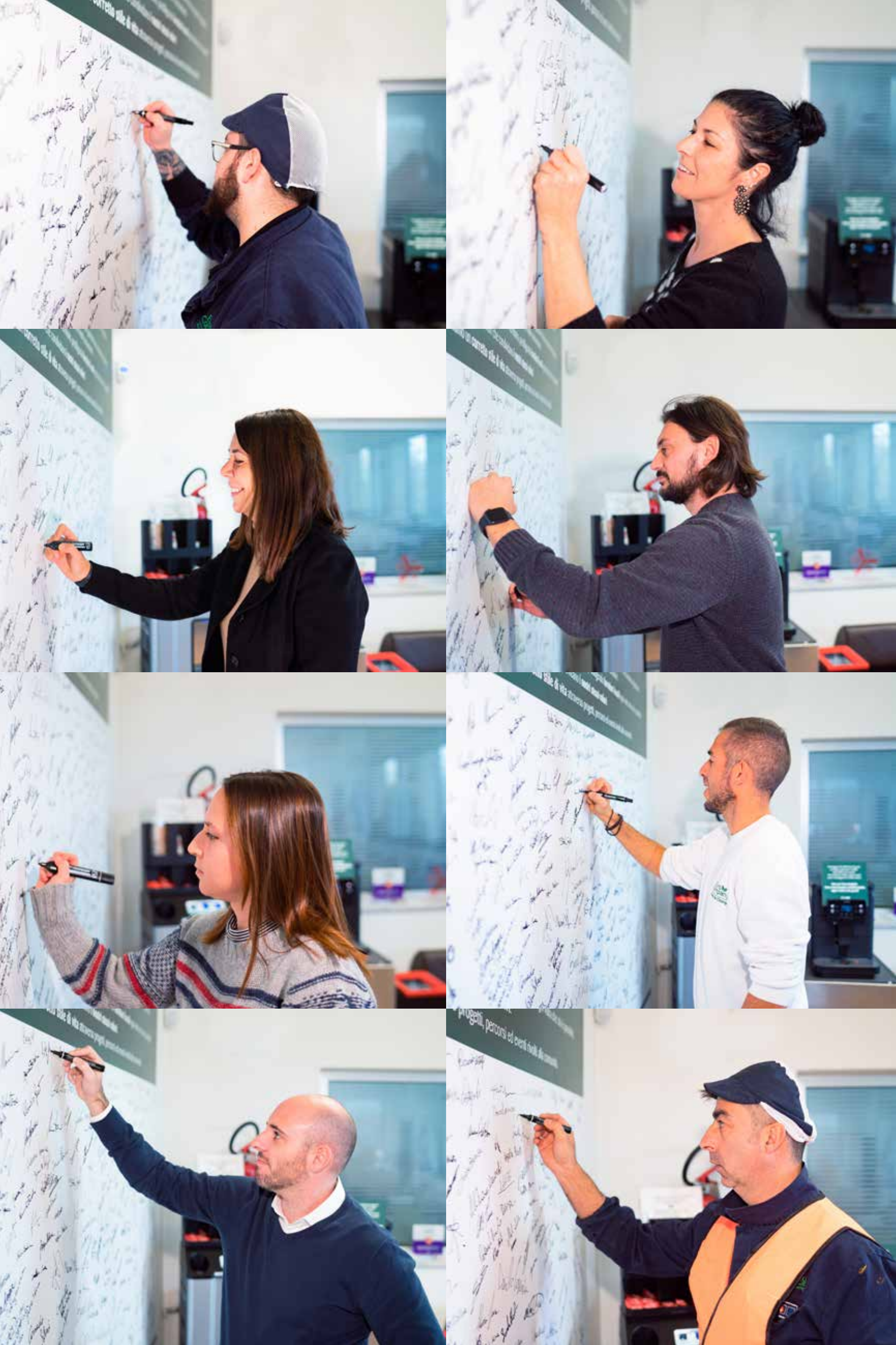




Sustainability Report

► 2021 > 2022





OUR MISSION

- 01.** We offer all our staff an inspiring and **ethical environment** in which people can be happy, can exchange their views, can grow and fulfil themselves.
- 02.** We minimize the processing of raw materials, in order to guarantee on a daily basis the best **nuts and dried fruit** for our consumers.
- 03.** We invest in renewable energy, in waste reduction and in the development of a more sustainable packaging, for the **protection of the planet**.
- 04.** We believe in **long-lasting relationships** with our suppliers as the only way to guarantee them a dignified existence, taking care to offer at the same time the best possible product for our consumers.
- 05.** We support the Italian market and our territory, preferring **local suppliers** whenever possible.
- 06.** We choose customers and suppliers sharing **our same values**
- 07.** We promote a **correct lifestyle** through projects, routes and events addressed to the community.

Sustainability Report 2021 > 2022

The current Sustainability Report is detailed according to the **Seven Points of our corporate Mission**, as defined by the whole staff of Euro Company S.p.A. B Corp.

Gathered in several study groups, in 2019 the **more than 300 Euro Company employees** identified together the values and related areas that, written on paper, began to characterize the Company from that moment on. The outcome of this effort is represented by the Seven Points that today give shape to our corporate Mission, as defined and signed by everyone, a yardstick and perspective on which this Sustainability Report is based.



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It is only sustainable when shared

For Euro Company employees, and for the companies we share our projects with, this Sustainability Report is the overview of what we have achieved together in the last year, our daily work and how this can become an opportunity for personal and professional growth.

For other readers, it is a story in seven chapters written by all Euro Company Departments, with the hope and goal that it may be a source of inspiration for their next steps.

This must be the meaning of every Sustainability Report: helping to shape a majestic guide on those strategies and projects where it is essential to focus on, in order to come back and give quality to relationships between people and with the environment, rethinking the social role of companies and their own potential in supporting the communities in which they operate.

“

HELPING TO SHAPE A
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BETWEEN PEOPLE
AND WITH THE
ENVIRONMENT

”

From the very first Euro Company Sustainability Report, we are used to present ourselves through the 7 Points of our corporate Mission, measuring what has been carried out in the light of the 17 Goals set by the UN within its 2030 Agenda for Sustainable Development. When it comes to sustainability, environment stands as the first powerful catalyst of thought: a global emergency covering one of the macro-areas defined by the 17 Goals, whose seven are strictly connected right to the environment

– while the access to resources, to fundamental rights and the reduction of inequalities define the other areas where a strategy update is requested.

Reconsidering one's own course is complicated, especially in unprecedented scenarios, where results are uncertain and examples are scarce. That is why this Sustainability Report, together with those belonging to all the other companies concretely engaged in this direction, must be conceived as a tool for sharing and involving, so that it is the starting point for that necessary strategy update required by the planet and defined through the 17 Goals of the 2030 Agenda.

“
STRATEGY UPDATE
REQUIRED BY THE
PLANET AND DEFINED
THROUGH THE
17 GOALS OF THE
2030 AGENDA
”

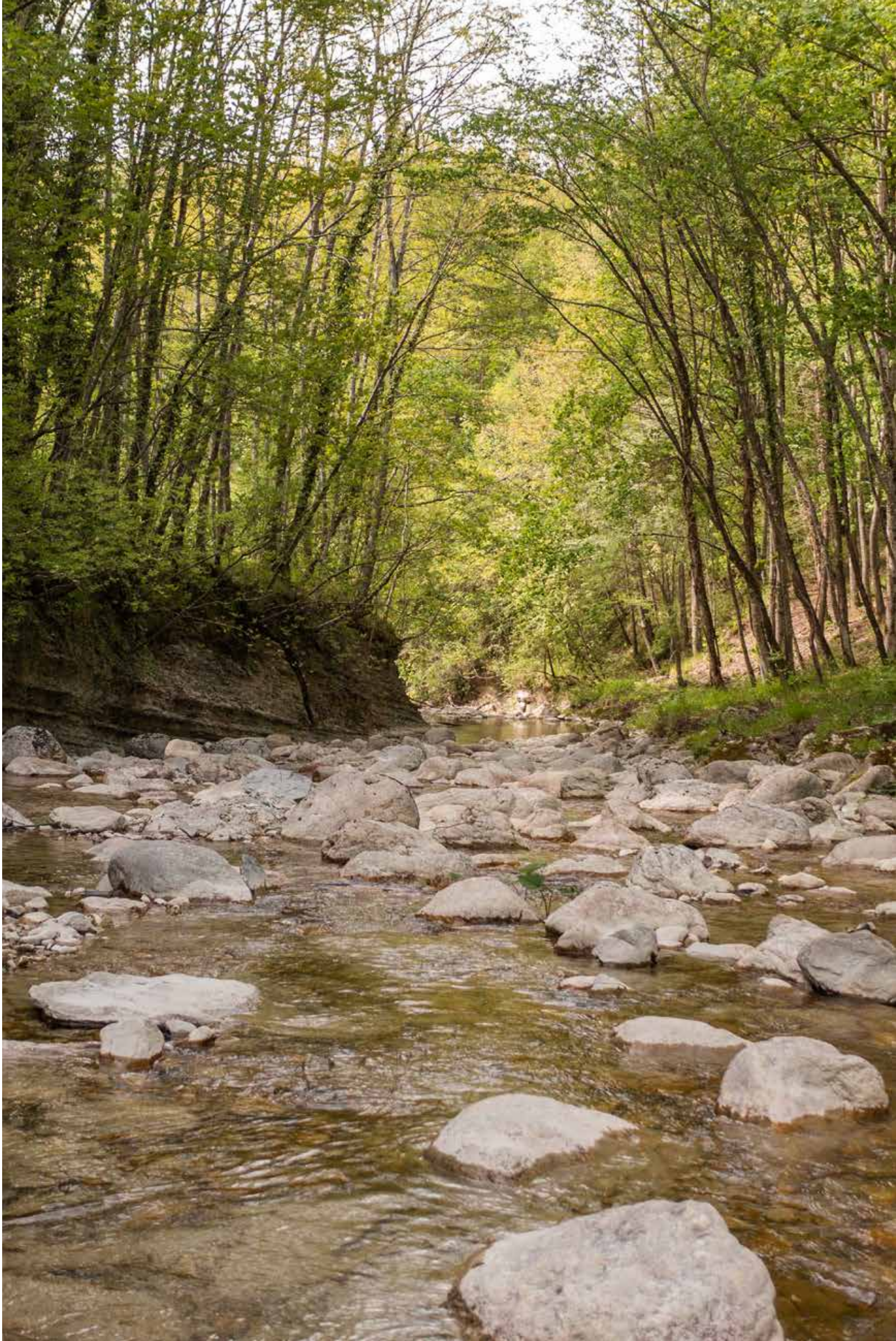
Here you can find described everything that Euro Company has carried out in its daily life, in order to give concrete results and replicable inspirations to the food industry. Here is our primary goal: to adopt good daily practices, able to have a positive impact on people and the planet. Here are our examples and results.

“
SUSTAINABILITY
AND TRAINING, HIGH
QUALITY OF THE
WORKPLACE, FAIR
REMUNERATION,
PROTECTION OF
THE SUPPLY CHAIN,
OF THE PRODUCT'S
PLACES OF ORIGIN
AND PROMULGATION
OF FOOD AWARENESS
”

When it comes to an industry the likes of Euro Company, sustainability means attention to the environment, but not just that: it means training, high quality of the workplace, fair remuneration, protection of the supply chain, of the product's places of origin and promulgation of food awareness. Here is our way, our path. If these principles could become operating for the whole sector, the results would be extraordinary.

This is what Sustainability Reports are for: forming the basis for a collective revolution, so that benefits can be for everyone. This must go back to being the deep meaning of the word *development*.

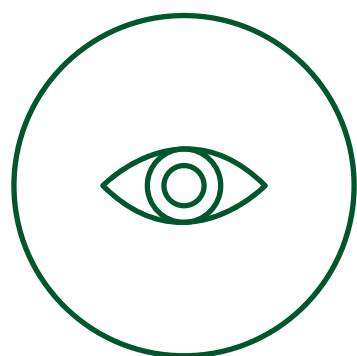
Mario Zani





OUR THINKING

Helping people to follow a healthy and closer to nature lifestyle through the consumption of **nuts and dried fruit** and promoting a culture of physical and spiritual well-being.



OUR VISION

Being a reference point for a **sound and sustainable nutrition**, focusing on **health**, on the **planet** and on **respect for people**, with the ultimate aim of **influencing the whole food industry**.

Certified



Corporation

This business is part of the global movement for an inclusive, equitable, and regenerative economic system.

B Corps' way of pioneering

Sustainability is a development path that requires application in different fields: the environmental and the social ones, along with those involving rights and equality.

Never before have companies played a key role in intervening on these priorities. Their specific weight in this regard is greater than that of the states, which are slower in reorganizing their initiative.

This explains the importance of a movement such as that of the B Corps, over 4 thousand companies coming from the whole world and certified for their high "environmental and social performance", placing before economic profit their positive impact on those stakeholders with whom they interact daily: that is community, environment, employees, supply chain and customers.

At the beginning of 2022, the first Impact Report has been presented worldwide, with the results obtained by certified B Corps to tell what has been done in recent years and how much more will be, by partnering with all those companies belonging to the movement.

To underline its importance there is a fact: 200,000 companies all over the world use the tools promoted by B Corps. "In the last two years, attention to sustainability has increased exponentially together with the number of companies who have embarked on a deeper path of positive evolution", reads the Report presentation. "An extraordinary news that highlights the growing willingness of the business world to contribute to the creation of a regenerative economy. As a B Corp we are

proud to have traced this path, exploring new solutions and helping to create, through moments of inspiration, stances, discussions, successes and actions to be improved, the tools currently used by more than 200,000 companies worldwide".

What stems from the Impact Report is the confronting and sharing activity launched among B Corporations on the major issues of sustainability, with #UnlockTheChange as the operational manifesto of the several campaigns aimed at promoting a corporate culture willing to leave a positive imprint in the ecosystem where it operates.

Over the past year, the joint action of the B Corps has focused on 3 main areas of interest:

► **#UnlockNetZero**, with the aim of drawing up a plan of concrete actions to reverse the trend of the current climate emergency, reaching Net Zero by 2030, twenty years ahead of the Paris Agreement. Following the guiding principle of co-creation and keeping once more in mind

the interdependence connecting the B Corp community, the document *Towards Net Zero: a guide by the B Corp Net Zero Working Group* has been drawn up. A document pooling both knowledge and experience in order to develop guidelines able to help other B Corps and, broadly, all Italian companies to approach the challenge of decarbonisation;

► **#UnlockGenderEquality**, to make economy and society more inclusive and capable of creating opportunities for all, stimulating a critical reflection on this issue and defining actions to be taken in order to create a positive impact within the Italian scenario;

► **#UnlockEducation**, which aims to train young adults to be more attentive to sustainability, to gender equality, to conscious and regenerative economy, both at an environmental and entrepreneurial level. The reason is simple: "contributing to train the first generations able to satisfy their needs without compromising the ability of future generations to satisfy theirs too".



OUR MISSION
ROOT #01:

We offer all our staff an inspiring and ethical environment in which people can be happy, can exchange their views, can grow and fulfil themselves.

The **commitment to our staff** is characterized by a series of initiatives aimed at promoting **healthy, inclusive and sustainable lifestyles, growth and development of everyone's personal and professional potential**, support and involvement in shaping the well-being of our working community. All of this by sharing information in a clear and transparent way, in order to follow a common path promoting the development of a healthy culture of human resources, in compliance with the values contained in our Vision. For this reason, in the following pages, we would like to tell you about all the initiatives conceived and activated in the Company to reach the first root of our Mission, which is *offering all our staff an inspiring and ethical environment in which people can be happy, can exchange their views, can grow and fulfil themselves.*



OUR STAFF

430



Over 430 people
on average, this year

39
years



Average age: 39 years

32



Nationalities: 32 different
(last year there were 29)

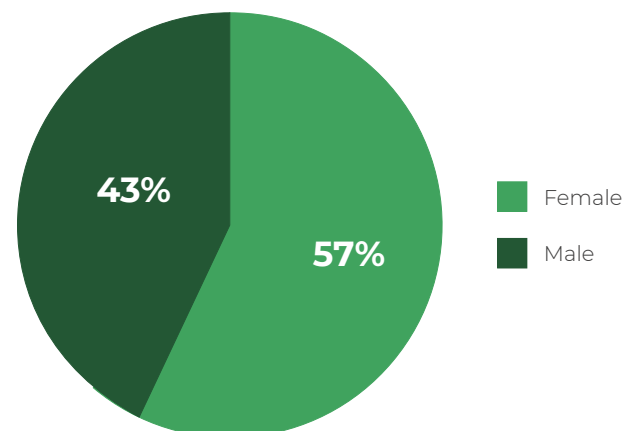
6
years



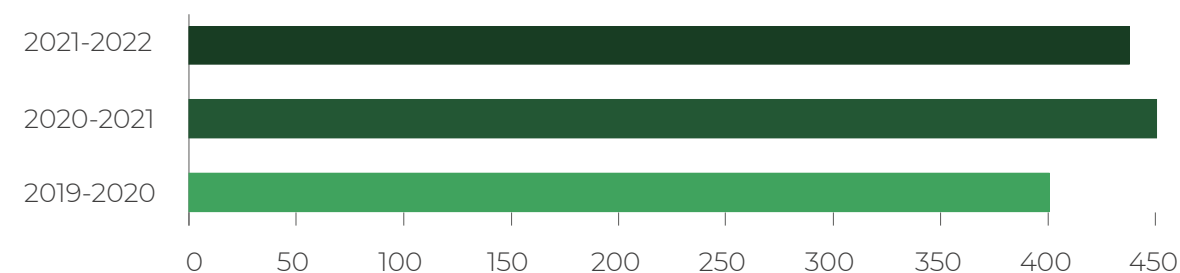
Average company
seniority: 6 years



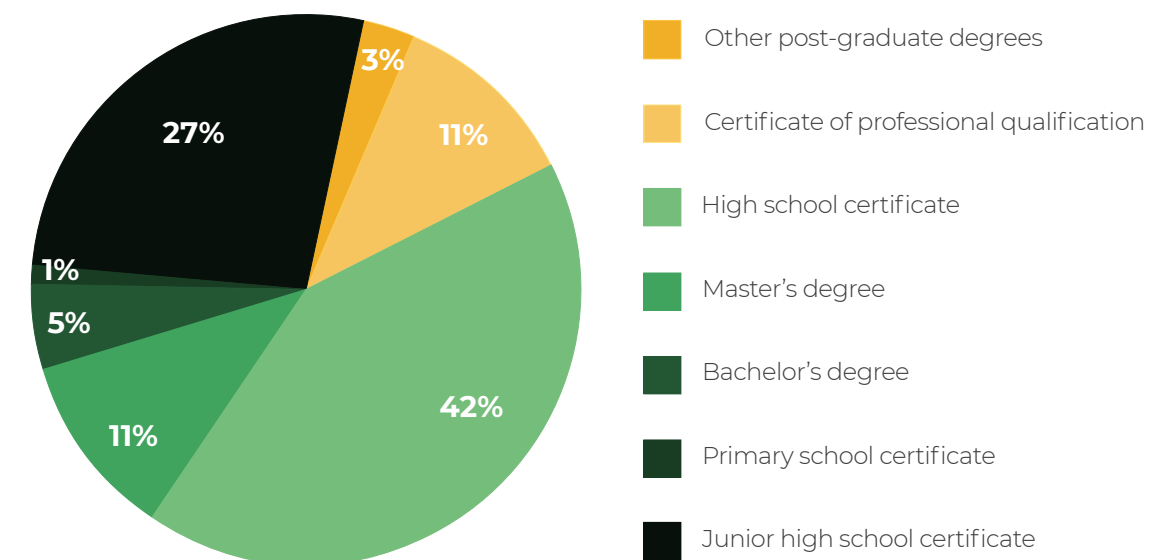
Gender



Staffing trend over the past triennium



Level of education



Positive turnover of the
corporate population
16%



Negative turnover
of the corporate
population 4%



Rate
of absenteeism
5,6%



16 accidents in the
Company (0 ongoing)
12% less than in 2020-2021

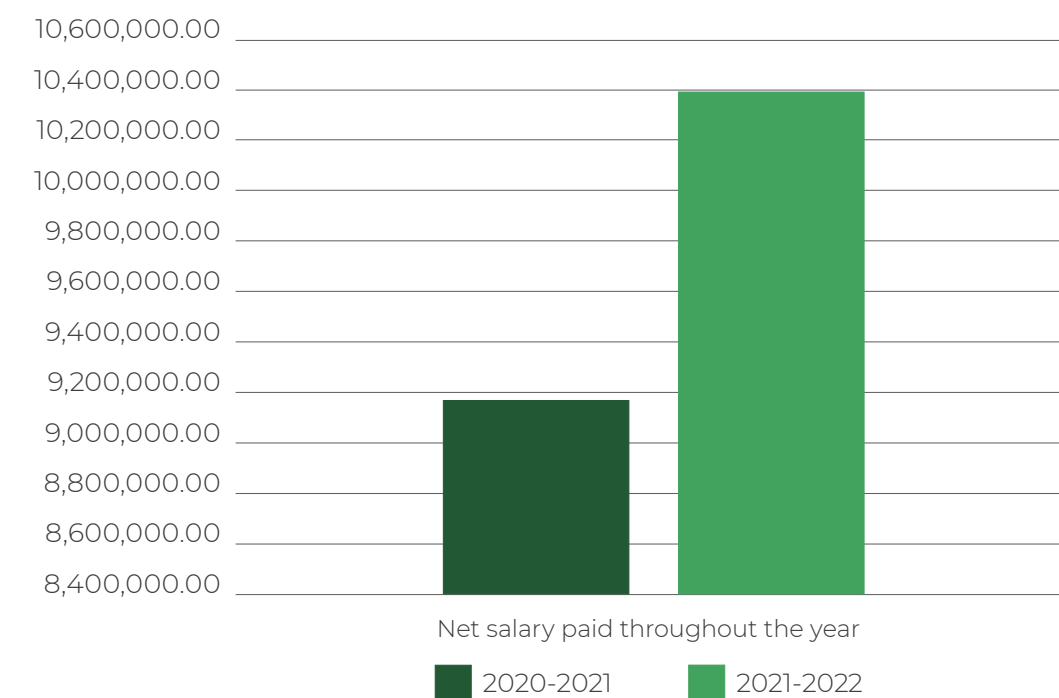


Total net salary paid to collaborators in 2021-2022:
€ 10,384,660



For a total investment amounting
to € 16,841,462

Total net salary paid to collaborators – last biennium



TRAINING AND DEVELOPMENT

POSITION ANALYSIS AND DEVELOPMENT INTERVIEWS

In Euro Company we believe that people and their relationships are crucial to foster continuous improvement. The growth and innovation of the last period have led us to live in a context of continuous change. Precisely for this reason, in recent years we have decided to launch a project of **internal reorganization and enhancement of people** who, thanks to their growth, can support and become an **active part of the healthy and responsible development** of our Company. One of the activities implemented to support this reorganization concerns **the analysis of positions and the sharing of company expectations with each collaborator through annual development interviews**.

To ensure the continuity of this process, in the year 2021-2022 we have been continuing to **gradually involve all company departments**, forming **two new groups**, of department managers for the handling of **development interviews** and the **construction of professional projects** for their own collaborators, thus achieving the objective of training all the figures with roles of responsibility within the Company to conduct these kind of interviews. In order to ensure for all collaborators equal methods of listening, sharing expectations and valuing, over the next few years we are going to gradually train for the proper conduction of these kind of interviews all the new figures having roles of responsibility and next to be recruited in the Company.



19 New managers trained to conduct development talks during the year 2021-2022



42 Managers trained from the beginning of the project until now



35 Development talks realized during the year, including **9** Follow-ups

FOOD4EMPOWERMENT: OUR SYSTEM OF EVALUATION AND ENHANCEMENT OF THE STAFF

In order to give concrete answers to the two main needs resulting from the Climate Analysis carried out within the Company in the early months of 2019 – namely, our collaborators' request to primarily focus on the **enhancement of the staff** and on the **introduction of unbiased evaluation systems** within Euro Company – last year we launched **FOOD4EMPOWERMENT: an Enhancement and Development project for the employees of the Production Plant**. Strongly supported by the Executive Board, this project is involving all the people working within the Production Departments in a process of **growth, performance improvement and skills development** through the creation of ad-hoc professional paths and precious moments of confrontation with one's own manager and the Human Relations Department.

To make this possible, **all the people playing a coordination role at the Plant from 2020 to date have been trained** to manage evaluations and feedback interviews with their collaborators, in order to create and institutionalize some real moments of listening, communication and sharing of mutual expectations.

Specifically, during the year 2021-2022 we trained over 30 people who have recently gained roles of responsibility within the Company, giving them the extraordinary opportunity to take part in a training course focused on employee management, self-leadership, conflict management and the importance of communicating successfully one's own feedback.

All of it, through a learning methodology alternating moments of exercise and practical experience, with the aim of knowing and learning new behaviors,

feeling and experiencing them first-hand, and then training in constant repetition in real work situations.

Thanks to FOOD4EMPOWERMENT, it has been – and it will always be – possible to dispose each year of a **clear and transparent tool for the staff evaluation and subsequent enhancement**, an unbiased support instrument both for the dialogue between manager and collaborator and for the sharing of improvement objectives.

The numbers of FOOD4EMPOWERMENT:



291 Feedback interviews held so far



551 New evaluation boards filled during the year 2021-2022



1,347 Evaluation boards filled overall from the start of the FOOD4EMPOWERMENT project until now



31 Managers and deputy managers who have participated in training courses on conflict management, on giving feedback to collaborators, on leadership and soft skills.

All of it in order to best support them in their leadership role, with a particular focus on relationship orientation, listening and assertive communication



7,9 Degree of satisfaction with the aforementioned training (out of a maximum score of 10)

REMUNERATION POLICY

Transparency, merit and fairness are the three aspects that drive the performance evaluation process in Euro Company. Precisely for this reason, during the year 2021-2022, thanks to the support of a consultancy company specialized in the field, we carried out an **analysis of all the roles and corresponding salaries within the Company**. All of this, with the ultimate goal of **giving shape and structure to the**

Total Reward practice already present in the Company, and further improving it in terms of:

EQUITY

In order to have a **structured system** for the management of remuneration policies capable, in the medium term, of harmonizing and aligning company practices to future objectives, granting homogeneous **salary treatments for the same "value" of the role**.

COMPETITIVENESS

By defining the **positioning of the staff salaries with respect to the market**, capable of ensuring an adequate level of market **competitiveness** for the most critical skills.

MERIT

By defining transparent, uniform and meritocratic criteria for the **management both of Salary Reviews and incentive systems**, creating a common culture for the assignment of contractual levels and salary increases always linked to objective and measurable performances of the collaborators.

This kind of analysis has led to the construction of a **Remuneration Policy** based on **objective and measurable** (both qualitative and quantitative) **performance assessments** of all collaborators within our organization, carried out by all the people holding roles of responsibility within the Company. In March 2022 we shared, through a Vademecum, the essential information of this Policy with all employees: all of this, in order to make them more and more partakers of the new system introduced in the Company as well as of its main phases. Thanks to this policy – and to the aforementioned periodic evaluation and enhancement systems – from this day forth it will be possible to apply homogeneous principles and rules within the Company, guaranteeing a remuneration system governed by fairness and transparency, keeping **merit and excellence in performance** as our guiding stars.



Over 60 Remuneration Policy measures carried out during the year 2021-2022

PRODUCTION PLANT PROJECT

The Company's growth in the last few years has been the result of the commitment, passion and precious work carried out by everyone to **put the person and his/her work performance at the center** of a project in which growth, exchange and self-realization are goals that everyone can achieve.

For this reason – and in order to carry out our activity aimed at creating an increasingly ethical and stimulating work environment, in which people can grow, exchange their views and fulfil themselves – following accurate analyses on the Company's growth possibilities, we have decided to **stabilize a growing number of figures within the Production Plant on open-ended contracts**.

All of this, by respecting two main criteria:

- **Minimum company seniority of two years;**
- **Score obtained through the performance evaluation form.**

Based on this analyses, by 2025 we aim to stabilize **at least 50 seasonal employees**. This is to have, starting from 2025, within the Production Plant, most of the open-ended contracts and a residual part of fixed-term seasonal contracts, increasingly linked to work peaks and production seasonality.

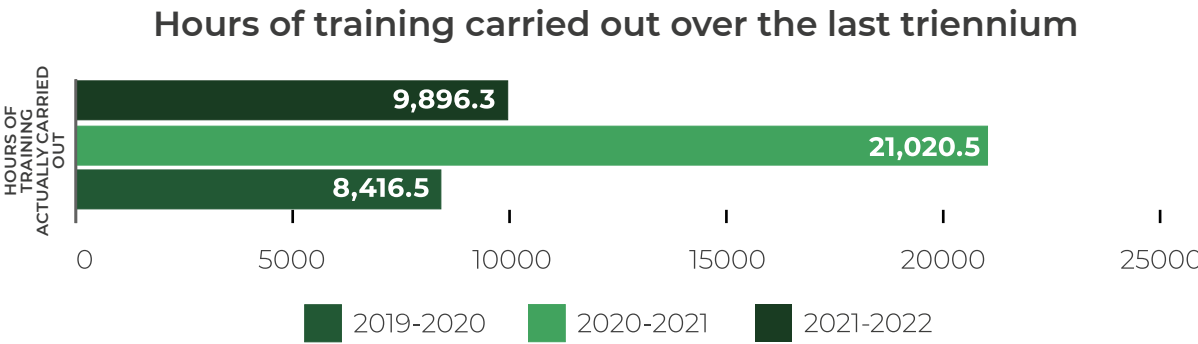


TRAINING

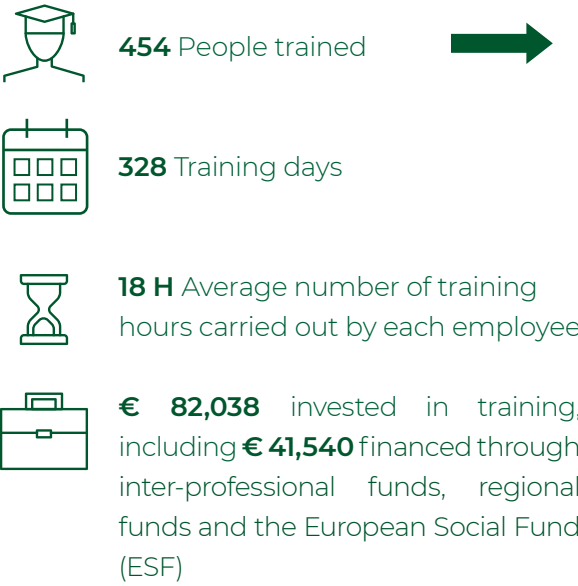
In Euro Company we consider continuous training as a **key tool both for the personal and professional development of the individual and for competitiveness and responsible innovation**.

For this reason, despite the Covid-19 pandemic, over the last two years we have never stopped. In the year 2020-2021 we have **more than doubled the hours of training planned for employees compared to the year 2019-2020**, remotely organizing all the courses whose typology allowed it, in order to guarantee both the best conditions of health and workplace safety, and the possibility of continuing to acquire and increase one's own skills. The year 2021-2022 was instead dedicated to **consolidating knowledge and skills acquired during the previous year**. Despite the dizzying increase both in the cost of raw materials and in energy and gas bills for all Companies, **we still chose to invest in our employees' personal and professional growth**, in order to consolidate than previously learned.

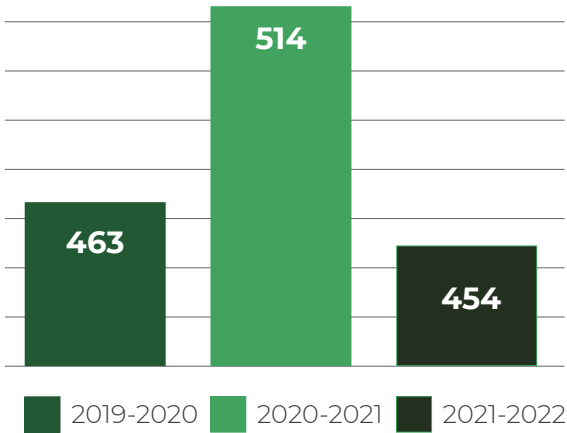
All of this, by dedicating **over 9,000 hours to corporate training**.



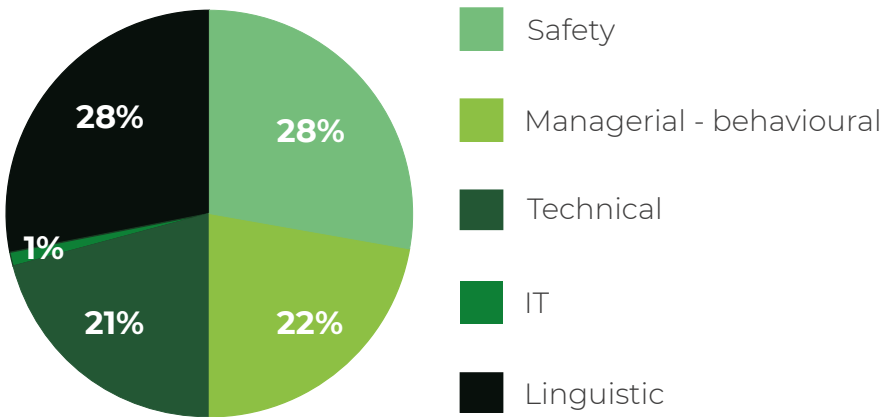
Here are the numbers of training *in a nutshell*:



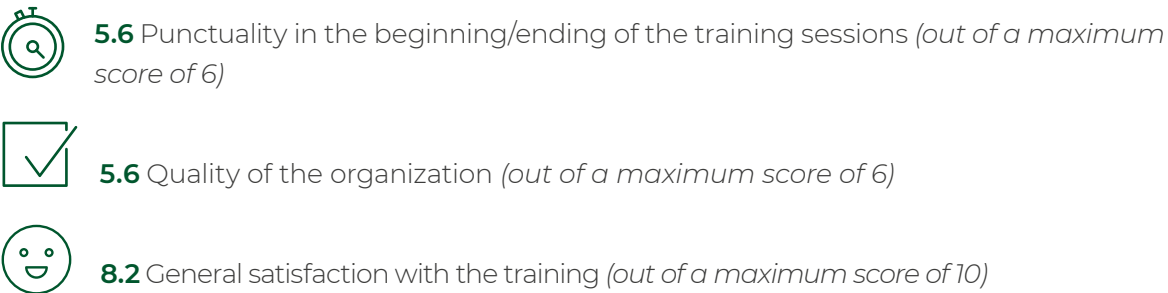
Employees trained in the last triennium



HOURS OF TRAINING BY TYPOLOGY – YEAR 2021/2022



After a careful annual analysis of needs carried out at the beginning of the year, in order to make our training courses increasingly effective, at the end of each training course the Human Relations Department takes care of sending a **Training Evaluation Form**. Through it, all those involved can evaluate the usefulness and satisfaction with regard to the course itself, to the trainer, to punctuality, to the organization and to the quality of the available materials and spaces.



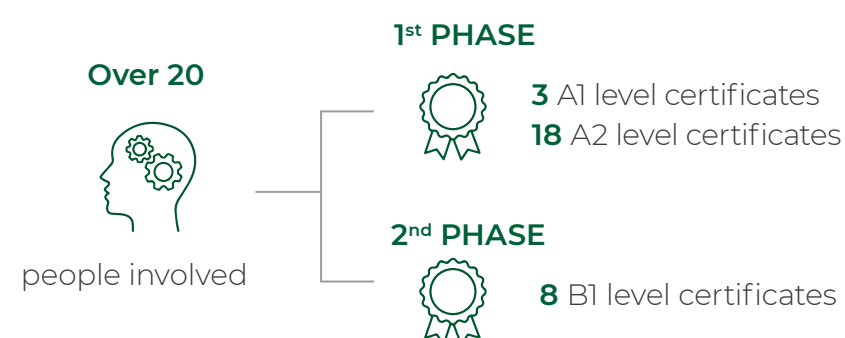
ITALIAN LANGUAGE COURSES FOR FOREIGNERS

Understanding each other and communicating clearly and exhaustively is vital, not only when it comes to safety and prevention of emergencies at work, but also to be an **active part of daily interactions**, both in the Company with colleagues and in private life.

Precisely for this reason, during the year 2021-2022 we created **an A2 and a B1 Italian language course for foreigners**, in collaboration with the CPIA – the Provincial Center for Adult Instruction – based in Ravenna.

Thanks to this course, the participants have had the opportunity to deepen their knowledge of the Italian language **for free** and fully borne by the Company, enhancing it both at a written and spoken level, and to take a **final exam**, with the issue of the corresponding level certification (A2 or B1).

Below are the main data coming from the first edition of the course:



TRAINING BASED ON THE 231/01 ORGANIZATIONAL MODEL

In order to bring all Euro Company employees – including new hires – together, with regard to the corporate structure and the **management of its sensitive processes**, in April 2022 we organized – in collaboration with the Supervisory Board, composed of two external and independent criminal lawyers – some in-depth **training sessions** on the **Organization and Management Model** pursuant to Legislative Decree no. 231/01, in force in our Company.

All of this, in order to raise awareness and to underline the importance of adopting this model, which represents a powerful means of preventing the risk of criminal offenses and a behavioural guideline for each member of the Company towards compliance with the rules relating to corporate responsibility.

NEW HR MANAGEMENT SYSTEM TO STREAMLINE THE RECRUITMENT PROCESSES

In order to make the personnel recruitment and selection processes even more effective and transparent, during the year 2020-2021 we carried out an analysis of our flows to develop an **HR management system** (*Applicant Tracking System*) able to best support us.

This evaluation phase has led us – in the first part of 2022 – to implement an **information system available on the market**, capable of best supporting us in the timely and efficient management of all our selective processes.

Thanks to this system, the brand new **Work with us** website will be active in 2022-2023, which will help us by facilitating the attraction within our Company of the most talented people on the market.

INCREASE IN TECHNICAL-SPECIALIST SKILLS

In Euro Company, technological innovation is constantly evolving, especially for the use and development of systems that make it possible to obtain products featuring high quality standards. For this reason, **increasing the specific technical skills of the personnel involved in production activities** is crucial both to support and follow up on the important management and production innovation investments made in recent years, and to ensure that machines are used in the most appropriate way.

For this reason, during 2021-2022, we have carried out new instruction and training activities in the Roasting Department, where new optical sorters have been implemented. In this regard, four collaborators have been trained as *Specialists* in using the machine and two more will be trained in the next period. Furthermore, all twenty-five Roasting operators have been trained in the correct management of the Optical Sorting plants, for a total of 50 hours of training. The effectiveness of these courses has been constantly monitored through weekly stand-up meetings and dashboards allowing to have a clear, simple and true insight of the situation. After all, the more efficient the use of these machines is, the better the selection result will be.

In addition, in the year 2021-2022 we have been continuing to develop **technical and aptitude training courses for Plant Personnel**. These practical and experiential courses, addressed in particular to machinists and packaging workers, have had the objective of strengthening and consolidating the skills acquired both in the conduction of semi-automatic machines and in the management of the end-of-line process, to adapt them to the new processes and technologies implemented within the Production Plant, in a perspective of Industry 4.0.





Training and development

GOALS FOR THE NEXT TRIENNIUM

FOOD4TALENT: EURO COMPANY ACADEMY

In order to strengthen the **Enhancement and Quality areas**, over the next three years we are willing to create a **Talent Academy** within Euro Company. The Academy will be addressed to young **new graduates** from all over Italy and coming from different study paths. After an initial phase of selection, evaluation and composition of the class, thanks to the Academy the participants will have the opportunity to carry out six months of transversal and professionalizing training – alternating between job rotation and classroom – with internal and external teachers. All of this, with the aim of enriching their wealth of skills and experience and of including students able to stand out for their motivation and commitment.

BRAND NEW MANAGEMENT SYSTEM TO FACILITATE TRAINING AND DEVELOPMENT PROCESSES

In order to improve our processes on the human resources side, from the **training** phase to the subsequent **performance evaluation**, in the last year we concluded the analysis of our flows to identify an HR management system able to support us in both processes, in the best possible way and in a timely manner.

This evaluation phase is going to lead us, at the beginning of the year 2022-2023, to implement an **information system** capable of streamlining and simplifying the entire **performance management** process, reducing the amount of administrative activities associated with evaluation and, at the same time, ensuring consistency, clarity of individual goals and constant attention to their achievement.

In the year 2023-2024, we are instead willing to focus on the implementation of the information system on the **training** side, which will support us in monitoring the skills of our employees, proposing and conferring ad-hoc training plans capable of responding both to individual and company needs. This will give the possibility to all collaborators and managers to request training activities directly through the management system, actively involving them in their advancement.

ITALIAN LANGUAGE COURSES FOR FOREIGNERS

In Euro Company we believe that effective communication is the key to correctly entering into relationships with others, joining up and grasping different points of view, finding together brand new shared solutions. For this reason, given the positive feedback from all the participants about the 2021-2022 Italian language course, for the year 2022-2023 we have chosen to **keep on investing in language training**: in October

2022 we have indeed kickstarted the **second edition of the B1 Italian language course for foreigners**, once again in collaboration with CPIA, a great opportunity for participants to go on improving their knowledge of the Italian language reaching a level that not only guarantees understanding and compliance with quality and safety standards, but it is also suitable for any type of working context and dialogue.

After all, Euro Company's corporate population is made up of people coming from more than 30 different nations. This Italian course is therefore a way to give the right emphasis and importance to the **multiculturalism** that characterizes us, **promoting and speeding up the linguistic and relational welcoming of all employees** within our Organization.

DEVELOPMENT OF OUR VIDEO-ENCYCLOPAEDIA ABOUT PROCEDURES FOR PRODUCTION LINES

In Euro Company, the dissemination of know-how concerning the use of the machinery – in terms of best practices – is essential for making production activities oriented towards the continuous improvement, both in quality and in performance. In order to increase the technical/operational expertise of the production employees according to company standards, thus increasing the efficiency of the work activity, in recent years a **Video Encyclopaedia of Procedures** has been created both for the proper use of the **machinery** and for the right **tasks** to be performed inside the production halls.

The videos created to date (84) correspond to 80% of the total. In the next three years, we aim to realize all 104 scheduled videos. With a view to disseminating them and allowing all interested parties to dispose of them at any time, in the next period we will therefore implement the **Production Training**: an ad-hoc website through which it will be possible to consult, as required, all the video-procedures created.

TRAINING FOR ALL USERS IN THE AREA OF CYBERSECURITY

The IT data protection represents an important challenge for every Company. While a tangible corporate asset may be more or less easily protectable materially speaking, technology hides endless occasions for employees to unknowingly put corporate data at risk. For this reason, in Euro Company we aim to **make culture in the field of Cybersecurity**. To do so, at the beginning of 2023 we are going to carry out internal training on this topic, to help mitigate this kind of exposure and contribute to providing our corporate population with the training tools necessary to work safely and aware of possible online and/or email-borne threats.



INTERNAL ORGANIZATION AND INVOLVEMENT

Dialogue and trust are two key aspects for building a positive organization and to involve collaborators. For this reason, all the internal organization and involvement projects of the year have had, as their main goal, that of responding to concrete needs emerged from collaborators themselves, in order to make them more engaged in the organization's life, to **facilitate** their job within the Company and to better **reconcile life and work time**, together identifying the best possible solutions to reach our corporate Vision and values.

SUSTAINABLE MOBILITY: NUTS4GREEN



Supporting the acquisition of an even greater awareness of how much each of us can positively impact both on the planet and on one's own health and that of others, through small daily actions, is the core of our activity.

As a demonstration of this commitment, in the year 2021-2022 we have replicated for all our employees **the project of sustainable mobility NUTS4GREEN**, conceived to offer them a valid solution both to the need for more parking spaces and rising fuel prices, at the same time contributing to the protection of the environment.

In order to simplify and make more immediate the rewarding of virtuous behaviour, in July 2021 this project changed its shape thanks to the introduction of a **new App** and the **cashback mechanism**. By downloading the new App and joining


the community, a greater number of employees has taken on our "Intelligent Mobility" challenge, starting to certify the home-work journeys made by carpooling, **traveling in a sustainable way** and taking advantage of extraordinary benefits.

In fact, thanks to the new cashback mechanism, carpoolers have been able to enjoy even more rewards and benefits:

- ✓ *directly managing journeys through the agenda;*
- ✓ *choosing the route most in line with one's own needs;*
- ✓ *certifying it;*
- ✓ *accumulating a credit of € 0.50 for each shared journey (for a maximum of € 1.00 per day) and choosing whether to use the accumulated credit for other trips or by transforming it into **prizes** (Amazon, Zalando, Tamoil or Carrefour vouchers) as an acknowledgment of the commitment to protect the environment.*

Furthermore, in order to allow an in-depth knowledge of the service, of the new incentive system and to encourage increasingly sustainable mobility, during the month of April – hosting the World Earth Day, on April 22nd – we dedicated two days to the on-site organization of an Infopoint and a Webinar to introduce the App, to answer doubts, questions and curiosities about it, with particular attention towards new hires, in order to introduce them to the service. All of this, with the ultimate aim of allowing staff to understand how to correctly certify

carpooling journeys and/or smart working days, to finally discover that **the journey towards eco-sustainability not only is an act of environmental protection, but it is also deeply beneficial and pleasant.**

 **81** People supported at the Infopoint and trained during the Webinars in April

Again to celebrate Earth Day – the international event for environmental sustainability and the protection of our second home, the planet – we have decided to **reward** all carpoolers and smart workers who used the App in April with a **doubled cashback**. Thanks to this, encouraging and recognizing sustainable behavior has been easier and faster, also by virtue of the collaboration of all carpoolers who – by accepting our challenge and **certifying the home-work journeys traveled by carpooling** – helped us to:

- ✓ *reduce CO₂ emissions into the environment, car traffic on the roads, pressure on parking and absences caused by vehicle breakdowns or strikes;*
- ✓ *decrease the costs of home-work journeys (fuel, vehicle wear, payment of tolls, etc.), thus indirectly increasing wages and directly implementing the savings of the partakers (in terms of travel costs);*
- ✓ *create greater cohesion within the organization by improving the relationships between colleagues thanks to the time spent together along the way.*

In the sole year 2021-2022, we have thus achieved **extraordinary results**:

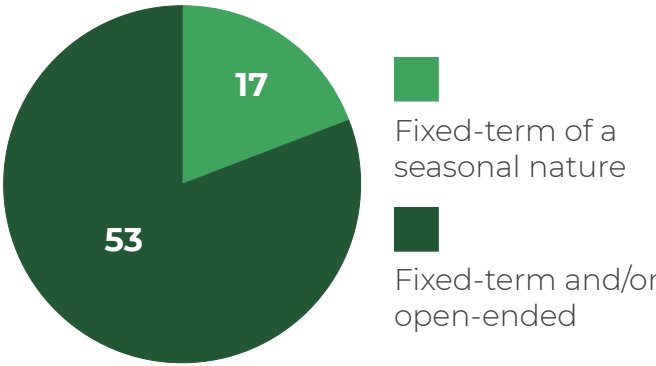


70 employees who joined the project downloading the Application

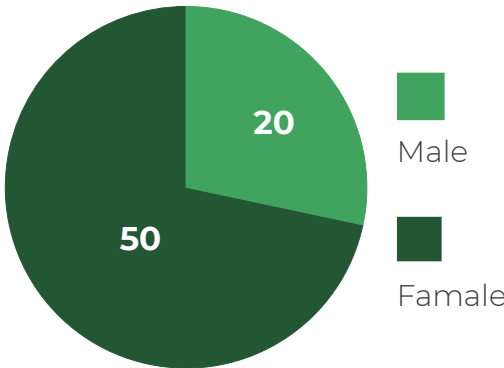


23 most active users

TYPE OF CONTRACT




GENDER




BY MAKING:

 **484** carpooling journeys

THUS CERTIFYING:

 **4,452.2 Km traveled in a sustainable way**

EQUAL TO:

 **- 578,8 Kg of CO₂ emitted** choosing carpooling

 **€ 885.7 saved** thanks to sharing the journey by car

This project will continue to be replicated annually, with new incentives and rewards, in order to keep on raising awareness in the corporate population on this issue and to contribute, as an organization, to the protection of our planet with practical and daily gestures.



REMOTE WORKING → SMART WORKING



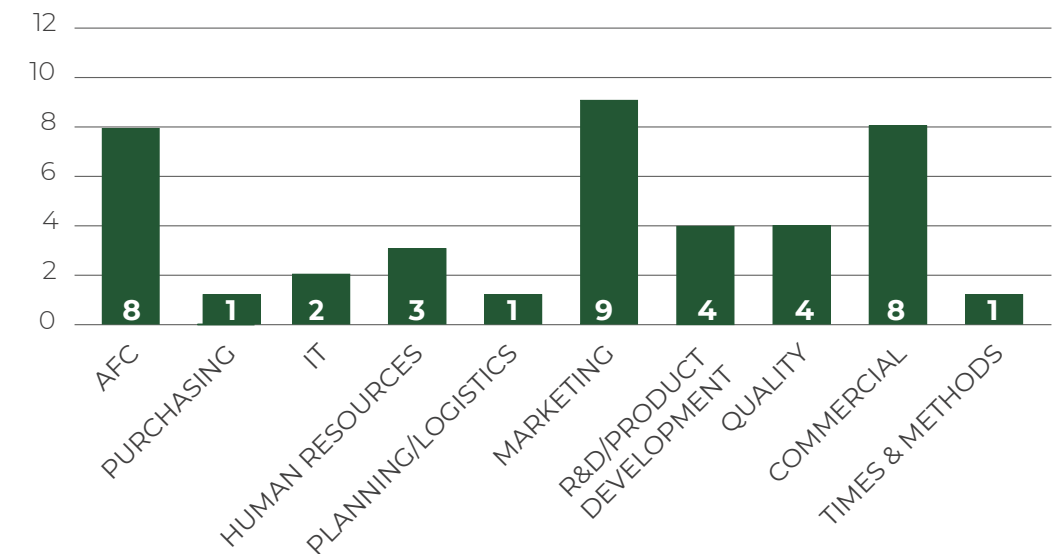
The time of change experienced because of Covid-19 irruption has been demanding and fraught with new challenges. In order to deal with this situation (and to protect health and well-being of our collaborators in the best possible way) in 2020 we chose to implement a **"smart" way of working** that the Company had already planned to adopt, albeit in a more gradual and structured way. During the year 2020-2021 we then decided to **continue with smart working**, dividing the staff into two main groups who alternated remote work with presence in the office, in order to guarantee coverage of the offices in the Headquarters by 50%.

For the roles that allowed its application, also in the year 2021-2022 we decided to maintain the possibility of working remotely, structuring and defining our **ordinary Smart Working Plan** in a clear and timely manner.

To do this, in August 2021 (a year and a half after the launch of our Smart Working Plan) we administered a **new monitoring survey** to our smart workers, to keep on improving and stabilizing Smart Working in the Company and in order to build a model capable to respond more and more to everyone's needs, starting from our experiences and collecting valuable information.

The main results emerged are as follows:

Corresponding field of work



52

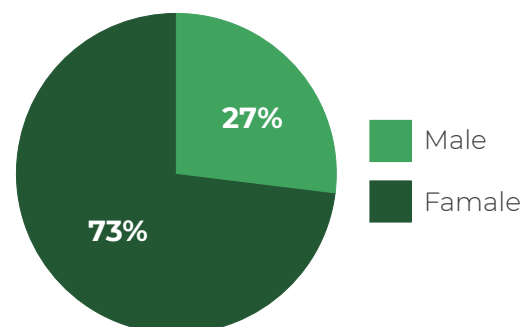


52 collaborators took part in the survey
(out of a total of 84 people who received the survey)

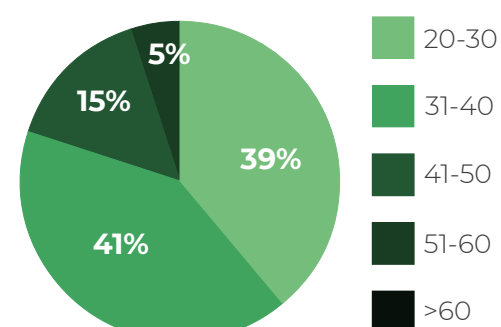


PERSONAL DATA – SMART WORKERS WHO FILLED OUT THE SURVEY

GENDER

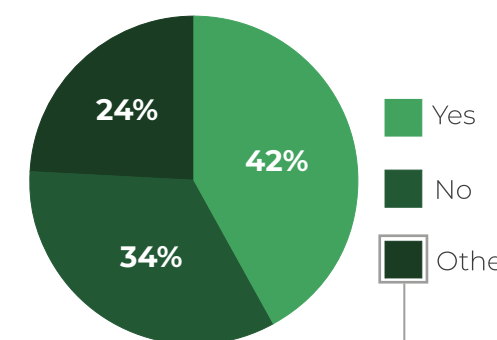


AGE

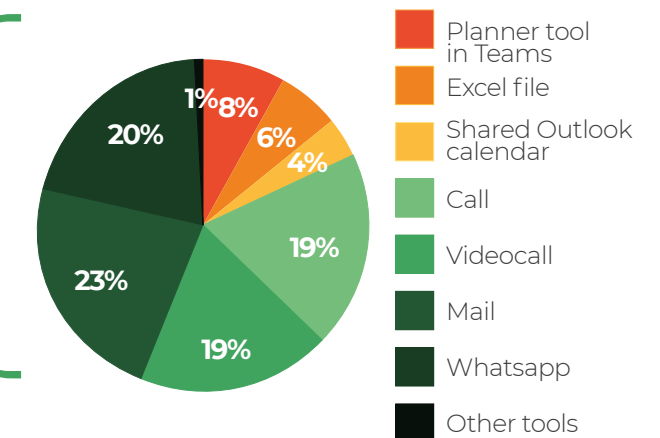


GOAL SETTING

During the Smart Working days, do you get the assignment of specific goals?



Tools used:



- ✓ "I give them to myself";
- ✓ "Sometimes";
- ✓ "My department's goals are dictated by customers' orders and needs";
- ✓ "The method of work organization is the same as that in person";
- ✓ "I am a project worker";
- ✓ "As well as in the office, there are no specific goals assigned, but rather the completion of the largest number of jobs".

During the Smart Working days, how do you manage your assigned goals and activities?

- ✓ "I do organize myself by means of a planning at the beginning of the day, noting down what I have to do and solving the requests of colleagues and customers";
- ✓ "Those kind of goals that could have more significant consequences on the work of others take precedence, and then I proceed piecemeal";
- ✓ "I draw up a to-do list with different timings, in order to understand their feasibility and urgency";
- ✓ "I make calls via Teams";
- ✓ "Evaluating priorities, processing times and possible deadlines for each and every goal";
- ✓ "I manage them together with my manager";
- ✓ "I set myself some goals sharing them with my manager. All the actions to achieve these goals, scheduled on a weekly basis, arise from here";
- ✓ "First of all, I do carry out those priorities and/or activities left on hold from the previous day, then I dedicate myself to the assigned activities; once finished, I do share the results with my team";
- ✓ "To-do list of priorities for the day and the week, calls e videocalls with colleagues to be involved in projects, and final recap with my manager";
- ✓ "I have an agenda in which I note down the things to do with timings (morning, within the day, tomorrow, within the week). Little by little, I tick them off".

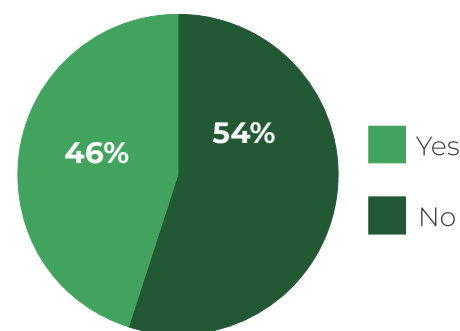
And instead, how do you plan the management of priorities?

- ✓ "If I have important and urgent assignments, I do manage them first. If necessary, I talk to the other offices to get all the necessary information (product availability, delivery times, etc.)";
- ✓ "I do analyze the priorities and the time available, in order to reduce the level of anxiety and manage other people's expectations";
- ✓ "Evaluating, all by myself or with my team, processing times and possible deadlines for each and every goal";
- ✓ "Those kind of anomalies that could have more significant consequences on the work of others take precedence, and then I proceed piecemeal";
- ✓ "I made a timetable in my diary, from the most urgent activity to the least urgent one";
- ✓ "Updating on a daily basis my to-do list";
- ✓ "Should priorities occupy all my day, I do ask for the collaboration of the team, so that I can also carry out the assigned activities".

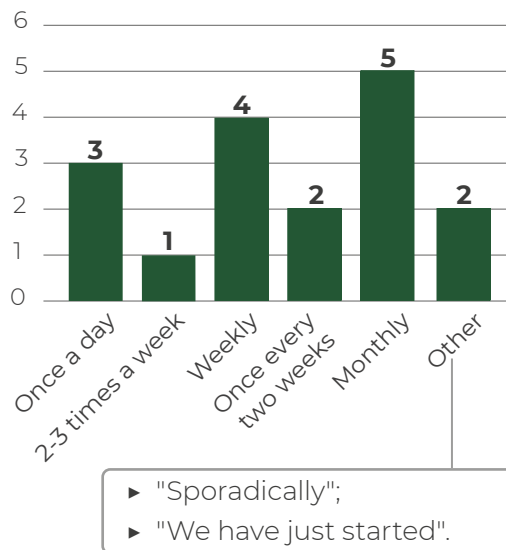


STAND-UP MEETING

During this period, did you happen to take part in stand-up meetings with your colleagues and your Manager?



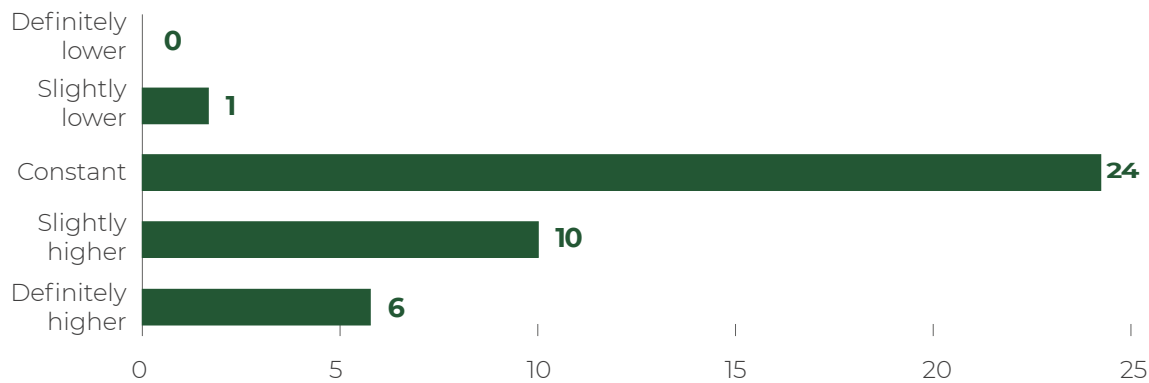
MEETING FREQUENCY
If so, how frequently?



PERCEIVED BENEFITS AND PERFORMANCE

	EMPLOYEES' AVERAGE
Greater autonomy	3.7
Better time management	4.2
Better relation/communication with colleagues and/or manager	3.2
Less stress	4.0
Greater ability to work project/target-oriented	3.7

Overall, how would you rate your performance during the Smart Working days, compared to the on-site one?



Overall, how are you settling in the management of the Smart Working days?

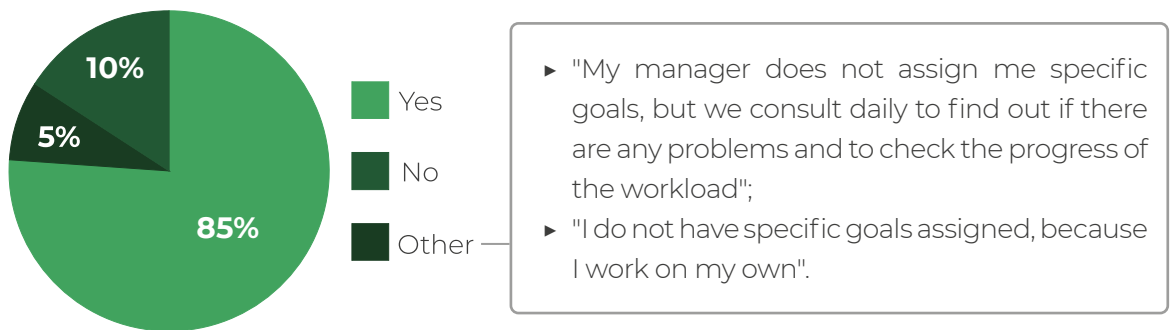


"Smart Working helps us grow as individuals, teaches us to take our responsibilities, helps us become mature and independent".

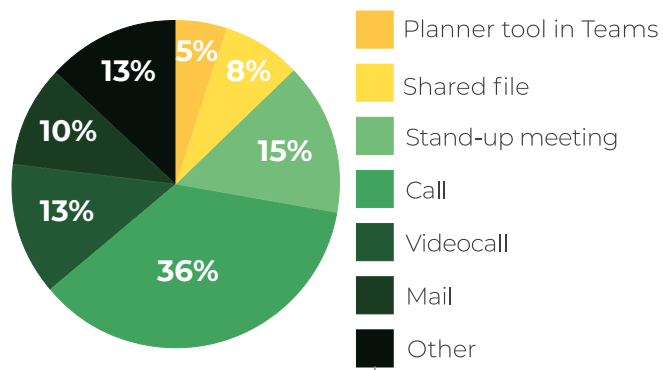


ASSESSING – MONITORING PEOPLE MANAGERS

During the Smart Working days, do you get the assignment of specific goals?



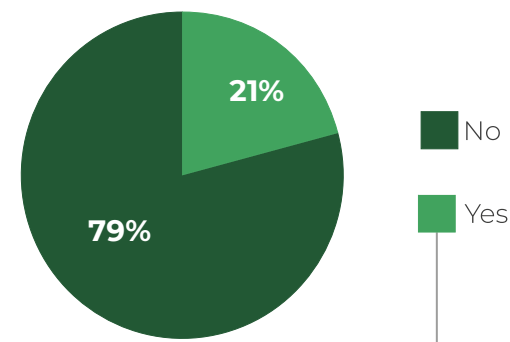
Monitoring tools:



- Periodic meetings
- Depending on the project to be monitored, use of the best tool among those available

ANALYSIS – EPISODES OF DEMOTIVATION

Have you ever experienced – while working remotely – an episode of demotivation and/or difficulty?



If so, how have you faced it?

- "More than once, but trying to list all the positive sides I cheered myself up";
- "Working remotely, it's likely that you can feel a little distant from your work environment, but balance can be restored through phone or video calls";
- "It probably happened when I couldn't get a quick and immediate feedback from my colleague/manager. I then try to keep calm and focus on other goals";
- "Yes, sometimes it happened due to server difficulties. I then contacted the IT Department to fix the issue".



TRAINING – SMART WORKING MANAGEMENT

If you took part in the specific training on Smart Working management between April and June 2021, what insights of interest did you find in order to facilitate the organization of Smart Working days?

- "How to get organized in the management of priorities";
- "Suggestions about the programs to be used to:
 - develop new projects together with colleagues / work in team;
 - share goals and monitor the progress of activities;
 - facilitate communication and activity planning;
 - Some extra-work reflection points provided by the teacher";
- "Tips and tricks to improve the relational sphere: communication and relationship with colleagues".

Based on the findings of the survey, we then distributed an **updated Vademecum** for smart and responsible workers: a policy full of practical examples, to be consulted in case of need for clarification and information on how to approach Smart Working days and on new tools available. All of this, with the ultimate aim of rethinking and redesigning work by **empowering** collaborators and giving them greater **self-confidence, autonomy and flexibility**, also through the fruition of technological solutions capable of allowing **shared results and objectives** to be achieved, thanks to greater collaboration.

MAIN FEATURES OF OUR ORDINARY SMART WORKING PLAN



Maximum 2 days of Smart Working per week, to be agreed with one's own manager, ensuring the presence of at least one person in the office.



Work by objectives, with the possibility of taking advantage of a flexible schedule, setting essential time slots for availability.



Need to ensure the privacy of data and information in one's possession and/or available on the information system.



Monthly Smart Working plan to be drawn up by the end of the previous month, for the final approval of the manager.



Possibility to work in any place, respecting criteria of suitability, security and privacy.

In March 2022, despite the prosecution of the state of emergency and the simplified procedure for the communication of workers in Smart mode, we also decided to draw up an **Individual Smart Working Agreement between the Company and every single smart worker**, as a tangible sign of the Company's willingness to go ahead with a Smart Working method.

In the meantime, through the NUTS4GREEN App, we have continued to provide smart workers with the opportunity to **certify their Smart Working days** to become aware both of their contribution to environmental protection, and of their savings in terms of time and costs.

During the year 2021-2022, certifying their Smart Working days, there have been:



70 employees
(last year there were 28)



698 certified
Smart Working days



4.123,9 kg CO₂
avoided



€ 6,345.5
saved



1,396
saved journeys



31,728 km
saved thanks to
Smart Working



**+ 3 weeks, 1 day,
12 h and 16 min**
of free time

Given the fruitful experience of recent years, in the coming times we will continue to give the possibility – to all employees carrying out a compatible activity in the Company – to work in Smart mode, convinced that this **managerial philosophy linked both to the achievement of objectives and a new conception of working time and working space** is fundamental for a better harmonization of life and work times.

NEW HIRES



In Euro Company we consider the process of including new hires very important for an effective integration within the working environment and for the successful outcome of each one's professional project. In order to monitor the quality of each placement, after the first month within the Company, all new hires are given a **questionnaire to evaluate their own satisfaction**.

Thanks to this, it is possible to provide a very initial estimate on the reception received, on tools and workspaces, on the clarity of assigned tasks and on the quality of coaching.



3.8
New hires' average satisfaction rate in the year 2021-2022
(out of a maximum score of 4)

IN-HOUSE COMMUNICATION: PEANUTS



Sharing information and communicating in a clear and transparent way is crucial for the growth of our community. For this reason, every quarter, **Peanuts – our Company newsletter**, born at the beginning of 2019 with the aim of involving everyone in projects, initiatives, news and results obtained by the Company, strengthening the sharing of a common path – is **delivered to each Euro Company collaborator**.

From its first release to June 2022, there have been:



16 issues of *Peanuts* including
1 Special Edition on the occasion of 40 years of activity

WORK OF THE INTERDEPARTMENTAL COMMITTEE FOR ETHICAL SUSTAINABILITY



This past year saw the continuation of the activities of the **Interdepartmental Committee for Ethical Sustainability**, set up in the year 2020-2021 in order to **regularly share our corporate projects of social, environmental and organizational responsibility, monitoring their impact by fairly measuring them**.

The working group, coordinated by the Human Relations Office, consists of at least one referrer for each of the following departments: Quality, Commercial, Marketing, Environment, Safety, Performance Audit, IT, AFC, Production, Times and Methods, Logistics and Purchasing.

For the drafting of the Sustainability Report, the contribution of the working group has been fundamental. In fact, in these months the representatives involved have been called to collect data for the evaluation of the objectives already shared and to define some new KPI – *Key Performance Indicators* – useful in order to **report those actions allowing us, day by day, to carry out our Mission**.

In the near future, the working group – in addition to always involving at least one referrer for each area – will see the participation of one **external stakeholder** per year, who will be involved and listened to better support our strategic planning of corporate sustainability.



10
Follow-up meetings held during the year to keep abreast of the state of the art of activities, projects and KPIs to be monitored

EMPLOYEE HELP DESK

Listening to employees and supporting them in the various phases of company life is of utmost importance for us. For this reason, in Euro Company there is an **employee help desk**, thanks to which the Human Relations Office is responsible for answering doubts and questions received from our staff.



1,100
Minutes of employee help desk carried out by the Human Relations Office



5,220
Minutes dedicated to specific meetings by the Human Relations Office

VIRTUAL DESK FOR THE STAFF



To make the experience of using **WorkFlow** (our web portal dedicated to personnel) even more fruitful and complete, at the beginning of the year 2021-2022 we chose to activate a new feature of the website: the **virtual desk**. This function allows employees to send tickets to the Human Relations Office directly from the web portal, then having a feedback on the issue.

By entering a new request, through this software it is possible to provide further details by selecting from a drop-down menu the topic of interest, the category of belonging and to attach supporting documents. For each open ticket, the employees will also have the possibility to

check its status in real time (for example: accepted, closed, etc.).

This section has been created with multiple purposes:

- to facilitate and streamline all the requests made to the Human Relations Office, thus saving time;
- to avoid gatherings inside the office premises, thus respecting national provisions, the internal protocol drawn up to better deal with the situation caused by Covid-19 and in conditions of total safety;
- to save even more paper for documents to be delivered, to better protect the environment.

In order to effectively explain to employees how to submit tickets directly addressed to the Human Relations Office, for any administrative request and for the attendance card, we have also published a specific video-tip on the web portal: for communication with employees is the core of our action, each and every single day.

BONUS REWARDING FOR OUR CORPORATE POPULATION

The commitment and passion lavished by our staff during the year 2020-2021 were indispensable – especially in a post-Covid restart phase – to look to the future with ever increasing optimism.

For this reason, despite the fact that the objectives envisaged for the provision of the performance bonus (indicated in the supplementary agreement signed with the trade unions) were not achieved in the last financial year, our Company has **nonetheless chosen to recognize the entire bonus of € 1,000**, aware of the importance of **valorising the precious work done by everyone**. Provided with

the fees of November 2021, addressed to all people employed at the time of provision who worked at least 90 days in the 2020-2021 business year, awarded in proportion to the working days performed and the effective presence – this bonus represented a powerful **gesture of thanks and trust from Euro Company towards everyone's contribution, as well as a stimulus to keenly support any future challenge.**



€ 365,830

Bestowed as corporate giving to employees in 2021-2022 (with reference to the previous fiscal year)

IDEM CERTIFICATION FOR GENDER EQUALITY



In Euro Company we strongly believe that **gender equality** is not just a fundamental human right, but the necessary condition for a prosperous

and sustainable world.

For this reason, over the past year and together with the Marco Biagi Foundation of the University of Modena and Reggio Emilia and the JobPricing Observatory, we participated in the **design and validation of a new certification on Gender Equality**, taking part in the field trials.

The result achieved by this kind of experimentation is a measure (IDEM index) of corporate gender equality, with the highlighting both of the best and the critical areas, and the subsequent setting of a **gender certification (IDEM)** commensurate with the achieved index level.

IDEM investigates four key dimensions:

- ✓ **career** (accessibility and, on an equal footing, effective access for women to executive and managerial roles);

- ✓ **remuneration** (wage systems designed according to merit, transparency, equity and non-discrimination criteria);
- ✓ **organization** (control rules, coordination mechanisms and organizational structure that won't penalize women);
- ✓ **culture** (presence of values, leadership models, relationship systems, communication tools and mindsets able to incorporate, protect and promote gender equality).

At the beginning of the year 2021-2022, **as Euro Company, we measured ourselves on all four of the above dimensions, obtaining the Bronze Certification** in September 2021, mainly thanks to our attention to Gender Equality culture within our corporate walls, and to work-life harmonization tools we constantly aim to implement.

Thanks to the achievement of this Certification, in the next period it will be possible to establish a clear route, better defining our intervention priorities in each of the four dimensions and determining **specific action plans to keep on following the path towards Gender Equality, aware of the route traveled so far and the steps still to be taken.**

CLOSE THE GAP: COOP FOR FUTURE AWARD FOR GENDER EQUALITY



On March 29, 2022 we have been **awarded by Coop Italia, achieving first place among over 400 suppliers, participating in the first edition of the Close the Gap award, a prize dedicated to ethics and gender equality**, part of the homonymous Coop campaign on gender inclusion and the reduction of differences. To confer this award, projects and good practices implemented within the Company have been evaluated by

a jury having an outstanding expertise: Maurizia Iachino (founder and president of the Fuori Quota Association), Vera Gheno (sociolinguist specialized in digital communication) and Andrea Notarnicola (Global Inclusion Committee). An acknowledgment that makes us very proud and that represents an important sign both of what we have done so far and of what we still want to do, continuing along a bright path.

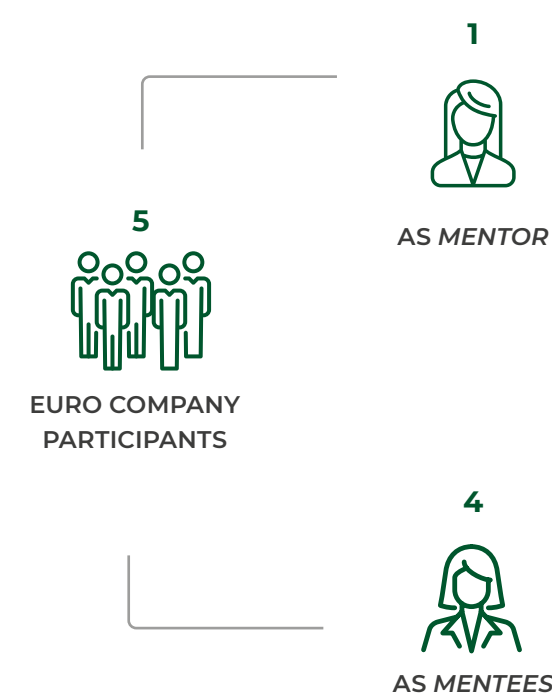


PARTICIPATION IN **MentorSHE:** THE MENTORING PROGRAM OF THE LIBELLULA FOUNDATION

Implementing projects, workshops and activities together with the companies of the Libellula Foundation network to promote a culture based on respect, gender equality and to build a fair and inclusive society is at the heart of our action. In the year 2021-2022 we have focused on **empowerment and the creation of mentoring paths for women, as the utmost expression of alliance and sisterhood between women.** To do so, we have offered to our female employees the opportunity to participate in **MentorSHE**:

the inter-company program of the Libellula Foundation to support the growth and development of **mentees** (younger female professionals) by offering them a chance for discussion and exchange with a female **mentor** of recognized experience and leadership, able to offer support in achieving professional and personal goals.

The aim of the project, which began in September 2021 and ended in April 2022, has been that of creating sisterhood, supporting the growth and development of the participants, helping them to overcome limiting stereotypes and to believe more in themselves, allowing them to expand their own horizon of reflection through dialogue and exchange with participants from other corporate realities.



Feedback from the **mentor** about the learning achieved through the journey:

- ✓ Importance of active listening, without judging;
- ✓ Questioning themselves at every stage – whether simple or challenging – of the journey;
- ✓ Giving themselves the chance to see the world from another perspective, with the solid desire to take action.

Feedback from the **mentees** about the results achieved through the journey:

- ✓ Sharing a working method that is also useful on other occasions;
- ✓ Better balance between personal and professional life, greater serenity;
- ✓ Expertise and skills achieved to be subsequently shared within one's own work team.

NETWORK OF ITALIAN B CORPS: **B CORP MONTH** AND FIRST IMPACT REPORT OF ITALIAN B CORPS

Changing the world is a possible undertaking. For this reason, in March 2022 we celebrated the **B Corp Month** together with the over 4,500 companies belonging to this global movement and committed to leaving a positive imprint on the ecosystem in which they operate, contributing to the shift of economic and cultural paradigms. In recent years, attention to sustainability has increased exponentially, together with the number of companies that have embarked on a profound journey towards a positive evolution. In 2020, for example, 66% of B Corps saw their turnover grow, also recording an increase in employees in 52% of cases. Furthermore, in 2021 the movement of Italian B Corps grew by 26%, compared to 2020.

Euro Company is proud to be part of this virtuous movement which – in February 2022 – officially presented its **first Impact Report** to tell what has been achieved in recent years and how much more will be, thanks to the collaboration of all Companies that are part of the movement. In fact, the activities of some working groups, places of exchange and confrontation living from the energy, the ideas and the efforts of the B Corps, will be launched or continued, focusing on issues related to Communication & Marketing, Gender Equality, Education and Net Zero.

INDUSTRY 4.0, IT ORGANIZATION PROJECT, DWH, BUSINESS INTELLIGENCE AND MES



Technological and procedural innovation continues to be a key aspect for our business.

In Euro Company, **optimizing plants in terms of performance and operativity** is in fact extremely important for increasing company competitiveness and improving the operational quality of people's work. For this reason, over the last year we have installed two new production lines and implemented a computerized system for the connection, the viewing and the **sharing of the performance data of the packaging room lines**, involving them in the process of operational efficiency of production. To this end, weekly meetings were organized during the year 2021-2022 with the managers of the various departments to analyze performance and share the improvement solutions to be adopted, obtaining a common guideline of actions to be implemented in order to have a clear and measurable vision on the situation of the production lines.

3 out of 5

Production halls where, to date, the computerized system sharing the performance data of the lines has been implemented

16

Plants where the machine data have been interconnected to a central unit

2

*New lines installed
(Room E and Roasting Department)*

2

Optical Selection Systems of the Roasting Department where a hardware update and upgrade has been carried out – improving the quality of the selection – and a QTY Analysis and Monitoring Dashboard was created through the use of PowerBi, analyzing and consulting the production data of the two plants related to the selected raw material and the waste.

Thanks to the work done, it will be possible – today and for the next period – to collect, analyze and use the process data monitoring them in real time, and to have a clear and unambiguous tool that the



several specialized operators will be able to use, in order to check and review the systems obtaining an improved linearity and simplicity in their handling.

In addition to these projects, one of the priorities of the Engineering & IT Areas for the year 2021-2022 has been that of launching the first phase of implementation of the **Manufacturing Execution System (MES)**, a software that will make it possible to **computerize and digitize the management of our Production Plant, optimizing its processes.**

How does it work? MES acquires information on production activities from the company management system – from sending the work order to the creation of the finished product – and uses the data collected in real time from the production machinery interfaced with the Industry 4.0 project.

The first phase of work has been completed at the end of September 2022 with the implementation of two pilot lines (lines 2 and 32), while the second will envisage the implementation of the software in all Packaging Departments by 2023.

Thanks to this implementation, in the next period it will therefore be possible to obtain various benefits: from the instant check on the status of the work order to the arrangement of a dashboard for measuring the efficiency of the line, from the reduction of the time required for data entry to a larger sharing and speed of information transmission. At the same time, in order to improve our management flows, we

have continued the analysis of our internal processes. In May 2022, work began on a new **Data Warehouse** and a brand new **Business Intelligence** tool. **Thanks to these systems, whose implementation has been scheduled for the end of 2022, it will be possible to increase the level of usability of company data**, in order to be able to continuously monitor the performance of each area and to quickly build customized and shareable reports, as well as having increasingly timely and reliable information.

Furthermore, with a view to improving and automating our planning processes, the **Revamping project of the market demand forecasting system** was completed in the second half of 2021, in order to have better clarity on the future in terms of sales forecasts. The data provided by the new application ensure effective support for production and purchasing planning processes, while at the same time they reduce potential waste along the entire company supply chain.

INVESTMENT TO PURCHASE COVID-19 PROTECTIVE EQUIPMENT FOR OUR STAFF



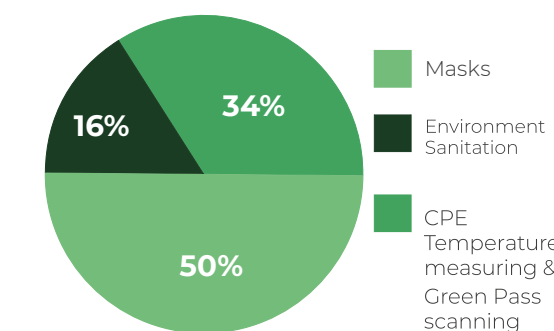
To better face the situation caused by the irruption of Covid in our country and its subsequent evolution, during the year 2021-2022 we have continued to **equip all our corporate population with the most suitable safety**

devices to fully protect their health, even at work.

To do so, we have distributed **for free** to everyone the following anti-Covid Personal Protective Equipment & Collective Protective Equipment:

ANTI-COVID PPE & CPE

ANTI-COVID PPE & CPE	ANNUAL PURCHASES
Masks	17,200 €
Environment sanitation	5,720 €
CPE – temperature measuring & Green Pass scanning	11,850 €
Total expenses	34,770 €



For a total of € 34,770

Over the next year we will continue to monitor the evolution of the pandemic situation and the spread of the virus, arranging to purchase – if necessary – personal and collective protective equipment, providing it for free to our employees, aware of the need and willing to continue to protect their health in the best possible way.

INVESTMENTS AIMED AT IMPROVING HEALTH AND SAFETY IN THE WORKPLACE



In Euro Company, **improvements relating to safety aspects in the ergonomic field are crucial to promote people's well-being and to allow them to work properly, facilitating operations and easing some simple daily operations.**

In this regard, during the year 2021-2022 – thanks to a strong collaboration between the production areas and the Safety Department – the most suitable equipment and projects were defined to improve health and safety in the workplace and over **€ 115,000 have been invested**, with the ultimate goal of **making everyone's work increasingly safe and efficient in the Company.**

In fact, every investment made has been designed to **improve daily work**, reducing risks for operators: from handling loads to cleaning, going on in the maintenance of the ovens used for roasting nuts.



Over € 115,000
Invested over the year to improve health and safety in the workplace



4
New machines introduced to improve the manual handling of loads

In the year 2022-2023 we want to continue investing to improve health and safety in the workplace, aware of the importance of dedicating attention to the continuous enhancement of these practices. In this regard, next year we are willing to invest over € 450,000.



Internal organization and involvement

GOALS FOR THE NEXT TRIENNIUM



NUTS4GREEN: NEW CAMPAIGNS AND INCENTIVES FOR PARTICIPANTS, TO SUPPORT THE ENVIRONMENT

Thanks to the NUTS4GREEN Project, during the year 2022-2023 we will continue to raise awareness among the corporate population on sustainable mobility, promoting the protection of our planet with practical and daily gestures and offering new incentives and rewards for each day of certified carpooling and Smart Working.

For example, on the occasion of the European Mobility Week – the main awareness campaign of the European Commission on sustainable mobility, held from September 16-22, 2022 – we have arranged some initiatives (infopoints, webinars, doubled cashback, etc.) to make the whole Euro Company community part of this event, thus encouraging a kind of increasingly greener mobility.



NEW CLIMATE ANALYSIS

During 2023 we will ask all our employees to participate in a new **organizational climate survey**, an important listening moment for the positive development of our organization. Thanks to this new analysis, it will be possible to understand how the corporate climate has changed since 2019 (year of the first survey), therefore learning more about the way people perceive the working environment.

This analysis will focus on important dimensions for organizational life and corporate performance, for a positive climate, of well-being and satisfaction, is connected to better results, greater involvement in work, growth in the deep sense of belonging and in collaboration, attractiveness of talents and better customer satisfaction.



SATISFACTION SURVEY ON PEANUTS, OUR QUARTERLY NEWSLETTER

Involving all collaborators in company activities and sharing a common path, **communicating information in a clear and transparent way**, is essential for the growth of our community. After almost three years of publication of *Peanuts* – our quarterly newsletter, created with the

aim of involving everyone in the news inside and outside the Company, in an informal and funny way – in the coming months we will ask the entire company population for a feedback on their **satisfaction** for this kind of internal communication. All of this, by submitting them a short **questionnaire**. The feedback we will get will be essential to understand how to further improve this way of internal communication, and to help us make the next editions more and more engaging and in line with everyone's interests.

PARTICIPATION IN *INSPIRING MENTORING*, THE INTER-COMPANY MENTORING PROGRAM OF THE LIBELLULA FOUNDATION



Allowing all female collaborators to work within an environment where they can grow and improve themselves is paramount for us. That's why, both in recent and in the coming months, we will continue to focus on **empowerment** and on the **creation of female-driven mentoring paths, as the maximum expression of alliance and sisterhood between women**. Specifically, we have given some female employees the opportunity to take part on a voluntary basis in **INSPIRING MENTORING**: an inter-company mentoring program organized by the Libellula Foundation for female collaborators coming from companies that are already part of its network, designed to support awareness, growth and development of the participants (*mentees*) by offering them an opportunity to reflect on themselves and their resources, exchanging views with renowned and well-established female *mentors*, capable of offering stimuli, inspiration and advice starting from their work history. The course, which took place between September and November 2022, saw alternating laboratory moments and inspirational sessions for the participants. All of this, with the ultimate goal of helping them to define the personal concept of self-realization beyond stereotypes and to generate a sense of self-efficacy, modelling new behaviors and thoughts. The female colleagues who took part will in turn become **positive ambassadors** with respect to the issues of inclusion and female empowerment within the Company.

For actively acting on engagement and the creation of positive relationships is a fundamental support for the achievement of professional and personal goals, in an inclusive and equal way for all.



TOP MANAGEMENT TRAINING ON GENDER EQUALITY

Promoting inside the company walls an increasingly inclusive culture able to pay attention to gender dynamics is a primary issue for Euro Company. Along the way, the role of top management is essential to help us gradually raise awareness among the entire company population. For this reason, we decided to involve a first group of managers in a training course on gender equality, organized in collaboration with the Libellula Foundation.

During the training – which took place in the first semester of the year 2021-2022 – issues concerning **gender stereotypes and unconscious biases, micro-aggressions and the promotion of respect and inclusion in one's work group, language and leadership inclusive of gender diversity** have been dealt. This training, with a practical and experiential slant, included both a theoretical overview of the topic and interactive activities to encourage participation, dialogue and sharing of suggestions, practices and behaviors useful for re-adapting the topics addressed, in order to disseminate them later within each one's own working context.



DRAFTING OF THE SUSTAINABILITY REPORT

Measuring our positive impact on people and the planet in an ever more precise and timely manner is essential for the flourishing and blooming growth of our reality. For this reason, between October and November 2022 we involved the members of the Interdepartmental Committee for Ethical Sustainability in a training titled **Environmental Sustainability and Sustainability Report according to GRI - Global Reporting Initiative logic**, organized in collaboration with SCS Consulting (a company that offers professional consultancy, training and enhancement of human resources). This training will focus on various topics, from global and European sustainability objectives to the importance and the various methods of drafting an effective Sustainability Report; all of this, with the aim of increasing awareness about the relevance of sustainability indicators. During the meetings, the members of the Committee will play an active role in identifying the Sustainable Development Goals to focus on as a priority in the near future, as well as in the **materiality analysis**, aimed at identifying the most significant issues for our stakeholders. Thanks to this, it will be possible in the near future to draw up a more rigorous **Sustainability Report**, based on specific European standards (for example, the GRI standards).





INTRODUCTION OF THE NEW SUSTAINABILITY MEASUREMENT SYSTEM: SDG ACTION MANAGER

In order to “take a picture” of the sustainability level of our Company, in the next few years we will complete the compilation of the **SDG Action Manager**: a tool, created by B Lab in collaboration with the United Nations Global Compact, to provide companies with an instrument capable of formulating an **analysis of company performance**.

By completing the SDG Action Manager it will be possible to obtain a veritable roadmap for achieving and monitoring sustainability goals and to concretely assess the impact that our way of doing business has on the points set by the UN 2030 Agenda. Thanks to the completion of this tool it will also be possible to outline our **materiality matrix**, which is key for orienting our long-term sustainability plan.



CREATION OF THE RESEARCH & DEVELOPMENT CROSS-FUNCTIONAL COMMITTEE

For us at Euro Company, **constant research and innovation** are the basis of success.

The increase in the number of new products to be developed and the complexity of the projects related to them has prompted the Company to create new specialized roles, responsible for following these paths.

For this reason, in recent months a brand new Area dedicated to Research & Development has been created within the Company.

As a result, the current procedural system has been updated, in order to define the responsibilities of the roles and the procedure to follow for the development of new products. The management was then divided according to the type of product involved, and in particular we have set:

- ✓ an Innovation Manager, for products to be implemented in outsourcing;
- ✓ a Research and Development Manager, for creams and fermented products, with Research & Development entrusted to the laboratory;
- ✓ an Account manager, for all other products.

The goal for the future is that of **introducing a cross-functional group taking care of establishing project priorities and assessing the real potential of each one of them, allowing us to be competitive on the market and actively pursuing a constant improvement perspective**.

Following on from what was done in the last year, in the next period we will therefore create a full-fledged **Research and Development cross-functional Committee**, which will see the cooperation not only of these new figures, but also also of representatives from other Areas who will

be able to make their concrete contribution to the development and growth of Euro Company's innovative drive. All of this by sharing timings, technical requirements and feasibility analyses of the innovative projects developed by Euro Company,

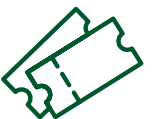
INTRODUCTION OF COMPANY MONITORS FOR INTERNAL COMMUNICATIONS



Protecting the environment, with small practical measures even within the company premises, and **communicating our corporate news in a clear, simple and timely manner**, primarily to the corporate population, are two aspects that we particularly cherish.

For this reason, during the year 2022-2023 **company monitors dedicated to internal communications** will be activated in various points of the office area and in the production plant, replacing the classic paper bulletin boards. Thanks to these, it will be possible to publish and disseminate all the news, curiosities and organizational information in real time – even in video format – standardizing and speeding up internal communication, which is very important for such a large community. All of this, in the meantime safeguarding our planet and avoiding paper waste.

IT TICKET SYSTEM



With a view to constant improvement, in order to ensure the timely and effective resolution of requests for support to the IT Department, in the first part of the year 2022-2023 we will implement an IT ticket system available to all company personnel, with a dedicated web portal.

Thanks to the latter, employees will be able to consult a section of FAQs (Frequently Asked Questions) and user manuals for company devices, as well as to easily submit new requests for the IT Office, checking their progress in real time. This will facilitate contacts with the IT Department, easing their work and making support queries more traceable and transparent.

NEW TELEPHONE SWITCHBOARD PROJECT



Allowing all collaborators to communicate quickly and easily is crucial to ensure that all business flows and processes could work in the best possible way. In order to simplify and harmonize the managing of company calls, whether internal and/or external, starting from September 2022, the **telephone switchboard in Euro Company will be managed**

in a brand new mode.

A switch that will bring **several benefits, both in organizational as well as in economic and in environmental terms**: thanks to the new switchboard, it will in fact be possible to obtain both an economic saving of around 40% on call costs, and a considerable paper saving thanks to the possibility to receive faxes by e-mail. Furthermore, benefits will be clear for our staff too, especially for all employees performing a job compatible with Smart Working who – thanks to the introduction of a shared company address book, available via the App – will be able to quickly dispose of all internal numbers, with a significant impact on the continuity of one's work.



DOCUMENT MANAGEMENT SOFTWARE PROJECT

In Euro Company, organizational efficiency and traceability of flows are essential for an effective and optimized business management. For this reason, in the year 2022-2023, we will activate a **document management software** with the aim of digitizing business processes and dematerialising documents, at the same time structuring procedural flows and approval processes. This project will allow us to have a single organized archive of company documents and to obtain various benefits: higher level of information sharing, greater traceability and control of processes, reduction of costs associated with the handling of physical documents.



INDUSTRY 4.0: DIGITIZATION OF PRODUCTION PROCESSES

In the coming three years, we will go ahead with the **digitization project of production processes**, to increase the level of efficiency both in the processing and in packaging phases of the raw material. Specifically, in the next period we want to integrate the **SCADA** (Supervisory Control and Data Acquisition) **Ignition** among Euro Company's machinery and plants: that is, a control system used in industrial processes to allow the monitoring, collection and processing of data relating to plants and machinery, capable of supporting the entire architecture of "smart" companies' production processes. This structure – which constitutes the core of the Industry 4.0 paradigm – will allow us a **consistent acquisition of data and information related to production, precious for building the modern smart factory**. At the same time, it will improve efficiency, management and control, increasing performance and operativity. All this, interfacing with the MES

system to provide the value chain with information coming from the use of the machines.

In addition, in order to reach a kind of management focused on constant improvement, creating value for our customers and increasing competitiveness through the full control of company processes and the reduction of waste, over the next three years we aim to train our Engineering Area to adopt a **lean approach** in the Company. A way of thinking, an enhancement and learning process that will involve not only tools and methods, but also our corporate culture.



PEARLS OF OSSIGENO

The creation of an inspiring environment where we can exchange our views also flows through the implementation of projects and paths addressed to the whole staff and the community which we belong to. For this reason, once again this year we have carried out the **Pearls of Ossigeno** project: a cycle of seminars and webinars born in early 2019 to involve our staff and their families in the most dear issues for all of us. In particular, in the year 2021-2022 we held two seminars related to the theme of **personal organization**, to provide useful ideas that can **help** participants **optimize spaces and organize their personal and working lives, improving productivity and forgetting the stress**.

Because being aware of the relationship with things, selecting what is superfluous and eliminating clutter are actions that can help make more space – both physical and mental – for the important things.

PERSONAL ORGANIZATION AS A LIFESTYLE



In order to approach a new idea of organizing home environments **improving one's own space** – both physical and mental – at the beginning of May we held a seminar titled *Personal organization as a lifestyle* open both to employees and relatives/friends, aimed at **simplifying our days, our ordinary gestures, saving time and energy**.

The seminar began with excellent news: organization is not necessarily an aptitude, but rather a skill that can be acquired and trained by applying the right techniques. In this regard, **Silva Bucci** (Professional Organizer we organized the seminar with, and co-founder of the Professional Organizers Italia Association) spoke about:

- ✓ **"Space Clearing"**, that is the art of making room by eliminating the superfluous;
- ✓ **"Decluttering"**, i.e. the elimination of junk and all the useless objects that have long been lying forgotten in a corner of the house which, knowingly or not, weigh down daily life by taking away energy and serenity.

In order to put the received advice into practice, the expert then proposed to the participants some **techniques and simple tools** to make more



functional all those objects and environments that constitute the most important place for each of us, that is *home*.



15 employees and relatives/friends involved

PERSONAL ORGANIZATION DURING OFFICE WORKING AND SMART WORKING

In order to give continuity to the path started with Silva Bucci, **translating it within the working context**, last May we also decided to dedicate two in-depth meetings to the topic of personal organization while working, both at the office and in Smart Working.

The two meetings – addressed to all employees with a computer workstation – started from a very important assumption: **space and time are closely connected resources**. In fact, the more functional the environment that surrounds us is, the easier it will be to better invest our time available.

For this reason, during the seminars, Silva Bucci spoke to the participants:

- ✓ *about how to properly organize one's work plan thanks to some simple tips, making it well organised;*
- ✓ *about the importance of monotasking and good programming, about their advantages and practical techniques to be used to carry out single activities in a sequential way, thus defining a precise time interval to do them.*

All of this, with the aim of giving participants the opportunity to **improve, thanks to greater personal organization, the quality of daily life in the Company, satisfaction and productivity, by managing commitments with less stress, limiting distractions and dealing with the unexpected in an effective way**.



17 Participants in meetings



Pearls of Ossigeno

GOALS FOR THE NEXT TRIENNIUM



Over the next three years we aim to continue our work of raising awareness of employees and their family members on environmental and social issues of key importance to us. For this reason, we will bring to their attention projects and seminars relating to the following thematic areas of **ethical-social interest**:

- ✓ *Environmental sustainability: beach litter activities, in collaboration with Legambiente experts*
- ✓ *Inclusion of disabilities*
- ✓ *Inclusion of diversities: the rights of the LGBTQI+ world*
- ✓ *Follow-up of personal organization techniques*
- ✓ *Cyberbullying*
- ✓ *Generations compared: from Over 65 to Generation Z*
- ✓ *Christmas workshops on recycling materials for our employees' children*



Pearls of Ossigeno seminar carried out over the previous year (AY 2020-2021)

Respect for the environment and separate waste collection

On the occasion of the "Clean Up the World" day, the biggest environmental volunteering event in the world, together with our staff we decided to dedicate a shared moment to the safeguarding of our second home: the planet. This by carrying out a redevelopment of the area around the mouth of the Bevano river, a natural reserve located in Lido di Dante.





WELFARE AND BENEFITS

Allowing to balance private and working times for our staff, going beyond trade-union and legal obligations, is paramount for us. In this spirit, we offer our employees:

LIFE AND PERMANENT DISABILITY INSURANCE

The strong path towards the continuous improvement, wellbeing and health of people, has led us to increase services and benefits for our staff. These include **life insurance for all our collaborators**. Fully borne by the Company, it has as its ultimate goal that of **protecting the Company community**, offering everyone the opportunity to think about one's own future, in case of permanent disability, and that of the loved ones, in the event of one's own premature death.

The insurance policy covers each member of the staff, at any time of their own life, and not just following events occurred at work.

In the event of permanent disability or death of the worker insured by Euro Company, a ceiling of € 100,000.00 is planned to be provided.

TAX RETURN COMPLETION BENEFIT

Filling in the tax return is an operation that can often be complex and burdensome. For this reason, in Euro Company we make available to all our staff – **free of charge and on-site** – the benefit of the completion of the 730 form. In recent years, in fact, we have given all the employees concerned the service of filling in the 730 form for tax return, allowing them to bring – in pre-established periods – the documentation for the tax return to the Company and to deliver it to the tax officers, thus saving time and money.

97 Tax return forms completed for our employees in 2021-2022, equal to

€ 1,358 of charge covered by the Company

WATER AND REUSABLE BOTTLES

All our employees are equipped with a **personalized reusable steel bottle**, which can be filled at the microfiltered water fountains inside the Company. In this way, the advantage is twofold: **the production of plastic waste is avoided and good and microfiltered water is guaranteed for everyone.**

COFFEE BREAK



Every year 120,000 tons of waste coming from the consumption of coffee capsules are produced. For this reason, in Euro Company, we have chosen to eliminate them **by introducing new coffee machines that, grinding coffee beans at the moment, produce 100% compostable waste.** And since well-being also includes a break, **coffee is completely free** for all employees.

SPECIAL AGREEMENTS



For all our staff, we have activated some **special agreements**, constantly updated, with **some structures present on our territory**: little daily benefits aiming to establish a positive connection between our employees and the territory in which the Company operates. These agreements are active in different areas: leisure time, well-being, food, banking services, health, entertainment, etc.



36 ACTIVE AGREEMENTS
in the Company

including



11 NEW AFFILIATIONS
stipulated over the year
2021-2022





Welfare and benefits

GOALS FOR THE NEXT TRIENNIUM



SATISFACTION SURVEY ON COMPANY AGREEMENTS

In Euro Company we believe it is very important to build a deep bond with the area in which we operate. Precisely for this reason, we are constantly committed to creating solid partnerships with local realities that share our values and our attention to well-being and sustainability. In fact, in recent years we have activated numerous agreements to facilitate all employees in various aspects of everyday life, with the ultimate goal of **harmonizing the duties and the pleasures of free time in the best possible way, guaranteeing them some small daily advantages**. In order to find out with greater accuracy the opinion of the employees regarding this service and to constantly improve it, in October 2022 we submitted a **satisfaction questionnaire on agreements** to the entire company population.

Thanks to the valuable contribution of those who participated in the survey, in the next period it will be possible to better direct our action, making the world of corporate agreements increasingly in line with the needs of all collaborators.



TRAVEL POLICY ACTIVATION FOR EMPLOYEES WHO TRAVEL FOR WORK

In order to protect our employees in the best possible way – even outside the company walls – at the beginning of the year 2022-2023 we will activate a **Travel Policy addressed to those employees traveling for work and doing business trips, in Italy and abroad**.

Thanks to this Policy and the related **smartphone App**, recipients will have the possibility of accessing – simply and directly – both pre-trip advice and online training on risks before departure, as well as a series of useful info, medical assistance and security services, so as to avoid problematic situations during the trip, always remaining safe.

With its activation it will in fact be possible to secure business trips (trade fairs, events, etc.), protecting employees in the best possible way from possible unforeseen events (for example: theft, emergency medical expenses, unexpected injury or illness during travel, repatriation assistance services, loss of personal or business property, etc.).

OPENING OF THE OSSIGENO PARK AND NEW MANUFACTURING PLANT



The works of our **brand new multipurpose center (Ossigeno Park)** were completed at the beginning of 2020. However, due to Covid-19, in recent years it has not been possible to proceed with the official opening, aware of the need to act in conditions of total safety and to protect everyone's health in the best possible way. Given the progressive improvement of the situation caused by Covid-19, during the year 2022-2023 we will finally open and inaugurate the new complex. Within it, in addition to the business district, there will be a **gym** dedicated to employees, a **show cooking area** and an **outdoor green belt with a multifunctional sports field**.

Furthermore, next to *Ossigeno Park*, a **new production plant** will also come into operation during the year 2022-2023, entirely devoted to the automation of lines and processes and dedicated to corporate e-commerce and the production of creams made up of 100% nuts.



UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals
set by the UN 2030 Agenda



Through our **commitment to Staff**, we contribute to the achievement of **14** of the 17 Goals set by the UN 2030 Agenda:





OUR MISSION
ROOT #02:

We minimize the processing of raw materials, in order to guarantee on a daily basis the best nuts and dried fruit for our consumers.



TOP-QUALITY PRODUCTS: THE BEST POSSIBLE PRODUCT GUARANTEE



Promoting the culture of physical and spiritual well-being through **healthy and correct nutrition** is fundamental for us. Today our efforts are oriented towards meeting the needs of consumers looking for products that might be as natural and as little processed as possible, having a short and transparent list of ingredients, without dyes and preservatives: our goal, therefore, is to focus with dedication on the development of new products, healthy and tasty, able to satisfy the new market demands.

At the same time, it is essential to inform consumers making them increasingly aware of what they buy, also through packaging – ideal tool to tell the benefits of our products in terms of nutrition and health. These kind of claims help us to describe the nutrients contained in the products and the potential effects they might have on us: thanks to these indications, in addition to appreciating the product for its sensory features, consumers can learn more in depth about the nutritional information of the

products, enriching their knowledge on the chosen food.



247 is the amount of our brand products containing nutritional and/or health claims (**out of a total of 992**): in detail, the majority of claims appear in fresh refrigerated aisle products, where there are **151 packaging with claims, out of a total of 205** (that is, 74%).

FIGHTING THE OVERCONSUMPTION OF SALT AND SUGAR



Part of the food industry puts sugar also in those foods where, at first glance, you would never expect to find it. In fact sugar is not only used as a sweetener, but also as a flavouring, a colouring and a preservative agent, altering the raw material. And the indication for sugars added is often relegated only to the nutritional table on the back of the product pack, making it difficult for the consumer to read it immediately.

We believe it is a duty for the consumer to be aware of his/her own choices, although sugar is not an ingredient to be anyhow demonized, but rather it has to be limited and monitored within a healthy and balanced diet: the key is in fact to consume each food carefully and wisely, in order not to incur negative effects on our health.

Precisely for this reason, most of our products do not contain added sugars, but only those naturally present in fruit. In this way, we offer consumers the opportunity to choose healthy and genuine products, having an all-natural sweetness.



931 products out of 992 do not contain added sugars, but only those naturally present in the raw material. In particular, **91%** of our dried fruit offer comes without added sugar.



Precisely for enhancing this aspect, years ago we created one of our best-known brands for large-scale distribution: **Semplicemente Frutta**, dried fruit with no added sugars, except those naturally present in each fruit.

Like sugar, also **salt** is an ingredient of great importance in a balanced diet which, however, must be used in moderation: for an adult, 4-5 grams of salt should not be exceeded per day. While the food industry often misuses it to add flavour to ingredients or to cover up defects, at Euro Company we consider the consumer's health and well-being as key elements to be preserved and protected. It is now known that excessive and prolonged consumption of salt do represent a risk factor for several pathologies such as, for example, arterial hypertension and consequent damage to the cardiovascular system.

This is why we have both reduced the amount of salt in many of our savoury products and increased the offer of products without added salt, which amount to around **70% (687 out of 992, in June 2022)** – among which snacks and spreadable creams stand out, reaching a percentage of **83%**.

In order to focus attention on the correct use of this ingredient, in the past years we have developed the **Vitamore** brand, roasted and not fried nuts with only 0.25% salt, just enough to enhance the uniqueness and quality of our nuts, offering a pure taste experience.

NO ADDITIVES



In Euro Company we believe it is very important to make products fully respecting the high value we give to **naturalness**, making the least possible number of transformations and using the least possible number of elements such as additives or flavourings. These ancillary substances are limited



to a very small part of our products: those perishing quickly or for which it is not possible to do otherwise in order to comply with the regulatory standards.

For example, we definitely do not use palm oil, for consistency and conviction, because it does not reflect our philosophy, and as many as **91%** of our products are without additives or flavourings added (**899 out of 992** total products)! Particularly noteworthy are also the fresh fermented products studied by us, where the same percentage of incidence is maintained.

NEW ACADEMIC PARTNERSHIPS FOR THE QUALITATIVE ANALYSIS AND ASSESSMENT OF PRODUCTS



Over the last year, in collaboration with several universities, three dissertations have been published – one on vegetable butter, one on nut spreadable creams and one on fermented milk.

The first dissertation, entitled ***Vegetal alternative to butter***, was drafted by a student of the Department of Agri-Food

Sciences and Technologies of the Cesena Campus (FC) and was developed with our Research and Development Department of the Quality Area.

The aim of this work was to focus on a product that could act as a vegetable alternative to butter, able to satisfy the needs of vegetarian, vegan, lactose intolerant consumers or simply people who wish to replace a fat of animal origin with a vegetable and proteinic one. An innovative, tasty and healthy product, usable both for raw consumption and for the use of preparations requiring a heat treatment.

The second dissertation, about nut spreadable creams and titled ***Evaluation of the chemical-physical stability of spreadable creams based on nuts***, was drafted by a student of the Master's Degree Course in Food Science and Technology of Cesena (FC). The rheological properties of foods are key parameters for quality control, process design and control, knowledge of products' structural properties and their composition. In the food industry – and specifically in the sector of spreadable creams – it is absolutely necessary to evaluate the rheological behavior of foods, in order to improve the numerous aspects that determine a greater pleasantness of the food such as, for example, creaminess, spreadability, pouring capacity and fluidity as well as to evaluate its stability in conservation. In the light of these considerations, the objective of this experimentation was to evaluate the chemical-physical and structural stability over time of three formulations of spreadable creams based on 100% nuts, produced starting from Pecan and Macadamia nuts and cashew nuts.

The third dissertation was drafted by a student of the Master's Degree in Food Safety and Food Risk Management of the University of Parma, entitled ***Control of Listeria in nut-based fermented***

products. The degree thesis consisted of a challenge test on fermented vegetable products based on nuts, with a *Listeria monocytogenes* inoculation.

The product was realized in accordance with the recipe, developed and replicated in the laboratory, to assess the increase or decrease of the pathogen contamination in the production and storage phase. The product was periodically analyzed during its shelf life to monitor the progress both of the pathogen, the starter culture and the autochthonous microflora. The second challenge was carried out in a pilot plant inside the Company.

SAFETY ASSESSMENT OF NUT-BASED FERMENTED FOODS, ALSO BY CHALLENGE TESTING WITH TARGET MICROORGANISMS

After the projects completed last year in collaboration with the University of Bologna, during the year 2021-2022 we also carried out a study consisting of **microbial challenge tests on fermented products**. In the first phase of the project, the research activity focused on the study of the shelf life and safety of new types of *fermentini*, our fermented products based on nuts – notably, during the production phases and at defined times during the shelf life, evaluated both at 4°C and at 8°C, of the aged *Fermé* with herbs and flowers, the fresh spreadable *Fermé* with chives and *Camelia* with a flowery crust – all evaluated under current production conditions through a microbiological characterization, with reference to the main microbial groups (lactic acid bacteria, total mesophilic count, *Enterobacteriaceae*, moulds and yeasts) and a chemical-physical characterization, measuring pH and Aw over time. Furthermore, the composition of the gases inside the packaging of the seasoned and fresh products during

their shelf life was also monitored. This assessment of the microbiological danger, currently still in progress, will allow us to modulate processes and follow-ups according to the results that will be obtained.

OUR CERTIFICATIONS

Measuring the impact of our products on health and nutrition is a crucial value for us. Also this year we have obtained **renowned certification in the field of food and ethics**, including:



IFS (International Food Standard) and **BRC** (British Retail Consortium) are standards recognized by GFSI – Global Food Safety Initiative, born in May 2000 at the behest of the Consumer Goods Forum, an independent global network operating with the aim of ensuring the distribution of goods suitable for consumption (for example, safe in both terms of health and hygiene) for consumers. IFS and BRC, certifications for which we have obtained the highest scores, have two main purposes:

- 1. to implement and make operational a management system that allows the Company to check the fulfilment of quality, safety and legal compliance requirements, with particular reference to the laws in force within the countries of destination of the finished products;
- 2. to provide a tool able to improve food safety management, controlling and monitoring the critical factors.

INCREASE IN CERTIFIED ORGANIC MARKETED PRODUCTS

The **organic certification**, albeit indirectly, assesses the environmental impacts of their production process and certifies compliance with the EU regulation. According to the Law of March 9, 2022, n. 23: *“Organic production stands as a global system of farm management and food production, based on the interaction between best environmental practices and climate action and conservation of natural resources and, by virtue of the application of strict production standards, it contributes to product quality, food safety, animal well-being, rural development, environmental and ecosystem protection, biodiversity conservation and the achievement of the goals of reducing the intensity of*

greenhouse gas emissions established by article 7a2, 2nd paragraph, of directive 98/70/EC of the European Parliament and of the Council of October 13, 1998 [...]”. In the fiscal year 2021-2022, **sales of organic**

products in Euro Company have recorded an **increment of +28%** compared to the previous year, with a percentage incidence of **13.6% on the total turnover**.

	06/30/2022		06/30/2021	
	PRICE EURO	QUANTITY IN KG	PRICE EURO	QUANTITY IN KG
Organic Products	15,211,586 €	1,298,947	11,906,838 €	1,107,917
Total sales	112,009,134 €	14,483,240	109,174,762 €	14,787,549
% Organic on tot.	13.58%	8.97%	10.91%	7.49%

PROMOTING A PLANT-BASED NUTRITION

It is scientifically proven that a diet mainly based on the consumption of foods of vegetable origin promotes a good state of health, compared to a diet based on animal proteins, the excess of which could in fact cause damage to our body – as also demonstrated by several studies in science and medicine. The key to a healthy and balanced diet lies precisely in balance: it is not necessary to completely eliminate foods of animal origin, but it is certainly useful to limit their consumption increasing the intake of fruit, vegetables and legumes. Diets mainly based on the consumption of plant-based foods are also healthy for the environment given that, as the experts of

the European Medical Institute of Obesity (IMEO) point out, meat processing and intensive farming are highly responsible for gigantic carbon emissions. It is starting from this idea that, since its inception, in Euro Company we have uniquely offered **plant-based products** and we will keep on intensifying the focus on their development, conceiving this as the future both for human being, climate and the Earth. In the past year we have not only concentrated on improving the existing **fermentini** recipes, but we have also launched new ones, always based on nuts, to respond to the increasingly massive demand for plant-based products: perfect foods for those who aim to enrich their diet with truly healthy and tasty vegetable products and, at the same time, who wish to reduce the consumption of foods of animal origin. Source of proteins, they maintain all the

nutritional characteristics of nuts which give them a high dietary value, plus the added benefits of the fermentation process. They are natural and organic aliments which, unlike many ultra-processed products on the market, include a very short list of ingredients without the addition of preservatives or additives.

Our goal, for the next few years, is to keep on working on innovative recipes aimed precisely at **meeting the desire of consumers to choose products that could be as healthy and respectful of the environment as possible.**

OUR BRAND NEW FERMENTED PRODUCTS

Over the past year we have focused on improving the existing recipes of *fermentini* and on developing **BuVé**, the first vegetable food alternative to animal-based butter, mainly produced with nuts. A great innovation in the field because it provides a good, healthy and fermented



product, an alternative to cow's milk butter far superior to the plant-based alternatives (margarines) on the market. In fact, butter has always been part of the tradition of tables throughout Europe. A noble food, which comes from fine milk, rich in natural essences and aromas of mountain pastures, woods and lush meadows. A tradition progressively abandoned, over the course of time,

in favor of an industrial production which has debased its artisanal origins, impoverishing the butter in its nutritional and aromatic properties.

Furthermore, the shelf of vegetable alternatives to butter, dominated by margarines, has always followed the same path, with products having very low nutritional values and long lists of artificial ingredients – mainly mixes of oils and thickeners. These represent poorly nutritious and healthy alternatives for our diet. This is the reason why *BuVé* was born, a new idea of vegetable butter, with an original, unique taste and made using nuts.

But our research doesn't stop there! Indeed, after the success of the *Fermé* Special Edition, our **fermentino with cranberries and Pecan nuts** has become a full-fledged brand, **Dolcillo**: a combination of surprising taste in which the delicacy of cashews blends with the sweetness of cranberries and the crunchiness of Pecan nuts. Dedicated to special moments, to enrich an aperitif or to be enjoyed at the end of a meal.



LAUNCHING NEW PRODUCTS, IN HARMONY WITH OUR THINKING



in order to bring better, healthier and more natural products to our consumers' tables, over the last year we have carefully focused on **100%**, our **spreadable creams made of only nuts**, free of thickeners and preservatives. We have therefore chosen to expand the offer with three more Italian nut spreadable creams in a 300 g format: roasted peanuts, peeled almonds and roasted hazelnuts from our country's supply chains. 100% nuts, grown in Italian territories of excellence and in full compliance with the company principles of Ethical Quality, selected and finely ground to obtain a soft cream ideal for spreading. Just one ingredient, as the rest of the product line; totally without additives, flavourings, oil or emulsifiers, to leave intact the flavour of nuts, and unaltered their prized nutritional values. Three creams with an irresistible taste, to savour nuts in a different way of consumption. Ideal as-is or mixed with



honey; spread on bread, hardtacks and rusks, with yoghurt and fruit salads, to enrich pancakes and tasty breakfasts. More and more consumers are approaching this kind of product, appreciating its quality, nutritional values and short and "clean" label. Since 2019, year in which we launched our first 100% references, the market has in fact seen an unstoppable growth, meeting the enthusiasm of consumers increasingly

attentive and interested in experimenting new ways of consuming nuts. Because, for us, innovating in the world of nuts and dried fruit means always finding new ways to enjoy them, without having to fall back on ingredients that could alter their flavour. In tune with current market trends and with the desire to offer the best possible product in the best possible format, in autumn 2021 we have also launched **La Dispensa Preziosa** product line, 11 references designed for home consumption needs; going from a rich breakfast in the morning to the kitchen preparations, up to the classic between-meal snacking in the afternoon. A series of mono-products and mixes in large formats, made with extraordinary raw materials, to tastefully enrich your cupboard:

- ✓ **The Roasted:** Pistachios, Peanuts and Pumpkin Seeds.
- ✓ **Fruit au naturel:** Walnuts, Almonds, Cashews, Brazil Nuts and Medjoul Dates.
- ✓ **The Mixes:** *Ruby*, *Pearl* and *Emerald*, available both in pillow pack and in the practical R-PET tray, made from recycled and recyclable plastic.



A pack characterized by a sophisticated and precious color band, which at the same time leaves the extraordinary quality of the raw material fully visible thanks to its transparency. With the desire to offer our consumers an unforgettable taste experience and by leveraging our experience in the field of roasting, we have recovered an ancient cooking method, resulting from care and attention to

detail. **Antica Torrefazione Frutta Secca** is in fact the brand that we launched at the beginning of 2022 in order to offer consumers the taste of roasted peanuts and pistachios as tradition dictates: in a **baking tray oven**. In fact, unlike a classic continuous oven, the fruits are arranged on a tray in small quantities, without overlapping them: this allows for better heat distribution during cooking, for slower and more uniform roasting, which enhances the crunchiness of the fruit and the persistence of its aroma. Furthermore, the packaging has been made with mainly paper coupled material, which can be recycled and disposed of directly in the paper waste sorting (Aticelca evaluation system – Certificate of Recyclability). There are two references within the *Antica Torrefazione Frutta Secca* product line, in packs of 200 grams: peanuts and pistachios.



STRENGTHENING THE FOREIGN MARKET



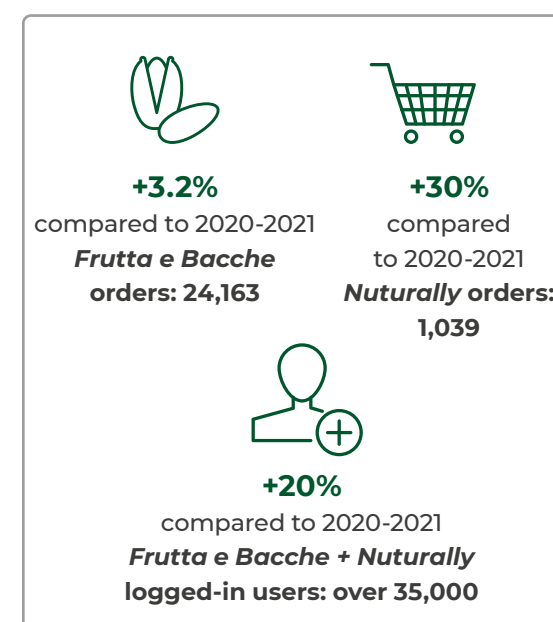
The foreign market is fundamental to us: the weight of exports on our turnover continues to increase, thanks to the over 30 countries in which we are present with our nuts, dried fruit and *fermentini*. Norway, Denmark, the Netherlands are but a few of the countries where this category of products have received a warm welcome. The **Northern European market** is in fact confirmed as particularly **receptive and sensitive** to the issues both of healthy and sustainable plant-based nutrition and, at the same time, of the *clean label*, meaning a transparent label having the fewest possible number of ingredients.

Our dedicated organic brand, *Econoce*, continued its expansion in Northern European countries thanks to the entry into **Ekoplaza**, the largest ethical and organic supermarket chain in the Netherlands, with over 70 locations. With the inclusion of pistachios of Iranian origin, we can offer a top-of-the-range product. We have also strengthened the offer of our 100% *Econoce*-branded spreadable creams present within the **Bio-Planet** chain, in Belgium, part of the Colruyt Group sustainability champion. Remaining in Northern Europe, we have started a collaboration for the distribution of our *fermentini* in Denmark through **Naturli**, the best-known company that sells plant products in Scandinavia and which – like us – firmly believes in the revolution of fermented nut-based products. The distribution of *fermentini* has also greatly accelerated in Spain, where the collaboration with the organic distributor **Sol Natural** active in Catalonia has started, while our grated product *Grattino* has also arrived at **Alnatura**, the main German organic chain.

STRENGTHENING OUR E-COMMERCE



Over the year 2021-2022 we obtained the following results:



AWARD AS BEST E-COMMERCE IN ITALY

On *Frutta e Bacche*, our e-commerce dedicated to true nut lovers, we offer high quality raw materials, respecting their history and origin and paying the utmost attention to bring only unique products to the table of those who choose a genuine and balanced diet. This led us to obtain an important recognition: for the year 2022/2023 **FruttaeBacche.it** has been elected among the "Best 2022/2023 e-commerce in Italy" for the "Gastronomy" category, award bestowed by the German Institute ITQF and *La Repubblica Affari & Finanza*. From an initial list of over 8,000 websites, the two aforementioned bodies selected **"ITALY'S 750 BEST 2022/23 E-COMMERCE WEBSITES"**, analyzing a total of **36 key criteria** including, for instance, design, functionality, product

presentation, service offered, purchase and delivery conditions.



The seal was issued against a fee, based on an expert evaluation and an online survey representative of the Italian population, conducted in April 2022, which collected 732,000 customer reviews relating to the service of a specific online store. This recognition fills us with pride and encourages us to continue along the path of constant improvement, listening daily to those who choose to buy our online products.



RETE CLIMA PROJECT

During the year 2021-2022 we joined the *Rete Clima* project for sustainable web titled **CO₂web®**. *Rete Clima®* is an organization that develops environmental protection actions in a transparent and traceable way. Website emissions are neutralized through carbon credits generated by certified international projects, giving parallel support to national forestry projects. By joining the CO₂web® project, our e-commerce *FruttaeBacche.it* has obtained the certificate as a **CO₂ emission zero website**. The goal is precisely to neutralize CO₂ and greenhouse gas emissions (responsible for climate change) linked to the use of electricity for hosting the website and, at the same time, to plant new trees in Italy.

Specifically, *Frutta e Bacche* neutralized the carbon footprint generated by its website during 2021 by planting new trees in the city of Milan.



R&D INVESTMENTS



Our investment in Research & Development and Technological Innovation activities – aimed at the creation of new products and/or manufacturing processes – stands in the **1-5% range of our turnover**. In Euro Company we are aware that **innovation** drives our action to guarantee consumers ever better products, in line with their changing demands. For this reason, from last year and throughout next year, the process of engineering and

professionalisation of the Research and Development Department will continue, with the aim of improving its fluidity, effectiveness and efficiency. In this regard, a collaboration will also be developed with the Faculty of Engineering of the University of Bologna.

Other forms of cooperation with the academic world will be activated on energy and "green economy" issues, subjects of extreme topicality and interest on our part, through funding and targeted collaborations.

CREATIONS OF A NEW R&D AREA AND NEW ROLE IN THE ENHANCEMENT AREA: INNOVATION MANAGER & FERMENTED AND PLANT-BASED BUSINESS DEVELOPER

It is essential for us to be forerunners of change, creating value and ensuring the business development of new products, listening to the market to make the most of new opportunities. To this end, we have decided to create a new role in the Company, which acts as a facilitator and driver of change: that of **INNOVATION MANAGER & FERMENTED AND PLANT-BASED BUSINESS DEVELOPER**.

Introduced starting from February 2022, this role is characterized by two main areas of expertise:

- ✓ **Innovation area:** to guarantee the Company the correct analysis of demand and market trends and to manage the activity aimed at product innovation, anticipating trends and creating value;
- ✓ **Fermented and plant-based business development area:** to ensure the development of the business of fermented and plant-based products.

Thanks to these activities, it will be possible to increasingly access new frontier knowledge, testing innovation with experimental projects, capable of enriching our offer system and ferrying us towards new markets. This new role actually acts, and so it will in the future, as a glue between the outside and the inside of the Company, in order to increasingly turn our ideas into reality, together with the Research and Development Department.



The best possible product

GOALS FOR THE NEXT TRIENNIUM



MORE NEW PRODUCTS

Innovating the sector of nuts and dried fruit is our primary goal; innovating it by developing products meeting consumer needs and, at the same time, respecting our pillars of Ethical Quality is essential, and it will keep on being the only way we choose to operate in the market. That is why we will continue to develop products taking into account both the high quality of the raw material, the respect for all the players in the supply chain and the needs of those who buy our products with trust. For example, we will continue to carry out great deal of research on nut spreadable creams, with the aim of developing new references with different mixes of nuts and with an important protein intake.



FURTHER DEVELOPMENT OF THE INTERNATIONAL MARKET

Foreign market represents for us a precious window on innovations and new trends present in other European countries and beyond: an opportunity to be able to enrich ourselves and take a cue from realities that follow our same values. At the same time, it allows us to convey abroad what we believe in, those values that distinguish our products and remain a cornerstone in the development of new brands, while maintaining attention to the traditions and cultures of the world. We therefore set ourselves the goal of liaising with our foreign distributors and creating new synergies allowing us to continue all the way in the name of innovation.



FURTHER DEVELOPMENT OF OUR E-COMMERCE

After the exponential growth of our e-commerce experienced in the very particular year of the pandemic, we have continued to strengthen this sales channel with the aim of further consolidating it, to continue to offer *Frutta e Bacche* users an impeccable service and excellent products comfortably at home every day. We also aim:

- to increase our community of lovers of nuts, dried fruit and nut spreadable creams by offering the best raw material au naturel every day, in large formats;
- to meet more and more new nut lovers in Italy and Germany through

- the *Frutta e Bacche* and the *Naturally* e-channels, respectively;
- to develop our presence in two new foreign markets, France and Spain.

TASTING PANEL



To further consolidate our role as innovators, in October 2022 – thanks to the support of a company specialized in sensory analysis both for Research & Development and for Marketing Departments – we will carry out a training course for the implementation in the Company of a tasting panel and the creation of a sensory evaluation system through sensory analysis, a scientific discipline which consists in evaluating the characteristics of a product (of any nature) through the sense organs: sight, hearing, smell, taste and touch. This kind of training – which will involve contacts from the Quality, R&D, Marketing and Production Plant Areas – will have the aim of implementing an assessment method based on the main ISO standards (UNI EN ISO 13299 - UNI EN ISO 11132) of sensory analysis, certifiable within a precise management system, with the main purpose of facilitating and improving the evaluation of products and the creation of reference standards.



UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals
set by the UN 2030 Agenda



Through our **commitment to Customers and Consumers**, we contribute to the achievement of **4** of the 17 Goals set by the UN 2030 Agenda:





OUR MISSION

ROOT #03:

We invest in renewable energy, in waste reduction and in the development of a more sustainable packaging, for the protection of the planet.

Protecting the environment represents one of our priorities: **we do care about the future of our planet** and our goal is to seek increasingly sustainable solutions, from the use of clean energy to the development of a kind of packaging respecting both ethics and aesthetics, from waste reduction to the collaboration with virtuous suppliers aligned with our values.



100% RENEWABLE AND SUSTAINABLE ENERGY



We purchase 100% of electricity coming from certified renewable sources: in April 2022 we signed an agreement for a supply based on the purchase of Guarantee of Origin certificates, issued in compliance with article 15 of Directive 2009/28/EC according to a compensatory system. This is because we favor clean energy, that does not pollute and does not produce waste. We are thus committed to **responsible use of energy**, with a view to making daily choices that could be virtuous for the environment. Indeed, our supplier's goal is to produce 100% decarbonised energy by 2040, reaching the net zero emission target.

ON OUR WAY TO A 100% RECYCLABLE PACKAGING



We are perfectly aware of the impact that the introduction of packaging on the planet produces: it represents a topic to be faced immediately, because environment can no longer wait. The word "sustainability" very often runs the risk of remaining an abstract concept, far from concrete: for us, instead, it represents a full-fledged manifesto of our approach, aimed at meeting today's needs, without compromising the ability of future generations to satisfy tomorrow's ones.

For this reason, in 2020, we carried out and concluded an **LCA (Life Cycle Assessment) study** with the aim of analyzing the environmental impact of our packaging in all phases of its cycle, from the polymer to the end of use, to then assess its effect from an ecological point of view.

The results obtained showed, objectively and certified by a third party, how the most sustainable direction for our products, which at the same time could guarantee their shelf life, is the 100% recyclable polyolefin plastic material, i.e. composed of polymers and materials that, once used, could find a second life, which is going back to being reusable polymers.

For this reason, in the year 2020-2021, we have set the **eco-design criteria** that Euro Company will apply in the coming years. Sustainability is in fact a goal pursued with determination by our Company, paying the utmost attention to guaranteeing the product shelf life and its conservation, with the aim of minimizing food waste combined with the sustainability of materials.

In line with the set target, the complete transition towards the use of 100% recyclable materials is continuing with their gradual inclusion within our range, despite the difficulties related to the sudden increase in raw material costs due both to their shortage and to the current geopolitical scenario.

The objective is to complete this journey, began in 2020, in the shortest time possible. The next two tables compare the situation of the last two years as regards **primary packaging**.

Here are the data relating to the period 2020-2021:

TOTAL AMOUNT OF FILMS USED IN EURO COMPANY	FILMS ALREADY ELIMINATED OR ON DISPOSAL FOR RANGE RATIONALIZATION OR WASTE REDUCTION	AMOUNT OF ALREADY RECYCLABLE FILMS	FILMS UNDER MODIFICATION
524	127	258	139
	24%	65%	35%

And following, the data relating to the period 2021-2022:

TOTAL AMOUNT OF FILMS USED IN EURO COMPANY	FILMS ALREADY ELIMINATED OR ON DISPOSAL FOR RANGE RATIONALIZATION OR WASTE REDUCTION	AMOUNT OF ALREADY RECYCLABLE FILMS	FILMS UNDER MODIFICATION
562	166	328	68
	30%	83%	17%

Remaining loyal to the guidelines that emerged from the LCA study regarding the correct design of our packaging, we continued to reduce the films in the range by about **30%** (+6% compared to the previous year). Furthermore, **83%** of the films currently used are recyclable (+18% compared to last year) while changes are in progress on the remaining **17%** (-18% compared to the previous year).

The above data show, despite the critical economic situation of the historical period, how we have nevertheless managed to obtain excellent results on the road to sustainability in terms of primary packaging. For next year, our goal is to reach 95% of recyclable films, working on



the use of mono-polymeric materials that we aim to introduce into our processes as early as 2022-2023. We are also assessing our products in order to reduce, where possible, the superfluous use of films so as to reduce their weight and to optimize their use.

As regards **cardboards and secondary packaging**, here are the data relating to the period 2020-2021:

TOTAL AMOUNT OF CARDBOARDS/ SECONDARY PACKAGING	MADE OF RECYCLED MATERIALS	MADE OF NON- RECYCLED MATERIALS	FSC CERTIFIED	FSC NON- CERTIFIED
183	128	55	94	89
	70%	30%	51%	49%

And following, the data relating to the period 2021-2022:

TOTAL AMOUNT OF CARDBOARDS/ SECONDARY PACKAGING	CARDBOARDS ON DISPOSAL FOR WASTE REDUCTION	MADE OF RECYCLED MATERIALS	MADE OF NON- RECYCLED MATERIALS	FSC CERTIFIED	FSC NON- CERTIFIED
210	35	158	52	168	42
	17%	75%	25%	80%	20%

Even for **secondary packaging**, despite the year characterized by difficulties related to the lack of raw materials, we managed to implement our program. In fact, the number of cardboards was rationalized with a **decrease of 17%**, with consequent advantages in terms of transport and handling. In addition, the total amount of cardboards used and made from recycled paper increased **from 70% to 75%**. Another interesting datum concerns the use of FSC certified cardboards, which increased **from 51% to 80%**, thus reaching the target – set at the end of last year – concerning the use of raw materials for secondary packaging from managed and controlled forests. For next year, we aim to use 80% recycled cardboards, reaching 95% for those already having an FSC certification.

REDUCTION OF PACKAGING WASTE

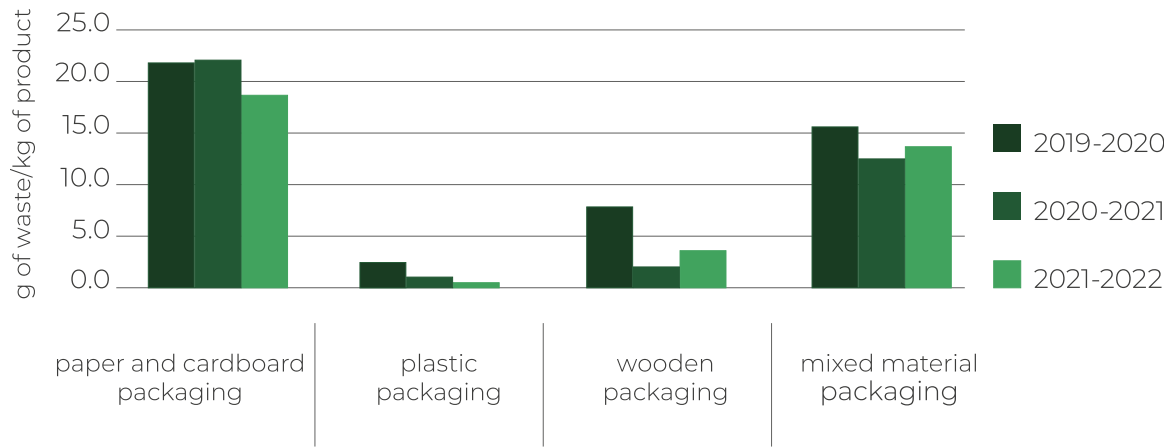


In Euro Company we mainly deal with four types of packaging which, once their function is finished, are disposed of as the following types of waste:

- ▶ paper and cardboard packaging;
- ▶ plastic packaging;
- ▶ wooden packaging;
- ▶ mixed material packaging.

Our aim is to pursue a constant **reduction**, in order to achieve advantages in terms of respect for the environment and, consequently, also in economic terms. The following results show that the production of **packaging waste per kg of final product** was:

- ▶ Code EWC 150101 – paper and cardboard packaging – 18,8 g/kg;
- ▶ Code EWC 150102 – plastic packaging – 0,2 g/kg;
- ▶ Code EWC 150103 – wooden packaging – 2,5 g/kg;
- ▶ Code EWC 150106 – mixed material packaging – 14,2 g/kg.



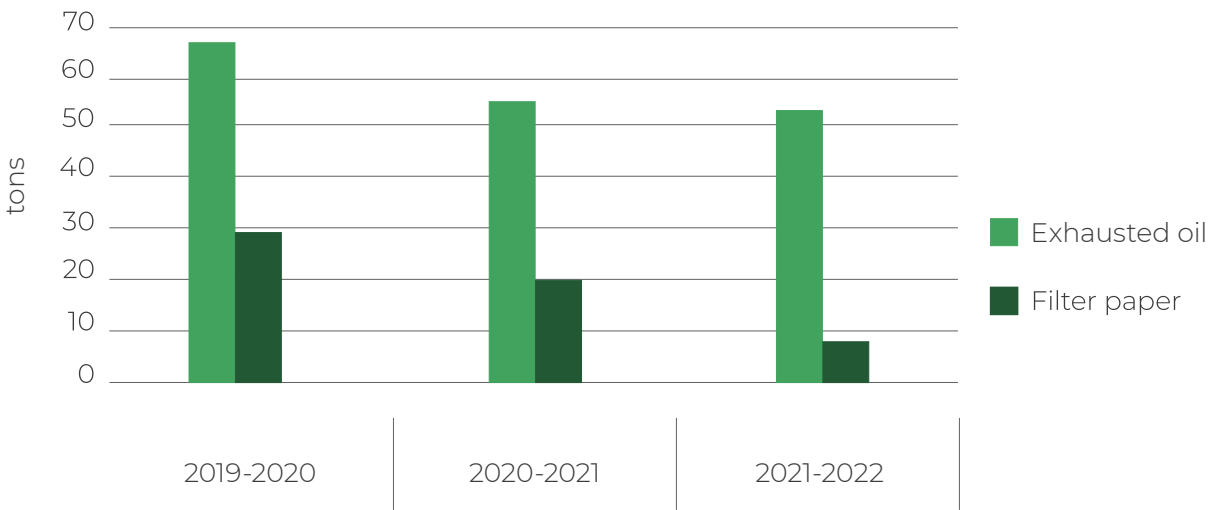
Compared to the previous year, there was an **8% reduction for paper packaging** and a **75% reduction for plastic packaging**; however, there was a slight increase for wood and mixed materials, which still remains below the 2019-2020 data.

REDUCTION OF PRODUCTION WASTE



Thanks to our **exhausted oil recovery system**, that we started using in recent years, we have succeeded in separating the disposal of frying oil from that present in the filter paper, further reducing waste deriving from production: this has in fact given us the possibility of better removing the part of oil impregnated in the filter paper, so as to significantly reduce the weight of the latter.

In the year 2021-2022, 7.6 tons of waste deriving from filter paper were produced, with a **39% reduction** compared to 2020-2021, and a 74% reduction compared to 2019-2020. As regards the production of exhausted frying oil, on the other hand, it stood at 52.8 tons, remaining constant compared to the previous year. This type of waste is delivered to a plant licensed to the **production of biofuels** and electricity from bioresources.



ANALYSIS OF GHG EMISSIONS (CO₂ EQ.)



We must act to promptly reduce and **limit our emissions as much as possible**: to do this, the first step is to accurately measure them, in order to intervene in reducing our impact by structuring a long-term strategy. Our first step is therefore to **quantify our GHG emissions every year**, the Greenhouse Gases, capable of trapping heat in the atmosphere, giving rise to the phenomenon of the greenhouse effect. The gases in question are among the main causes of the on-going climate change, a result of human productive, recreational and domestic activities. Calculating our emissions helps us to **intervene effectively on the hotspots** examined and to make our contribution in terms of reducing emissions.

This analysis is based on two international standards: ISO 14064 and GHG Protocol, with the aim of establishing our *Organization Carbon Footprint* covering the period July 2021 – June 2022. The emissions examined are grouped into the following three macro-categories:

- **Scope 1 - direct GHG emissions**
 - Thermal energy from natural gas
 - Diesel fuel for Plant activities (e.g. pressure washers)
 - Diesel fuel vehicles
 - Petrol vehicles
 - Refrigerant gases, F-Gases

- **Scope 2 - indirect GHG emissions** from energy consumptions
 - Electricity 100% from renewable sources
- **Scope 3 - other indirect emissions**
 - Mains water supply
 - Distribution of products

The following table shows our GHG emissions in terms of **tons of carbon dioxide equivalent (t CO₂ eq.)**, showing that the activities of the Plant emitted approximately 1,863 t CO₂ eq. in the reference period (July 2021 – June 2022) with an index of 111 g CO₂ eq. per kg of processed product.

For us, this analysis represents a constant extension of our effort of studying and understanding our business impact; for this very reason, this year we have also taken into account the emissions deriving from the distribution of products, and for the coming year we aim to charge also the effects relating both to the transport of raw materials in the Company and the home-work journeys of the staff.

The table shows how, in the total calculation of our emissions, a **reduction in climate-altering gas emissions has been obtained**, going from 55.35 g CO₂ eq./kg of product in the period 2020-2021 to 54.13 g CO₂ eq./kg of product in the period 2021-2022 (thus excluding the product distribution phase).

Type of emissions		Quantity (t CO ₂ eq.)	Related contribution
Scope 1 (direct GHG emissions)	Thermal energy from natural gas	623	33%
	Diesel fuel for Plant activities (e.g. pressure washers)	9	0%
	Diesel fuel vehicles	97	5%
	Petrol vehicles	29	2%
	Refrigerant gases, F-gases	106	6%
Scope 2 (indirect GHG emissions)	Electricity 100% from renewable sources	48	3%
Scope 3 (other indirect emissions)	Mains water supply	1	0%
	Distribution of products	951	51%
Total		1,863	100%

BY-PRODUCT CONFERRAL TO A BIOGAS PRODUCTION PLANT



In the past year we have further refined the **separate collection and disposal** of the by-product in the packaging lines, capable of separating all the organic waste material from the packaging and the differentiated waste. By-product generated by our production lines consists, in fact, of organic material mainly composed of shells/leftovers of nuts plus non-compliant products. This separate collection system allows us both to have lower disposal costs and to use the waste material for an anaerobic digestion plant with the aim of producing biogas.

Below we report the data regarding the annual production of organic by-product in Euro Company:

- July 2019 – June 2020: 167,106 kg;
- July 2020 – June 2021: 239,129 kg;
- July 2021 – June 2022: 194,010 kg.

From the analysis of the last triennium, it can be seen that during 2021-2022 the production of this by-product was 16% higher than in 2019-2020, highlighting an improvement in the separate collection of this material. Compared to the previous year (2020-2021), the reduction is instead linked to a better management of raw materials in order to reduce their waste.

CHEP PALLET RENTAL TO REDUCE THE ENVIRONMENTAL IMPACT



Pallets represent a fundamental element of our work. Every year we enliven outbound about 150 thousand pallets towards our customers. By that it is easy

to understand how essential it is for us to find sustainable solutions that could make this number less impacting throughout our logistics chain.

During the 2021-2022 year we continued our collaboration with CHEP, a global provider of supply chain solutions for the manufacturing and distribution sectors in over 60 countries, with a circular business model. This collaboration, born in January 2021, has among its various objectives that of **making the management of our pallet pool sustainable**.

At the beginning of our collaboration with CHEP, we set ourselves the target of at least 120,000 CHEP pallets. In the last year, CHEP pallets actually shipped were more than **124,000**, that is **88%** of our total. In order to make the flows of materials entering the Production Plant more sustainable, some of our suppliers have taken steps to ship the goods destined for us on CHEP pallets. In this way a **virtuous circle** was created whereby some EPAL pallets (those owned by us, mainly used before this collaboration) were replaced by CHEP pallets even upstream of our Factory. Thanks to this, it is possible for us to reuse for our shipments the CHEP pallets already present in our Factory and coming from our suppliers, thus reducing the number of transports necessary to supply us with CHEP pallets.

Each year, CHEP provides us with a **Certificate of Sustainability**, i.e. a report that makes it possible to have a numerical



and objective analysis of the benefits obtained from the use of their pallets, compared to the handling of interchangeable EPAL. This certificate, which we are particularly proud of, allows us to quantify the wood saved, the reduction of CO₂ emissions and waste produced, by providing us with data deriving from an LCA study carried out by the Belgian company RDC Environment.



PARTICIPATION IN THE CONAD TMS PROJECT TO MAKE THE SUPPLY CHAIN MORE SUSTAINABLE



In February 2021 we joined **Conad TMS: a one-of-a-kind project in Italy** for the handling of deliveries to their large-scale distribution, which provides for the transfer of all our goods destined for Conad DCs in an "ex factory" mode.

The organization of the transport from our warehouse to the final destination is carried out by Conad Logistics srl, commissioning their journeys to trucking companies directly selected by them.

By involving as many suppliers as possible, this project aims to combine the traffic flows to Conad warehouses and to optimize them through the saturation of traveling, to make the entire supply chain more sustainable. In addition to the saturation of the vehicles, Conad Logistics targets the sustainability by commissioning its journeys exclusively to companies using the latest generation vehicles (Euro 5, Euro 6, LNG) and organizing intermodal journeys for longer distances.

There is an important datum that demonstrates how the project is continuing to evolve and to assume ever greater importance, and it is the doubling of the suppliers involved in the delivery of goods in this way, gone from 14 to 28 in just one year. The increase in the number of interested suppliers is then mirrored in the increase in the total pallet places managed by Conad Logistics: 356,000 in 2021, with an estimate in terms of volumes for

2022 of 600,000 transported pallet places. As Euro Company, we entrust to Conad Logistics approximately 11,000 pallet places a year, including 66% transported by means of Euro 5 vehicles, 32% by means of Euro 6 vehicles and 1% in intermodal way. Year after year, the growth of the project allows to transport more and more goods without increasing both the amount of equivalent emitted CO₂ and the amount of particulate matter (PMx). Given the positive results achieved since 2020, the project is destined to continue in the coming years and to involve an ever-increasing number of suppliers, in order to make the entire supply chain increasingly sustainable.

COOPERATION WITH COURIERS CAREFUL TO THE ENVIRONMENTAL IMPACT OF SHIPMENTS AND IMPROVEMENT OF THE E-COMMERCE SHIPPING PROCESS



To make our e-commerce channel, one of the fastest growing areas of the Company, more sustainable, we have tried to improve two of the aspects of the shipping process that have the greatest environmental impact: transport and the material used for shipments.

Concerning the transport, we can boast a broad and long-lasting collaboration with GLS, a company that is particularly attentive to the sustainability of its activities. In particular, in 2021 GLS presented the ambitious **Climate Protect project**, with the aim of achieving environmental neutrality by 2045. Furthermore, the EN 16258:2012 certifications and the EcoVadis Gold Certificate demonstrate our supplier's commitment to the environment. Since the transport of goods for our

e-commerce customers is an activity to be necessarily outsourced, we believe it is essential to entrust our shipments to suppliers who strongly believe in sustainability demonstrating it through concrete actions, in line with our values. Another relevant aspect in the e-commerce shipping process – having a strong impact on the environment – is the choice of the material used for shipping. During the year 2021-2022 we therefore eliminated the use of plastic bubble wrap, replacing it with **recycled paper bubble wrap**.

This material is in fact used in the packaging for the shipment of all orders containing pure nut spreadable creams. Considering the significant increase in orders for these products, it is very important that they can be shipped making use of a kind of protective wrapping the least environmentally damaging as possible. To this end, we have started adopting a kind of bubble wrap that is fully recyclable, reducing the amount of non-recyclable waste generated through our shipments. In the last fiscal year, around 15,000 spreadable nut creams packed with recycled paper bubble wrap were sold through the two Company e-commerce websites. A very important result: both for us and for the environment we live in.

FROM REUSABLE BOTTLES TO COFFEE: TIPS FOR THE ENVIRONMENTAL CARE



In the first root of our Mission, speaking of benefits, we said that every Euro Company employee is equipped with a personalized and reusable steel bottle, and can freely use both micro-filtered water dispensers present in the Company and coffee machines directly grinding coffee beans. In terms of environmental protection, this means

contributing – through practical and daily gestures – to the reduction of environmentally harmful plastic bottles and coffee pods.

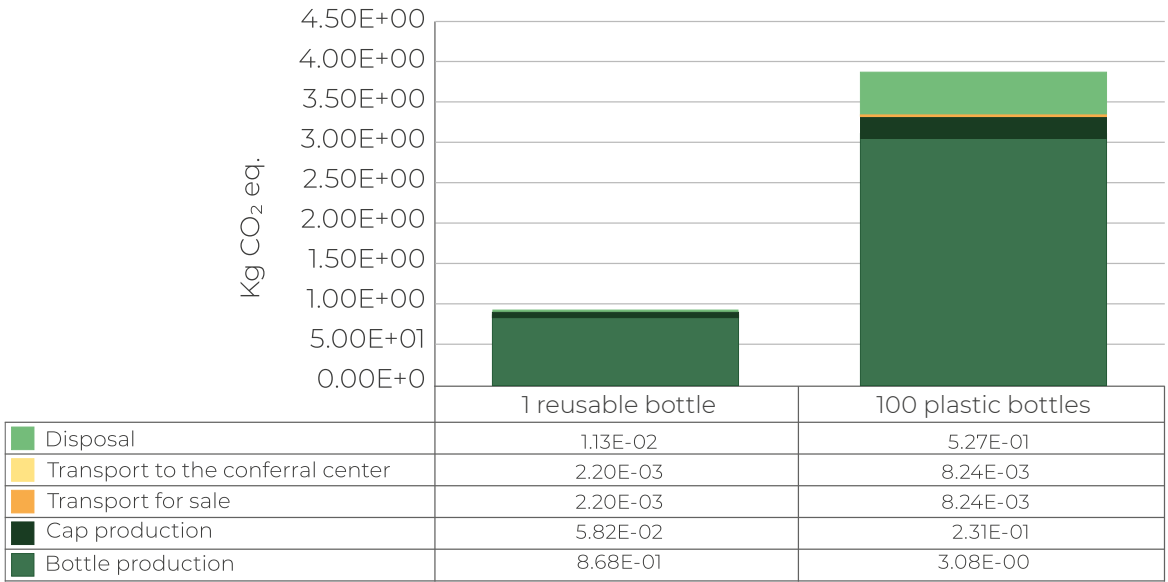
Thanks to the introduction of water dispensers and reusable bottles, we have been able to **avoid using around 96,140 plastic bottles, equal to almost 3,000 kg of plastic!** This has made it possible to reduce our environmental impact both in terms of resource consumption – discarding the production of plastic products – and in terms of waste disposal.

Furthermore, the introduction of the reusable bottle allows a substantial reduction in GHG (Greenhouse Gases) emissions connected to the evidence that the latter has a much longer life cycle, thanks to its reuse, compared to the traditional plastic bottle.

Using the LCA methodology (ISO 14040-14044), the CO₂ eq. emissions related to the life cycle of a reusable bottle have been compared to those belonging to a conventional plastic bottle. The following life cycle stages have been considered for both products: bottle production, cap production, transport and disposal.

The analysis showed that using a 0.5-litre steel bottle 100 times (datum set as a reference) can save 100 0.5-litre plastic bottles. The following table shows the CO₂ eq. emissions related to this comparison: 0.942 kg CO₂ eq. are emitted for a reusable bottle, while 3.85 kg CO₂ eq. are emitted for 100 plastic bottles, so that thanks to the reusable bottle there is a 76% reduction in emissions, compared to the plastic counterpart. Furthermore, the amount of use of a steel bottle that we have set in 100 times actually represents an underestimated number, because in fact it is possible to reuse it "infinite times", further reducing GHG emissions.

Benchmarking between 1 steel bottle used 100 times and 100 plastic bottles



Moreover, thanks to the use in the Company of coffee machines that provide for the grinding of the beans, this year we have **saved 192,280 capsules, equal to 480.7 kg of plastic.**

FIGHTING FOOD WASTE THANKS TO THE DONATION TO FOOD BANK FOUNDATION

As a certified B Corp - Benefit Corporation, we are committed to disseminating and sharing activities and initiatives able to bring a tangible benefit and to have a positive impact on both people and the planet. We have devoted the "Rifrutta – the preserve that does not waste" project to the values of economic, social and environmental sustainability, following the 3R rule of the circular economy: reduce, reuse, recycle.

In fact, last year we created two unique products: dried fruit preserves in 250 gram jars. Thanks to the encounter with a small producer in the Forlì area, two qualitatively extraordinary raw materials – that otherwise would have been unused – were given a new shape. Thus, through a careful hand-crafted production of dried oranges and prunes that renewed their life cycle, the precious Rifrutta preserves were born: Caramelized Oranges and Prunes in Syrup. Excellent quality products, specially designed to be exclusively donated to Emilia Romagna Food Bank non-profit Foundation and to all Euro Company collaborators. Over a ton of raw material has been used for the project, including oranges, dried plums and organic forest sugar (a natural sweetener obtained from the sap of the *Arenga Pinnata* palm tree), to give life to the production of over 5,000 jars of preserves. Around 4,000 of these were donated, in February 2022, to Emilia Romagna Food Bank non-profit Foundation, worth over 25,000 euros. The Foundation then committed to distributing to 29 other affiliated charities, located throughout the area, from Bologna to Rimini via Faenza, Imola, Cesena and small towns such as Codigoro

(FE) and Savignano sul Rubicone (FC). Precisely because they were designed specifically for the Foundation, Rifrutta preserves are not, and won't ever be, held for public sale.



Charity addressee of the "Rifrutta" donation through Emilia Romagna Food Bank Foundation	TOWN
IL PELLICANO NON-PROFIT ASSOCIATION	BAZZANO
DOMANI SOCIAL COOP	BOLOGNA
CONGREGATION OF THE SISTERS OF THE SMALL MISSION FOR DEAF-MUTES	BOLOGNA
CHARITY OF THE SISTERS OF THE SMALL MISSION FOR DEAF-MUTES	BOLOGNA
CIVIBO VOLUNTARY ORGANIZATION - SAVENA VENUE	BOLOGNA
CASA GIANNI OPEN GROUP	BOLOGNA
CHARITY OF ST. CATHERINE OF BOLOGNA	BOLOGNA
FAMIGLIE INSIEME VOLUNTARY ORGANIZATION	BOLOGNA
PRO-LIFE HELP CENTER	CASTEL BOLOGNESE
SOLIDARITY COUNTER ASSOCIATION	CERVIA
OPERA DON BARONIO NON-PROFIT FOUNDATION	CESENA
IL CIGNO SOCIAL COOP	CESENA
MATER CARITATIS NON-PROFIT ASSOCIATION	CESENA
CHARITY OF BAGNAROLA	CESENATICO
IL MANTELLO DI POMPOSA SOLIDARITY EMPORIUM	CODIGORO
BUONINCONTRO VOLUNTARY ORGANIZATION	CODIGORO
DON BOSCO 3A VOLUNTARY ORGANIZATION	FAENZA
IL SORRISO SRL SOCIAL COOP	FONTANELICE
OPERA DON GUANELLA - ISTITUTO DON GHINELLI SOCIO-REHABILITATIVE CENTER	GATTEO
VITALIA VOLUNTARY ORGANIZATION	GRANAROLO DELL'EMILIA
CONVENT OF FRIARS MINOR CAPUCHIN	IMOLA
CHARITY OF ST. PETER APOSTLE	IMOLA
CHARITY OF ST. NICOLÒ AND ST. FRANCIS	MELDOLA
AUSER MONTERENZIO NON-PROFIT ASSOCIATION	MONTERENZIO
SOLIDARITY CANTEEN OF THE DIOCESAN CARITAS	RIMINI
COMMUNITY POPE JOHN XXIII SOCIAL COOP	RIMINI
LEAGUE OF THE SISTERS OF THE HOLY FAMILY INSTITUTE	ROCCA S. CASCIANO
MUNICIPALITY OF SARSINA	SARSINA
COMMUNITY POPE JOHN XXIII NON-PROFIT ASSOCIATION	SAVIGNANO SUL RUBICONE



Protection of the planet

GOALS FOR THE NEXT TRIENNIUM



NON-RETURNABLE PALLETS

Within our value chain, a minor part of our customers handle neither CHEP nor EPAL pallets; this means that we too are forced to use non-returnable (and consequently, non-reusable) pallets. Considering that today we ship around 2,000 non-returnable pallets a year, this outgoing flow is little sustainable and generates a significant amount of waste, against our will. In this regard, our goal for the next few years is to limit these flows as much as possible and, where they cannot be eliminated, we are committed to adopting pallets made up of recycled materials other than wood – for example, produced using recycled cardboard – more easily returnable having a lower weight. In this way, the total weight of shipments can be reduced and, consequently, also their environmental load.



REDUCING THE ENVIRONMENTAL IMPACT OF OUR TRANSPORT

In the coming years we aim to further reduce the ecological footprint of our transport by maintaining a high standard and, at the same time, by improving our customer service. Our idea – for the coming three years – is to give life to PROXIMITY: a delivery project addressed to large Italian cities by means of proximity couriers, i.e. couriers working locally in a single city and handling only the last part of the delivery (*last mile*). In order to do this, they use sustainable means such as bicycles or small electric vehicles, which make it possible to limit polluting emissions, reducing traffic in the city and speeding up deliveries.

For the same reason, we will increasingly encourage our customers to take advantage of the delivery service by picking up their package at some predisposed lockers, located in selected commercial activities, rather than requesting home delivery. This method implies that the courier, making just one journey, can deliver more than one shipment and that the consumer can collect his/her goods in a place at his/her discretion, even along the home-work journey.

SELECTION OF OUR TRANSPORT OPERATORS



Transporting our finished product is a process that greatly affects costs, sustainability and quality of service of our entire logistics flow. We work every day to enable new partnerships that could allow us to improve the service offered to consumers and, at the same time, to reduce environmental impact and waste. For this reason, over the next three years, we will continue to focus on the continuous assessment of suppliers, in order to identify those best able to offer us sustainable solutions both with the use of low-polluting vehicles and with intermodal transport (which aims to reduce road travel, thus containing transport costs and polluting emissions into the environment) in the case of journeys longer than 5/600 km.

CONSTRUCTION OF A WELL EQUIPPED WITH A WATER PURIFICATION SYSTEM



With the strong will to use the resources of our soil in a conscious way, one goal of the next few years is the construction of a well, currently being designed, which will allow us to draw from the depth of the aquifers, significantly reducing the use of water from the aqueduct for industrial purposes. The water coming from the well will be used to irrigate that part of land surrounding our new Plant (approximately equal to 12,000 m²), generating significant savings compared to the use of water from the public network.

PHOTOVOLTAIC SYSTEM



In order to increase our energy efficiency, a 309 kWh photovoltaic system has been installed in our new Production Plant, coming into operation in the coming months, which in the future will possibly be supported by the implementation of an additional 350 kWh system, currently under study.



MEASUREMENT OF ENERGY CONSUMPTION

In order to benefit from the true impact that improvement actions in the energy field can have, we are going to implement in the Company an energy collection, measurement and diagnosis system to identify more efficient energy management systems. For instance, we will start with compressed air, a kind of capillary system essential to provide vitality and movement to machines. Through the monitoring, it will be possible to identify any air leaks that could lead to lower efficiency but, above all, to energy waste. To do this, we will make use of a compressed air measuring instrument provided to our maintenance area, thus developing a periodic and corrective maintenance programme.



OUR FIGHT AGAINST FOOD WASTE GOES ON

With the idea of continuing the path already taken to reduce food waste, over the next triennium we will develop new references for the *Rifrutta* project, to be donated exclusively to our collaborators and to Emilia Romagna Food Bank non-profit Foundation. Differently from the first two products – distributed at the beginning of the year and made with dried fruit – for the next ones we are going to use almonds, cashews, hazelnuts and pine nuts that do not fully comply with aesthetic or dimensional standards imposed by market logic, turning them into tasty spreadable creams, guided by the constant will of giving new life to qualitatively perfect products that do deserve a second life.



WASTE ENHANCEMENT TO PRODUCE BIOPLASTICS

Over the next year we will be contributing to a project that aims to enhance the scraps coming from the food chain to become used for the production of bioplastics. We will in fact become members of the Advisory Board of the European BioLaMer project, developed in synergy between the University of Bologna and Trinity College Dublin. Our contribution will be essential – together with that of other external advisors – to provide an outside and objective opinion during the work progress. A way of giving our support to public research, simultaneously enriching ourselves by increasing our wealth of knowledge when it comes to sustainability.

NET ZERO 2030: OUR COMMITMENT TOWARDS A ZERO-CARBON ECONOMY



In Euro Company we have been aware for years that our planet needs care and respect, as much as the people who inhabit it. As a Company, we do have the responsibility to take concrete actions to reverse the course of climate change: by adhering to "NET ZERO 2030", our commitment has thus become reality. In fact, in 2019 – during the United Nations Conference on Climate Change (COP25) in Madrid – we decided to sign, together with over 500 certified B Corps located throughout the world, our commitment to Net Zero 2030: the global undertaking concerning climate change, to accelerate the reduction of greenhouse gas emissions 20 years ahead of the 2050 goals set by the Paris Agreement.

Over these years, and throughout those to come, we will keep working hard to minimize the impact we have on the territory we operate in, pursuing with devotion this ambitious project by implementing an action plan that may support medium-long term activities, structuring them in a concrete way. This is not only to significantly reduce our emissions getting as close as possible to "zero", but also to be able to compensate the residual and inevitable ones by their equivalent absorption.



UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals
set by the UN 2030 Agenda



Through our **commitment to the Environment**, we contribute to
the achievement of **8** of the 17 Goals set by the UN 2030 Agenda:





OUR MISSION

ROOT #04:

We believe in long-lasting relationships with our suppliers as the only way to guarantee them a dignified existence, taking care to offer at the same time the best possible product for our consumers.

In our fourth root we tell what is important to us: consolidating and creating **direct and long-lasting relationships with our suppliers**, to offer our consumers a product having the best possible quality.

In fact, the Four Pillars of our **Ethical Quality** protocol depict our operativity in detail, identifying the key points subscribed by Euro Company together with our suppliers, in order to support the production of fruit worthy of the excellence from an organoleptic point of view.



ETHICS IS WHAT WE BELIEVE IN AND HOW WE CHOOSE TO ACT EVERY DAY. HERE IS WHAT ETHICAL QUALITY MEANS FOR US: FAIR RELATIONS WITH OUR SUPPLIERS, FAR FROM THE DEVIOUS LOGIC OF THE LOWEST PRICE, TRYING TO OFFER OUR CONSUMERS THE BEST AND MOST NATURAL POSSIBLE PRODUCT.



The Four Pillars:

1. Direct relationship with producers
2. Fair remuneration
3. Long-term supply relationships
4. Support to the production community

Every single one of these Pillar helps us to pursue in a clear and determined way a well-defined strategy: the one that allows us to enhance the raw material, the soil that nourishes it, the lives of the people who grow it.

It becomes of fundamental importance to focus on the most precious thing we have to preserve: our soil, our land. The planet needs care from every point of view, starting from the agricultural system and the people working there every day.

Protecting farmers and enabling them to live – and not just to survive – is one thing we really care about; we are in fact convinced that by valorising the fruits and respecting the dignity of those who grow them every day, we can offer our consumers the best that nature gives us.

The role of the farmer is precious and the food industry must commit itself to ensuring that this figure can be put in optimal conditions to carry out his/her work, with serenity and respecting shared ethical principles. Because a farmer is not only an expert in agricultural techniques, but also the custodian of ancient knowledge and biodiversity, committed to protect the value of what our land can give us.

His/her path must therefore be supported by companies, which have the duty to make available and share research, studies, equipment and innovations able to make operativity smoother.

Today, farmers are asked to look towards the future: a future where **respect for the soil** might also be translated into a fair standard of living for the agricultural population, preserving environmental sustainability and facing climate change and resource management.

Therefore, the Four Pillars of Ethical Quality enshrine this intention: to search for a product quality which could mean, at the same time, quality of life for the whole environment and **guarantee of the best possible product for the final consumer.**

DIRECT RELATIONSHIP



Establishing direct relations with producers means making them directly responsible for what we believe in, our values of ethics and sustainability. It also means eliminating as much as possible intermediaries and avoiding the waste of resources along

the supply chain, from its origin to the supermarket shelf. In this way, it is far easier to control and trace the product.

The choice to include in our staff an agronomist expert in integrated supply chain design has allowed us – from 2020 onwards – to make available to suppliers an interlocutor akin to their world, able to understand the needs of the sector and to answer promptly to dialogue requests.

Goal: to preserve the value of the supply chain in its territory of origin, without going through intermediaries.

FAIR REMUNERATION OF PRODUCERS



A fair remuneration of the product, independently of market fluctuations, also means a fair evaluation of the work done by the farmer, considering him/her as the custodian of the quality both of the fruit and the soil in which it grew. *Caruso Sorrento* walnut has been our first example of how – supporting the supplier in ensuring biodiversity – it is possible to rediscover



and valorise an ancient excellence of the Campania region, in danger of disappearing in favor of more profitable varieties of walnuts.

Goal: to ensure a dignified quality of life for those who work the land, granting the coverage of production costs and a fair profit.

LONG-TERM SUPPLY RELATIONSHIPS



We sign agreements with our suppliers lasting for a minimum of 5 years. The duration of the supply contracts guarantees the coverage of long-term investments, while protecting against market fluctuations, thus increasing the mutual benefit both of the manufacturer and the distributor. For example, in October 2020 we signed a five-year agreement with La Diamantina Organization of Producers, a reality

consisting of six agricultural manufacturers in the Ferrara area with whom we collaborate for the supply of our organic in-shell walnuts.

Goal: to put the farmer in conditions of exclusively taking care of the high quality of the product, building solid relationships based on mutual trust and serenity.

SUPPORT TO THE PRODUCTION COMMUNITY



Supporting the producers means involving them by sharing with them equipment, skills and research, as a result of over forty years of our experience in the world of nuts and dried fruit.

In order to increase the efficiency and profitability of the work performed by our producers, during the year 2021-2022 our roasting department machines – notably the optical sorters, the sheller and the seed cleaner – were made available to

Agroservice and Anseme seed companies to clean, select and shell the peanuts to be sent for sowing for the following year. Equally, we arranged the collection of the first almond productions in Northern Italy, thus avoiding for producers uneconomical journeys that would have been made, moreover, by means of energy-intensive tractors and work vehicles unsuitable for road transport.

SUPPORT TO SUPPLIERS AND PROMOTION OF LOCAL PROJECTS

Thanks to our Ethical Quality protocol, our positive impact on the supply chain is tangible: support to suppliers and long-lasting relationships allow them to invest in **long-term projects dedicated to the community**, becoming an important point of reference and driving force of it.

For this reason, we have started collaborating with Mango-So Sarl, a Burkina Faso producer we rely on for the supply of mangoes: the excellent quality of their product has allowed us, in few time, to increase the volumes of raw material request, simultaneously allowing them to implement a project for the growth of their local community, with several wells and schools already built in their area.

Mango-So was born in 2000 in Toussiana, in the southwest of Burkina Faso, with the aim of offering a development model focused on the transformation of local products with deep respect for tradition; in its Mission there are activities leading to a tangible improvement in the condition of the local community, from employment to training, with the ultimate goal of the export of an excellent type of mango. Moreover, the Company is committed to contributing to female empowerment, by supporting the girls and women of the community in achieving economic self-sufficiency.

Furthermore, over the last year, in

collaboration with Romagna Impianti, Fruit Net System and Agromillora, we attended training and information activities on the innovative method of growing almond tree hedges, an initiative carried out at the experimental plants of Imola which saw the participation of hundreds of agricultural entrepreneurs, coming from all regions. Our will is to take part in these initiatives every year, on the occasion of flowering and harvest, as they are unique opportunities for discussion with farmers, allowing us to listen to needs and changes in the field.

SUPPLIER CODE OF CONDUCT

With the aim of forging relationships with suppliers sharing our same ethical values, all our suppliers subscribe to our **Code of Conduct**. Made up of 10 points signed in full by the supplier, it touches several issues, including integration of gender equality policies, zero tolerance to child labor, respect for soil and environment, guarantee of a fair salary for his/her collaborators and the sharing in turn of this Code of Conduct with his/her suppliers.

By signing our Code, the supplier declares that: «*The Company will comply with the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child, the International Covenant on Civil and Political Rights, conventions and recommendations of the International Labor Organization (ILO), EEC Directives, the national labor laws and prevailing standards or other requirements which the Company adheres to*».



Over 50 suppliers signed our Code of Conduct in 2021-2022



Ethical relationships with suppliers

GOALS FOR THE NEXT TRIENNIUM



A SHARED PATH

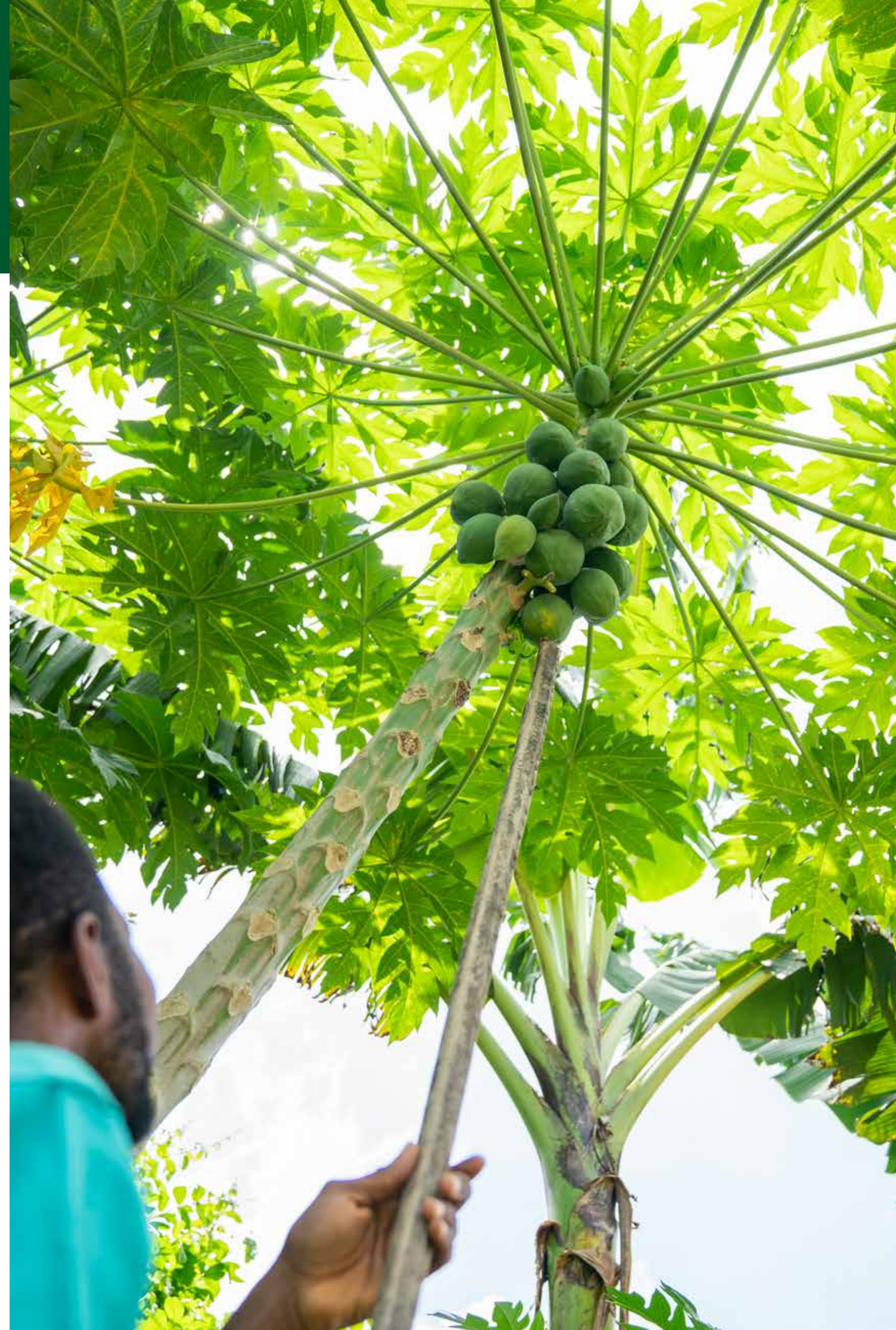
With the will to always choose suppliers in line with the roots of our Mission and given the fruitful collaboration with Mango-So Sarl, our supplier from Burkina Faso, for the supply of mangoes, an evaluation is underway to move also the sourcing of grated coconut from Asia to Burkina Faso, generating a triple advantage:

1. The Company would invest in machinery to grate the product, strengthened by a medium-term commitment on our part: this would allow it to have one more product within its range, and therefore to become more attractive for the market;
2. We could obtain this product in a constant and stable way, from a closer source;
3. There would be substantial savings in the annual cost of transportation, lowering the carbon footprint and making the whole operation smoother.



SUPPORT TO SUPPLIERS AND PROMOTION OF LOCAL PROJECTS

With regard to the foreign market, we are developing a project in Brazil, in the state of Rio Grande do Sul, in collaboration with our affiliated Euro Company Brasil. In this area, indeed, there is a strong but very fragmented production of Pecan nuts, with many small, independently organized producers, neither close-knit nor professionalized and lacking in a long-range perspective and in price protection. Our goal is to enter into contracts that could give them stable volumes and prices, along with the security of being able to invest in machinery and other equipment useful for carrying out the work. At the same time, we also aim to spread our Pecan nut drying/shelling know-how, considering on our part an investment in machinery directed at professionalizing these processes, thus making them more precise and rigorous.



UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals
set by the UN 2030 Agenda



Through our **commitment to Suppliers**, we contribute to the achievement of **4** of the 17 Goals set by the UN 2030 Agenda:





OUR MISSION **ROOT #05:**

We support the Italian market and our territory, preferring local suppliers whenever possible.

To protect the territory and to promote its fruits: this is the goal we aim to achieve by supporting the Italian market and preferring – whenever possible – local suppliers.

Above all, this strategy must be sustainable and bring benefits to the community: it is therefore of paramount importance to **shorten the supply chain, reducing intermediaries and investing savings, in terms of time and money, to protect crops, plants and fruits in the best possible way.**

Favouring a short supply chain makes it easier to get fair remuneration, which could also take into account the traceability of the products, born from the sharing of skills throughout the process.

This kind of sharing brings results in commercial and, above all, in ethical terms: for us, supporting the Italian market means analyzing and investigating the needs and requirements of the territory, addressing critical issues and **making the most of resources** in order to achieve the expected results.

The growing demand for nuts coming from the market must in fact translate into an in-depth analysis of Italian production and its potential: our supply chain agreements lasting at least 5 years focus precisely on solving the critical issues linked to the lack of innovation and investment, putting farmers in the best condition to be able to invest in the long term, and thus to devote themselves with confidence to the quality of the product. To make this approach sustainable, the duration of the contract and the short supply chain strategy are therefore core elements.

The enhancement both of nuts and of those who cultivate it, therefore, starts from these assumptions. From here we plan those tasks through which the parties (farmer and distributor) will continue along the shared path.

Tasks of the farmer:

- Growing and harvesting;
- Cleaning, selection, drying and other useful activities, depending on the type of the raw material;
- Delivery of the raw material, according to the identified features.

Tasks of the distributor:

- Organoleptic, chemical-physical, product and microbiological control of the raw material;
- Analysis and study of the potential market of the product;
- Study and definition of the most suitable

materials for packaging;

- Setting of the most suitable, and with a lower environmental impact, packaging;
- Care and implementation of a dedicated marketing plan;
- Commercial logistics and distribution in the markets.

Under the coordination of Euro Company, the expected results are the **fair remuneration of a high quality product, a better personal and working life surrounding production and an increase in employment.**

This kind of organization implies an active role for farmers, minimizing the intermediaries within the supply chain and allowing small businesses to cut some of the intermediate steps that separate them from consumers. An enhancement of the territory and of the origin of the raw material finding its full development in the production chain and bringing the agricultural world closer to the urban one. For the final consumer, the short supply chain therefore means buying at the right price a qualitatively better product and achieving food safety guaranteed by the traceability of the product.

CARE OF THE MANUFACTURING CHAIN



We do work daily to build increasingly transparent and traceable supply chains, along all their phases. To this end, it is essential to **build solid partnerships, guaranteeing value relations and taking care of the manufacturing chain at best.**

We have always been convinced that building long-term relationships with our farmers, far from the sneaky logic of the lowest price, is the essential starting point for bringing, directly and daily, into every lover of nuts' home an extraordinary product.

For this reason we are constantly working to increase the number of our supply chains and, in particular, we have expanded the projects of the Italian supply chain, including on our e-commerce *fruttaebacche.it* three excellences of our territory: PGI Roasted Peeled Organic Piedmont Hazelnuts, Florentine *Marroni* Chestnuts and Roasted Italian Peanut Cream.

In compliance with our values, we are in fact preferring more and more products from the local and Italian market, which allow us to bring wealth and generate a positive impact on our community.

We are proud to have established relationships of mutual growth with local suppliers and, printed on the packaging of the products stemming from this exchange, we aim to celebrate the all-Italian supply chain involved, so as to engage also the consumer who buys the product.

To date there are **77 products**, among our various brands, **enhanced through the highlighting of their raw materials' Italian supply chain.**

SIGNING OF NEW SUPPLY CHAIN AGREEMENTS



In Euro Company we do favor local suppliers whenever possible.

For this reason, in 2021, we focused on the **Italian peanut** supply chain. With the aim of developing early ripening *Arachis hypogaea* varieties, suitable for the Italian climate and soil, compensating for the scarcity of seed on the European market, we have started a collaboration with Sadovo seed company to obtain a national and duly registered seed, in compliance with EU indications. The collaboration saw the participation of two Italian seed companies, Agroservice S.p.A. and Anseme srl., as well as that of numerous farmers. Euro Company

monitored all the phases, mainly in order to identify the weak points of the supply chain and to drive entrepreneurs towards the economic and environmental sustainability of peanut production in Italy. Subsequently, we purchased and valorised the produced and unsuitable material, using it for the production of spreadable creams, contributing to the launch of the project both from an agricultural and a commercial point of view.





BRANDS AND PRODUCTS DESIGNED TO PROTECT AND ENHANCE THE SUPPLY CHAIN



An ethical and transparent supply chain allows us to offer consumers high quality raw materials, grown and harvested with love. In the last year we launched **pure Italian spreadable creams** through the 100% brand and the pure organic nut spreadable cream through our *Frutta e Bacche* e-commerce brand, dedicated to all lovers of nuts and dried fruit in large formats.

Following the great success of our 100% organic spreadable creams and with the aim of enhancing the extraordinary fruits offered by our Italian supply chain, we have chosen to expand the offer with

three pure Italian nut spreadable creams in the 300 gram format: roasted peanuts, peeled almonds and roasted hazelnuts. **100% nuts, grown in the Italian territories of excellence** and in compliance with the Company principles of Ethical Quality, selected and finely ground to obtain a smooth cream ideal for spreading. Just one ingredient, like the rest of the product line; without any additives, flavourings, oil or emulsifiers added, to leave all the flavour of the best Italian nuts intact and its precious nutritional values unaltered.





BIANCANOCE: THE ITALIAN WALNUT WITH THE WHITE KERNEL

Valorising the fruits of our land, springing from the deep passion of our farmers, means telling places, traditions, symbols. Just like the tales our grandparents told: time-traveling tales, handed down for generations. Several chapters of a single great novel, with the pride of a blank page yet to be written. This is the tale of *Biancanoce*, with its white kernel: an extraordinary walnut, picked and selected by hand. This is the story of the Italian Chandler walnut with a thin and elegant shell, housing a fleshy and delicate fruit, like the most precious of jewels.

Since 2020 *Biancanoce* has been alongside the Alzheimer's Marathon Foundation. On the occasion of the

"Walnuts for Alzheimer's" Christmas campaign, held in the main squares of Romagna, the proceeds coming from the sale of walnuts helped to support scientific research and the associations that deal with assistance and prevention. "Let's change the world one walnut at a time" says the claim that aims to combine the goals of the Alzheimer's Marathon Foundation and the ethical values of Euro Company in a shared purpose, based on care and respect for both people and the earth.

CARUSO: THE ANCIENT SORRENTO WALNUT

An enchanting, magical Gulf. Breathtaking vistas, intense scents: we are talking about Sorrento. For over 2,000 years, its walnuts have been a precious and tasteful fruits. A strong and powerful flavour. A colour so intense that the local elders defined it "Cloak of the Monk". Then the decline, due to the decision of the local farmers: off the Sorrento walnuts and room for other, easier, cheaper crops, less in need of care and love. The fate of this extraordinary walnut seemed sealed. But then came the meeting with the perfect partner, someone to share our Ethical Quality protocols with. No intermediaries, long-term agreements and a fair income, established together. And the sharing of

expertise and resources, having a unique aim: that of giving back value to the Italian excellence. *Caruso* was born this way: an intense flavoured walnut, exquisite and already shelled. At last, for everyone, this precious, wonderful fruit.



DOLCINA: THE ITALIAN ALMOND

A delicious, crunchy fruit, lulled by the sun and the wind: however, sometimes, it happens to find a bitter-tasty almond, missing therefore the taste experience.

An unpleasantness breaking the enchantment, because of a neglect in the selection, or due to grafts on wild almond trees. In order to avoid that such a treasured fruit may leave bitterness in mouth, we went looking for suppliers able to offer us the best possible product, despite the unknown factor of the bitter almond was never completely solved. *Italian almonds will always have this kind of problem*, we were told: until the meeting with the ideal partner, the one able to perfectly grow the *Tuono* variety, blooming later and giving large, full-flavoured, delicious

almonds. One first tasting and we fell in love: there was no need to think twice. An unparalleled, natural sweetness, so much that we decided to call it *Dolcina*.

In order to inform farmers in the most dedicated and accurate way, we published the first issue of *Il giornale della mandorlicoltura* (transl. *The journal of almond cultivation*), a tool of sector divulgation and agronomic information for operators of the field, and we distributed it on the occasion of the event organized for agricultural entrepreneurs "Almond Blossom", held in Imola (BO) in the Agromillora venue, at the end of March 2022. We are in fact convinced that, in order to build transparent and traceable supply chains, direct dialogue and sharing of information and expertise that leads to continuous improvement in the agricultural sector are essential.



ETRUSCA: THE FIRST TUSCIA HAZELNUT ROASTED AND PEELED IN A WORKMANLIKE MANNER

An extraordinary place, for tradition, land and vocation: it is Tuscia. This is where our precious, fragrant and irresistibly tasty fruit is grown. A true gift from nature. *It has only one flaw*, we were told: *it is impossible to peel*. Our wish was to prove the opposite, so we got to work. All our energy, our expertise and technologies, for a single purpose: the perfect peeling, for a Tuscia hazelnut. Alone, however, we did not succeed. But then came the special meeting with the right partner, the one to share the same vision with, having our same passion in the eyes. *Etrusca* was born like this, like the best friendships. We shared insights, resources, enthusiasm:



a pioneering, ever seen manufacturing of the product was created, making it possible to peel this premium variety exactly as we wished. Today we share with our consumers the fruit of our dream: we wanted perfection, we got it.

Since 2021, our reference organization of hazelnut producers, OP Euronocciola, has been participating in the applied research project *Implementation of a hazelnut grove management model more environmentally friendly with the local and global area*, led by Italia Ortofrutta and entrusted to the Tuscia University of Viterbo - DAFNE Department, with the participation of six Organizations of Producers belonging to the National Union (Agrinola, Co.Pro.N.T., C.P.N., Ecolazio, Euronocciola and Tonda di Giffoni).

In March 2022, a meeting was held at the University of Tuscia in which all phases of the research project, the subjects involved and the experimental protocols have been tabled.



ORGANIC CHANDLER WALNUTS

Italian organic Chandler walnuts are the result of a traced supply chain project, from growing field to packaging, carried out in collaboration with La Diamantina Organization of Producers, six farms with walnut groves that extend throughout the Po delta area. The cultivation, carried out using the most innovative precision agricultural techniques, allows the optimization both of water and energy resources, thus avoiding waste. Respect for natural environmental cycles, climatic features and morphological peculiarities of the area enhance the



excellent quality of this fragrant, buttery and extraordinary tasty walnut.



DEVELOPMENT OF JOINT PROJECTS BETWEEN FARMERS, INDUSTRY AND DISTRIBUTION

Offering products from short, ethical and transparent supply chains is a goal that can be pursued also thanks to the collaboration with those who – like us – believe in a sustainable and just future, such as farmers and large-scale retailers. Having this in mind a commercial project was born, which sees the involvement of a major distribution group with whom we have chosen to share our virtuous supply chain. Fruit of this project is a low-impact, organic

walnut in shell cultivated according to the most innovative soil management techniques, so as to promote biodiversity. At the end of the joint project, a divulgation day was organized in which farmers, Euro Company and the final distributor shared future objectives and established relationships of mutual functional collaboration.



Protection of the excellence

GOALS FOR THE NEXT TRIENNIUM

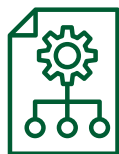


SIGNING OF NEW SUPPLY CHAIN AGREEMENTS

Over the next three years we aim to keep on signing new multi-year supply chain agreements with Italian producers. In fact, we are about to sign the passage of origin between Spanish and Italian Organic Almonds: an already launched project, lasting 5 years, which will be made official in September 2022, on the occasion of the first harvest.

In the same period, a supply chain agreement will also be formalized with Bionocciola and four more producing farms, in order to reduce to two the steps of traceability and to avoid having a generic product.

However, since our supply chain contracts are multiannual, typically lasting five years, over time there will be fewer and fewer new ones, up to exhaustion; the concluded supply chain agreements, on the other hand, will see a constant updating, carried out by our Company as coordinator, with meetings aimed at verifying the campaign stage, the progress of the commercial agreement and evaluating further developments. To date, the number of involved producers is significant, and communicating with everyone of them so as to maintain a deep bond will simultaneously represent a wonderful challenge and opportunity.



DEVELOPMENT OF NEW JOINT PROJECTS BETWEEN FARMERS, INDUSTRY AND DISTRIBUTION

It is our will to advance the development of ad-hoc projects together with our farmers and large-scale distribution partners also in the future, to continue along the path already undertaken towards a short and ethical supply chain. We will therefore keep on connecting the large-scale distribution with our virtuous supply chains so as to create new brands in full compliance with our principles and our goals in terms of enhancing both the territory and the environmental sustainability.



COMMUNICATING STRATEGIES AND OPERATING INCOME TO ENGAGE THE ENTIRE INDUSTRY

We constantly communicate to suppliers and other players of the food

industry our operating income to show our path, whose trajectory is defined according to a clear principle: a high-quality product only comes with high-quality life and high-quality work, all along the supply chain.

To safeguard the purposes of a short supply chain, with a fair distribution of value and with agriculture capable of being sustainable and protected in terms of remuneration, we have developed strategies and related programs which it is essential for us to share.

That is the reason why we are increasing both publishing and circulation of magazines, newspapers, newsletters and other information media, having editorial staffs made up of technicians, journalists and experts within Euro Company whose task is to communicate our activity and its related results. The goal for the next three years is to expand the target audience of our information newspapers, tools designed to share our skills and the solutions we have implemented to pursue what is defined in our Mission. Closely linked to the agricultural world are the quarterly journals dedicated to Walnut cultivation, Almond cultivation and Hazelnut cultivation, distributed to all the agronomic sector insiders, reporting various plant management techniques, market and product information, results achieved.

At the end of 2022 we will resume the publishing of *Nutspaper*, completely restyled in layout and content, delivered to large-scale distribution with the same purpose as always: sharing examples for a food industry that could be environmentally sustainable and of high quality for consumer's health. Verified information, tested, checked and reported with rigorous accuracy. We do put our signature on all this communication because the necessary results can only be achieved by means of the participation of the entire food sector.

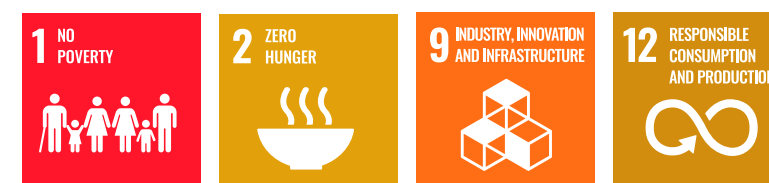
Main goal of the coming three years is to corroborate our contents with the collaboration of universities and research institutions, in order to intensify knowledge about soil and the conservation of its fertility, to support the promotion of an increasingly necessary food awareness about the quality both of product and production.

UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals
set by the UN 2030 Agenda



Through our **commitment to Suppliers**, we contribute to the achievement of **4** of the 17 Goals set by the UN 2030 Agenda:





OUR MISSION **ROOT #06:**

We choose
customers and
suppliers sharing
our same values.

Collaborating with **suppliers and customers who share our values and respect our high standards of quality, social responsibility and ethics** is essential for us. This is how we want to achieve our goals, by facilitating a path of mutual trust leading to our planned results in an ethical and virtuous way. This root has also driven us, over the years, to end collaborations that were no longer satisfactory from the standpoint of our values, considerably diverging because mainly centered on a logic that we deem unconceivable: that of the lowest price, most often at the expense of ethics and to the detriment of the quality of the final product for our consumers.

AGAINST THE DESCENDING PRICE AUCTIONS



We have created our Ethical Quality Protocol adamant that valorization and fair remuneration for the agri-food chain is the only way to guarantee to our consumers the best possible product. For years now we have abandoned the below-cost logics and the mechanisms of the lowest possible price because we consider fundamental to **guarantee a fair income for farmers**, enhancing the fruits of the land and the work of all the players within the supply chain. For this reason we are strongly **against descending price auctions** (in which we have not been participating for over 7 years) and satisfied with progress made, on a legislative basis, in this regard.

Indeed, Legislative Decree no. 198 of November 8, 2021, come into effect on December 15, 2021, transposed EU legislation on unfair commercial practices concerning companies belonging to the agri-food supply chain; this legislation aims to protect the weakest subjects in the chain, listing a series of commercial practices, including double-down auctions, to be prohibited, as considered unfair and penalizing for producers. **Double-down auctions** have therefore been **banned in Italy since December 15, 2021**.

This news really represented a turning point in the food sector: a descending price auction is in fact a request for a commercial offer in which various suppliers are asked to formulate, online or in any case simultaneously, a series of increasingly low price proposals. The winner is the one who, at the end of a series of bids, has formulated the lowest price.

The law that prohibits double-down

auctions in Italy therefore marks an important warning signal and a commitment to an increasingly fair and sustainable agri-food supply chain: the descending price auctions have been the cause of the strangulation of entire agri-food supply chains and of farmers, the weakest link of the chain itself. In fact, a low price means that someone along the supply chain has not been adequately remunerated for his/her work and sacrifice: insufficient remuneration, costs not covered and intolerable labor conditions. All of this can no longer be tolerated and accepted. This is why we only choose – and will continue to do so – customers and suppliers who share our same values: for a culture in which it's all about the money is not a true culture.

SEDEX PLATFORM



Since 2018 we are active users of the Sedex platform with the aim of having greater control over our supply chains, with regards to business ethics and sustainable practices. In fact, the platform provides with various monitoring tools, aimed at helping companies operate responsibly and sustainably, sourcing in an ethical way. In this way, it is possible to **monitor one's own supply chain** through four pillars defined by Sedex itself: Business Ethics, Labor Relations, Health & Safety, Environment.

Born in the Anglo-Saxon world and hence widely used starting from retailers such as Tesco, M&S, Sainsbury's, Sedex is the most used platform in this area, covering various domains, from industry to agriculture. In the food sector, more and more business realities are making use of it: so far there are more than 65,000 logged companies, in more than 150 countries.

This platform manages data and company

profiles on topics such as ethics and sustainability and promotes their sharing between companies. Through the tools available, this data is processed and it is possible to "map" one's own supply chain, in order to have greater control and, at the same time, better awareness. As a result, logged-in companies will be able to manage and share all information relating to their suppliers.

For us at Euro Company it is of primary importance to indicate in an objective and transparent manner the place and the way in which the products we buy, targeted at our customers' tables, are made. For this reason, also this year, we have continued to monitor our suppliers via Sedex, in order to keep track of our supply chain in a sheer and aware way. Compared to the previous fiscal year, there are **57 suppliers connected to Euro Company** on the Sedex platform.

Furthermore, last year a thesis internship of a student in Food Science and Technology at the University of Bologna was carried out, which led to the drafting of a thesis entitled *Social Responsibility within the Agro-Food Supply Chain: SMETA system by SEDEX*, whose fulcrum has precisely been the study and in-depth analysis of the functions performed by Sedex, in order to explain the reasons why it is important to join the platform and analyze any improvements to be made to it. Thanks to this project it emerged how the platform is really capable of standardizing and reducing the amount of documentation to be compiled for drafting the audits, relieving customers and suppliers from this burden.

From the suppliers' point of view, it was instead analyzed how the tools available on the platform, i.e. the SMETA audit together with the SAQ questionnaire, can increase the sense of responsibility of the companies registered on the platform, since what they declare in the SAQ questionnaire will be subjected to vigilant

external control via the aforementioned audit.

Currently we could therefore say that the Sedex platform is still in the early stages of a feasible and powerful potential for action but that it represents, at the same time, an excellent springboard for all those companies aiming to show and prove to their customer network their commitment and seriousness in managing issues the likes of ethical-social responsibility and operational transparency.

EDI DOCUMENTAL INTERCHANGE



During the year 2021-2022, new EDI (Electronic Data Interchange) relationships have been activated with our customers, an activity that allowed us to increase the level of integration with our B2B customers.

Thanks to the automation in the processing of orders, transport documents and invoices, business productivity and efficiency have been improved, at the same time reducing errors through greater standardization of the way documents and information are transmitted.



Sharing of values

GOALS FOR THE NEXT TRIENNIUM



ETHICAL QUESTIONNAIRES TO SUPPLIERS

Over the next three years, we have set ourselves the goal of continuing along the path undertaken to try to **involve as many suppliers as possible in the adoption of official ethical standards**. At the same time, in order to continue to monitor our suppliers not adhering yet to our ethical standards (for example, not registered yet on the Sedex platform) so that they operate in an ethically and environmentally responsible way, also in the next period we will keep on submitting them a **Social Responsibility Questionnaire**, an important tool for gathering more information on the supply chain, which investigates various areas including: staffing structure, existing certifications, child and forced labour, health and safety, freedom of association and the right to collective bargaining, discrimination, disciplinary practices, working hours, remuneration and environmental monitoring. Thanks to the collaboration between the Quality and the Purchasing departments, it will in fact be possible to carry on a valuable periodical monitoring of sustainability issues and values of each supplier, in order to be able to make our decisions with ever greater awareness.



UN 2030 Agenda

Euro Company and the pursuit if the Sustainable Development Goals
set by the UN 2030 Agenda



Through our **commitment to Customers and Consumers**, we contribute to the achievement of **4** of the 17 Goals set by the UN 2030 Agenda:





OUR MISSION **ROOT #07:**

We promote a correct lifestyle through projects, routes and events addressed to the community.

As part of our Mission, we have formalized our commitment to being an active part of the community, listening to the needs and desires of the people who are part of it: for this reason we are proud to carry out projects, routes and events dedicated to them, confident that companies can and should play an active role for the territorial development.

Putting people first: that is the only way to create a precious and all-embracing value.

EMPLOYER BRANDING



We do look for people sharing our same values.

Precisely for this reason, we firmly believe in the importance of Employer Branding activities, essential for establishing an initial dialogue with our **ideal candidates, hiring the best talents on the market sharing our same values.** At the same time, it represents a relevant opportunity to create positive impacts on our schooling and training system. These activities represent a way to make our Company known externally and to transmit our values to the community, creating a solid bond with it through projects, internships, team work, information and cultural activities.

Here are some of the Employer Branding projects carried out during the year 2021-2022:

VIRTUAL CAREER DAY – UNIBO RECRUITING WEEK – In October 2021 we attended the **Unibo Recruiting Week**, seven days of **online meetings between students and graduates of the University of Bologna and the local business realities.** On that occasion, we presented our Company through a workshop and collected the applications of students, graduands and graduates, by having their professional aspirations told: for our search for the best talents on the market never stops, going on... even remotely!



Over 620

resumes collected during the Unibo Recruiting Week

IN PERSON CAREER DAY – UNIVERSITY OF BOLOGNA – Last 17 May the BolognaFiere pavilions hosted the **Career Day of the University of Bologna:** the main **meeting point between local companies and students, graduands**

and/or graduates coming from Alma Mater Studiorum – University of Bologna. Over 2,400 students and 139 companies attended the event, which finally took place in person after two years of the pandemic.

Euro Company could not, and did not, want to miss it out: for getting back and meeting in person so many young talents, assisting them in orientation and in taking their first steps into the world of work, telling our reality and sharing our values, represents for us an essential part of our Mission.

For this reason, on that occasion, we presented our Company to the students through a workshop, to tell them about both the training and work opportunities available for them in Euro Company and the features that most distinguish us as a Benefit Corporation. Throughout the day, the queue of students and graduates interested in making contacts with our Company was continuous: in just one day we collected over 350 applications, asking them to tell us – through short interviews at our booth – their professional aspirations, giving proof that **dedication and attention to environmental sustainability, ethics and respect for one's own employees** represents an example to follow for other companies and a **paramount factor for the new generations**, increasingly looking for a workplace where they can grow, be happy and fulfilled.

For us, this event was an invaluable opportunity to identify and get to know young talents willing to launch a professional career, aware that **today's young talents are Euro Company's future.**



Over 350

resumes collected



Over 350

short interviews carried out in just 8 hours

PROJECTS WITH SCHOOLS AND UNIVERSITIES: PARTICIPATION AS JURORS IN B CORP SCHOOL

– Young generations are our future, our most precious asset. For this reason, also for the year 2021-2022 **we took part as jury members in B Corp School:** a path of sustainable entrepreneurship – created by InVento Lab and now in its fifth edition – connecting Benefit Corporations with schools, **to discover new talents and to spread benefit values among High School and University students.**

Thanks to B Corp School, in fact, students are guided in the creation of a veritable model of B startup to the example of B Corps like ours, testimony of a concrete change towards a more sustainable and inclusive future, both for young people and for the territory where they operate.

The competing startups – created by about 50 high school classes for a total of over a thousand students – then challenged each other during the final event (*Changemaker Competition*) through a presentation pitch, followed by a question session held by the jury whose end saw the proclamation of the winners for each category of impact.

Participating in the event represented for us an important way to celebrate a kind of healthy competition, capable of **bringing younger people closer to regenerative business models.**

CONSTANT DIALOGUE WITH HIGH SCHOOLS IN OUR AREA: NULLO BALDINI INDUSTRIAL TECHNICAL INSTITUTE, RAVENNA - TECHNICAL GI DAY WITH GI GROUP

– Our commitment to the world of training is not limited to universities. Indeed, our dialogue with **high schools** belonging to our territory is constant.

Thanks to the collaboration with Gi Group, for the fourth time on an annual basis, we introduced our reality to the students of the Nullo Baldini Industrial Technical Institute, highlighting the professional

opportunities for recent high school graduates wishing to enter soon the working world.



4 no. of final-year classes (electronic and electro-technical field) having our reality and our professional opportunities told

WELCOMING OF DISADVANTAGED GROUPS

– Every year, in the Company, we work to facilitate the integration or reintegration into the labor market of unemployed, unoccupied or **disadvantaged workers**, convinced that **work can truly represent a powerful inclusive tool**, a solid and important opportunity for the creation of facilitating conditions for the subjects involved.

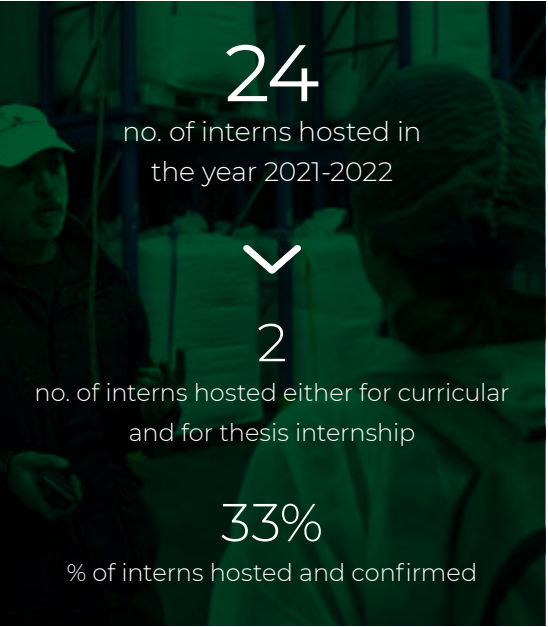
SCHOOL-WORK ALTERNATION – Every year we host secondary school students in **school-work alternation**, confident that this kind of activity is fundamental to create a bridge between the world of school and that of work, guaranteeing students the possibility to test themselves in a working context, identifying one's own aptitudes and developing professional skills.



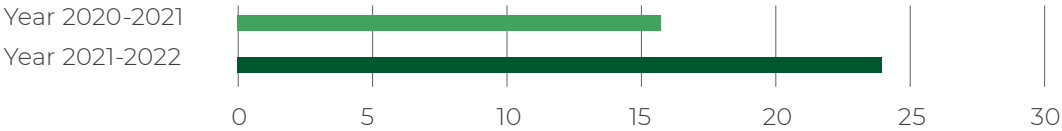
7 no. of girls and boys in school-work alternation hosted in 2021-2022

TRAINEESHIPS, CURRICULAR AND THESIS INTERNSHIPS

– Every year we host university students for the implementation of **traineeships, curricular and/or thesis internships**, aimed at preparing the final exam. This is because we aim to actively contribute to the building of a stable link between companies and universities, providing new generations for a **smooth transition from the world of education to that of work**, allowing them to test themselves in a working environment and to get to know better the dynamics of a major entrepreneurial reality.



NO. OF INTERNS HOSTED IN THE COMPANY IN THE LAST TWO YEARS



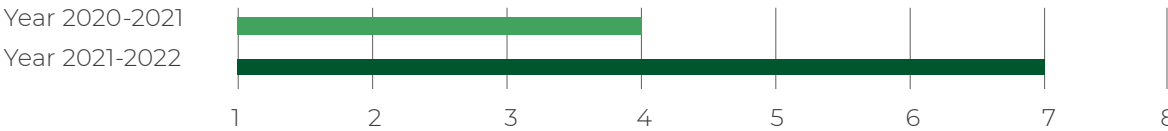
SUPPORT TO BACHELOR'S AND MASTER'S DEGREE THESES ON SUSTAINABILITY AND B CORPS

As a B Corporation, collaborating and supporting students in the drafting of **thesis projects** on the issue of all-round **sustainability** and the positive impact of B Corps on society and the environment is fundamental to raise awareness towards the movement and to bring the younger generations closer to these issues. Indeed, as a B Corp, we are committed to **accelerating the transition towards regenerative and sustainable business models**, aware of the fact that this change can only happen by including younger generations in the process, since the talents of today are the entrepreneurs of tomorrow.



7
no. of graduands' thesis projects supported in the year 2021-2022

NO. OF THESIS PROJECTS ON SUSTAINABILITY AND B CORPS SUPPORTED BY THE COMPANY IN THE LAST TWO YEARS



VOLUNTEERING LEAVE

Also for the year 2021-2022 we chose to **give all our collaborators 8 hours a year of paid leave to carry out voluntary activities** at an association of their choice. This act represents a precious opportunity to increase the commitment of each of us towards the community, allowing to devote part of our time to our neighbours. Because the world can be improved also starting from small and simple daily selfless acts.



437.5
**h of work offered by the
Company for the Community**

*(including volunteering, paternity
leave at the company, civil defense,
blood and plasma donation)*



+55.5 hours
compared to
the year 2020-2021

SUPPORTIVE HOLIDAYS

For Euro Company, social sustainability is one of the pillars of sustainable development. It is the way to build, day after day, a more equal and cohesive community.

For this reason, starting from January 2022, we have introduced **supportive holidays** in the Company, covered by the Supplementary Agreement signed on June 21, 2021 together with the social stakeholders.

Thanks to the introduction of supportive holidays, it is possible – within the Company – for all employees to **give part of their paid leaves/holidays to colleagues in difficulty**, who do not have sufficient hours of leaves/holidays to be able to be absent from work due to own **health problems and/or in order to look after a non self-sufficient family member in need of constant assistance**. In fact, each employee can give a maximum of 10 days a year, including holidays and leaves, while each requester can receive up to 30 days a year.

Our supportive holidays therefore represent a **precious tool of collective solidarity**: thanks to mutual help it is in fact possible to lend a concrete hand to colleagues in difficulty, supporting them in combining their family and work life needs in the best possible way. Together.

Below are the data recorded in the first semester of activation of supportive holidays:



OSSIGENO FOUNDATION

In order to express our profound belief that working for the common good do represent a priority objective for us, the **Ossigeno Foundation** was established in recent years, a non-profit organization belonging to the Third Sector and prevented, by its nature, from distributing profits.

The Foundation, with a Board of Directors made up of three members, aims to carry out exclusively or mainly the activities of general interest indicated in our Mission, pursuing civic, solidaristic and social purposes to generate a strong impact on our community, with the awareness of having a great duty: that of making our Mission more concrete than ever.

SUPPORT TO THIRD SECTOR ORGANIZATIONS AND TO RESEARCH



Supporting scientific research, voluntary associations and – more generally – Third Sector organizations is essential for us to **sustain the right to health**. This kind of support allows research and voluntary associations to move forward in their daily work, **by doing good**. Our choice to support research and voluntary associations in their work is a decision we are proud of, in the awareness of supporting those who believe every day in their work and helping those who suffer, trying to give answers to those who wait, from years, for a concrete guarantee for their own right to health. Like in previous years, we have donated 10% of our profits to these and other social initiatives.

Our action mainly addressed to the following **beneficiaries**:



AIRC Foundation for Research on cancer
San Giovanni Evangelista Parish
Romagnolo Oncological Institute (IOR)
Arteinte Social Project
San Vitale Social Coop
Libellula Foundation
Rete Clima project for sustainable web
Summer Recreation Center at San Pietro in Vincoli (RA)

and we have also supported some projects related to body wellness, solidarity and the revaluation of products and raw materials such as:



Rifrutta Project – in collaboration with the Emilia Romagna Food Bank non-profit Foundation

Walnuts for Alzheimer's Project – in collaboration with the Amici di Casa Insieme non-profit association

Fundraising – Primary School in Bagnacavallo

SUPPORTIVE CHRISTMAS PACKAGE



Like every year, the Christmas package dedicated to our staff was packed with enthusiasm and commitment by the guys from the San Vitale Social Coop.

For the second consecutive year we chose to support their projects, believing in work as a space for emancipation, welcoming and enrichment. The great passion, tenacity and joy of these guys for having completed the task assigned to them truly moved us.

SUPPORT TO SMEs AS BUSINESS ANGELS

In Euro Company we find it vital to contribute – in a sustainable way – to the economic development of the area which we operate in. For this reason, we are committed to supporting small-medium enterprises (SMEs) thanks to targeted financing.

For instance, in the capacity of **Business Angels**, we take part – via the company *Start Up Italia* – in raising capital for financing small and medium enterprises. Everything for creating shared value.

SUPPORT FOR SPORT



Taking care of yourself is not a gift to be relegated only to your spare time. It means dedicating yourself to your own passions, having healthier lifestyle rules, living healthy. For this reason, **supporting exercise and sports practiced at a non-competitive level** is fundamental for us, being an important part of what we do for the community, in order to have a positive impact on it.

Sport means, above all, respect for oneself and for others: it means sociability and welcoming, it means collaboration and mutual support. Proper nutrition and constant exercise are the basis for a healthy life, in balance with one's own body. In order to promote a healthy lifestyle, we have supported the following sporting events over the past year:



Lamone Marathon
Bologna Marathon
Bologna Marathon in Trail
100 Km del Conero
Trail del Cinghiale – Leopodistica Sports Association
Alzheimer's Marathon
Ravenna Marathon
Podisti Per Caso
Diabetes Marathon
100km del Passatore
Zeretriuno Triathlon
GF Le Cime di Romagna - Cyclotourism

and we have also sponsored:



Faenza Rugby
Basket Ravenna
AC Milan

LIBELLULA FOUNDATION



In Euro Company, we strongly believe in the idea that, in order to live in a healthy and enriching way, it is necessary to protect and safeguard the environment around us.

The word "environment" does not mean only the planet that hosts us, but also the social complex made up of individuals who interact and share spaces and experiences.

In fact, we want that **every person in the Company can feel totally welcomed and respected** and – at the same time – can pursue the primary objective of respecting and welcoming others, embracing the diversity innate in all of us as a precious value, to be treasured to the greatest extent possible. In this regard, for years we have been committed to the fight against all forms of discrimination through various initiatives. Among these, in May 2019 we joined the **Libellula Foundation** (formerly Libellula Project): the first network of companies united in fighting violence against women and gender discrimination, born with the aim of connecting different companies that place gender equality at the core of their values and who wish to engage in concrete actions. An essential part of the work of the Libellula Foundation also comes through research and study: for this purpose, in order to make our contribution to exploring the current state of fairness in

the working world, we submitted the **L.E.I. Survey (Labour, Equity and Inclusion)** to our staff, an anonymous questionnaire addressed to working women to explore the current state of gender equity in the workplace. Furthermore, over the past few months, aware of the need to continue to endeavour to build a fair, respectful and inclusive society, we attended several **online meetings** organized by the Foundation, including:

- ▶ *I stand for empowerment: women, money and care for the future*
- ▶ *Gender, respect, empowerment and self-care*
- ▶ *Gender, parenting and work: is balance possible?*
- ▶ *Relationships that hurt: emotional dependence and gender-based violence*
- ▶ *What do women get sick with? Depression in the female world*
- ▶ *Whose side am I on? Understanding and overcoming the invisible action of gender biases, stereotypes and prejudices in the world of work.*

In addition, on the occasion of International Women's Day – an important anniversary that every November invites us to reflect on these issues – we gave everyone the opportunity to participate in the "**Gender issue**" webinar, during which we talked about the meaning of gender diversity, how this manifests itself in thoughts, behaviors and attitudes in private and working life, and how much stereotypes do influence the mental forms we have regarding genders.

All this to have more and more the right tools to act concretely on a cultural level, getting used to a **comprising communication**, increasing the sense of belonging and collective well-being.

THE #UNLOCKTHECHANGE CAMPAIGN: WHAT WE HAVE DONE SO FAR, TOGETHER WITH OTHER ITALIAN B CORPS, TO SPREAD A NEW IDEA OF SUSTAINABLE BUSINESS

Generating a change, radically revolutionizing the traditional way of doing business: it is on the basis of this assumption that **#UnlockTheChange** was born in recent years, the communication campaign conceived by Euro Company and other Italian B Corporations attentive to the care both of people and the planet, to respond to the 2020 lockdown and, quite literally, to **unlock the change**.

Forced to stop and observe how the world can live better without the excessively invasive human impact, we have had an important intuition: let's start again, but let's do it better and let's do it together.

In July 2020 we thus participated in a **joint action to promote change in an even more vigorous and urgent way**, spreading a solid and replicable business model, suitable to our times, through a massive advertising campaign to make the movement known to the greatest number of citizens, students and businesses via various channels: press, social networks, implementation of a dedicated website, outdoor billboards in the subway and at the airports.

Gathering together in order to counter the complex Italian crisis created by the pandemic, we have **even more realized how necessary it is to make the B Corp movement better known, bringing to light the importance of doing business in a more ethical, responsible, sustainable way and spreading a business model capable of giving back to the planet what it has generously given us**.

That is why in the last year we have continued our action, so as to ensure that

Benefit Corporations could become a reality known, understood and shared by everyone, and especially by:

- ▶ *other companies not yet engaged in the certification process, so that they can join the B Corp network;*
- ▶ *university students, so that they can talk about the movement within their thesis projects, thus disseminating these issues;*
- ▶ *people looking for a job, in order to ensure that they can make the most of their talent within companies working for the sake both of planet and people;*
- ▶ *consumers, so that they can realize that every purchase is actually a choice. By favoring B Corps' products and services, it is in fact possible to send a strong and clear signal helping the business change for the better.*

To this end, over the year 2021-2022 we have focused our action on three main areas of interest:

- ▶ **Carbon Neutrality 2030 (Net Zero)**, drawing up a plan of concrete actions to reverse the trend of the current climate emergency;
- ▶ **Gender Equality**, to make both economy and society welcoming and capable of creating opportunities for all;
- ▶ **Education in Schools** through projects such as *Unlock Education*, aiming to train young adults attentive to sustainability, gender equality, aware economy, at an environmental and entrepreneurial level.

Important results have been achieved in the year through the #UnlockTheChange campaign, also thanks to the reporting of the project via newspaper articles, social media, a podcast dedicated to telling the stories of several B Corps, attendance at meetings and fairs, ambassadorship programmes, lectures and dedicated murals.

But we won't stop here: the prosecution of the campaign will help us **increase awareness among people and companies, actively contributing to change through little big daily acts.**

II-LEVEL CORPORATE SUPPLEMENTARY AGREEMENT AND MANAGEMENT OF OVERTIME HOURS: INTRODUCTION OF THE POSSIBILITY OF INDIVIDUAL CHOICE

In order to improve company well-being and to harmonize life and work times, last year our Company introduced important innovations for all workers, contacting the trade union parties in order to propose them an improvement for our **corporate supplementary agreement**, definitively signed on 06/21/2021.

Thanks to the new corporate supplementary agreement signed with social parties, in the year 2021-2022 we chose to give everyone a new and important possibility: that of **choosing individually how to manage any overtime hours.**

From now on, once a year – by January – all our employees will therefore be able to **choose whether to modify the choice made, converting the authorized overtime hours into flexibility** (in order to recover them by the end of the year of accrual and/or by the end of the employment contract) or **receiving them paid in the pertinent month payslip, plus the respective increases.**

In order to facilitate the execution of an informed and reasoned choice, during the year we also shared with the entire company population a brief vademecum on the various methods for making this choice. For communicating in a clear and transparent way is essential for the sharing of a common path.

SUPPORTING HIGH-QUALITY PUBLISHING PROJECTS



Ossigeno is the manifesto of our Company's values. It is the tale of a journey to discover beauty. High quality, research

and innovation are the salient features of our philosophy.

Within *Ossigeno* we talk about art, music, going through scientific insights and ethical considerations, culinary innovation and sensory experiences.

With this six-monthly publication we are committed to telling, and having great authors tell, the best, the good and the new to design our way of understanding the craft, and the art, of living.

www.ossigeno.it



Capitan Bananas e il Pianeta Cibosano

(transl. *Captain Bananas and the Healthyfood planet*)

is a periodical comic book populated by superheroes living in distant galaxies, which entertains and amuses while bringing a clear message: eating healthy helps you grow and feel good. The project stems from the awareness that it is necessary to promote the culture of healthy nutrition, starting right with children. Over the past year, *Capitan Bananas* has been downloaded over 3,400 times, while the *Recipe Book* has been over 4,200 times. The dedicated Facebook profile has also reached – in the last year – a coverage of over 600,000 contacts, with about 3 million impressions. The adventures of *Capitan Bananas* are freely downloadable from the website: www.capitanbananas.it.



Il giornale della nocicoltura

(transl. *The journal of walnut cultivation*) editorial project

started in autumn 2019 which reached its eleventh issue this year, talks about the quality of walnut cultivation, conceived as an update on technical innovation and high standards of supply chain relationships. This free publication has been created to highlight the solutions of a horticultural market devoted to the quality both of the product and the life of people working in the supply chain. Sent to target roles in the field – consortia, institutions, suppliers – it can be freely downloaded from the website: www.nutsforlife.it/ilgiornaledellanocicoltura



Il giornale della mandorlicoltura

(transl. *The journal of almond cultivation*)

was born in 2022 to report news on almond cultivation and its market. The first issue was distributed on the occasion of the event "Almond Blossom", organized for agricultural entrepreneurs, as a divulgation tool for the supply chain but also as an agronomic medium for stakeholders. Sent to target roles in the field – consortia, institutions, suppliers – it can be freely downloaded from the website: www.nutsforlife.it/il-giornale-della-mandorlicoltura



Il giornale della coricoltura

(transl. *The journal of hazelnut cultivation*)

dedicated to the cultivation of hazelnuts and the characteristics of the related market, aims to provide updated information in view of a quality development of this horticultural branch, through the sharing of agronomic techniques, production ethics and market trends. The first issue can be freely downloaded from the website: www.nutsforlife.it/il-giornale-della-coricoltura





Well-being of the person and the community

GOALS FOR THE NEXT TRIENNium



EMPLOYER BRANDING ACTIVITIES WITH SCHOOLS AND UNIVERSITIES

Over the next three years, we will keep on carrying out **employer branding activities and projects** with schools and universities, to reach and hire the best profiles on the market, creating at the same time positive impacts on our education and training system.

Specifically, next year too we are willing to participate in orientation days with the local higher technical institutes and in the Unibo Career Day, the main meeting point between students and graduates of the University of Bologna and local business realities.

On these occasions, we will present our Company and collect applications from students and graduates, having them tell us their professional aspirations: for the search for the best talent won't ever stop.



SUPPORT TO THE VOLUNTARY ASSOCIATIONS

In order to lead our determined way towards **creating positive impacts on the community in which we operate**, over the next three years we aim to keep on offering our support to voluntary associations and **Third Sector organizations** present in the area which carry out projects and activities aligned with the values we care more about, then monitoring the results obtained to improve the well-being and health both of people and the planet.



DIVULGATION OF A DIVERSITY MANAGEMENT POLICY

During the year 2021-2022 we drafted and defined a **company policy on Diversity Management**, with the aim of enhancing diversity within our working environment (*diversity in respect of gender, sexual orientation, origins, culture and belief, physical abilities, etc.*), breaking down distances and thus building an increasingly welcoming organization, geared towards hospitality. In order to gradually accompany our corporate population towards the introduction of this policy, over the last year we

have introduced issues concerning the use of an inclusive language and the adoption of a "comprising communication" in the Company. Next year we are going to divulgate this policy to the entire organization, convinced that the **culture of respect for rights, diversity and inclusion** should not only be the basis of each company's daily activities, but it should also serve as an example for the community where each company operates.

LIBELLULA FOUNDATION – NEW WEBINARS TO KEEP ON SPREADING THE CULTURE OF DIVERSITY



Cognitive and relational mechanisms are often imbued with – more or less aware – biases and stereotypes automatically guiding our thoughts, words and actions, producing effects sometimes very different from where intents of fairness and respect ought to lead.

In order to become aware of this and to take care of relationships in the best possible way, next year – in collaboration with the Libellula Foundation – we aim to create new webinars designed to **understand and overcome the devious action of gender biases, stereotypes and prejudices within the working world**, investigating how gestures together with cultural expectations and gender patterns act daily on everyone's lives.

All of this in order to deconstruct them, leaving room for the free expression of individuality at work, beyond the gender of belonging.

NEW EDITION OF NUTSPAPER



With a view to offering more and more quality content, we want to share useful information for the food industry and its reference market, because **true prosperity can only come from common growth. Nutspaper is the periodical we are going to create in order to provide information on horticultural world**, highlighting the quality paths that make up and guarantee the wholesomeness of the product and the value of the life of those who grow, work and consume it. A magazine with technical and in-depth content, from market data to specs on the raw materials covered in each issue, to be distributed to buyers in the world of retail,

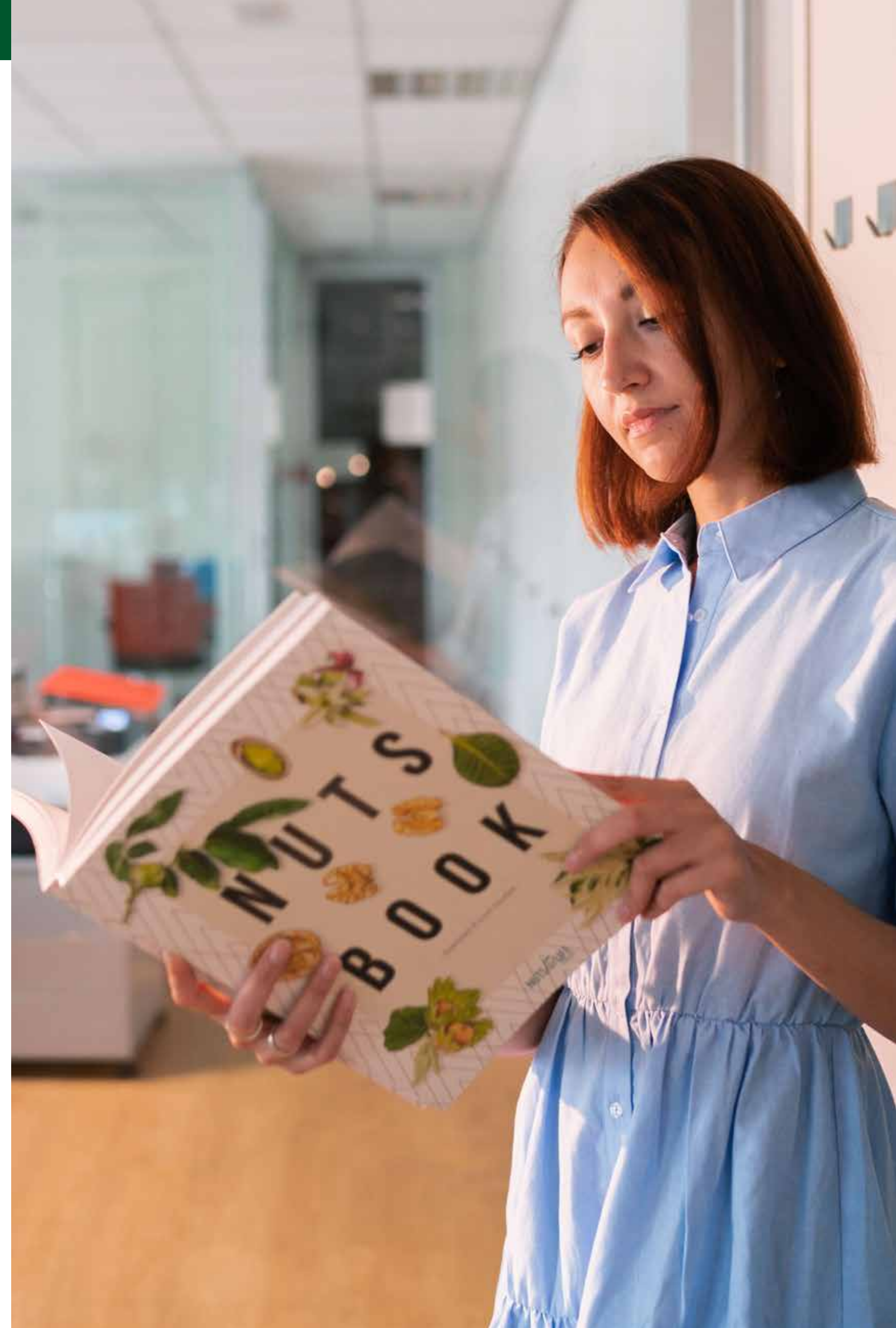
Horeca and specialized channels. *Nutspaper* is a project born in 2007, reacquiring momentum with a new graphic design and the refreshed intention of sharing knowledge.



DRIED FRUIT BOOK

Ready to be released, ***Dried Fruit Book*** is the **encyclopaedic work** in which we have collected and reworked over ten years of studies, knowledge and **in-depth information on the world of dried fruit**. This volume will update the encyclopaedic learning on dried fruit, presenting its varieties in their botany and through processing and dehydration techniques.

Our purpose is **to improve and transmit knowledge on the subject** by interpreting it with new points of view on eating habits, today oriented towards natural and more aware forms of conservation in relation to health. From the seed to the drying techniques, *Dried Fruit Book* will present and illustrate each fruit informing about a rediscovered and ever-spreading kind of food consumption, that of drying, as a natural and antique method of conservation.



UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals
set by the UN 2030 Agenda



Through our **commitment to Community**, we contribute to the achievement of **4** of the 17 Goals set by the UN 2030 Agenda:



ETHICS AND LEGALITY

ADOPTION OF THE 231/01 ORGANIZATION AND MANAGEMENT MODEL AND DESIGNATION OF THE SUPERVISORY BOARD

Ethics and legality have always been vital values for us.

The Italian Legislative Decree no. 231/01 introduced into our legal system the criminal liability of companies upon the occurrence of certain crimes, including those of a culpable nature.

On 11/14/2018 the Board of Directors of Euro Company approved the adoption of the Organization and Management Model pursuant to Legislative Decree no. 231/01.

The drafting of the Model envisaged the prior mapping of risk areas, the identification of crimes that may be committed in the interest or to the advantage of the company and implemented organizational behavior by all employees aimed at nullifying these kind of risks.

Contextually, a Supervisory Board was appointed, composed of two external and independent professionals, namely two criminal lawyers, having the task of supervising the correct observance of the Model by all recipients, reporting to the Chairman and to the Board of Directors any conduct and/or action running contrary to the Model itself. During the fiscal year, the Supervisory Board, assisted by the CFO and the Company's internal lawyer, updated the general and special parts of the 231/01 Model, adapting it to the regulatory changes.

FINANCIAL CONTROL MECHANISMS

Euro Company implements the following financial control mechanisms:

- ▶ IT computer systems have different password protection systems to be changed periodically and having different access levels, depending on the worker accessing the information.
- ▶ We are equipped with an external Supervisory Board performing a quarterly audit to assess the risk of fraud and any identified internal control deficiencies.
- ▶ Financial reporting guidelines, responsibilities and limits for authorizing, approving and verifying disbursements are documented in writing in their entirety. Also financial control activities are documented and, at a minimum, they include monitoring of cash disbursements, receivable accounts or debts and inventory management. During the year, an IT software has been implemented for the financial management of payments, which significantly reduced the risk of fraud and eliminated cash disbursements having no flow, by connecting directly to the respective accounting items.

The Company prohibits the following conditions – set out in Article 12(3) of the United Nations Convention against Corruption:

- ▶ Creating off-the-book accounts;

- ▶ Carrying out off-the-book transactions;
- ▶ Recording of non-existent expenses;
- ▶ Recording of liabilities with incorrect identification of their objects;
- ▶ Usage of fake documents;
- ▶ Intentional destruction of accounting documents earlier than legislative measures.

CODE OF ETHICS



In Euro Company we have drafted our Code of Ethics, guiding us in our relations with each stakeholder. Our Code of Ethics mirrors our map of values and it is published on our website, in compliance with the utmost transparency.

WHISTLEBLOWING POLICY



Euro Company promotes the prevention and verification of any illicit conduct or, in any case, of any behaviour that might result contrary to the Code of Ethics and the 231/01 Model.

In this respect, we do support the *speak-up culture*, i.e. the freedom to consult colleagues and/or hierarchical superiors, in a dialogue perspective, whenever it is deemed appropriate or necessary to express doubts or concerns, to raise issues, to formulate proposals and ideas or, more in general, to express opinions aimed at improving work within the organization.

We have also intended to guarantee all employees the opportunity to report, even on a confidential basis, a possible crime, offense or any irregular conduct committed by other subjects belonging to the Company itself (*Whistleblowing*). Whoever should report a suspected irregularity cannot suffer any negative consequences, except if unfounded reports were to be made with willful misconduct or gross negligence. In fact, in Euro Company no form of retaliation against employees is tolerated.

GOVERNANCE

- ▶ **S.p.A.:** during the fiscal year, Euro Company turned into a *Società per Azioni*, with the aim of guaranteeing a corporate setting suitable to its Mission and to have a shareholding structure capable of providing, in the near future, a participatory tool addressed to employees, to make them ever more aware of the project and an integral part of our corporate Vision. The conversion into S.p.A. marked a change in the audit body, which moved from "Sole Auditor" to "Board of Statutory Auditors" made up of three members, maintaining the previous Sole Auditor as Chairman, in continuity with the past workflow. 66% of the actual Board of Statutory Auditors is now made up of women.

- **New organizational chart:** during the year, proxies based on our new corporate organizational chart were confirmed and updated, with a widespread assignment of well-defined spending limits for each area, aimed at guaranteeing an increasingly efficient management of resources, as well as a constant consumption monitoring. Our new organizational chart is based on a clear axiom that allows the decentralization of responsibilities to multiple subjects, so as to avoid fraud or errors in critical activities. In the field of risk control, in fact, the *Segregation of Duties* is assuming an increasingly primary role in Euro Company and – for this reason – it can actually be found an enhanced implementation of tools allowing a better individuation of risky processes, the understanding of where controls have to be strengthened in order to limit dangers, the definition of ownership and responsibility during all stages of processes, nevertheless leaving room for operational agility without setting limits to it.
- Throughout the year, our **Board of Directors** approved the gradual acquisition project of a Tuscan company operating in our same sector, made concrete at the end of the year through the first acquisition of 20% of their shares, followed by a further 10%. Our purpose is to gain control of the company in the coming years, helping it create an increasingly efficient and sustainable structure and supporting it, providing information to evaluate a possible B Corp certification path.



UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals
set by the UN 2030 Agenda



Through our **commitment to Staff**, we contribute to the achievement of **14** of the 17 Goals set by the UN 2030 Agenda:



