



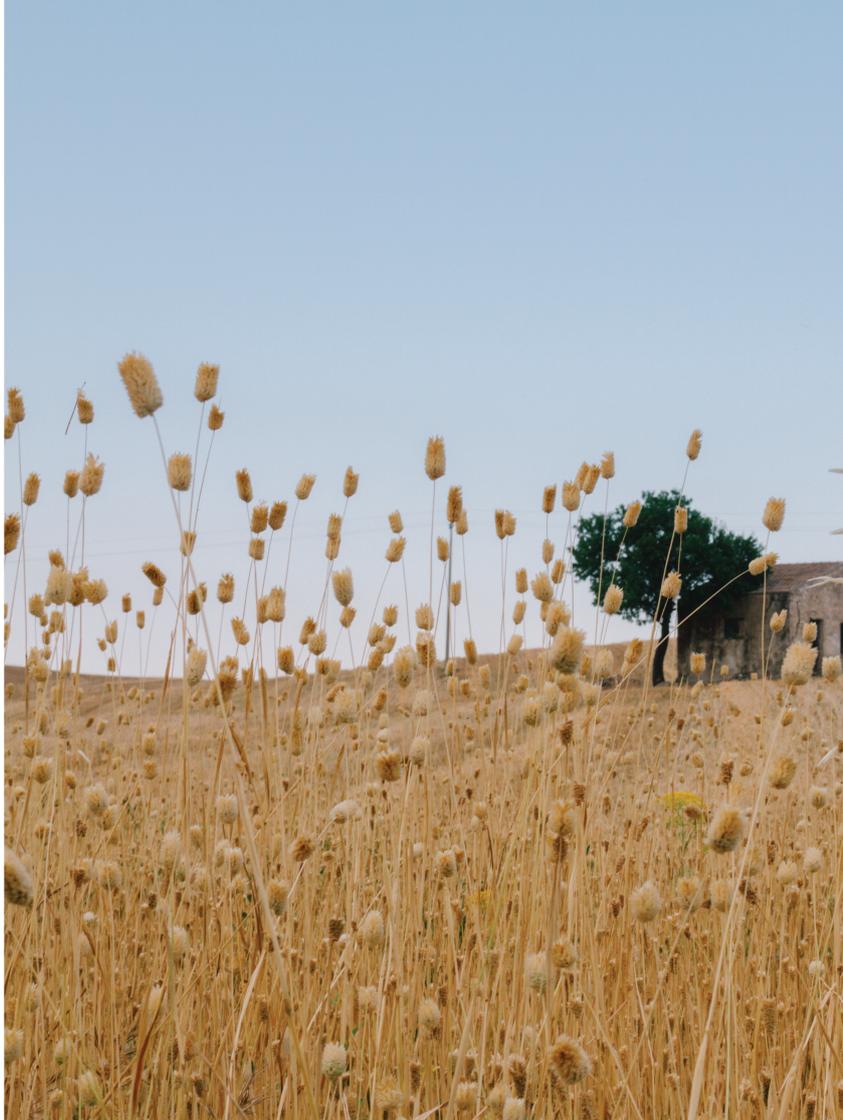
2021

SUSTAINABILITY REPORT

ILTA ALIMENTARE S.p.A.

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VISION

ILTA Alimentare was founded in 2015 in Venice - Italy to serve the Retail, Foodservice and Industry pulses and grains market with a 8000sqm processing and packaging plant.

In 2016 ILTA Alimentare launched the new brand, AMIO, to innovate the natural plant-based high-in-protein food market.

The trend towards plant-based protein will be strong and irreversible because of their nutritious and environmental benefits: human health, climate change, resource conservation, animal welfare. In addition to the current trend towards lower consumption of meat and to the greater consumption of vegetable protein food there are many other trends taking place, that strongly guide consumer choices: natural and certified organic, full traceability (from farm to table), authentic ethnic and regional food and recipes, food that provide a balanced and healthy lifestyle. For thousands of years nature has offered us a vast choice food based on real plant proteins: they are tasty, can be prepared in thousands different ways and are natural. At the top of the list is the world of pulses. We at ILTA are working with passion to innovate in plant-based protein food and make AMIO a leading world brand, Made in Italy.

Since its foundation in 2015, ILTA Alimentare has embedded many sustainability and social responsibility standards in its culture both at corporate strategy and at operational level.

Our CSR commitment focuses on environmental and educational aspects, in a process of mindset change and operational improvement spreading across all departments with a multi-stakeholder benefit approach.

ILTA Alimentare in 2020 has reached the status of Founder at UN Global Compact Network Italy.



VALUES



TRANSPARENCY

Through ILTA Alimentare S.p.A., we carefully select which producers to work with and we always state the origin of our products.



SUSTAINABILITY

We believe that pulses are the foundation for a fairer and more equitable food culture. The International Year of Pulses has been an opportunity to start a real change.



QUALITY

We ensure that constant microbiological checks are performed at each stage of the supply chain, from cultivation to packaging.



SAFEGUARDING BIODIVERSITY

We encourage a culture that recognises the value of the product's uniqueness by its very origin. We invest in crops grown in Italy and across the world to ensure a diverse offering with many varieties to choose from.

CEO STATEMENT

“ILTA Alimentare S.p.A. supports the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. This Sustainability Report includes our Communication on Progress, describing our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations.”

Yours sincerely,

Fabrizio Polini
CEO

WE SUPPORT



REPORTING METHOD

This report refers to the fiscal year 30.06.2020-30.06.2021 according to the reporting standards of the company. This report was written taking consideration of:

Ten Principles of the UN Global Compact

HUMAN RIGHTS

Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 - make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 - the elimination of all forms of forced and compulsory labour;

Principle 5 - the effective abolition of child labour; and

Principle 6 - the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7 - Businesses should support a precautionary approach to environmental challenges;

Principle 8 - undertake initiatives to promote greater environmental responsibility; and

Principle 9 - encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10 - Businesses should work against corruption in all its forms, including extortion and bribery.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

UN Sustainable Development Goals

ILTA Alimentare responds to the UN universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. In 2019 we identified 3 relevant areas where our business can bring its positive impact.



FOOD SECURITY AND HUNGER

Agriculture is the single largest employer in the world and the largest source of income and jobs for poor rural households. Investing in smallholder people is an important way to increase food security and nutrition, as well as food production for local and global markets. We invest in PULSES because they represent the food of the future: highly nutritional, accessible and positive for the environment.



SUSTAINABLE ECONOMIC GROWTH

Inclusion, employment and decent work are fundamental drivers to preserve the global sustainable socio-economic growth and to improve the living standards. We sensitise our employees and partners on human and labour rights importance, we have started to implement a supply chain monitoring program to analyse the performance of our first-tier suppliers.



RESPONSIBLE CONSUMPTION AND PRODUCTION

Sustainable consumption and production can contribute to the transition towards low-carbon and green economies. Reducing waste, improving recyclability and using natural resources more sustainably are key activities we focus on.



SDG
AMBITION



In 2020 our sustainability team attended the first edition of the United Nations Global Compact SDG Ambition Accelerator, to improve the sustainability strategy of the company and with the objective to align it to the most important industry specific challenges and to reach ambitious goals by 2025.

HUMAN RIGHTS

GLOBAL COMPACT PRINCIPLES

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

We aim at sensitise our employees and partners on a wide set of social responsibility issues. In our Code of Conduct and intrinsically embedded in our Culture, the respect of the Universal Declaration of Human Rights principles is fundamental.

PROTECTION OF HUMAN RIGHTS AND DIGNITY OF THE HUMAN BEING

Any intruding, offensive and persistent behavior deliberately referred to sexual, political, racial, religious or social condition, with the consequence of determining a situation of inconvenience to the person, is forbidden and condemned.

REPORTING POLICY

Every employee has the possibility to write confidential letters to report any type of abuse or suggestion and will be supported by the internal supervisory body that will guarantee confidentiality and assistance.

SUPPLY CHAIN MONITORING

A zero-tolerance approach applies to all cases of non-compliance to the international standards for human rights and labour rights. A new monitoring activity was implemented in 2020 as part of a process of upstream supply chain sustainability mapping. Through a Glocal approach ILTA Alimentare S.p.A. aims to monitor his entire first-tier suppliers on the following key issues: human and labour rights, public health risks, impact on human health and safety, impacts on environmental protection and sustainable use of natural resources.



OUR GLOBAL SOURCING



LABOUR RIGHTS

GLOBAL COMPACT PRINCIPLES

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

ILTA Alimentare adheres and recognizes as fundamental, in compliance with the national regulation, the ILO Conventions for rights at work: freedom of association and the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation.

**SGD AMBITION TARGET ACHIEVED:
100% OF EMPLOYEES ACROSS THE
ORGANIZATION EARN A LIVING WAGE
SINCE COMPANY FOUNDATION IN 2015.
Next step: living wage monitoring process
across the supply chain.**

DIVERSITY MANAGEMENT

Diversity within our work environment - whether it is gender diversity, sexual orientation, ethnic origins, culture or physical skills - is important for us. All the workers need to feel free to express their selves and work in an inclusive environment, this vision helps us to unlock every person's hidden talent and let their point of view contribute to the organization.

HYGIENE, ACCIDENT PREVENTION, HEALTH PROTECTION

Hygiene, health protection and accident prevention are of great importance for workers and the company. We regularly assess labour related risks with external audits and take action to address risk factors and adopt all the necessary prevention measures in compliance with the national regulation. Zero accidents occurred in the fiscal year 2021.

TRAINING AND WORK SAFETY

ILTA Alimentare ensures constant safety and professional training, fostering a safe, diverse, inclusive and growth-focused workplace. Total time invested in training sessions: 106,5 hours. Note: training hours are not multiplied by the number of employees attending the same course.

ENVIRONMENT

GLOBAL COMPACT PRINCIPLES

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

We address environmental challenges by taking initiative to raise environmental responsibility and adopt eco-friendly solutions.

2025 SDG AMBITION TARGET INTEGRATED IN THE BUSINESS: ZERO WASTE TO LANDFILL AND INCINERATION

This objective represents an intermediate step towards the 100% recyclability target.

2025 SDG AMBITION TARGET INTEGRATED IN THE BUSINESS: 100% RESOURCE RECOVERY WITH ALL MATERIALS AND PRODUCTS RECOVERED AND RECYCLED OR REUSED AT THE END OF USE.

We take sustainable design decision based on the effective ability of the recycling facilities to properly sort and manage waste. We choose materials based on their real recycling potential.

2025 SDG AMBITION TARGET INTEGRATED IN THE BUSINESS:

100% sustainable material inputs that are renewable, recyclable or reusable by 2025.

PATHWAY 1

Full recyclability by 2025

PATHWAY 2

20% recycled inputs by 2025

PATHWAY 3

10% material reuse by 2025

SDG AMBITION TARGET: NET-POSITIVE WATER IMPACT.

Our production does not imply the use of water, thus our company has NO IMPACT on this precious resource.

CERTIFIED ENERGY EFFICIENCY

Our HQ is located in a TÜV SÜD Standard CMS 83 Generation EE certified building powered by 100% renewable energy with photovoltaic system integrated in the building. The energy is supplied by Hydroelectric power plant (226,56MW flowing water power).

ACTION ON PLASTICS IS A PRIORITY

Packaging is the real challenge: we are currently researching on new packaging solutions to extend our plastic reduction policy and full recyclability goal to all product lines. Most of our products are sold with a monomaterial plastic packaging. Our R&D is also undertaking a scouting process to find new packaging solutions to reduce plastic or to substitute it with alternative green materials. Our new product development process involves assessments on the role of packaging and plastics to guarantee the best choice in terms of food conservation, to reduce food waste, and environmental impact.

In the fiscal year 2021, 92% of the units sold were 100% recyclable.

100% FSC CERTIFIED CARDBOARD

2020 marks the year in which ILTA Alimentare reached the 100% FSC certified cardboard box/tray purchasing target. This activity ensures the wood within any purchased cardboard box or tray is from FSC-certified forests, recycled material, or controlled wood, thus legally harvested from non-genetically modified forests where high conservation values are safeguarded respecting also traditional and civil rights.

The next step will be to convert the remaining indirect cardboard inputs to 100% FSC sourcing.

SDG AMBITION TARGET INTEGRATED IN THE BUSINESS:

Our production meets the highest standards of environmental sustainability with
ZERO DISCHARGE OF HAZARDOUS POLLUTANTS AND CHEMICALS.

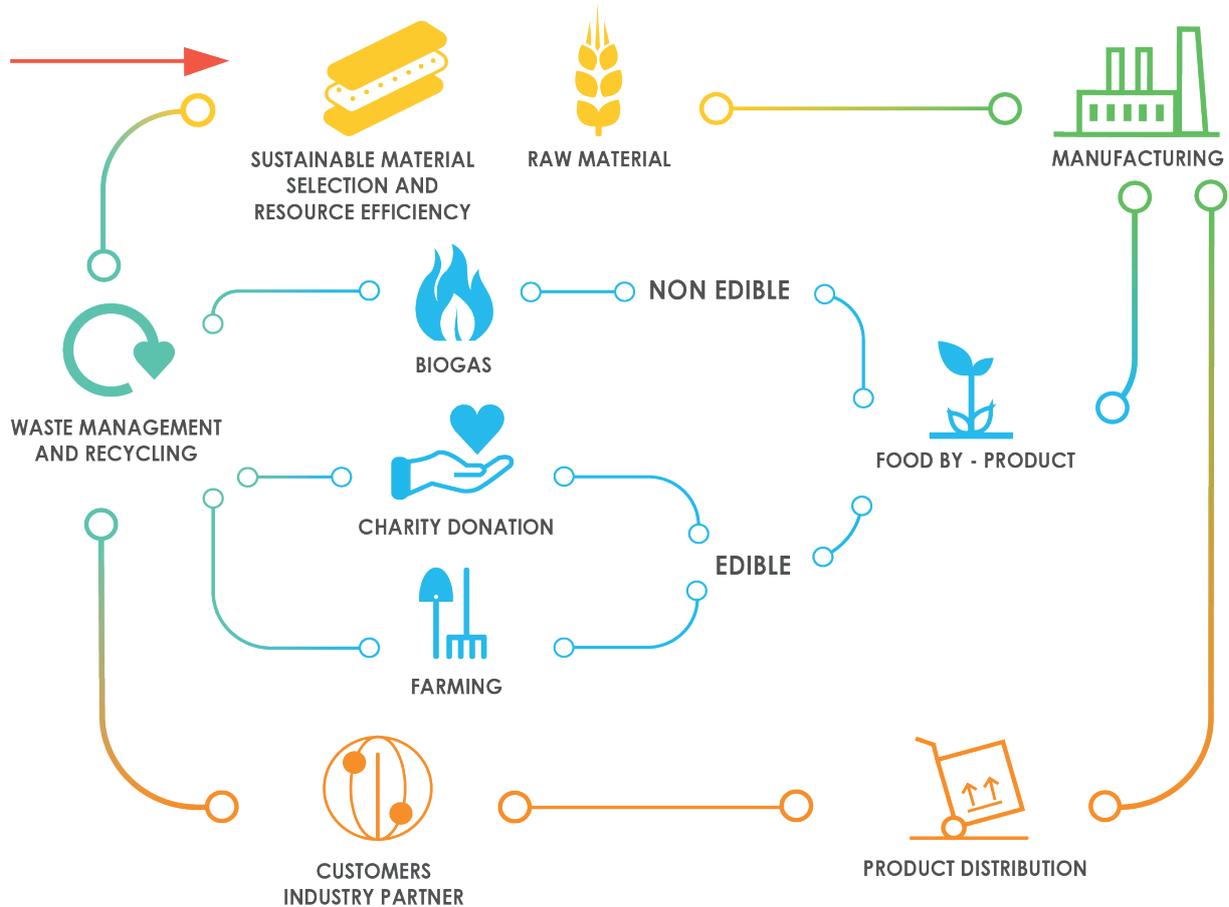
WASTE AND NEGATIVE EXTERNALITIES MANAGEMENT

All production processes are mechanical and not involving any water pollution or direct gas emission, thus our plant is not producing negative by-products as direct result of industrial processes. All waste materials are managed according to the national recycling regulation and properly disposed in collection centers. A different procedure applies to all excess food by-products:

-**if not edible**, by-products follow a waste-to-energy recovery process to transform into biogas;

-**if edible**, they are reused in the circular economy.

OUR CIRCULAR APPROACH



ANTI-CORRUPTION

GLOBAL COMPACT PRINCIPLES

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

ILTA Alimentare recognizes the importance of the UN Convention Against Corruption, acting in compliance with the national regulation and applying a zero-tolerance approach for corruption, bribery and extortion.

CODE OF CONDUCT

As reported in our Code of Conduct, every worker must act maintaining fidelity and fair behaviour towards the firm with absolute prohibition of dealing any business that may represent a prejudice to the company.

EXTERNAL AUDIT

Every year, in compliance with the national law, an external audit verifies that the annual accounts provided represent a true, lawful and fair picture of the organisation's finances and operations.



CUSTOMERS

FOOD SAFETY AND QUALITY ASSURANCE

We approve suppliers who can grant GMO free, traceability, growing techniques in compliance with standing food regulations. Our Quality Department controls all the production flow, from raw material arrival, through cleaning, sorting and packaging process controls, to batch realizing before dispatching: the strict analysis plan includes microbiological presence, aflatoxins, pesticides and heavy metals tests.

COMMUNITY

FOOD WASTE AND LOCAL SUPPORT

We undertake many activities to ensure the reduction of food waste. Our overstock management process involves three different types of stakeholders depending on the type of food in excess.

- All non-edible by-products follow a waste-to-energy recover pattern;
- All human edible excess stock packaged in small formats is donated to charity foundations serving social canteens and food banks. 4.300 meals donated in the fiscal year 2021.
- All big format overstock goes to zootechnical activities.

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