



sustainability

REPORT

2021



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the **company** in **figures**



Producers of juices
and essential oils
of citrus fruits since
1926



Family-run
company in its **IV**
generation



17 cultivars



100% pure, natural
products



Citrus fruits of
Italian origin only



56 employees



28,000,000 €
turnover



150 products
served



0.23 kW h
energy consumed
to produce 1 litre of
juice



8.27 kW h
energy consumed
to produce 1 litre
of oil



Letter to the stakeholders



Alessandro



Rovena



Simona



Vilfredo

The company Simone Gatto was set up in 1926 thanks to the passion of its founder, Salvatore Gatto, a creative mastermind despite a non-specialist background in chemistry and related subjects. In keeping with an ancient tradition, he named the company after his father, Simone Gatto, a coal and hazelnut merchant, who was present at the act of incorporation.

With his extraordinary intuition, Salvatore passed on his passion to his son-in-law, Sandro Raymo, and together they embarked on the journey that has led the company to its current position, now in its fourth generation, under the banners of quality, legality, safety at work and food safety.

We have based all our ideas and activities on compliance with applicable standards and the production of safe, high-quality products, obtaining great results and appreciation from all stakeholders: our suppliers and customers, our employees, and the local community.

We decided for products that are exclusively 'made in Italy', sourcing our raw materials exclusively locally, from Sicily and Calabria, thus creating a reliable, sustainable and environmentally friendly supply chain.

From 2019, we have been strongly committed to the ambitious project of sustainability, starting with the certification of our sustainable agricultural supply chain through the Farm Sustainability Assessment platform, respecting and monitoring the full application of human rights, safeguarding the environment, assessing our ecological footprint, committing to the calculation of emissions in the supply chain and adhering to Science Based Targets by 2023.

By setting the example of our commitment, we aim to reach out more and more to all stakeholders and to reduce our CO2 footprint by 50%, as stipulated in Agenda 2030, by that date.

The publication of our first sustainability report in June 2022 is the starting point for all improvement measures we will be implementing in the coming months.

We have joined the UN Global Compact, pledging our commitment to the ten principles, and published our first Communication on Progress in 2022.

We achieved the Ecovadis bronze rating in 2019, silver in 2020, gold in 2021, and will be reassessed in June... and our ambition is to move up the precious metals ladder again!

The ISO 9001:2015 and BRC certifications have led us to dramatically improve our processes through the implementation and integration of requirements and increased awareness of their impact on the company's business.

These systems are disseminated and implemented on an ongoing basis, and have enabled us to achieve the highest third-party ratings.

In order to succeed in the dutiful endeavour to be in line with the 2030 Agenda and Net Zero 2050 goals, the entire world has focused its attention on the commitment to sustainability, and the big players made up of multinational companies are pushing the smaller ones to join them on the agreed path with a domino effect.

The entire food supply chain is central to the development of sustainability, encompassing sectors that have a significant bearing on the three pillars: people, planet, profit.

The Gatto Raymo family



Notes on the methods used

We feel responsible for our actions and are aware that all activities and relationships can impact sustainable development. We have reached a decision: we want our **impact** to be **positive**, and we want to make it public.

This year we will be presenting our **first sustainability report**, to demonstrate our commitment through a sustainable development plan and to make the information available to all stakeholders in a clear and transparent manner. We are committed to producing the sustainability report **annually**.

In drafting the report, we followed the reporting principles dictated by the **GRI - Global Reporting Initiative** standards, published in 2016 by the Global Reporting Initiative under the “in accordance - core” option. The GRI standards promote public reporting of sustainability actions through the use of indicators.

At the same time, we are guided by the action programme of the 17 **Sustainable Development Goals, SDGs**, signed in 2015 by the governments of the 193 UN member countries.

In this way, we are able to identify our significant impacts on the economy, the environment and society and to communicate these to all our **stakeholders** according to globally recognised standards.

The period analysed for the first review is 2021. For the indicators for which a comparison is of interest, the year 2020 was also considered.

The data presented for reporting purposes refer to our company, which is based solely in Italy.

For more details on objectives, indicators and results achieved or for comments on this document, please send a request to: info@simonegatto.com



the **company** profile

the **company**

We are an **Italian, family-run company founded in 1926**, the year in which **Salvatore Gatto** decided to set up Simone Gatto Srl, which we will refer to in the following as Simone Gatto and whose core business is the marketing of citrus fruit products.

In the 1960s, our Galati Marina plant started the industrialisation process that transformed us from a small factory in Barcellona Pozzo di Gotto, in Messina, Sicily, which focused on the manual extraction of essences, to a leading producer of **essential oils** and **citrus juices**, operating with modern and competitive criteria and structures.

Since 1988, our factory has been located in San Pier Niceto in the province of Messina, where we produce high quality, all-natural products from citrus fruits grown in Sicily and Calabria, thanks to our specialised personnel and state-of-the-art production equipment.

We produce and market more than **150 products** in **27 countries** around the world and place great emphasis on cultivating a sincere and long-lasting relationship with our customers, striving to achieve increasingly ambitious and challenging goals.







our mission

Simone Gatto is a supplier to, among others, the perfume industry, the flavouring industry, and supplies juices for beverages and food products in general, aromatherapy, pharmaceuticals and nutraceuticals.

Its goal is to preserve and develop natural products in line with the overwhelming demand of consumers.

High-end perfumes are the very embodiment of how essential oils can make successful fragrances unique!

Flavourings and food products are of higher quality if juices and essential oils of Sicilian and Calabrian origin are used, and aromatherapy is experiencing an unprecedented development also because of this.

Our mission is to guide our customers in the development of successful products, providing them with outstanding Sicilian and Calabrian produce without compromising quality...

the quality... of sustainability!

The strength of being united along the supply chain, of building together with the stakeholders the path towards sustainability is a due act of growth.

The contribution that each and every one of us can make is important: it shapes the way in which we participate and prepares everyone throughout the supply chain to face this challenge for evolution in the best possible way, to guarantee future generations a world that is rich in resources, while teaching them to respect and protect it.

We started out from afar, from a time when the focus was on the product to be offered to the customer, and over time we have understood how important it is for all involved to work together, for farmers to be listened to and guided, the importance of human resources, and customer focus. We have lived by these values since 1926, in an increasingly profound and wide-ranging manner, broadening our horizon that today places us in front of a great and noble commitment: in the coming years in fact, Simone Gatto will be working, among other things, towards the achievement of the 2030 Agenda goals and the equally impressive goal of zero net emissions by 2050.

the **sectors we serve**



Perfume industry



Aromatherapy



Cosmetics, pharmaceuticals



Flavourings



Ice cream and confectionery



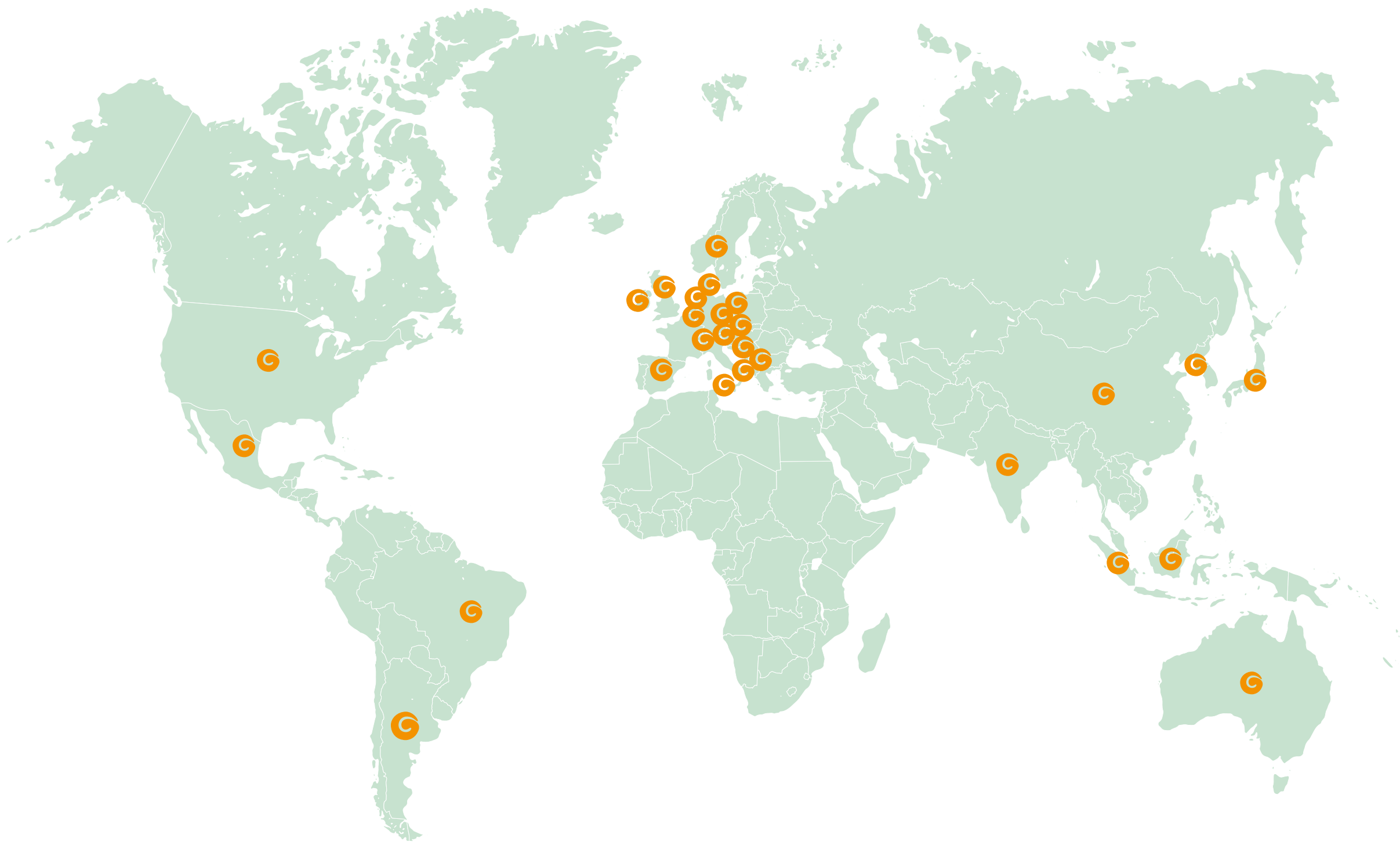
Food industry



Large-scale distribution and retail



the **markets reached**



focus on sustainability

our ten basic principles

- 1 Maintaining the reputation of the company.
- 2 Establishing relationships of trust with customers and suppliers.
- 3 Compliance with Italian and European regulations on food hygiene and safety.
- 4 Respect for employees.
- 5 Use of renewable energy sources and protection of the environment.
- 6 Respect for consumer rights.
- 7 Improvement of traceability.
- 8 Selection of suppliers competent in handling plants and raw materials.
- 9 Fair and guaranteed price for fruit suppliers.
- 10 Improvement of services for customers.



our path to sustainability

Simone Gatto is a leading company in the field of essential oils and citrus juices, which guarantees full compliance with national and European regulations on hygiene, food safety and workers' rights. Every day we strive to establish stable and lasting relationships with our customers and suppliers, forming an increasingly solid foundation for the future.

We have taken the first step towards the future by joining the UN Global Compact, thus launching our **path to sustainability**. Fulfilling the interests of those around us, the stakeholders, is our main goal: sustainability means acting without undermining the needs of future generations; sustainability means building a better future today for the generations to come. **Sustainability is everyone's present and future.**

We are well aware of where we come from and our history, but today we at Simone Gatto want to go beyond the business model of the past, where only profit counted. Today we want to combine profit with benefits for our community, for the future to come. In fact, we want our development to be sustainable and our business idea is focused on protecting the ecosystem and respecting people.

Ethical behaviour, sustainable development and respect for the environment form the basis of the company's policy with particular attention to the disposal of waste and sewage sludge for composting, the recycling of process water to protect groundwater, and the use of energy from renewable sources.

We share our sustainability journey with all stakeholders in order to strengthen our commitment to the path on which we embarked in 2019.



Cultivation of citrus fruits

The quality of the raw materials is guaranteed by the SAI certification, by means of inspections carried out both by qualified auditors commissioned by Simone Gatto, and by the certification body, Control Union, itself.



Human resources

People are central to our corporate culture. Respect for human rights and safety at work are key factors that we are committed to guaranteeing through regular training and the dissemination of our values.



Harvesting and transportation of the raw materials to the production facility

The fruit is hand-picked while the environmental impact of transportation is minimal as we source our supplies locally.



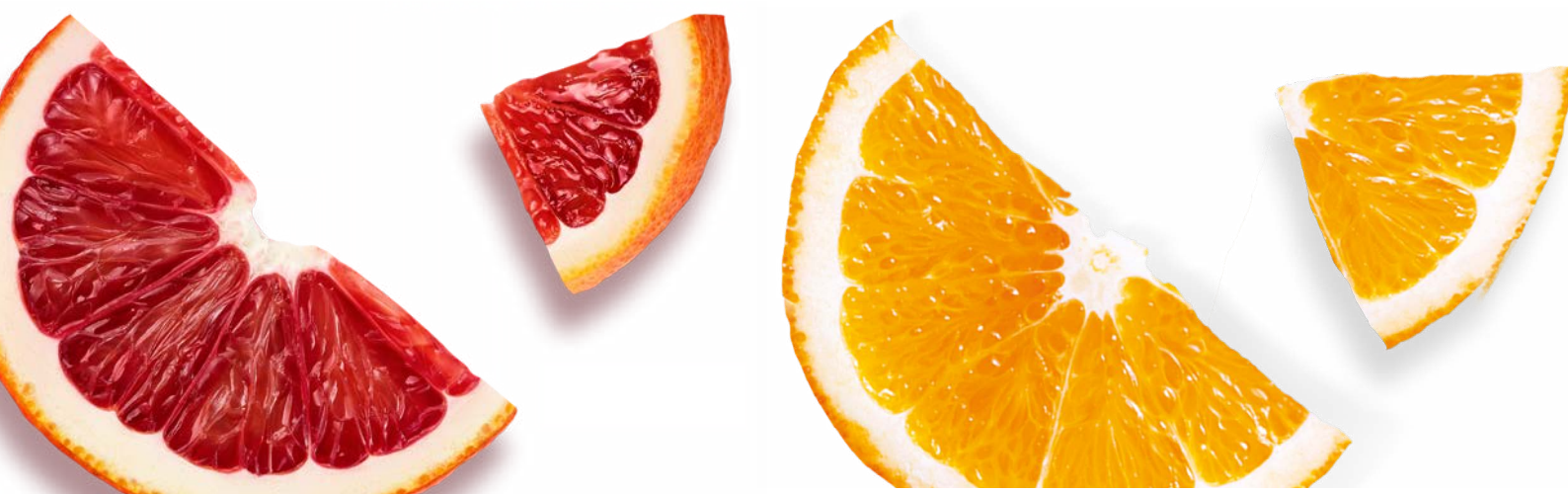
Customers

In the last two years, our customers have become very interested in sustainability aspects, in particular environmental protection, water saving and respect for human rights. We try to maintain an ongoing dialogue with our customers, which also allows us to develop and innovate our products.



Transformation phase

We are committed to doing more than merely complying with legal obligations. This is why we use exclusively green energy, controlled water from private wells and small amounts of water from municipal sources; we are committed to recycling water used in our processes and monitor atmospheric emissions.





the stakeholder

Our **stakeholders** form an integral part of our company activities. We work with them on a daily basis, support each other and strive for a common goal: continuous improvement.

We are committed to building an active and sincere **dialogue**, based on the **principles** of absolute **fairness**, **cooperation**, **loyalty** and **respect**.

Because each stakeholder is a vital part of our business, we work to bring them added value.

Suppliers: there is a strong bond of trust between us and their raw materials represent one of the success factors of our products.

Employees: we guarantee their professional and personal development.

Shareholders: a family-owned business for four generations.

Customers: they can count on the quality of our products, which has led to the establishment of a relationship based on trust, integrity and confidentiality.

Competitors: fair competition that stimulates innovation and constant improvement, class action.

Local community: we strive to build an open dialogue, listening to the needs and demands of the community.

Our local territory: we make the most of local resources.

Certification bodies: we work together with them to certify our commitment to sustainability.

End consumers: they appreciate our product as it is 100% natural and of a high quality.



the materiality matrix

During 2021, we initiated **our materiality analysis process**, in line with the GRI standards. This allowed us to:

- identify the social and environmental priorities to be included in our business strategy;
- measure the impact of sustainability actions on our ability to create value;
- assess the relevance of our commitment to the main stakeholders of our business activity.

This path involved several stages.

The first step involved an analysis of the company and its values using two tools: a rating procedure that allowed us to highlight our strengths and weaknesses in a 3P logic (Profit, People and Planet) and the business model canvas to visually map out what our value proposition is, what actions and partnerships allow us to create value, and finally how we transmit our products to customers.

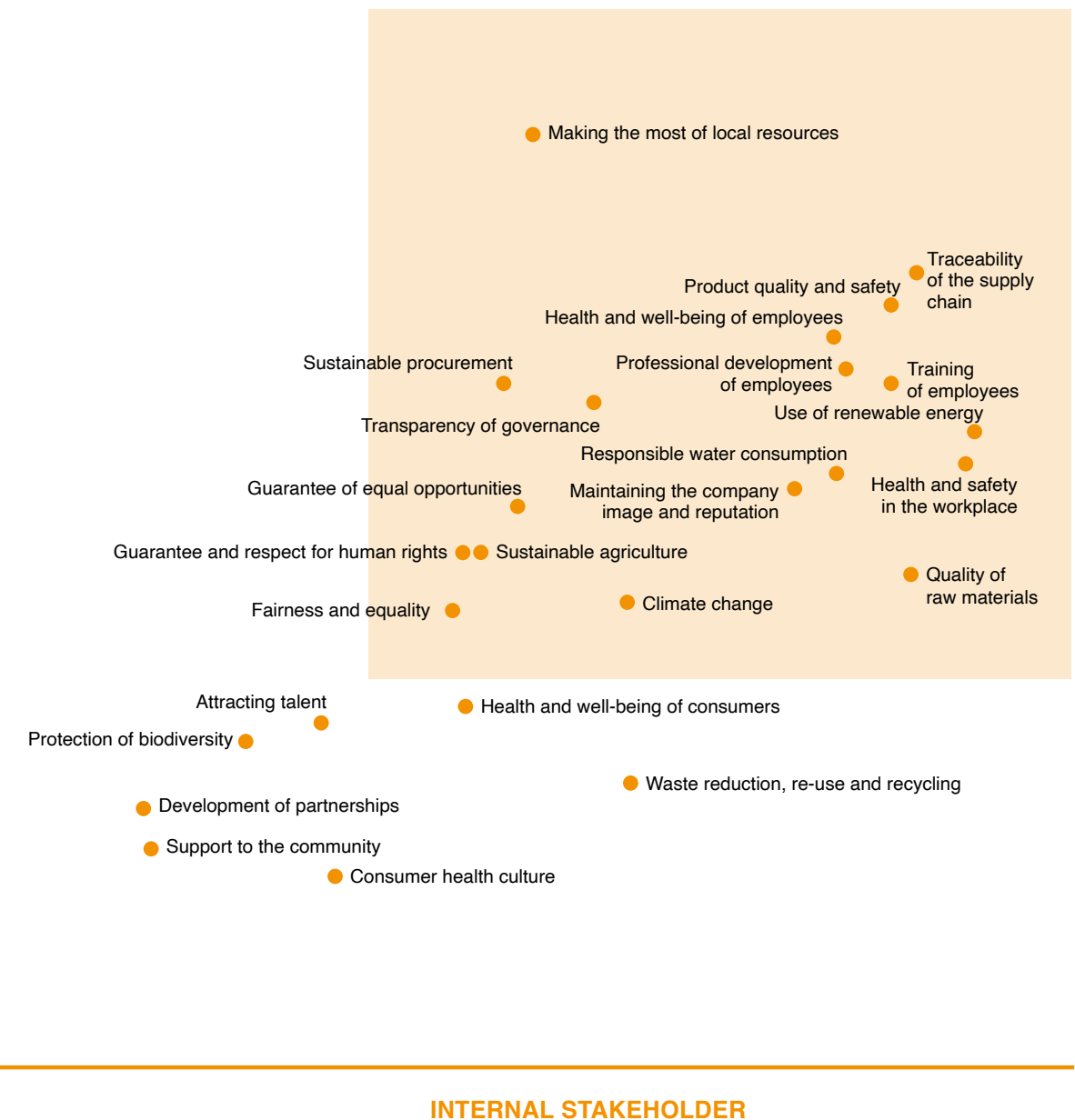
This was followed by an analysis of competitor companies to assess how the industry is moving on ESG (Environmental, Social and Governance) issues. Finally, we analysed which topics are perceived as important by our customers through the content of our websites and published sustainability reports.

Secondly, we actively involved both **internal** strategic **stakeholders** - employees and shareholders - and **external** stakeholders - suppliers and customers - through an online questionnaire in order to collect quantitative and qualitative feedback on the specific needs for each topic.

The engagement phase highlighted the **priority issues** for the people involved, in other words those activities that have an impact **on our company's economic, social and environmental performance** and an impact on our stakeholders' choices.

The **18 issues** that emerged as most significant for our business and our stakeholders are represented in the materiality matrix.

EXTERNAL STAKEHOLDERS



a supply chain of quality



our products

Our products are divided into **natural citrus juices** and **essential oils**, obtained through the processing of bergamots, lemons, mandarins, pink grapefruit, blood oranges and blond oranges.

Our essential oils are 100% pure and natural and are used in cosmetics, flavourings and the food industry, but they are particularly successful in the perfume industry, where they are used in the formulation of fragrances.

In addition, we recover by-products from the production process, such as peelings and biowaste, for use in biogas, biomass, animal feed and pectin production.

Our citrus juices have different characteristics depending on the market for which they are intended.

The **food sector** is served through our lines of natural or concentrated juices, pasteurised or non-pasteurised, clear or cloudy, preserved or frozen. These products have a high biological value derived from the intrinsic quality of citrus fruits.

For the **catering** and **ho.re.ca.** sector, on the other hand, we supply frozen unpasteurised natural juices in small packs (Tetra Rex or pouches). These juices are ideal for the preparation of ice cream, sorbets, slushies and cocktails as the absence of added sugars, preservatives, colouring agents or flavourings enhances their freshness and flavour.

For **consumption at home**, we have developed a line of 100 per cent natural juices in PET, in which there are no preservatives, colourings or added sugars, which are highly appreciated by the end consumer, especially in our country, given the health-promoting properties of the natural active ingredients of the citrus fruits that are carefully selected by us.





consumption at home

Blond Sicilian Orange, Blood Orange, Sicilian Lemon, Sicilian Mandarin, Calabrian Bergamot and Pink Grapefruit: six fragrant and tasty citrus fruits for six fresh, thirst-quenching juices rich in first-class nutrients, making them ideal at any age and at any time of day.





confectionery industry and catering



Blood orange



Mandarin



Lemon



Syracuse Lemon



Bergamot



Grapefruit



essential oils

Our citrus essential oils are extracted from selected citrus fruits ripened in the sun of Sicily and Calabria and harvested by hand.

The oil is extracted under cold pressure, using machines that pierce and press the rind of the fruit, guaranteeing a full yield. The resulting mixture of oil and water is then separated by centrifugation.

In addition to the untreated version of each essential oil, a colourless, molecular, concentrated version, free of terpenes or furocoumarins is also available.



quality as the primary objective

It is also important for us to promote a culture of sustainability through a **healthy** and **safe** product, produced without pesticides and harmful chemicals, without unnecessary antibiotics or phytochemicals and growth hormones.

Our products are an expression of the **quality** we want to convey to our customers: pure, completely natural juices and oils extracted from citrus fruits from certified crops of Sicilian and Calabrian origin.

At Simone Gatto, by product quality we mean rigorous control of the raw material, through analyses carried out during processing at accredited laboratories and inspections of the finished product.

Zero
incidents of non-compliance

Certifications



We are members of the following associations



SOCIÉTÉ FRANÇAISE DES PARFUMEURS



the **raw materials**

Our juices and oils are enhanced by the use of only the finest local ingredients. Due to the **richness and variety available to us locally**, we are able to **preserve our environment** while at the same time **keeping our consumers satisfied**.

This is because we source our raw materials only from Sicily and Calabria:

- oranges and mandarins come from both Sicily and Calabria;
- lemons come from Sicily;
- the bergamots and pink grapefruits come from Calabria.

We have cultivated a **relationship of more than 40 years** with our citrus producers and suppliers, which allows us to ensure the sustainability of our supply chain, low environmental impact, variety conformity, pesticide control and a fair price.

Our focus on raw material starts with a meticulous selection of farms in Sicily and Calabria. We source exclusively from **top-class producers** who adopt sustainable cultivation techniques and harvest the fruit by hand, constantly verifying the exclusive and minimal use of pesticides permitted by the EU.

The characteristics of our citrus fruits



High yield in
juice and oil



High content of
citric acid



Tasty
Juice



High Vitamin C
content



Unique oil
for perfume



Larger quantities
of components
that give the oil its
characteristics

the **areas of origin**





the **harvesting** **months, varieties** and the **areas where** **we source our citrus** **fruits**

Our citrus fruits are of the finest varieties, blessed with the outstanding organoleptic characteristics from the soil and climate that generated and ripened them.

We select blonde oranges, such as Valencia, Ovale and Washington Navel, all with juicy, sweet flesh, and red oranges, such as Moro, Sanguinello and Tarocco, authentic concentrates of taste and health.


Among the mandarins, unique for their fragrance and sweetness, apart from Havana, is the outstanding Tardivo di Ciaculli, while the most notable among the lemon cultivars are the Femminello and Zagara Bianca.


Bergamots are represented by their varieties, Femminello, Fantastico and Castagnaro.

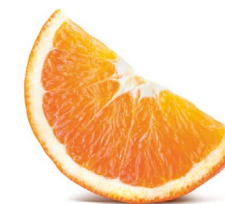


Red oranges

 January - May


 Moro, Tarocco, Sanguinello


 Sicily (Plain of Catania, Palagonia, Francofonte, Scordia)



Blond oranges

 May


 Mainly Valencia and Ovale


 Sicily (Ribera, Palermo, Syracuse)



Lemons


 September - July


 Femminello, Monachello, Zagara bianca

 Sicily (Syracuse, Avola and Acireale)



Mandarins


 December - March

 Avana, Tardivo di Ciaculli (Marzolo)


 Sicily (Palermo, Acireale)



Bergamots


 November - March

 Femminello, Fantastico, Castagnaro

 Calabria (province of Reggio Calabria: Melito, Bova Marina, Condofuri, Brancaleone)



Pink grapefruits

 February - March

 Star Ruby

 Calabria

our supply chain

Our suppliers are key partners for our company. With them we share ethical, social and environmental responsibility values.

This focus on our suppliers is reflected in our internal procedure PR 11 *Qualification and monitoring of suppliers of raw materials/products/services/processes*, which applies to all purchasing categories. This includes the necessary information for external suppliers to align with the company's requirements for supply.

We make use of the following types of supplies that influence the production process and the end product:

- Supplies of raw materials: citrus fruits,
- Supplies of ancillary materials: processing aids and packaging material,
- Supplies of services carried out as part of the production process (technical consultancy, transport services, pest-control, etc.),
- Process or part thereof supplied by external supplier.

We are committed to applying, throughout the supply chain, actions that are effective in managing aspects of environmental sustainability, social, economic impacts, and the encouragement of good governance practices. This allows us to safeguard **values in terms of ESG - Environmental, Social, Governance** - and then share them with all market players. Our decades-long relationships with our suppliers allow us to walk together on a path to **sustainable sourcing**. This path, which began in 2019, led us in January 2021 to the achievement of the **SAI supply chain sustainability certification** of 30% of our lemon and mandarin suppliers, 30% of our orange suppliers and 10% of our bergamot suppliers. This certification attests to the traceability of the product throughout the supply chain and guarantees the wholesomeness of the product.

With a view to continuous improvement, we have set ourselves the goal of reaching 40% next year, as a percentage of certified suppliers, including the orange and bergamot supply chain.

We would like to specify that 100 per cent of our suppliers are subjected to a questionnaire that assesses and monitors their environmental and social sustainability, taking into account the most risky aspects of the sector. In addition, 30% of the current number of suppliers are verified and certified by a third party. The main issues studied in the environmental field are water saving, energy saving, sparing and conscious use of plant protection products and all necessary precautions to protect the environment. Social assessments, on the other hand, cover child labour, forced labour, health and safety, freedom of association, discrimination, working hours and pay. In addition, all suppliers are made to sign a code of conduct, which is reviewed annually.

We are happy to say that none of our suppliers are critical according to the environmental and social parameters analysed during the assessment.

We guarantee our customers the **traceability of the supply chain** through our and our suppliers' application of European Regulation 178, which establishes the general principles and requirements of food legislation. The application is tested at least twice a year.

Transparency of the supply chain is an important aspect for us: in requests for quotations, purchase orders and contracts, all necessary information must be given so that the object of purchase and its characteristics can be unambiguously identified. Furthermore, in order to ensure traceability of the supply chain, we only issue purchase orders to suppliers previously qualified according to their category, with documentation proving the validity of this qualification. To this end, we have drawn up a supplier register that we review annually.



Our commitment environment

for the



For us, the **environment** is a **common resource** that benefits the entire community and future generations. This drives us to commit ourselves to its protection, through transparent management of our business activities and the use of appropriate technologies, with a view to sustainable development. In addition, we urge all our stakeholders to implement behaviour and practices that do not harm the environment.

In particular, we appeal to our employees: they are obliged to scrupulously comply with legal requirements and other directives on environmental protection and hygiene, and to maintain proper and vigilant behaviour at all times.




a precious asset: water

Water is a resource of fundamental importance to our company. It is used throughout the entire value chain: from washing the tanks that transport the product to the customer, to its use in all hygiene and sanitation processes within the company; for the consumption of staff and offices, as well as for the operation of processes and the irrigation of plantations.


For this reason, we are striving to raise the awareness of our co-workers to make **conscious use of this commodity**.

Simone Gatto is located in the catchment area of the Torrente Mela, on the Tyrrhenian side of the north-eastern part of the island, which covers a total area of 64.97 km² and stretches from the main watershed of the Peloritani Mountains to the Tyrrhenian coast, with a watercourse flowing between the towns of Caldera and Torretta.


The management of water resources is assisted by the partial recycling of process cooling water. The water used within the company is taken - according to self-determination by the Civil Engineers of Messina - from 8 boreholes owned by Simone Gatto and is then allocated, after being treated if necessary, to the various uses:




Cleaning of machinery and systems and washing of fruit sent for processing.
For this purpose, it is filtered and kept suitable for drinking by means of UV lamps.



Steam production.
For this use, after being sent to the cyclones, it is softened and/or demineralised.



Irrigation.



Cooling.
For this use it is not treated, as the water cools the fluids without coming into contact with them.

At the end of their production cycle, the water used in the company's processes is stored in a special collection tank and sent to the company's water purifier, as it is rich in organic material; once treated, it is fed into the consortium's sewage system, for a maximum volume estimated in the AUA (Single Environmental Authorisation) of approximately 60,000 cubic metres/year. These are regularised by IRSAP authorisation no. 246 of 12/12/2021.

The total annual withdrawal estimated at the AUA is approximately 112,000,000 litres. At the AUA, it was indicated that, of the total water obtained from drilling, approximately 54% is used in the company processes indicated above, while the remaining 46% is used for cooling. The excess cooling water is discharged into the sea through an artificial canal, adjacent to the plant, in accordance with authorisation no. 8022 of 23/06/2022 issued by the Municipality of S. P. Niceto, the latter is subject to the execution of semi-annual sampling of the water in question for the performance of chemical-bacterial-logical analyses.

For the definition of the standard methods of water sampling and discharge, we relied on a specialised **external consultant** who supported us in the activities to obtain the single environmental authorisation (in progress).

Water analyses are carried out according to law every **three to six months**. The effluents, after treatment in the in-house activated sludge purification plant, are fed into the IRSAP consortium collector.

Specifically, we have an internal monitoring plan for water destined to enter the company's processes, which provides for the performance of microbiological analyses every three months of the water entering and leaving the drinking water treatment plant, as well as a complete annual chemical analysis of the water entering the drinking water treatment plant, in accordance with Legislative Decree 31/2001. The plan also provides for semi-annual chemical analyses for water leaving the purification plant, before it is fed into the consortium sewage system.

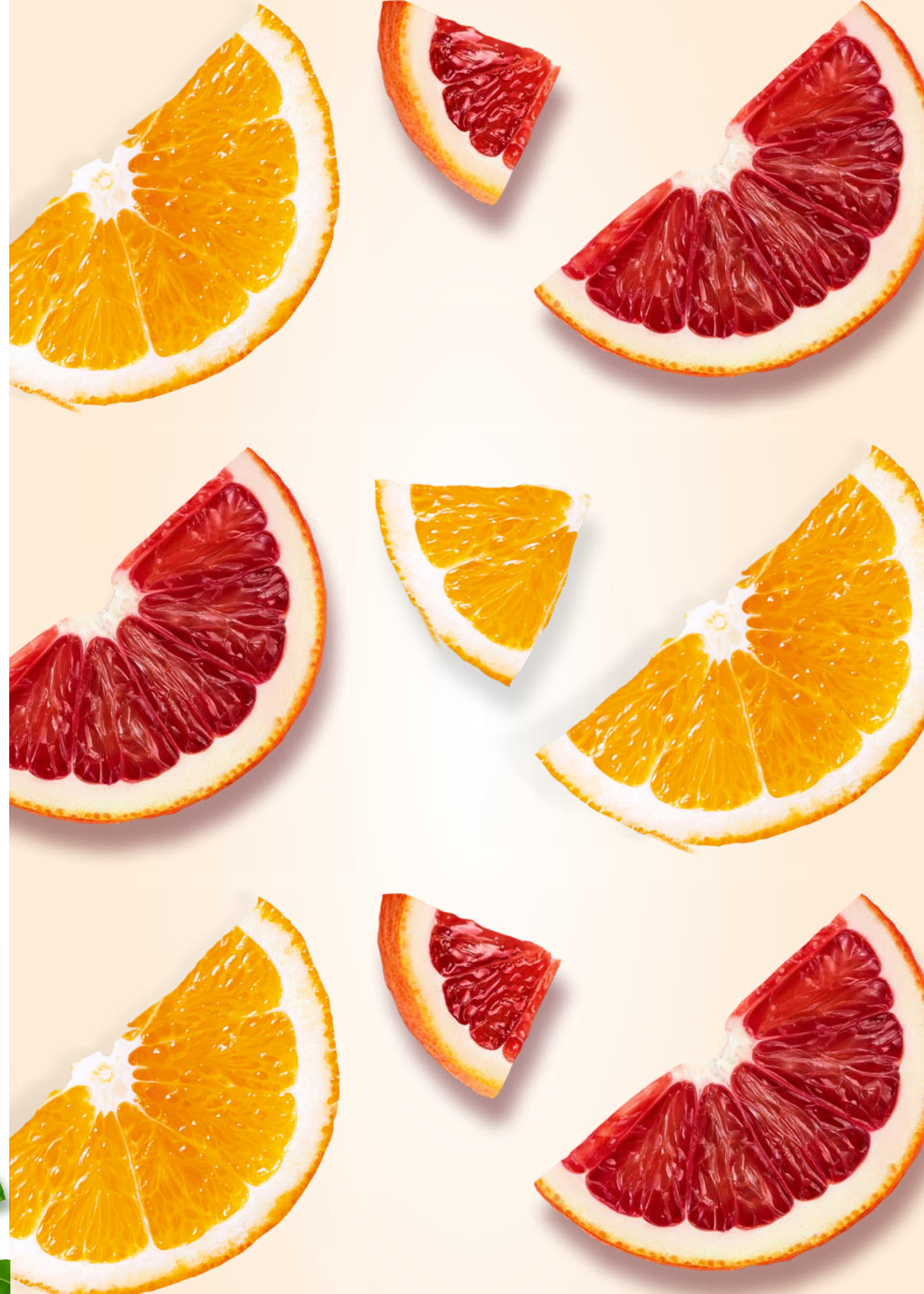
Finally, along the entire **supply chain**, we carry out checks to ensure proper water management. One of the basic requirements for sustainability certification of the supply chain concerns the management of water resources by our fruit suppliers. Analyses are therefore carried out, as well as actions for the saving and proper management of water resources in the plantations, such as the use of drip irrigation systems.

Recycling and re-use

We are very careful to manage and mitigate our impacts on water resources, and to this end we are implementing systems that allow us to **recycle** and **reuse** water within our production processes.

We have a modest impact on resources, as the production unit is located approximately 800 metres from the sea and the land on which the company stands is at sea level. Our approach is to recycle cooling water by collecting it and sending it to a cooling tower. This reduces the amount of water to be taken from the wells. It has been calculated that about 40,000 cubic metres per year are reused through this collection system.

We are also planning to install a confluence tank for all the pipes coming from the boreholes we own, so that we can install a magnetic flow meter and calculate the real consumption and plan all the necessary actions to reduce it.





energy and emissions

Our contribution to the environment is achieved through the care we take in choosing our energy suppliers. This is why we only purchase **100% renewable energy** from Enel Energia. Our commitment does not stop here, however: in fact, we are planning to build a **photovoltaic system** that will allow us to achieve greater goals in terms of energy efficiency.

Analysis of carbon emissions

We are aware that **climate change** represents one of the most important and urgent challenges for human development and is a real threat not only for the future, but also for the present. It is mainly due to the increase in anthropogenic greenhouse gases and involves **climate risks** that impact people's lives and businesses. Specifically, for the place where we operate, the main consequences that affect us are rising seas, caused by melting glaciers, leading to the erosion and disappearance of coastlines, and an increase in extreme weather phenomena that can damage crops.

Following the framework set by the **Paris Agreement** to keep average global temperature increases below 2°C compared to pre-industrial levels, we decided in 2021 to measure our total carbon footprint relative to 2020 to identify the impacts of our activities and areas where there is an opportunity to reduce our emissions. The calculation was performed using the international GHG Protocol, PAS 2050¹ and ISO 14067² standards.

¹ PAS 2050 and the GHG Protocol are technical specifications developed by the British Standards Institution (in the former case) and the World Resources Institute together with the World Business Council for Sustainable Development (in the latter) to make it easier for producers of goods and services to report on the CO₂ equivalent emissions of their products using LCA methodology.

² ISO 14067 was published in 2018 and defines the principles, requirements and guidelines for quantifying and reporting the product Carbon Footprint.



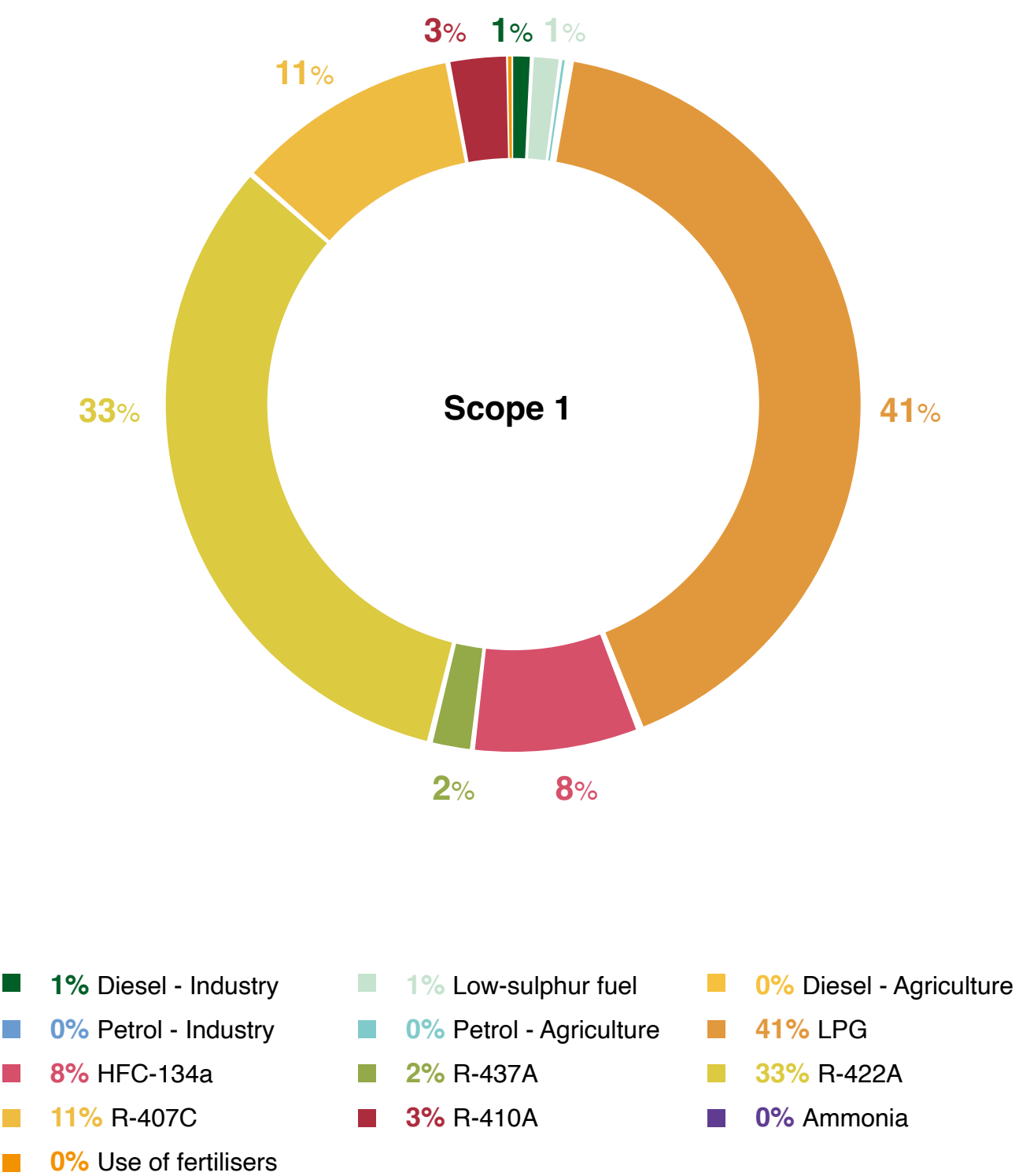
The carbon footprint is a parameter used to estimate an organisation's greenhouse gas emissions. To perform this calculation, emissions are considered on three levels:

- Direct emissions from the organisation, e.g. caused by heating, company cars or refrigerant gases - Scope 1
- Indirect emissions generated by third parties and resulting from the organisation's energy consumption for the production of electricity or heat - Scope 2
- Indirect emissions from the organisation's consumption of raw materials, third-party transport use, travel, waste, end-of-life of products sold, employee commuting - Scope 3

We at Simone Gatto have decided to measure ourselves by doing an analysis of Scope 1 and Scope 2 for the year 2020, with the goal of deepening the investigation with an analysis of Scope 3 by 2023.



Scope 1



Scope 1	tCO2e ³	%	tCO2	tCH4	tN2O
Diesel - Industry	26	1%	25	0.0	0.4
Low-sulphur fuel	37	1%	37	0.0	0.1
Diesel - Agriculture	6	0%	6	0.0	0.1
Petrol - Industry	0	0%	0	0.0	0.0
Petrol - Agriculture	1	0%	1	0.0	0.0
LPG	1137	41%	1135	0.9	0.7
HFC-134a	212	8%			
R-437A	54	2%			
R-422A	896	33%			
R-407C	291	11%			
R-410A	76	3%			
Ammonia	0	0%			
Use of fertilisers	4 ⁴	0%			
Total	2740		1205	1	1

Our main direct emissions come from the refrigerants used in production lines, which impact 49% of the Scope 1 total, and from LPG, which impacts 41%. The goal is continuous improvement, from 2022 we will evaluate the use of refrigerants with lower carbon emissions and alternatives to fossil fuels such as biogas.

³ The following emission factors were used to calculate Scope 1 emissions: Government conversion factors for company reporting of greenhouse gas emissions 2020, provided by BEIS (UK Department for Business, Energy & Industrial Strategy).

⁴ This number is likely to change as new guidelines for greenhouse gas calculations are planned for 2022.

Scope 2

We are proud to say that our Scope 2 emissions calculated using GHG market-based⁵ are zero. This result is guaranteed by our 100% renewable energy supply.

Energy

As an energy-intensive company, we constantly carry out energy analyses to monitor and reduce our consumption. Our improvements are small and steady. Following the first diagnosis in 2014, we replaced a boiler that uses low-sulphur fuel with an LPG boiler with a low energy consumption and reduced gaseous emissions. The second diagnosis carried out in 2019 resulted in the installation of a monitoring system for some macro areas. In addition, the replacement of all light bulbs with LED bulbs is in progress.

The energy we use is 100% renewable, purchased entirely from our supplier. We are planning to build a photovoltaic system to produce a portion of energy in a self-sufficient manner, amounting to approximately 500kWh.

The other energy sources used in the company for the production process and company cars are petrol, diesel and LPG. To date, no renewable fuels are used, but we are considering alternatives to fossil fuels.

Types of non-renewable fuels	Consumption
Petrol	30,608,508 MJ
Diesel	442,179,156 MJ
LPG	21,413,450 MJ

⁵ The market-based method requires us to determine the GHG emissions from the purchase of electricity and heat by considering specific emission factors reported by our suppliers.



Total energy consumption:
5,014,603 kW h



Total energy consumption for heating:
171,725 kW h



Total energy consumption for cooling:
1,075,200 kW h



Total steam consumption:
7,197,183 kW h



Energy consumption for the production of 1 litre of juice:
0.23 kW h



Total energy consumption for the production of 1 litre of oil:
8.27 kW h

people_{and} the community

We want to fully engage the interest of the people who are constantly in contact with Simone Gatto, to make them part of something that is inclusive and safe for all and that supports our community.








our workforce

We firmly believe that people represent an indispensable and successful value for our company. We train and motivate our employees to develop their decision-making, skills and consumer focus. In addition, their safety is very important to us and we therefore strive to ensure that all our employees are placed in a safe and stimulating environment. We ensure a work space that allows them to grow professionally and that is characterised by free participation by all: **an inclusive workplace that respects human rights**.

In order to make it easier for our employees, Simone Gatto offers a range of **company benefits**: pension contributions, company welfare, company gym, FASI - Fondo Assistenza Sanitaria Integrativa per dirigenti (supplementary health care fund for managers), company car, fringe benefits.



In 2021 we **hired 8 people**. Most of them are young people under the age of 30 and people in the active age group between 30 and 50. Staff were recruited locally and were hired following one redundancy and three retirements.

-  2 new members of administrative staff
-  1 new apprentice chemical engineer
-  1 new resource in the chemical laboratory
-  1 new technical director
-  3 new blue-collar workers

In the run-up to the retirements, a redistribution of tasks and division of labour to the new recruits took place through coaching, training and mentoring.





Total number of new recruits by age group

Age group	Number
<30	3
30-50	4
>50	1

Total number of new recruits by gender

Gender	Number
Men	5
Women	3

Total staff turnover by age group

Age group	Number
<30	3
30-50	4
>50	1

Total staff turnover by gender

Gender	Number
Men	5
Women	3

Gender equality is a fundamental right for us at Simone Gatto. To this end, we guarantee our employees an effective **work/leisure balance**. Furthermore, in compliance with current regulations, we grant **parental leave** to all our employees, regardless of gender. All employees who have taken it have regularly returned to work.

Total number of employees who took parental leave by gender

Gender	Number
Men	1
Women	2

Total number of employees who returned to work after taking parental leave by gender

Gender	Number
Men	1
Women	2

We would like to emphasise that human rights are a cornerstone of Simone Gatto's ethics. **Ensuring equal opportunities** is a key issue for us and our stakeholders. Ensuring the same starting point and the right benefits for all is an integral and fundamental aspect of our corporate culture. Together with our employees, we subscribe to an internal Code of Ethics in which these principles form the basis for a fair and healthy working environment. Designing an environment that expresses these values takes time. For this reason, we annually support training courses for all employees to increase the level of learning. In the event of any incidents of discrimination, Simone Gatto has a digital **whistleblowing** platform that ensures that the violation is addressed up and resolved by the company management. We would particularly like to point out that so far there have never been any cases of discrimination, which is why the reported action plans are preventive in nature.

Total number of employees by category and gender			Total number of employees by category and age group			
Categories of employees	Men	Women	Categories of employees	Under 30	30-50	Over 50
Blue-collar workers	26	7	Blue-collar workers	2	16	15
White-collar workers	6	10	White-collar workers	2	7	7
Middle management	3	2	Middle management	0	1	4
Senior management	2	0	Senior management	0	0	2



training

We strongly believe in training and for this reason, in line with the principles of equal opportunities and non-discrimination, we constantly invest in enhancing and expanding the **know-how** of each of our employees. In 2020, this commitment led to over **400 hours of training**.

Average training hours provided to our employees, divided according to employee category

Employee categories	Hours
Blue-collar workers	120
White-collar workers	100
Middle management	120
Senior management	60

Training can be provided either at specific moments in an employee’s corporate life, such as after recruitment or in relation to occupational safety and risk prevention, or it can have a professional value, aimed at developing the value of the individual and the contribution they can make in terms of skills, flexibility, results and involvement.

Annually, we draw up the **training plan** presented in the minutes of the senior management review: within it, all training activities carried out by each employee are included and classified according to three different levels: **mandatory**, **critical point** and **improvement**. In addition, where training is mandatory, a certificate is issued.

Each session - be it with an external or internal trainer - is recorded in the training report and on the employee's file. Immediately after the training, the trainer himself verifies the employee's level of learning by means of a test or an interview and, later, by means of field inspections.

All our employees receive an annual periodic evaluation of their performance and professional development. This assessment is independent of gender or position within the company.

Total percentage of employees who have received a periodic evaluation of their performance and professional development

Employee categories	% employees
Blue-collar workers	100%
White-collar workers	100%
Middle management	20%
Senior management	0%

Total percentage of employees, by gender, who have received a periodic appraisal of performance and professional development

Gender	% employees
Men	92%
Women	100%



health and safety

Health and safety in the workplace is of primary importance to our company. We employ an external consulting company and an external prevention and protection officer. In addition, we deploy all necessary resources for continuous improvement, investing especially in **training**: all compulsory training activities are in place and those that are considered further necessary according to the annual training plan and long-term schedule of the consulting company are continuously updated. Training includes working at heights, working in confined spaces, fire-fighting and first aid. We pay special attention to the training of newly recruited workers.

The scope of the occupational health and safety system involves the entire company area, including workers who are not employees of the organisation but who collaborate with it. All companies, professionals, external parties, who for various services have access to Simone Gatto, have received safety training.

Simone Gatto goes beyond the regulations of Legislative Decree 81/08 by supplementing it with its own management system applied to all workers, which, however, has not yet been certified. Nevertheless, the latter is part of the company's QHSE (Quality, Health, Security, Environmental) policy and second and third party audits are carried out periodically to verify compliance with safety standards.

We have developed an anonymous **whistleblowing system**, i.e., a platform where anyone can report on the many aspects of the company, including, of course, occupational health and safety issues: near-misses, safety tips, human rights violations, etc.

Each report is examined by the management, which carefully evaluates the action to be taken. The entire system not only ensures the use of the platform for all employees, but also involves them in the post-reporting phase, through direct involvement in the resolution of highlighted problems.

The whistleblowing system guarantees the anonymity of those who use it, but in the case of reports relating to health and safety in the workplace, accident prevention and food safety, it provides for the possibility of declaring the identity of the person making the report.

In the Senior Management Review Minutes, we review the reports, nonconformities and near-misses or incidents and ensure that corrective action is taken and any changes are made to the specific management system with a view to **continuous improvement**.

In order to ensure constant monitoring of the health situation within the company, as required by law, we have appointed a **company doctor** who implements a programme of internal examinations, the results of which are forwarded, via an annual report, to senior management. This helps to identify and eliminate dangers and to minimise risks.

Employees elect a Workers' Safety Officer, who annually attends the meeting on health and safety in the workplace, as required by Legislative Decree 81/08. The Risk Assessment Document is updated to assess the OSH risk with mitigation of negative impacts for each activity and process.

To date, we do not provide all workers with facilities for health care services, but it is our future goal to offer this possibility to our employees: we are planning an agreement with an outpatient clinic for screening services at subsidised rates.



human rights

Respect for **human rights** is a fundamental requirement that guides our strategy, our activities and our policies along the entire value chain.

Simone Gatto is guided by the international principles of human rights, including the Universal Declaration of Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.

Our due diligence approach enables us to identify, prevent and mitigate adverse human rights impacts arising from or caused by our activities, products and/or business relationships.

We demand **compliance with the principles** that constitute our Human Rights Policy not only from our **employees** but also from **all stakeholders**.

Our efforts to identify the main human rights risks that could occur along the entire value chain focus on the following areas:

 Involving and listening to all stakeholders	 Enhancement of diversity
 Freedom of affiliation and collective bargaining agreement	 Guarantee of a safe and healthy workplace
 Protection against forced labour and people trafficking	 Protection against child labour
 Compliance with regard to salaries, working hours and performance	 Promotion of a healthy life style

We ensure continuous **training** and education on human rights issues for all employees in the organisation. As such, we dedicate **6 hours to training on human rights policies or procedures** that are relevant to the activities involving all employees.

Finally, we encourage all employees to communicate and report through the whistleblowing system, the anonymous reporting platform, any human rights violations, including reports of workplace safety and food safety hazards.

We are then committed to investigating and responding to the concerns raised by our employees and taking the necessary corrective action to maintain a safe, healthy and pleasant working environment for all our employees.





value creation for the community

We are a company strongly connected with the territory in which we operate, careful to establish a dialogue with the local community, listening to it and taking into consideration the needs and requirements expressed by its representatives.

Our company's activities have a positive impact on the local area, offering **job opportunities** and **enhancing the value of the supply chain**, but also helping to spread the culture of the industrial sector.

In this sense, we promote social inclusion by favouring the hiring of personnel from the local area. This choice allows us to operate actively in terms of protecting the ecosystem, since, by reducing the home-work distance, we can contribute to limiting the environmental impact of the use of means of transport to get to our site. In addition, the proximity to the production site makes it easier for our employees to manage a three-shift work rhythm.

The support for our local area is also reflected in the **local sourcing** of raw materials, which come exclusively from Sicily, Calabria and neighbouring areas, and the use of induced services. This choice is important to us, not only because it expresses our dedication to offering quality products, but also our commitment to valorising local resources and people.

Our commitment to the community is also embodied in reducing the environmental impact of our operations to ensure a healthy environment for current and future generations. For this reason, we have installed LPG steam generators and planned an adaptation for obtaining the Single Environmental Authorisation (AUA), which has led to the implementation of a series of ongoing improvement actions, such as:

- the implementation of the purification plant;
- the implementation of the first rainwater collection plant;
- the increase of cooling water recirculation.



Our governance

how we are structured

The founding family of the historical company Simone Gatto still holds 100% of the ownership, which proves a sign of passion and perseverance in believing in what we love. The committee of the highest governing body is composed as follows:



Senior management

Made up of the company’s partners, members of the ownership family who deal entirely with economic, environmental and social issues. For any needs, the governing body makes use of external expert advice.



Board of Statutory Auditors

Supervises the activities of the directors and ensures that management and administration activities are carried out in accordance with the law and the articles of association.



Shareholders’ meeting

Appoints the Board of Directors.

Components of the governing bodies by gender

Governing bodies	Men	Women
Board of directors	2	3
Board of statutory auditors	2	1
Shareholders’ meeting	3	3

Components of the governing bodies by age group

Governing bodies	30-50	Over 50
Board of directors	1	4
Board of statutory auditors	0	3
Assemblea dei soci	1	5

code of ethics

The **code of ethics** stipulates how Simone Gatto shapes the day-to-day management of its activities. The document aims to consolidate sustainable growth and protect the company's reputation, representing **a compass for all stakeholders** involved in Simone Gatto.

Through the code, the company clarifies its **ethical and social responsibilities towards stakeholders**, both internal: shareholders and employees, and external: collaborators, suppliers, public bodies, customers, in order to strike a balance between the interests and expectations of the parties involved.

Respect for the code of ethics is achieved by developing and promoting a high level of professionalism, by giving its employees opportunities for growth and by prohibiting all behaviour that might conflict with current regulations or the company's own principles. On the other hand, employees must also adhere to the same conduct, combining compliance with internal policies with the full realisation of their operational obligations. All aimed at a single **goal: the improvement** of Simone Gatto.

In our company, everyone is expected to be familiar with the code of ethics and to share its implementation. In order to allow anyone at Simone Gatto to report behaviour that is not in line with the code of ethics and policies in force, a digital whistleblowing platform has been introduced. The system makes it possible to report any violation of human rights - including workplace safety and food safety non-compliances - and guarantees the anonymity of those who use it, to protect anyone making a complaint.

The code of ethics thus represents a commitment to moral integrity, economic and social responsibility, which constitutes our primary and fundamental value.

Simone Gatto undertakes to respect the internal code of ethics and the code of ethics of customers.



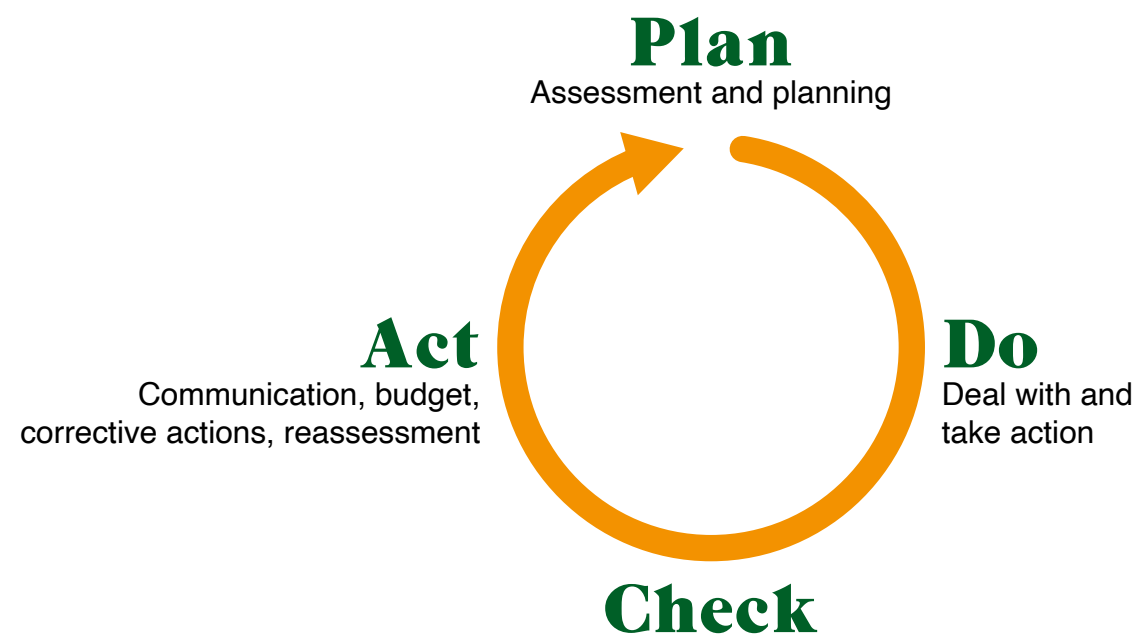
opportunities and risks

At Simone Gatto, the risk monitoring phase is essential to prevent any form of uncertainty that deviates from our expectations.

This is why we adopt a **Risk Management process**: a set of coordinated activities to **manage the risks of our organisation**, within which there is the Crises Management part, i.e. a systematic and prearranged approach to damage containment.

What is the objective of this process?

To protect our company and our daily activities from adverse events and their effects, following a PDCA approach: **Plan**, **Do**, **Check**, **Act**.



The first phase of Risk Management is the analysis-mapping of the actual and potential risks that may cause damage to the company, in order to define the choice of action to optimally manage the risk.

We have classified the risks as follows:



Risks of natural origin

Earthquakes, volcanic eruptions, floods, storms, landslides, hail, frost, tornadoes, water bombs.



Health risks

Pandemics, epidemics.



Risks of technical and technological origin

Fires, explosions, breakdowns, defective products.



Environmental risks with health consequences

Environmental pollution, environmental disasters.



Personal risks

Illnesses, accidents, occupational diseases, kidnappings.



Risks of political origin

Wars, expropriations, nationalisations, terrorism, tax pressure.



Risks of social origin

Business interruptions, fraud, strikes, sabotage, negligence, theft, vandalism and malicious acts.



Risks of financial / economic origin

Supply risks, pecuniary losses, exchange losses, customer insolvency, loss of market shares, competition, unfair competition.

The actions necessary to contain and abate the risk are calculated based on the magnitude of the event and the probability of its occurrence.

Secondly, we have established which risks are most likely to occur and defined a plan to manage them, within which we outline the possible repercussions on our organisation and the actions planned to mitigate or eliminate the risk.

We have defined a contingency plan to ensure the supply of products, the resumption of production and business downtime in the shortest possible time. This guide is useful to leave no room for improvisation in case of need and to limit damage and inconvenience as much as possible in the event of exceptional events.

At Simone Gatto, risk management goes hand in hand with the **training of our employees:** **intervention** procedures are foreseen at all levels of company organisation, from personnel to the use of equipment.

In order to plan for emergency management, we have set up a coordination team, whose task is to plan and direct all the organisation's activities, and to declare a state of emergency when necessary, alerting and summoning the necessary personnel. In case of danger, the crisis unit is activated, which, with the support of the company's on-call system, will continue to operate until the state of emergency is over. Every year, we review the crisis team and evaluate its appointment. In the event of modifications, crises or changes, it may be subject to further reassessment.



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