



Key Performance Indicators (KPI)		2017	2018	2019	2020	2021 *	2022	
ENVIRONMENT		*						
Environment	. Energy consumption (in kWh)	1.053,00	1.117,00	1.226,00	724,00	1.647,00		
	. EcoLabel products sold (in kg)	72.000,00	96.000,00	168.000,00	0,00	0,00		
	. Recycled and endLife products (in kg)	-	-	156.000,00	48.868,00	166.016,00		
	. 100% bio-products (in kg)	27.060,00	129.720,00	659.100,00	548.000,00	1.548.730,00		
	. Suppliers having signed our CSR code of conduct	0,00%	0,00%	10,00%	30,00%	100,00%		
	. Suppliers Evaluated on CSR	0,00%	0,00%	0,00%	0,00%	85,00%		
	. Logistic companies evaluated on certifications and safety measures	0,00%	0,00%	0,00%	0,00%	100,00%		
	. Carbon Footprint (tonnes of CO2)	n.a.	25,10*	44,00	10,00	10,00		
	. GHG offset	0,00%	0,00%	100,00%	100,00%	100,00%		
* methodology to calculate GHG was different and considered only direct emissions and not also indirect emission from General-OXO s.a.								
WORKPLACE								
Social	. Accident freq.rate	0,00%	0,00%	0,00%	0,00%	0,00%		
	. #of days lost	0,00%	0,00%	0,00%	0,00%	0,00%		
	. Absenteeism	0,00%	0,00%	0,00%	0,00%	0,00%		
	. Social benefits (%employee)	- additional insurance coverage	100,00%	100,00%	100,00%	100,00%	100,00%	
		- training (#hours per worker)	20,00	20,00	33,00	30,00	130,00	
		- private use of company car	50,00%	50,00%	50,00%	33,33%	33,33%	
		- workers' health treatments	0,00%	0,00%	50,00%	0,00%	0,00%	
	. Extra working hours (#of hours)	0,00	0,00	0,00	0,00	0,00		
	DIVERSITY							
	. Women	. Women in VP position (% of global VP)	33,30%	33,30%	25,00%	25,00%	33,33%	
. Ethnic/Religious Minorities		33,30%	33,30%	25,00%	25,00%	16,66%		
. Nationality Diversity		66,60%	66,60%	75,00%	75,00%	75,00%		
ASSESSMENT INDIVIDUAL PERFORMANCES								
. #of workers subject to evaluation	. %of people reaching annual goals	100,00%	100,00%	100,00%	100,00%	100,00%		
	. Bonus being distributed	100,00%	100,00%	75,00%	100,00%	100,00%		
	. Bonus Holidays distributed	n.d.	n.d.	n.d.	5 Days	5.2 Days		
	DIVERSITY							
Governance	. # serious information security incidents	0,00%	0,00%	0,00%	0,00%	0,00%		
	. # serious violations of laws, regulations and policies	0,00%	0,00%	0,00%	0,00%	0,00%		
	. #of report to whistleblower	0,00%	0,00%	0,00%	0,00%	0,00%		

* In 2021 General oxo has increased its employee by 2 units to a total of 6 units.

Stabio, 06/06/2022