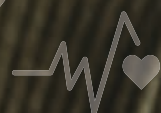


ESG Review 2021



Contact

If you have questions, or want to find the latest on our sustainability work including strategy, goals, standards and policies, feel free to keep in touch with **esg@barentz.it** - We appreciate your feedback.



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About this document

Purpose of this document is to communicate to our stakeholders our progress on Environmental, Social and Governance (ESG) themes, offering a true and comprehensive account of sustainability at Barentz Service.

There is an increasing pressure on companies from stakeholders - including investors and peers - to be more transparent on issues such as the impacts on supply chains and labour standards.

The information disclosed in our ESG reporting also serves as a progress update and follow-up on the implementation of the United Nations Global Compact's Ten Principles and this document is our intermediate stage toward a full sustainability

report planned to be published in 2022. Our sustainability report will be a further step of a Corporate Social Responsibility (CSR) program started some years ago including company values, human rights, ethical behaviour and fair operation practices and it will also lead to a better understanding the ESG issues that are material for both our stakeholders and us.

Reporting Criteria and Period

The reporting covers the period from the 1st of January 2021 to the 31st of December 2021.

Our reporting is based on the GRI Sustainability Reporting Standards 2016. We understood that a general revision of the standards took place in 2021 and we will assess and evaluate the changes during the next year, between the disclosures in the GRI Universal Standards 2016 and the GRI Universal Standards 2021 in order to be ready to adopt it by January 1st 2023.



About Us

Barentz Service, established in 2005, is active in the distribution and trading of products and ingredients for the Human Nutrition, Nutraceutical, Pharmaceutical and Specialty Chemicals Industries.

Headquartered in Paderno Dugnano (Milan) and with a turnover of 48 million Euros, the company employs 52 people and serves over 700 customers with over 900 items.

We are part of the Barentz Group, headquartered in the Netherlands, a leading global life science ingredients and specialty chemicals distributor operating in more than 60 countries with a strong presence in Europe, Asia, North America and a growing presence in Latin America.

We started our sustainability journey in 2014 with the signature of the Responsible Care initiative and our Corporate Social Responsibility (CSR) program has officially started in 2018. We are in the process to place sustainability at the center of our company values with the aim of contributing to the development of markets and communities as well as to the UN Sustainable Development Goals (SDGs).

Our customers are increasingly focused on CSR performance of their strategic suppliers, sustainability is a priority for them and they appreciate working with partners who share the same commitment. With a positive approach, we accepted the challenge and we chose to be assessed by EcoVadis one of the world's most recognized providers of business sustainability ratings. We have been awarded EcoVadis' Silver rating for the last three years.

In September 2021 we joined the UN Global Compact program because we clearly recognize that their principles align well with our core values, culture and the way we do business. By joining this initiative, we are not only fulfilling our commitments to our investors and society, but also seeking to further strengthen our corporate responsibility.

We will only meet our goals if we can engage our stakeholders in the journey, working together with our customers, suppliers, and partners.



IN NUMBERS



established
2005



turnover
€48m



employees
52



items
900+



customers
700+



SUSTAINABILITY JOURNEY



EcoVadis' Silver rating

One of the world's most recognized providers of business sustainability ratings

2014

We started our sustainability journey

2018

Corporate Social Responsibility (CSR) program

2021

We joined the UN Global Compact program

Integrated Management System



We control our operations and processes through our integrated management system which stipulates uniform standards for topics relating to quality, environmental protection, and health and safety. It is based on customer demands, our own sustainable business principles and both national and international standards.

Our management system is certified by an international certification organization to ensure its compliance with ISO 9001 and based on legal and market requirements we have implemented reputable management systems such as HACCP for food safety management.

We are member of the Roundtable of Sustainable Palm Oil (RSPO) a non-profit organization aiming to develop and implement global standards for sustainable palm oil and we are also a certified distributor of organic products.



A message from the CEO

Transparency towards our stakeholders is a fundamental principle that guides us in all our activities. This desire for transparency also translates into our decision to draft a review of our ESG activities for the first time – an intermediate stage towards a full Sustainability Report documenting our journey and reflecting our commitment through its business principles.

Our partnership heritage is firmly rooted in the belief that close collaboration is the only way to drive positive change and grow sustainably, at scale. We consider partnerships as integral part to our inclusive business model. We define partnerships as collaborations structured by agreements, contract, including joint deliverables and financial contributions. As partners, we contribute to strategy development, and we offer time and expertise to both our partners and customers. Partnerships are our highest level of collaboration.

Covid-19 has been the biggest crisis our country has faced in generations, and the greatest peacetime challenge in a century. It has disrupted our lives to an extent few predicted, separated friends and families, closed businesses and damaged livelihoods. We implemented extensive health measures across our sites to keep our people safe during the pandemic and I am deeply thankful to all our colleagues who have ensured our reliable service to our customers and partners.

This crisis also underlines the importance of keeping people “front and centre” as the true engine of the company, in its path to development and success, and in the belief that post-pandemic industrial development can only be built on the principles of economic, social and environmental sustainability.

This year also marks the acquisition and integration of our sister company Chemservice SpA. We are proud of our new extended family and together with our new Industrial Division colleagues look forward to serving our common customers and partners with an enhanced portfolio of solutions, always keeping sustainability at the very centre of our company values.

Oliver Fox ———○
CEO Barentz Service



Our Response to COVID-19

COVID-19 has woken up the whole world to the devastating impact of unrecognized biodiversity risk because it's now evident that the degradation of habitats may give to viruses the opportunity to jump from nature to humans.

In the past 18 months, Barentz Service found itself operating in an emergency situation caused by the Covid-19 pandemic and immediately strove to protect the wellbeing of its employees and all those who are part of our supply chain.

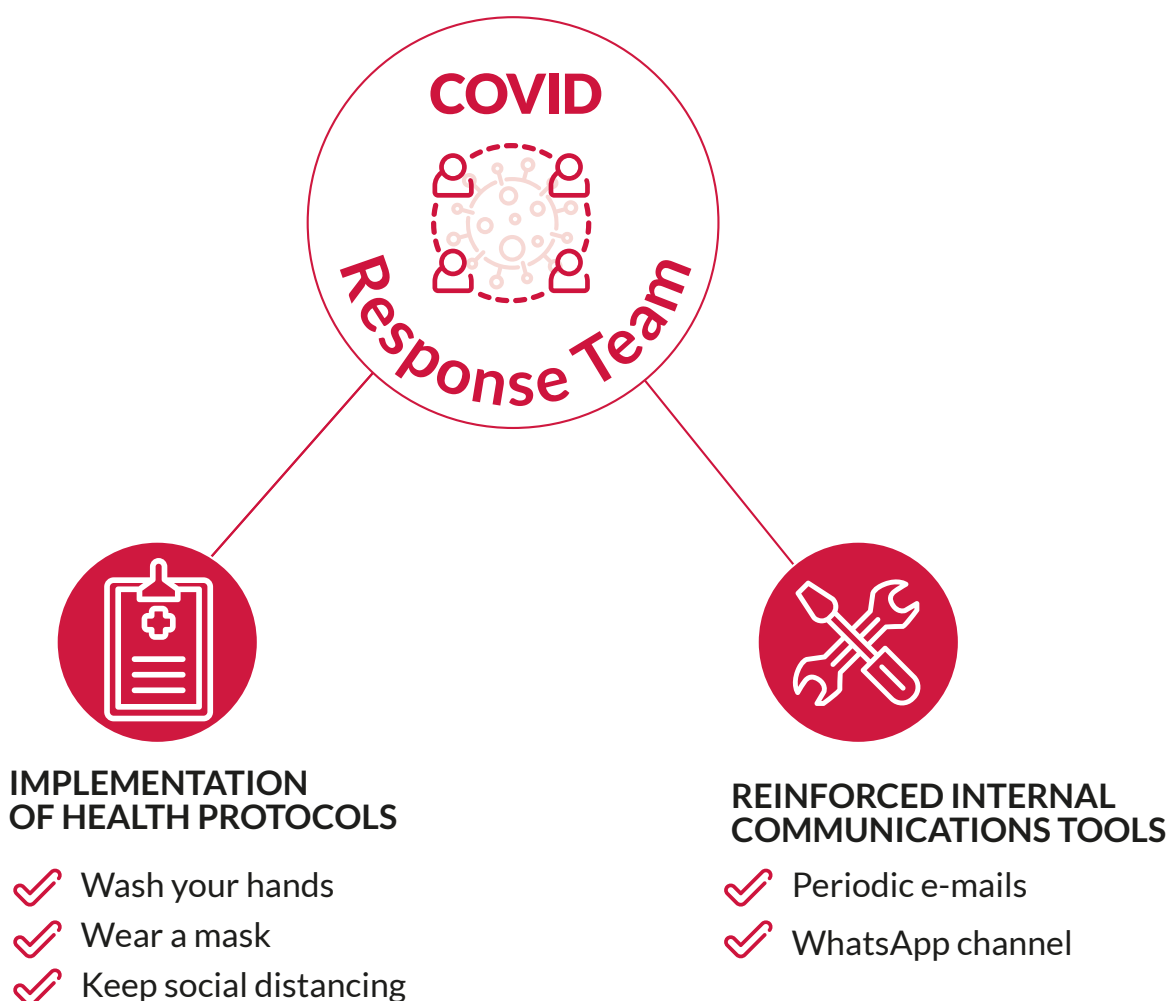
The COVID-19 pandemic has continued to impact all of us in 2021, driven deep organizational and societal change and increasing concern for individuals' livelihoods and mental health.

Through the supervision of our COVID Response Team, we monitored the implementation of health protocols and reinforced internal communications tools to react to the exceptional nature of the emergency situation using periodic e-mails and our dedicated WhatsApp channel to communicate

promptly with our people providing specific instructions to the entire company population centered on health and safety topics for managing the Covid-19 emergency.

The COVID-19 context has made our relationship with the communities where we operate even more important. **We played a critical role in supporting our colleagues and their families throughout this difficult period.**

A work-related stress assessment was carried out in September 2021 to evaluate and mitigate the effects of this extraordinary period on the mental health of our employee. The results were fully positive and despite no relevant risks were highlighted, some room for improvement was found.



Cybersecurity Threats and Business Continuity

The World Economic Forum 2021 Global Risks Report ranks cyber security failure as among the greatest non-environmental and social risks.

Through our business operations, we have access to significant amounts of data relating to products and services as well as to our customers and business partners. Ensuring confidentiality is therefore crucial. And in today's digital and interconnected world, the risk of data theft or leakage has risen, and information security is a key concern for every company.

During 2020 Barentz Service began a journey toward a structured risk management approach, which resulted in the adoption of a risk management system. The approach taken has involved focusing on the main risks that could undermine the pursuit of the Company's strategic objectives and actively engaging the top management and all the relevant subject

matter experts in identifying, analyzing and addressing the main risks for the business.

Cyber risk mitigation actions were part of the 2021 upgrade to our **Business Continuity** and **Disaster Recovery plan** which has included several initiatives aimed to safeguard data privacy and security such as dedicated training to raise the awareness among all the employees with a clear focus on the stringent requirements of the General Data Protection Regulation (GDPR) and a half-yearly newsletter on cybersecurity and data protection good practices.

**STRUCTURED RISK
MANAGEMENT APPROACH**

**cybersecurity
data protection good practices**





Our Values

In the early months of 2021 we officially launched and shared our seven core values.

Our people have been involved in a “Barentz Service Day” where the Leadership Team has introduced these core values and briefed the audience about the projects, the future development of the company and the ever-increasing importance of sustainability that has become a regular topic of discussion with employees, shareholders, suppliers, principals and customers.



Belonging

We are One Team!



Initiative

Dare!



Integrity

Do the right thing!



Professional growth

We develop your potential together.



Respect

Value your colleagues and what they do.



Responsibility

Be part of the solution.



Results orientation

Let's reach our goals together.



A photograph of several children's hands holding small green seedlings in brown, biodegradable pots. The background is blurred, showing more children and flowers. A semi-transparent dark red box with white text is overlaid on the center of the image.

SUSTAINABILITY APPROACH

Our Support to United Nations Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

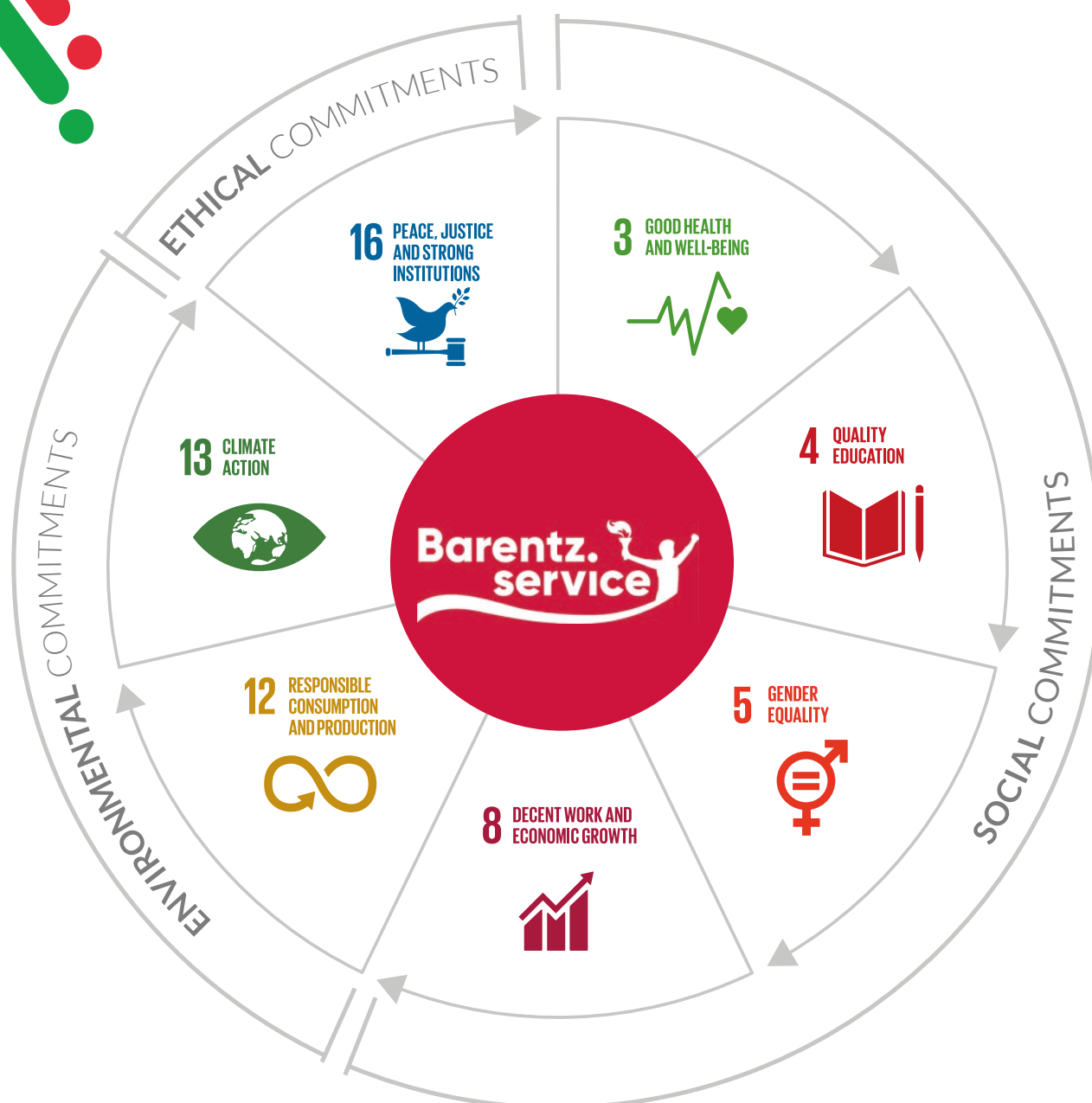
At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership.

Barentz Service has identified 7 Sustainable Development Goals on which it can have the most impact, through its operations or throughout the value chain and has embedded these goals in its ESG report.

These seven Goals were selected to promote a balance between social (3, 4, 5 and 8) environmental (12 and 13) and ethical (16) commitments, choosing goals that could be integrated within the business and applied to all stages of our value chain.



Barentz Service has identified 7 Sustainable Development Goals



Our ESG roadmap (the responsible way of doing things)

We have defined the focus on three pillars of our sustainable strategy where we believe we can make the difference.

- Invest in People.
- Fair Business Practices and Sustainable Procurement.
- Mitigate our Environmental Footprint.

This is aligned with the United Nations Sustainable Development Goals and supports our corporate objectives. It involves everyone in our supply chain and enables every colleague to make change happen. To implement this strategy, we requested inputs and feedbacks to ensure that our new ambitions are shaped by common ownership accountability from all stakeholders.





The integration of ESG ambitions requires a structured, transversal approach to awareness-raising and decision-making. At this regard, to oversee the execution of our agenda an **ESG Committee** has been established. The steering group includes the CEO, the CFO and the Head of Quality and Regulatory Affairs also acting as ESG advisor, meets periodically and is responsible for the development and execution of the ESG strategy whilst maintaining Barentz Service's leadership position and sustainability performance.

The **cooperation on ESG strategies with the Barentz Group** has substantially increased in 2021. A corporate multi-disciplinary ESG Steering Group is in place and we are actively taking part to regular weekly calls where experiences, good practices and common projects are shared.

At the same time the Barentz Group has launched an **ESG training portal** to raise attention to topics of our ESG agenda that could influence our processes and working methods and to publish policies, codes and procedures. Specific training opportunities are also offered via the portal.

It is essential to foster a culture where inappropriate behaviors at all levels are challenged and where all employees can freely communicate their concerns. Barentz Service is fully committed in the journey toward a crystal-clear transparency and a high level of business ethics. In this spirit, during 2021 we have transitioned from our local grievance mechanism to a **new 24/7 multilingual online whistleblower portal**. (<https://report.whistleb.com/en/barentz>)



A photograph of a person's hands working on a laptop at a wooden desk. The person is wearing an orange sweater. The background shows a window with blinds. A semi-transparent dark rectangle with white text is overlaid on the image.

PROGRESS AND PERFORMANCE

Invest in People



We take pride in investing in our human capital and being creators of talent for today and for the future, to ensure our responsibility to our employees and society and at the same time enabling learning, employability and adaptability in our ever-changing world.



Training opportunities

Our people are essential to our success and as learning organization we believe in providing opportunities for them to learn every day through training, challenging work assignments, feedback and career opportunities, building capabilities for the future and motivating the talents we need to develop and retain to achieve our common goals.

In the past year, our employees have participated in 1.569 hours of training with an annual average of over 30 hours of training per employee.

We are moving from traditional training opportunities to virtual platforms so our talents can be inspired to learn from anywhere. The courses delivered not only covered training in the management and technical areas, but also dealt with topics linked to the management of working relations in the context of the pandemic crisis, in order to help people cope better with the difficult period of lockdown and isolation.



Employee Engagement Survey

To assess the engagement, motivation and loyalty of our workforce - whilst ensuring full employee anonymity and confidentiality - we carried out our Employee Engagement Survey in September 2021. 96% of our employees took part and we are in the process to evaluate the outcome to plan

and implement the needed improvement actions. Our goal is to ensure that all our employees continue to stay motivated and consider Barentz Service to be the best place to work and realize their long-term professional ambitions.





Health, safety and wellbeing

Barentz Service's primary interest is the health, safety and wellbeing of its workers and all those who in various ways access the workplaces. A Health and Safety Policy has been adopted to apply and responsibly promote all the necessary measures for the protection of health and prevention.

Guided by this objective, since the beginning of the emergency, we have adopted various prevention measures.



The replacement of face-to-face meetings with virtual ones.



Cancellation of all business trips.



Increase in hygiene-health treatments.



Full information on the prevention methods implemented both within and outside the company.



Restyling of our offices

In the first months of 2021 in the light of recent returning employees to work we carried out a restyling of our offices in Paderno Dugnano redesigning elements of the workplace to safeguard the physical wellbeing of workers. Part of the existing air supply plant have been replaced with new air purification devices. CO₂ sensors have been installed as indoor climate plays a key role in health protection and the now

established link between Covid-19 transmission and poor indoor air quality.

At the same time some eco-friendly furniture have replaced the old ones and we will stay committed to prioritize sustainable eco-friendly solutions (such as low impact furniture and eco painting) even for future improvement of our premises.



Hybrid work

In advance of any legislative requirement and to govern the hybrid work modality an agreement with all our employees has been signed, allowing the workforce to better manage their work-life balance. Through this approach, we have also

been able to achieve a 79% reduction in our daily commute by decreasing our environmental impact, while mitigating the risk of home-to-work traffic accidents for our workforce.



Performance Review

A new Performance Review procedure to ensure a consistent approach to job performance and job expectations has been introduced aimed at recognizing and harnessing individual performance, as well as promoting professional and career growth. 100% of the people managers have been involved and trained.

Due to the size of our company a dedicated Human Resource manager is not present but to make sure that all the needs related to the improvement of the employee performance, professional skills

and functional competencies are captured, two members of the ESG Committee – the CEO and the CFO – are acting as HR champions.

In 2022, we will assess and define how many individuals in our organization will be assigned to our talent pool to feed future succession plans for managerial roles.

During 2021 we delivered a 28% increase in the number of women in managerial positions against a 2018 baseline.



Wellbeing program

We live in challenging and stressful times that are disruptive and changing the way we live. With the primary target to take care of ourselves and look out for each other, in addition to the work-related stress assessment and beyond the statutory

benefits, we have launched a wellbeing program that addresses the physical, mental, social and financial wellbeing of our colleagues to support them to feel positive, connected, confident and mindful, whether they work on site or from home.



Fair business practices

Our objective is to provide our customers with products that fully correspond to the highest quality and safety standards.

Promoting a culture of ethics and business integrity is essential to our way of doing business. We design our processes to communicate our values, operating every day with honesty, fairness and integrity.

We engage all our colleagues and suppliers on our Code of Conduct and related policies. Our objective is to provide our colleagues with all the information necessary to allow them to take the right decisions and further advance the highest standards of ethical behavior in our day-to-day activities.

In 2021 we have transitioned from our existing **Code of Ethics** (*Codice Etico*) to the newly published corporate Code of Conduct and we also took the chance to revamp our **Employee Handbook** (*Codice di Condotta Aziendale*) to align it to the new challenges posed from COVID pandemic and the approach to the “new normal” including the govern of hybrid work regime. Following the full review, we launched a training program in November to update workforce and since its launch 96,1% employees have completed the course.

Product stewardship is essential to everything we do. Our objective is to provide our customers with products that fully correspond to the highest quality and safety standards. We make sure that all our products are used, packaged, labeled, dispatched and disposed of in accordance with both local and EU legislation.

A Safety Data Sheet (SDS) is only required by law for some 39% of our products. We go beyond these requirements and compile these documents for all our sales items (except for food products such as cheese, chocolate or coffee) and not just for those classified as dangerous. Our authoring software allow us to create Safety Data Sheets faster ensuring compliance in all the languages of the countries we serve (currently Italian, English, French and German). A feature in our document management system will also allow us to distribute automatically and keep track of this document to our customers.

Our product safety and regulatory experts work closely with local and EU industry associations, to monitor the development of the regulatory requirements and future changes in legislations affecting our business and ensure that the product we distribute comply with the highest standards.

We make sure that all our products are used, packaged, labeled, dispatched and disposed of in accordance with both local and EU legislation.



Local and EU industry associations



AICE
Italian Association of Foreign Trade



Cosmetica Italia A
Association of cosmetic products manufacturers



AITA
Association for the Food Processing industry



CPA
Chemical Pharmaceutical Association



AssICC
Italian Association for Chemical Commerce



Federsalus
Association of health product manufacturers and distributors, part of EHPM

Sustainable Procurement



We request that our suppliers align with our **Sustainable Procurement Policy** as part of their commitment to operating in the most ethical, traceable and sustainable value chain.

This year we adopted a new **Supplier Code of Conduct** that is fully aligned with the document published by our parent company's ESG Committee. The document is in line with our procurement strategy and is designed to help clarify our expectations and engage our suppliers on a path of continuous improvement. As of the date of publication of this document, 202 suppliers have been involved and 62 have been committed.

We have also begun to assess the ESG readiness of our Principals and suppliers and an initial sustainability survey was conducted. 202 suppliers have been engaged and 67, representing 52.9% of our 2021 revenue contribution, have an ESG programme in place.

50 of our Principals and suppliers have already been assessed by external bodies such as Ecovadis, Sedex SMETA and Together for Sustainability (TfS).

Due to the nature of our business, our exposure to conflict minerals is indirect and extremely limited. We may potentially be exposed to these substances only with the business related to come kind of catalysts aimed to pharmaceutical industry. We conduct due diligence checks with the manufacturer to find out the origin of the relevant materials and ensure traceability.



We believe that by working in close cooperation with our principals and suppliers, we can make an even bigger impact on society and the planet.

Mitigate our environmental footprint



Conducting our business in a way that preserves the environment is essential for Barentz Service. We maintain strict environmental management practices at our facility following an internal environmental management system (EMS) supported by our integrated management system.



Reduce the waste produced

The waste we generate is mostly office, packaging and cafeteria waste. We are also working on action plans to reduce the waste produced as a result of our business activities. **Paper** consumption is surely a point where we can still improve significantly. For example, we have started to reuse cardboard boxes for sending out samples to our customers and we actively encourage employees to avoid unnecessary printing, collecting used paper for recycling.

To make sure to keep paper out of landfills and prevent cutting down new trees We are acting to ensure that 100% of our office paper reaches FSC chain of custody certification by 2022.

All business cards and complimentary calendar usually sent to Customers as Christmas present are already printed on FSC certified paper.

An improved working flow for order management archive (also known as "la Pratica") has contributed to the reduction of the amount of printed paper by 67%.

We're also working hard to control and reduce our zero waste-to-landfill target with a strict control on slow movers. At this regard a Slow-Moving monthly meeting is in place since 2020 to carefully monitor stock levels and to minimize the amount of waste in our operations related to expired products.

When **products** in our warehouses can no longer be sold due to quality or shelf-life issues, they are systematically sent to specialized waste management companies that can either recycle or give them a second use. A new internal procedure has been introduced to streamline this process and make sure that 100% of these kinds of products are managed in the correct way.

Single use **plastics** are banned in our cafeterias, meetings rooms and reception areas, a cold water filtration system to eliminate single-use water bottles has been installed.



Energy management

We are aware of climate risks and - despite being an office-only company - we have already put energy management on our ESG agenda as a topic to be addressed shortly. Therefore in 2022, we will start to assess how to identify material sources of emissions within our value chain, highlighting the categories we need to focus on to develop more robust calculation methodologies, and begin to define the policies we need to put in place to improve energy management and reduce energy consumption.

Mapping renewable energy supply opportunities will be one of our goals for the coming year. We aim to be able to move to 100% renewable energy by the end of 2022. Most of the lights in the office are already motion activated and we are moving forward in the process to switch totally to low energy LEDs.



Daily commuting

Our daily commuting has been reduced by 79% due to local COVID restrictions but also thanks to our agreement for hybrid/smart-working modality extended to all our employees. We expect this percentage to slightly decrease - due the gradual return to a new normal regime next year - but it will in any case remain substantial.



Promote vegetable protein

In support of the flexitarian trend, which is growing globally, we are widening our product portfolio to promote vegetable protein use preparing for a world with less meat consumption.



Palm Oil derivative products

Furthermore we are widening our product portfolio to promote and to make sure that the respect for nature and people is guaranteed across our supply chain we continue our effort in promoting the use of Roundtable on Sustainable Palm Oil (RSPO) products.

Being an active community member

Our donations were always focused on health and social projects.



We support Associazione Zenzero (<https://www.associazionezenzero.com/>) helping them to set up plastic collection and recycling centres in Africa. They give priority to female employment in their centers, as women play a central role in the community and its well-being. During their activities they develop environmental education practices to raise public awareness on the defense and respect of the territory.



We also choose to support Dynamo Camp (<https://www.dynamocamp.org/en/>), a charity committed to give a smile to special children and families who face the challenge of fighting serious and chronic illnesses each day.



After a year of the coronavirus crisis, even the wealthiest parts of Italy are seeing a sharp rise in poverty rates, that's why we have decided to continue for 2021 and 2022 to support our local communities through our donation to Opera San Francesco (<https://operasanfrancesco.it/> - website available in Italian only) a charity which provides food on a daily basis in Milan to people in need. To raise awareness of the global plastic issue we will organize an event in cooperation with Associazione Zenzero aimed at helping reduce pollution in the seas by collecting the plastic waste that accumulates in the environment. The goal is also to promote truly circular economic as well as consumption models centered on reducing, reusing and recycling waste.



A hand is holding a small, colorful globe of the world. The globe shows various countries and oceans in different colors. A semi-transparent dark blue rectangle is overlaid on the center of the globe, containing the text "GRI SUMMARY TABLES" in white, bold, sans-serif capital letters. The background is a solid red color.

GRI SUMMARY TABLES

GRI Content Index

The table below lists the indicators that are reported in this document. Each GRI indicator is cross referenced to the chapter or section of this report.

GRI Standard	Disclosure Title	Report section
GRI 102	General disclosures	
Organisational profile		
102-1	Name of the organisation	About Us
102-2	Activities, brands, products, and services	About Us
102-3	Location of headquarters	About Us
102-4	Location of operations	About Us
102-5	Ownership and legal form	About Us
102-6	Markets served	About Us
102-7	Scale of the organization	About Us
102-8	Information on employees and other workers	About Us; Key performance indicators
102-10	Significant changes to the organization and its supply chain	A message from the CEO, About Us
102-13	Membership of associations	Fair Business Practices
Strategy		
102-14	Statement from senior decision-maker	A message from the CEO
102-15	Key impacts, risks, and opportunities	2021 ESG Review
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Our values; Our ESG Roadmap
102-17	Mechanisms for advice and concerns about ethics	Our ESG Roadmap
Governance		
102-18	Governance structure	Our ESG Roadmap
Reporting practice		
102-46	Defining report content and topic Boundaries	About this document; GRI Index
102-49	Changes in reporting	Reporting Criteria and Period
102-50	Reporting period	Reporting Criteria and Period
102-51	Date of most recent report	Reporting Criteria and Period
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	esg@barentz.it
102-55	GRI content index	GRI Index
GRI 103	Management approach	
103-1	Explanation of the material topic and its Boundary	2021 ESG Review
103-2	The management approach and its components	2021 ESG Review
103-3	Evaluation of the management approach	2021 ESG Review
GRI 200	Economic standards	
201-1	Direct economic value generated and distributed	About us
203-2	Significant indirect economic impacts	Our response to COVID-19



GRI Standard	Disclosure Title	Report section
205-2	Communication and training on anti-corruption policies and procedures	Key Performance Indicators
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions for anti-competitive behavior, anti-trust, and monopoly practices
GRI 300	Environmental standards	
302-1	Energy consumption within the organization	Key Performance Indicators
303-5	Water consumption	Key Performance Indicators
305-1	Direct (Scope 1) GHG emissions	Key Performance Indicators
305-2	Energy indirect (Scope 2) GHG emissions	Key Performance Indicators
305-3	Other indirect (Scope 3) GHG emissions	Not measured in 2021
306-3	Waste generated	Key Performance Indicators
306-5	Waste directed to disposal	Key Performance Indicators
307-1	Non-compliance with environmental laws and regulations	No incidents of non-compliance with environmental laws and regulations
308-1	Percentage of new suppliers that were screened using environmental criteria	Sustainable Procurement
GRI 400	Social standards	
401-1	New employee hires and employee turnover	Key Performance Indicators
403-9	Work related injuries	Key Performance Indicators
404-2	Programs for upgrading employee skills and transition assistance programs	Invest in People
405-1	Diversity of governance bodies and employees	Invest in People
413-2	Operations with significant actual and potential negative impacts on local communities	No Operations with negative impact on local communities
414-1	New suppliers that were screened using social criteria	Sustainable Procurement
415-1	Political contributions	Barentz Service does not make any donations to political parties or groups
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance
419-1	Non-compliance with laws and regulations in the social and economic area	No issues of non-compliance with laws and regulations in the social and economic area.

Key Performance Indicators

Our ESG agenda is designed to evolve. Barentz Service's performances and the appropriateness of our ESG actions is monitored to identify area for improvement and – when needed – to define and implement corrective actions.

During 2021 we began a survey of our key stakeholders to identify the most important sustainability risks and opportunities for our business through two lenses, the importance of these risks and opportunities for our stakeholders and their impact on our business. The results led to an initial (Stage1) materiality analysis which was substantial as a basis for defining the contents of this **ESG Review 2021** which guides our strategy, our targets and communications with our stakeholders. To further improve the depth and thoroughness of our assessment, we cross-referenced our materiality analysis with the list of material aspects and priority criteria of the Sustainability Accounting Standards Board (SASB) Materiality Map®.

On the basis of the insights gained from in-depth interactions with our counterparts in the **Barentz International Corporate ESG Committee**, as further step toward a more comprehensive materiality analysis we will identify and finalize the medium-term objectives to keep monitored in order to ensure our ESG program will continue to progress.

ESG Pillar	GRI Standard	KPI	Unit of Measure	2021 result	SDG	Description	SDG Target
Invest in People	GRI 405-1	% of senior management positions held by women	%	28,6	5	Gender Equality	5.1
Invest in People	GRI 403-2	Number of workplace accidents with lost time	number	0	8	Decent Work and Economic Growth	8.8
Fair Business Practices and Sustainable Procurement	GRI 419-1	Number of material breaches of laws and regulations	number	0	16	Peace, Justice and Strong Institutions	16.3
Fair Business Practices and Sustainable Procurement	GRI 205-3	Number of material breaches of ethical behavior policies	number	0	16	Peace, Justice and Strong Institutions	16.5
Fair Business Practices and Sustainable Procurement	GRI 205-2	% of employees being trained in ethical behavior policies (code of conduct, anti-bribery, etc.)	%	100	16	Peace, Justice and Strong Institutions	16.5
Mitigate our environmental footprint	-	Percentage weight obsolete stock (31.12.2021): weight of products sold 2021	%	8,5	12	Responsible Consumption and Production	-
Mitigate our environmental footprint	GRI 307-1	Number of environmental incidents in external warehouses	number	0	16	Peace, Justice and Strong Institutions	16.3
Mitigate our environmental footprint	GRI 307-1	Number of environmental incidents during transportation	number	0	16	Peace, Justice and Strong Institutions	16.3
Invest in People	GRI 401-1	Total headcount on 31 st December	head count	52	8	Decent Work and Economic Growth	8.5+8.6
Invest in People	GRI 102-8	Total number of male employees on 31 st December	FTE	14	8	Decent Work and Economic Growth	8.5



ESG Pillar	GRI Standard	KPI	Unit of Measure	2021 result	SDG	Description	SDG Target
Invest in People	GRI 102-8	Total number of female employees on 31 st December	FTE	38	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 102-8	Total number of employees on permanent contracts on 31 st December	FTE	50	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 102-8	% of employees on permanent contracts on 31 st December	%	96	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 405-1	Number of male employees on 31 st December	FTE	14	5	Gender Equality	5.1
Invest in People	GRI 405-1	Number of female employees on 31 st December	FTE	38	5	Gender Equality	5.1
Invest in People	GRI 405-1	% of female employees on total number of employees on 31 st December	%	73,08	5	Gender Equality	5.1
Invest in People	GRI 405-1	% of male employees on total number of employees on 31 st December	%	26,92	5	Gender Equality	5.1
Invest in People	GRI 405-1	% of employees 29 years of age and below on 31 st December	%	9,61	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 405-1	% of employees between 30 and 39 years of age on 31 st December	%	26,92	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 405-1	% of employees between 40 and 49 years of age on 31 st December	%	25	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 405-1	% of employees between 50 and 59 years of age on 31 st December	%	28,85	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 405-1	% of employees 60 years of age and above on 31 st December	%	9,62	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 405-1	Number of men in the Leadership Team at year end	headcount	5	5+8	Gender Equality/ Decent Work and Economic Growth	5.5; 5.1; 8.5
Invest in People	GRI 405-1	Number of women in the Leadership Team at year end	headcount	2	5+8	Gender Equality/ Decent Work and Economic Growth	5.5; 5.1; 8.5
Invest in People	GRI 405-1	% of women in the Leadership Team at year end	%	28,5	5+8	Gender Equality/ Decent Work and Economic Growth	5.5; 5.1; 8.5
Invest in People	GRI 401-1	Number of employees hired during the reporting period	headcount	4	8	Decent Work and Economic Growth	8.5+8.6
Invest in People	GRI 401-1	Number of voluntary departures of employees during the reporting period	headcount	1	8	Decent Work and Economic Growth	8.5+8.6

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ESG Pillar	GRI Standard	KPI	Unit of Measure	2021 result	SDG	Description	SDG Target
Invest in People	GRI 401-1	Number of involuntary departures of employees during the reporting period	headcount	1	8	Decent Work and Economic Growth	8.5+8.6
Invest in People	GRI 401-2	% of vacation days taken at year end vs. holiday entitlement	%	92,58	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 404-3	Total number of internal promotions during the reporting period	number	1	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 404-3	Number of vacancies / open positions during the reporting period	number	3	8	Decent Work and Economic Growth	8.5
Invest in People	GRI 404-1	Number of employees who have attended at least one training during the reporting period	head count	52	4	Quality Education	4.3+4.4+4.5
Invest in People	GRI 404-1	Total number of training hours attended by employees during the reporting period	hours	1569	4	Quality Education	4.3+4.4+4.5
Invest in People	GRI 404-1	Average number of training hours by company employee during the reporting period	hours/ head count	1569/30	4	Quality Education	4.3+4.4+4.5
Invest in People	GRI 403-9-a	Number of workplace accidents with no lost time	number	0	3	Good Health and Well-being	3.6
Invest in People	GRI 403-9-a	Number of workplace accidents with lost time	number	0	3	Good Health and Well-being	3.6
Invest in People	GRI 403-9-a	Total number of lost days due to workplace accidents	days	0	3	Good Health and Well-being	3.6
Invest in People	GRI 403-9-a	Workplace accident frequency rate	%	0	3	Good Health and Well-being	3.6
Invest in People	GRI 403-9-a	Workplace accident severity rate	%	0	3	Good Health and Well-being	3.6
Invest in People	GRI 403-9-a	Rate of sickness	%	5,58	3	Good Health and Well-being	3.6
Fair Business Practices and Sustainable Procurement	GRI 205-2	Number of employees having participated in the annual online knowledge review on the Code of Conduct and ethical business behavior	number	50	16	Peace, Justice and Strong Institutions	16.5



ESG Pillar	GRI Standard	KPI	Unit of Measure	2021 result	SDG	Description	SDG Target
Fair Business Practices and Sustainable Procurement	GRI 205-2	Number of employees having successfully completed the annual online knowledge review on the Code of Conduct and ethical business behavior	number	50	16	Peace, Justice and Strong Institutions	16.5
Fair Business Practices and Sustainable Procurement	GRI 205-2	% of employees having successfully completed the annual online knowledge review on the Code of Conduct and ethical business behaviour	%	96,1	16	Peace, Justice and Strong Institutions	16.5
Mitigate our environmental footprint	GRI 302-1	Consumption of electricity	kWh	131.337	13	Climate Action	13.1
Mitigate our environmental footprint	GRI 302-1	Quantity of electricity from renewable sources	kWh	0	13	Climate Action	13.1
Mitigate our environmental footprint	GRI 302-1	Consumption of natural gas for buildings	kWh_PCS	97.482	13	Climate Action	13.1
Mitigate our environmental footprint	GRI 303-5-a	Total water consumption from all areas in megaliters	MI	0,167	6	Clean Water and Sanitation	6.4
Mitigate our environmental footprint	GRI 305-1	Total CO ₂ emissions Scope 1	tCO ₂	0	13	Climate Action	13.1
Mitigate our environmental footprint	GRI 305-2	Total CO ₂ emissions Scope 2	tCO ₂	101,9	13	Climate Action	13.1
Mitigate our environmental footprint	GRI 305-3	Total CO ₂ emissions Scope 3	tCO ₂	Not measured in 2021	13	Climate Action	13.1
Mitigate our environmental footprint	GRI 305-2	Total CO ₂ emissions (tCO ₂ e)	tCO ₂	101,9	13	Climate Action	13.1
Mitigate our environmental footprint	GRI 306-2	Weight of generated waste (hazardous & non-hazardous) in own warehouses	t	22,88	12	Responsible Consumption and Production	12.4+12.5
Mitigate our environmental footprint	GRI 306-2	Weight of total paper purchased	t	0,24	12	Responsible Consumption and Production	12.4
Mitigate our environmental footprint	GRI 306-2	% of recycled or certified paper purchased	%	50	12	Responsible Consumption and Production	12.4
Fair Business Practices and Sustainable Procurement	-	% of Suppliers and Principal with an ESG programme in place	%	33,1	-	-	-
Fair Business Practices and Sustainable Procurement	-	% of suppliers and principals that have signed our Supplier code of conduct	%	30,7	-	-	-
Fair Business Practices and Sustainable Procurement	-	% of turnover generated by ESG assessed Suppliers	%	52,9	-	-	-



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