



SUSTAINABILITY REPORT 2023





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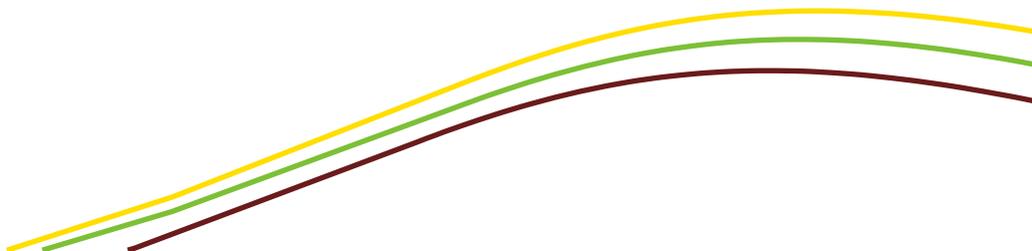
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01
OUR GROUP



Who We Are

Parmacotto Group is committed daily to promote the excellence of Italian food, putting the values of quality and sustainability first.

Guided by the will to always improve, Parmacotto Group continues its path of growth and innovation. With its four brands-Parmacotto, Boschi Fratelli, Parmacotto Selection and Salt & Twine - Parmacotto Group signs and produces a complete range of safe and balanced cured meats: cooked, poultry and cured, characterized by a careful selection of raw materials.

Within our six production sites, traditional methods and recipes meet innovative, state-of-the-art processes in compliance with the highest quality standards.

Today, thanks to its vocation for export, Parmacotto Group is also able to respond to the needs of international markets, making its know-how available to the needs of consumers in Europe and America.

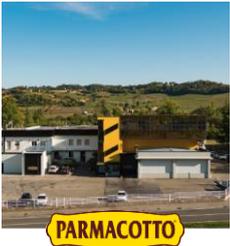
We work to offer the market products that combine tradition and innovation, aware of the importance of our commitment to promoting healthy and balanced eating habits.

All our products are born from a rigorous selection of raw materials and the adoption of the most modern technologies to best meet the needs of consumers. We recognize the importance of our connection with the territory in which we operate and the precious cultural heritage it represents, a resource we are committed to preserving and promoting internationally.



Our Evolution

A path of excellence



Parma, the epicenter of Italian charcuterie art, was the birthplace of Parmacotto, which specialized in the production of cooked hams.



We inaugurate the Marano plant, the company's headquarters.



We enter the segment of packaged cold cuts.



We carry out the acquisition of Salumi Boschi Fratelli, completing the offering with cured products.



We extend our product portfolio by complementing our poultry offerings, expanding options and diversifying our consumer range.



Following our global vision, we enter the U.S. market through the acquisition of Cibo Italia, which becomes Parmacotto LLC.



We acquire New England Charcuterie, a charcuterie company under the Salt & Twine brand based in Boston, Massachusetts.

Our Business

Parmacotto Group stands out as a reality of excellence in the food sector thanks to its integrated, efficient and quality-oriented structure. With five production plants and four main brands - Parmacotto, Boschi Fratelli, Parmacotto Selection and Salt & Twine - we serve a global network of customers divided into three main channels: GDO, Normal Trade and HO.RE.CA.

In the GDO channel, we collaborate with major supermarket chains, aimed at ensuring wide availability of our high-quality products to the general public, thus reaching a large number of consumers. In Normal Trade, we rely on specialized stores, distributed throughout the country, enriching the distribution network. The HO.RE.CA. channel is dedicated to food service professionals, and we are committed to supplying excellent products to restaurants, caterers, and other industry operators. In this area, we not only offer high-quality cold cuts and meats, but also establish lasting relationships with our customers.



Internationally, the Group has a strategic focus on European and American markets. In fact, we have two international sales subsidiaries, Parmacotto LLC in the United States and Parmacotto Suisse in Switzerland, to support the expansion strategy in foreign markets. We distinguish ourselves in the foreign market through partnerships with major groups such as Groupe Casino, Delhaize, Manor, Intermarché and Migros. These strategic alliances allow us to amplify the distribution of products in various European countries and thus leverage the extensive distribution network of these retailers to reach an increasingly diverse and global customer base. These partnerships aim to broaden brand visibility, improve product accessibility for consumers, and strengthen the brand's global reputation. Indeed, we are committed to ensuring the highest quality and sustainability throughout the value chain, from raw material selection to distribution, a commitment that is appreciated not only by business partners but also by consumers, raising their awareness of the importance of responsible and sustainable food choices.

We maintain strong and transparent relationships with our customers, using a distribution network that combines direct and indirect channels to ensure efficient service and optimal market coverage. Strategic collaborations with business partners and industry organizations help strengthen our brand's international presence, enabling us to respond to the needs of an ever-changing global market. Compliance with the Code of Ethics is a key element in managing business relationships, as it promotes a corporate culture based on trust, transparency and accountability. In our annual report, we present key performance indicators that highlight the positive impact of our sustainability practices on economic growth and improved product quality, affirming our commitment to a more sustainable and responsible future.



3 Sales Channel

GDO
Normal Trade
HO.RE.CA.



2 Commercial Branches

Parmacotto LLC
Parmacotto Suisse



2023 Revenue

150
mio/€



Employees

215

Our brands

Parmacotto High Quality

Selected raw materials, short ingredient lists, high quality and slow cooking that does not alter flavors are the pillars on which Parmacotto builds its identity. Established as a specialist in cooked meats, thanks to a willingness to always improve and constant investment in cutting-edge technologies, we now produce all categories of cured meats with a complete, safe and balanced offer: special attention to nutritional properties and the healthiest proposals capable of meeting the needs of a modern consumer attentive to healthy lifestyles.



Boschi Fratelli Tradition meets innovation

Wisdom in seasoning, careful selection of ingredients and raw materials: Boschi Fratelli-part of Parmacotto Group has been the tradition of quality since 1861. The historic brand produces a wide portfolio of PDO and PGI products through ancient methodologies and rituals but with a contemporary approach to meet the growing demand for premium and smart proposals. A trend that leans toward products that combine high quality and practicality of service, characteristics that are the basis of Boschi Fratelli's offerings.



Parmacotto Selection Excellence is selection

From our experience in cured meats came the desire to offer a selection of products that are unique in quality, raw materials and processing. A line of the best Italian cured meats dedicated to catering professionals. The “Parmacotto Selection” line is a range of products made from the finest Black Pig meats.



Salt & Twine Welcome to your personal flavors journey.

New England Charcuterie is an American company that produces high-quality artisan charcuterie under the Salt & Twine brand. The name recalls the primary components, salt (salt) and rope (twine), used by the founding artisans. The products are made with a unique and contemporary approach, using healthy, quality ingredients.

Salt & Twine



02

MISSION, VISION, GOALS AND VALUES



Our Mission

Through daily commitment, we create value and well-being for our community and our customers. Parmacotto encapsulates in its name its connection with the territory, its history and the pride of being an ambassador of Italian food culture in the world.

PRODUCT. PEOPLE. ENVIRONMENT.

The pivotal concept around which our sustainability strategy is developed concerns the value of people and the protection of their well-being.

The circular sustainability strategy is based on three dimensions: product, people and environment.

The goal is unambiguous: the creation of value no longer linked only to the economic meaning but to a broader concept of well-being: SHARED WELL-BEING that is expressed through feeling good at the table, in the company and in the communities in which people live.

#FEELINGOOD is the name Parmacotto Group has chosen for its new corporate positioning, making itself a spokesman for well-being in its three main derivations:





PARMACOTTO

Our commitment to #WellbeingAtTheTable by 2025

Salt-Reduced Products: development of products with a lower salt content than market standards.

Cooked hams with 100% natural flavors. From April 2023 all cooked hams contain only natural flavors.

Reduced-fat Products: Development of products with limited fat content.

Processes and technology: Upgrade of production processes and techniques in order to maximize compliance with selected raw materials.

Nitrite and Nitrate Reduction: Progressive reduction of nitrite and nitrate in cured product categories.

Sustainable Packaging: Area under continuous study through major projects:

- Plastic tray (50% Recycled plastic)
- Mixed tray (paper bottom)
- 100% paper-conferable tray

Transparent ingredient list: Development of new ingredients to meet the need for clarity and transparency of an increasingly conscious consumer.

Careful selection of raw materials: Careful selection of the best raw materials according to the highest quality standards.

Adherence to the Too Good To Go anti-waste campaign: Since April 2023 all sliced meats have adhered to the «conscious label» campaign promoted by TGTG.

Food Farm: support to the project involving integration between school, business and territory.

Adesion to Regusto: Italy's first circular ecosystem that uses blockchain technology to ensure transparency and traceability of food and resource donations.



Our commitment to #CommunityWellness

Connections: Corporate welfare project to promote the health of the younger generation.

La Paranza: Project to support the La Paranza cooperative in its social inclusion work in the Sanità neighborhood of Naples.

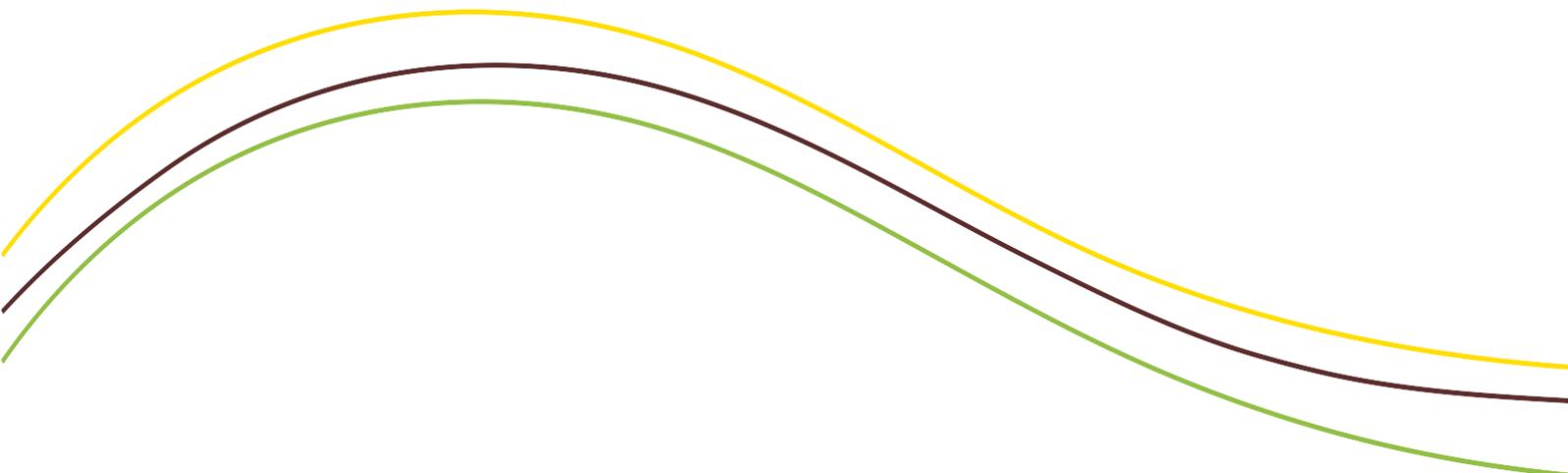
A Scuola di Cotto: Food education workshop project for young children with the aim of spreading the principles of a healthy and proper nutrition.

A School for Camilla: Project in collaboration with «Parma Per Gli Altri» that involved the construction of a new kindergaten in Shellallà, Ethiopia.

Emporio Solidale: Support for Emporio Market Solidale as a contribution to local communities to reduce different form of poverty.

Agorà: Meeting and reflections on the enterprise of the future.

Anti-Violence Center: Support for the Parma Anti-Violence Center to raise awareness of gender issues in the internal community.



Our commitment to #Environmental Wellness by 2030

Scope 1 & 2 Emissions – By 2026: zero net emissions.

Energy Efficiency Relamping: Completed in 2023 the Relamping project on all production sites for a total saving of 211.85 kWh/year.

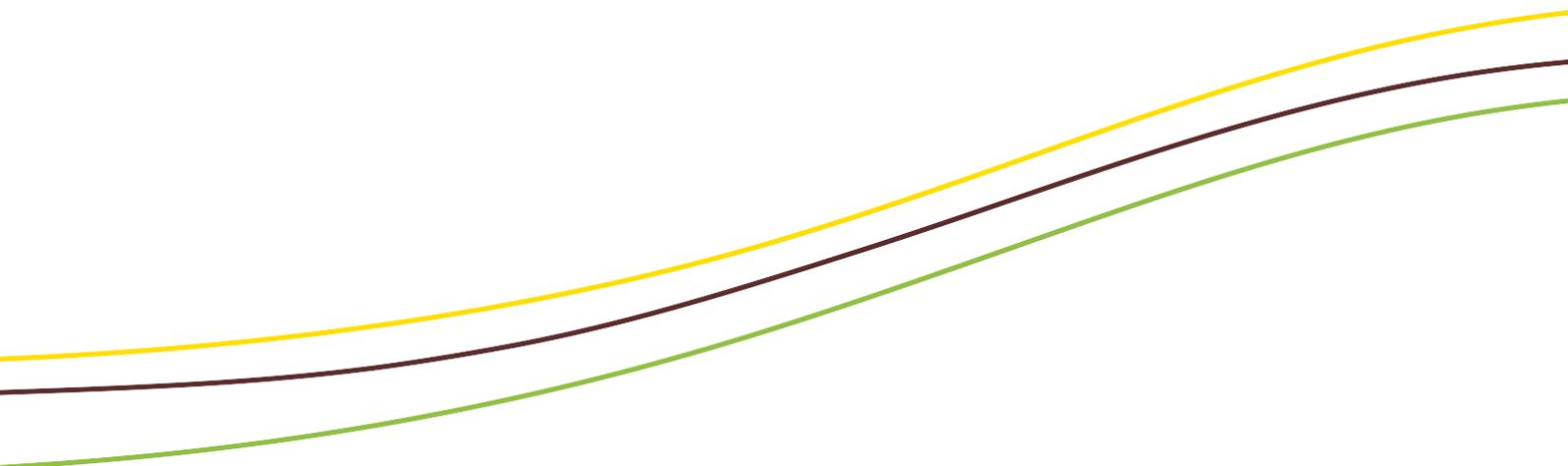
PLC Energy Efficiency: Completed in 2023 the reduction of energy consumption through the installation of a control unit to optimize the management of the refrigeration plant.

Photovoltaic system: Completed during 2023 the commissioning of the San Vitale photovoltaic system, the Marano system is planned to be launched in January 2024.

CSRD – By 2025: CSRD reporting launch.

Sustainable Packaging: In 2023 the launch of our EcoPack which is 100% paper conferable, a first in the industry of sliced meats.

Indirect Emission Reduction – By 2030: Plans under study to reduce the Group's indirect greenhouse gas (GHG) emissions.



Our Vision

We have an entrepreneurial vision that focuses on a modern approach in the food industry. By balancing tradition and innovation, we are committed to making a significant contribution to the promotion of Italian food culture around the world for the benefit of all our stakeholders.





Our Goals

We aim to encourage conscious consumption, promoting lifestyles that have well-being and sustainability at their core. We contribute to the well-being of the community in which we operate by enriching and preserving culture, with a focus on the younger generation. We commit our resources and capabilities to ensure the well-being of people, through tangible initiatives.

Our Values

Dedication is a central concept in our philosophy. The tenacity and passion of the people in the Group have been instrumental in building what is today and will be increasingly so in building what will be tomorrow.

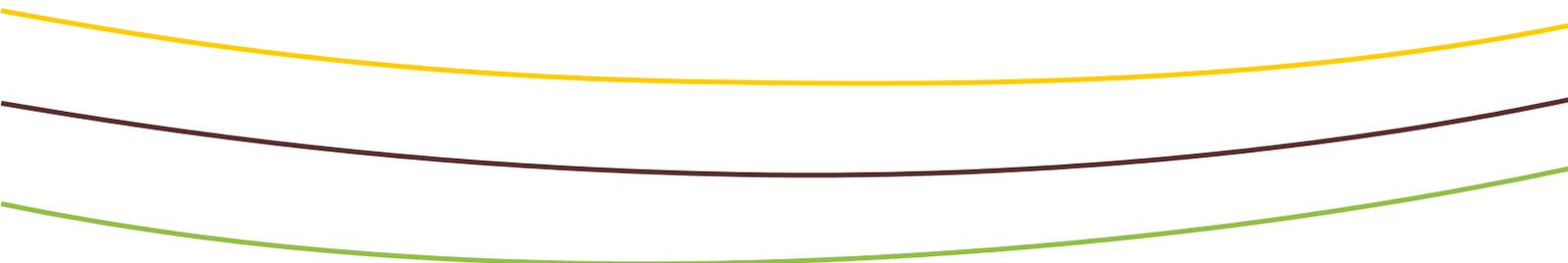
Excellence - The pursuit of excellence drives every decision. From the choice of raw materials to the finished product, we always aim for the best to offer high quality products.

Commitment - We produce, contributing to the well-being of the people who follow us, safe and balanced products. Every action is guided by responsibility toward the environment and the communities in which we operate and reflects a deep social and environmental commitment.

Tradition - We are custodians of a food tradition that we are committed to carrying on. Every cured meat we produce is the result of craftsmanship blended with modern technology.

Innovation - The future is built by innovating. This belief drives us to constantly seek new solutions to meet changing market needs and anticipate trends, embracing change as an opportunity.

Transparency - We are committed to acting and communicating with integrity, providing stakeholders with transparency and clarity in all aspects.





Facts and Figures **PARMACOTTO Group**

2 FILIALI COMMERCIALI <ul style="list-style-type: none">• Parmacotto S.p.A.• Parmacotto S.p.A.	4 STABILIMENTI (PRE) <ul style="list-style-type: none">• San Felice (Parma)• Parma• Parma• Parma	4 BRAND <ul style="list-style-type: none">• Parmacotto Group• Parmacotto• Parma• Parma
3 CANALI DI VENDITA <ul style="list-style-type: none">• Retail• HORECA• Distribuzione	220 DIPENDENTI qualificati	130 MIGRE fatturato complessivo 2022

Category	Value
...	...
...	...
...	...



03
STAKEHOLDER
ENGAGEMENT

Stakeholder Engagement

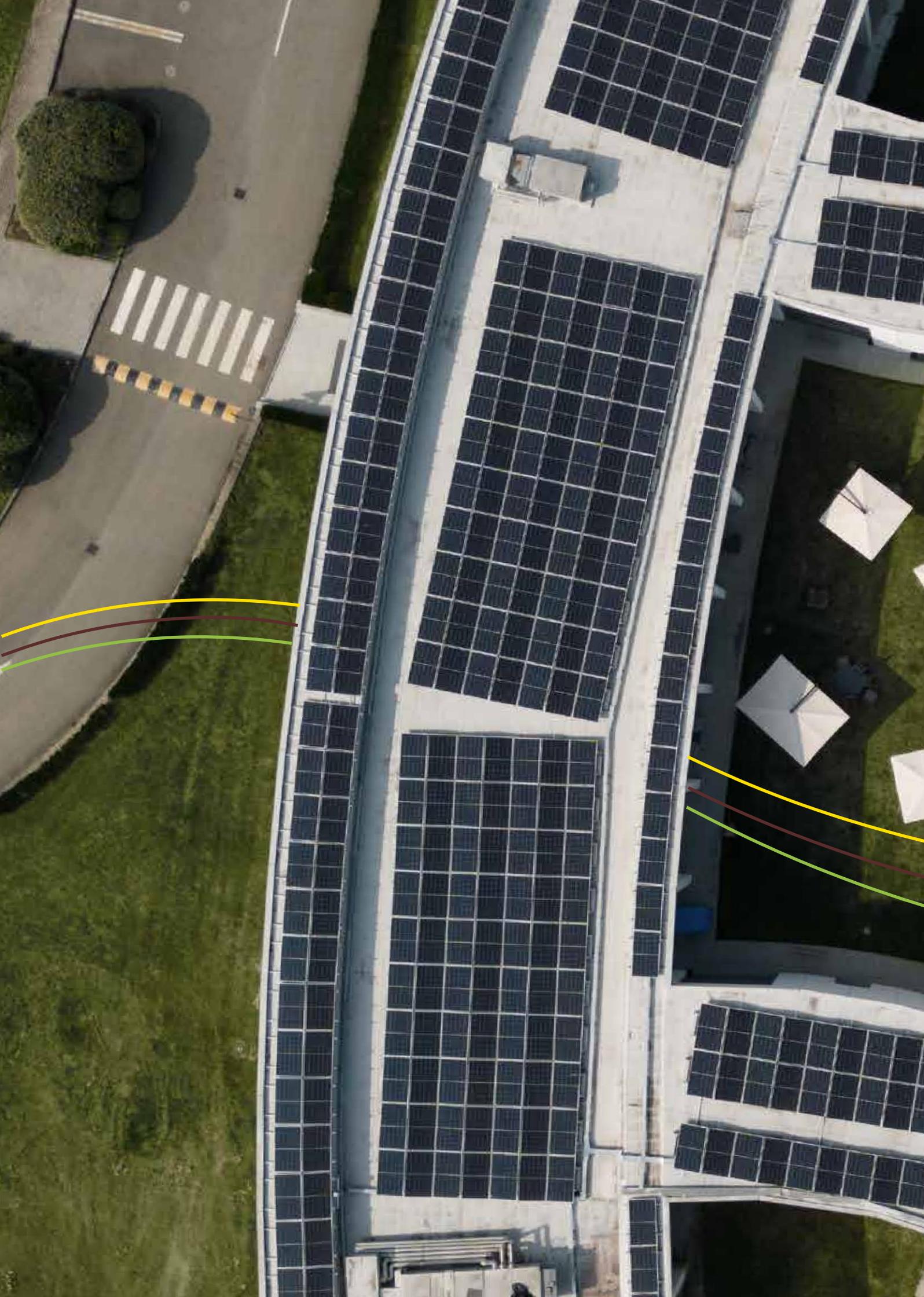
Value and Awareness: a shared path

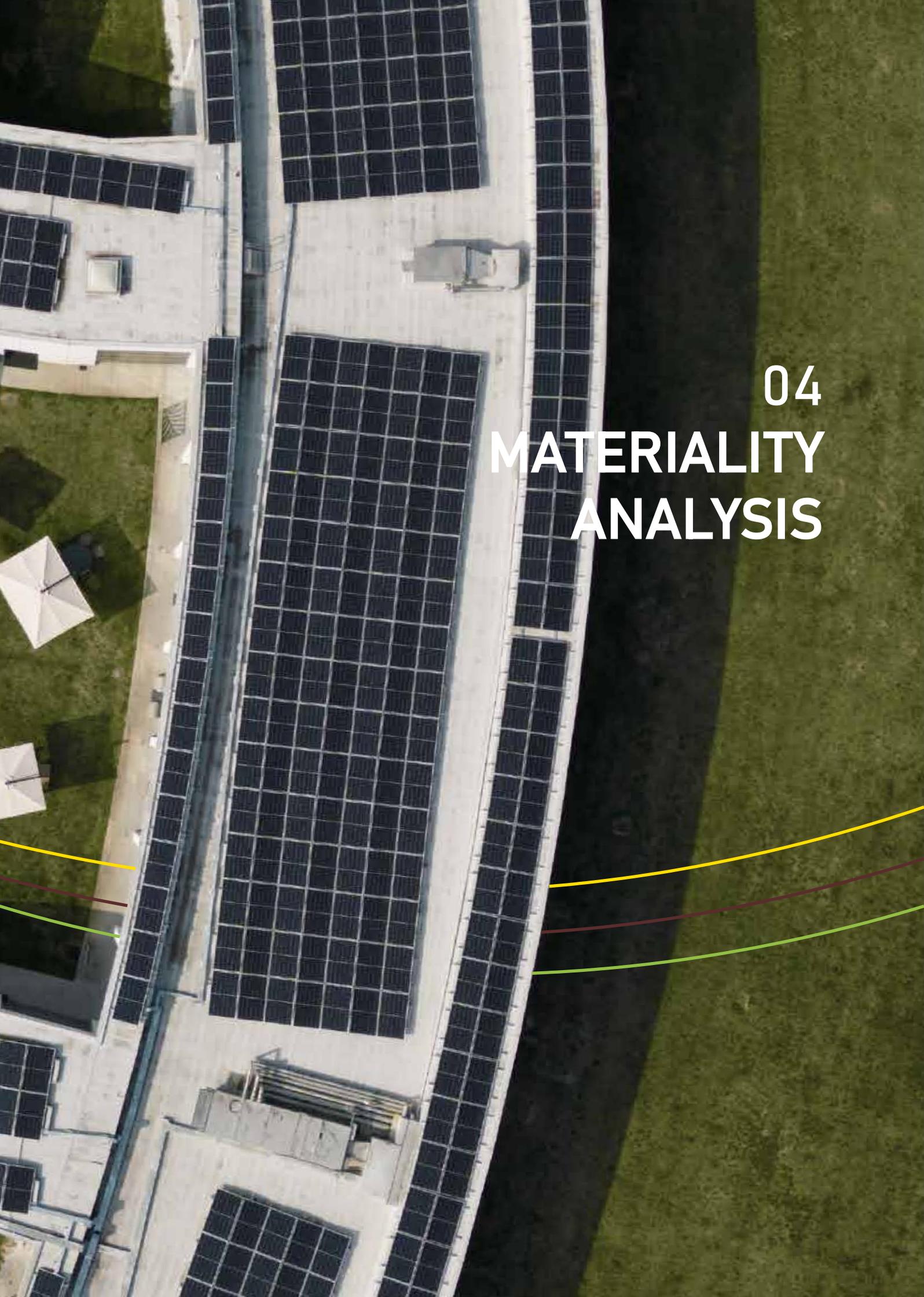
Attention to relationships with various stakeholders is a key strategic lever for us in creating economic and social value and gaining awareness about the perception of our brands.

For this reason, we carried out a stakeholder mapping process, with the aim of focusing on the main internal and external stakeholders involved directly or indirectly in company projects or activities.

This process involved several management figures and resulted in the identification of ten stakeholder groups:

- **Shareholders**
- **Employees**
- **Customers**
- **Suppliers**
- **Consumers**
- **Competitors**
- **Trade associations**
- **Institutions**
- **Media**
- **Local communities**





04
MATERIALITY
ANALYSIS

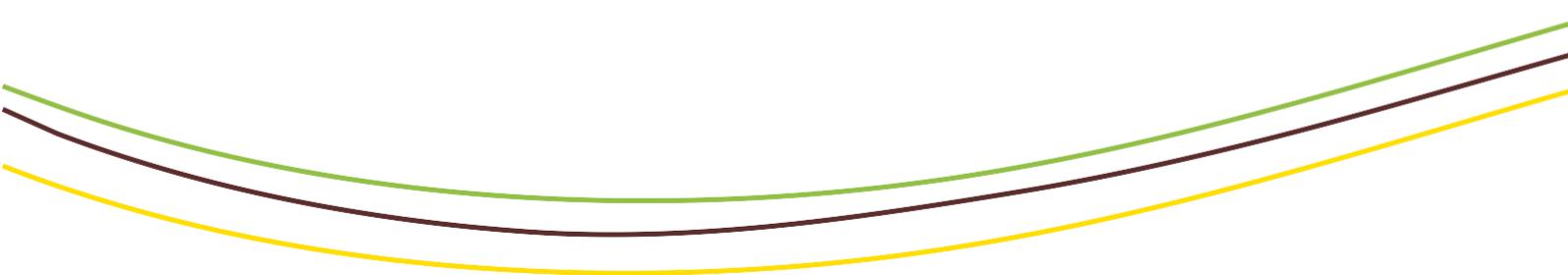
Materiality Analysis

Together for corporate social responsibility, sustainable.

We have developed a culture of corporate social responsibility in line with the values of our stakeholders. For the purpose of Sustainability Reporting 2023, we reviewed and updated the materiality analysis carried out the previous year, confirming the material issues identified through an in-depth survey involving various company figures.

The findings from this analysis differed from those found in the previous year in the decision to address animal welfare and responsible sourcing separately.

These issues guided the selection of indicators in the Sustainability Report and oriented our commitment to sustainable management to create a positive impact on society and the environment.



Material Themes	Description
Business Ethics	Conduct business activities according to the highest ethical and moral standards, through full compliance with laws and regulations and by operating with transparency and integrity.
Sustainable Supply Chain Management	Integrate sustainability criteria into supply chain management through procurement processes that allow suppliers to be evaluated and selected based on environmental and social criteria, encouraging responsible and sustainable practices along the value chain.
Animal welfare	Promote the use of food raw materials from responsibly managed supply chains. Respect animal welfare throughout the value chain.
Economic Performance	Improve key economic KPIs and increase the economic value generated to stakeholders.
Fight against climate change	Promote initiatives to reduce greenhouse gas emissions such as, for example, producing and purchasing energy from renewable sources, electrification of heating system and corporate fleet. Offsetting residual emissions through offsetting projects.
Energy management	Develop energy efficiency initiatives for facilities and business processes to reduce energy consumption.
Waste and Food Waste management	Minimize, wherever possible, the generation of waste and food waste. Adopt circular economy practices to enhance the value of waste as a resource through initiatives to recover or reuse waste materials and/or raw materials.
Sustainable packaging Management	Promote the use of materials with reduced environmental impact throughout their life cycle, giving priority to the use of recovered, reused or recycled materials wherever possible.
Water and Wastewater resource management	Efficiently manage the water resource by monitoring both water withdrawal and discharge processes, making consumption efficient, and adopting good practices that promote responsible water use. Implement, where possible, and monitor, water recirculation and reuse systems.
Worker's health and safety	Adopt policies, practices and management systems designed to ensure a healthy and safe workplace for people involved in all business activities.
Diversity, equal opportunities and employee development	Ensure an inclusive and fair working environment that protects diversity and minorities from all forms of discrimination. Ensure the best working conditions and respect for workers' rights, allowing for the expression of talents and the enhancement and development of human resources. Promote welfare initiatives aimed at increasing the well-being of workers and their families.
Human rights protection	Ensure respect for human rights recognized by international charters throughout the value chain and adopt monitoring systems to prevent violations.
Development of local communities	Foster positive economic, social, cultural and/or environmental impact on local communities through the company's activities or targeted actions. Promote initiatives aimed at supporting the most vulnerable.
Product quality and safety	Ensuring the highest standards of quality and safety of its products.
Innovation	Commit to improving its sustainability performance each year through innovative projects.
Responsible marketing and labeling	Ensure that customers have access to accurate and appropriate information about the positive and negative economic, environmental, and social impacts of the products they consume, both from the perspective of product labeling and marketing communications.

Agenda 2030 Goals

Our commitment to the Planet. Our responsibilities towards people. The 2030 Agenda.

Promoting healthy lifestyles, social inclusion and environmental protection: this is our contribution to the Sustainable Development Goals identified by the United Nations.



Defeating Hunger (SDGs 2) - End hunger, achieve food security, improve nutrition, and promote sustainable agriculture



Health and well-being (SDGs 3) - Ensuring health and well-being for all and all ages.



Decent work and economic growth (SDGs 8) - Fostering lasting, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Responsible consumption and production (SDGs 12) - Ensuring sustainable patterns of production and consumption.



Combating Climate Change (SDGs 13) - Promote actions, at all levels, to combat climate change.



Life on Earth (SDGs 15) - Protect, restore and foster sustainable use of the Earth's ecosystem.







06
OUR
GOVERNANCE

Corporate Governance of Parmacotto Group

Constant collaboration, dialogue and confrontation: this is how we act.

The Group adopts a traditional type of administration system involving a division of responsibilities between the Shareholders' Meeting, the Board of Directors, and the Board of Statutory Auditors. It is part of a group of companies led by the Group Holding Company AZ S.r.l., which owns 99.98% of the share capital of ASZ S.r.l., Parmacotto's current Sole Shareholder and subholding company.

Parmacotto Group currently consists of the following companies:

Salumi Boschi Fratelli S.p.A., an Italian-registered company primarily engaged in the production, curing and marketing of fresh, preserved and frozen meat products.

Parmacotto GZ Inc. a company under U.S. law and the holding company of Parmacotto LLC which is engaged in the marketing of cured meats and food products in general, and New England Charcuterie, LLC, which produces high-quality artisanal cured meats under the Salt & Twine brand.

Parmacotto Suisse, a company that deals with cured meats and food products in general.

The Group's various legal entities operate under the direction and control of the parent company, Parmacotto S.p.A. The Board of Directors of Parmacotto S.p.A. has all the broadest management powers to pursue the corporate purpose.

As of December 31, 2023, it is composed of 5 men and 1 woman, of whom 4 are over 50 years old and 2 are between 30 and 50 years old.

Name and Surname	Office
Giovanni Zaccanti	Chairman of the Board
Andrea Schivazappa	CEO
Gaia Zaccanti	Counselor
Tiziano Fantoni	Counselor
Lorenzo Rutigliano	Counselor
Stefano Ballabeni	Counselor

The Board of Statutory Auditors is the controlling body responsible for supervising the activities of the directors and checking that the management and administration of the company are carried out in accordance with the law and the articles of incorporation. As of December 31, 2023, the Board of Statutory Auditors of Parmacotto S.p.A. was composed of 4 men and 1 woman, of whom 4 were over the age of 50 and 1 was between the ages of 30 and 50.

Name and Surname	Office
Andrea Foschi	Chairman Board of Statutory Auditors
Giampaolo Perini	Auditor
Massimiliano Pizzi	Auditor
Matteo Tiezzi	Alternate Auditor
Alessandra Pederzoli	Alternate Auditor

Business Ethics

Respect and Ethics are always in the first place.

Stakeholder actions and relationships are based on fundamental principles and values, stated in the Group's Code of Ethics. It aims for excellence and orientation toward responsible and transparent behavior, taking inspiration by the following principles and values:

Loyalty and Trust

Respect and Responsibility

Integrity and Passion

The Organizational Model

We are committed to ensuring fairness and transparency in the pursuit of social and corporate objectives. For some time now we have been engaged in a project aimed at adapting our organizational tools to Legislative Decree No. 231/01, following the guidelines of Confindustria and the case law accumulated over the years in this area. This includes constant monitoring of our Organizational Model, adapting it as needed, including in response to changes within the Group. In addition, we have established an internal Supervisory Board within the Company, with autonomous supervisory powers, in order to ensure full compliance with the Model.

The Code of Ethics is binding on everyone in the Group, including Directors, employees, suppliers and business partners. Compliance with the Code is essential for the performance of work and behavioral services. We ask all those who have relations with our Group to maintain conduct in line with the Code of Ethics.

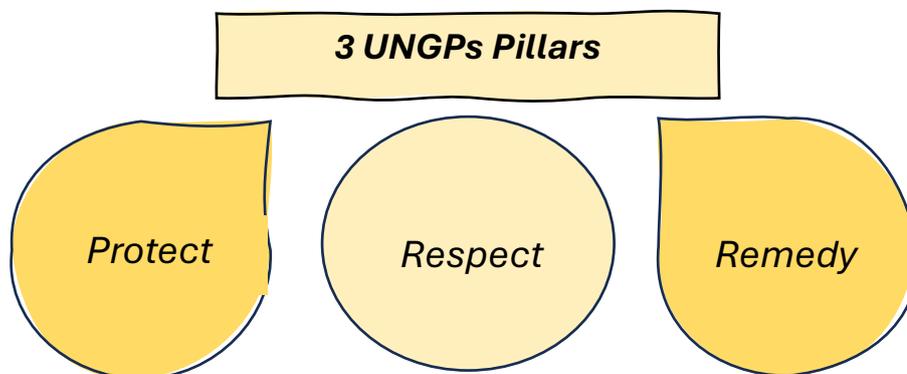
Reporting of potentially fraudulent situations or those in conflict with the Code is ensured through a whistleblowing mechanism. The Code of Ethics is accessible online and via the internet, with specific trainings for new employees. In addition, we adopt strict conduct criteria to prevent and manage conflicts of interest to ensure that all decisions and activities are conducted in the best interest of the company and its stakeholders. Recipients of the Code of Ethics are expected to avoid situations that may interfere with their ability to act impartially or involve personal benefits to the detriment of the Company.

People with apical functions who encounter a potential conflict of interest must notify the Supervisory Board and their supervisor. In the event of significant conflicts, we require that affected personnel refrain from decision-making by delegating the role to qualified individuals. In addition, we encourage transparency and involvement of other parties in decision-making processes where direct delegation is not possible, in order to ensure impartiality and accountability. It is expected that the Supervisory Board will monitor and record any reported conflicts so that an informed assessment can be made as to whether the professional and business relationships in question should be maintained or terminated. This transparent management of conflicts of interest helps to consolidate our governance model, which is marked by ethics and integrity.

Corporate Policies

Our corporate policies cover essential areas to ensure respect and integrity toward all stakeholders. Ethical conduct, social responsibility, human resource management, occupational safety, and data protection are commitments that we renew every day to meet expectations for economic, as well as social and environmental, sustainability.

First, we are committed to observing the United Nations Guiding Principles on Business and Human Rights (UNGPs), based on the three basic pillars of Protection, Respect and Remedy:



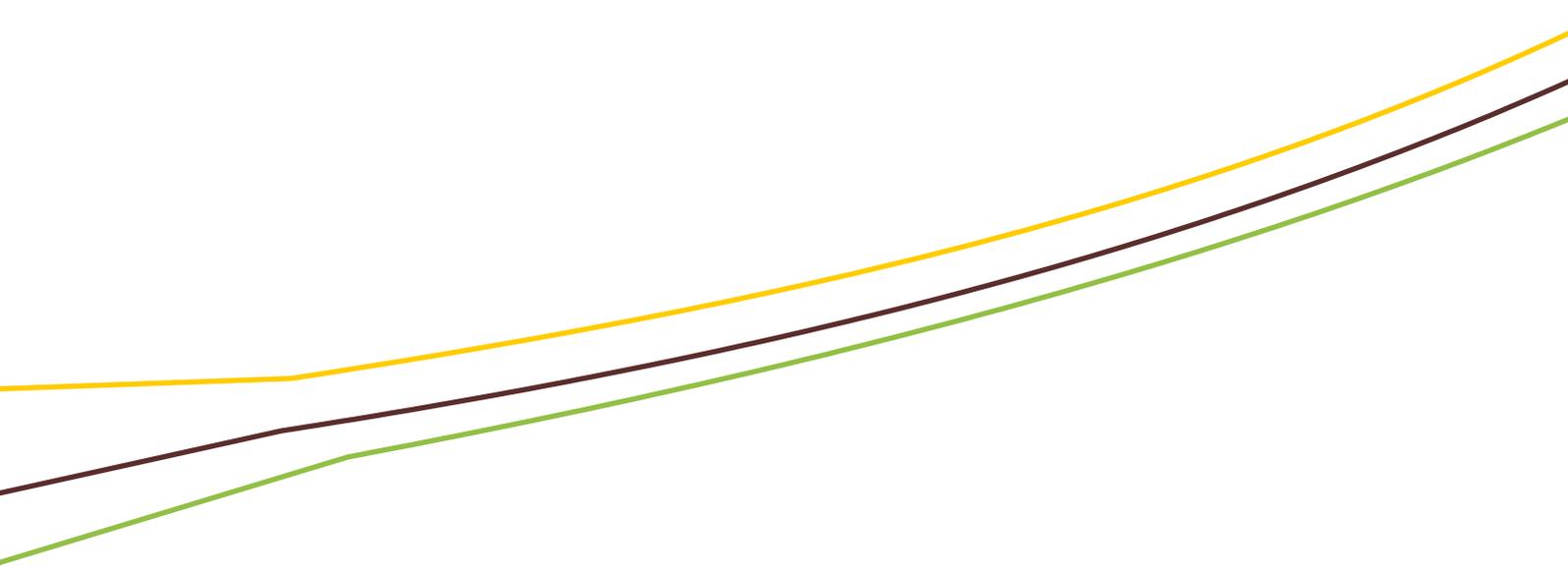
Indeed, we demonstrate an active commitment to the protection of human rights in all our operations and business relationships. We adopt preventive measures and due diligence procedures to identify and mitigate potential risks in our operations. A strong safety culture and policies focused on health protection confirm our interest in ongoing training and implementation of preventive measures in the workplace, including collaborations with safety representatives (RLS). In addition, valuing diversity as well as attention to the privacy rights of employees and customers represent specific policies, that confirm our commitment to ensuring the protection of human rights.

Secondly we are active in ensuring **respect** of human rights in the personnel recruitment process and in the establishment of the employment relationship, because it manages hirings and personnel management in compliance with the principles of impartiality, equal opportunities, merits and skills, avoiding abuses of authority and promoting the centrality of the person.

Lastly, the principle of remedy is implemented by Parmacotto, making available to workers, suppliers and more in general all the stakeholders, reporting mechanisms in order to communicate violations and criticalities.

The internal reporting channels provided for in the **Whistleblowing Procedure** guarantee the protection of those who report illicit activities, contributing to the correction of incorrect behaviour. These channels and the related reporting procedures adopted by Parmacotto include key elements for the management and prevention of critical issues, as well as ensuring confidentiality and protection for whistleblowers in accordance with Legislative Decree 24/2023 and Law no. 179 of 2017. In fact, in compliance with the law, we are committed to monitoring and reporting relevant reports, ensuring that no retaliatory or discriminatory acts against the whistleblowers occur. Furthermore, collaboration with the RLS is a fundamental element in resolving dangerous conditions and reducing risks in the workplace.

We communicate our policy commitments for responsible business conduct to workers, business partners and other interested parties through various means: the Code of Ethics and the Organizational Model, that together with this document, contribute to creating a culture of transparency and accountability, facilitating the understanding and adoption of corporate policies by all stakeholders.





Protection of Human Rights

The promotion of human rights is at the heart of our commitment.

Parmacotto has always stood out not only for the excellence in the quality of its products but also for a social commitment rooted in its corporate values. With a strong national and international presence, we have made sustainability and social responsibility two strategic pillars of our mission.

As expressed in our Code of Ethics and rooted in our mission, we are based on fundamental values that place people at the center of our vision. We work every day to create a more equitable and sustainable society, promoting fair, respectful and safe working conditions for all our employees and promoting a work environment that values the dignity and potential of every individual.

In this context, we also stand out for a significant presence of female figures in our workforce: we are aware of the essential role that women play within our company and for this reason we are committed to ensuring equal opportunities and a culture of respect and inclusion. We firmly believe in gender equality, promoting equity in every aspect of professional life, from hiring to growth and career opportunities.

In addition to internal commitment, we also support social impact initiatives to protect women's rights outside the company.

-  **Support to the Parma Anti-Violence Center:** Every year, we make targeted donations to support the anti-violence center, thus helping to provide assistance and support to women who find themselves facing situations of violence. This commitment is part of a broader framework of awareness and prevention of gender violence.
-  **Job opportunities for women in difficulty:** we are committed to providing job opportunities to women in difficult situations, promoting their social and professional reintegration. This approach not only promotes female employment but also contributes to the creation of an inclusive and respectful work environment.
-  **La Paranza Project:** We support the La Paranza cooperative in its work of social inclusion in the Sanità neighborhood of Naples. Through this project, we are committed to promoting social integration and the emancipation of vulnerable people.

 **Support for Emporio Solidale:** we provide support to Emporio Market Solidale, contributing to local communities to reduce various forms of poverty. This initiative reflects our desire to fight inequalities and promote the well-being of the communities in which it operates.

These actions demonstrate how Parmacotto Group is not only committed to the internal well-being of its employees, but also promotes positive social change, contributing to the construction of a more just and inclusive community.

Sustainable Supply Chain Management

In the context of sustainable supply chain management, we adopt an **approach based on transparency, ethics and regulatory compliance**. The selection of suppliers and the purchase of goods and services are governed by internal procedures that guarantee impartiality and periodic checks on supplier requirements, in line with company standards. Personnel involved in the selection of suppliers is required to comply with the Code of Ethics, which requires behaviors oriented towards integrity and transparency: each third party is informed of the required ethical commitments, and the personnel is obliged to report any conflict of interest or attempt to influence normal commercial relationships. We perform supplier audits to assess compliance with health, safety and environmental regulations, and ensure that contracts comply with applicable laws, with termination clauses to prevent violations. Suppliers must also share their sustainability policies with Parmacotto and authorize the use of data in value chain reporting.

The Parmacotto Group considers sustainability as a value to be shared not only within its own corporate perimeter, but also by actively involving its suppliers. Our group is part of a complex supply chain, composed of multiple stakeholders upstream and downstream of the value chain. To reduce consumption and eliminate waste, it is essential to collaborate closely with suppliers to ensure full sustainability of the supply chain, and with customers to develop circular mechanisms that contribute to reducing emissions along the entire supply chain. Starting from February 2023, we have launched a **strategic plan aimed at evaluating suppliers in a 360-degree way**, with particular attention to ESG (Environmental, Social, Governance) parameters. We are developing a tool that allows us to understand how our partners address these issues, from their environmental impact, such as carbon footprint, to social and governance aspects. Furthermore, Parmacotto's position as a promoter of responsibility along the entire supply chain is confirmed by the Group's commitment to requiring suppliers to comply with ethical and regulatory standards throughout all stages of the animals' lives. Finally, relations with suppliers are aimed at ensuring the absence of corruption.

Proportions of spending on Local Suppliers ¹	2023
Total Expense Towards Suppliers	95.769.565
Total Expense Towards Local Suppliers	73.448.212
Total Expense Towards non-Local Suppliers	22.321.353

¹ It should be noted that for this table the data is only available for the year 2023; furthermore, it should be noted that local suppliers mean Italian suppliers

Procurement Practices ²	2023
Total Number of Suppliers	1.084
Total Number of Local Suppliers	1.014
Total Number of Non-Local Suppliers	70

Animal Welfare

Ensuring responsible and ethical treatment of animals throughout the value chain is a central commitment to our sustainability journey. In fact, we require our suppliers to strictly adhere to the animal welfare standards established by current regulations, ensuring compliance during all stages of the animals' lives, from birth to growth, through feeding, transportation and slaughter.

For Parmacotto, attention to animal welfare is an integral part of an ethical and sustainable supply chain, inspired by the principles of the Five Freedoms established by the **Farm Animal Welfare Council (FAWC)**. The FAWC is an independent advisory body established in the United Kingdom in 1979 to promote welfare standards for animals raised for food and is considered one of the major internationally recognized bodies in defining practices and guidelines for the treatment of animals. One of the main contributions of the FAWC is the definition of the Five Freedoms, adopted as an international reference to guarantee dignified living conditions for farmed animals: freedom from hunger and thirst, freedom from discomfort, freedom from pain, injury and disease, freedom to be able to express normal behavior, freedom from fear and stress.

For Parmacotto, the promotion of the Five Freedoms is a founding principle of its responsible and transparent supply chain, oriented towards high ethical standards. With this in mind, we have drawn up an official document for our suppliers, formalizing our commitment to animal welfare and requiring the adoption of practices that meet these international standards. In addition, we are currently reviewing our code of ethics, which will include a section dedicated to Animal Welfare and the obligations of suppliers to ensure that the health, safety and dignity of animals are respected at every stage of production.

² It should be noted that for this table the data is only available for the year 2023; furthermore, it should be noted that local suppliers mean Italian suppliers

Our Economic Performance

A path of challenges. A path of growth.

In a macroeconomic context of great difficulty, the Group has maintained its commitments towards the environment, people and communities, resulting in an increasingly recognized presence both nationally and internationally.

Expanding International Markets: The expansion of international markets is our pillar in the growth process of the coming years. It has consolidated its presence in the United States and opened new markets such as Switzerland, the United Kingdom and France.

Beyond the Product – Parmacotto People: The internal community is the beating heart of the company. For this reason, the Group has created support projects for the families of our collaborators.

Research and Development, at the heart of Innovation: Curiosity and the desire to explore new frontiers have pushed Parmacotto to increase investments in R&D, with the aim of offering products more and more in line with the evolving needs of the consumer.

Digitalization and business efficiency: The future is digital, and the Group is moving in this direction. The launch of the ambitious digitalization project, with the new ERP, will improve efficiency and at the same time ensure that all business processes are cutting-edge, in the knowledge that sustainability can only be achieved in a digital organization.

The progress made represents a starting point rather than a finish line.

Parmacotto knows how necessary it is to always look forward and is proud to do so with a team with unparalleled dedication and with the constant support of its customers. This team spirit and confidence in the future represent the most important resource to face new challenges.

With these strong foundations, the economic value generated by the Parmacotto Group in 2023 was approximately 130 million euros. Most of this value (about 88%) was allocated to operating costs.

The portion dedicated to staff remuneration was approximately 13%.

The economic value generated and retained by the company was instead equal to approximately 3.6%, which was entirely allocated to investments in sustainability projects and digitalization of business processes.

Economic Value	2023	2022
Direct economic value generated (revenue)	130.133	119.785
Distributed economic value	134.736	117.048
Of which operating costs	114.262	98.012
Of which employee wages and benefits	17.271	16.965
Of which payments to capital providers	3.189	1.788
Of which government payments	-	236
Of which investments in the community	14	47
Non distributed economic value	4.603	2.737





i racconti di **PARMACOTTO**
IL COTTO DI PARMA

GRUPPO CARNO ITALIA

FILIERA CONTROLLATA





07

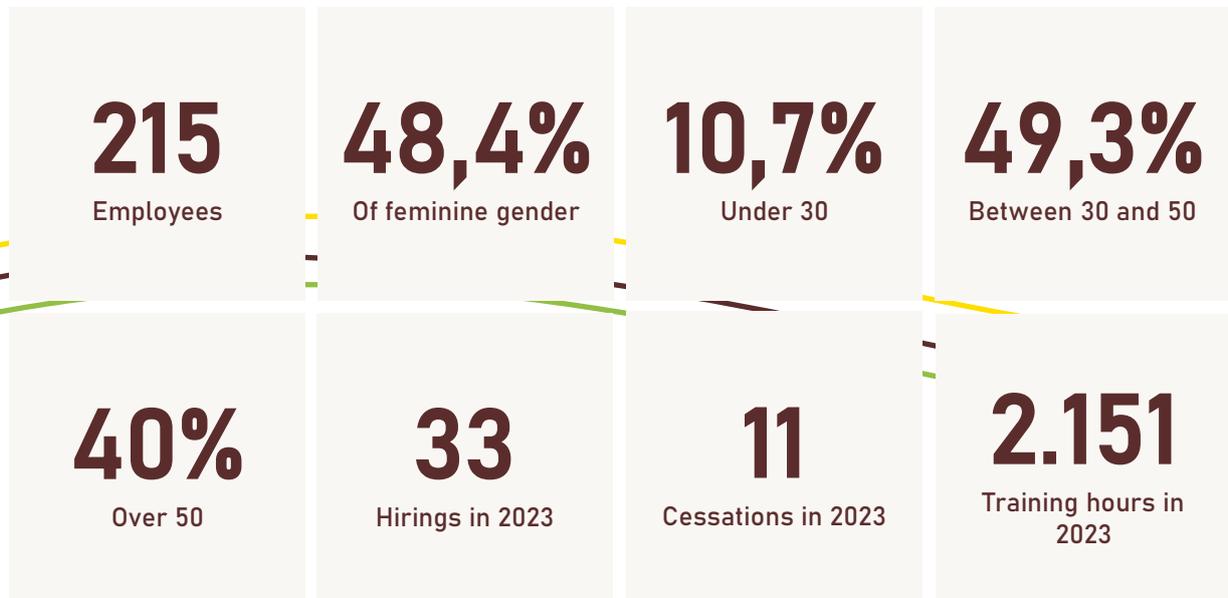
OUR PEOPLE

Our People

Being kind with courage. Much more than a challenge: it is our approach.

Personnel Management

The most important asset for the growth and success of the Group are its people. Together with them, Parmacotto has built a strong, solid and competitive reality. It is thanks to the daily commitment, energy and courage of its people that it has managed to achieve prestigious results. For this reason, it supports their growth, through a constant training plan in soft and hard skills.



Diversity and Inclusion

Diversity and inclusion are fundamental values for the growth of the Group and for creating an open and stimulating work environment. An inclusive environment improves employee well-being, strengthens engagement, contributes to a positive corporate climate, allowing the expression of talents, the valorization and development of human resources. In this sense, we are committed to promoting a continuous growth of technical and professional skills.

Employees interact with each other avoiding any discrimination based on age, health, gender, religion, geographical origin, political and cultural opinions and maintaining a conduct based on respect for good manners. Relations between employees are based on respect for the person as such and for the activity carried out by him/her within the organization.

Initiatives for the well-being of families and support for parenting and new generations

- ➔ Parmacotto, to support the families of its employees during the summer period, offers a week of free summer camp (Giocampus) for all the children of employees.
- ➔ To help mothers in difficult situations, such as in the case of very young children or those with disabilities, we allow them to work exclusively the morning shift, giving them the opportunity to manage family needs in the afternoon.
- ➔ We are involved in a food education project aimed at children, aimed at teaching the principles of healthy eating through laboratory activities.
- ➔ These initiatives reflect our commitment to promoting a family-friendly work environment, encouraging a balance between professional and personal life.

Parmacotto's future commitments: well being and equal opportunities

We are considering undertaking the certification process to implement a management system for Gender Equality in accordance with UNI/PdR Practice 125:2022. The adoption of a certified management system would allow us not only to consolidate our commitment to diversity and inclusion, but also to ensure continuous monitoring of our progress and areas for improvement, promoting a positive and lasting cultural change.

	2023			2022		
	< 30	30 < x >50	> 50	< 30	30 < x >50	> 50
Managers	-	1%	4%	-	2%	2%
Men	-	-	4%	-	1%	2%
Women	-	1%	-	-	1%	0%
Executive	-	1%	1%	-	1%	1%
Men	-	1%	1%	-	1%	1%
Women	-	-	-	-	-	-
Employees	6%	16%	6%	4%	15%	5%
Men	1%	11%	1%	-	4%	1%
Women	4%	5%	4%	4%	11%	4%
Workers	5%	31%	29%	5%	33%	32%
Men	4%	18%	8%	4%	22%	13%
Women	1%	13%	20%	1%	11%	19%
Total	10%	50%	40%	9%	51%	40%
Men	5%	30%	16%	4%	28%	17%
Women	5%	20%	24%	5%	23%	23%

During 2023, there were also 33 hires within the Group's perimeter, including 14 women and 19 men; at the same time there were 11 terminations, including 7 women and 4 men.

Ore medie di formazione per dipendente	2023			2022		
	Donne	Uomini	Totale	Donne	Uomini	Totale
Dirigenti	22	11	13	56	18	27
Quadri	-	7	7	-	14	14
Impiegati	15	11	13	25	35	27
Operai	8	9	8	6	21	12
Totale	10	10	10	15	18	17

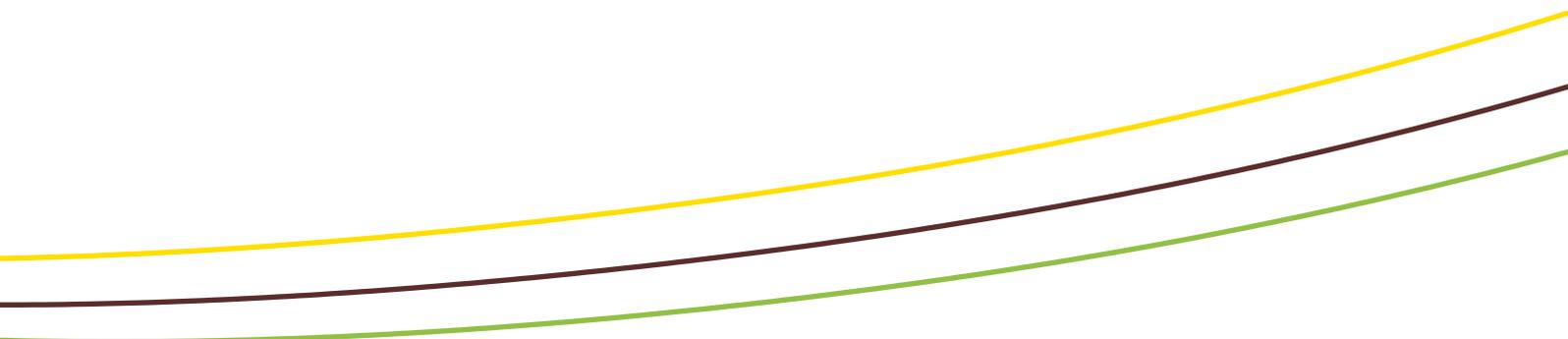
Si precisa che il dato si riferisce alle ore di formazione perimetro Italia.

Hours of training by subject	2023			2022		
	Women	Men	Total	Women	Men	Total
Safety	656	716	1372	481	1.291	1.772
Administration finance and control	16	-	16	9	-	9
Sustainability	-	119	119	-	10	10
Quality	120	70	190	153	70	223
English	-	-	-	217	86	303
Trade Marketing	81	-	81	-	3	3
R&D	33	-	33	12	-	12
HR	19	-	19	99	-	99
Soft Skills	-	-	-	35	44	79
Welfare	-	-	-	40	93	133
Digital	-	8	8	496	266	762
Excel	154	106	260	-	-	-
Legal	45	8	53	-	-	-
Marketing	1	0	1	-	-	-
Total	1124	1027	2151	1.542	1.863	3.405

It should be noted that the figure refers to training hours perimeter Italy.

Gender gap: where are we at

In 2023, the pay of female executives was on average higher than the pay of male executives by about 22 percent.



Health and Safety of employees

Occupational Health and Safety (OSH) management in the Parmacotto Group is a strategic priority, aimed not only at protecting its employees but also its stakeholders. In fact, a safe working environment, free of worries (from Latin *sine cura*, without danger), contributes to the overall well-being of people, increasing productivity and the quality of the finished product. Parmacotto's stakeholders perceive and share these values, increasingly conforming to the good work standards promoted by the Group.

Making special reference to Parmacotto S.p.A., it has made important progress in the OSH area, obtaining UNI ISO 45001 certification in 2023, attesting to compliance with current regulations and continuous improvement in this area. Actions taken include the introduction of systems to improve workers' posture and manual handling of loads (MMC), the installation of marine ladders for safe access to roofs, and the redoing of horizontal signage at the San Vitale site.

As for Salumi Boschi F.Ili, on the other hand, although it is not yet certified, it uses a management system that complies with the Group's guidelines, applying safety procedures with a view to continuous improvement. Among the improvement actions, it has introduced personal protective equipment (PPE) to improve posture, updated the electrical system for the safety of machines in production, and replaced non-compliant machinery with CE marked ones. It also purchased bunk ladders that comply with regulations and conducted training on musculoskeletal disorders and alcohol and substance abuse prevention.

Certification and Safety procedures

Parmacotto S.p.A. is committed to maintaining ISO 45001 certification, which is based on a continuous improvement approach that involves the involvement of all personnel, from top levels to operators. Salumi Boschi F.Ili, although not certified, follows similar procedures and has a future goal of obtaining a compliant OSH management system. Both companies collaborate with qualified external technicians to identify, assess and manage risks, with the drafting of general and specific Risk Assessment Documents (DVRs), as required by Legislative Decree 81/08. The DVRs are updated periodically or following changes in production processes or accidents. The accident and near miss investigation methodology follows the procedures provided by ISO 45001 for Salumi Boschi F.Ili as well, although it is not yet certified.

The company's Quality and Safety policy has been prepared in accordance with ISO 45001 certification, defined and approved by signature of the CEO. Annually, a document called "Health Safety Review" is prepared. The purpose of this document is to report the management's analysis and conclusions regarding the implementation of the Occupational Health and Safety Management System. Also presented is the document "Indicators and Objectives Program," where the indices are analyzed, set objectives with deadlines and monitoring of the same. Alongside these documents, there is the "Stakeholder Context Analysis," which is a snapshot of the interactions of the organization, context and stakeholders,

with a focus on the identification of occupational safety and health aspects related to activities performed and products/services, stakeholder needs and expectations, and the identification of applicable compliance obligations. The results of this investigation will be used for the establishment of company policy, identification of risks/opportunities, formulation of objectives, targets and programs for improving company performance, and definition of the scope

Involvement and personnel training

One of the central aspects of OSH management is the active involvement of all personnel. In both company contexts, Parmacotto and Salumi Boschi F.lli maintain close collaboration with Workers' Safety Representatives (RLS), establishing a constant flow of information to report risk situations, request more appropriate PPE or clarification of new tasks. All reports are tracked and managed until they are resolved or action planned. The Parmacotto Group has also implemented an anonymous whistleblowing system, in line with Legislative Decree 231/2001, for reports of non-compliance across the board, including areas of occupational safety.

The Group's managers in charge constantly meet with the MC (competent doctor) at the end of each visit for renewal or issue of work suitability always in compliance with Art. 41- Legislative Decree 81/08.

Finally, the constant involvement of the company's RLS, with joint inspections in the departments and active exchange of e-mails, makes it possible to keep the working environments and common places in good condition.

In accordance with the State-Regions Agreement, training of workers and supervisors is essential. Everyone is informed about their duties, including reporting potential hazards to supervisors and compliance with safety regulations. Training activities are always managed by specific procedure that is within the scope of ISO 45001 certification. This procedure, implemented in cooperation with the HR department, allows us to respond to the regulatory requirements listed in Article 37 of Legislative Decree 81/08, and is constantly monitored.

Each training is verbalized and recorded on specific documents (Training Entity Log if external; Training Log if done internally). In addition to trainings, trainings, trainings regarding NC closure or made necessary by reports, near misses are also verbalized, recorded and signed.

Goals and continuous improvement

Both Parmacotto SPA and Salumi Boschi F.lli operate according to a logic of continuous improvement in OSH. Parmacotto SPA, through ISO 45001 certification, promotes a culture of safety that involves all personnel, while Salumi Boschi F.lli, although not yet certified, follows the same philosophy, collaborating with external consultants to ensure compliance with regulations and setting as a future goal the creation of a certified management system.

The organization's approach to avoid and mitigate significant adverse occupational health and safety impacts is based on several integrated and interconnected strategies. The organization regularly conducts risk assessments to identify hazards associated with its operations, products and services. This investigation includes observation of workplaces, process analysis, and collection of historical data on occupational accidents and illnesses. Ongoing training programs are provided for employees, aimed at making them aware of the hazards specific to their jobs and providing them with the necessary skills to adopt safe behaviors. In addition, refresher sessions are organized to keep all staff properly informed about health and safety regulations. Parmacotto actively promotes employee involvement in health and safety management. Reporting of hazardous situations and feedback on existing procedures is encouraged.

Finally, the organization strives to create a safety culture in which every employee feels responsible for his or her own safety and that of colleagues. This cultural approach encourages greater awareness and proactivity in risk management. By adopting these strategies, the organization aims to minimize negative health and safety impacts, creating a safe and sustainable work environment for all.

It should be noted that there were no deaths or cases of occupational diseases during the reporting period.

KPI – N. Occupational injuries and deaths	2023	2022
Nuber of occupational deaths	0	0
Number of serious occupational accidents	0	0
Number of occupational deaths	9	9
Total	9	9

KPI – Rate of occupational injuries and deaths³	2023	2022
Total number of worked hours	343.456	298.023
Rate of occupational deaths	0	0
Rate of serious occupational accidents	0	0
Rate of occupational injuries	26,2	30,19

Reported injuries refer mainly to minor cuts, abrasions, crushing, and falls in accessing technological rooms. It should be noted that in 2023 there was one in-transit injury reported for the Boschi Fratelli facility.

³ Rate of work-related fatalities: (number of work-related fatalities/total hours worked) *1,000,000;
 Serious work injury rate: (number of serious work injuries/total hours worked) *1,000,000;
 Work injury rate: (number of work injuries/total hours worked) *1,000,000;

Development of Local Communities



Sustainable cities and communities



Quality education

In 2023, we supported several community development projects, demonstrating our commitment to the well-being and enhancement of the cultural and social heritage of communities. Prominent among them is our collaboration with the La Paranza cooperative in Naples, focused on the recovery and management of the Catacombs of San Gennaro, one of the most important monuments in southern Italy. The initiative aims to provide employment and training opportunities for young people from the Rione Sanità neighborhood, which has always been a disadvantaged area. The restoration not only preserves a historic site, but also promotes social inclusion and growth, attracting thousands of visitors and increasing cultural tourism in the region.

We also took part in projects such as **Giocampus**, an initiative organized by Alleanza Educativa dedicated to food and environmental education, motor education and youth wellness, and the educational program A **scuola di cotto**, an initiative aimed at raising awareness among the younger generation about the importance of the food sector and a balanced diet. The program involved six schools in the area, reaching about 300 elementary and middle school students. In 2023, we participated in the **Imprese Aperte** initiative, welcoming about 150 students from four high schools. During the visits, participants had the opportunity to learn about the different stages of production up close, preceded by a company presentation that explained the organization's values and strategies.

These projects demonstrate our commitment to promoting education and social inclusion in the communities in which we operate.

We also actively engage in local community development, promoting initiatives that foster education, awareness and dialogue with the younger generation. As part of SME Day 2023, we opened our doors to middle school youth, giving them the opportunity to learn firsthand about Feelingood's production processes and sustainability strategy. Through direct confrontation with entrepreneurs and employees, the youngsters were able to understand the value of innovation, respect for the environment and connection with the territory, helping to strengthen the connection between business and community.

The Dinner of 300: a night of solidarity and tradition

Parmacotto Group participated as the main sponsor in the fourth edition of "An End of Summer Night," also known as La Cena dei 300, an event celebrating history, tradition and solidarity in the heart of Parma. In the picturesque setting of Via della Salute, more than 300 guests gathered to share a dinner for charity, during which excellent products from the Parmacotto Selection and Boschi Fratelli lines were tasted. Part of the proceeds went to Spazio Akela, a therapy center for children with autism and intellectual disabilities. This event underscores the Group's strong commitment to the local community, combining gastronomy, music and social values to promote inclusion and well-being.





08

OUR PRODUCTS

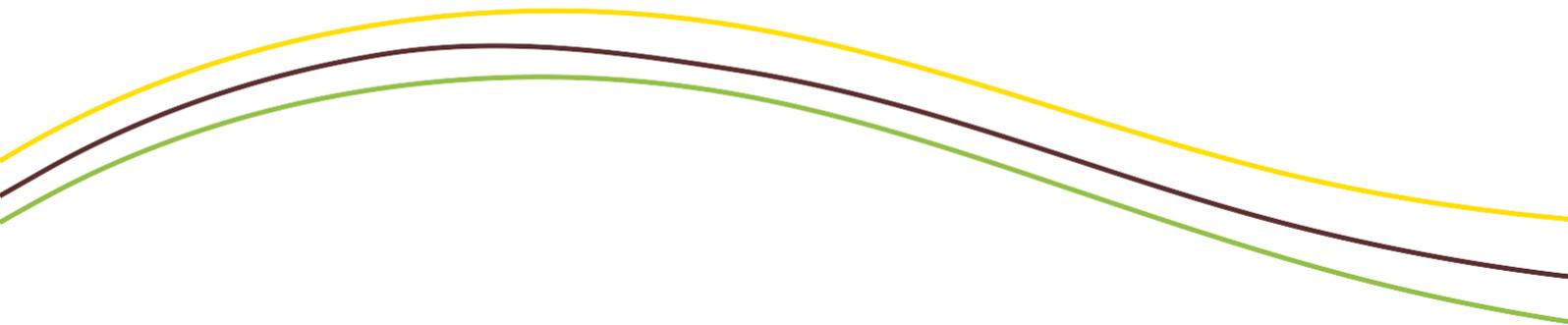
Our Products

Quality. Safety. Attention. Wellness at the table starts here.

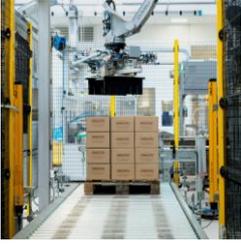
Innovation, Quality and products Safety.

Wellness at the table is a daily commitment. It means taking, with perseverance, small steps in the direction of change. Along the table, in fact, pass all the goals of sustainable development: the food we eat generates a ripple effect for our health and that of the Planet, which is why our mission is to feed the future with good, safe and sustainable products, always maintaining high quality and supporting healthy lifestyles.

Parmacotto is a benchmark brand in the national and international food world, a true excellence in the charcuterie sector. We have created a strong bond with consumers, made of quality and trust. This is a promise we are committed to keeping every day, putting food safety and all-round quality of products and processes first, and promoting quality and healthy lifestyles through the careful selection of raw materials, short ingredients and optimization of production processes. Attention to product safety and consumer protection is of primary importance to the Group, as evidenced by the adoption of strict control protocols along the entire production chain. A process that helps not only to ensure product quality, but also to reduce environmental impact.



Innovation



CONSTANT UPGRADING OF PROCESSES AND TECHNOLOGIES - Technological progress and innovation are crucial to optimizing resources and ensuring environmental sustainability. We are constantly improving our processes and technologies to offer the highest quality products and meet the needs of consumers concerned about sustainability and raw material sourcing. We have made strides in production processes to maximize respect for selected raw materials.



IMPROVING NUTRITIONAL PROFILES - Continuous improvement of nutritional profiles is the answer to the needs of nutrient-conscious consumers, without compromising the taste and quality of products. Parmacotto constantly invests in research and development to discover new production technologies and formulations to offer healthy and nutritious food products

Our key goals

- **Simplification of ingredient lists:** we have increased the presence of natural ingredients in products and raw materials from animal welfare-certified farms.
- **Diversification of supply:** we have introduced beef among the species that can be processed at the San Vitale Baganza plant, and a cooked veal product is planned to be launched in the first quarter of 2024.
- **Expansion of offerings:** we want to expand offerings to other food commodity categories, such as sandwiches, ready meals, and pasta, with the opening in 2024 of the first store for direct sales of freshly prepared sandwiches.

In fact, innovation and technological progress are fundamental tools for the Group in achieving sustainability and food safety goals, as well as in contributing in a concrete way to people's well-being, seeking to develop products that are not only good to taste, but also capable of reconciling quality and healthy, balanced lifestyles.

The Group's actions

We have taken significant actions in sustainability and innovation, highlighting our commitment to more responsible production. Prominent among these is the launch of a new paper-based package designed to be 100 percent paper-conferable, while maintaining the same standards of shelf life and product quality as plastic packages.

Quality and safety of the product

Satisfying our customers and protecting their welfare is our priority

Consistently with this approach we have chosen to make a real commitment through a significant improvement in the nutritional profile of our products.

In fact, the Group has set itself the ambitious but realistic goal of working by paying the utmost attention to the selection of raw materials according to the highest quality standards, and investing in upgrading production processes and techniques that respect them the utmost; developing products with limited fat content, lower salt content than market standards, lower nitrites and nitrates, and replacing artificial flavorings with natural ones. All of this combined with a transparent ingredient list that allows for maximum consumer awareness.

In 2023, Parmacotto has focused its research on a number of key objectives to improve the quality and sustainability of its products, in line with the expectations of health-conscious and environmentally conscious consumers. The main areas of this commitment include reducing fat and salt, reducing preservatives, researching natural flavors, and developing sustainable packaging.



CAREFUL SELECTION OF RAW MATERIALS – The selection of raw materials is the basis of the Group’s commitment to quality. It allows us to offer products crafted with attention to detail and to guarantee consumers a consistently high level of quality. Our philosophy is based on the constant search for the most reliable suppliers: each product is the result of a rigorous selection process, where we take into account several criteria such as provenance, quality, sustainability, and respect for the environment.



PRESERVATIVES REDUCTION – Reducing preservatives in cured meats is a challenge that requires increased attention to process control and ingredient quality, as well as a thorough understanding of production practices. To do this it is essential to maintain very high food safety standards – a choice aimed at maintaining a process that respects as much as possible a natural process at all the different stages of production.



PRODUCTS WITH A REDUCED SALT AND FAT CONTENT - Today, the production process of cured meats is marked by an ever-increasing quality, which concerns the selection of raw materials, but also the processing methods and the choice of ingredients and additives. With High Quality Hyposodium Cooked Ham, made with 25 percent less salt than the market average and only 3 percent fat, we want to meet the demand for healthier foods that can maintain taste and texture without compromising food safety.



SHORT AND TRANSPARENT INGREDIENT LIST - We work on short ingredient lists: a clear signal of our desire to offer a range of simple, natural options that aim for a mindful, balanced diet and healthy lifestyle. Ensuring a transparent ingredient list provides clear and detailed information, helping consumers make informed decisions. This is why we strive to be honest and open about the composition and traceability of our products, so that consumers can make choices based on their preferences, dietary needs and personal values.



USE OF ONLY NATURAL FLAVOURS - In response to the growing consumer need for wellness, all cooked hams and white meats are produced exclusively with 100% natural flavors.

The initiatives put in place have led to tangible improvements in the nutritional profile of products and greater transparency to consumers.

Has implemented and maintained an active HACCP system in all production facilities. There is a manual for each product category based on the development of the 7 basic principles of HACCP:

1. Identify potential hazards
2. Determine the points and procedures that can be controlled
3. Establish critical limits for each CCP
4. Establish a monitoring system
5. Establish corrective action
6. Establish procedures
7. Establish an audit of the procedures

The Group follows the highest quality standards in every area. For our production sites in Italy, AA (High level) certification has been confirmed for Parmacotto in 2023, and A certification for BRC (British Retail Consortium) and IFS (International Food Standard) has been confirmed for Boschi Fratelli, in addition to ISO 22005 present at Parmacotto's Marano and San Vitale sites.

Every year, Parmacotto produces a management review process, involving top management to share and analyze our performance data. This allows them to set increasingly ambitious goals for continuous improvement. During the review process, quality data from the previous year are analyzed, with a focus on food safety and quality aspects. This process includes analysis of nonconformities found during the year, those of suppliers, complaints received from customers and consumers and causes of returns and implements corrective and preventive actions.

In 2023, the Group showed a fair improvement, with 24 cases of non-compliance with product safety and hygiene self-regulatory codes, up from 27 cases in 2022.

The focus on quality also extends to the handling of complaints and reports from customers and end consumers, which are handled carefully and promptly through our Quality Department and a dedicated toll-free number.

Parmacotto's commitment is constant, and through its determination to always ensure the highest quality, it aims to consolidate its position as a leader in the industry.

Type of product for which the assessment of health and safety impacts is conducted	Site of Interest
Cold cuts slicing and storage of marketed products	Marano (Parmacotto S.p.A.)
Tramezzini e Kit Merenda	Marano (Parmacotto S.p.A.)
Trimmings	Marano (Parmacotto S.p.A.)
Cooked Products	San Vitale (Parmacotto S.p.A.)
Cooked Products USA	San Vitale (Parmacotto S.p.A.)
Mortadella	San Vitale (Parmacotto S.p.A.)
Mortadella USA	San Vitale (Parmacotto S.p.A.)
Coppa	Felino (Boschi Fratelli S.p.A.)
Pancetta	Felino (Boschi Fratelli S.p.A.)
Salame	Felino (Boschi Fratelli S.p.A.)
Spalla	Felino (Boschi Fratelli S.p.A.)
Prosciutto di Parma	Pratopiano (Boschi Fratelli S.p.A.)

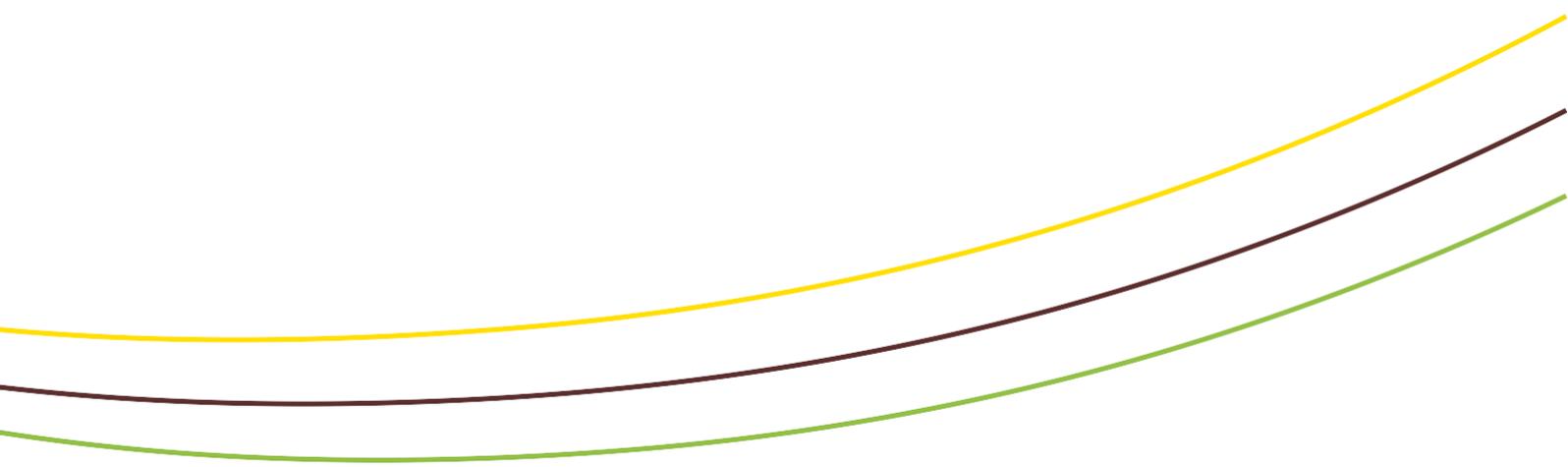
Types of nonconformities regarding health and safety impacts of products and services	2023	2022
Instances of noncompliance with regulations that result in a fine or penalty	0	0
Instances of noncompliance with regulations resulting in a warning	1	0
Cases of non-compliance with self-regulatory codes	23	27
Total	24	27

Our Key Goals

Parmacotto pursues continuous improvement in the areas of quality and safety by setting annual goals that are analyzed and shared during the management review. Below are the main goals set for the short, medium and long term:

- **Maintain the highest level of voluntary certifications:** Continue to ensure the highest standards of safety and quality through BRC, IFS and ISO 22005 certifications.
- **Reduce internal non-conformities:** Improve production processes to decrease non-conformities found.
- **Decrease return rate:** Reduce returns through quality control and product improvement.
- **Improve customer satisfaction:** Decrease in reports through careful management of customer service and implementation of continuous improvement processes.
- **Intensify supplier controls:** Ensure quality and safety already in raw materials and along the supply chain.

These goals reflect Parmacotto's commitment to ever-higher product quality and safety.



Responsible Marketing and Labeling

Transparency: a matter of label.

We believe that nutritional value information affixed to packaging can be a very powerful educational tool. Ethical, transparent and analytical communication is the basis of the commitment we constantly pursue through research and development activities in order to be able to meet the needs of a more evolved, informed and aware consumer.

The Group's actions

63% of Italians misunderstands the difference between the words “best before” and “preferably best before” on food products (Altroconsumo, 2020). This misinformation has a huge impact on our planet: in Europe, 10 percent of food waste is precisely attributable to misinterpretation of the wording on labels. This is why the Group has chosen to join Too Good To Go's Aware Label project in 2022, to inspire, educate, and provide everyone with the right tools to understand this difference and thus reduce food waste in daily behaviors.

Type of non-compliance in information and labeling of products and services	2023	2022
Instances of noncompliance with regulations that result in a fine or penalty	0	0
Cases of noncompliance with standards involving a warning	0	0
Cases of non-compliance with self-regulatory codes	3	5
Total	3	5



NUOVO ECO-PACK!
RICICLAMI!
100% RACCOLTA CARTA
COTTO
di TACCHINA
CARNE ITALIANA

PARMA
COTTO
COTTO

COTTO
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09

**ENVIRONMENTAL
WELL-BEING**

Fighting Climate Change

Protection, commitment, future. The well-being of the environment starts here.

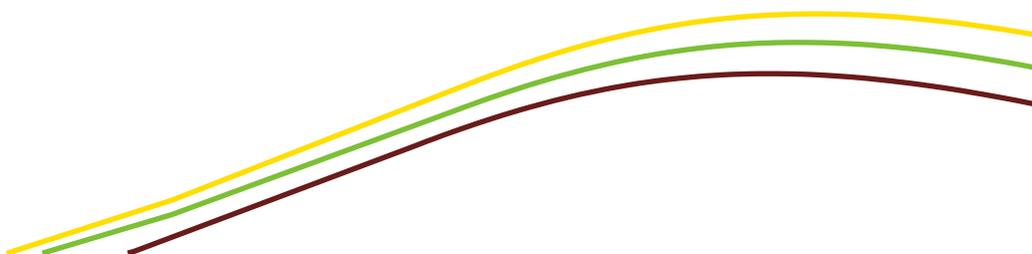
Horizon 2026: carbon neutrality goal

We believe it is important to give substance to our environmental commitment through tangible and measurable actions. Parmacotto's path will be realized through a series of actions that will be carried out over different time horizons and will lead to the progressive reduction of the carbon baseline, until it is zero. Indeed, we have set the goal of achieving zero direct emissions by 2026.

We are working to obtain ISO 14001 certification for all Group plants and continuously improve environmental performance. We invest in green production practices, reduce the environmental impact of products and promote a sustainable lifestyle. "Sustainable" business management first and foremost creates the conditions for a world where future generations can live by better managing 'climate risk,' which being also part of 'investment risk' if managed scientifically and fairly can create the conditions to better attract and remunerate capital in the long run. The path forward is clear and can bring value to all stakeholders: financial institutions, local communities, suppliers, investors, customers and above all to our communities.

The Group's actions

As of January 1, 2022, the Group has joined the Science Based Targets initiative with the aim of keeping the temperature increase below one and a half degrees to 2030. Meeting this target is demonstrated by a 50 percent reduction in Scope 1 and 2 emissions compared to 2018 and the intention to prepare a structured approach to issue a plan on Scope 3 emission. Taking action now is critical to a transition to a low-carbon economy and to preserving the ecological stability of our planet. Science Based Targets supports companies that want to engage in the fight against climate change in setting targets to reduce their emissions in line with keeping global temperatures below the critical threshold and periodically verifies compliance with the submitted plan. We are convinced and eager to be able to do more.



Parmacotto has embarked on a sustainability journey to reduce the use of plastic in packaging, culminating in 2023 with the launch of Eco-Pack, a 100% recyclable packaging with paper. This process began with an 18% reduction in the weight of plastic in standard packaging, also using materials with 50% recycled content, to finally reach an overall reduction of 85% of the plastic content in paper-based packaging. The launch of Eco-Pack was also the occasion to launch a national TV, Radio and Digital Channels communication campaign, the Parmacotto Revolution, which aims to help promote conscious and environmentally friendly choices, addressing in particular Generation Z who are highly sensitive and attentive to issues related to the world of environmental sustainability.

Energy Management

We have undertaken an ambitious roadmap to progressively reduce carbon emissions and aim to achieve zero Scope 1 and 2 emissions by 2026, working concretely on several lines of action. In this context, proper energy management is very important and brings with it several advantages:

- Energy savings due to the reduction of consumption and elimination of waste and inefficiencies
- Cost and time optimization, guaranteed through monitoring and continuous targeted actions on specific tools or systems
- Lower environmental impact due to the reduction of CO2 emissions

Maximizing energy independence by reducing energy waste and at the same time using renewable sources is one of our primary objectives. To this end, we have established an "Energy Committee" composed of the CEO, Technical Manager, Administration Manager and Operations Director, with the aim of monitoring the progress of the activities launched. During the meetings, the results obtained are analyzed and new energy efficiency and decarbonization projects are evaluated. The committee meets biweekly.

From 1 January to 31 December 2023, our energy consumption was 88,730 GJ, mainly related to production activity. Of these, approximately 3% is associated with the consumption of non-renewable fuels (Diesel, Petrol, LPG)⁴, while 46% is given by the consumption of electricity taken from the national grid. Natural gas consumption represents 51% of total energy consumption.

⁴ Dato ottenuto a partire dai km percorsi (fonte conversione: DEFRA)

Type of Consumption ⁵	Measurement Unit	2023	2022 ⁶
Non-renewable fuels	GJ	2.231	2.195
Natural gas		45.746	47.074
Electricity consumed		40.753	45.720
Electricity acquired		40.753	45.720
Of which from non-renewable sources		0	0
Of which from renewable sources		40.753	45.720
Self-produced and consumed electricity		0	0
Of which from non-renewable sources		0	0
Of which from renewable sources		0	0
Total energy consumption		88.730	94.989
Renewable energy		40.753	45.720
Non-renewable energy		47.977	49.269

Greenhouse Gas Emissions

Total direct GHG emissions (Scope 1) in 2023 amounted to 3,627 tonnes of CO₂eq, resulting from the stationary combustion of fuels (approximately 66%), from the leakage of refrigerant gases (approximately 32%) and from the company car fleet⁷ (approximately 3%), which travelled a total of approximately 169,276 km from 1 January to 31 December 2023⁸.

As regards indirect Scope 2 emissions, in line with the requirements of the GRI Sustainability Reporting Standards and the GHG Protocol, both calculation methodologies (Location and Market based) were used.

Certificate of Origin

Climate change is already a reality: we see it with our own eyes and experience it in our daily lives. Global warming, linked to greenhouse gas emissions, is reaching a point of no return, which is why we can no longer wait. The use of renewable energy is essential to reduce environmental impact and promote sustainability.

For this reason, we have decided to use exclusively electricity from renewable sources in all our plants. In 2023, Scope 2 GHG emissions calculated according to the Market-based approach were equal to 0 tons of CO₂eq, thanks to the purchase of 100% renewable electricity certified by guarantees of origin. Emissions calculated according to the Location-based methodology, on the other hand, are equal to 3,226 tCO₂eq.

⁵ The conversion factors of DEFRA 2023 and 2022 (Department for Environment Food & Rural Affairs) were used to calculate consumption expressed in GJ;

⁶ Please note that a restatement of the information relating to the year 2022 has been carried out, in order to ensure comparability of the information, as for the 2023 financial year different conversion factors have been applied compared to the previous financial year. However, the effects of the restatement do not present significant deviations in percentage terms and consequently do not affect the reliability of the reporting;

⁷ Count does not include company vehicles for mixed use

⁸ For the calculation of Scope 1 emissions, the DEFRA 2023 and 2022 conversion factors were used. Scope 2 – Market Based emissions were calculated according to the conversion factors of the European Residual Mixes 2022, while Scope 2 – Location Based emissions according to the factors provided by the ISPRA Report 2023;

For Refrigerant Gases: European F-Gas Regulation 517/2014 - Table of products and HFO substitutes with reduced GWP
https://www.generalgas.it/storage/fgas/Tabella_ITA_GWP_marzo_2020.pdf; R-427 A - HFC A1 refrigerant blend <https://nippongases.com/itit/gas/r427a;GWPsforblendedrefrigerants>https://www.epa.gov/sites/default/files/201507/documents/emissionfactors_2014.pdf

Type of Emission	Measurement Unit	2023	2022 ⁹
Scope 1	tCO2eq	3.627	3.463
Stationary combustion		2.413	2.493
Mobile combustion		28	27
Refrigerant gas leak		1.186	943
Scope 2 – Location Based		3.226	3.619
Scope 2 – Market Based		-	-
Total of Emissions		3.627	3.463
Scope 1 + Scope 2 Location-based		6.853	7.082
Scope 1 + Scope 2 Market-based		3.627	3.463

Water and Wastewater Management

Water resource management is a central theme for the Parmacotto Group and its subsidiaries. This commitment is reflected in the awareness of the importance of responsible use of water, a fundamental element for life, the economy and global well-being.

For the Group, sustainable management of water and wastewater resources is not just a matter of regulatory compliance, but a strategic priority that touches on various areas that are crucial to business success. Reducing environmental impact through more efficient use of water contributes to the protection of natural resources, ensuring their long-term sustainability. This aspect aligns with the growing expectations of consumers and investors regarding the commitment of companies to sustainable practices, thus improving their Brand Reputation.

Furthermore, proper water and wastewater management also brings significant economic benefits. By optimizing water use, it is possible to reduce operating costs, improve the efficiency of production processes and, consequently, achieve overall savings. This aspect is particularly relevant for companies in the food sector, where proper wastewater management is crucial to ensure public health and food safety.

At the production sites of San Vitale, Marano and Pratopiano, we have already implemented purifiers that comply with current regulations, thus demonstrating a concrete commitment to sustainable management of water resources. The goal for the future is to continue on this virtuous path, making increasingly conscious and respectful use of a precious resource such as water.

Acqua prelevata¹⁰

Source type	Measurement unit	2023	2022
Well	Megaliters	49	96
Public aqueduct	Megaliters	49	54
Total¹¹	Megaliters	99	150

⁹ Please note that a restatement of the information relating to the year 2022 has been carried out, as different emission factors were used for 2023 compared to the previous FY. In order to make the information comparable, an alignment of the emission factors was chosen. However, the effects of the restatement do not present significant deviations in percentage terms and consequently do not affect the reliability of the reporting.

¹⁰ Parmacotto Suisse SA and Parmacotto USA locations are excluded from the count

¹¹ It should be noted that during the year 2023 a leak was identified in the well water supply system and for this reason there is a significant deviation relating to the values of water withdrawals and discharges

Discharged water¹²

Destination type	Measurement unit	2023	2022
Sewerage	Megaliters	53	89
Total	Megaliters	53	89

Consumed water

	Measurement unit	2023	2022
consumption	Megaliters	46	61

Food Waste and Scrap Management

Waste and scrap management is a relevant issue for Parmacotto, especially when it comes to the management of Animal By-Products (ABP). For the Group, proper management of these materials means, first of all, full compliance with current regulations, ensuring that waste is treated according to established laws.

However, our commitment goes beyond simple compliance. The strategic objective is to reduce the volume of waste destined for destruction, instead promoting the recovery and reuse of waste, in line with the principles of the circular economy. This sustainable approach aims to minimize environmental impact, finding innovative ways to transform waste into useful resources.

A concrete example of this commitment is the project underway at the Pratopiano site, where the quantities of salt generated during the desalting and washing of the cured ham are being analyzed. We are evaluating the possibility of recovering and recycling this salt, thus demonstrating a vision oriented towards sustainability and optimization of resources.

Type of waste produced	Measurement unit	2023	2022 ¹³
Sludge from on-site effluent treatment	Kg	287.060	515.260
Mixed material packaging	Kg	450.913	467.813
Waste produced during repackaging or storage activities (category 3) ¹⁴	Kg	232.189	217.101
Paper and cardboard packaging	Kg	108.980	128.600

¹² Parmacotto Suisse SA and Parmacotto USA locations are excluded from the count

¹³ The data refers to all the offices and production plants located in Italy.

¹⁴ It should be noted that category 3 and category 1 waste are not classified as waste but for practicality and context it was deemed appropriate to include them here;

Waste unusable for consumption or transformation	Kg	32.240	33.120
Waste not otherwise specified	Kg	10.381	15.147
Absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing, contaminated with hazardous substances	Kg	155	4.742
Inorganic waste	Kg	-	3.510
Plastic packaging	Kg	2.260	2.580
Non-chlorinated mineral oils for engines, gears and lubrication	Kg	250	1.196
Packaging containing residues of hazardous substances or contaminated by such substances	Kg	-	1.068
Category 1 waste	Kg	960	480
Equipment out of order	Kg	2.000	380
Filtri dell'olio	Kg	183	362
Fluorescent tubes and other mercury-containing waste	Kg	140	186
Organic waste containing hazardous substances	Kg	-	180
Metal packaging containing hazardous porous solid matrices, including empty pressure containers	Kg	-	5
Total	Kg	1.127.711	1.391.730
Total hazardous waste	Kg	728	7.339
Total non-hazardous waste	Kg	1.126.983	1.384.391

In 2023, some categories of waste, such as organic waste and packaging containing residues of hazardous substances, were not indicated because they are not generated continuously. In fact, these wastes derive from particular operations, which occur occasionally, even at intervals of two years. Therefore, they will be tracked in subsequent periods, if they are actually generated.

Gestione Sostenibile del Packaging

Stiamo intraprendendo un percorso verso l'uso di materiali sostenibili e rinnovabili per gli imballaggi alimentari, che devono rispondere a rigorosi requisiti tecnici per preservare la shelf-life dei prodotti, proteggerli adeguatamente e contribuire alla riduzione dello spreco alimentare. Considerando la gestione sostenibile del packaging come un tema centrale, abbiamo stabilito obiettivi mirati alla semplificazione, all'alleggerimento e alla modifica degli imballaggi, con l'intento di minimizzare l'impatto ambientale e garantendo al contempo la qualità e la conservabilità dei prodotti.

Nel 2023, abbiamo rinnovato il nostro impegno verso la sostenibilità alimentare aderendo al Food Transition Pact promosso da Carrefour Italia, il quale mira a promuovere scelte alimentari responsabili e a ridurre l'impatto ambientale. L'introduzione del nostro nuovo Ecopack riciclabile con la carta ne è un esempio concreto: la promozione del riutilizzo e l'uso di etichette che guidano i consumatori verso un corretto riciclo rappresentano un mezzo per rafforzare il nostro modello di business orientato al benessere delle persone e del pianeta.



Le azioni del Gruppo

1 Lancio di una linea di affettati con imballaggi riciclabili nella carta

- Passaggio da imballaggi in plastica non riciclabile a soluzioni prevalentemente in carta, conferibili e riciclabili nella carta (classificazione ATICELCA C).
- Miglioramento logistico con riduzione dell'ingombro delle vaschette, che ha permesso una riduzione delle dimensioni del cartone e una conseguente ottimizzazione del rapporto:
 - **Peso cartone/prodotto**
 - **Peso film avvolgibile/prodotto**
 - **Peso bancale/prodotto**

2 Riduzione e ottimizzazione dei materiali di confezionamento

- Utilizzo di materiali per termoformatura composti per il 70% minimo da PET riciclato, equivalente al 50% di presenza di PET riciclato sulla confezione finale

3 Introduction of mixed pack and innovations for specific materials

- Use of FSC certified paper and recyclable tray with mixed packaging paper.
- Replacing the aluminum layer and simplifying the structure of the cooked hams bags for slicing.
- Conversion of white-bottom cartons with consequent reduction of the printed surface.

Below are the quantities of material used to make packaging, and the percentage of recycled material contained within them. In the reference year, on average 30% of the materials used for our packaging contained recycled material.

Type of material	Measurement unit	2023		2022	
		Tot used material	% recycled material	Tot used material	% recycled material
Plastic film	Ton	972,41	50%	341,6	50%
Labels		786,55	0%	211,6	0%
Carton		135,55	70%	118,4	70%
Bags (plastic and aluminium multilayer film)		112,8	0%	70,7	0%

Our Key Goals

Short Term Goals



In the short term, we aim to reduce the weight of packaging and simplify its materials, also exploring the use of materials with a lower environmental impact, such as transparent and recyclable bags for cooked products.

Medium/Long Term Goals



In the medium and long term, the goal is to increase the use of packaging with a low environmental impact, with a preference for paper-based materials and for new solutions that the market and research will offer over time, in line with technological developments and sustainability demands.

A photograph of a modern building facade with large glass windows and a prominent white pillar. The sky is clear and blue. In the foreground, there is a concrete planter box with green bushes. Three decorative lines (yellow, brown, and green) cross the image horizontally. The text '10 WHAT'S NEXT?' is overlaid on the right side of the image.

10
WHAT'S NEXT?

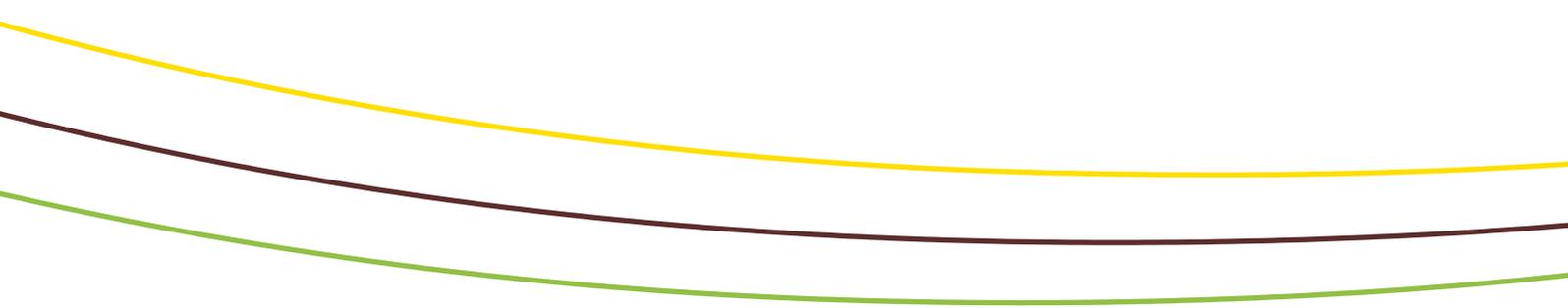
What's next?

In our journey of sustainable growth, we have undertaken the path to obtain BCorp certification, a recognition that reinforces our mission to make business a positive force for the biosphere and society. This certification, in fact, represents for us a concrete and continuous commitment to improve our environmental and social performance, with the same attention paid to economic results, in line with regulatory developments such as the CSRD. This balanced approach allows us to align ourselves with international standards and respond to the needs of transparency and responsibility.

Becoming a BCorp will allow us to:

- 1. Obtain an independent certification:** a third party will validate our commitment, offering guarantees of transparency and consolidating trust with our consumers, suppliers and communities.
- 2. Implement a continuous improvement plan:** the periodic review allows us to develop a plan for constant improvement in business processes, to increase our resilience and achieve more advanced sustainability performance in the long term.
- 3. Enhance transparency:** BCorp certification is increasingly essential for companies oriented towards transparency, an aspect that our stakeholders consider crucial. With these commitments, Parmacotto consolidates its position among responsible companies, ready to generate a positive and lasting impact for the environment and society.

The goal of becoming a BCorp confirms our desire to position ourselves among the leading companies in sustainability to generate a positive and lasting impact and create value for the environment and society.





11

METHODOLOGICAL NOTE

Methodological note

This document represents the second Sustainability Report of the Parmacotto S.p.A. Group and describes the main results achieved in the area of sustainability in 2023 by the entire Group. The data and information reported mainly refer to the financial year ended 31 December 2023 and, where specified, to some significant projects or initiatives carried out in the first months of 2024.

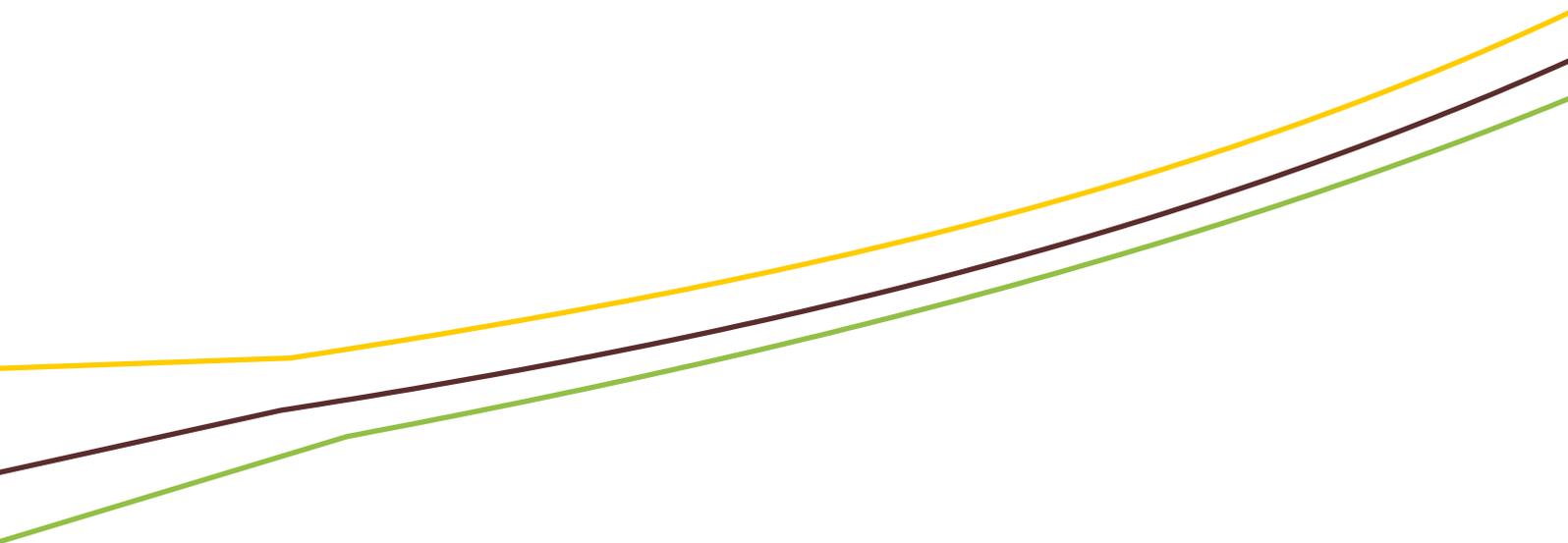
Any changes to the scope of the reported data have been specified in the note.

This Report has been prepared by reporting a selection of the "GRI Sustainability Reporting Standards" according to the "with reference to" option, published by the Global Reporting Initiative (GRI), as indicated in the "GRI Content Index" table. The drafting process of the document, as well as the definition of the contents and the determination of the materiality of the topics covered therein, was based on the principles set out in the GRI Universal Standards Guidelines 2021 and involved the company function managers.

In particular, the contents reported were selected on the basis of the results of the materiality analysis revised during 2023, which allowed us to identify the material aspects for the Group and its stakeholders, as described in the "Materiality analysis" paragraph of this document. The relevance of the information was determined taking into account the economic, social and environmental impacts, as well as the reference regulatory context and the peculiarities of the sector in which Parmacotto Group operates.

To ensure an accurate representation of sustainability performance, directly measurable indicators have been favored, minimizing the use of estimates. Quantitative information is presented over a two-year time frame, to allow an assessment of the evolution of performance.

The reporting scope of the Financial Statement includes exclusively the sustainability information relating to Parmacotto S.p.A.; therefore, Parmacotto Suisse SA and Parmacotto GZ Inc are excluded, as the related data are not available.



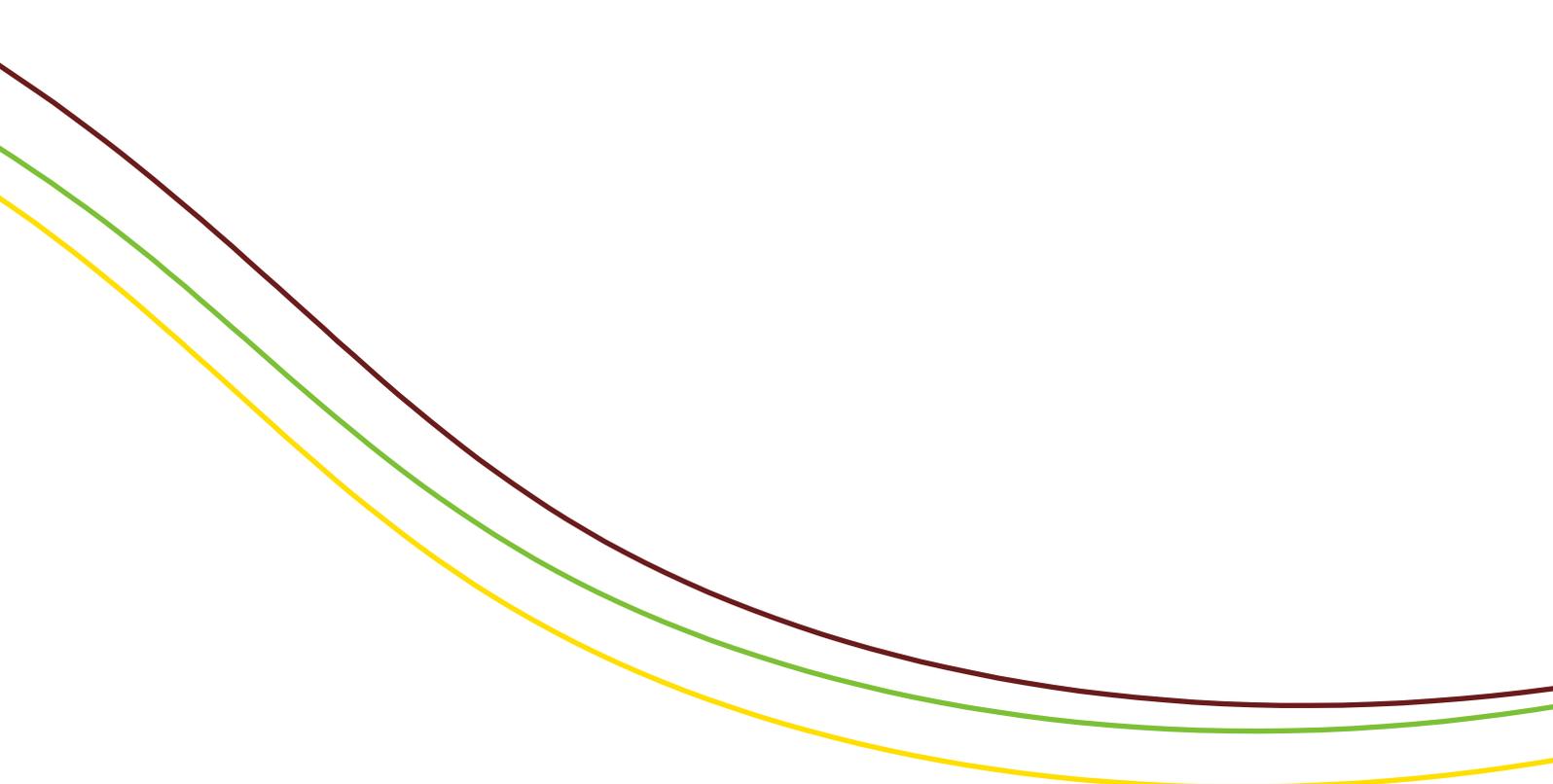
GRI Content Index

Statement of use		Parmacotto S.p.A. has reported the information in the financial statements for the period 01.01.2023 - 31.12.2023 in the "With Reference" mode to the GRI Standards.
GRI 1 utilized	GRI 1: Foundation 2021	GRI 1 utilized
Applicable GRI Sector Standard(s)	N/A	Applicable GRI Sector Standard(s)
Gri standard / other source	Disclosure	Paragraph
GRI 2: General Disclosures 2021	2-1 Organizational details	Methodological note
	2-2 Entities included in the organization's sustainability report	Methodological note
	2-3 Reporting period, frequency and contact channel	Methodological note
	2-4 Reviewing information	Regarding the data relating to energy consumption and emissions for the year 2022, a revision of the information has been carried out as different emission factors have been used.
	2-5 External Assurance	The Financial Statements have not been subjected to external assurance activities.
	2-6 Activities, value chain and other business relationships	Our Business Sustainable Supply Chain Management
	2-7 Employees	Personnel Management
	2-8 Workers who are not employees	Personnel Management
	2-9 Structure and composition of governance	Corporate Governance of Parmacotto Group
	2-10 Appointment and selection of the highest governing body	Corporate Governance of Parmacotto Group
	2-11 Chairman of the highest governing body	The Chairman of the Board of Directors is a senior executive of the organization
	2-12 Role of the highest governance body in overseeing impact management	Corporate Governance of Parmacotto Group
	2-13 Delegation of responsibility for impact management	Corporate Governance of Parmacotto Group
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance of Parmacotto Group
	2-15 Conflicts of interest	Business ethics
	2-16 Communicating Critical Concerns	Corporate Policies
	2-22 Declaration on the sustainable development strategy	Who we are
	2-23 Policy commitment	Business ethics
	2-25 Processes to remediate negative impacts	Materiality analysis
	2-26 Mechanisms for asking for advice and raising concerns	Business ethics

	2-27 Compliance with laws and regulations	Methodological note
	2-28 Associations	Our people
	2-29 Approach to stakeholder engagement	Stakeholder engagement
	2-30 Collective agreements	Personnel Management
	3-1 Process for determining material arguments	Materiality analysis
	3-2 List of material topics	Materiality analysis
Material topic: Economic performance		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Our economic performance
	201-1 Directly generated and distributed economic value	Our economic performance
Material topic: Diversity, equal opportunities and employee development		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Diversity & Inclusion
	401-1 Hiring of new employees and employee turnover	Diversity & Inclusion
	404-1 Average number of hours of training per year per employee	Diversity & Inclusion
	405-1 Diversity in governance bodies and among employees	Diversity & Inclusion
	405-2 Ratio of basic salary and remuneration of women to men	Diversity & Inclusion
Material topic: Health and safety of workers		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Health and Safety of Workers
	403-1 Occupational health and safety management system	Health and Safety of Workers
	403-2 Hazard identification, risk assessment and accident investigation	Health and Safety of Workers
	403-9 Accidents at work	Health and Safety of Workers
Material topic: Local community development		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Local community development
	413-1 Operations with local community involvement, impact assessments and development programmes	Local community development
Material topic: Product quality and safety		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Innovation, quality and product safety
	416-1 Assessment of health and safety impacts of product and service categories	Innovation, quality and product safety
	416-2 Incidents of non-compliance related to health and safety impacts of products and services	Innovation, quality and product safety

Material topic: Innovation		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Innovation, quality and product safety
Material topic: Responsible marketing and labelling		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Responsible Marketing and Labelling
	417-2 Incidents of non-compliance concerning labelling and information on products and services	Responsible Marketing and Labelling
Material topic: Energy management		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Energy Management
	302-1 Energy consumption within the organization	Energy Management
Material topic: Fighting climate change		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Greenhouse gas emissions
	305-1 Direct GHG emissions (Scope 1)	Greenhouse gas emissions
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	Greenhouse gas emissions
Material topic: Water and wastewater management		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Water and wastewater management
	303-3 Water withdrawal	Water and wastewater management
	303-4 Water discharge	Water and wastewater management
Material topic: Sustainable packaging management		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Sustainable packaging management
	301-1 Materials used by weight or volume	Sustainable packaging management
	301-2 Recycled input materials used	Sustainable packaging management
Material topic: Waste and food scrap management		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Waste and food scrap management
	306-3 Waste produced	Waste and food scrap management
Material topic: Sustainable supply chain management		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Sustainable supply chain management
	204-1 Proportion of expenditure made to local suppliers	Sustainable supply chain management
	414-1 New suppliers that have been selected using social criteria	Sustainable supply chain management
Material topic: Business ethics		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Business ethics
	205-1 Operations assessed to determine risks related to corruption	Business ethics
Material topic: Animal welfare		
GRI 3 – Material Topics 2021	3-3 Management of material topics	Animal welfare
	13.11 Animal health and welfare	Animal welfare





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