise, placed at the service of the customer and Casalasco marketing for the devel-

opment of own-brand products **Research and Development** activities take place mainly at the **Fontanelato Laboratory**, although all sites are capable of developing tests and product industrialization.

**In 2022, domestic and customer demand for the development of new products increased significantly; Casalasco Società Agricola S.p.A. developed 115 projects (93 in 2022), 25% of which were successfully completed and 49% still in progress at the end of 2022.**

PROJECTS	FINALIZED	%	PENDING	%	ONGOING AT END 2022	%	DISCONTINUED <sup>9</sup>	%
115	20	25	28	24	29	25	29	25

94 | [Casalasco Group Sustainability Report 2022](#) | 95

# 3.5.1 Selection and control of suppliers

## Customer satisfaction



Casalasco is committed to satisfying its customers and consumers daily, **developing feed-back methodologies** that measure the quality of customer relations.

- the outcome of commercial and technical meetings to assess projects in progress;
- KPIs identified per customer.

To this end we monitor:

- the outcome of research and development projects, the number of references put into production, new products, lines and processes that have successfully passed the validation process;
- the service rate of large-scale retail customers and formalized ratings;
- the timing of responses to requests made to the various Company Departments;

Lastly, all complaints and reports from consumers are collected by the **Quality Department** and shared among the various corporate functions involved.

Casalasco has an internal standard that provides for the immediate acceptance of the complaint with feedback of receipt to the customer/consumer, and an initial response within 10 working days, timescales that are usually met.

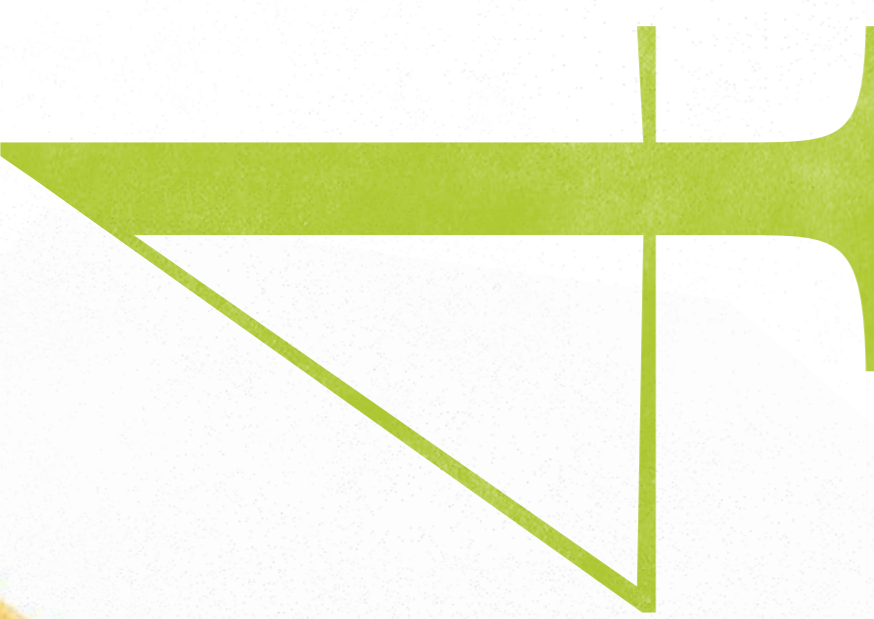
Additional time may be needed to investigate more complicated cases.

**In 2022 there was a decrease in the global complaint<sup>10</sup> rate of -21%.**

	CASALASCO (all products)		POMI/DE RICA	
u.m.	2021	2022	2021	2022
ppm	<b>1.86</b>	<b>1.67</b>	<b>0.95</b>	<b>0.51</b>

<sup>10</sup> Calculated as the ratio between number of complaints received/number of parts produced



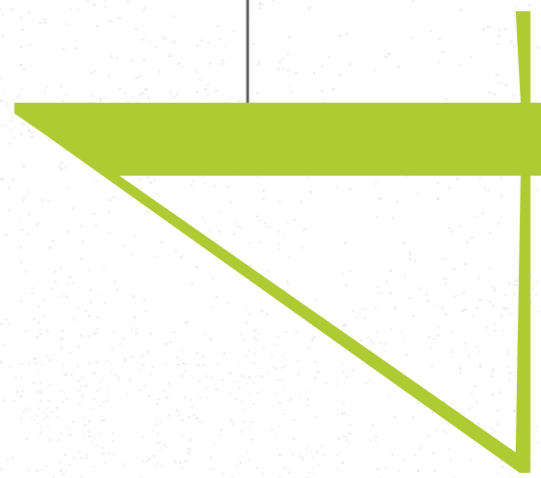


# Chapter



## THE SCENARIO AND THE VALUE CREATED BY CASALASCO

<b>4.1</b> The markets, the competition and the value created	100
<b>4.2</b> Economic results and added value	102
<b>4.3</b> 2022 crop-period	106



# Chapter

# 4.1 The markets, the competition and the value created

**In 2022 the global volume of fresh tomatoes processed was 37,257 million tons, with a variation of -4.9% compared to 2021 results.**

World production is very specific and located in **three macro-areas** in the northern hemisphere according to climatic conditions, water availability and agricultural know-how.

**United States** (9,525 million/tons and in decrease of the -2% on 2021), **China** (estimated data to 6,200 million/tons pairs to +29% on 2021) **and Italy** (5,480 million/tons in decrease of 10% approximately on 2021) cover in fact almost **57% of the total.**

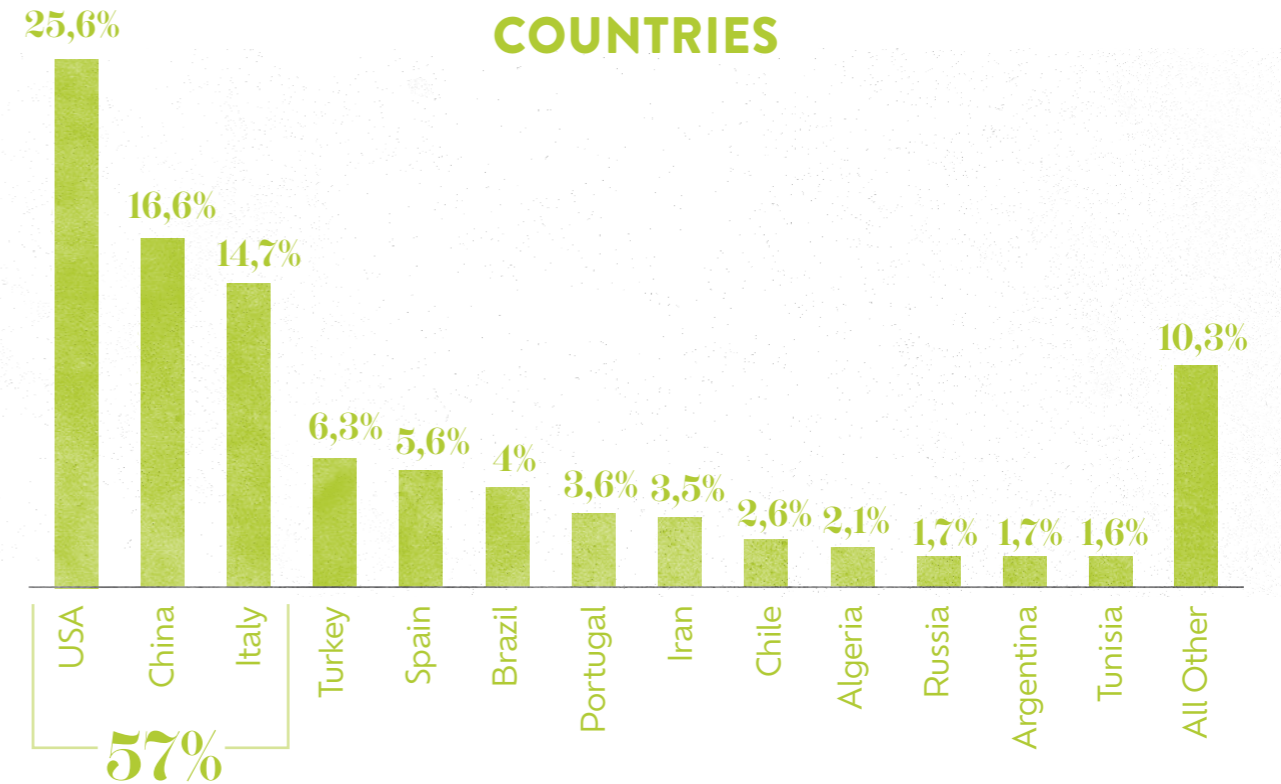
The United States and China have significant differences in the mar-

kets served; while the important Californian production hub has the US domestic market as its main outlet, but the same cannot be said of China.

This country, which every year contends with Italy for the second place in terms of quantities produced, does not in fact record a strong domestic demand, and thus pours its tomato on international markets, in the form of semi-finished concentrated product.



## WORLD TOP 12 COUNTRIES



Data source: WPTC (the world processing tomato council)

# 4.2 Economic results and added value

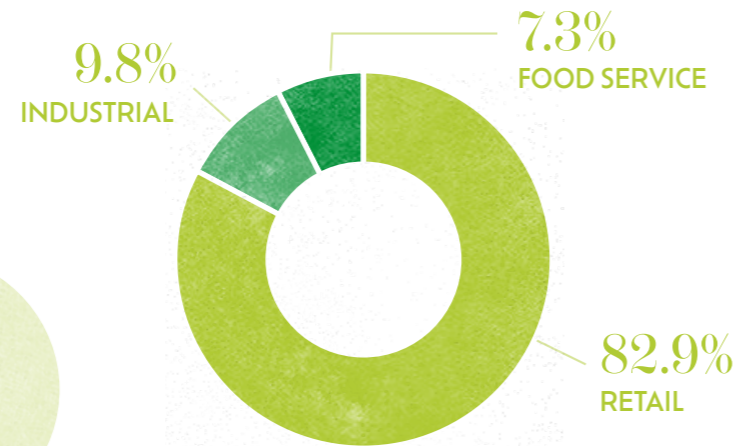
Casalasco revenues recorded in 2022 amounted to 375,227,389 euros, showing an important growth compared to 2021 thanks to the assigned branch that was 298,236,561€ (taken from the 2021

balance sheet of Consorzio Casalasco del Pomodoro Soc. Agr. Coop.) while the turnover that Casalasco Società Agricola S.p.A. consolidated in 2022 with S.A.C. s.p.a., Pomì USA and from this year also with Emilia-

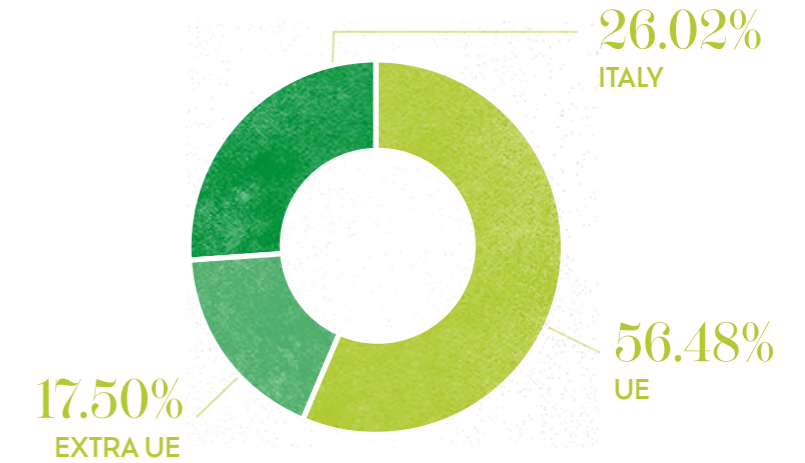
na Conserve S.p.A. pro-share from 4 July 2022 totals € 498,275/000.

The various details of consolidated sales revenue show how:

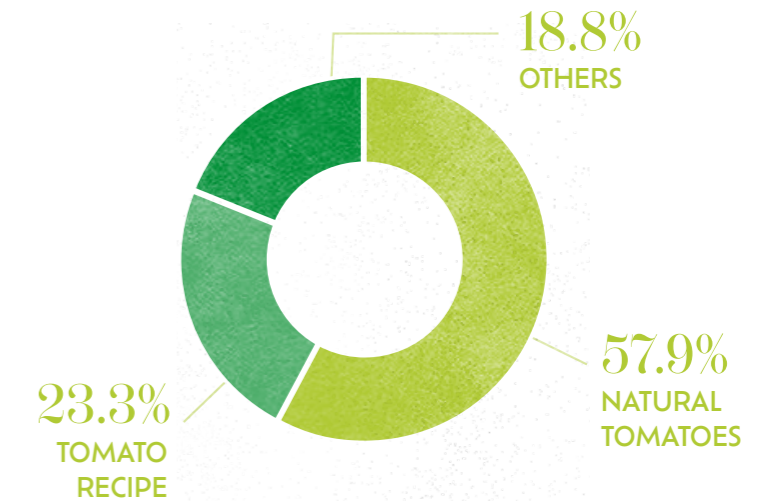
- **RETAIL** is the predominant distribution channel (finished product for domestic use) followed by industrial exchanges and Food Service for the "Out of home" still growing.



- **EU** is geographical area of greatest development with more than 56% of the total product distributed on those markets, followed by the domestic market and then the Extra EU most represented by U.S.A. and Far East with Japan in the lead.



- The product breakdown by type highlights the tomato (natural or receipt) as it characterizes more than 80% of turnover.



"Conto Terzi" activities represent the core business of the company with a share of 72.4% divided between co-packing and Private Label activities for the major National and European distribution chains.

(in thousands)	2022
<b>ECONOMIC VALUE GENERATED</b>	<b>425,931 €</b>
<b>Sales revenues</b>	<b>375,227 €</b>
Change in inventories of finished products	31,669 €
Change in inventories of ingredients and packaging materials	- 2,925 €
Financial income	2,967 €
Increase in capital gains from fixed assets	0 €
Early payment discount	- 56 €
Investments write-down	- 5 €
Exchange losses to be realized	- 215 €
Exchange losses	- 411 €
Other income and revenues	19,679 €
<b>ECONOMIC VALUE DISTRIBUTED</b>	<b>396,324 €</b>
<b>Operating costs</b>	<b>340,125 €</b>
Ingredients, packaging and materials (reclassified)	217,187 €
Services (reclassified)	112,350 €
Use of third party assets	8,219 €
Other operating expenses (reclassified)	2,369 €
<b>Employees remuneration</b>	<b>40,594 €</b>
Employees	40,594 €
<b>Investors remuneration</b>	<b>10,632 €</b>
Financial charges (reclassified)	10,632 €
<b>Shareholders remuneration</b>	<b>3,566 €</b>
Increased tomato price of Consorzio Casalasco	3,566 €
<b>Public administration remuneration</b>	<b>1,064 €</b>
Income taxes	- 2,301 €
Indirect and other taxes	3,365 €
<b>Community</b>	<b>342 €</b>
Donations	21 €
Sponsorships	321 €
<b>Economic value retained for company re-financing</b>	<b>29,607 €</b>
Operating result	746 €
Depreciation	28,659 €
Other provisions	202 €

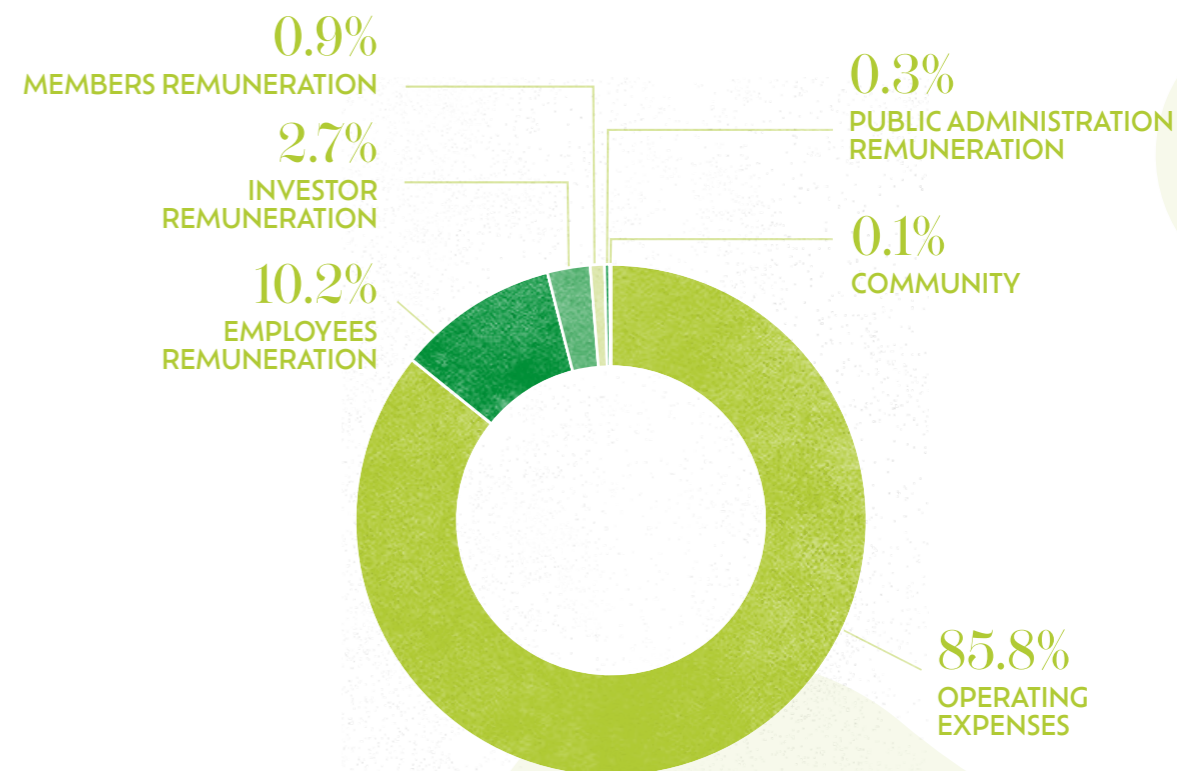
## 2022 Economic value generated and distributed



The economic value is distributed among the different stakeholders, and it is divided into: "**Reclassified operating costs**" (mainly purchases of raw materials, goods and services from third-party suppliers), "**Employees remuneration**" (direct remuneration consisting of wages, salaries and severance pay, as well as indirect remuneration consisting of social security contributions), "**Remuneration of investors**" (interest payable), "**Remuneration of share-**

**holders**" (increase in the price of tomatoes granted to the Consorzio Casalasco), "**Remuneration of the Public Administration**" (taxes) and "**Community**" (donations and sponsorships for the territory). The 85.8% of this value is represented by the reclassified operating costs, for a total of beyond 340 million euros. The commitment to a fair redistribution of wealth by Casalasco is evidenced by the fact that the value generated is distributed between

employees (10.2%, equal to almost 41 million euros), Consorzio Casalasco (0.9%, equal to almost 3.6 million euros) and public administration (0.3% or 1 million euros). Sponsorships and donations totaling around 342 thousand euros were also provided.



# 4.3 2022 Crop-period

In 2022 a total of **527,116 tons of fresh tomato were processed** (compared to 566,629 in 2021), of which:

- **Conventional** 513,232 tons
- **Organic** 8,841 tons
- **Zero residual** 3,875 tons
- **Datterino** 1,168 tons

All the tomato was supplied by the Consorzio Casalasco del Pomodoro.

The plants, for the entire duration of the crop-period, have always worked to the maximum of their abilities applying strict safety protocols as the procedural guideline.

The average percentage yield of tomatoes supplied by the Consorzio Casalasco was 94.00% compared to 96.30% in 2021.



	2015	2016	2017	2018	2019	2020	2021	media
Inter-business price Northern Italy <sup>11</sup> €/ton	92	83	79.75	79.75	86	87	92	<b>85.6</b>
Price for settlement CCdP members €/ton	94	85	81.75	84.75	90	90	95	<b>88.6</b>
Delta €/ton	2	2	2	5	4	3	3	<b>3</b>
Delta %	2.2%	2.4%	2.5%	6.3%	4.7%	3.4%	3.3%	<b>3.5%</b>

## Updated data for 2022

Inter-business price for conventional tomato: 108.5 €/tons (100% base price).

Price paid by Casalasco Società Agricola S.p.A. to Consorzio Casalasco del Pomodoro for the conventional tomato: **115.01 €/tons** (price based on 100)

<sup>11</sup> Price and conditions are annually agreed for the raw material "industrial tomato" between the Producers Organizations and the Private Processing Companies located in Northern Italy

The chart shows the development of tomato liquidation to members in relation to the market price over the **last 8 harvest years.**



# Chapter



# Chapter

## PEOPLE

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# 5



# 5.1 The rights

By the term “People”, Casalasco refers not only to the employees of the company, but to all those who, regardless of the type of contract that binds them to the company, work on its behalf.

This “broader” notion of the term indicates Casalasco’s commitment to recognize equal rights and protections not only for the small number of its direct employees, but for all workers to whom it subcontracts some processes or which it hires with flexible contracts.

Casalasco recognises the right of its workers to be treated fairly and justly.

For this reason:

- it does not make use of forms of contract which grant lesser protection to the workers;
- it verifies the respect of labor and safety norms by its service providers operating within the plants;
- it offers work opportunities and projects that promote inclusion

to fragile people and/or people in marginal situations.

The company requires the same behavior and consistency with its values from all those with whom it collaborates, from the tomato farmers to the company’s members, to all the external parties who enter the supply chain through the provision of goods and services.

Casalasco, aware that people are a fundamental pillar for the success and lasting growth of the organization, has established a People & Organization Directorate that deals with the selection, onboarding, training and professional development of employees; moreover, it works actively to foster a healthy, inclusive and collaborative working environment, promoting equity and supporting diversity.

The creation of this Directorate reflects the constant company’s commitment to enhancing human potential and creating a resilient and cutting-edge organization in the

sector, able to attract and retain the best talents.

The P&O Directorate plays a crucial role in industrial relations, maintaining an open and constructive dialogue with employees’ representatives and both territorial and national trade union organizations. By establishing negotiations and concluding agreements, the objective is to ensure a balance between the needs of the company and the rights of workers, promoting justice and transparency that allow to create a stable, harmonious, and efficient working environment.



# 5.2 Our numbers

During 2022, the average number of Casalasco employees decreased by 5%, from 1,116 to 1,060, the presence of women represents 44% of the total workforce (one percentage point more than the previous year). The workforce consists of employees from different European and non-European countries; compared to 2021, the number of foreign workers has increased by 3%.

The maximum number of employees registered during the tomato processing period was 1,607 (1,748 in 2021).

The temporary staff is selected and hired directly by Casalasco in compliance with the Collective Agreement (see next paragraph), the rules to protect impartiality, equal opportunities and those regulating temporary work.

Upon taking up their duties, workers receive training on issues such as human and workers' rights, safety at work, product safety, the environment and the tasks assigned to them.

Where appropriate, a support period shall also be provided.



1,060<sup>12</sup> of which 44% WOMEN 56% MEN

AVERAGE EMPLOYEE NUMBER



342 of which 37% WOMEN 63% MEN

PERMANENT EMPLOYEES



EMPLOYEES' NATIONALITY

66%  
ITALIAN  
WORKERS

34%  
FOREIGN WORKERS  
FROM 20 NATIONALITIES



40 years

AVERAGE EMPLOYEE AGE



<sup>12</sup> The human resources data in this chapter represent the average number of employees expressed in Annual Work Units (AWU). They also include casual workers and seasonal workers who work mainly in the peak production period at Casalasco's plants.

# 5.3 Contract and reward system

Casalasco applies the CCNL (Contratto Collettivo Nazionale di Lavoro - National Collective Labour Agreement) for agricultural cooperatives and consortia.

There is a second-tier supplementary agreement in place that provides for improved economic conditions compared to those provided for by the CCNL, welfare initiatives for workers and a share of variable pay linked to the achievement of objectives.

The award system, subject to negotiation, applies to all permanent employees, excluding managers, and is linked to company parameters such as profitability, productivity, and efficiency. In particular, the Profitability target is measured by the economic indicator "EBITDA" (Earnings Before Interest Tax Depreciation Amortization) expressed in percentage terms. Such indicator measures the ability of the enterprise to generate value

and to produce income.

The Productivity target is measured by two indicators:

- value of production/Average number of employees.
- quantity processed/hours worked.

The efficiency assessment also includes the number of "non-conformities", attributable to non-compliance with the rules dictated by the company's code of conduct detected during the second- and third-part audits..

There is also an incentive system for temporary staff, linked to the working days carried out during the year, thus enhancing the continuity, loyalty and skills acquired by the worker.

To safeguard and consolidate existing levels of employment, a "Company Staff" has been set up, in which fixed-term workers with at least 3 years of experience are included, which is guaranteed priority in the recruitment and consequently a greater continuity of work.



# 5.4 Occupational health and safety

Casalasco has always paid the utmost attention to safeguarding the health and safety of its workers, constantly striving to spread the culture of prevention with the aim of creating a safe and healthy working environment. In line with its Quality, Environment and Ethic Policy, Casalasco has continued to develop and implement its own Health and Safety Management System, which has the following objectives:

1. define an improvement plan to reduce accidents in the workplace;
2. invest resources in internal communication, training and information programs to increase workers' awareness of social responsibility, occupational health and safety;
3. define welfare projects aimed at improving the quality of life in the workplace.

Casalasco's organization is aimed at reducing injuries through **the identification and mitigation of risks and employees training**. Casalasco's employees are actively involved in the themes of occupational health

and safety through the **Employee Safety Representatives** (Rappresentanti dei Lavoratori per la Sicurezza, RLS), which are in charge of easing the dialog between Casalasco and the workers themselves.

In particular, the Company promotes meetings and gatherings of the people in charge, RLS and RSPP with the aim of examining critical situations, accidents, evaluating the effectiveness of the improvement actions implemented, and in general increasing competence and awareness in matters relating to safety.

There are many departments that cooperate in monitoring and improving Health and Safety; these include the employer, the CEOs (one for the Fontanellato and Gariga sites and one for the Rivarolo site), the heads of the Prevention and Protection Service, the Employee Safety Representatives, the officers and the occupational physician (one for each site).

Every site is also equipped with emergency teams, whose members are periodically trained on firefighting and first-aid procedures, as well as the use of the **Semi-Automated External Defibrillator** (Defibrillatore Semiautomatico Esterno, DAE), available in every establishment.

All dangers, which may contribute to the occurrence of incidents and/or occupational diseases, are mapped and managed with specific treatment measures.

**External technicians** are also involved in the business risk analysis, and the company uses them to verify the compliance, adequacy and updating of the **Risk Assessment Document** for each site.

The management system also provides for the recording of "near miss" accidents and injuries, and the computing of their frequency and severity indexes. The indicators are the subject of regular meetings between the management of the company and its staff for the definition of specific improvement actions.

## THE AGGREGATED DATA OF THE THREE SITES IS DISPLAYED IN THIS REPORT.



A total of 49 accidents were recorded in 2022 (2 more than the previous year). This year the absence of serious injuries is confirmed<sup>13</sup>.

## NUMBER OF INJURIES AND FATALITIES

Number of injuries	2021	2022
Total number of fatalities as a result of work-related injury	-	-
Total number of high-consequence work-related injuries (excluding fatalities)	-	-
Total number of recordable work-related injuries	47	49

## RATE OF INJURIES AND RATE OF ABSENTEISM

Rate	2021	2022
Rate of fatalities as a results of work-related injury	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-
Rate of recordable work-related injuries <sup>14</sup>	26.77	30.23

<sup>13</sup> Accidents at workplace that determined injuries from which the worker cannot recover, or does not or is not expected to recover fully to pre-injury health status within 6 months.

<sup>14</sup> Rate of injuries is calculated as the ratio between the total number of injuries divided by the total number of worked hours, using 1,000,000 as multiplier factor. The data included employee commuting-related injuries only if the transportation is managed by the organization. In 2022 there were no confirmed cases of work-related ill health.

## 5.4 Occupational health and safety

The main causes of injury at the three production sites are:

- **bruise/sprain**
- **cut injuries**
- **crushing**
- **contact with hot surface or steam.**

Faced with these problems, in the 3 corporate sites, since 2021, improvement plans for risk mitigation have been launched:

- improvement of the paving through the elimination of holes and disconnections. Strengthening procedures involving particular care when cleaning the flooring and, where possible, the use of dry instead of foam lubricant when transporting goods on conveyor belts;
- **completion of pedestrian walkways**, both outside and inside the production sites, to ensure safe movement by staff and visitors. 95% is also implemented a plan for the installation of blue

LED lights on all trolleys, owned or rented, projecting a few meters away a beam of colored light, warn pedestrians or other carts;

- **insulation or signaling of hot pipes**, shut-off and ducting of steam jets;
- **training and awareness of workers** to compliance with operational instructions and the use of **PPE**.

To monitor and improve all processes relating to the management of the health and safety of workers and to monitor the effectiveness of the improvement actions developed, the Company carries out **regular audits and surveillance** at the production sites and provides specific training sessions concerning topics of occupational health and safety.

A particular importance is placed on the training of temporary personnel, on changing workers' duties, on the start of new plants and equipment and on the recruitment of new personnel.



**I NUMERI DELLA SICUREZZA  
NEL 2022**

**8.4 ore**

**DI FORMAZIONE PRO CAPITE  
SULLA SALUTE E SICUREZZA**

# 5.5 People management and development

**In accordance with Casalasco values, which focuses on the person and his rights, all staff are trained in the field of human rights and workers' rights.**

**Duties and obligations are documented in the Staff Code of Conduct.**

**The document, already shared with the Trade Unions, has contractual value, and is distributed to all stable and casual personnel, made the subject of periodic review and communication to operators.**

The Code contains the contractual rules governing **schedules, absences, disciplinary measures, but also the rules of conduct on hygiene, environment, safety.**

The aim is to have rules known and shared and respected by all. It is also intended to develop in staff at all levels the awareness of their role within the organization, and the **consequences on their work** and on the whole company of a possible failure to comply with the rules.

**The company promotes a collaborative and proactive application of these provisions and is available for clarification or reporting.**

Regarding the latter, Casalasco guarantees to all the possibility to communicate, in a confidential and anonymous way, situations that are harmful to the rights and dignity of anyone who is on its premises or is working with the company or for the company.

For this reason, in an area accessible to all, the **"message/suggestion box"** has been installed.

**In 2022, 8 claims were received, all taken over and managed, although not critical.**



# 5.6 Training

During 2022, more than 12,500 hours of training were provided, equal to 11.9 hours of training per capita, an increase of 15% compared to 2021.

Among the topics covered: **occupational safety, food hygiene, environment, management of anomalies and non-conformities, plants and equipment, new products and new operating or control methods, privacy protection, anti-corruption d.lgs. 231/01, food defense.**

In its training programmes Casalasco pays particular attention to the dissemination of the organizational and product standards at the base of the integrated system, as well as to the requirements of specifications and special customer requests. During the reporting period,

Casalasco provided **specific training concerning the 231 Organizational Model** and on the referred procedures for all board members. The training was also aimed at all employees belonging to the professional categories of managers and middle managers and 74% of the office workers<sup>15</sup>.

The main purpose of this activity is to **increase the awareness and skills needed to fight all forms of corruption within the Company**. Casalasco has communicated by email to all board members and employees how to access the server for the consultation of Model 231 and the referred procedures. Staff with no company email address were informed verbally during the ordinary training sessions. Lastly, contract documents and or-

ders have been integrated with a specific reference to the Model.

Casalasco has signed agreements with schools and universities for carrying out **training placements and work-school alternation**. The internships, started in different departments, in 2022 covered 10 students, (3 in 2021).

<sup>15</sup> The training concerning the 231 Organizational Model will be provided to the laborers starting from 2023 because during the reporting period it was not possible to reach all the participants through online connection.



12,632

TOTAL training hours

8,860

MANDATORY training hours

3,772

VOLUNTARY training hours



## WELFARE INITIATIVES

Employee welfare refers to the potentially very wide range of **initiatives**, mainly of a contractual nature, with which the employer turns its attention to employees and takes actions to **improve their wellbeing, both in the workplace and in reconciling professional and private life**.

The welfare activities carried out refer to the following areas:

### PARENTING

Casalasco actively values and supports parenting, recognizing the **importance of supporting working parents. Additional paid permits** are granted, in addition to those already provided for by national legislation, in the event of the child's illness, and when the birth, adoption or custody of a child for the working father.

In addition, in difficult situations such as the death of the spouse, or of the certified partner, or of a relative within the second degree, support is provided by granting additional days of paid leave.



# 5.6 Training

## PROMOTION OF HEALTHY LIFESTYLES

The company promotes balanced eating habits and responsible food consumption by sensitizing its staff through the affixing of information signs in the dining rooms, the insertion of low calorie snacks in the distributors and the provision of a monetary contribution in the payroll of workers for the purchase of water bottles.

Since 2016, Casalasco has been organizing, every other year, individual meetings with a nutritionist, who, using a bioimpedance scale, measures different biological parameters of the worker (weight, lean mass, fat mass, etc.) and offers personalized suggestions on the basis of age, sex and physical characteristics.

## PREVENTION OF ONCOLOGICAL DISEASES

Casalasco recognizes the importance of prevention in the fight against cancer diseases.

Since 2018, has started a collaboration with ANVOLT (National Association of Volunteers Fight Against Cancer) of Parma, to promote at the three sites and in working time, a screening program that will start again from spring 2023, after the temporary suspension for the health emergency.

## SUSTAINABLE MOBILITY

With a view to encouraging sustainable mobility from the year 2021, a project to raise awareness of the safe use of bicycles was launched in the Gariga (PC) plant on an experimental basis.

There were signs that invite more attention during the night, and on the use of devices that increase active and passive visibility.

Reflective vests and front and rear LED lights were also made available free of charge to workers (direct and indirect).



## EQUAL OPPORTUNITY

The Company recognizes the social value of gender policies and equal opportunities for men and women and shares the commitment to give priority to all the instruments suitable for reconciling the life and working time of workers.

Casalasco is committed to avoiding any obstacle or limitation that leads to unequal treatment at all stages: recruitment, career development and access to training. Moreover, in

the company everyone has the duty to collaborate to keep a working environment in which the dignity of everyone is respected and the interpersonal relationships are favored, based on principles of equality and mutual fairness, also in implementation of art. 5bis of the CCNL concerning the harassment in the workplace. Casalasco is convinced that the integration and the respect for diversity contribute to innova-

tion and to effective management of change. These are essential to ensure an adequate quality of life in the workplace, in fact, since 2020, there is a Diversity manager with the task of enhancing the different lifestyles and responding to the needs of all workers.

## SOLIDARITY AND INCLUSION

For several years Casalasco has signed agreements with Social Cooperatives to create opportunities for assisted employment inclusion and support for disadvantaged people. In detail Casalasco has subcontracted the cleaning activities and the management of the ecolog-

ical area of one of the plants, with the main objective of promoting the integration of all the vulnerable groups of the company.

The activity is managed with the supervision and advice of the Employment Service-Disabled Provincial. The Company in case of absence

due to a serious illness has doubled the period of behavior compared to the provisions of the collective agreement.





# Chapter

## ENVIRONMENTAL SUSTAINABILITY

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# Chapter

# 6.1 The international scenario

The agri-food sector is one of the **most vulnerable economic sectors to the effects of climate change**: increased concentration of carbon dioxide in the atmosphere, high temperatures, drought, and extreme weather events affect the natural environment with consequences also on quality, quantity, and stability of the agricultural production. The lack of water involves for crops that require a high intake of water such as tomato, a significant reduction in productivity and a possible decrease in quality.

For this reason, among the challenges that the International Community has set itself, many are related to the defense of the agri-food chain and the change of consumption patterns, bringing the topic of food products to the center of discussions on sustainable development. **The 2030 Agenda and the United Nations Climate Conferences** represent the reference point for a radi-

cal rethinking of production systems in a less impactful perspective, for people and for the planet that hosts us. In addition, Europe is promoting **strategic initiatives through the Green Deal and the Farm to Fork Strategy with measures to build sustainable food systems**.

The need for a strong renewal in the way of working at all levels of the different food supply chains therefore requires operators to identify areas for improvement and to plan and implement the subsequent actions, it is not possible to respect the limits imposed by the legislative framework that is gradually emerging.



## Climate conferences

The growing concern of the scientific community concerning the potential effects of climate change prompted the United Nations, in 1992, to provide a framework for action to fight the rising of temperatures: the **United Nations Framework Convention on Climate Change (UNFCCC)**.

In 1995, UNFCCC member countries (or parties) met in Berlin in the first **Conference of Parties (COP1)**, starting the very first climate negotiations, with the commitment to find strategies to reduce their emissions.

Since then, the Conferences of the Parties have been held annually and, among them, the main ones are:

### **COP3: THE KYOTO PROTOCOL (1997)**

The **Kyoto Protocol** was the **first international treaty that provided a concrete and legally binding commitment** by developed countries to **reduce their emissions**. Specifically, the Kyoto Protocol required a 5% reduction in greenhouse gas emissions compared to 1990 levels, to be achieved by 2012.

### **COP21: THE PARIS AGREEMENT (2015)**

The historical agreement **signed in 2015** previews the engagement, from all the international community, to maintain the total increase of the temperature below the 2 instead C, and possibly within 1.5 years C. To do this, the countries signatory to the Paris Agreement commit themselves to drastically reduce their emissions in the coming years to reach, in 2050, zero net emissions, a situation in which the greenhouse gases emitted are completely

absorbed by forests, oceans and by carbon capture and sequestration technologies. The Agreement provides for the production, by each country, of a plan to be updated and resubmitted every 5 years that clearly outlines the strategy that each country intends to adopt to reduce emissions and adapt to climate change.

At the last Conference (COP27) held in Sharm el-Sheikh on 7 and 8 November 2022 the climate objectives were reconfirmed and a global fund, called Loss and Damage, to compensate the countries most exposed to climate change and its environmental damage.

# 6.1 The international scenario

## Regulatory framework

The 3 Casalasco sites operate under the **Integrated Environmental Authorization** (IEA). IEA is a permit issued by the province, which contains all the parameters to be monitored and the respective limits regarding the environmental aspects: waste, emissions into the atmosphere and noise, water discharges.

This authorization is released based on an assessment of the efficiency of the **BAT** (Best Available Techniques), established and updated by European legislation. This measure con-

stitutes the European reference for establishing the conditions of authorization and the operating limit values of the plants for the larger companies belonging to all production sectors. Following innovations and technological advances, in November 2019, the Food Sector Specific **BAT Conclusions** were updated in the European Union Implementing Decision 2019/2031, making it necessary, by 2023, the review of authorizations issued to adapt them to new technologies and new limits with a view to a continuous

improvement in levels of integrated pollution prevention and reduction. Conforming their management processes to the best available techniques is not only a legal obligation, but a concrete method to prevent critical issues and sanctions and, above all, to seize valuable opportunities to improve production cycles, optimize the use of natural and energy resources, reduce emissions.



The implementation of BAT thus becomes an important opportunity to improve the efficiency of their plants, reconciling the environment and economic savings. In this perspective, Casalasco has revised its objectives in line with those of Europe, allocating resources and financing investments, in the belief that adapting is not only a moral duty and an integral part of its reason of being, but also the only way for organizations that want to have a future.

In the following paragraphs, the approach to manage and reduce the impacts and the state of the art on environmental projects are reported.



# 6.2 Our commitment to The environment

The concrete contribution of Casalasco to nowadays' environmental challenges is articulated in different projects along the entire supply chain:

**Optimization**  
of production processes to limit resource consumption and impact on the environment.

**Procurement**  
of raw materials and packaging from responsible supply chains (ISCC basil, RSPO palm oil, FSC card)



**Reduction**  
of general and food waste

**Investment**  
of resources in energy efficiency and greenhouse gas reduction projects

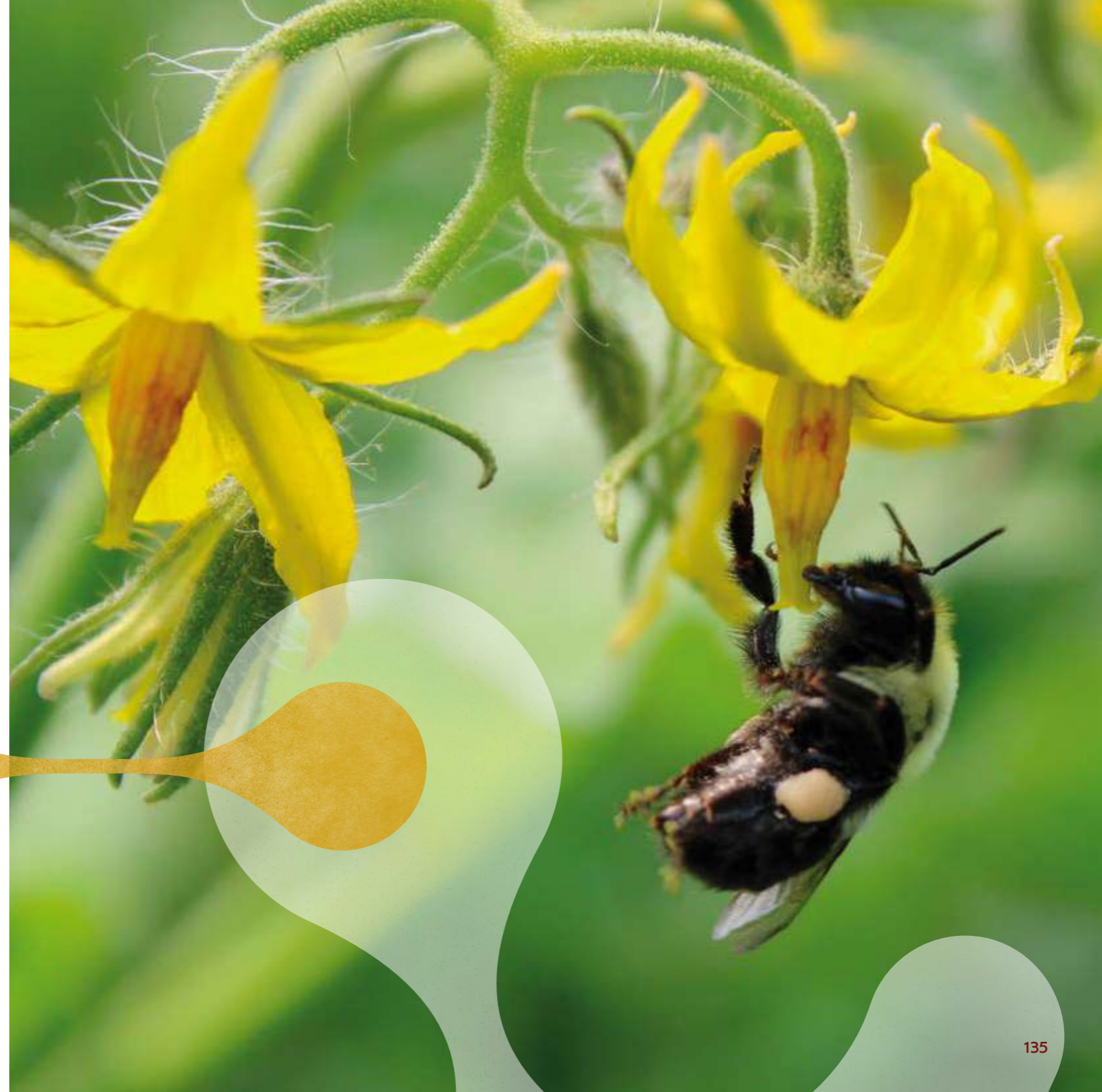
Projects, indicators and objectives are described in the following paragraph

# 6.3 The environmental management system

**To identify significant environmental aspects and to ensure the improvement of its performance and the achievement of the objectives set, Casalasco has developed and applies an Environmental Management System (EMS).**

The choice of implementing an EMS represents the company commitment to ensuring the protection of the environment beyond mere compliance with the law, in an area of transparency towards different stakeholders.

The implemented system allows a proactive risk management and the control of all the mandatory aspects; moreover, through performance indicators, it allows to measure the results obtained against the defined objectives, and to identify potential areas for improvement.



# 6.4 The production process and identification of significant environmental impacts

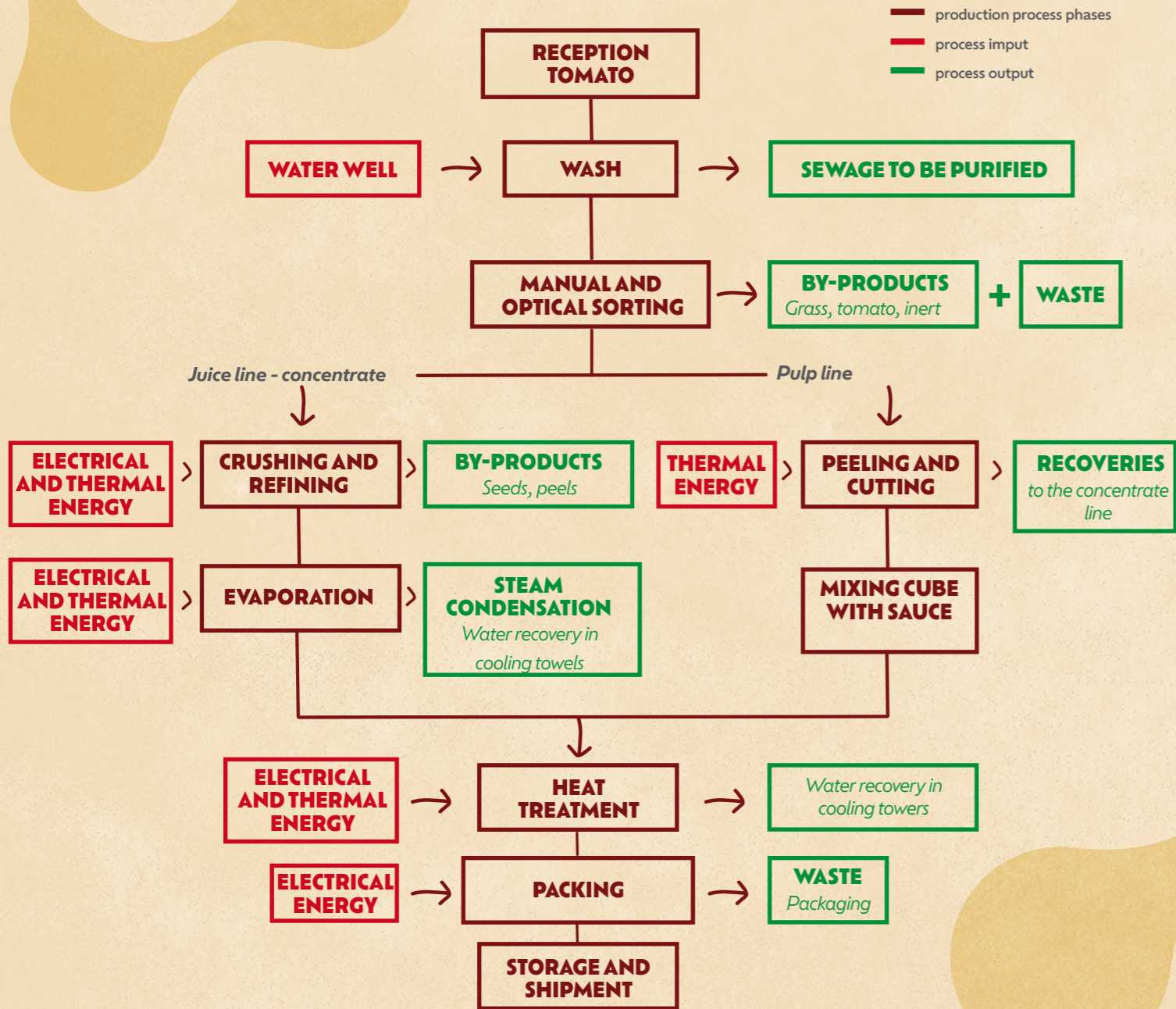
Casalasco's activities at its production sites can be traced back to two macro-activities with seasonal frequency:

- the fresh tomato processing crop-period, from the end of July until the beginning of October, which provides to produce semi-finished products in formats for industry, catering and retail in all three sites;

- out-of-crop processing, which involves the production of sauces and condiments, **pestos and soups, juices, and drinks**. These operations shall be carried out in the remaining months of the year even if, to a lesser extent, they may continue during the tomato crop-period;
- peas, finally, are processed in May, only at the site of Gariga.

Since the environmental impacts resulting from these two last production processes are comparable to those of tomato processing, which are also quantitatively preponderant, only the main transformation process during the crop-period will be deepened below, with some references to the out-of-crop processing.





The side figure shows the main steps in the tomato processing, the process inputs, and their direct environmental impacts.

To identify these aspects, all the **direct impacts** associated with the activities, products, and services over which the company has direct control were considered. Following this analysis, which considered normal, abnormal and emergency operating conditions, a **hierarchy of impacts was identified, which allows both to prioritize their management and to**

**organize Casalasco's Environmental Management System in a coherent and consistent manner.**

The following direct impacts resulted to be significant:

- **energy consumption** (electric energy consumption and natural gas consumption);
- **co<sub>2</sub> emissions;**
- **water withdrawals and consumption;**
- **wastewater production** (to be treated before discharge into surface water).

Consequently, Casalasco commitment is focused on these aspects.

The following paragraphs provide details on the indicators, objective and improvement projects relating to the management of each impact.

To the impacts above, the once concerning waste must be added, because of its environmental and ethical repercussions when considering the food industry, and even our general production system.

# 6.4.1 Significant environmental impacts

The following direct impacts resulted to be relevant:

**ENERGY CONSUMPTION**  
**1,243,726 GJ**

**WATER WITHDRAWALS**  
**4,957 MI**

**WASTEWATER PRODUCTION**  
**4,619 MI**  
*(to be treated before discharge into surface water)*



## Energy consumption

Energy consumption and its consequent atmospheric emissions have a significant impact in the agrifood processing industry. Therefore, to reduce its energy consumption, **Casalasco started a gradual path to monitor and quantify it with targeted interventions aimed at improving the efficiency of its most impactful plants.**

Most of Casalasco's energy consumption is concentrated in the period of the tomato processing crop-period and is attributable to the intensive and continuous operation of the industrial plants. The activities carried out by these plants – tomato processing, wastewater treatment and steam generation – are also responsible for most of Casalasco's atmospheric emissions.



### ENERGY INTENSITY

The energy intensity indicators were calculated taking into consideration both the period coinciding with the

tomato crop-period, Casalasco's core business, during which more than half of the energy consumption

is concentrated, and the remaining 10 months of the year.

### ENERGY INTENSITY INDICATORS

**GJ ENERGY CONSUMED** (per tonne of finished tomato product)

**GJ OF ENERGY CONSUMED DURING THE TOMATO CROP PERIOD** (per tonne of finished tomato product)

**GJ OF ENERGY CONSUMED OUTSIDE THE TOMATO CROP PERIOD** (per tonne of finished product of all types)

	2020	2021	2022
<b>GJ ENERGY CONSUMED</b> (per tonne of finished tomato product)	<b>3.1</b>	<b>3.2</b>	<b>3.4</b>
<b>GJ OF ENERGY CONSUMED DURING THE TOMATO CROP PERIOD</b> (per tonne of finished tomato product)	<b>3.4</b>	<b>3.4</b>	<b>3.7</b>
<b>GJ OF ENERGY CONSUMED OUTSIDE THE TOMATO CROP PERIOD</b> (per tonne of finished product of all types)	<b>2.8</b>	<b>2.9</b>	<b>3.0</b>

**The table above shows the energy intensity during the crop period and inter-crop period in the last three years. Both Energy Intensity Indices increased in 2022.**

For products outside the crop-period, this is due to the tendency of the market to require increasingly smaller sizes and production batches, while the energy indicator of the crop-period has been negatively affected by frequent rains that have repeatedly stopped the activity of harvesting tomatoes and consequently production.

However, while the intensity indicator of the total crop-period of the 3 sites is worsened, the specific indicator of the site of Fontanellato improved of 11% (3,11 GJ of energy consumed/t of product in 2022, compared with 3,46 GJ of energy consumed /t of product in 2021). **This is due to the installation of a mechanical recompression evaporator (MRV)** for the concentration of tomato juice which, although started a few days later than the start of the processing activity, has met the most efficient estimates for energy savings. This type of plant,

self-producing the steam necessary for the concentration of tomato juice, allows a significant **reduction in the use of methane gas as well as in the pollutant emissions due to its combustion in front, however, of a greater consumption of electricity.**



# 6.4.1 Significant environmental impacts

## PROJECTS, INDICATORS, OBJECTIVES

With respect to the important results obtained after this intervention, **Casalasco decided to proceed with the installation of two other similar plants**: a second in the **Fontanellato** plant and a third in the **Gariga** one, which are added to the one already approved for the **Rivarolo** plant, for a total of four plants.

Thanks to the new evaporators, it is estimated that, with an overall increase in electricity consumption of about 2,000 MW, a gas saving of 4,000,000 m<sup>3</sup> and 8,500 t of CO<sub>2</sub> per transformation process, with a **reduction in energy consumption of 15% compared to 2020, the reference year**.

The 4 new plants require an economic commitment of over fifteen million euros, partly financed through the funds of the **PNRR (National Recovery and Resilience Plan)**. **Casalasco has also started a partnership with TeP Energy Solution S.r.l., an Esco (Energy Service Company)** that will build and operate two high efficiency cogeneration plants with attached boiler at the sites of **Rivarolo del Re** and **Fontanellato**, providing Casalasco with the energy carriers produced by the plant: electricity and thermal energy. The electricity generation at the point of consumption, will eliminate energy losses due to transport and recover, through a heat exchanger, the thermal energy contained in the exhaust fumes.

The recovered energy will be transferred to the new boiler that in turn will generate steam, with a lower consumption of natural gas. The energy savings and the reduction of CO<sub>2</sub> emissions can be evaluated in their entirety only at the end of the year 2024, after the operation of the cogenerators; **the evaporators will be operational as early as the 2023 crop-period**.



The following table shows **the timing of functioning of the new evaporators and cogenerators**:

### FONTANELLATO PLANT BY AUGUST 2022

#### OPERATION

First mechanical recompression evaporator installation (MRV).

#### PROGRESS

Completed with plant start-up on 23 August 2022



### FONTANELLATO PLANT BY AUGUST 2022

Second mechanical recompression evaporator installation (MRV).

### RIVAROLO AND GARIGA PLANT BY AUGUST 2022

Two mechanical recompression evaporators installation (MRV), one per site.

### FONTANELLATO PLANT BY JULY 2022

High efficiency cogeneration plant with a total rated output of 2,593 kW and a steam generating boiler with a thermal output of 17,411 MW.

Due to the complexity of the authorization process, the completion of the intervention was postponed to December 2023

### RIVAROLO PLANT BY JULY 2022

High efficiency cogeneration plant with a total rated output of 2,000 kW and a steam generating boiler with a thermal input of 11 02 MW, replacing the fuel oil boiler and 2 boilers with a power of less than 3 MW.

Due to the complexity of the authorization process, the completion of the intervention was postponed to December 2023

**To differentiate energy sources and to reduce electricity withdrawal from the national electric grid, the installation of photovoltaic panels on the roofs of warehouses and production buildings is being evaluated.**

# 6.4.1 Significant environmental impacts

## CO<sub>2</sub> emissions

Carbon dioxide (CO<sub>2</sub>) forms in combustion processes and is among the greenhouse gases that contribute most to global warming and the resulting extreme climatic events. **Compared to 2021, in 2022 the total direct emissions related to the production activity (Scope 1) of Casalasco decreased by 7%**, up to a total of 58,184 tCO<sub>2</sub>. This figure derives in part from the lower quantity of finished tomatobased product (-18%) processed in 2022, and from the production mix that has seen a greater incidence of the past than more concentrated products.

Scope 1 includes emissions from the use of methane, oil fuel, diesel, LPG, and refrigerant gases. The crisis in the energy sector caused by the cut in gas supplies from Russia and the significant increase in prices did not allow, unlike the previous year, the purchase of electricity from renewable sources certified with Guarantee of Origin (GO). This has led to an increase in indirect emissions from purchased and consumed electricity generation (Scope 2) calculated by the Market-based method.

**In 2022, the total CO<sub>2</sub> emissions (Scope 1 and Scope 2 - Location based)<sup>16</sup> amounted to 77,326 tCO<sub>2</sub>,**

**a 6% reduction compared to 2021** (year in which this total amounted to 82,288 tCO<sub>2</sub>), which is accompanied by a greater volume of production. The intensity indices shown in the table below show an increase in emissions related to both the products of the tomato crop-period and the products of the other types, with a total annual figure of 0.22 tCO<sub>2</sub> per tonne of product, against the 0.20 tCO<sub>2</sub> of 2021.



### INTENSITY INDICATORS (Scope 1 e Scope 2 Market-based)

	2020	2021	2022
<b>tCO<sub>2</sub> EMITTED DURING THE TOMATO CROP PERIOD</b> (per tonne of finished tomato product)	<b>0.40</b>	<b>0.26</b>	<b>0.43</b>
<b>TCO<sub>2</sub> EMITTED OUTSIDE THE TOMATO CROP PERIOD</b> (per tonne of finished product of all types)	<b>0.49</b>	<b>0.36</b>	<b>0.53</b>

<sup>16</sup> Total CO<sub>2</sub> emissions (Scope 1 and Scope 2 – Market-based) amounted to 85,576 tCO<sub>2</sub>, increasing with respect to 2021 (63,367 tCO<sub>2</sub>). Marketbased emissions are calculated on the CO<sub>2</sub> emissions emitted by energy suppliers from whom the Casalasco purchases electricity through a contract and can be measured by considering Energy Guarantee of Origin certificates and direct contracts with suppliers, supplier-specific emission factors, and emission factors related to the “residual mix”, i.e. energy and emissions that are not monitored or claimed. With this approach, the electricity purchased from renewable sources certified through Energy Guarantee of Origin certificates is multiplied by an emission coefficient equal to zero (therefore it is not considered). The Location-based method considers average emission factors related to energy generation for well-defined geographical boundaries, including local, sub-national or national boundaries. Specifically, the Market-based was calculated using the AIB Residual Mix 2022 source; the location-based method was calculated using the Terna 2019 source.

## PROJECTS, INDICATORS, OBJECTIVES

Interventions described in the efficiency plan referred to in the previous paragraph will also have positive effects on the direct emissions of the organization (Scope 1) and are expected to lead to a further reduction in CO<sub>2</sub> emissions of about 14% by 2024.

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## Water withdrawals

Water supply is becoming a factor of concern for the agri-food industry. Competition for water poses a growing risk to the economy, communities, and ecosystems on which they depend. Finding solutions to safeguard water is therefore vital, especially for the agri-food industry, which has always been characterized by high water consumption. **In Casalasco processing processes, water is used for tomato discharge and washing, for steam generation, for cooling systems and for cleaning plants and production environ-**

**ments.** Water is also an **ingredient of many recipes**; although the quantity used in this way is included in consumption, water is, in all respects, an ingredient and, in this sense, it is not dissipated in the environment, but is transformed into tea, fruit juices and broths, or inserted among the ingredients of sauces and condiments.



### WITHDRAWALS BY SOURCE OF SUPPLY IN 2022 (MI)



# 6.4.1 Significant environmental impacts



In 2022 Casalasco withdrew **4,957 MI of water**, most of it from its own well (4,324 MI). Process water (415 MI) and water from public aqueducts (218 MI) have had a marginal impact on the total water intake, which is generally lower than the previous year **(-5% compared to 5,215 MI**

**taken in 2021)**. This reduction is a direct consequence of the lower production volume recorded for 2022 (-13% compared to 2021), to cause a slight worsening of the water intensity indices.

## WATER INTENSITY INDICES

**m<sup>3</sup> /ton FINISHED PRODUCT**

**M3 OF WATER WITHDRAWALS DURING THE TOMATO CROP PERIOD** (per tonne of finished tomato product)

**M3 OF WATER WITHDRAWALS OUTSIDE THE TOMATO CROP PERIOD** (per tonne of finished tomato product of all types)

	2020	2021	2022
<b>m<sup>3</sup> /ton FINISHED PRODUCT</b>	<b>13.4</b>	<b>12.5</b>	<b>13.4</b>
<b>M3 OF WATER WITHDRAWALS DURING THE TOMATO CROP PERIOD</b> (per tonne of finished tomato product)	<b>12.1</b>	<b>10.9</b>	<b>11.6</b>
<b>M3 OF WATER WITHDRAWALS OUTSIDE THE TOMATO CROP PERIOD</b> (per tonne of finished tomato product of all types)	<b>15.0</b>	<b>14.8</b>	<b>15.6</b>

Without water recovery, the MTDs established in the EU-16<sup>17</sup> foresee a consumption of 130 - 180 m<sup>3</sup> of water/t of semi-finished products for tomato processing.

**For the quantities produced by Casalasco in the 2022 crop-period, the actual consumption was 11.6 m<sup>3</sup>.**

**This demonstrates the effectiveness of the systems adopted.**

## PROJECTS, INDICATORS, OBJECTIVES

Because the ability to use water resources rationally is a strategic factor, Casalasco analyzes its processes in order to identify possible inefficiencies from which waste comes and is committed to introduce technologies and operating methods aimed at reducing water consumption in the various phases of the transformation process. In fact, in the last few

years, **water recovery systems have been set up in all production sites with the aim of containing water consumption.** Through the installation of cooling towers, dry coolers and recirculation systems, it is possible to reuse cooling water, either for the same purpose or for the drainage and hydraulic transport of the tomato.

In 2022, a project to improve the efficiency of the cooling towers at the Gariga site was completed to improve water recovery and energy efficiency. At the same site the purified water is used for the hydraulic transport of the tomato.

## Water discharges



The protection of water bodies is essential for the conservation of aquatic environments and fauna. **The wastewater generated by Casalasco's production plants is treated in activated sludge purification plants,** which exploit the natural capacity of bacteria to degrade the organic substance, and subsequently discharged into groundwaters.

To protect the receiving bodies of water and to ensure the proper removal of pollutants, the **main qual-**

**ity parameters are checked, in line with the requirements of AIA.** The results of the monitoring are shared with the control authorities, ensuring that the limits are met.

**4,619 MI of water were discharged in 2022, a 6% reduction compared to 2021.** CWith reference to the collection and discharge in areas subject to water stress, Casalasco uses the **Aqueduct Tool** developed by the World Resources Institute<sup>18</sup> to iden-

tify areas potentially at risk. According to this analysis, only the water withdrawals and discharges related to the Rivarolo del Re production plant concerned areas subject to water stress.

## PROJECTS, INDICATORS, OBJECTIVES

At the Rivarolo site, at the beginning of 2023, the construction of a new 420,000 AE treatment plant will start and which will complement the existing one. After the field ver-

ification of the performance of the new plant, will be conducted the necessary insights to develop a further project proposal, to be submitted to the competent authorities, to

implement a system for the reuse of purified water for the drainage and hydraulic transport of the incoming tomato.

<sup>17</sup> IPPC – Prevenzione e riduzione integrate dell'inquinamento – decr. Lgs. 372/99 art. 2 comma 3 - Elementi per l'emanazione delle linee guida per l'individuazione delle MTD per l'industria alimentare - 12/04/2006.

<sup>18</sup> The WRI tool is available online at: <https://www.wri.org/ourwork/project/aqueduct>. For the analysis, the results from the "baseline water stress" column were taken into account.

# 6.4.1 Significant environmental impacts

## Waste



Food waste, of which industrial waste is also a part, is a huge problem for the entire production sector: in Europe, it is estimated that about a third of the food produced is not consumed and that waste characterizes every stage of the food chain<sup>19</sup>.

Therefore, **reducing production waste becomes an imperative for the food industry**: not only because high levels of production efficiency are saving money, but also because the environmental impacts associated with production are reduced and food resources are not

destroyed in a planet that still sees millions of its inhabitants suffer from food shortages. Most of the waste produced at our sites comes from production activities and consists mainly of production waste and packaging in glass, paper, metal, wood, and maintenance materials.

**In 2022, 22,157 tons of waste were produced, down 2% compared to 2021 (year in which 22,592 tons were produced), in line with the reduction in volumes produced.**

**This was possible because of the company's recycling and waste**

**management initiatives.** As in 2021, hazardous waste constitutes a marginal share of the total waste produced (about 0.1%), consisting mainly of spent lubricating oils, packaging containing hazardous substances and laboratory chemicals.

### WASTE INTENSITY INDICES

€ OF WASTE PRODUCED PER € OF FINISHED PRODUCT

	2020	2021	2022
€ OF WASTE PRODUCED PER € OF FINISHED PRODUCT	0.08	0.05	0.06

To define this indicator, the entire financial year 2022 was considered, as there is no substantial difference in the production of waste during the tomato crop-period compared to the other periods of the year. The tons of finished product include, in

addition to tomato, all other products (broths, soups, juices, legumes, etc.). The correct management of production residues has allowed the exploitation of 18,923 t of by-products; peels and tomato seeds used as animal feed and non-specific

berries used as a soil improver or vegetable biomass in biogas plants and therefore excluded from the waste regime.

### PROJECTS, INDICATORS, OBJECTIVES

The waste reduction measures are mainly attributable to two categories:

- **the improvement of the production process**, always considering the need to ensure the safety and conformity of products with commercial requirements;
- **the recovery of the product**, which may take place either for human consumption, if edible, or for other uses, for example for animal nutrition.

Casalasco has launched a study on the efficiency of production lines through indicators such as OEE (Overall Equipment Effectiveness)<sup>20</sup>.

In the Fontanellato site, this study has already involved all the lines, while in the other sites it is being implemented. It allows both to measure the efficiency of the machines compared to an ideal cycle, and to determine the production rejects on time to remove the causes.

**The environmental investment plan is described on page 181.**

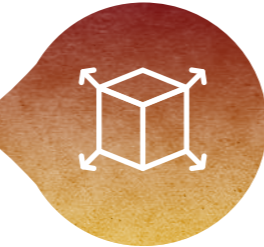


<sup>19</sup> Analysis associated with the Roadmap to a Resource Efficient Europe (European Commission Staff Working Paper, SEC(2011) 1067.

<sup>20</sup> The Overall Equipment Effectiveness (OEE) is a percentage indicator representing the yield of one or more productive resources during the period of time in which they are active: in industrial productions it is usually applied to technical resources with the aim of improving production performance.

# 6.4.1 Significant environmental impacts

## The supply of raw materials and packaging from responsible supply chains (iscc Basil, rspo palm oil, fsc paper)



The development of a sustainable supply chain contributes to the generation of shared and widespread value among all the actors in the

supply chain, giving rise to economic returns, positive social and environmental in the local communities where our partners operate.

### THE BASIL CHAIN

Casalasco has certified according to the ISCC Plus (International Sustainability & Carbon Certification) standard the Basil chain used for pestos and sauces under the brand name of an important customer. The ISCC Plus Standard is based on a set of requirements, some of which are mandatory, to guarantee the sustainability of the supply chain.

These include:

- **sustainable** management of cultivation;
- **implementation** of environmental, social and ecological sustainability criteria;
- **supply** of raw materials without deforestation;
- **abstention** from converting high biodiversity areas in order to ensure their protection;

- **traceability** in the supply and transformation chains of biomasses, as well as finished goods and intermediates;
- **compliance** with sustainability criteria throughout the delivery and transformation chain, from biomass to finished goods.

**In 2022, 180 tonnes of certified ISCC basil were purchased, compared with 40 tonnes in 2021**



### THE PALM OIL CHAIN

Casalasco has certified **RSPO (Roundtable on Sustainable Palm Oil)** the supply chain of certain products containing palm oil. In fact, **the cultivation of oil palm trees has important environmental impacts**, which include:

- **massive destruction of tropical forests;**
- **loss of biodiversity** (due to the destruction of the habitat of many species);
- **increase in greenhouse gases in the atmosphere;**
- **disruption** of the hydrogeological structure of the territory.

The use of RSPO certified palm oil demonstrates the commitment to protect the local communities living conditions and the biodiversity of the interested eco-systems.

**2,813 tonnes of RSPO palm oil were purchased in 2022 against 2,102 tonnes in 2021**



### FSC PAPER

Casalasco has decided to package its brick products only with **FSC (Forest Stewardship Council) brand paper**, a product certification that attests that the paper comes from renewable forests, responsibly managed according to strict environmental, social, and economic standards.

**During 2022, more than 4.2 million kg of FSC certified packaging were purchased.**



# 6.4.1 Significant environmental impacts

## PACKAGING SUSTAINABILITY

Problems linked to packaging are complex, since, on the one hand, the material used for packaging constitutes a significant portion of waste at all stages of the supply chain, on the other hand it is also true that the reduction or modification of packaging may affect the safety of the food product or, albeit in a different light, conflict with commercial and marketing choices, especially for retail products.

However, for some years now, the research and development of sustainable packaging - in terms of material savings and the possibility of recovery, recycling and reuse - has certainly become a topical issue. For these reasons, it is now essential to have an integrated vision of packaging, which reconciles the needs of sustainability and food safety with

the need to communicate the product concept. From this perspective, the possibility of communicating to the consumer himself the environmental choices and performances that characterize the product in question is not excluded.

**The packaging for the Pomi tomato purée allocated in the Italian market is plant based, that is made up of 78% of plant material certified according to environmental, ethical and social standards.**

In fact, the paper is FSC certified, while the cap made of plastic of plant origin is certified Bonsucro. **The pulp Pomi instead is packaged in the new brick SIGNATURE FULL BARRIER.**

All the three raw materials that compose it come from certified renewable sources: the paper comes from forests certified by FSCTM (Forest Stewardship Council); the polymers of plant origin are certified ISCC PLUS; finally, the ultra-layerthin aluminum that protects from light and oxygen is certified ASI (Aluminum Stewardship Initiative).



**Out of a total of over 40 million kg of packaging purchased by Casalasco, we can see a slight increase of 1% compared to 2021.**

The most used material (23.8 mil-

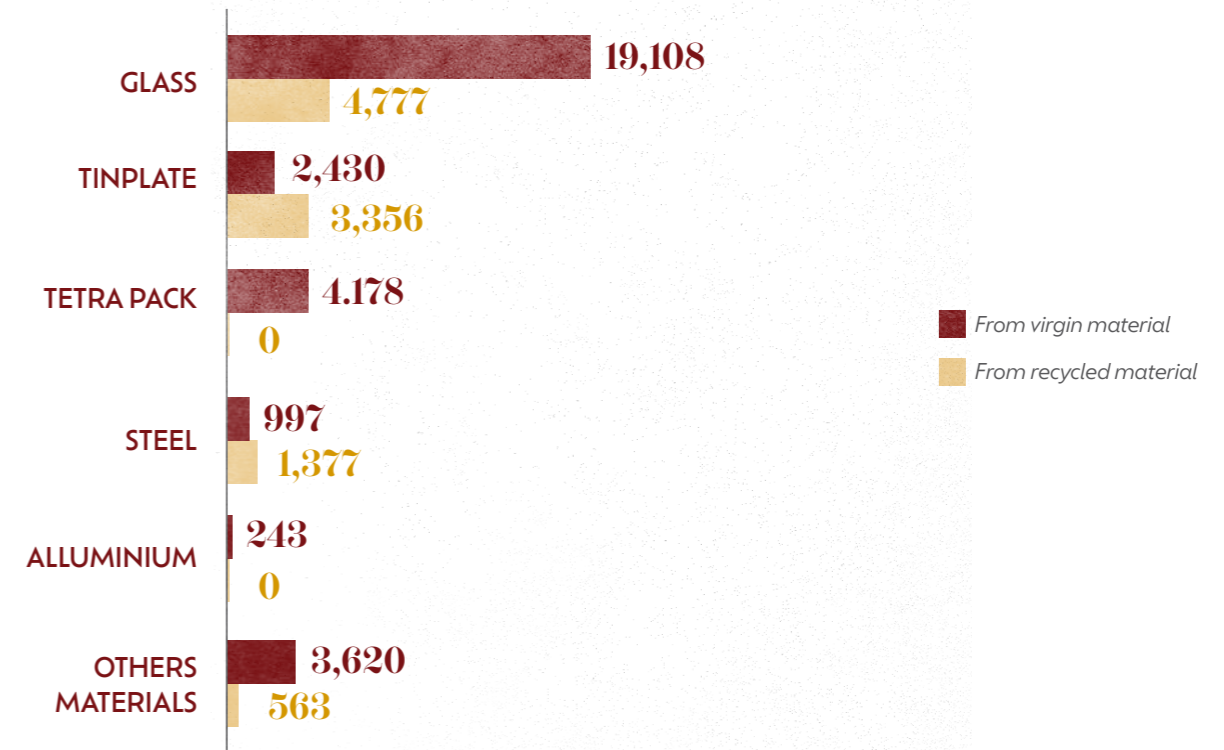
lion kg) is glass, which represents 59% of the total purchased.

It is followed by: tinplate (used for cans) with almost (2.4 million kg) and aluminum (243 thousand kg).

The other categories of packaging

(PET, PP, HDPE) have a minority share (equal to 10% of the total). The graphic below illustrates the different types of packaging, specifying for each the percentage coming from recycled material.

### QUANTITÀ DI PACKAGING UTILIZZATO NEL 2021 PER TIPOLOGIA (t)



Casalasco has been working for years with its usual suppliers to choose, where possible, recyclable or reusable packaging.

This is the case, for example, for the tanks used to contain wine, oil and cream and storage in silos of sugar, oil and vinegar. Also for packaging,

in particular for PET bottles, the supply of cardboard and plastic bins has been adopted, reusable several times.

## APPENDIX

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# Methodological notes

The present Sustainability Report of Casalasco Società Agricola S.p.A. (hereinafter also "Casalasco"), now in its fifth edition, presents the results achieved in the financial year 2022 (from 1 January to 31 December).

This document, drawn up annually, aims to communicate in a transparent manner the sustainability strategies of Casalasco and its performance in the field of **environmental, social and economic sustainability**. The 2022 Sustainability Report was prepared by reporting on a selection of the **"GRI Sustainability Reporting Standards"** published by the Global Reporting Initiative (GRI), as indicated in the **"GRI Content Index"** table.

The reporting perimeter corresponds to Casalasco Società Agricola S.p.A. In particular, the scope of environmental data reporting includes **the three production plants** of Rivarolo del Re (CR), Gariga (PC), Fontanellato (PR) and the two external logistics centers of Casalmaggiore (CR) and Felegara (PR).

To allow comparability of data over time and the evaluation of the performance of Casalasco's activities, **a comparison year has been inserted**, where available.

It is highlighted that from the 26th of December 2021, the branch dedicated to the processing, transformation and sale of food products and beverages of the Consorzio Casalasco del Pomodoro Soc. Agr. Coop has been conferred to the Società Casalasco Società Agricola S.r.l, then become Casalasco Società Agricola S.p.A.

For this reason, data from comparative years 2020 and 2021 refer to the performance of Consorzio Casalasco del Pomodoro Soc Agr. Coop.

**THE DOCUMENT SHALL NOT BE SUBJECT TO EXTERNAL ASSURANCE.**

FOR FURTHER INFORMATION AND SUGGESTIONS REGARDING THE CASALASCO SUSTAINABILITY REPORT PLEASE WRITE TO: **INFO@CASALASCO.COM**

THIS DOCUMENT IS ALSO AVAILABLE ON CASALASCO'S WEBSITE AT THE FOLLOWING LINK: **WWW.CASALASCO.COM/IT/BILANCIO-DI-SOSTENIBILITA/**





## Our value chain

GRI STANDARD 301-1 – Materials used by weight or volume

### MAIN AGRICULTURAL RAW MATERIALS, BY WEIGHT

Main agricultural raw materials	Unit of measure	2022		2021	
		Quantity	% renewable	Quantity	% renewable
Tomato	kg	527,116,271	100%	566,629,229	100%
Peas	kg	1,425,781	100%	2,272,391	100%
Fruit purees	kg	2,161,947	100%	2,345,115	100%
Meat extract	kg	9,327	100%	8,854	100%
Meat	kg	897,063	100%	1,006,297	100%
Vegetables for condiment (chickpeas, onion, garlic, carrot, celery, basil)	kg	16,537,381	100%	24,591,461	100%
<i>Of which tomato semi-finished products</i>	kg	7,305,480	100%	15,384,754	100%
Sugar / Glucose	kg	6,887,185	100%	7,602,230	100%
Salt	kg	4,818,282	100%	1,513,058	100%
Oil and vinegar	l	2,161,947	100%	6,431,418	100%
Dairy products	kg	1,845,684	100%	1,827,783	100%

## MAIN PACKAGING BY WEIGHT

Packaging	Measure Unit	2022		2021	
		Quantity	% Renewable	Quantity	% Renewable
<b>Polycoupled</b> (bags, envelopes and Tetra-Combi)	kg	4,178,217	-	4,748,962	-
<i>which paper</i>	kg	3,686,059		4,272,716	
<i>which FSC certificate</i>	kg	3,686,059		4,272,716	
<i>which certified ASI</i>	kg	1,690,599		1,905,577	
<i>which recycled</i>	kg	-		-	
<b>Tinplate</b> (tin - capsules)	kg	5,786,185	-	6,023,525	-
<i>which recycled</i>	kg	3,355,987		3,493,645	
<b>Glass</b>	kg	23,885,130	-	24,551,077	-
<i>which recycled</i>	kg	4,777,026		4,910,215	
<b>PET</b> (preforms)	kg	2,497,672	-	2,487,773	-
<i>di cui riciclato</i>	kg	563,465		1,229,745	
<b>PP</b> (bottles, caps and lids)	kg	1,129,656	-	1,179,389	-
<i>which recycled</i>	kg	-		-	
<b>HDPE</b> (bottles)	kg	556,599	-	574,846	-
<i>which recycled</i>	kg	-		-	
<b>Steel</b> (drums)	kg	2,373,873	-	585,024	-
<i>which recycled</i>	kg	1,376,846		339,314	
<b>Aluminium</b> (tubes)	kg	242,779	-	213,590	-
<i>which recycled</i>	kg	-		-	
<b>Total</b>	<b>kg</b>	<b>40,650,111</b>		<b>40,364,186</b>	
<b>Recycled on total</b>	<b>%</b>	<b>25</b>		<b>25</b>	

## Our people

GRI STANDARDS 2-7 – Information on employees and other workers

### EMPLOYEES (AWU) by employment contract and gender<sup>1</sup>

Type of contract	2022			2021		
	Men	Women	Total	Men	Women	Total
<b>Permanent</b>	214	128	342	209	121	330
<b>Temporary</b>	379	339	718	427	359	786
<i>- of which seasonal workers</i>	<b>378</b>	<b>336</b>	<b>714</b>	<b>426</b>	<b>357</b>	<b>783</b>
<b>Total</b>	<b>593</b>	<b>467</b>	<b>1,060</b>	<b>636</b>	<b>480</b>	<b>1,116</b>

### EMPLOYEES (AWU) by employment type and gender

Full-time / Part-time	2022			2021		
	Men	Women	Total	Men	Women	Total
<b>Full-time</b>	592	459	1,051	635	474	1,109
<b>Part-time</b>	1	8	9	1	6	7
<b>Part-time %</b>	0.2%	1.7%	0.8%	0.2%	1.3%	0.6%
<b>Total</b>	<b>593</b>	<b>467</b>	<b>1,060</b>	<b>636</b>	<b>480</b>	<b>1,116</b>

### MAXIMUM NUMBER OF EMPLOYEES<sup>2</sup> (HEADCOUNT)

	2022	2021
<b>Employees</b>	1,607	1,748

<sup>1</sup> Human resources data represent the average number of employees expressed in annual work units (AWU); include also seasonal workers and seasonal collaborators who work mainly in the peak period of production at the Casalasco's plants.

<sup>2</sup> Maximum number of employees reached during the year in the tomato crop-period

**EXTERNAL WORKERS BY GENDER (HEADCOUNT)**

External workers	As of 31 December 2022			As of 31 December 2021		
	Men	Women	Total	Men	Women	Total
Interns/trainees	5	5	<b>10</b>	2	1	<b>3</b>

**TOTAL NUMBER OF EMPLOYEES (AWU)  
by employee category and gender**

Employees by category by category	2022			2021		
	Men	Women	Total	Men	Women	Total
Executive	8	0	8	6	0	6
Manager	12	4	16	14	4	18
Employee	35	85	120	38	78	116
Blue-collar	538	378	916	578	398	976
<b>Totale</b>	<b>593</b>	<b>467</b>	<b>1,060</b>	<b>636</b>	<b>480</b>	<b>1,116</b>

**TOTAL NUMBER OF EMPLOYEES (HEADCOUNT)  
by employee category and gender**

Employees by category	As of 31 December 2022			As of 31 December 2021		
	Men	Women	Total	Men	Women	Total
Executive	9	0	9	7	0	7
Manager	12	4	16	12	4	16
Employee	39	87	126	32	85	117
Blue-collar	155	40	195	150	39	189
<b>Total</b>	<b>215</b>	<b>131</b>	<b>346</b>	<b>201</b>	<b>128</b>	<b>329</b>

**TOTAL NUMBER OF EMPLOYEES (AWU)  
by employee category and gender (%)**

Employees by category	2022			2021		
	Men	Women	Total category/ total employees	Men	Women	Total category/ total employees
Executive	100.0%	0.0%	0.8%	100.0%	0.0%	0.5%
Manager	75.0%	25.0%	1.5%	77.8%	22.2%	1.6%
Employee	29.2%	70.8%	11.3%	32.8%	67.2%	10.4%
Blue-collar	58.7%	41.3%	86.4%	59.2%	40.8%	87.5%
<b>Totale</b>	<b>55.9%</b>	<b>44.1%</b>	<b>100.0%</b>	<b>57.0%</b>	<b>43.0%</b>	<b>100.0%</b>

**TOTAL NUMBER OF EMPLOYEES (UWA)  
by employee category and age group (%)**

Employees by category	2022				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executive	0.0%	25.0%	75.0%	0.8%	0.0%	33,3%	66.7%	0.5%
Manager	0.0%	31.3%	68.8%	1.5%	0.0%	44.4%	55.6%	1.6%
Employee	14.2%	59.2%	26.7%	11.3%	11.2%	61.2%	27.6%	10.4%
Blue-collar	26.1%	43.6%	30.3%	86.4%	28.5%	41.6%	29.9%	87.5%
<b>Total</b>	<b>24.2%</b>	<b>45.0%</b>	<b>30.8%</b>	<b>100.0%</b>	<b>26.1%</b>	<b>43.6%</b>	<b>30.3%</b>	<b>100.0%</b>

## COUNTRY OF BIRTH OF THE EMPLOYEES (AWU), by gender

Country of birth	2022			2021		
	Men	Women	Total	Men	Women	Total
<b>Employee</b>	593	467	<b>1,060</b>	636	480	<b>1,116</b>
<b>ITALIA</b>	376	324	<b>700</b>	427	341	<b>768</b>
<b>MOROCCO</b>	52	17	<b>69</b>	49	14	<b>63</b>
<b>INDIA</b>	20	12	<b>32</b>	20	11	<b>31</b>
<b>ROMANIA</b>	6	15	<b>21</b>	6	14	<b>20</b>
<b>ALBANIA</b>	11	11	<b>22</b>	11	10	<b>21</b>
<b>SENEGAL</b>	20	11	<b>31</b>	17	7	<b>24</b>
<b>TUNISIA</b>	15	4	<b>19</b>	16	5	<b>21</b>
<b>NIGERIA</b>	24	15	<b>39</b>	19	12	<b>31</b>
<b>MACEDONIA</b>	10	2	<b>12</b>	11	4	<b>15</b>
<b>IVORY COST</b>	5	7	<b>2</b>	5	9	<b>14</b>
<b>UKRAINE</b>	1	5	<b>6</b>	1	5	<b>6</b>
<b>MOLDAVIA</b>	3	2	<b>5</b>	2	2	<b>4</b>
<b>GHANA</b>	3	1	<b>4</b>	3	2	<b>5</b>
<b>ETHIOPIA</b>	3	1	<b>4</b>	3	1	<b>4</b>
<b>BURKINA FASO</b>	1	6	<b>7</b>	2	5	<b>7</b>
<b>ECUADOR</b>	2	3	<b>5</b>	2	3	<b>5</b>
<b>CUBA</b>	0	4	<b>4</b>	1	4	<b>5</b>
<b>SUDAN</b>	0	0	<b>-</b>	0	0	<b>0</b>
<b>SYRIA</b>	1	1	<b>2</b>	2	1	<b>3</b>
<b>BRAZIL</b>	2	2	<b>4</b>	1	3	<b>4</b>
<b>COLOMBIA</b>	0	1	<b>1</b>	0	1	<b>1</b>
<b>OTHERS</b>	38	23	<b>61</b>	38	26	<b>64</b>

## COMPOSITION OF THE BOARD OF DIRECTORS, by gender and age (%)

Members of the Board of Directors of Casalasco	As of 31 December 2022			
	<30 years	30-50 years	>50 years	Total
<b>Men</b>	0%	29%	71%	100%
<b>Women</b>	0%	0%	0%	0%
<b>Total</b>	<b>0%</b>	<b>29%</b>	<b>71%</b>	<b>100%</b>

## EMPLOYEES BELONGING TO PROTECTED CATEGORIES (AWU) (%)<sup>3</sup>

	2022	2021
<b>Employees belonging to protected categories</b>	3.54%	1.88%

## ABSENTEE RATE<sup>4</sup>

	2022	2021
<b>Absentee rate</b>	5.61	5.03

<sup>3</sup>Data relating to employees belonging to protected categories are expressed in annual work units (AWU); they also include workers and seasonal staff who work mainly in the peak period of production at the Casalasco's plants.

<sup>4</sup>The absentee rate was calculated as the ratio between the number of days of absence (for sickness, accidents, maternity, parental leave, unpaid permits, strikes, trade union permits, permits ex-Law 104/92) and the number of worked days, multiplied by 100. The data also includes workers and seasonal collaborators who work mainly in the peak period of production at the Casalasco's plant.

## COMPOSITION OF THE HIGHEST GOVERNANCE BODY AND RELATED COMMITTEES

Position held	Name	Gender	Tenure on the board		Role		Independence	Attendance		International experience	Number and description of any additional position held	Possible membership of under-represented social groups	any categories of stakeholders represented	Skills			
			first nominee	Years in charge	Executive	Not executive		Attendance	Attendance Rate					Social	Environmental	Economic	
CDA Chairman	Voltini Paolo	Men	28/12/2021	1	yes	no		8	100%	no	N° 12 - Office holder N° 8 - Chairman of the Board of Directors						X
Vice- President CDA	Conte Francesco	Men	28/12/2021	1	no	yes		8	100%	no	N° 13 - Holder of office CDA N° 9 - Chairman of the Board of Directors						X
CEO	Vaia Costantino	Men	28/12/2021	1	yes	no		8	100%	no	N° 5 - Office holder N° 2 - Chairman of the Board of Directors						X
Advisor	Lorenzi Guido	Men	28/12/2021	1	no	yes		8	100%	no	N° 6 - Office holder N° 1 - Chairman of the Board of Directors						X
Advisor	D'Alberto Matteo	Men	28/12/2021	1	no	yes		8	100%	no	N° 5 - Office holder						X
Advisor	Fonda Maurizio	Men	28/12/2021	1	no	yes		8	100%	no	N° 2 - Office holder						X
Advisor	Bernardi Gabriele	Men	28/12/2021	1	no	yes		8	100%	no	N° 2 - Office holder						
<b>Total</b>	-	-	-	-	<b>2</b>	<b>5</b>	-	<b>56</b>	<b>100%</b>	-	-	-	-	-	<b>5</b>	<b>15</b>	

<b>2022 BoD meetings</b>	<b>8</b>
<b>BoD members</b>	<b>7</b>
<b>BoD Total Attendance rate</b>	<b>100%</b>

At the 31st of December 2022 the Board of Director is composed by 7 members. Each member of the Board of Director has an economic background. Considering the eight BoD meetings occurred in 2022, the attendance rate is 100%.

GRI STANDARD 2-30 – Collective bargaining agreements

### PERCENTAGE OF EMPLOYEES (AWU) COVERED BY COLLECTIVE BARGAINING AGREEMENT

	2022	2021
Number of employees covered by collective bargaining agreements	1,060	1,116
Percentage on total employee	100%	100%

GRI STANDARD 202-1 Ratios of standard entry level wage by gender compared to local minimum wage

### RATIO BETWEEN THE STANDARD ENTRY WAGE AND THE LOCAL MINIMUM WAGE BY GENDER

New hires	2022		2021	
	Men	Women	Men	Women
Ratio between gross minimum wage and local minimum gross wage according to national law	1.03	1.03	1.03	1.03

GRI STANDARD 401-1 – New employees hires and employee turnover

### TOTAL NUMBER OF NEW HIRES BY GENDER AND AGE GROUP<sup>5</sup>

	2022				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	14	11	4	29	7	6	2	15
Women	6	10	-	16	5	9	1	15
<b>Total</b>	<b>20</b>	<b>21</b>	<b>4</b>	<b>45</b>	<b>12</b>	<b>15</b>	<b>3</b>	<b>30</b>

<sup>5</sup>Data referred to incoming and outgoing staff data do not include temporary staff.

### TOTAL NUMBER OF EMPLOYEE TURNOVER BY GENDER AND AGE GROUP<sup>6</sup>

	2022				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	3	6	6	15	1	7	8	16
Women	2	8	3	13	1	5	4	10
<b>Total</b>	<b>5</b>	<b>14</b>	<b>9</b>	<b>28</b>	<b>2</b>	<b>12</b>	<b>12</b>	<b>26</b>

### TOTAL NUMBER OF NEW EMPLOYEE HIRES BY GENDER AND AGE GROUP<sup>7</sup>

	2022				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	51.9%	9.3%	5.3%	13.1%	43.8%	5.3%	2.6%	7.2%
Women	42.9%	13.9%	0.0%	12.9%	50.0%	12.9%	2.4%	12.4%
<b>Total</b>	<b>48.8%</b>	<b>11.1%</b>	<b>3.5%</b>	<b>13.0%</b>	<b>46.2%</b>	<b>8.2%</b>	<b>2.5%</b>	<b>9.1%</b>

### TURNOVER RATE BY GENDER AND AGE GROUP<sup>8</sup>

	2022				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	11.1%	5.1%	7.9%	6.8%	6.3%	6.2%	10.3%	7.77%
Women	14.3%	11.1%	7.9%	10.5%	10.0%	7.1%	9.8%	8.3%
<b>Total</b>	<b>12.2%</b>	<b>7.4%</b>	<b>7.9%</b>	<b>8.1%</b>	<b>7.7%</b>	<b>6.6%</b>	<b>10.1%</b>	<b>7.9%</b>

<sup>6</sup> Incoming and outgoing staff data do not include temporary staff.

<sup>7</sup> Hiring rate data do not include temporary staff.

<sup>8</sup> Turnover rate data do not include temporary staff.

## HOURS OF MANDATORY TRAINING FOR EMPLOYEES BY GENDER AND EMPLOYEE CATEGORY

Training	2022								
	N. hours men	Total employees men	N. hours per capita men	N. hours women	Total employees women	N. hours per capita women	Total hours	Total employees	N. hours per capita
<b>Executive</b>	6	8	0.8	-	-	0.0	6	8	0.8
<b>Manager</b>	58	12	4.8	12	4	3.0	70	16	4.4
<b>White - collar</b>	167	35	4.8	318	85	3.7	485	120	4.0
<b>Blue - collar</b>	5,110	538	9.5	3,189	378	8.4	8,299	916	9.1
<b>Total</b>	<b>5,341</b>	<b>593</b>	<b>9.0</b>	<b>3,519</b>	<b>467</b>	<b>7.5</b>	<b>8,860</b>	<b>1,060</b>	<b>8.4</b>

Training	2021								
	N. hours men	Total employees men	N. hours per capita men	N. hours women	Total employees women	N. hours per capita women	Total hours	Total employees	N. hours per capita
<b>Executive</b>	5	6	0.8	0	0	0	5	6	0.8
<b>Manager</b>	20	14	1.4	13	4	3.3	33	18	1.8
<b>White - collar</b>	219	38	5.8	296	78	3.8	515	116	4.4
<b>Blue - collar</b>	3,766	578	6.5	2,450	398	6.2	6,216	976	6.4
<b>Total</b>	<b>4,009</b>	<b>636</b>	<b>6.3</b>	<b>2,759</b>	<b>480</b>	<b>5.7</b>	<b>6,768</b>	<b>1,116</b>	<b>6.1</b>

## ORE DI FORMAZIONE NON OBBLIGATORIA AI DIPENDENTI PER GENERE E CATEGORIA PROFESSIONALE

Training	2022								
	N. hours men	Total employees men	N. hours per capita men	N. hours women	Total employees women	N. hours per capita women	Total hours	Total employees	N. hours per capita
<b>Executive</b>	4	8	0,5	-	-	0.0	4	8	0.5
<b>Manager</b>	14	12	1.2	39	4	9.8	53	16	3.3
<b>White - collar</b>	138	35	3.9	560	85	6.6	698	120	5.8
<b>Blue - collar</b>	1,600	538	3.0	1,417	378	3.7	3,017	916	3.3
<b>Total</b>	<b>1,756</b>	<b>593</b>	<b>3.0</b>	<b>2,016</b>	<b>467</b>	<b>4.3</b>	<b>3,772</b>	<b>1,060</b>	<b>3.6</b>

Training	2021								
	N. hours men	Total employees men	N. hours per capita men	N. hours women	Total employees women	N. hours per capita women	Total hours	Total employees	N. hours per capita
<b>Executive</b>	5	6	0,8	0	0	0	5	6	0.8
<b>Manager</b>	113	14	8	29	4	7.1	141	18	7.8
<b>White - collar</b>	219	38	5.8	752	78	9.6	971	116	8.4
<b>Blue - collar</b>	1,794	578	3.1	1,353	398	3.4	3,146	976	3.2
<b>Total</b>	<b>2,129</b>	<b>636</b>	<b>3.3</b>	<b>2,133</b>	<b>480</b>	<b>4.4</b>	<b>4,262</b>	<b>1,116</b>	<b>3.8</b>

GRI STANDARD 205-2 – Communication and training about anti-corruption policies and procedures

**TOTAL NUMBER AND PERCENTAGE OF GOVERNANCE BODY MEMBERS THAT THE ORGANIZATION'S ANTI-CORRUPTION POLICIES AND PROCEDURES HAVE BEEN COMMUNICATED TO**

Number of people	2022	2021
Governance body members that received the communication	7	15
Total governance body members	7	15
Attendance rate	100%	100%

**TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES THAT THE ORGANIZATION'S ANTI-CORRUPTION POLICIES AND PROCEDURES HAVE BEEN COMMUNICATED TO, BY EMPLOYEE CATEGORY**

Number of people	2022	2021
Executives that received the communication	8	6
Total numbers of executives	8	6
Attendance rate	100%	100%
Managers that received the communication	16	18
Total numbers of managers	16	18
Attendance rate	100%	100%
White-collar employees that received the communication	120	116
Total white-collar employees	120	116
Attendance rate	100%	100%
Blue-collar employees that received the communication	916	0
Total governance body members	916	976
Attendance rate	100%	0%

**TOTAL NUMBER AND PERCENTAGE OF GOVERNANCE BODY MEMBERS THAT RECEIVED ANTI-CORRUPTION TRAINING**

Number of people	2022	2021
Governance body members that received the training	7	15
Total numbers of governance body members	7	15
Attendance rate	100%	100%

**TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES THAT RECEIVED ANTI-CORRUPTION TRAINING, BY EMPLOYEE CATEGORY**

Number of people	2022	2021
Executives that received the communication	6	6
Total numbers of executives	8	6
Attendance rate	75%	100%
Managers that received the communication	16	18
Total numbers of managers	16	18
Attendance rate	100%	100%
White-collar employees that received the communication	105	86
Total white-collar employees	120	116
Attendance rate	88%	74%
Blue-collar employees that received the communication	397	976
Total governance body members	916	976
Attendance rate	43%	0%



### RATIO BETWEEN THE BASIC SALARY OF WOMEN AND MEN BY EMPLOYEE CATEGORY<sup>9</sup>

	2022	2021
Executive	N.A.	N.A.
Manager	0.99	1.01
White-collar	0.94	0.89
Blue-collar	0.96	0.95

### RATIO BETWEEN TOTAL REMUNERATION OF WOMEN AND MEN BY EMPLOYEE CATEGORY<sup>10</sup>

	2022	2021
Executive	N.A.	N.A.
Manager	1.07	1.15
White-collar	0.72	0.68
Blue-collar	0.77	0.78

<sup>9</sup> This ratio is calculated using the following formula: “average basic salary for women / average basic salary for men”. When the ratio is less than one, the male average basic wage is higher than the female average basic wage

<sup>10</sup> This ratio is calculated using the following formula: “average overall pay for women / average overall pay for men”. When the ratio is less than one, the average male salary is higher than the average female salary.

### NUMBER OF INJURIES AND FATALITIES

Number of injuries	2022	2021
Number of fatalities as a result of work-related injury	-	-
Total number of high-consequence work-related injuries (excluding fatalities) <sup>11</sup>	-	-
Total number of recordable work-related injuries	49	47

### RATE OF INJURIES AND RATE OF ABSENTEISM

Rate	2022	2021
Rate of fatalities because of work-related injury	0.00	0.00
Rate of high-consequence work-related injuries (excluding fatalities)	0.00	0.00
Rate of recordable work-related injuries <sup>12</sup>	30,23	26,77

<sup>11</sup> Injuries from which the worker cannot recover, or does not or is not expected to recover fully to preinjury health status within 6 months.

<sup>12</sup> Rate of injuries is calculated as the ratio between the total number of injuries divided by the total number of worked hours, using 1,000,000 as multiplier factor. The data included employee commuting-related injuries only if the transportation is managed by the organization. In 2021 there were no confirmed cases of work-related ill health.

# Environmental responsibility

GRI STANDARD 302-1 – Energy Consumption within the organization

## ENERGY CONSUMPTION BY SOURCE

Type of consumption	Unit of measurement	2022		2021	
		Total	Total GJ <sup>13</sup>	Total	Total GJ <sup>14</sup>
Methane	smc	29,062,003	1,026,964	31,419,704	1,108,519
Fuel oil	t	29	1.328	29	1,333
LPG	l	8,500	218	9,000	232
Diesel (for automotive and generator)	l	77,565	2,793	77,672	2,791
Electricity purchased	kWh	58,098,451	209,154	60,255,930	220,000
Self-produced electricity from renewable sources (photovoltaic) which supplied	kWh	1,039,869	3.744	865.398	3,115
	kWh	132,000	475	60,000	216

## TOTAL ENERGY CONSUMPTION, DIVIDED BY RENEWABLE AND NON-RENEWABLE ENERGY

Energy	Unit of measurement	2022	2021
Total energy consumption	GJ	1,243,726	1,332,696
Renewable energy	GJ	3,268 <sup>15</sup>	219,359
Non-renewable energy	GJ	1,240,458	1,113,337
Renewable energy on total	%	0.26%	16.42%
Energy intensity for production	GJ/ton	3.36	3.20
Energy intensity by production – of which during crop-period	GJ/ton	3.69	3.41
Energy intensity by production – of which outside crop-period	GJ/ton	2.96	2.90

<sup>13</sup> For the calculation of energy consumption in GJ the following conversion factors were used: For natural gas the conversion factor ISPRA - National Standard Parameters Table 2022 was used. For diesel, LPG and petrol the conversion factors published in the National Inventory Report 2022 were used. For fuel oil, the conversion factors calculated by DEFRA 2022 were used.

<sup>14</sup> For the calculation of energy consumption in GJ the following conversion factors were used: For natural gas For natural gas the ISPRA conversion factor was used - National standard parameters table 2021. The conversion factors published in the NIR National Inventory Report 2021 were used for diesel, LPG and petrol. For fuel oil, the conversion factors calculated by DEFRA 2021 were used.

<sup>15</sup> It should be noted that the consumption of renewable energy for 2022 is lower than the consumption of 2021 because, due to the exponential increase in energy prices, it was not possible to buy electricity from renewable sources. As a result, Scope 2 GHG emissions - Market based recorded in 2022 are significantly higher than recorded in 2021.

GRI STANDARD 303-3 Water withdrawals, by source and area

## WATER WITHDRAWALS, BY SOURCE AND AREA

Source of Withdrawals	Unit of measurement	2022		2021	
		all areas	Stress water areas	all areas	Stress water areas
<b>Surface water (total)</b>	Megaliters	0	0	0	0
Freshwater (≤ 1000 mg/L solidi disciolti totali)	Megaliters	0	0	0	0
Other water (> 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
<b>Groundwater (total)</b>	Megaliters	4,324	957	4,608	1,006
Freshwater (≤ 1000 mg/L total dissolved solids)	Megaliters	4,317	957	4,601	1,006
Other water (> 1000 mg/L total dissolved solids)	Megaliters	7	0	7	0
<b>Process water (total)</b>	<b>Megaliters</b>	415	137	377	116
Freshwater (≤ 1000 mg/L total dissolved solids)	Megaliters	301	137	276	116
Other water (> 1000 mg/L total dissolved solids)	Megaliters	114	0	101	0
<b>Third-party water (total)</b>	<b>Megaliters</b>	218	211	229	220
Freshwater (≤ 1000 mg/L total dissolved solids)	Megaliters	218	211	229	220
Other water (> 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
<i>third-party water for withdrawal source</i>	<i>Megaliters</i>	0	0	0	0
<i>Groundwater</i>	<i>Megaliters</i>	<b>6</b>	<b>211</b>	<b>5</b>	<b>220</b>
<b>Total water intake</b>	Megaliters	4,957	1,305	5,215	1,343
<b>water intensity per production</b>	m3/ton	13.40	-	12.51	-
<b>water intensity per production - of which in the crop period</b>	m3/ton	11.63	-	10.87	-
<b>water intensity per production - of which outside the crop period</b>	m3/ton	15.57	-	14.78	-

## WATER DISCHARGES BY DESTINATION AND AREA

Discharges destination	Unit of measurement	2022		2021	
		All areas	Stress water areas	All areas	Stress water areas
<b>Surface water (total)</b>	<b>Megaliters</b>	4,612	1,306	4,886	1,343
Freshwater ( $\leq$ 1000 mg/L total dissolved solids)	Megaliters	2,279	0	2,427	0
Other water ( $>$ 1000 mg/L total dissolved solids)	Megaliters	2,333	1,306	2,459	1,343
<b>Third - party water(total)</b>	<b>Megaliters</b>	7	0	7	0
Freshwater ( $\leq$ 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
Other water ( $>$ 1000 mg/L total dissolved solids)	Megaliters	7	0	7	0
<i>Third-party reused by other organizations (total)</i>	<i>Megaliters</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<b>Total discharges of water</b>		<b>4,619</b>	<b>1,306</b>	<b>4,893</b>	<b>1,343</b>

## WATER CONSUMPTION

	Unit of measurement	2022		2021	
		All areas	Stress water areas	All areas	Stress water areas
<b>Water consumption (total)</b>	Megaliters	51.2	20.0	167.2	24.9

## RECYCLED AND REUSED WATER

	Unit of measurement	2022	2021
<b>Total recycled and reused water</b>	Megaliters	1,258	1,206
<b>Water recycled and reused on the total water taken</b>	%	26%	24%

**REFRIGERANT GASES**

	Unit of measurement	2022 <sup>16</sup>		2021 <sup>17</sup>	
		Filling	kg CO <sub>2</sub> e	Filling	kg CO <sub>2</sub> e
<b>HFC-134a</b>	kg	0	0	38	54,340
<b>R-404A</b>	kg	18	68,635	0	0
<b>R-407C</b>	kg	0	0	17	29,448
<b>R-410A</b>	kg	14	28,606	5	10,440
<b>R-507A</b>	kg	60	239,100	0	0
<b>R-452A</b>	kg	81	173,421	60	128,460
<b>R407-F</b>	kg	182	331,238	220	401,500
<b>Totale</b>	<b>kg</b>		<b>841</b>	<b>-</b>	<b>624</b>

Type of energy source	2022	2021
	[t CO <sub>2</sub> ] Value <sup>18</sup>	[t CO <sub>2</sub> ] Value <sup>19</sup>
<b>Scope 1</b>	59,025	63,308

<sup>16</sup>DEFRA 2022 emission factors were used for the calculation of refrigerant gas emissions in 2022..

<sup>17</sup>DEFRA 2021 emission factors were used for the calculation of refrigerant gas emissions in 2021.

<sup>18</sup>To calculate Scope 1 emissions for the year 2022, ISPRA emission factors were used – National Standard parameters table 2022.

<sup>19</sup>To calculate Scope 1 emissions for the year 2021, ISPRA emission factors were used -National Standard parameters table team 2021.

	2022 <sup>20</sup>	2021 <sup>21</sup>
<b>Scope 2 - Location based (tCO<sub>2</sub>)<sup>22</sup></b>	18,301	18,981
<b>Scope 2 – Market based (tCO<sub>2</sub>)<sup>23</sup></b>	26,551	59
<b>Scope 1 + Scope 2 Market based (tCO<sub>2</sub>)</b>	85,576	63,367
<b>Scope 1 + Scope 2 Location based (tCO<sub>2</sub>)</b>	77,326	82,288

GRI STANDARD 305-4 – GHG emissions intensity

		2022	2021
<b>GHG emissions intensity</b>			
<b>GHG emission intensity (scope 1) for production</b>	tCO <sub>2</sub> /ton	0.16	0.15
<i>GHG emission intensity (scope 1) emitted during the tomato crop period per tonne of finished tomato product</i>	tCO <sub>2</sub> /ton	0.30	0.26
<i>GHG emission intensity (scope 1) emitted outside of the tomato crop period per tonne of finished tomato product</i>	tCO <sub>2</sub> /ton	0.37	0.36
<b>GHG emission intensity (Scope 1 + scope 2 Market based) for production</b>	tCO <sub>2</sub> /ton	0.24	0.15
<i>GHG emission intensity (Scope 1 + scope 2 Market based) emitted during the tomato crop period per tonne of finished tomato product</i>	tCO <sub>2</sub> /ton	0.43	0.26
<i>GHG emission intensity (Scope 1 + scope 2 Market based) emitted outside of the tomato crop period per tonne of finished tomato product</i>	tCO <sub>2</sub> /ton	0.53	0.37
<b>GHG emission intensity (Scope 1 + scope 2 Location based) for production</b>	tCO <sub>2</sub> /ton	0.22	0.20
<i>GHG emission intensity (Scope 1 + scope 2 Location based) emitted during the tomato crop period per tonne of finished tomato product</i>	tCO <sub>2</sub> /ton	0.39	0.34
<i>GHG emission intensity (Scope 1 + scope 2 Location based) emitted outside of the tomato crop period per tonne of finished tomato product</i>	tCO <sub>2</sub> /ton	0.48	0.47

<sup>20</sup>The emission factors AIB - European Residual Mix 2022 were used for the calculation of Scope 2 Market-based emissions for the 2022 financial year. For the calculation of Scope 2 Location-based emissions, Terna 2019 emission factors were used.

<sup>21</sup>AIB emission factors - European Residual Mix 2021 have been used for the calculation of Scope 2 Market-based emissions for the year 2021. For the calculation of Scope 2 Location-based emissions, Terna 2019 emission factors were used.

<sup>22</sup>Location-based: a method based on average emission factors related to energy generation for well-defined geographical boundaries, including local, sub-national or national boundaries.

<sup>23</sup>Market-based: method based on the emissions of GHG emitted from the suppliers of energy from which the organization purchases energy through a contract.

## POLLUTING GASES

	2022	2021
	t	t
<b>NOx</b>	67.76	67.48
<b>SOx</b>	22.91	23.95
<b>Particulate matter (PM)</b>	0.06	0.08
<b>Total</b>	<b>90.73</b>	<b>91.51</b>

## WASTE GENERATED

Type of waste	Measure unit	2022	2021
		Total	Total
<b>Hazardous waste</b>	ton	26	19
<b>Non-hazardous waste</b>	ton	22,131	22,581
<b>% of hazardous waste on total waste</b>	%	0.12	0.08
<b>Total waste</b>	<b>ton</b>	<b>22,157</b>	<b>22,600</b>








## Environmental investments









Plant	Investments in environmental protection plant and energy efficiency	2022	2021	Total
<b>Rivarolo</b>	<p>- Extension project of the sewage treatment plant aimed at the protection of surface water and possibly, after the appropriate treatments, the reuse of the waste. By 2023, installation of a high efficiency CHP with a total rated output of 2,000 kWh. On-site gas electricity generation eliminates leakage along the grid. The water used for engine cooling, which produces heat, will feed the new boiler with a heat output of 12 MWh, which will produce steam efficiently. Installation of a new APOLLO evaporator that exploits the mechanical recompression of the vapors produced during the concentration of tomato juice, increasing its enthalpy and using the energy obtained for the evaporation of new water. Thanks to this investment, it is estimated that a saving of about 992 m3/h per hour of natural gas will be achieved. Considering 50 days of production, the total saving of methane is equal to about 1,190,400 Nm3 (reduction of about 2,500 tons of CO<sub>2</sub>), against a slight increase in electricity consumption.</p>	<b>11,695,810€</b>	<b>7,000,000€</b>	<b>18,695,810€</b>
<b>Gariga</b>	<p>- Installation of appropriate instruments to monitor the thermal and electrical energy absorbed by the 4 evaporators present in the company during their operation, whose data collection has allowed the identification of the plants (or parts of them) energy less efficient. The data collected during the year made it possible to evaluate future investments to be supported in less energy-intensive plants with the aim of reducing energy loss. Remodulation of the power in kWh of the electrical cabins present in the company with the aim of increasing the use of electricity instead of methane gas and reducing the resulting CO<sub>2</sub> emissions into the atmosphere. The replacement and efficiency of the cooling towers used in the evaporation process continues, thus improving energy and hydraulic recovery. Planned installation in 2023 of a new APOLLO evaporation plant consisting of two connected concentrators.</p>	<b>4,420,000€</b>	<b>260,000€</b>	<b>4,680,000€</b>

Plant	Investments in environmental protection plant and energy efficiency	2022	2021	Total
	The plant will exploit the mechanical recompression of the vapors produced in the concentration of tomato juice, increasing the enthalpy and using the energy obtained for the evaporation of new water. Its introduction will make the production cycle more energy efficient. Thanks to this investment is estimated to save 10% of natural gas compared to 2022, equivalent to a reduction in emissions of about 1400t of CO <sub>2</sub> , while a slight increase in electricity consumption (+2%).			
<b>Fontanellato</b>	- To enhance the purification performance and energy efficiency of the purification plant, the oxygen distribution system in the oxidation tanks was implemented in 2019. The costs of the quotas Ets (Emission Trading) deriving from the emissions CO <sub>2</sub> are increased remarkably in the last years and this impacts on the fixed costs of management of the plant with consequent increase of the costs of the product. To remedy this, new investments to reduce emissions into the atmosphere are being made in the coming years, which should allow savings on the purchase of allowances and consequently on the costs of running the plant. In the course of 2020, the investment in the 3 oxidation tanks of the biological water purification plant with the insertion of the new carpet for aeration with micro bubbles entered full operation, which has saved electricity and oxygen costs; since the 2020 tomato crop-period there has been a saving on the purchase of 174,000 kg of oxygen. The construction of a 15 MW gas turbine cogenerator is being defined to produce very high efficiency steam and electricity. The plant will be built during 2021 and will be operational in 2022. In the course of 2020, the collection of the washing resulting from the washing of the production of creams and soups was carried out and sent as animal by-products to the production of biogas for the production of electricity. This new collection methodology saved around 450 tonnes of waste.	<b>3,735,000€</b>	<b>3,500,000€</b>	<b>7,235,000€</b>

Plant	Investments in environmental protection plant and energy efficiency	2022	2021	Total
	In the course of 2020 continued with the construction noise barriers to mitigate the impact during the crop-period period.			
<b>Total</b>		<b>23,350,810€</b>	<b>10,760,000€</b>	<b>34,110,810 €</b>

## TABLE OF MATERIAL ISSUES ACTIONS AND OBJECTIVES FOR SUSTAINABLE DEVELOPMENT

Topic	Point Strategy (examples)	Policy	Actions	SDG
<b>GOVERNANCE &amp; COMPLIANCE</b>	Company Purpose, Business Ethics, Competition, Issues 231.	Ensure business continuity through governance, strong, ethical, and consistent with the principles established by the code of ethics.	Continuing implementation of the 231 model and the documentation of anti-corruption policies shared with stakeholders.	16 
<b>SOCIAL RESPONSIBILITY</b>	Human rights, safety at work, trade union rights, balancing living and working time, equal opportunities, nondiscrimination, creation of corporate culture, career management, training, ability to retain talent, selection, and reception policies, etc.	offer qualified job opportunities, a safe workplace, a high quality of work with respect for workers' rights and respect for the dignity of each.	Detailed analysis of accident cases as the basis for a structural investment and training plan for the results of accidents. Ad hoc training plans for the evolution of professional, cultural and social integration figures. Identification and creation of career plans dedicated to a limited number of profiles of strategic interest in the medium and long term.	5, 8  
<b>PRODUCT RESPONSIBILITY (RELATIONS WITH CCDP)</b>	Agronomic projects, agricultural techniques and technologies, biodiversity, protection of the territory and the environment, relations with the community, traceability, quality and safety of the product supplied, certifications, human rights, safety at work in the agricultural sector.	offer an opportunity for the agricultural product, a project of entrepreneurial development to farms in the sector, a factor of social and territorial development. Ensure the efficient and responsible use of natural resources while respecting biodiversity.	Design and implementation of innovation R&D activities both in agriculture and in industry. Inside the CR, an auditorium aimed at the relationship with universities and communities.	2, 6, 9, 15    

Topic	Point Strategy (examples)	Policy	Actions	SDG
<b>PRODUCT RESPONSIBILITY (INDUSTRIAL STAGE)</b>	Product and pack R&D, supply chain, recipes, food education, process and finished product control, product traceability, food defense and food fraud management, certification management, procurement policies.	Produce and develop healthy and safe, innovative, controlled, and tracked products; develop guaranteed supply chains and respectful of laws to protect people and products. Communicate in a transparent way the properties of the products and the methods of proper consumption. To be a reliable and competent partner to produce products according to the highest quality standards.	Ideation, design and implementation of innovation centers in which there is an area of R&D and industrial gym in which to develop and test new products and packaging aimed at breaking the limits of healthy use, conscious and sustainable of consumer products packaged.	2, 9, 12   
<b>ENVIRONMENT RESPONSIBILITY</b>	LCA study, investments for impact mitigation and energy saving; water resource management, waste, food waste management.	Produce in compliance with the most challenging environmental standards, contributing to the achievement of European and global greenhouse gas reduction targets. Communicate the environmental performance of products to allow the consumer choice and conscious consumption.	Design and installation of low impact energy production/cogeneration plants (photovoltaic, agrivoltaic, cogenerators energiacalore). Identification and installation of process and filling systems with low environmental impact. Alignment of environmental certification for all group sites.	6, 7, 9, 13, 15     

## INTEGRATED QUALITY-SUSTAINABILITY PLAN 2022-2024

Description	Target	Deadline
<b>Agronomy</b>		
Increase in hectares for the cultivation of zero residue tomatoes (Human Toxicity)	+50%	By 2024
Increase in hectares for the cultivation of organic tomato	+30%	By 2024
Use of new innovative applications (humidity probes, pheromone traps)	+15%	By 2024
Increase in hectares for tomato-rotating improvement crops and minimum processing	+5%	By 2024
Increase in hectares for fertigation	+15%	By 2024
<b>Quality</b>		
Keeping 100% Global GAP AA members	100% AA	By 2024
Keeping ethical Global GRASP non-compliances at 0	0 ethical non-compliances	By 2024
Reduction in total complaints per plant (Rivarolo, Fontanellato, Gariga)	-10%	By 2024
Reduction in total non-compliances per plant (Rivarolo, Fontanellato, Gariga)	-10%	By 2024
<b>Commercial</b>		
Increase in total yearly income	+10%	By 2024
<b>Environment</b>		
Reduction in CO <sub>2</sub> emissions in the Rivarolo plant	-6,7%	By2024
Reduction in CO <sub>2</sub> emissions in the Fontanellato plant	-6,7%	By 2024
<b>Safety</b>		
Reduction in number of incidents per plant (Rivarolo, Fontanellato, Gariga)	-10%	By 2024
<b>Research &amp; Developement</b>		
Increase in product portfolio	+10%	By 2024



# GRI content index

## Dichiarazione d'uso

Casalasco Società Agricola S.p.A. ha rendicontato le informazioni citate in questo indice dei contenuti GRI per il periodo dal 1° gennaio al 31 dicembre 2022 con riferimento agli Standard GRI.

## GRI 1 utilizzato

GRI 1 - Principi Fondamentali - versione 2021

GRI Standards	Disclosure	Pages	Notes
GENERAL DISCLOSURES			
GRI 2: GENERAL DISCLOSURES (2021)			
2-1	Organizational details	6; 11-12; 18-20	
2-2	Entities included in the organization's sustainability reporting	107	
2-3	Reporting period, frequency and contact point	107	
2-4	Restatements of information		
2-5	External assurance	107	
2-6	Activities, value chain, and other business relationships	6; 16-17; 21-24; 44; 49-50; 59-62; 71-73; 78; 103-104; 107	
2-7	Employees	78; 110-112	
2-8	Workers who are not employees	113	
2-9	Governance structure and composition	18-20	
2-10	Nomination and selection of the highest governance body	19	
2-11	Chair of the highest governance body	115	
2-16	Communication of critical concern		
2-24	Statement of Strategy on Sustainable Development	3-4	
2-25	Processes to remediate negative impacts		
2-26	Mechanisms for seeking advice and raising concerns		
2-27	Compliance with laws and regulations	21; 28; 51	
2-28	Membership associations	38; 47	
2-29	Approach to stakeholder engagement	27-31	
2-30	Collective bargaining agreements	79; 117	

GRI Standards	Disclosure	Pages	Notes
TOPIC-SPECIFIC STANDARDS			
Material Topics			
GRI 3: MATERIAL TOPICS (2021)			
3-1	Process to determine material topics	37-38	
3-2	List of material topics	37-38	
Material Topic: Company results and value creation			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37; 72-73; 132-133;	
GRI 201: PERFORMANCE ECONOMICA (2016)			
201-1	Direct economic value generated and distributed	72-73	The indicator is compliant with the requirements a. iv. and v. of the reference standard.
201-2	Financial implications and other risks and opportunities due to climate change	132-133	
Material topic: supply chain traceability and product certifications			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37; 64	
GRI-204: PROCUREMENT PRACTICES (2016)			
204-1	Proportion of spending on local suppliers	64	
Material Topic: Anti-corruption			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37	
GRI-205: ANTI-CORRUPTION (2016)			
205-2	Communication and training about anti-corruption policies and procedures		The indicator is compliant with the requirements a, b, d, and the reference standard.
205-3	Confirmed incidents of corruption and actions taken	During 2022, there were no confirmed incidents of corruption.	

GRI Standards	Disclosure	Pages	Notes
Material Topic: Ethics and compliance			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37	
GRI 206: ANTI-COMPETITIVE BEHAVIOUR (2016)			
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices		During 2022 there were no legal actions against the Consortium regarding anticompetitive practices and/or violations of antitrust regulations and monopolistic practices.
GRI 406: NON-DISCRIMINATION (2016)			
406-1	Incidents of discrimination and corrective actions taken		There was no discrimination during 2022.
Material Topic: Management of direct environmental impacts			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37; 108-109	
GRI 301: MATERIALS (2016)			
301-1	Materials used by weight or volume	108	
301-2	Recycled input materials used	109	
GRI 302: ENERGY (2016)			
302-1	Energy consumption within the organization	124	
302-3	Energy intensity	95	
302-4	Reduction of energy consumption		
GRI 303: WATER AND EFFLUENTS (2018)			
303-1	Interactions with water as a shared resource	95; 99	
303-2	Management of water discharge-related impacts	95; 99	
303-3	Water withdrawal	95; 99; 127	
303-4	Water discharge	95; 99; 127	
303-5	Water consumption	127	

GRI Standards	Disclosure	Pages	Notes
GRI 305: EMISSIONS (2016)			
305-1	Direct (Scope 1) GHG emissions	97;126	
305-2	Energy indirect (Scope 2) GHG emissions	97; 129	
305-4	GHG emissions intensity	128	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	130	
GRI 306: WASTE (2020)			
306-1	Waste generation and significant waste-related impacts	100-101	
306-2	Management of significant waste-related impacts	100-101	
306-3	Waste generated	131	
MATERIAL TOPIC: Responsible and ethical supply chain management			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37;65	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)			
308-1	New suppliers that were screened using environmental criteria	65	
GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)			
414-1	New suppliers that were screened using social criteria	65	
Material Topic: Human Resources Management			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37; 118-119	

GRI Standards	Disclosure	Pages	Notes
GRI 401: EMPLOYMENT (2016)			
401-1	New employee hires and employee turnover	118-119	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	There are no full-time employee benefits that are not provided for part-time or fixed-term employees. The benefits granted to employees are: - paternity leave extended by 1 day compared to the period provided for by the legislation - period of serious illness extended by 180 days compared to the period provided for by the legislation.	
GRI 402: LABOR/MANAGEMENT RELATIONS (2016)			
402-1	Minimum notice periods regarding operational changes	The CCNL Cooperatives and Agricultural Consortia does not provide minimum notice periods for transfers. Pursuant to art. 15 bis "the notification must be made in writing to the worker (...) as far in advance as possible of the date of the transfer".	
Material Topic: Employees' health and safety			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	38;81-83; 85; 120-121; 123	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)			
403-1	Occupational health and safety management system	81	
403-2	Hazard identification, risk assessment, and incident investigation	82	
403-3	Occupational health services	81	

GRI Standards	Disclosure	Pages	Notes
403-4	Worker participation, consultation, and communication on occupational health and safety	81-83	
403-5	Worker training on occupational health and safety	85	
403-6	Promotion of worker health	86-87	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
403-9	Work-related injuries	82; 123	
MATERIAL TOPIC: Training and Education			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37; 84; 120	
GRI 404: Training and education (2016)			
404-1	Average hours of training per year per employee	84; 120	
MATERIAL TOPIC: Diversity and equal opportunity			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37; 117-118	
GRI 405: Diversity and Equal Opportunity (2016)			
405-1	Diversity of governance bodies and employees	117-118	
405-2	Ratio of basic salary and remuneration of women to men	117-118	
MATERIAL TOPIC: Protection of human rights			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37	

GRI Standards	Disclosure	Pages	Notes
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	On the basis of the procedure's freedom of association and collective bargaining in the course of selection it is considered that there is no significant risk related to the freedom of association and collective bargaining with the main suppliers of the Consortium.	
GRI 408: CHILD LABOR (2016)			
408-1	Operations and suppliers at significant risk for incidents of child labor	Based on the procedures in place for selecting and controlling suppliers, it is considered that there is no significant risk related to the use of child labor in the main suppliers of the Consortium.	
GRI 409: FORCED OR COMPULSORY LABOR (2016)			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Based on the current procedures of selection and control of suppliers, it is considered that there is no significant risk related to the use of forced or compulsory labor by the main suppliers.	
MATERIAL TOPIC: Quality and food safety and customer satisfaction			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37; 21-22;77	
GRI 416: CUSTOMER HEALTH AND SAFETY (2016)			
416-1	Assessment of the health and safety impacts of product and service categorie	All plants are certified according to food safety standards.	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During 2022, there were no instances of non-compliance regarding the health and safety impacts of products and services.	

GRI Standards	Disclosure	Pages	Notes
MATERIAL TOPIC: Responsible communication and labelling			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37; 21-22;77	
GRI 417: Marketing and Labeling (2016)			
417-1	Requirements for product and service information and labeling	77	The indicator is compliant with the b. requirement of the reference standard.
419-1	Non-compliance with laws and regulations in the social and economic area	21-22	
MATERIAL TOPIC: Sustainable agriculture and land support			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37	
MATERIAL TOPIC: Corporate and brand image and reputation			
GRI 3: TEMI MATERIALI (2021)			
3-3	Management of material topics	37	
MATERIAL TOPIC: Product and process innovation			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37	
MATERIAL TOPIC: Product tradition			
GRI 3: MATERIAL TOPICS (2021)			
3-3	Management of material topics	37	



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