



2020



SUSTAINABILITY PROGRESS REPORT

A MESSAGE TO OUR STAKEHOLDERS

2020 has been a turbulent year due to the global emergency that broke out in mid-February. One of the things we are most proud of concerns how successfully we acted in order to guarantee the safety of our people. Notwithstanding the unprecedented pandemic, we acted as one, focusing on taking all the necessary steps to mitigate the risks of contagion by implementing the applicable prescriptions and best practices. The pandemic impacted hard on our client's demands, thus affecting our production volumes and revenues that witnessed a setback. Nonetheless, in 2020 we concluded the acquisition of Ortofrutticola del Mugello and Comprital Group, thus strengthening our market presence both in terms of products and geographies.

This is the necessary context within which to present our 2020 Sustainability Progress Report, which is based on the same, solid commitment to adhere to the UN Global Compact ten principles and to contribute to the Sustainable Development Goals (SDGs) as we pledged in last year's report.

Italcanditi has based its ESG reporting on a dashboard that highlights the most relevant trends of 2020, while providing insights on key aspects. The infographic is complemented by vertical, thematic chapters that deep dive into our material topic-related issues.

We are willing to strengthen our commitment to sustainability and to keep on working towards an ever-deeper consciousness of our social and environmental impacts – the true drivers of our pathway that aim to focus our efforts on generating positive outcomes. Thus, in order to pursue this objective, we are pleased to disclose our first set of ESG targets that have been set, strongly intertwined with our performance. This marks a concrete move ahead, and a solid promise to our stakeholders concerning transparent and accountable disclosure.

Maurizio Goffi, CEO

OUR DASHBOARD



GHG emissions reduction

We are committing to reduce our Scope 1 and Scope 2 – Market based GHG emissions by

27.5%

on 2019 baseline by 2030, taking direct inspiration from the Science Based Targets initiative's methodology.

Health and safety

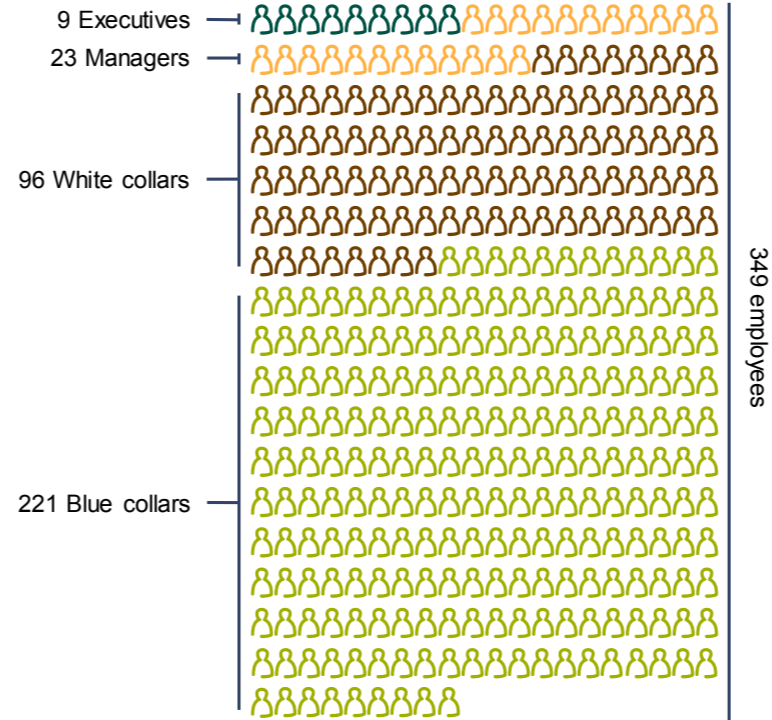
We aim at guaranteeing a safe and healthy working environment through investing not only in training activities but also in the highest-quality equipment. For this reason, we have drafted a dedicated H&S Policy and implemented a Management System.

7.3

the rate of recordable work-related injuries

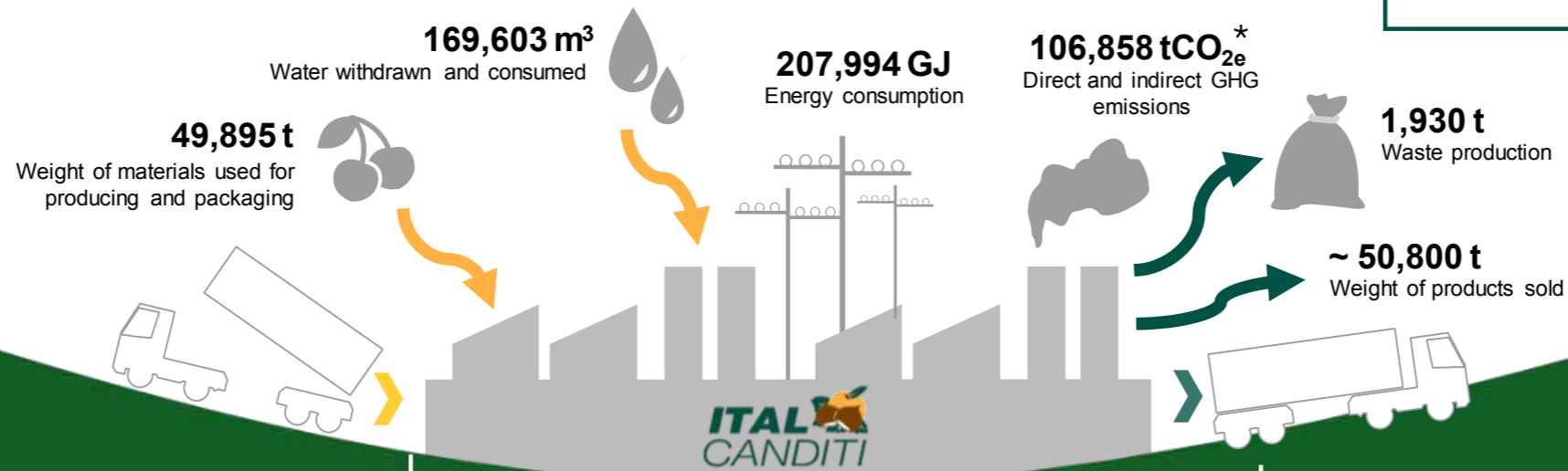
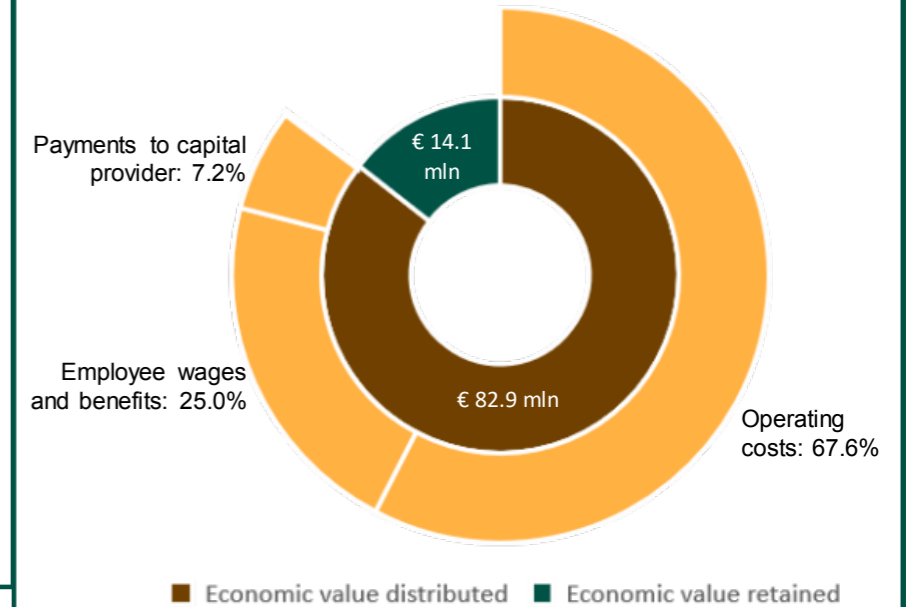
(Number of recordable work-related injuries divided by number of hours worked and multiplied by 200,000)

Italcanditi in numbers



Value creation and distribution

Value generation is one of the key impact we have on our stakeholders, from the local community, with which we are closely linked, to our suppliers and clients. In 2020, our economic value generated equaled 97 million euros, thus recording a 10% decrease with respect to last year.



Relationship across supply chain

About 90% of all of our suppliers are located within the European Union. These range from medium-sized companies to multinational corporations specialized in dealing with agricultural processed food products with whom we build long-lasting business relationships.

Biofuel energy production

Thanks to our cogeneration power plant, fueled with the biogas produced by the anaerobic digestion process of our water treatment plant, we sold to the grid approximately 1,091 MWh, thus contributing to reduce the carbon intensity of the national energy mix.

Solar energy production

The photovoltaic panels installed in our facility in Pedrengo allowed to produce as much as 249 MWh of green electricity, entirely consumed internally for production activities.

Reusable packaging

About 80% of our products are delivered to our clients through reusable steel tanks. Only when smaller quantities are requested by our clients, we use plastic-based solutions specifically designed to reduce food loss and materials consumption.

Waste recycling and reuse

71% of the total waste produced was sent to recycling or reuse. In particular, composting accounted for 58% of all the waste disposed thus allowing to recover the organic substances from production waste.

Client centricity

The perfect integration between quality standards and our people's commitment allows for flexibility and rapidity. These are essential elements for delivering customized products able to satisfy all of our clients' needs. We indeed work closely with our client's R&D departments so to match all the technical specification required for their products.

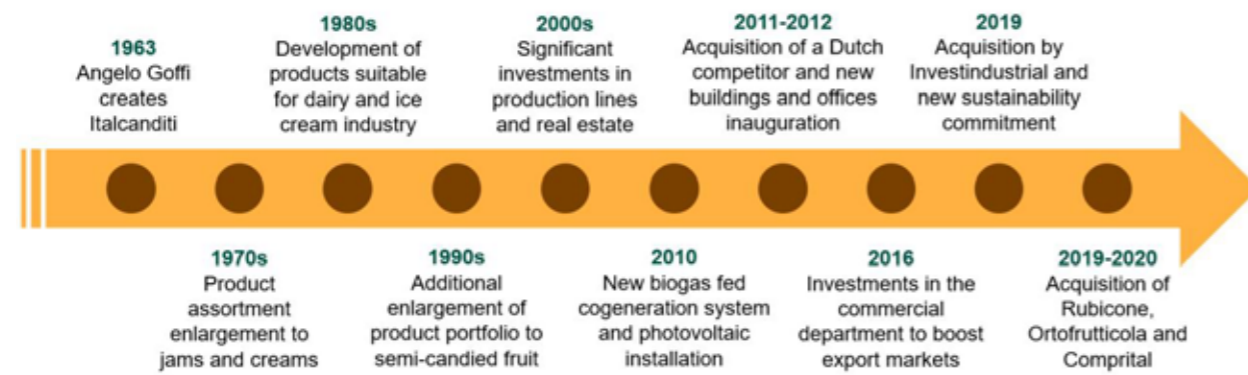
* 2020 GHG emissions are higher with respect to 2019 as a consequence of a significant enlargement of the emissions reporting scope. For further information, please see the "Our carbon footprint" paragraph.



ABOUT US

Headquartered in Pedrengo (Bergamo, Italy), with a presence in 30 different countries and more than 2,000 clients, Italcanditi S.p.A. can count on a market share that covers up to 90% of the Italian Bakery industry. Originally founded in 1963 by Angelo Goffi to produce candied fruit and marron glacés, it gradually gained foothold, recording 97 million euros turnover in 2020 and 349 employees. Today Italcanditi, under the brand Vitalfood, is recognized for its unique research and development skills and for the quality and scope of its product portfolio which consists of approximately 2,500 recipes divided into seven main categories: preparations for yoghurt, jams and fruit preparations, hydrated creams, marrons glacés, semi-candied and candied fruit, salty creams and vegetables.

The tailor-made approach is specifically designed to best address the needs of our clients, divided into two main clusters: industries, for which we develop customized products that provide large scale companies with their desired output and process performance characteristics; and bakers, for which we have drafted ad hoc solutions able to meet their specific requests.



In 2019, Italcanditi was indirectly acquired by a fund managed by Investindustrial, a leading European group of independently management investment, holding and advisory companies. Furthermore, across 2019 and 2020, Italcanditi extended its corporate perimeter through the acquisition of three companies: Prodotti Rubicone, Ortofrutticola del Mugello and Comprital Group. At the end of December 2020, Italcanditi could thus count on 472 FTEs¹, with a consolidated turnover of 124.4 million euro.

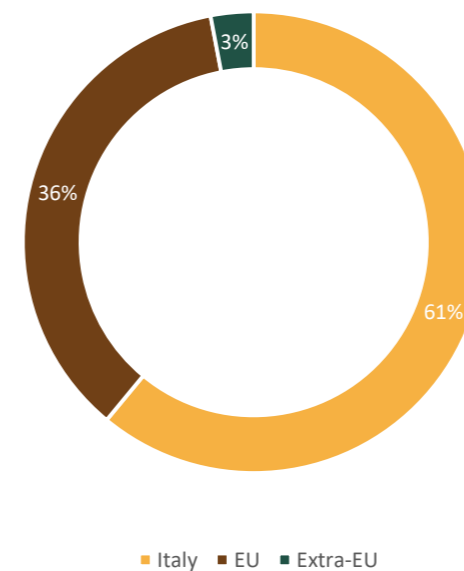
Regarding our value generation, in 2020, our generated economic value amounted to EUR 97 million, thus recording a 10% decrease with respect to last year – a setback which is entirely attributable to the Coronavirus pandemic.

¹ A full-time equivalent, abbreviated as FTE, is a unit to measure employed persons in a way that makes them comparable although they may work a different number of hours per week. Annually, a company generally considers an FTE to be valued at 2,080 hours (40 hours per week x 52 weeks per year).

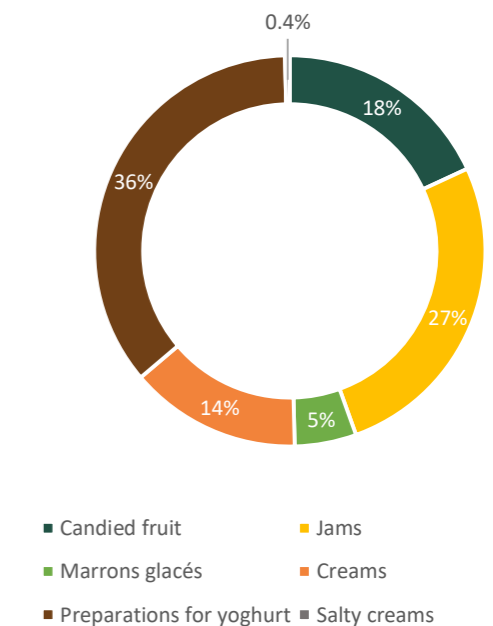
Direct economic value generated and distributed € in thousands	2018	2019	2020
Direct economic value generated	104,047	107,433	97,033
Economic value distributed	98,262	99,811	82,908
Operating costs	60,944	61,722	56,012
Employee wages and benefits	20,329	22,344	20,701
Payments to providers of capital	12,038	11,658	6,006
Payments to government	4,939	4,077	86
Community investments	12	10	103
Economic value retained	5,785	7,622	14,125

Revenues by geographic area show that the majority of our business is based in Italy, depending on the largest share of preparations for yoghurt, jams and candied fruit.²

Revenues, by geographic area (2020)



Revenues, by business line (2020)



² Revenues by geographic area and business line refer to 2020.

We implemented a control and governance system, based on a Board of Directors that comprises seven members – 2 women and 5 men - and which is entrusted with the power to ensure the ordinary and extraordinary management of the Company.

Members of the Board

Chair of the Board	Caverni Mara Anna Rita
Chief Executive Officer	Goffi Maurizio Pieralfredo
Board member	Goffi Patrizia
Board member	Razzano Dante
Board member	Catapano Salvatore
Board member	Romeo Bruno
Board Member	Fasciolo Federico

An independent auditing firm has also been appointed.

Furthermore, in 2020 Italcanditi S.p.A. continued the process for the definition of an Organizational, Management and Control Model pursuant to Italian Legislative Decree 231/2001. The model approval is expected within 2021.

OUR RESPONSE TO THE CORONAVIRUS PANDEMIC

The outbreak of the Coronavirus pandemic from the end of February 2020 impacted heavily on Italcanditi's daily operations, first and foremost when considering that the emergency hit hardest in Italy in the Bergamo province where we are headquartered. Production volumes and revenues witnessed a solid reduction due to a decrease of orders from clients, and notwithstanding the fact that the activities carried out in the Pedrengo plant were exempted from those that have been suspended by the Italian Government in the first week of March 2020, since the company fell within the scope of a selection of specific sectors whose continued operation was directly requested.

In full compliance with government prescriptions, we appointed a special Covid Manager and a task force responsible for handling the emergency and implementing all necessary actions to mitigate the risk of contagion – that has been added to our Risk Assessment Document (Documento di Valutazione dei Rischi - DVR) as required by law. Accordingly, Italcanditi introduced new rules and security measures such as thermoscanners and PPE since day one so as to duly protect our employees and guarantee business continuity. Remote working was largely fostered as a means for facilitating social distancing and lockdown legislation adopted by the local and national governments to be fully applied, while physical devices – such as plexiglass panels – were installed on desks and between work stations. Furthermore, Covid serological screening was carried out on a voluntary basis covering approximately 80% of the working population in order to deepen our understanding about the presence and diffusion of the disease among our employees, even though not correlated to work-related health and safety issues – showing a much lower incidence in comparison with the geographical area where we are located.

The efforts put in place enabled Italcanditi to face the pandemic and deliver the highest security and safety standards to our employees: as a demonstration, the recorded Covid positive cases were never linked to work-related diffusion and never spread so as to degenerate in an internal hotspot.

OUR SUSTAINABILITY PATH

The first step that we took as part of our sustainability commitment has been to participate in the United Nations Global Compact (UNGC), a voluntary initiative based on CEO commitments to implement universal sustainability principles and to undertake partnerships in support of UN goals.

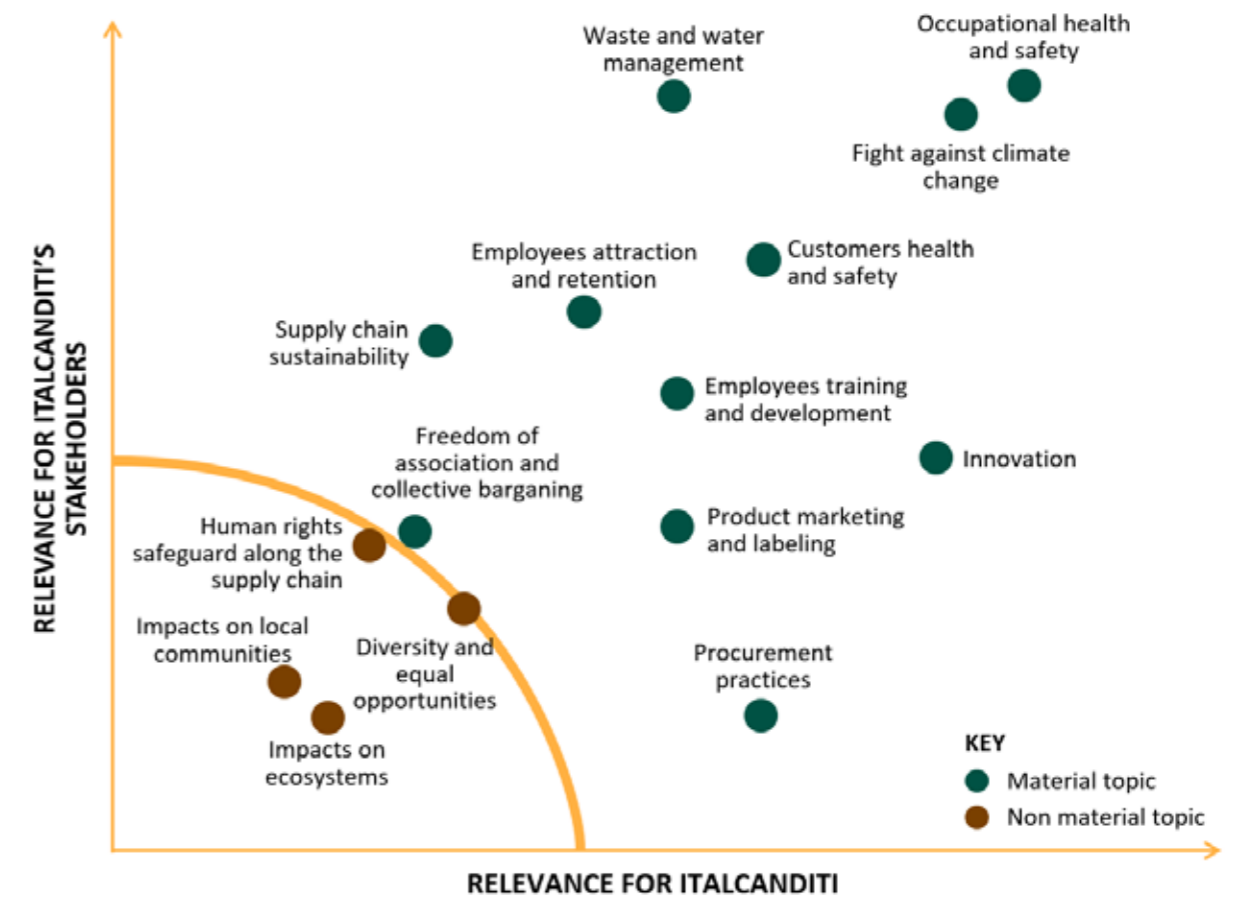
The ten principles address human rights, labour, the environment and anti-corruption. From January 2020, we committed to adhere to the UNGC's signatory engagement tier.

We proceeded to map our key stakeholders, acknowledged as the categories of actors that are most subject to Italcanditi's influence or dependence, to assess how the outcomes of our daily activities unfold. Stakeholders are located in the upper (suppliers and carriers), middle (among others, local communities, banks and investors, and unions), and lower (clients, distributors and final consumers) side of our value chain, as well as within the Company's perimeter (collaborators). Our stakeholders are engaged on a continuous basis with different and specific activities.³



Having mapped our stakeholders, a materiality analysis was carried out to update last year's results and incorporate 2020 specific topics and impacts: during a dedicated workshop with our top management, a context analysis based on GRI Sustainability Reporting Standards and including competitors benchmarking, sustainability reporting best practices and global sustainability trends. The aim was to map all relevant topics that influence the decisions of the key stakeholders identified and that are relevant for Italcanditi's economic, environmental and social impacts. Thus, the outcome of this process is our materiality matrix: each of the topics deemed relevant by both stakeholders and the Company's management are defined as material and constitute the foundations of the reporting exercise. In particular, all the 11 material aspects highlighted are included and described in detail in the present Sustainability Progress Report

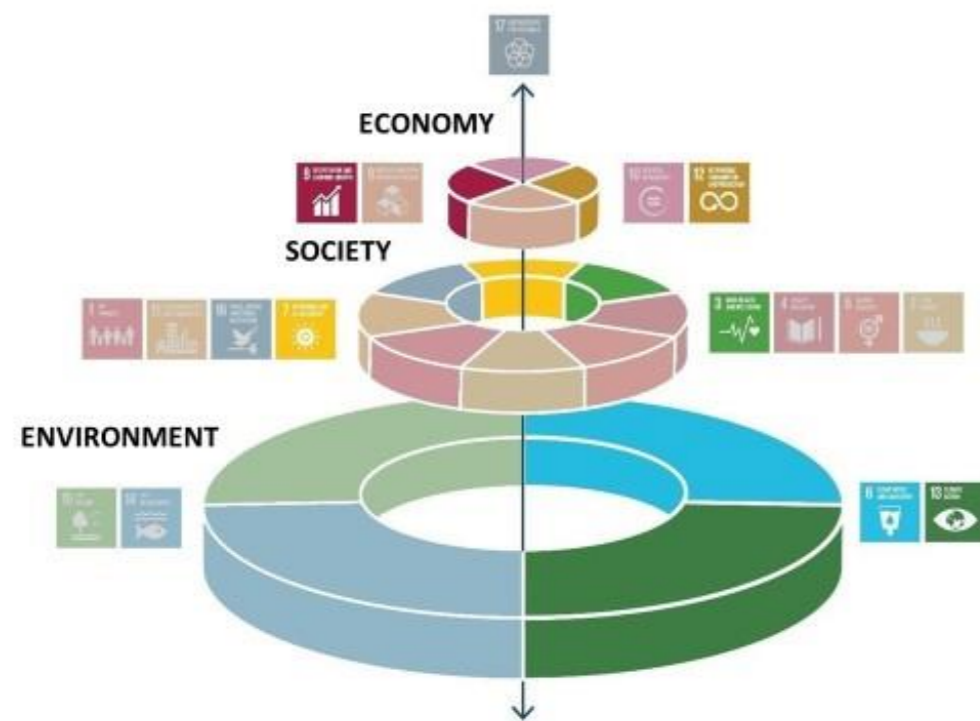
³ During 2020, all engagement activities that for their intrinsic nature require direct, personal contact were put on hold and postponed so as to guarantee full adherence with local and national government prescriptions concerning social distancing and the mitigation of Covid-19 contagion risks.



Issues that are positioned in the upper right corner, such as “Occupational health and safety”, and “Fight against climate change”, are acknowledged to be of great importance for both Italcanditi and its stakeholders. On the contrary, those that are positioned in the lower left corner are to be considered relevant but not material topics, and thus are managed but not reported on in this report. During the workshop, “Anti-corruption”, “Economic value directly generated and distributed” and “Compliance with applicable laws and regulations” were confirmed as preconditions for operating and whose responsibility and oversight are an integral part of Italcanditi's daily activities. Consequently, these topics are not included in our materiality matrix, but are nonetheless reported on.

With respect to last year's matrix, it is worth highlighting some notable changes: first and foremost, the topics “Suppliers social and environmental assessment” and “Production and packaging materials” merged into “Supply chain sustainability”, a new and more complete aspect that shifts the focus on the relationship with our suppliers and on supply chain management; furthermore, “Greenhouse Gas emissions” and “Energy efficiency” flowed into the broader and more meaningful topic named “Fight against climate change”; to conclude, “Employees attraction and retention” and “Innovation” moved respectively slightly downwards and upwards in order to mirror a varied priority concerning relevance to stakeholders. These changes do not mean a loss of relevance in absolute terms, but rather a relative decrease in relevance with respect to other topics which were considered as more pressing priorities during 2020.

Our sustainability commitment also aims at taking action in a way that actively contributes to the 17 United Nations Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development – adopted by world leaders in September 2015. The SDGs ultimate ambition is to end poverty and other deprivations, develop strategies that improve health and education, reduce inequality and spur economic growth, all while tackling climate change and working to preserve marine and land ecosystems. To integrate the SDGs into our activities and initiatives, we draw inspiration from the Stockholm Resilience Centre's “wedding cake”: the linear and segregated conception of development shifts towards an integrated, multi-level paradigm that implies that economies and societies are embedded parts of the environment. The model understands the food sector as the one that links all the SDGs together, since all the Goals are directly or indirectly connected to sustainable and healthy food. Throughout this Report, we highlight the six SDGs that are most closely aligned to our sustainability initiatives and commitments.



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⁴ Re-work based on Azote Images for Stockholm Resilience Centre, Stockholm University.

INTRODUCING OUR ESG TARGETS

This year we wanted to push our sustainability commitment further and not only focus this report on events that have occurred in 2020, but also help to shape our future by setting and sharing ESG targets for which we are accountable. The identification of the areas to address, and the setting of the targets themselves have been carried out thanks to the positive collaboration between Italcanditi's functions and management. The outcome of this process is defined in seven targets – each one linked with the relevant SDGs – that are presented below. We commit to transparently reporting against each and every target by disclosing our performance towards achieving them on an annual basis.

SDGs	Target	KPI	Baseline
	-27.5% reduction of GHG emissions by 2030 ⁵	% reduction of GHG emissions (Scope 1 + Scope 2 - Market based)	16,786.2 tCO ₂ e (2019)
	Purchase of Guarantees of Origin covering 100% of Italcanditi Pedrengo site's electricity consumption needs by 2022	% of electricity covered with GOs over the total electricity purchased and consumed	0% (2020)
	Installation of photovoltaic panels with an installed power of 300 kW by 2024	kW of photovoltaic panels installed power	0 kW (2020)
	Drafting and adoption of a Sustainability Policy by 2021	Adoption of a Sustainability Policy	Not applicable
	-20% reduction of employees work-related injuries by 2021	% reduction of work-related injuries	20 injuries (2020)
	Carrying out of a risk assessment based on ESG criteria on our Tier 1 suppliers by 2023	Implementation of an ESG risk assessment on Tier 1 suppliers	Not applicable
	Implementation of an integrated management system in line with and certified ISO 14001 and ISO 45001 by 2022	Obtaining ISO 14001 and ISO 45001 certifications	Not applicable

⁵ The target on GHG emissions reduction has been defined based on the WB2C (Well Below 2°C) scenario according to the methodology outlined by the Science Based Targets initiative.

ITALCANDITI IN NUMBERS

Employees are first and foremost individuals to us. From the outset, we worked towards establishing a relationship that goes beyond mere contractual terms and reflects our organizational structure, typical of family business.

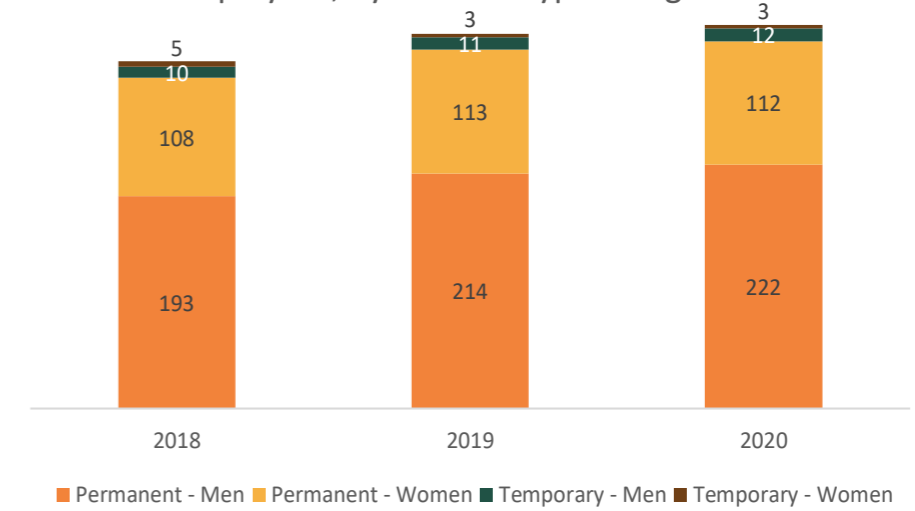
With a workforce of 353 people – 99% of whom are employees and 1% of whom are agency workers – 2020 recorded a moderate growth of around 1.5% with respect to the previous year and countertrending our economic growth that suffered from the indirect impacts the Coronavirus pandemic generated on our business. Our people are divided on a year-by-year stable share between two thirds male and one third female. The gender composition is similarly mirrored as far as contracts are concerned: we have a high preference for permanent (96% share, +2% on a yearly basis) over temporary contracts. Due to our inherently productive, business-to-business nature, employee categories also show a pyramidal structure, with the highest density in the operational process part and the lowest in the upper, office side.

In 2020, we recorded a 24% hiring rate, almost half of last year's, while the turnover rate amounted to 22% - also decreasing by 11 percentage points⁶. A peculiar trait of our employee structure is seasonality. Indeed, almost all of our product lines are characterized by fluctuations throughout the year, in terms of both food product availability and market demand trends: some lines are tied to festivities such as Easter and Christmas, while others depend on the fruit seasonality. These aspects impact on employee composition, and peak periods can significantly vary from year-end stability data, amounting to around 410 people from June to November. Thanks to our close and long-lasting relationship with the local community, most of our seasonal workers – employed under temporary, full-time contracts – are the same from one year to the next: we can thus count on trusted and skilled employees to carry out important production tasks with the expertise and flexibility that have always characterized our business model.

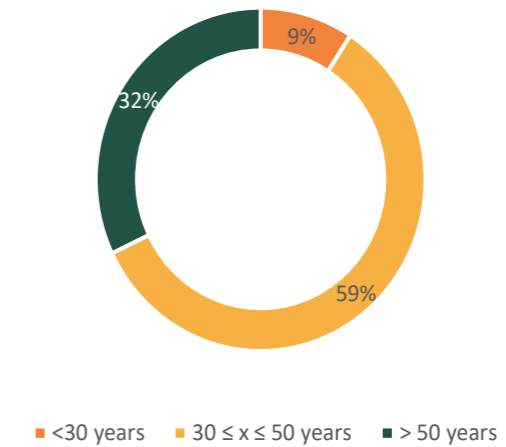
⁶ 2019 and 2020 rates have been re-calculated by considering the total number of employees at the beginning of the reporting period as denominator.

Key performance indicators

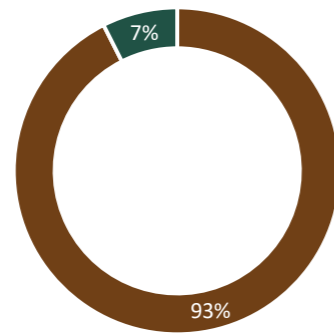
Employees, by contract type and gender



Employees, by age (2020)

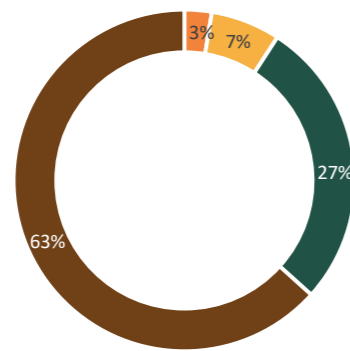


Full-Time and Part-Time employees



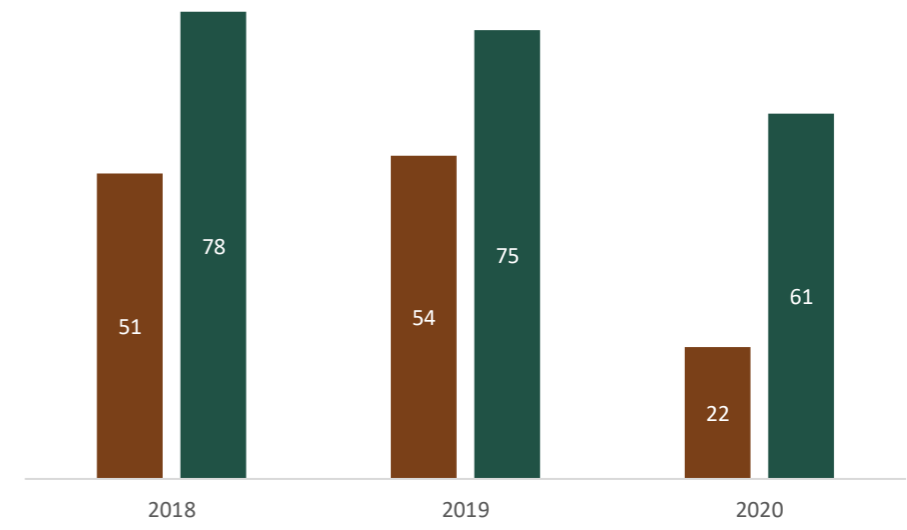
■ Full-Time ■ Part-Time

Employees, by category



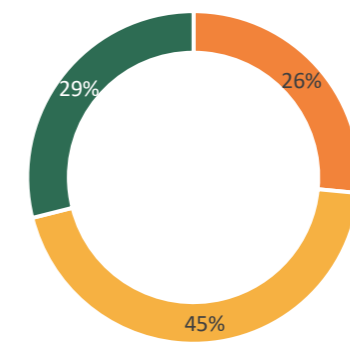
■ Executives ■ Managers ■ White collars ■ Blue collars

Hires, by gender

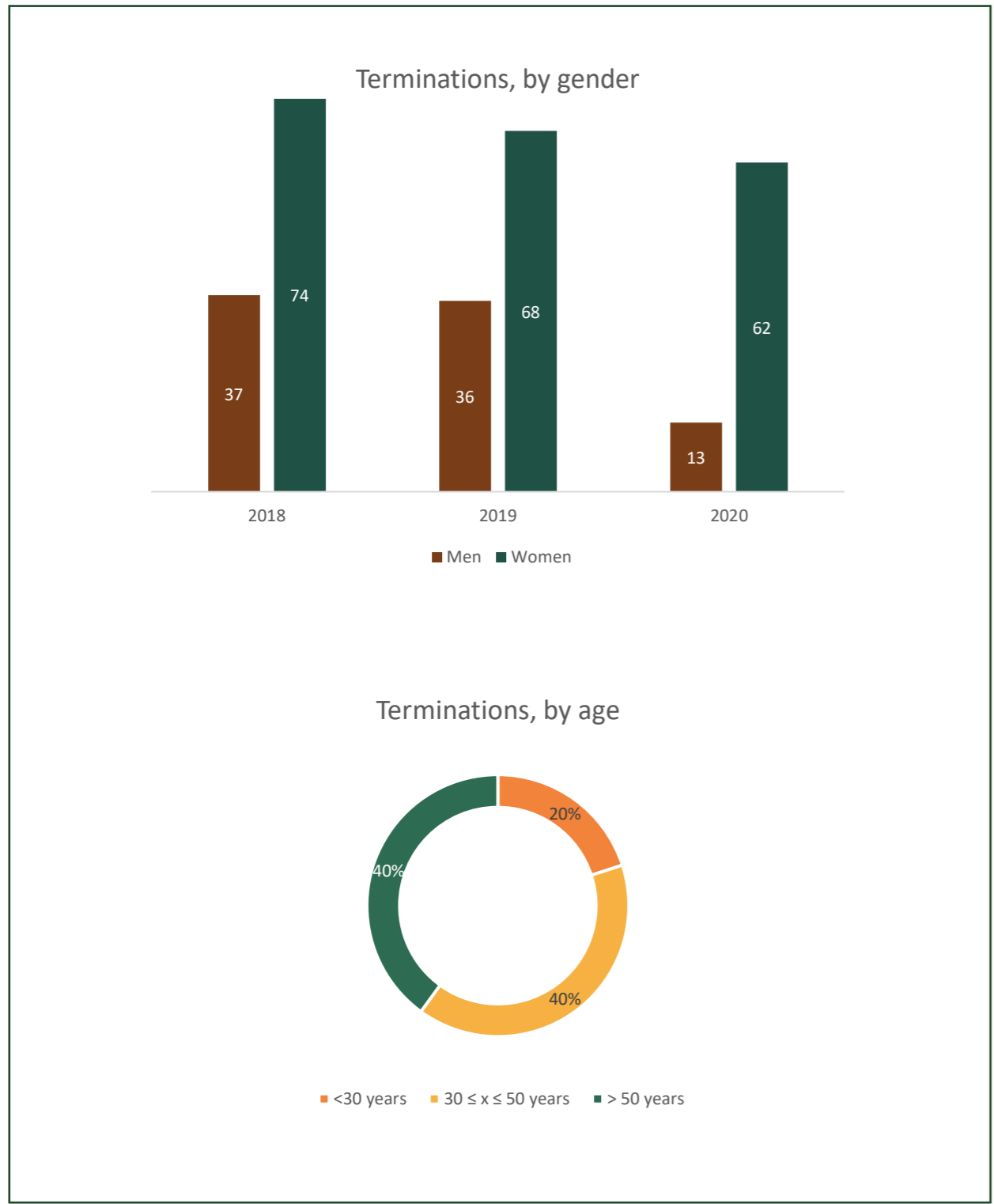


■ Men ■ Women

Hires, by age (2020)



■ <30 years ■ 30 ≤ x ≤ 50 years ■ > 50 years



ENHANCING PEOPLE POTENTIAL

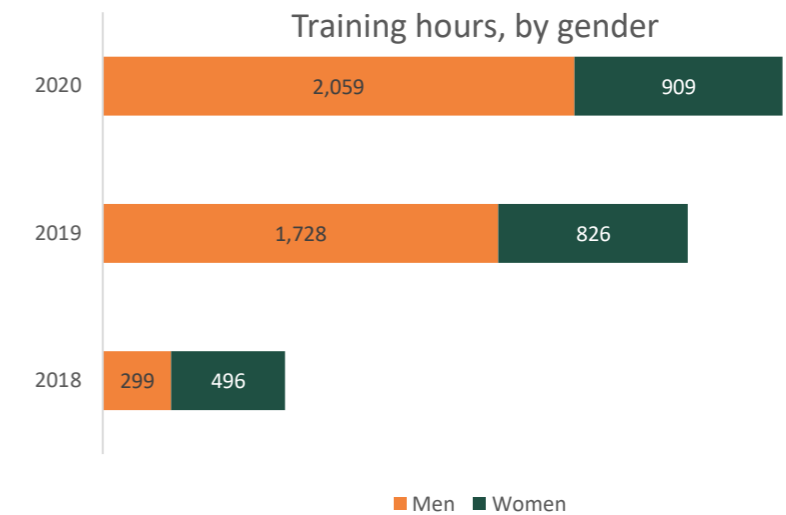
The attention to our people is driven by the belief that training and development activities are key enablers for safe and quality processes. Most of the training courses carried out in the reporting period were focused on health and safety topics, and aspects related to both quality and operations.

As for the latter, each of our departments is in charge of periodically verifying people's skills and competences so as to foster personal and professional development: to this end, the head of each department is the reference figure that, drawing from their relationship with employees, can best identify strengths and areas for improvement so as to ensure training program efficacy.

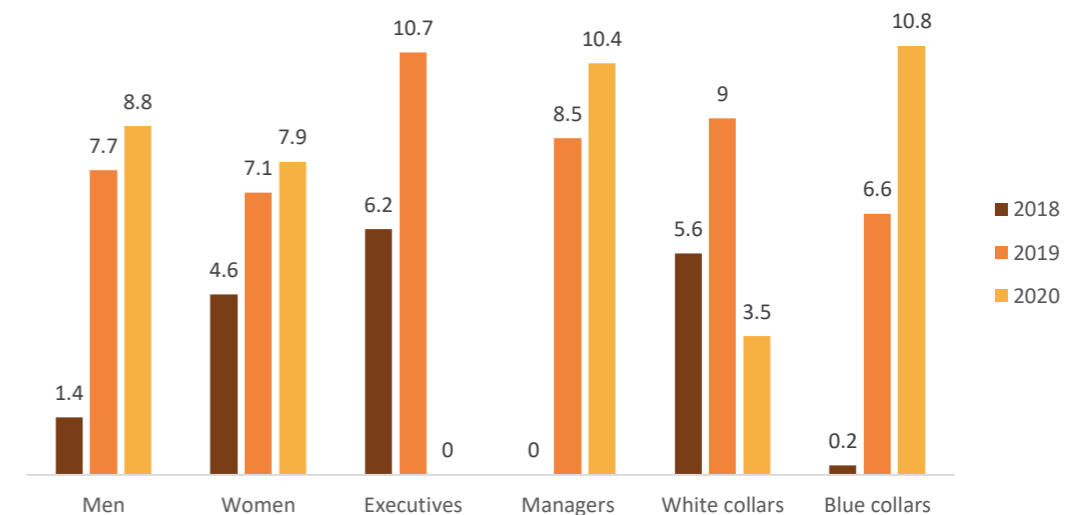
The clustered management of training needs is in line with the objective of guaranteeing the highest levels of quality along the production process, taking advantage of each employee's know-how and competences by heavily relying on training on-the-job. Furthermore, office employees are also offered language and legislative update courses, also provided by local manufacturing and service company associations and neighbouring universities, aiming at developing professional skills and fostering employee engagement. In 2020, with the aim of guaranteeing full compliance with all applicable legislation concerning the measures to contain the spread of the Coronavirus pandemic, all courses where in-person attendance was not required were changed to online learning. This allowed us to keep up with all necessary training activities. In 2020, 2,968 training hours were recorded, representing a 16% increase on training hours in 2019, mainly due to the periodic update on health and safety matters, as required by law.

Our close relationship with employees is one of our most valuable assets. Over the years, we have implemented a number of initiatives that are aimed at helping our people with ad hoc measures typical of a "family business" approach. All of our employees, regardless of typology and hierarchy, can count on a second level contract that integrates the collective bargaining agreement already in force: one of the main features is an annual production bonus. Formalized procedures are to be added to established practices and to various initiatives such as Yoga courses during lunch breaks, and tax form assistance, aimed at fostering people's wellbeing through the promotion of an adequate balance between work and private life.

Key performance indicators



Average training hours, by gender and category



HEALTH & SAFETY

In order to guarantee the highest safety standards, we have a formalized Health & Safety Policy and employ the best available technologies both in terms of protective equipment and safety solutions. As part of our commitment to further strengthen our health and safety culture, in 2019 we started the implementation of a health and safety management system consistent with ISO 45001:2018 standard: our aim is to achieve third-party certification of this system by 2021-2022.⁷

At the Pedrengo site, health and safety topics are directly managed by different functions at all levels of our organization: specific skills and responsibilities for the application of safety procedures are attributed, and regular training sessions are provided. Whistleblowing-related repercussions are prevented through adherence to specific procedures, and medical examinations are integral to H&S procedures. As required by Italian law, recurrent assessments are carried out in order to update the identification of safety risks so as to put in place all necessary mitigation and prevention efforts. Among the main risks identified are repetitive movements during production phases, manual work, and the use of technical equipment. According to national prescriptions, in 2020 we updated our Risks Assessment Document (DVR) by mapping the risks related to Covid-19 contagion. During the year, we had no high-consequence accidents and 20 recordable work-related injuries.

Data-driven risk assessment is at the core of our health and safety practices: in full compliance with current national and regional regulations, we systematically analyse accident causes through direct consultations with heads of departments, employee representatives and all workers involved. This process allowed to investigate the injuries that occurred in 2020, to identify points of enhancement and to implement mitigation and prevention efforts: training courses specifically aimed at reducing the occurrence of such injuries – mainly related to product spills on the floor and consequent slipping – allowed to increase the synergy between production lines and safety on the job. In the coming years, we are willing to strongly commit towards zeroing work-related injuries on all of our production lines.

⁷ The target was originally set by 2020. It was postponed due to the Coronavirus pandemic.

Key performance indicators				
	2018	2019	2020	
<i>Worked hours</i>	590,131	603,317	547,562	
<i>Number of recordable work-related injuries</i>	23	25	20	
<i>Number of recordable high-consequence work-related injuries</i>	0	1	0	
<i>Recordable fatalities as a consequence of work-related injuries</i>	0	0	0	
<i>Injury rate*</i>	7.8	8.3	7.3	
<i>High-consequence injury rate**</i>	0.0	0.3	0.0	
<i>Lost time injury frequency rate (LTIFR)***</i>	7.8	8.0	7.3	

* Calculated by the total number of recordable work-related injuries divided by the number of working hours and multiplied by 200,000.
 ** Calculated by the total number of recordable high consequence work-related injuries divided by the number of working hours and multiplied by 200,000.
 *** Calculated by the total number of lost time injuries multiplied by 200,000 divided by overall no. of hours worked in the reporting period. 2018 and 2019 data have been aligned to the calculation methodology.



ENERGY CONSUMPTION

Building on the awareness that energy consumption represents one of our most relevant environmental impacts, we have always invested in both optimizing our energy demand and in increasing the share of renewable sources in our energy mix.

In 2020, our energy consumption amounted to an overall 207,994 GJ, thus recording a 9% decrease with respect to 2019 data, mainly due to the indirect impacts of the Coronavirus pandemic on production volumes which affected almost all indicators reported on in this section. Natural gas represents the 85% of our energy demand and it is used both for generating heat through traditional boilers and for the production of combined heat and power through our cogeneration and trigeneration plants. In particular, heat is used in different steps of our production processes, from heating and cooking in the oven to fruit candying and from sterilization to pasteurization. The latter is one of the most significant processes in terms of energy consumption since it is based on the application of a combined heat and cooling treatment designed for guaranteeing food safety and preservation.

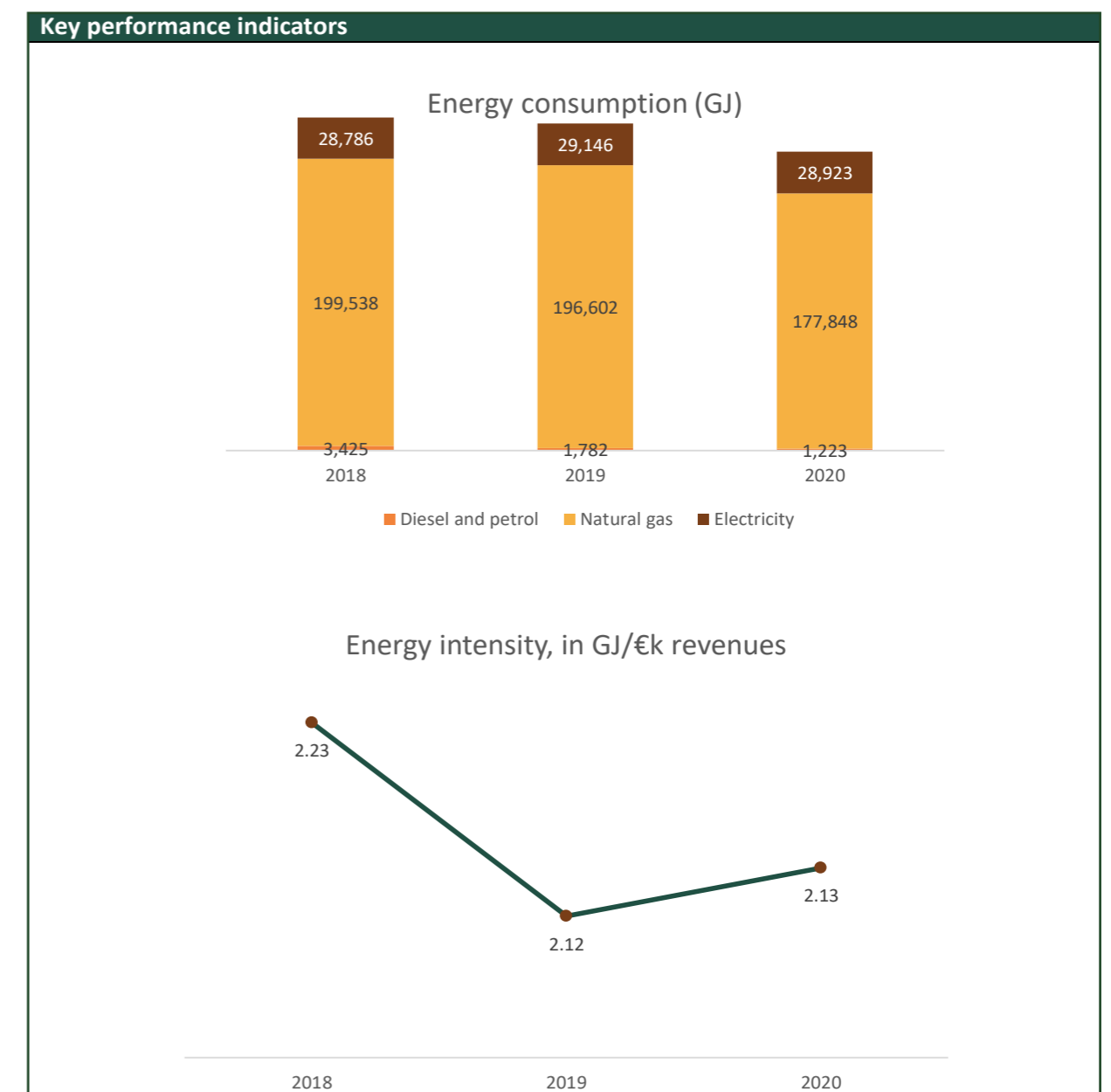
The simultaneous generation of cooling, heat and power allows us to substantially reduce carbon emissions as well as energy costs. In fact, compared to standard combustion systems, in combined heat and power production less fuel is burned with the same energy output while transmission and distribution losses are avoided thus resulting in increased energy efficiencies and reduced GHG emissions.

Cogeneration consists of the production of Combined Heat and Power (CHP). The most common cogenerators take advantage of fuel combustion to generate electricity and recover heat. A specific declination of this concept is trigeneration (CCHP, combined cooling, heat and power), which allows the use of thermal energy recovered from combustion to produce cooling energy, or refrigerant fluids for air conditioning and industrial processes.

The energy produced from our natural gas fed trigenerator is entirely consumed: while the electricity covers approximately half of our annual needs, heat and cooling are used in our production processes. As for the cogeneration systems, the only one that has been fully operational in 2020 is fed by biogas, produced through the process of anaerobic digestion carried out in our wastewater treatment plant; the other one, fuelled by biodiesel purchased in the form of rapeseed oil, went on stop in the month of August 2019 as the direct outcome of difficulties in primary fuel procurement on the market. While the heat generated by the combustion process in our cogenerators is used internally for production purposes, the power is sold to energy providers: in 2020 only, we produced 1,090,602 kWh of electricity from renewable sources, thus contributing to reducing the carbon intensity of the Italian national energy mix. The sharp 74% decrease with respect to last year's figure is completely attributable to the rapeseed oil fed cogenerator failure.

Electricity makes up for the remaining 14% of our energy need, while the fuels consumed by our car fleet account for less than 1%. As for thermal energy, electricity is used for a multitude of production processes including raw materials and manufactured cooling and refrigeration products. Food preservation is indeed another important source of energy consumption since it requires diverse temperature ranges, from -25°C to +4°C. The renewable energy produced through photovoltaic panels – installed back in 2011 and progressively renovated with newer, more performant solutions – covers approximately 3% of our electric energy consumption amounting to as much as 248,000 kWh of renewable electricity and equivalent to around 84 tCO₂ of avoided emissions. In the coming years, we have committed to expanding the surface area covered by the panels in order to increase our production capacity.

We are committed to increasingly mapping our consumption trends so as to identify areas for improvement and evaluate solutions that can drive high energy efficiency while reducing environmental burdens.



OUR CARBON FOOTPRINT

As part of our sustainability journey, we continued to monitor our Greenhouse Gas (GHG) emissions, whilst significantly enlarging our scope of reporting in 2020 to include our value chain. Our carbon footprint includes direct emissions (Scope 1), indirect emissions (Scope 2) from the electricity purchased from the national grid, and a selection of emission categories falling within the classification of other indirect emissions (Scope 3).

In 2020, direct emissions amounted to 11,717 tCO₂e, which was 9.5% less than for the previous year, and which is mainly attributable to our reduced production volumes. The largest contributors to these emissions are the combustion of natural gas for boilers, heating, cogeneration and trigeneration systems (86%), followed by gas refrigerants refills for refrigerating rooms (13%) and our car fleet (1%) composed of both owned and long-term leased vehicles. Apart from specific reductions, which are all due to the impacts generated by the pandemic, the composition of Scope 1 emissions is relatively constant from one year to the other.

In 2020, indirect energy emissions amounted to 2,616 tCO₂, accounting for the electricity purchased from the national grid only (-7% with respect to 2019). The figure is calculated according to two different methodologies: the location-based methodology reflects the average emissions intensity of grids from which energy consumption occurs; whilst the market-based method reflects the use of contractual instruments.

Finally, other indirect, Scope 3 emissions have been extended to comprise a set of new emissions categories – that were chosen taking into consideration their relevance, the feasibility of data collection and the margin of improvement for the future. This choice is an integral part of the commitment to strengthen and widen our knowledge and understanding, and management of our direct and indirect impacts on the environment. The enlargement of Scope 3 emissions carried out in 2020, which delivers on last year's pledge to progressively increase the completeness of our GHG inventory, does not allow us to compare this set of emissions to 2018 and 2019 since the disclosure perimeter has changed. The additional overall indirect GHG emissions produced amounted to 92,525 tCO₂e, the vast majority of which is attributed to the impact of raw materials, ingredients purchasing and logistics.

Reported GHG Scope 3 emissions categories ⁸	Description
1 - Purchased goods and services	Upstream emissions from the production of products purchased or acquired.
3 - Fuel and energy-related activities	Emissions related to the production of fuels and energy purchased and consumed.
4 - Upstream transportation	Emissions associated with the transportation and distribution of products purchased in the reporting year, between a company's tier 1 suppliers and its own operations in vehicles not owned or operated by the reporting company. Emissions related to the transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g. of sold products), and transportation and distribution between a company's own facilities.
5 - Waste generated in operations	Emissions from third-party disposal and treatment of waste generated by the Group's owned or controlled operations.
6 - Business travel	Emissions from the transportation of employees for business-related activities.
7 - Commuting	Emissions from the transportation of employees between their homes and their worksites.

As discussed in the earlier section on Energy Consumption, we have always invested in both optimizing our energy demand and in increasing the share of renewable sources in our energy mix. As a further commitment with respect to climate change, we have purchased nature-based carbon credits in order to compensate for our residual GHG Scope 1 and Scope 2 – Market based emissions generated during the 2020 reporting year. This initiative has allowed Italcanditi to become carbon neutral with respect to the activities falling within the reporting perimeter and is designed to form part of a climate mitigation strategy, combined with a focus on reducing carbon emissions.

⁸ The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard – Revised edition.

CARBON OFFSETTING PROJECTS

Our carbon neutral status is achieved by offsetting remaining carbon emissions, with quality, nature-based carbon credits coming from positive impact projects. Each credit is certified according to international standards and corresponds to the reduction (or removal) of one ton of CO₂ equivalent. In particular, the two projects Italcanditi purchased its credits from are the “Great bear forest carbon” and the “Guatemalan conservation coast”.

The **Great Bear Forest Carbon** project is an Improved Forest Management project in British Columbia (BC), the westernmost province of Canada. The project activities include changes in land-use legislation and regulation that result in increased carbon stocks by converting forests that were previously designated, and coastal wolves sanctioned, or approved for commercial logging to protected forests. Emissions caused by harvesting, road building and other forestry operations are also prevented. It is a landmark project for balancing the human well-being and ecological integrity through carbon finance, and it is the first carbon project in North America on traditional territory with unextinguished Aboriginal Rights and Title.

The second project is the **Guatemalan Conservation Coast** project, which works to protect the remaining forests of the region by addressing the drivers of deforestation through effective law enforcement, land-use planning, education, economic opportunities, and sustainable agroforestry initiatives. Over the 30 year lifespan of the project, close to 22million tCO₂e will have been avoided. There are also important biodiversity benefits. Over 400 species of birds have been documented in the project area and 120 species depend on the corridor to sustain their great journeys.

Key performance indicators				
GHG emissions	UoM	2018	2019	2020
Direct emissions (Scope 1)	tCO₂e	13,775	12,947	11,717
Gas refrigerants refills for refrigerating rooms and air conditioning	tCO ₂ e	2,192	1,662	1,567
Car fleet	tCO ₂ e	255	132	91
Natural gas for boilers, heating, and cogeneration and trigeneration systems	tCO ₂ e	11,328	11,153	10,059
Indirect emissions (Scope 2) - Location based	tCO₂	2,787	2,817	2,616
Indirect emissions (Scope 2) - Market based	tCO₂e	3,689	3,839	3,627
Other indirect emissions (Scope 3)	tCO₂e	6,364	5,788	92,525
Total - Location based	tCO₂e	22,926	21,552	106,858
Total - Market based	tCO₂e	23,828	22,574	107,869
	GHG emissions		UoM	2020
Other indirect emissions (Scope 3)	tCO₂e			92,525
1 - Purchased goods and services	tCO ₂ e			76,268
3 - Fuel and energy-related activities	tCO ₂ e			1,780
4 - Upstream transportation	tCO ₂ e			14,127
5 - Waste generated in operations	tCO ₂ e			117
6 - Business travel	tCO ₂ e			6
7 - Commuting	tCO ₂ e			228



MATERIALS CONSUMPTION AND SUSTAINABLE PACKAGING

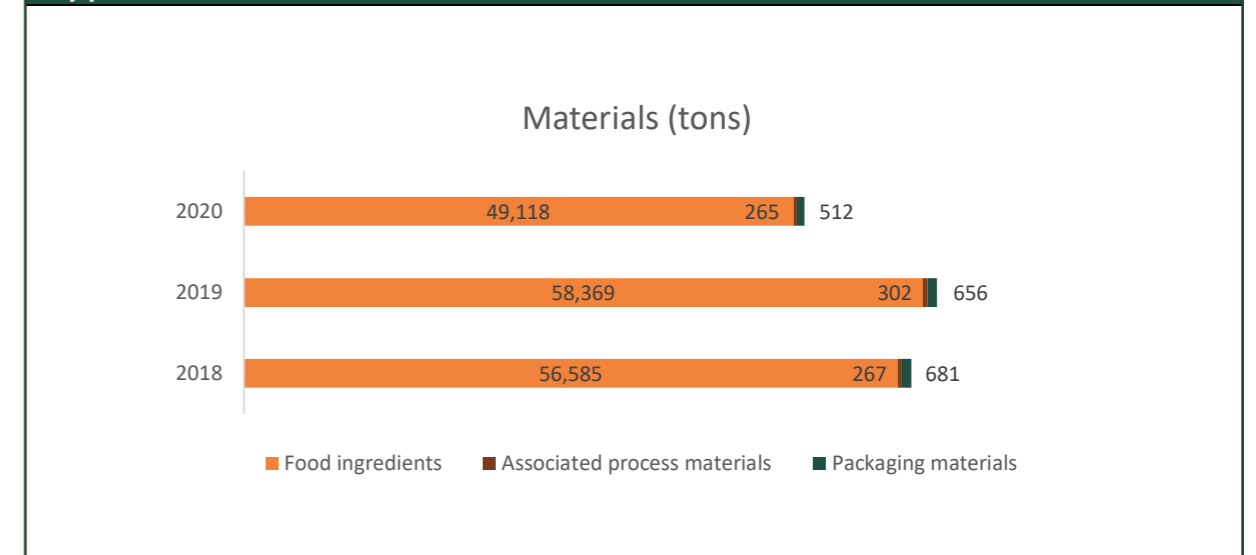
Carefully selected food products and ingredients are the key components of our business model. These are mainly made up of sugar, fruit, milk and other food products and ingredients accounting for 98% of the total weight of purchased materials, followed by packaging materials (1%) and associated process materials (0.5%).

About 80% of our products are sold to clients in owned, reusable steel tanks that, once empty, are returned, sanitized, checked and prepared for reuse. The tanks are available in different sizes, offering transportation solutions that range from 400 kilos to 1 ton of product per tank so as to better adapt to all client needs. This allows us to use low amounts of single-use packaging materials such as plastics and cardboard, thus reducing the related impacts on the environment. The remainder of packaging consists of smaller containers that are used only residually according to clients' needs and requests, much preferred by the bakery sector and by buyers that handle smaller quantities of products. These are mainly composed of plastic buckets and sac-à-poches specifically designed to minimize the risks of product contamination and deterioration while reducing food waste, for instance, with closable sac-à-poches. Additionally, we introduced recyclable or reusable solutions for light weights, namely bags in boxes (10 to 1000 kilos) and metal tins (3 to 5 kilos), thus increasing the flexibility of our packaging solutions so as to foster the efficient use of materials and, at the same time, to be able to address all of our clients' requirements.

During 2020, we experienced a contraction of all the categories monitored (-16% for food ingredients, -12% for process materials, -22% for packaging materials) as a direct consequence of production volume constraints generated by the Coronavirus pandemic. Moreover, we encountered issues as far as materials procurement is concerned, with finding and timely delivery as the main vulnerabilities highlighted.

Customized packaging projects may be carried out starting from special requests from key accounts. In these cases, we support our clients throughout the whole packaging creation process, from technical requirements to graphic studio drafting. Depending on client needs, this kind of project entails the use of various materials and certification schemes, such as Forest Stewardship Council (FSC)-certified paper and cardboards: FSC certification attests that the pack material is procured from sustainably managed forests that meet environmental and social standards.

Key performance indicators



WASTE AND WATER MANAGEMENT

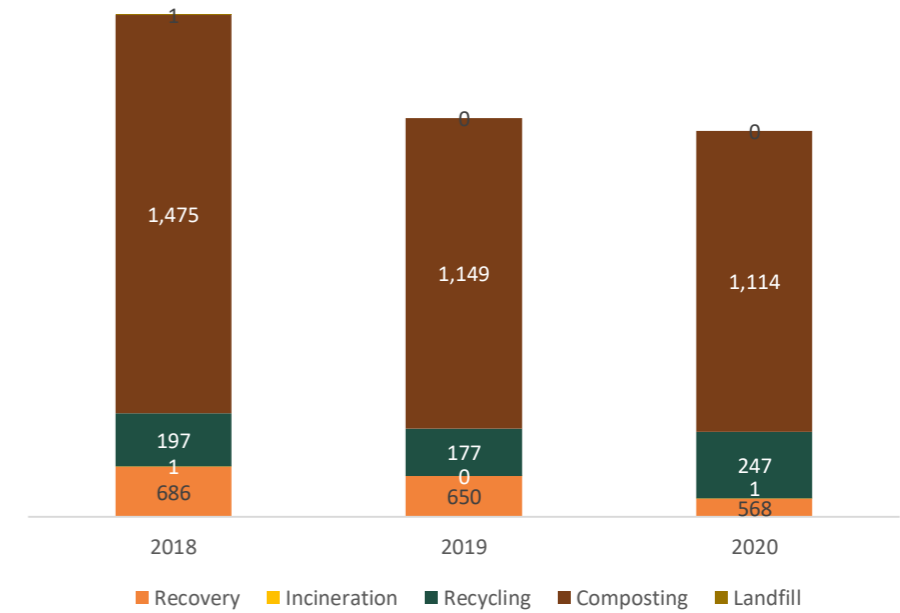
Responsible waste management is a fundamental aspect of our daily operations. The composition of our waste is divided into two main clusters. On the one hand, we handle the inbound packaging that accompanies the materials we source from our suppliers which is almost entirely made up of paper and cardboard. On the other hand, we produce organic waste that comes from food filtering and processing, from the separation of fruit stones and from wastewater treatments.

The efficient use of water resources is another key aspect of our environmental footprint since, in 2020 only, we consumed 169,603 m³ water, which was used for different purposes along the production process: to generate steam, the majority of which is employed for products' pasteurization, for cooling food products, to rinse salt solution-kept food ingredients as well as to wash production systems and reusable steel tanks.

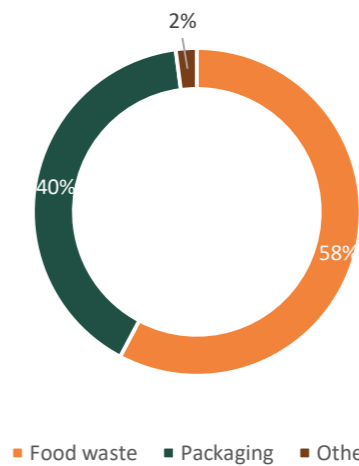
The water used for production purposes is then treated in our two water treatment plants which are able to treat on average between 30 and 50 m³ of water per hour. Besides lowering the organic substances present in the wastewater, we also produce biogas through the anaerobic digestion process, which is collected and burned in the cogeneration plant.

Key performance indicator

Waste, by disposal method (tons)



Waste, by composition (2020)



*Electronic devices and batteries, metals, transportation tanks washing waste and engine oils, printer ink, tar, insulation materials, incineration wastes, chemicals, glass.



CLIENT CENTRICITY

The integration between quality standards and our people's commitment allows for flexibility and speed. These are essential elements for delivering customized products able to satisfy all our clients' needs.

Client centricity is a fundamental characteristic of our way of both carrying out daily activities and structuring long-term strategies. According to our business partners' input, we select food ingredients and draft ad hoc production manufacturing processes so as to ensure that our output perfectly adheres to the requests outlined. This process starts with the relationship we hold within our supply chain: about 90% of our suppliers are located within the European Union. This ranges from medium-sized companies to multinational corporations specialized in dealing with agricultural processed food products. Italcanditi selects them according to product specifics and volumes in order to ensure the highest combination of quality and fulfilment of client's demands.

Certifications are also an essential part of the product customization process. Our Quality Department deals with guaranteeing certificates and marks respect during everyday activities: we have successfully obtained several certifications recognized in different countries that apply to specific product categories as required by our clients. In particular, for cases of territorial origin denominations, we enrol in consortia and undergo all audits and controls that certify the adherence to labelling requirements. Consortia and origin denominations safeguard the authenticity of a particular food or agricultural product by guaranteeing cultivation, process and/or transportation standards: as a consequence, the procurement of those kinds of products requires detailed terms and procedures to abide by. Moreover, as part of our 2020 initiatives, we are studying the introduction of 95% natural aroma as far as Bio-labelled products are concerned and as required by law and the replacement of titan dioxide for product bleaching.

Controls are carried out almost totally internally and are focused on application compliance, which means satisfying clients' recipes and requests on the basis of physical and chemical characteristics. Quality checks are thus specifically designed to best fit each product category in its various declinations: controls are carried out on all production phases. These include microbiological tests to understand whether the product complies with shipment standards. On the basis of our HACCP plan, we have also drawn up a list of controls according to which different microbiological aspects for each product category are assessed. Quality indexes on all the production lines are regularly monitored and discussed, with the aim to assess eventual issues, evaluate them and propose mitigation or prevention efforts.

Being business-to-business, our labelling practice depends on clients' requests and indications. It can be described as an internal "cascade" chain of checks, directly deriving from the guidelines issued by the business partner. The closed circle heavily relies on the high degree of transparency and trustworthiness we guarantee regarding the product origin, compositions and allergens. Moreover, a fundamental part concerns process controls, for which we avoid cross-contamination between different products and product ingredients along the lines. This includes highly reliable segregation of processes and storage,

and the capacity of washing procedures to eliminate contaminants. To do so, we implemented a barcode-based traceability system that allows to accurately trace the origin of single solid components with respect to the finished product. Given the sensitivity of the issues of contamination and batch collection, the certifications require minute traceability. In order to guarantee timely response to potential critical situations, we also carry out a crisis management exercise on an annual basis, simulating a faulty product emergency. In the reporting triennium, we recorded no incidences of non-compliance for product safety and consequent withdrawals, nor any quality non-compliance issues.

Our R&D Department plays a fundamental role in guaranteeing a strong connection between product quality and client's satisfaction. Indeed, four laboratories (fruit stuffing, yoghurt preparations, candied fruit and cream stuffing) are dedicated to engineering customized recipes able to meet the highest production standards. More in particular, in 2020 the tie with production proved to be fundamental in terms of recipes update and revisiting on the basis of the materials available on the market. Additionally, an innovation laboratory studies new production methods, new materials and new technologies to be adopted. We also participate in research projects with universities. Since 2017, we have been part of "Food NET" with Bicocca University in Milan, University of Pavia and University of Calabria, a project that aims to explore the field of innovative foods that have nutritional advantages for people over 65 years of age while fostering waste recycling and reuse: the project has been successfully concluded in 2020. Furthermore, we are members of the Experimental Station for the Food Preserving Industry (SSICA), a Research Foundation that carries out applied research and experimental development, technological supervision, analysis and laboratory consultancy, transfer of results, training and other related activities, in favour of companies operating in the agri-food preserving sector.

Key performance indicators	
Our certifications	
RSPO supply chain Certificate	Sustainable palm oil procurement from certified sources.
Kosher Certificate	Industrial processes and material compliance with Jewish ethical and hygienic health standards.
ISO 22000:2018	Pasteurization and/or sterilization and packaging of products.
IFS Certificate	
FSSC 22000	
BRC Certificate	
Product Certification of organic operations	Organic operations according to the European Union Regulation on organic production and labelling of organic products.
Halal product Certification	Industrial processes and material compliance with Islam ethical and hygienic health standards.
UTZ Certification	Sustainable farming of cocoa.

METHODOLOGICAL NOTE

Our Sustainability Progress Report has been drafted with reference to the GRI Sustainability Reporting Standards. The content of the document reflects the results of the materiality analysis as described in detail in the paragraph “Our sustainability path”.

As a signatory to the United Nations Global Compact (UNGC) Initiative from January 2020, through this Sustainability Progress Report Italcanditi fulfils its commitment to produce a Communication on Progress – a public disclosure outlining its progress in implementing the principles of the UNGC. The UNGC Principles are clearly mapped against the GRI indicators in the GRI Disclosures section. At present, our Report does not directly address the UNGC issues and principles related to Human Rights, since the vast majority of our direct activities and suppliers are located in Europe, where Human Rights are regulated by law. In addition, some of the most important human rights issues related to Italcanditi’s operations, such as the protection of workers’ occupational health and safety, are already included among the “Labour” principles and issues we report on.

SCOPE OF REPORTING

This document includes a description of initiatives and activities carried out from January, 1st to December, 31st 2020 as well as the related key performance indicators presented for the 2018-2020 period, where available. The data collection process and the report publication activities are structured on an annual basis. The information refers to Italcanditi S.p.A and includes the Company’s registered Headquarters, located in Via Cavour, 10 – 24066 Pedrengo (Bergamo, Italy).

TOPIC BOUNDARY

The following table provides the link between our material aspects as they are presented in our Materiality Matrix and the corresponding GRI Standards topics. The scope and any eventual limitation concerning the reporting boundary due to the unavailability of data and information on the external perimeter are duly specified.

Our material topics	GRI material aspects	Aspect Boundary		Limitations of reporting on boundary	
		Within the organization	Outside the organization	Within the organization	Outside the organization
Customer health and safety	Customer health and safety	Italcanditi	Clients	-	Reporting scope not extended to clients
Employees attraction and retention	Employment	Italcanditi	-	-	-
Employees training and development	Training and education	Italcanditi	-	-	-
Fight against climate change	Energy	Italcanditi	Suppliers, clients	-	Reporting scope not extended to suppliers and clients
	Emissions	Italcanditi	Suppliers, clients	-	Reporting scope partially extended to clients and to suppliers
Freedom of association and collective bargaining	Labour-management relations	Italcanditi	-	-	-
Innovation	-	Italcanditi	-	-	-
Occupational health and safety	Occupational health and safety	Italcanditi	Suppliers	-	-
Procurement practices	Procurement practices	Italcanditi	-	-	-
Product marketing and labelling	Marketing and labelling	Italcanditi	-	-	-
Supply chain sustainability	Materials	Italcanditi	Suppliers	-	Reporting scope not extended to suppliers
	Suppliers environmental assessment	Italcanditi	-	-	-
	Suppliers social assessment	Italcanditi	-	-	-
Waste and water management	Waste	Italcanditi	-	-	-
	Water and effluents	Italcanditi	-	-	-

QUALITY REPORTING PRINCIPLES

The Sustainability Progress Report is drafted in accordance with the principles of balance, comparability, accuracy, timeliness, clarity and reliability, as defined by the GRI Standards. The document highlights both strengths and weaknesses, as well as potential areas of improvement. The data collection and reporting process are structured in order to ensure comparability and the correct interpretation of information by the key stakeholders interested in our performance evolution. Furthermore, we apply the precautionary principle in all our activities. The present Sustainability Progress Report is not subject to external assurance.

CALCULATION METHODOLOGIES

The methodologies and assumption used to calculate the performance indicators included in the Report are described below:

- All data related to injuries refer to Italcanditi's employees and contractors. Commuting injuries for which the transportation has not been organized by the Company and first-aid cases are not included;
- The waste composition has been determined on the basis of waste weights as reported in the Environmental Declaration Form (Modello Unico di Dichiarazione Ambientale);
- Lost time injury frequency rate has been calculated with the total lost time injuries multiplied by 200,000 and divided by the overall no. of hours worked in the reporting period;
- Hiring and turnover rates have been calculated by using the total number of employees at the beginning of the reporting period as the denominator;
- The energy consumption related to Italcanditi's owned and long-term leased vehicles has been calculated starting from available fuel consumption data. The following table shows the conversion factors that have been used:

Typology	UoM	Source
Fuel density	l/t	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set, 2018, 2019, 2020
LCV (Lower Calorific Value)	GJ/t	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set, 2018, 2019, 2020

Greenhouse Gas emissions calculations are carried out based on the principles outlined in the GHG Protocol Corporate Accounting and Reporting Standard.

Scope 1 emissions have been calculated as follows:

GHG EMISSIONS – SCOPE 1

Source	Activity data	Emission factor	GWP
Car fleet	Fuel consumption (gasoline and diesel)	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set, 2018, 2019, 2020	CO ₂ equivalent has been considered.
Natural gas for boilers, heating, and cogeneration and trigeneration systems	Fuel consumption (Natural gas)	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set, 2018, 2019, 2020	CO ₂ equivalent has been considered.
Gas refrigerants refills for refrigerating rooms and air conditioning	Leakages (kg)	-	Global Warming Potentials (GWPs) are taken from IPCC Fifth Assessment Report (AR5).

Refrigerant gas blends for which a conversion factor was not available were taken from available data provided by suppliers while blend components' Global Warming Potential (GWP) was taken from IPCC Fifth Assessment Report (AR5).

Scope 2 emissions resulting from the consumption of electricity purchased from the national grid are calculated according to two different methodologies: the location-based one reflects the average emissions intensity of grids where the energy consumption occurs; the market-based one reflects the emissions from the electricity source that the Company has purposefully chosen. For the calculation of the amount of emissions avoided thanks to the energy generated by Italcanditi's photovoltaic system, kWh consumption of auto-produced electricity through PV panels has been converted into CO₂ emissions by using the Terna location-based energy mix. Scope 2 emissions have been calculated as follows:

GHG EMISSIONS – SCOPE 2

Source	Activity data	Emission factor	GWP
Electricity purchased from the national grid – Location-based	Electricity consumption (kWh)	Terna international comparisons on Enerdata figures, 2017, 2018, 2019	Only CO ₂ emissions have been considered.
Electricity purchased from the national grid – Market-based	Electricity consumption (kWh)	AIB, European Residual Mixes, 2017, 2018, 2019	CO ₂ equivalent has been considered.

Scope 3 emissions estimations include indirect emissions. In 2020, Scope 3 comprised a number of categories selected according to the criteria of relevance, data availability and improvement potential for future initiatives. The calculations carried out relied on the following assumptions: purchased goods and services (Cat. 1) data cover 100% of goods purchased by Italcanditi (Pedrengo site), thus fruits and packaging; for the majority of the fruit purchased, available emissions factors only include the emissions related to the production phases (e.g. nursery producing, fruit tree seedlings), thus excluding the post-harvest activities such as freezing and processing; upstream transportation (Cat. 4) do not include refrigerated services; outbound logistics by ship distances (Cat. 4) have been calculated by considering the shipments of products from (to) the Pedrengo site to (from) the client's city seaport.

For further information about the categories involved in Scope 3 analysis please refer to the "Our Carbon Footprint" paragraph.

Scope 3 emissions have been calculated as follows:

GHG EMISSIONS – SCOPE 3





Source	Activity data	Emission factor	GWP	Category	Unit	Emission factor	CO ₂ equivalent has been considered.
Transportation of sold goods	Product shipped (km*ton)	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set, 2018, 2019	CO ₂ equivalent has been considered.	Waste disposal (Cat. 5)	Weight of waste disposed	UK Department of Environmental, Food & Rural Affairs (DEFRA), Conversion factor – Full set, 2020	CO ₂ equivalent has been considered.
	Business travels by air	Kilometres	UK Department for Environment, Food & Rural Affairs (DEFRA), Conversion factors – Full set, 2018, 2019		CO ₂ equivalent has been considered.	Wastewater discharged (Cat. 5)	Cubic meters of water discharged
Business travels by train	Kilometres	Ferrovie dello Stato, "Rapporto di Sostenibilità", 2017, 2018	Only CO ₂ emissions have been considered.	Business travel by air, train and car (Cat. 6)	Kilometres travelled		UK Department of Environmental, Food & Rural Affairs (DEFRA), Conversion factor – Full set, 2020
	Materials procured (Cat.1)	Weight of raw, process and packaging materials procured	UK Department of Environmental, Food & Rural Affairs (DEFRA), Conversion factor – Full set, 2020			CO ₂ equivalent has been considered.	
Water withdrawal (Cat. 1)				Cubic meters of water withdrawn	UK Department of Environmental, Food & Rural Affairs (DEFRA), Conversion factor – Full set, 2020		CO ₂ equivalent has been considered.
Fuel and energy related activities (Cat. 3)	Fuel and electricity consumption	UK Department of Environmental, Food & Rural Affairs (DEFRA), Conversion factor – Full set, 2020	CO ₂ equivalent has been considered.	Ferrovie dello Stato Italiane, "Rapporto di Sostenibilità", 2020			
					Upstream logistics (Cat. 4)	Kilometres covered by air, truck or ship multiplied by shipped weight (ton)	UK Department of Environmental, Food & Rural Affairs (DEFRA), Conversion factor – Full set, 2020

GRI DISCLOSURES

The 2020 Sustainability Progress Report references the following GRI Disclosures. If not otherwise specified, the Disclosures are in full.

<i>GRI Standard</i>	<i>Disclosure</i>	<i>Notes</i>
GRI 102 – General Disclosures (2016)	102-1 Name of the organization	
	102-2 Activities, brands, products, and services	
	102-3 Location of headquarters	
	102-4 Location of operations	
	102-5 Ownership and legal form	
	102-7 Scale of the organization	
	102-8 Information on employees and other workers	
	102-9 Supply chain	
	102-10 Significant changes to the organization and its supply chain	No significant changes to the organization's size, structure, or supply chain were recorded in the reporting period.
	102-11 Precautionary Principle or approach	
	102-12 External initiatives	
	102-14 Statement from senior decision-maker	
	102-18 Governance structure	
	102-40 List of stakeholder groups	
	102-41 Collective bargaining agreements	
	102-42 Identifying and selecting stakeholders	
	102-46 Defining report content and topic Boundaries	
	102-47 List of material topics	
	102-48 Restatements of information	Restatements and related reasons for restatements are clearly identifiable within the text.
	102-49 Changes in reporting	Whenever a change in reporting scope was carried out, it has been duly highlighted and is thus clearly identifiable within the text.

	102-50 Reporting period	
	102-51 Date of most recent report	The 2020 Sustainability Progress Report is the Company's second, annual edition of its kind.
	102-52 Reporting cycle	The data collection process and the report publication activities are structured on an annual basis.
	102-53 Contact point for questions regarding the report	
	102-56 External assurance	
Economic performance		
GRI 201 – Economic performance (2016)	201-1 Direct economic value generated and distributed	
Procurement practices		
GRI 204 – Procurement practices (2016)	204-1 Proportion of spending on local suppliers	
Materials		
GRI 103 – Management approach (2016)	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
GRI 301 – Materials (2016)	301-1 Materials used by weight or volume	
Energy		
GRI 103 – Management approach (2016)	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
GRI 302 – Energy (2016)	302-1 Energy consumption within the organization	
	302-3 Energy intensity	Energy intensity accounts for the energy consumption within the organization only.
Emissions		
GRI 103 – Management approach (2016)	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
GRI 305 – Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	

Waste 		
GRI 103 – Management approach (2016)	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
GRI 306 – Waste (2020)	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
Supplier environmental assessment 		
GRI 308 – Supplier environmental assessment (2016)	308-1 New suppliers that were screened using environmental criteria	To date, new suppliers are screened using environmental criteria only if required by clients.
Employment 		
GRI 103 – Management approach (2016)	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
GRI 401 – Employment (2016)	401-1 New employee hires and employee turnover	
Labor-management relations		
GRI 402 – Labor-management relations (2016)	402-1 Minimum notice periods regarding operational changes	No minimum notice period regarding operational changes is specified.
Occupational Health and Safety 		
GRI 103 – Management approach (2016)	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
GRI 403 – Occupational Health and Safety (2018)	403-1 Occupational Health and safety management system	
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-9 Work-related injuries	

Training and education 		
GRI 103 – Management approach (2016)	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
GRI 404 – Training and education (2016)	404-1 Average hours of training per year per employee	
Supplier social assessment 		
GRI 414 – Supplier social assessment (2016)	414-1 New suppliers that were screened using social criteria	To date, new suppliers are screened using social criteria only if required by clients.
Customer health and safety 		
GRI 103 – Management approach (2016)	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
GRI 416 – Customer health and safety (2016)	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
Marketing and labeling		
GRI 103 – Management approach (2016)	103-1 Explanation of the material topic and its Boundary	
	103-2 The management approach and its components	
GRI 417 – Marketing and labeling (2016)	417-2 Incidents of non-compliance concerning product and service information and labeling	No incidents of non-compliance concerning product and service information and labeling were recorded in the reporting period.

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