

SOCIETÀ BENEFIT



REYNALDI

COSMETICA CONTOTERZI

# 2020

## Sustainability report



AMBASCIATORI  
DELL'ECONOMIA  
CIVILE 2020



aderente a  
COSMETICA  
ITALIA



UNIONE INDUSTRIALE  
TORINO

# REYNALDI Srl SB

## COMMUNICATION ON PROGRESS

### JAN-DEC 2020

25/01/2022

To our stakeholders

I am pleased to confirm that Reynaldi reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

COMMUNICATION  
ON PROGRESS



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.

Sincerely yours,

**Marco Piccolo**  
CEO & Sales Manager

A handwritten signature in dark red ink, reading "Marco Piccolo".

# Actions

## Human rights

- Support to social projects - p. 20
- Support to NGOs - p. 21
- Development of Project Burkina - p. 21

## Labour

- Profits distribution - p. 10
- Benefits - p. 16
- Employees growth p. 17-18

## Environment

- Energy and GHG emissions - p. 22-23
- Water - p. 25
- Waste and recycling - p. 26

## Anti-corruption

We monitor our supply chain by building long-term relationships; some of them last by almost 40 years. We select our workforce by both professional and ethical standards. In 2022 will be introduced a formalized ethic code to face the corruption risk.

# Measurement outcome

- Composition of the board of directors and employees by age, sex and tipe of employment.
- Employee turnover and recruitment rate.
- Energy consumption and energy/pieces rate.
- Scope 1 and 2 emissions.
- Water consumption and water/pieces rate.
- Quantity of waste generated divided between recycled and not recycled.



**“ We live only once.**

My brother and I aspire to create a *working life* that gives meaning to not only our lives, but also the lives of our collaborators, our partners, and our stakeholders. Our choices and actions define who we are: our world will inherit the result of our actions.

Our concern goes beyond economic results; the well-being of our workers, our community and our environment is of paramount importance to us.

**We think long term.  
Let's think about the world we will leave  
to our children and their grandchildren.**

With this sustainability report, it is our intention to provide a clear overview of what we are doing.

We are not perfect. There is still much to do. But if we put our best efforts into creating a true civil economy, we will bequeath a better world for those that will inherit ours. We believe business cannot exist without generating an honourable profit, making a positive impact on the environment and positively affecting the community.

**This is our mission. ”**

**Marco Piccolo**  
CEO & Sales Manager



“ In 2016 we totally integrated these community and environmental conscious goals into our company statute, making this the first Italian Benefit cosmetic company.

**My family and I are proud of the company's growth and of the changes that we are making.**

One of our core values is maintaining a working practice of choosing sustainable methods of production that positively impact the community.

**We share these values with our coworkers and the businesses that collaborate with us.**

We strongly believe in making our connections grow. Each relationship makes us not only better known, but proof that sustainable production can be a reality - not only in Italy, but throughout the world.

**By working together towards a sustainable goal we have shown we can really make a difference.**

We are committed to carrying out this project and we will talk about it in this publication. ”

**Andrea Piccolo**  
CEO & Plant Managing Director



# Who we are

We are one of the leading family owned companies in the contract manufacturer market, and we have been maintaining this role for more than 20 years.

What makes us unique is our ability to offer, as an integrated a service, the full production process. We combine this experienced production process with the expertise of our founder, Dottoressa Reynaldi, Italy's trailblazer in the study of pharmaceutical and cosmetics.

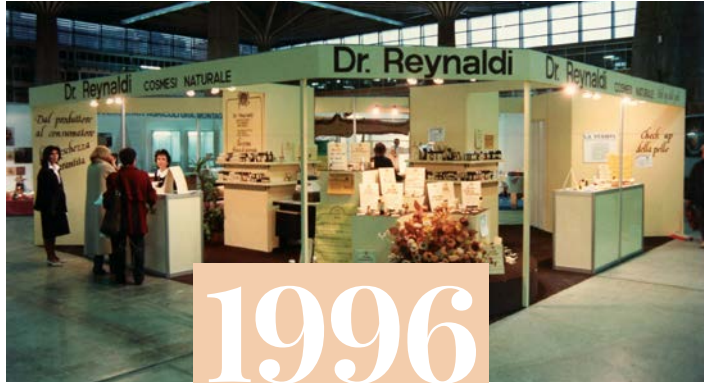
Our plant, where we develop 40 new formulas each month, is located in Pianezza (Turin).

Other than replicating our clients' formulas, our unique capability is the creation of products from an initial brief to design and production. We collaborate with our clients throughout the process, but essentially our manufacturing capability is such that we are able to solve problems and create solutions as they appear.





After opening various shops, **Marco Piccolo, one of her sons, entered the business**, noticing how much potential there is in Dottoressa Reynaldi's formulas, and what that could mean for the brand. That's why, **together with his brother Andrea, they started focusing more on B2B services**, still keeping the Dottoressa Reynaldi brand as a research and development laboratory.



1996

In 2015 the Rivoli plant became too small for 20 employees. The offices and the production since **moved to Pianezza (TO) in a 7000 sqm.**



2015

# Our story

During our **40 years of activity**, Reynaldi has grown exponentially. We understand that successful business must act with integrity, and ensure that working practice benefits society and the environment. We must not focus only on profit, but recognise that sustainable business must impact positively on society and the environment. We have reached some significant milestones, but **the road ahead is still long.**

1980



**Our founder: Maria Grazia Reynaldi**, was the first graduate in the 'Chemistry of Cosmetics' in Italy. After her experimental thesis, **she opened a small laboratory-shop in Turin in 1980.** There was a shop window through which passers-by could watch her crafting cosmetics; customers would request a bespoke product, and she would design and make it.

2000



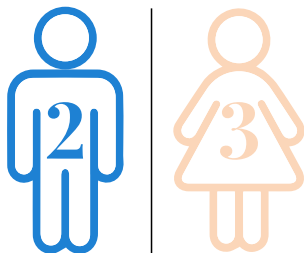
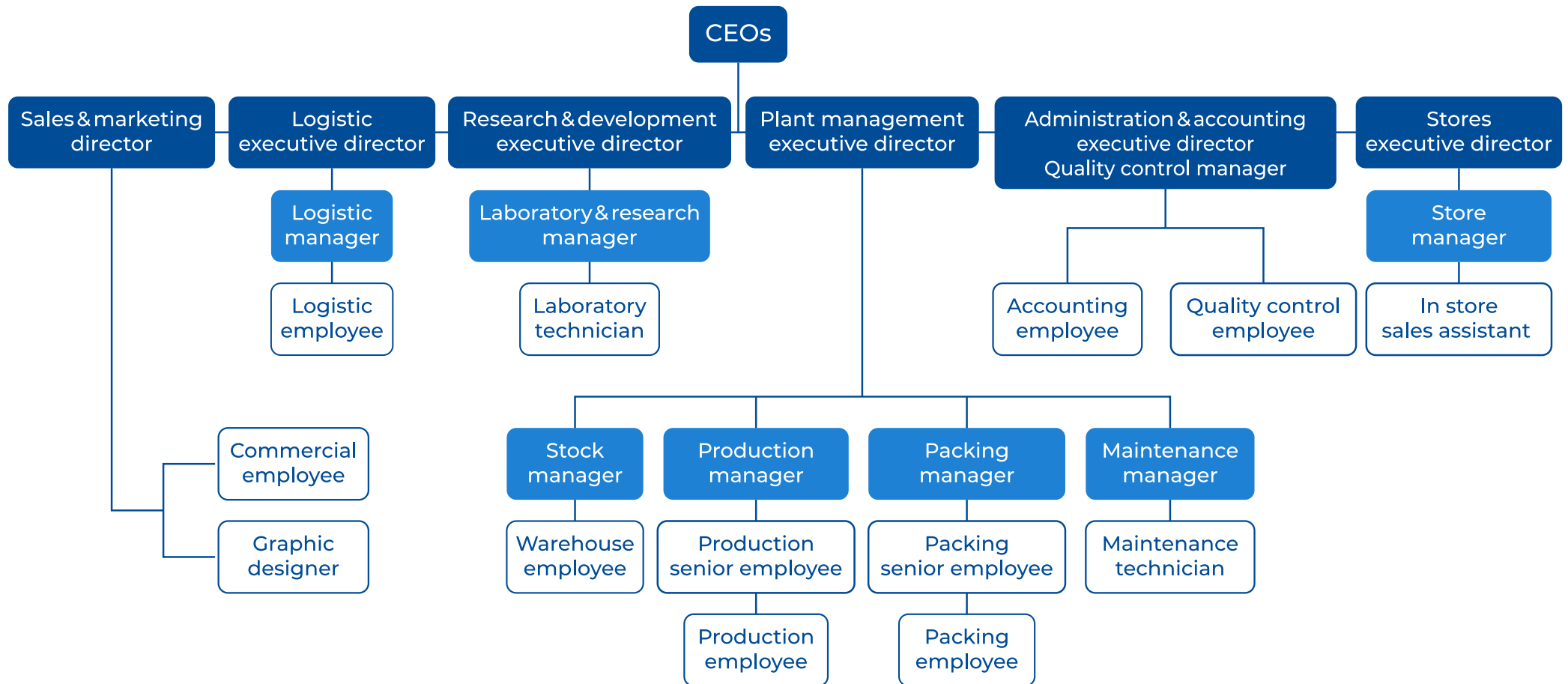
The growth of the business brought with it a **plant expansion**; Reynaldi Srl moved from a small shop in Turin, to a **1000 sqm plant in Rivoli (TO).**

2016



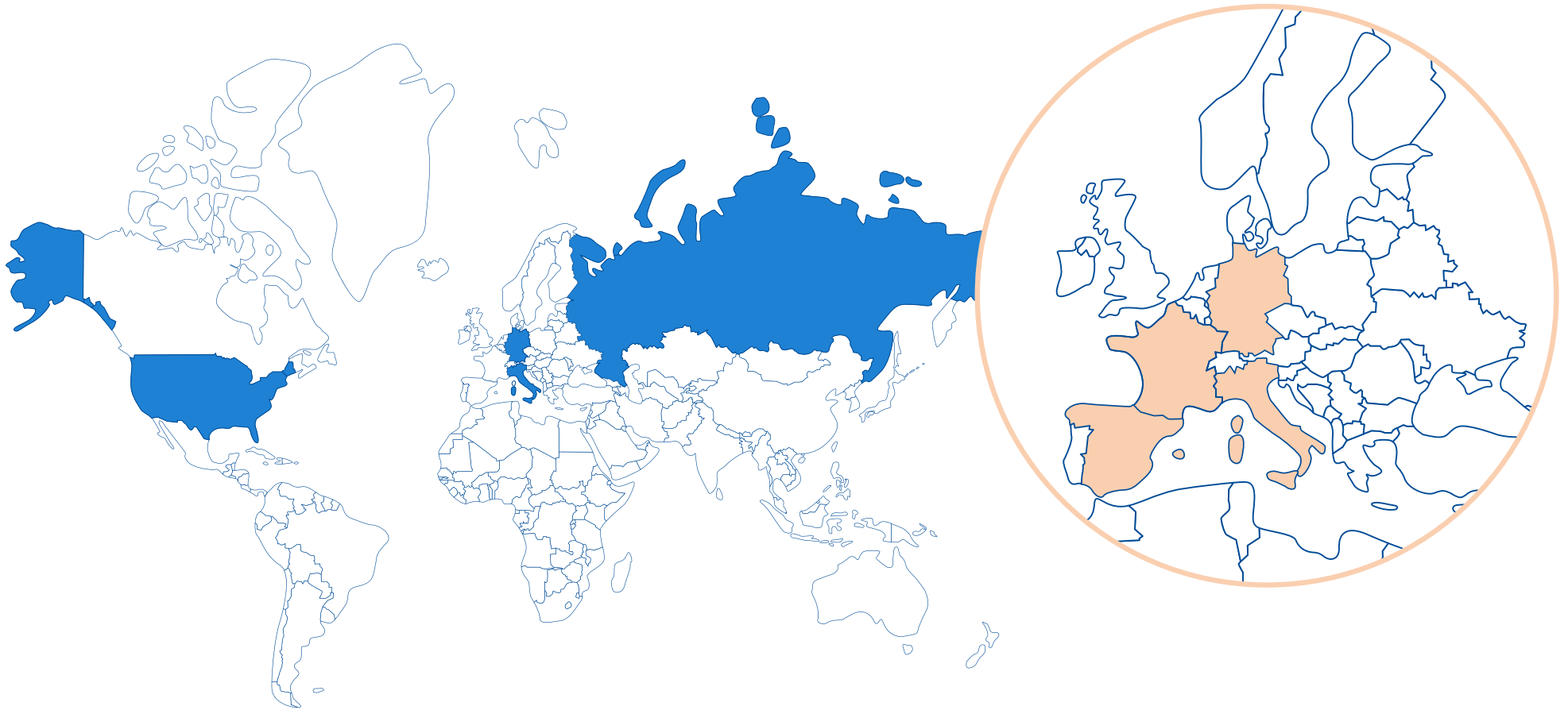
Reynaldi Srl is **the first cosmetic company to gain the title of Benefit Company**, legally affirming its efforts towards social and environmental sustainability. Our goal is simple: **Reynaldi must create an honourable profit, benefiting society, and making a positive impact on the environment.**

# Organization chart and board



The board of directors and the employee group have the same percentage of women and men. Our board is made of 5 members: 3 out of 5 are women. 80% of our employees are between 30 and 50 years old, 20% of them are more than 50 years old.

# Clients and supply chain



4

MARKETS  
THAT WE SELL IN

77

PACKAGING AND RAW MATERIALS  
SUPPLIERS IN ITALY

6

SUPPLIERS  
OUTSIDE OF ITALY

60%

OF SUPPLIERS WITHIN  
A 150 km RANGE



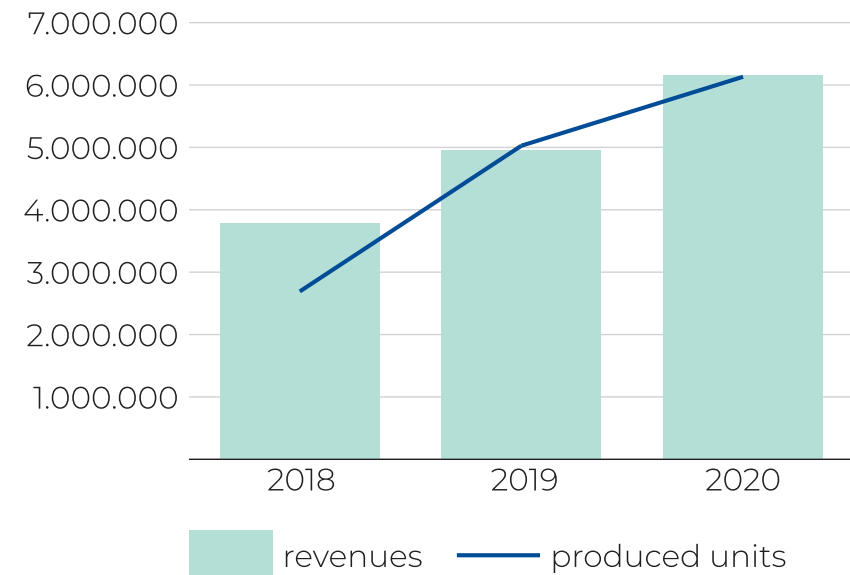


# Economic information

Reynaldi srl has continued to grow. **In the last 3 years, revenues have increased by + 63%**, duplicating the number of units produced.

This growth was made possible **thanks to the effort of the people who work with us.**

That's why, in 2019, we decided to **share one third of the profits with all our employees.**



	2018	2019	2020
<b>Revenues</b>	3.780.301	4.953.434	6.152.721
<b>Operating costs</b>	1.460.074	2.313.563	2.774.589
<b>Employees salaries and benefits</b>	966.931	1.661.611	1.825.039
<b>Financial costs</b>	19.813	23.925	18.539
<b>Other costs</b> (amortisation, funds...)	1.001.396	837.011	866.794
<b>Revenue before taxes</b>	332.086	117.324	667.760
<b>Taxes</b>	32.430	17.318	227.686
<b>Philanthropy donations</b>	6.656,53	4.279,28	7.256,86
<b>Profit</b>	292.999	95.727	432.817
<b>% Profit variations</b>	60%	-67%	352%
<b>Shares of profit</b>	-	90.000	288.544
<b>Produced units</b>	2.691.032	5.026.820	6.131.377

# Our values

## 1. Ethical work

We believe that our working life, since it makes up such a huge part of our time on earth, should, and must give purpose and value to the time we spend in work. That's why **we have put efforts into ensuring that our workers experience balance.** We recognise there is a synergy between working life home life.

## 2. Smart innovation

We believe that increasing productivity and efficiency isn't enough, **the core element necessary for an enterprise to grow is innovation.** Olivetti explains that 'clever innovation' is the ability of a company to use its knowledge, know-how, and the creativity of its employees inside and outside of the company: including partners, suppliers, clients, and its supply-chain.

## 3. The invisible value

**We endeavour to impress upon our clients our business ideals:** that they are part of something – that they are a stakeholder. Our goal is that our clients share the values that are integral to our products: that they both care for the environment and are willing to innovate to better our world.

## 4. Liability & safety

We constantly provide **full assistance to our customers:** we try to understand their needs and wants in order to create products that can satisfy them. **We offer various lines of products for every skin type,** each product is made **with 100% natural formulas.**

## 5. Familiarity & relationships

We are a family-owned company, and it is our aim **to make our stakeholders feel part of this family;** our workers are the value in our business. Indeed, we always maintain close relationships with all our stakeholders, clients and suppliers: it is only through collaboration that we will all prosper.

## 6. Civil economy

There can't be profit without benefit. Being aware of our actions requires us to make a positive impact on society and the environment. **We must act responsibly, creating benefits for our society and environment.**

# Sustainable commitment

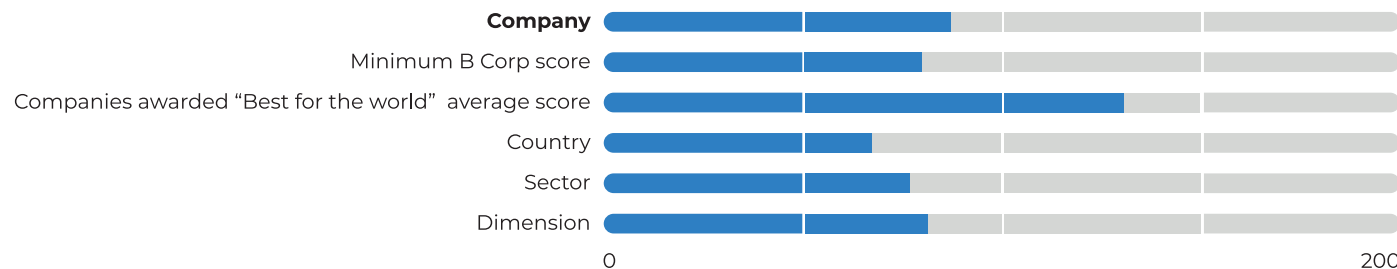
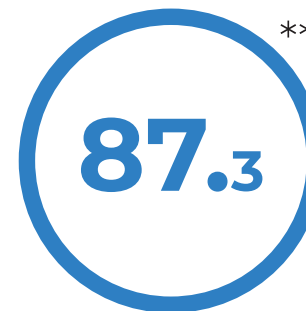
During these 40 years of activity, **Reynaldi Srl has always been focused on sustainability**: caring for people and for the environment is a core value of Dottoressa Reynaldi, and her family.

By legally becoming a Benefit Corporation in 2016, **we discovered new tools to help us track our environmental impact** and the ideas with which to improve it.

Since discovering the **B Corp Assessment\***, we found a tool that plays a key factor in our growth. We always achieve the passing score needed to be considered sustainable.

## REYNALDI Società benefit

End date of the fiscal year **December 31st, 2020**



\*The B Lab Corporation's valuation system certifies the effort that a company puts into reducing its environmental impact on these five aspects: Governance, Employees, Community, Environment, Clients.

\*\*Our score isn't verified because we decided not to continue the certification process.

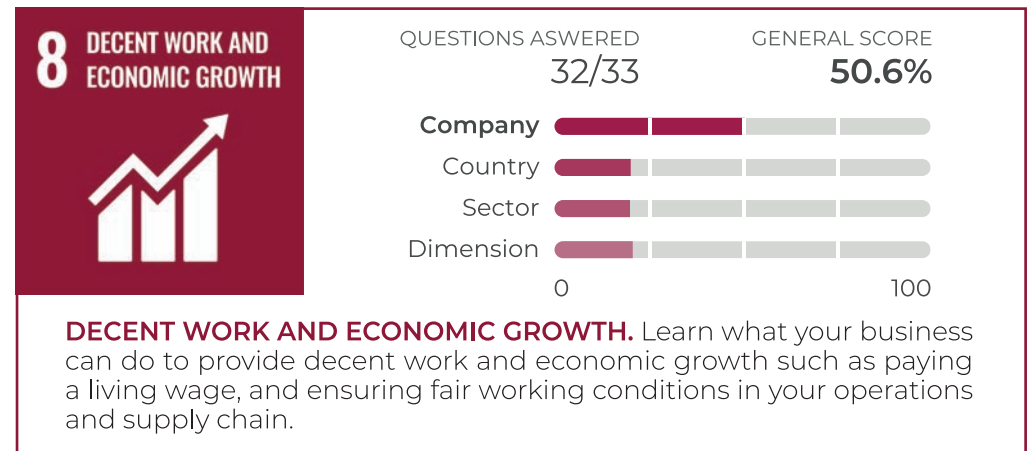
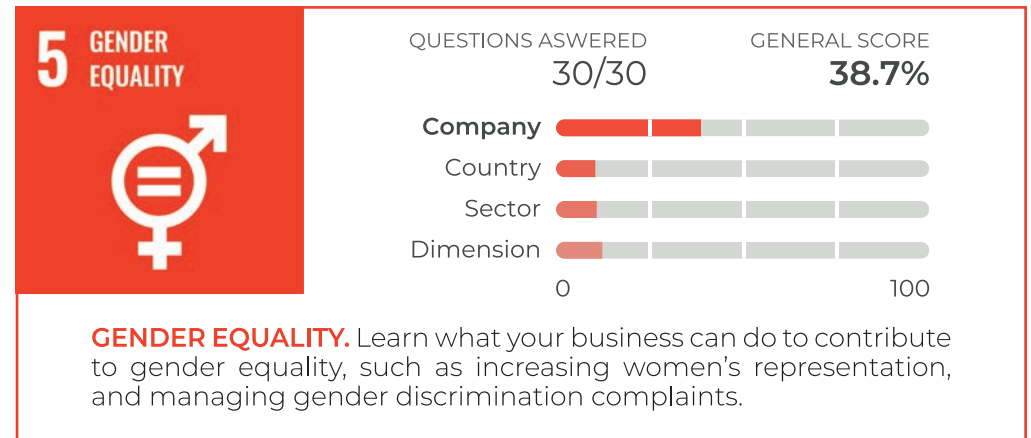
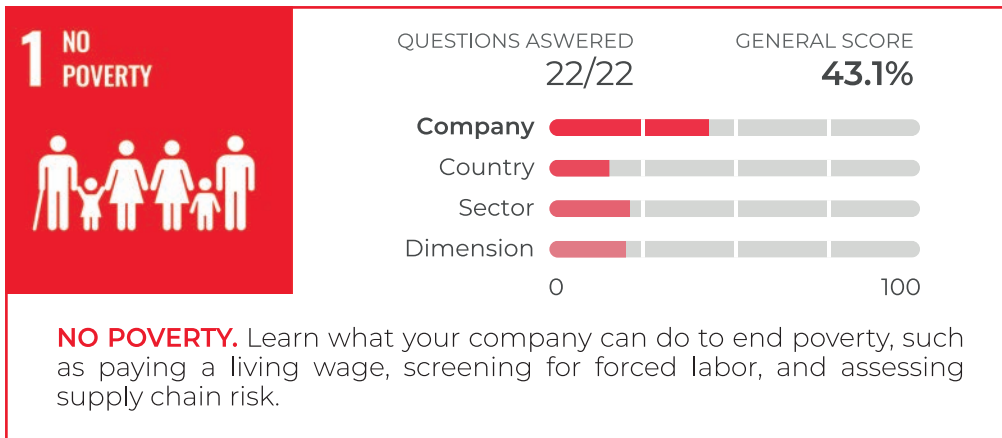
# SUSTAINABLE DEVELOPMENT GOALS

In 2020 we analyzed the Sustainable Development Goals to understand how we are contributing to the achievement of the **objectives of the 2030 Agenda for sustainable development**.

We identified significant impacts on 9 of the 17 objectives\*.

## WHAT ARE THEY?

In 2015, the United Nations formalized 17 universal objectives that aim to reduce poverty and inequalities, contributing to social and economic development, to the defense of ecosystems and to combat climate change.



\*<https://www.un.org/sustainabledevelopment/>


# SUSTAINABLE DEVELOPMENT GOALS

**17 PARTNERSHIPS FOR THE GOALS**

**PARTNERSHIPS FOR THE GOALS.** Strengthen the means of implementation and revitalize the global partnership for sustainable development.



**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**



QUESTIONS ANSWERED: 19/19      GENERAL SCORE: 32.9%

Company: [Progress bar: ~15%]

Country: [Progress bar: ~10%]


Sector: [Progress bar: ~10%]

Dimension: [Progress bar: ~10%]

0      100

**INDUSTRY, INNOVATION AND INFRASTRUCTURE.** Learn what your business can do to promote sustainable industrialization such as enhancing research and development efforts aligned with sustainable development priorities.

**10 REDUCED INEQUALITIES**



QUESTIONS ANSWERED: 27/27      GENERAL SCORE: 40.3%

Company: [Progress bar: ~15%]

Country: [Progress bar: ~10%]


Sector: [Progress bar: ~10%]

Dimension: [Progress bar: ~10%]

0      100

**REDUCED INEQUALITIES.** Learn how your business can reduce inequalities, such as by paying a living wage, employing non-discrimination practices in the workplace, and creating an inclusive work environment.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**



QUESTIONS ANSWERED: 17/17      GENERAL SCORE: 41.7%

Company: [Progress bar: ~15%]

Country: [Progress bar: ~10%]


Sector: [Progress bar: ~10%]

Dimension: [Progress bar: ~10%]

0      100

**RESPONSIBLE CONSUMPTION AND PRODUCTION.** Learn what your business can do to maintain responsible consumption and production, such as adopting circular economy principles and assessing supplier impact on resource consumption.

**13 CLIMATE ACTION**



QUESTIONS ANSWERED: 24/24      GENERAL SCORE: 22.4%

Company: [Progress bar: ~10%]

Country: [Progress bar: ~10%]

Sector: [Progress bar: ~10%]

Dimension: [Progress bar: ~10%]

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**CLIMATE ACTION.** Learn what your business can do in regards to climate action, such as employing climate risk assessments, and adopting climate change governance.





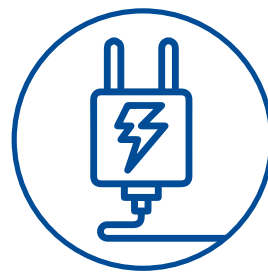
# Stakeholder and analysis aspects

After analyzing our social and environmental impact, we asked our stakeholders which aspects they valued more.

Together with our CLIENTS, SUPPLIERS, EMPLOYEES AND COMMUNITY FOCUSED PARTNERS, we identified which aspects to focus on, so that we could maintain steady and constant improvement.



**WATER  
USAGE**



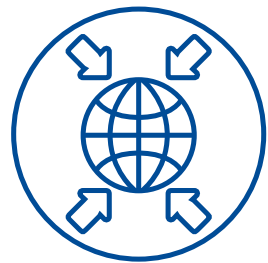
**ENERGY USAGE  
AND CO<sub>2</sub> EMISSION**



**EMPLOYEE  
CARE**



**CLEAR  
COMMUNICATION**



**SOCIAL  
IMPACT**



**R&D  
AND INNOVATION**



**HAZARDOUS WASTE  
MANAGEMENT**

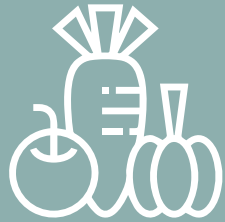


**SUSTAINABLE  
CONSUMPTION**

We are always open to new challenges, and with stakeholders, we focus on new goals each year.

We are committed to understanding our supply chain, evaluating its impact and making sure that it is as **sustainable and ethical as possible**.

# Our collaborators



In accordance with some local farmers, each week **we receive fresh fruit and vegetables** at our headquarters.



We take great care **to wash our employees' uniforms.**



A **break room** is available for our staff, where they can have coffee or other hot beverages for free during their break.



Each month **we celebrate our employees' birthdays**, while during the year **we plan various social gatherings.**



**We all have lunch together in our canteen.** This is the perfect environment to exchange feedback and ideas between managers, office and plant staff.



In 2020 3 men and 3 women went on **parental leave** with a 83% rate of return.

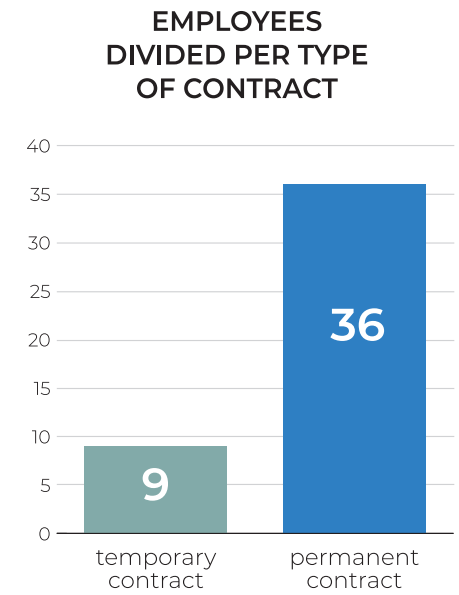
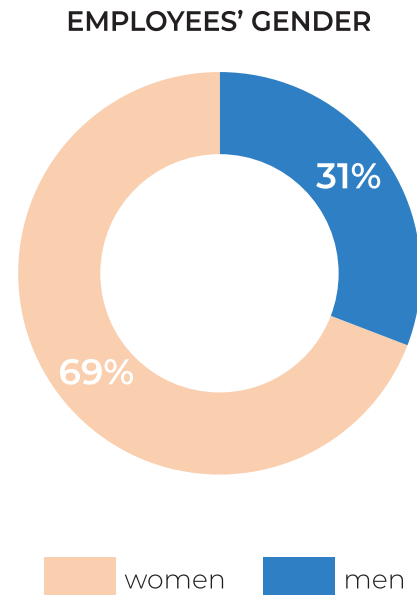
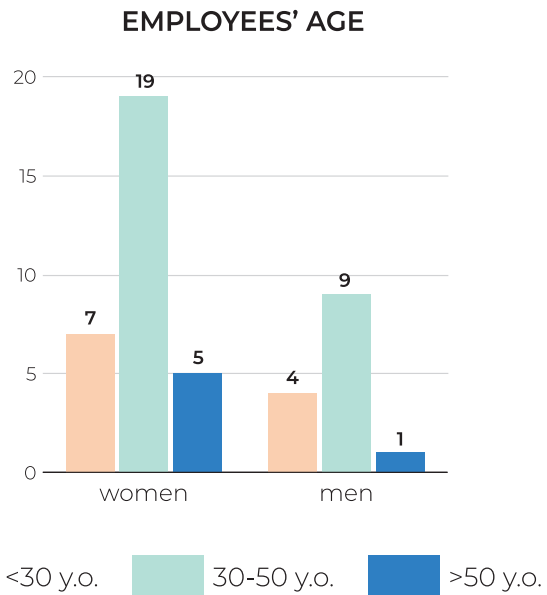


In 2019 we introduced the **redistribution of profits**: a third is capitalised, a third is split with the partners, a third is shared with the employees as a bonus.



**Our biggest hope is that our collaborators are happy both at work and outside of it.** That's why we endeavour to close our offices at 5.30 pm everyday. In this way we can all have time to spend with our loved ones.

# Our collaborators



# 45

## FULL TIME EMPLOYEES

of which 69% are women and 31% are men, with an age average that goes below 40 years old\*.

# 15

## EMPLOYEES WITH AN AGENT CONTRACT

employed in 2020 through a job agency (this number varies during the year).

Part of these collaborators have been employed by our company at the end of their contracts.

# +258€

(ON AVERAGE)\*\*  
ON WOMEN'S SALARIES

# +203€

(ON AVERAGE)\*\*  
ON MEN'S SALARIES

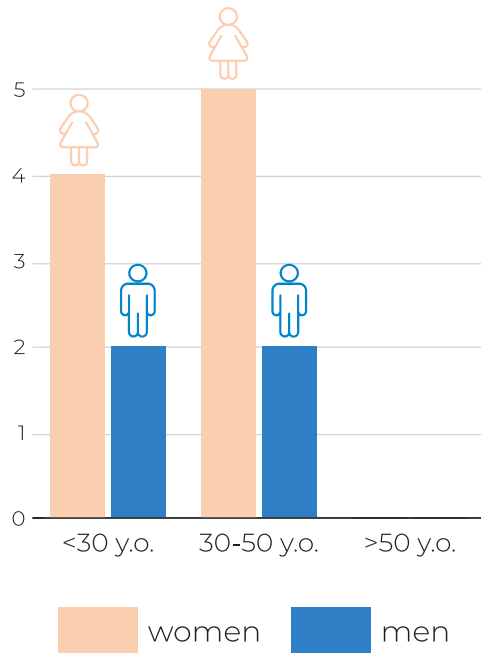
\*All Reynaldi employees and all our collaborators with an agent contract are paid accordingly to the chemical industries' collective labour agreement and belong to the company's trade union.

\*\* The salary is aligned with the professional level.

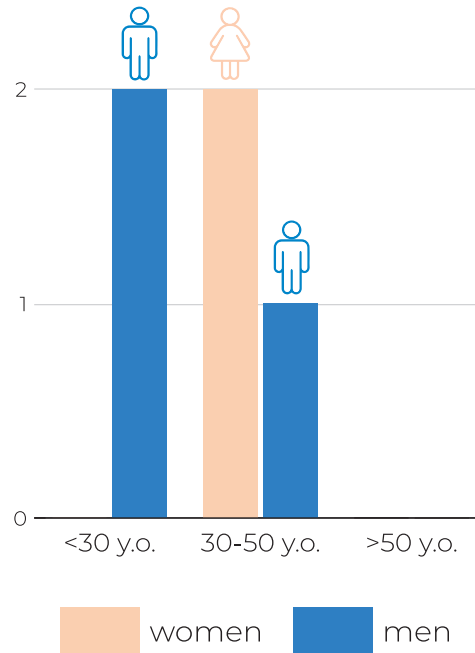
# Our collaborators



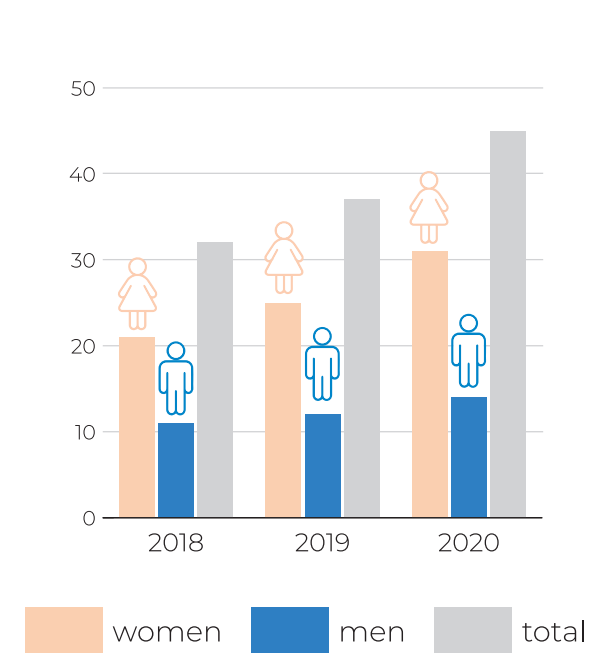
INCOMING TURNOVER



EXITING TURNOVER



OUR STAFF THROUGH THE YEARS



During these years, the number of employees steadily increased. In 2020 **our recruitment rate was 19% and our turnover rate 14%.**



Safety is our number one priority. All the activities and the company areas are covered by a safety system, which is based on each professional figure related risks, both for employees and visitors.

The people responsible for health and safety are: the Health and Safety Manager (external institution) and the Workers' Safety Representative, which is our company's collaborator. In the past five years there were no work related injuries or deaths.

Due to the extraordinary nature of the Covid-19 pandemic, in 2020 we implemented extraordinary safety measures. We enabled those who didn't feel comfortable coming to work, to switch to smart-working, or authorised leave. Nevertheless, we happily noticed how every employee collaborated, so we could overcome this moment of adversity together.

# Our awards

In September, the company received the **Honorary Mention for the “Chiave a Stella” prize**, in the 3 million euros revenue category.

2011

2011

In the spring of 2011, Dottoressa Reynaldi received the **Bogianen Award 2010**, given by the Turin Chamber of Commerce to the citizens who distinguished themselves **for being outstandingly driven and passionate about their business**, and who contributes to progress and the growth of the community, aware that change is something that starts from each one of us.

Reynaldi Srl participates at the **Global Access program by UCLA University**. Each year 54 outstanding companies are selected and have access to a **deep analysis of their foreign market of interest**.

2014

2012

In 2012 we got **the title of Innovational Company of the Year by the Turin Chamber of Commerce**. Being innovational is our goal: products development, production line's efficiency and research are what we focus more on.

In 2017 **IMProve Academy attests an innovative performance equal to 64%** compared to the value equal to 51% recorded by the European companies chosen as benchmarks of the same class and size.

2017

2016

Reynaldi srl gets chosen by **Art of Excellence**, a project that **recognizes companies which are able to make their products “works of art”**, by dedicating their time and expertise to them, like an artist with their masterpiece.

Already Civil Economy Ambassador, in 2020 **at the National Civil Economy Festival, Reynaldi srl won the “Entrepreneurs for Civil Economy” award**, due to the effort that the company dedicates towards **social and environmental topics**.

2020

2017

In December, Reynaldi srl wins **the Odisseo Award 2017 for outstanding management and performance in international markets**.



# Social initiatives



**OUR COMPANY'S SUCCESS ISN'T JUST OURS, BUT IT'S SHARED WITH THE COMMUNITY THAT WE WORK IN.**

That's why, over the years, we have created various projects in order to create tangible social impact.

All these projects aren't simple acts of charity: the groups that work with us are able to buy our products by **only covering the production costs**. With this strategy our work is still considered valuable, and they eventually become economically independent small businesses by profiting from the margin.

## Gruppo Abele

Since the end of 2015, we produce the cosmetic line *Amàla*, made with **natural ingredients grown on mafia ransomed land or in communities that welcome people in difficult life moments**, giving them a second chance. We also collaborate with different recovery communities that welcome young people with a past marked by different addictions, giving them support and new job opportunities.

## San Patrignano

In 2019 we started a business development project with the San Patrignano recovery community. The cosmetics production, made with raw materials sourced by the people of the community, is only the first step of this project. **The goal is to help them to create a productive centre that can sustain itself:** a cosmetic laboratory where they can learn a job and eventually find employment.



We also **support local initiatives by producing cosmetics with their raw materials**. These products are then sold by them in order to self-finance themselves.

**Dalla Stessa Parte DSP**  
**Cascina Caccia**  
**Associazione Pacefuturo onlus**  
**Fondazione F.A.R.O. onlus**

# Social initiatives



## Burkina Faso project

Since 2003, we have been involved in a project that focus on **sustaining the development of a small women-run shea butter business.**

With our support, **this small business is now our shea butter supplier, an ingredient that we buy at an european price** (which is 10 times higher than the local prices) and that we use for our line of products available in the italian market.

The project involved less than 10 women at the beginning, now 25 women work in this growing small business.

We also donate personal hygiene products, and, since the 2020 pandemic, hand sanitizer and sanitizing cleaning supplies to nonprofit territorial organizations.

Among others we provide:

**SERMIG**

**Casa OZ**

**Monastero di Bose** (*Bose Monastery*)

**Croce verde** (*Green Cross*)

**Mensa del povero di Sant'Alfonso**  
(*Sant'Alfonso soup kitchen*)



# Other initiatives



## OPEN DOORS FACTORY

Each year, **we open the door of our plant to our clients** (and also for the “You know...I’m just curious” people), and give tours of the production facility, **explaining the manufacturing process behind producing cosmetics.**

## SCHOOL VISITS

We collaborate with local schools and universities, organizing tours of our plant and offices. This is a simple but effective **way to understand how what is studied in school can be useful in day-to-day situations.**

## INTERNSHIPS AND SUMMER PROGRAMS

It’s important to use academic knowledge in hands-on situations: that’s why we organize projects with high schools and internships. **These activities make the students gain work experience and make us discover new perspectives.**

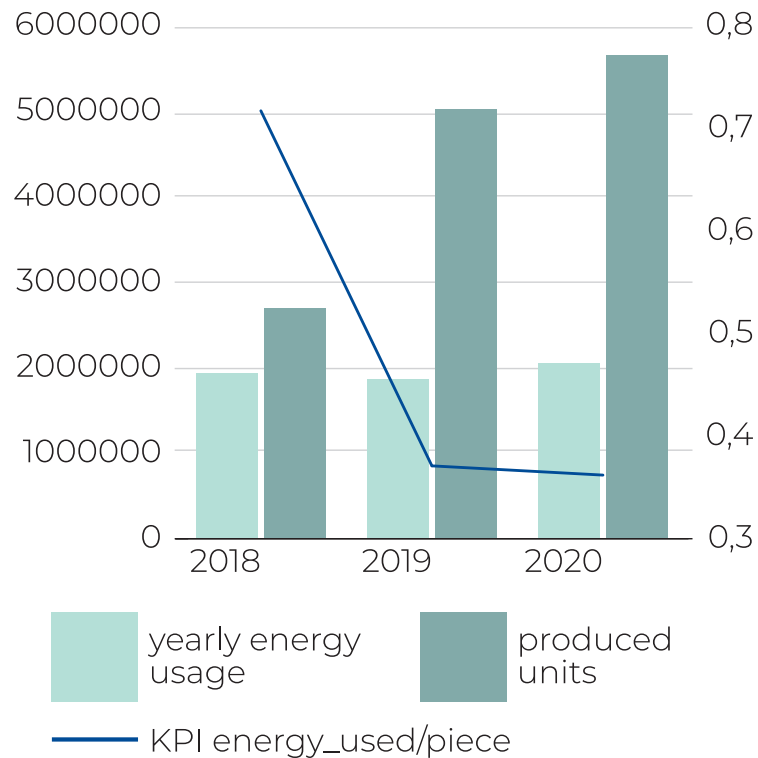
## LECTURES IN HIGH SCHOOLS AND UNIVERSITIES

Marco Piccolo, our CEO, often holds lectures on what it means to have a business that can also be great for the people and environment, **inspiring young people to be proactive towards change and their future.**

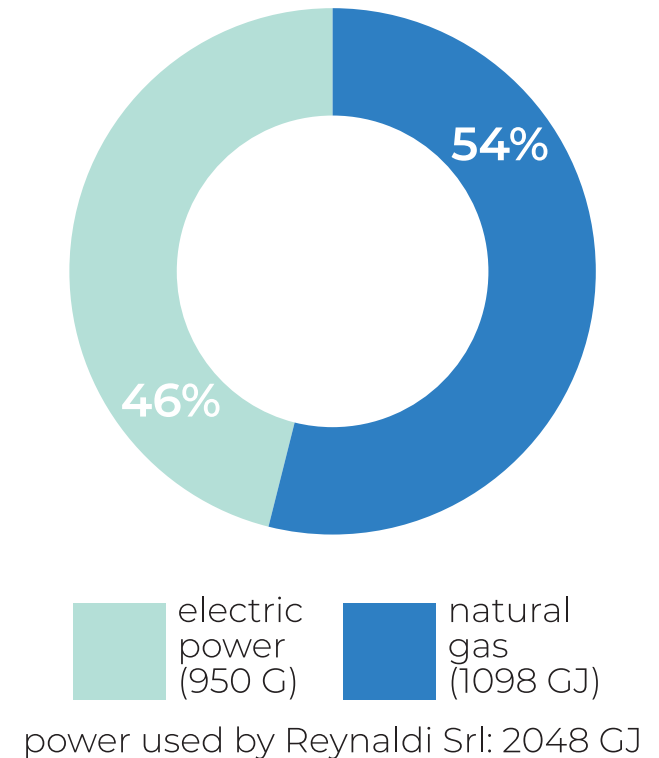
We are members of organizations like **Confindustria**, **Cosmetica Italia**, **Aidda** (Business women and CEOs Association) and **Aipec** (Entrepreneurs for a Communal Economy Association).

# Energy and emissions

ENERGY USAGE



TYPES OF ENERGY SOURCES USED



Since 2018 **we are trying to reduce our electric power consume:** we improved our plant infrastructure (ex. lighting, window fixtures) and our production (with Industria 4.0 system).

Due to the increasing production volumes, the production lines saturation made us **reduce the plant energetical impact** from 0,71 KJ per unit in 2018 to 0,36 KJ per piece in 2020.

We use energy from natural gas and electric sources.

Power from natural gas is used for heating while electric power is used for all other activities.

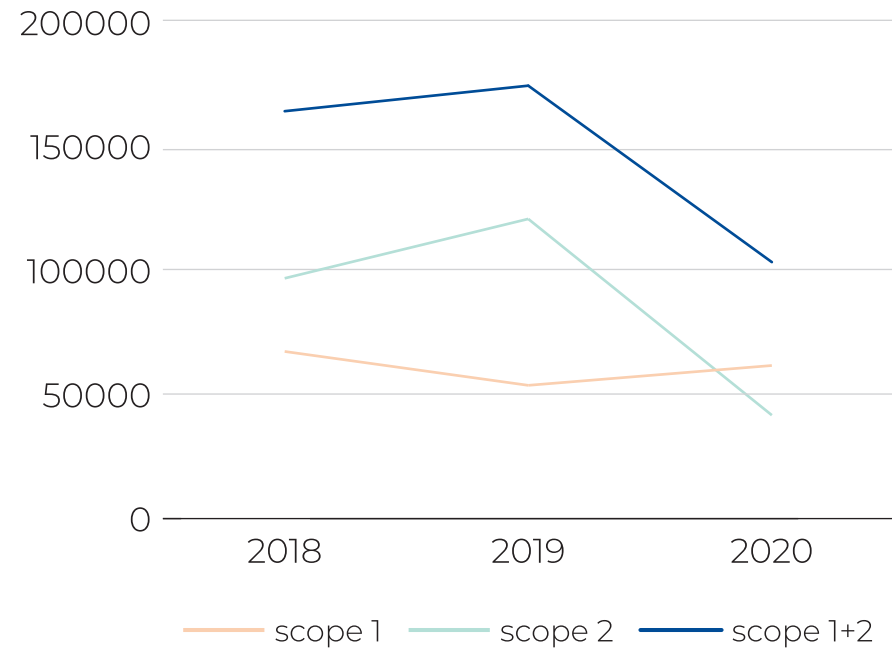


# Energy and emissions

In April 2020 we started an energetic transition in order to **convert our energy sources to exclusively renewable ones**, switching to electric power that comes from certified wind energy plants.

This is how we were able to **save more than 84 tons of CO2e**.

Also, in 2021 we are going to install **photovoltaic panels** in order to self-produce electric power.



		2018	2019	2020
Scope 1*	Heating	67,08	53,44	61,42
	Shipping to Dottorossa Reynaldi stores	0,27	0,27	0,27
Scope 2**	Energy	96,84	120,77	41,67
Scope 1+2	Total	164,19	174,46	103,36

In Tons of CO2e <https://www.rensmart.com/Calculators/KWH-to-CO2>

\*Greenhouse effect gas emissions from sources owned or controlled by the company and produced by its activity.

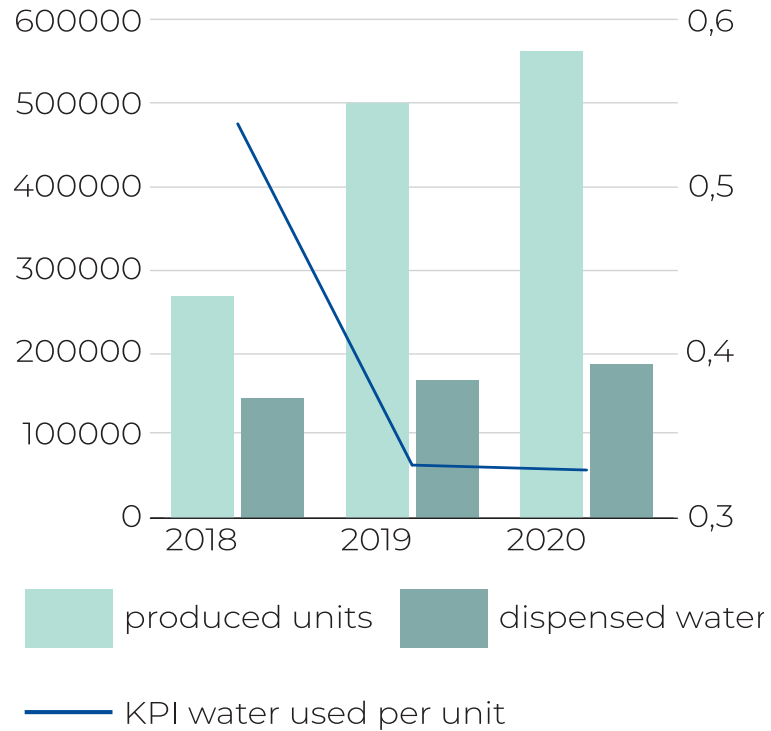
\*\*GHG indirect emissions, caused by the energy production bought by the company.





# Water

## WATER USAGE PER UNIT

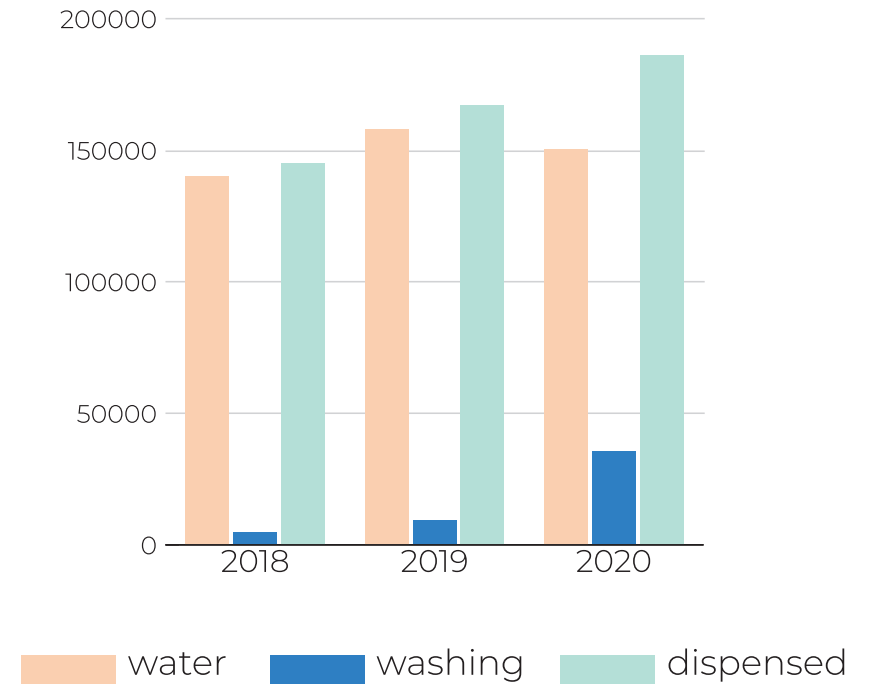


Our water is sourced by the Turin located firm SMAT and like in all cosmetic companies, it is used in 3 ways: as an **ingredient for our products, to heat up and cool down machines and to wash tools.**

The water used for cleaning purposes becomes 'special waste' and can't be reintroduced in nature after its usage. For its disposal, we rely on a specialized outside company.

In 2016 **we implemented a water filtering and saving closed-circuit system:** in this way we can reuse the water necessary for heating up and cooling down, bringing our consume levels to zero.

## TYPES OF WATERS



Thanks to these improvements and to the increasing production volumes, we went from a 0,053 liters water usage in 2018 to a 0,032 l usage: **a 37% decrease!**

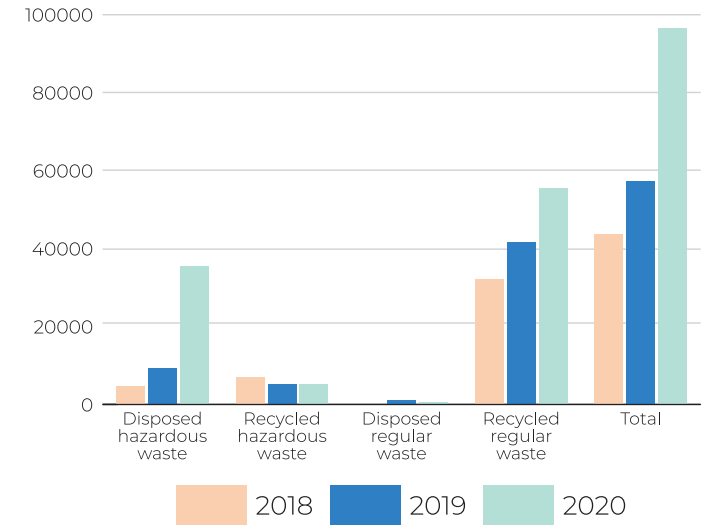
# Waste

**In our company recycling is a habit and a rule:** we recycle production scraps, coffee cups, packaging and more. Every production area and office has recycling bins.

Since 2020 we have created break-rooms, placed filtered-water dispensers, and given reusable water bottles to our employees in order to **discourage the use of plastic bottles**. Thanks to these changes we estimated to have saved one football field worth of plastic water bottles!

Unfortunately cosmetic production creates inevitable waste that can't be recycled but has to be disposed in a specific way in order to avoid strong damage to the environment.

Thanks to our collaborations with many specialized recycle and 'special waste' and disposal centers, **we are able to correctly recycle and dispose all our waste**, drastically reducing our environmental footprint.



	CER code	Description	2018		2019		2020	
			Disposed (kg)	Recycled (kg)	Disposed (kg)	Recycled (kg)	Disposed (kg)	Recycled (kg)
HAZARDOUS WASTE	150110	Packaging with a hazardous substance leftover or contamination	0	6940	0	5211	0	5180
	160504	Gas containers with pressure	0	0	0	83	0	0
	180103	Laboratory plates	0	0	0	9	0	53
	70601	Water based cleaning solutions	4760	0	9240	0	35600	0
REGULAR WASTE	160306	Expired cosmetics	0	0	1137	0	255	0
	170101	Concrete	0	0	0	1310	0	0
	150103	Wood packaging	0	2480	0	3750	0	15280
	150101	Paper and cardboard	0	15010	0	26500	0	31960
	150106	Mixed materials (plastic)	0	9070	0	8580	0	6590
	150104	Metal packaging	0	900	0	0	0	1560
	170405	Iron wreckage	0	1260	0	1400	0	0
	150107	Glass packaging	0	3340	0	0	0	0
	160216	Toner print cartridges	0	0	0	0	0	18

In 2020 we recycled 62% of our waste, reducing the percentage of not hazardous waste disposed to less than 0,5%. With the production increment, in the past few years also the amount cleaning solutions incremented, creating more hazardous waste.

# Methodological notes

This document is the first sustainability report edited by the company Reynaldi Srl Società Benefit.

This report covers the 2020 calendar year and our goal is to make this a yearly publication.

This report covers all Reynaldi's activities and locations: the plant in Via Torino 21/1, 10044 Pianezza TO, and our two stores in Corso Monte Cucco, 59, 10141 Torino TO and Via Antonio Gramsci, 10, 10123 Torino TO. All the information contained in this report was collected following the GRI Standards 2018, for the standards n.303, 403 and GRI Standards 2016 for all the remaining ones.

Datas were collected ex-post on consumes and yearly performances, while information regarding services supplied by external companies were requested directly to the suppliers.

The data-collection and reporting process was lead by the executive board and curated by the Sustainability director, in collaboration with the all the company sections

We also want to thank Chiara Russo, Federica Rota, Giuseppe Antonio Caramagna and Marco Pastore from the IPLabs Project by Polytechnic of Turin and Cottino Social Impact Campus, who helped us with this report.

This report has been prepared in accordance with the GRI Standards: Core option.

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

# GRI Index

## SERIES 100

article	description	page	comments
102.1	Name of the organization	1	
102.2	Activities, brands, products and services	6, 7	
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102.5	Ownership and legal form	27	
102.6	Markets served	9	
102.7	Scale of organisation	10; 17	
102.8	Information on employees and other workers	17	
102.9	Supply chain	9	
102.10	Significant changes to the organisation and its supply chain	N/A	
102.11	Precautionary Principle or Approach	N/A	
102.12	External initiatives	20-22	
102.13	Membership of Associations	22	
102.14	Statement from senior decision-maker	4-5	
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102.42	Identifying and selecting stakeholders	15	
102.43	Approach to stakeholder engagement	15	
102.44	Key topics and concerns raised	15	
102.45	Entities included in the consolidated financial statements	N/A	Not applicable, as our actions have no potential to cause serious damage to the environment.
102.46	Defining report content and topic	27	
102.47	List of material topics	15	
102.48	Restatements of information	N/A	This is the first report that conforms to GRI Standards.
102.49	Changes in reporting	N/A	This is the first report that conforms to GRI Standards.

article	description	page	comments
102.50	Reporting period	27	
102.51	Date of most recent report	N/A	This is the first report that conforms to GRI Standards.
102.52	Reporting cycle	27	
102.53	Contact point for questions regarding report	32	info@reynaldi.com
102.54	Claims of reporting in accordance with the GRI Standards	27	
102.55	GRI Content index	28-31	
102.56	External assurance	N/A	This report has not been reviewed externally.

## SERIES 200

article	description	page	comments
201.1	Direct economic value generated and distributed	10	
202.1	Market presence - Points A, C, D	N/A	All new hires receive the minimum contract wage collective or higher in the case of bargaining. The salary comes aligned to their level, but for the first year they take 90% of minimum of the collective agreement, without any gender difference.
	Market presence - Point B	17	
202.2	Market presence	N/A	100% of our managers who are at the top of our organization chart were employed by the local community (Provincia di Torino) and work both in store and at the plant.
204.1	Procurement practices	N/A	85% of our supply budget was spent with local suppliers (within 300km).

## SERIES 300

article	description	page	comments
302.1	Energy - a. c. e. f.	23	
	Energy - b. d. g.	N/A	We don't buy fuel from renewable sources and we don't sell it.
302.3	Energy	23	
302.4	Energy	23-24	
303.1	Water and Effluents	25	
303.3	Water and Effluents - a. d.	25	
	Water and Effluents - b. c.	N/A	All the water extracted is freshwater not sourced from drought stress areas.



article	description	page	comments
303.4	Water and Effluents - a. b. c.	N/P	Not relevant.
	Water and Effluents - d. e.	25	Not relevant.
303.5	Water and Effluents	25	
305	Emissions	24	
306.1	Waste	26	
306.2	Waste - a.	26	Recycling is compulsory and encouraged in this company. In 2020 we started a collaboration with a startup company that produces raw materials starting from food scraps.
	Waste - b. c.	N/A	Our waste is managed following the procedure that our provider adopts. Datas about our waste is given to us by them.
306.3	Waste	26	
306.4	Waste	26	
306.5	Waste	26	
307.1	Environmental Compliance	N/A	During the time that this report covers, it wasn't detected any non-compliance with the law and environmental regulation.

## SERIES 400

article	description	page	comments
401.1	Employment	18	
401.2	Employment	16	
401.3	Employment - Piont a. e.	16	
	Employment - Piont b. c. d. f.	N/A	3 men and 3 women went on parental leave, one of them didn't come back to work. Out return rate is 80%.
403.1	Occupational Health and Safety	N/A	Inside the company there is a health and safety management based on: Doc Val Rischì (documents), an health+ company+ health and prevention consultant. All the company's areas are covered by a safety system.
403.2	Occupational Health and Safety	N/A	The risks and possible dangers are assessed by external consultants and our internal managers.

article	description	page	comments
403.4	Occupational Health and Safety	N/A	There is an external safety officer (Head of the Prevention and Protection Service) and an internal one (Workers' Safety Representative).
403.6	Occupational Health and Safety	N/A	Documents concerning occupational health standards and the services of an occupational physician are available to all employees.
403.7	Occupational Health and Safety	N/A	We follow the law.
403.8	Occupational Health and Safety	N/A	All employees are covered by an audited occupational safety management system.
403.9	Occupational Health and Safety	18	
403.10	Occupational Health and Safety	18	
405.1	Diversity and equal opportunities	8, 17	
405.2	Diversity and equal opportunities	17, 27	
406.1	Non discrimination	N/A	0
413.1	Local communities	20-22	
413.2	Local communities	N/A	N/A
416.1	Customer health and safety	N/A	100%
416.2	Customer health and safety	N/A	No non-compliance with regulations and/or self-regulatory codes regarding the health and safety impacts of products and services was detected during the reporting period.
417.1	Marketing and Labeling	N/A	Information is requested about the safe use of products, product disposal and environmental and social impacts.
417.2	Marketing and Labeling	N/A	During the reporting period no non-compliance was detected regarding laws or self-regulatory codes about information and labelling of products and services.
417.3	Marketing and Labeling	N/A	During the reporting period no non-compliance was detected regarding laws or self-regulatory codes about marketing channels, including advertising, promotions and sponsorships.
418.1	Customer Privacy	N/A	No proven complaints were registered during the reporting period.
419.1	Socioeconomic compliance	N/A	During the reporting period no proved non-compliance was detected regarding laws or regulations.



**THANKS FOR THE ATTENTION**  
for information contact [info@reynaldi.it](mailto:info@reynaldi.it)

SOCIETÀ BENEFIT



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