



# 2020

## SUSTAINABILITY REPORT



**CASALASCO**  
Consorzio Casalasco del Pomodoro

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# 2020

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SUSTAINABILITY  
REPORT

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# LETTER FROM THE PRESIDENT

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President of the Board of Directors  
**Paolo Voltini**



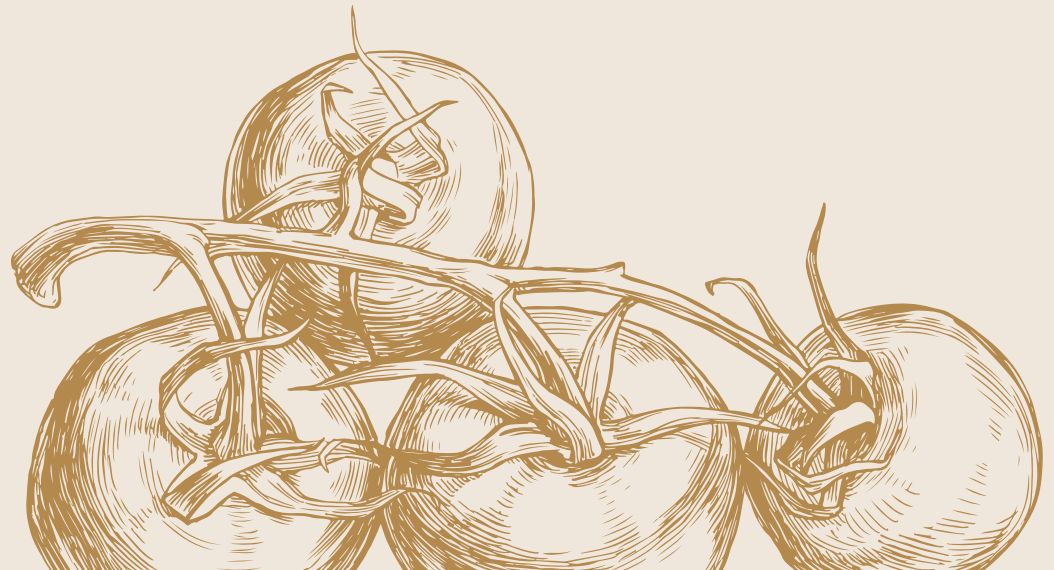
**The health crisis**, that has turned the world upside down since the beginning of this year, has opened our eyes to the true role of our company and the importance of sharing values, by reappraising the work of the agro-industrial world, in which thousands of people with their work have guaranteed material sustenance for the basic needs of the community.

The **Consorzio Casalasco**, despite all the operational difficulties faced and overcome, **has never stopped**, continuing to pursue the objectives of consolidating its leadership in Italy and growth worldwide, constantly working with order and discipline to ensure risk control, especially to **protect human capital** as well as the profitability of its member farms.

We have always been committed to our work, **with humility but also with strength and awareness** of the social and economic role we play for the territory, especially in difficult times like these.

Awareness of the strength of our Group must not, however, distract us from **setting new goals**, showing us who we want to become when this emergency is over, accompanying us towards the **creation of new shared values**, a transparent and responsible, as well as ambitious, commitment in which we are determined to invest in the long term.

Thank you for your attention as you read this document.



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# LETTER FROM THE GENERAL MANAGER

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General Manager  
**Costantino Vaia**



2020 was a complex year, in which we experienced the fragility and sense of powerlessness of a globalised, highly interconnected, technologically powerful and high-performing world, yet extremely vulnerable.

In this difficult situation, our company was called upon first and foremost to secure its staff, but also to **work tirelessly to ensure that consumers did not lack essential goods** during the lockdown. In order to cope with these requirements, we have tried to improve and reshape our organisation with a **proactive attitude based on the enhancement of internal resources**. Thanks to our ability to react, despite the exceptional conditions of the past year, **we have been able to achieve important goals**, both in terms of growth in revenues and in the development of new products and innovation, with a strong presence on international markets, which now account for two thirds of our turnover.

But this is not enough; in times of uncertainty, companies that thrive are those that are able to generate not only economic and financial surplus, but also value through their so-called ‘intangible assets’. We are talking about relationships, values, cohesion, support, quality of work and people’s lives, and the ability to generate social well-being. In other words, **in times like ours it is important not**

**only to make profit, but also to be able to demonstrate that you did not do so at the expense of others.**

I believe that this year Casalasco has shown that it knows how to create this type of value too, thanks to a **business model that takes into account and factors economic variables with social and environmental ones**. This model, which has been adopted by our company for many years now, requires us to work transparently, respecting and valuing people, with great attention to environmental issues and the continuous improvement of product quality.

The document you are about to read reports all our results and gives a complete and reliable notion of all the values created by our company; therefore, it is also a valuable tool to identify future paths and objectives.

**The crisis generated by the Covid pandemic was undoubtedly an epoch-making event** that was destined to generate major economic and social repercussions in the near future that are difficult to estimate with precision. However, we have understood that the only way to react positively to uncertainty is to accept it as a fact of life and not as a temporary disturbance, and that even in the most difficult situations there are opportunities to be seized. **We are, as always, ready.**

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# PROLOGUE

## UNEXPECTED EVENT

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2020 is a date that will be remembered in human history as the **'year of the pandemic'**.

At the beginning of January, the first cases of pneumonia were reported in China, and although the characteristics of the virus were not yet well defined, scientists immediately ascertained that it could be transmitted from person to person.

**A global contagion**, that proved to be a rare phenomenon, **difficult to predict** and which surprised and caught most countries unprepared, including Italy.

## HEALTH AND SOCIAL REPERCUSSIONS

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In Italy, the pandemic effects caused an emergency to which **an attempt was made to respond with a series of urgent measures** to limit social contacts and relative 'isolation'. **Every aspect of our**

**daily lives has been disrupted.** In addition to the clinical and socio-economic aspects, we found ourselves in a dimension in which all established patterns and **habits had to be revised.**

## ECONOMIC CONSEQUENCES

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**The first global economic effects did not wait to be felt.**

**The largest quarantine operation in history**, with entire cities and nations isolated from the rest of the world to deal with the first wave of the pandemic, caused **the most severe economic contraction in the modern world.**

Afterwards, most economies recovered sharply, but the second wave of contagion, which came in the autumn, again showed **a deterioration in indicators.**

Some categories of products and services recorded much more worrying numbers than others.

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**The most impacted sectors were those involved in closures and distancing such as Oil & Gas (-32.9%), Transport (-26.8%) and Fashion (-17.3%).**

The major downturns in revenues and profits of economic operators also **affected investments**. Many companies reacted to the crisis by postponing their projects in order to be able to revive them in the future in a normalised scenario.

At the level of individuals, **the greatest impact** of the economic crisis **has been on women and young people**, whose unemployment rate has risen, reversing decades of progress. According to the UN, levels of poverty and inequality seen in 2020 are by no means inevitable and a fairer world is still possible, regardless of the acute shocks that may come, such as Covid-19. The hope is that the pandemic has triggered the transformations needed to **strengthen social protection systems**.

Even in the worst months of the pandemic, sectors like the **agri-food** and the **digital goods and services have not been affected**.

Operators in these fields present the most comforting data and sometimes even grew. Finally, there has been a **strong increase in e-commerce**, favoured both by the restrictions on people's mobility and by the effect generated by families. Indeed they have approached a different use of technological tools (with **smart work** or **online school lessons**), or have experienced the **advantages of digital technology** for the first time.

The world needs a **global New Deal** “in which power, resources and opportunities are better shared at international decision-making tables”.



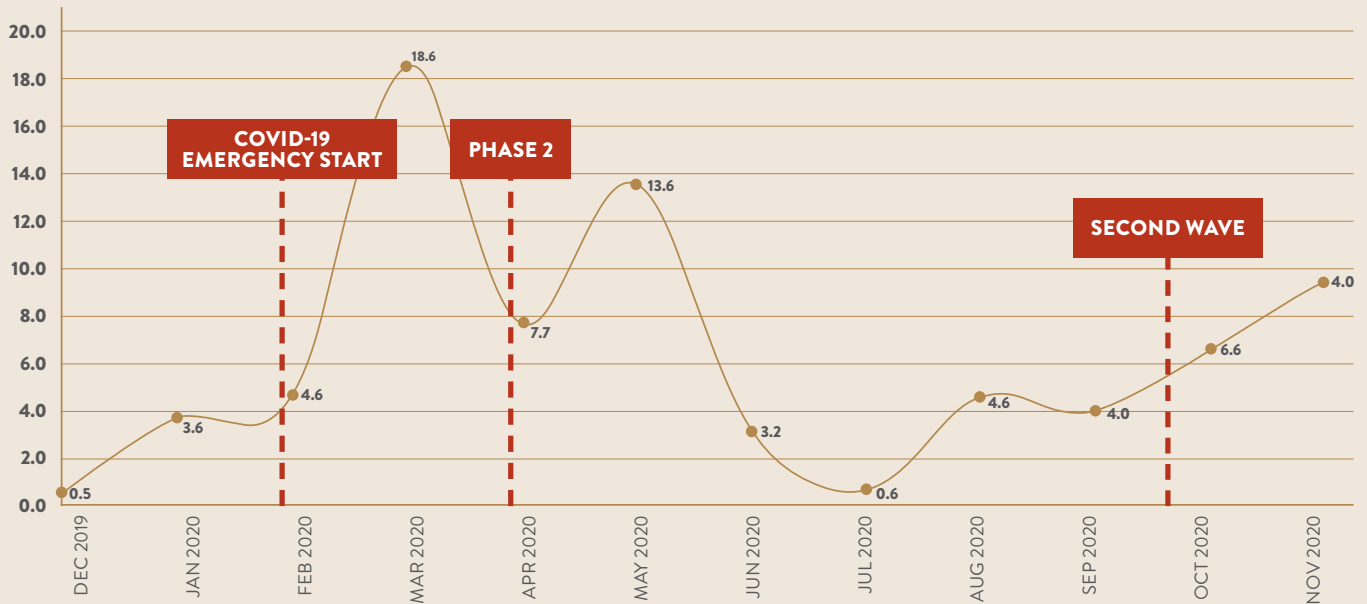


# PROLOGUE

## MARKET / SALES

The pandemic necessarily affected the **economic and financial performance of many countries**, starting with the lifestyles and consumption it imposed. In the **food & beverage** sector, there was a generalised and homogeneous **increase in demand for products** throughout the emergency, with peaks in mid-March.

**Household consumption surged** at the beginning of February, until the first post-emergency phase at the end of April, followed by a significant drop between June and July, and finally rose again with the second wave of contagion from the end of September onwards.



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The product categories that drove Italians' purchases can be divided into:

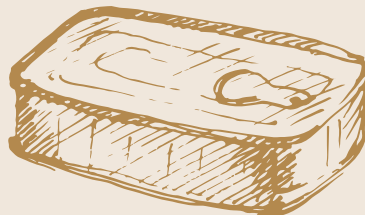
**Purchases of essential food products**, also to stock up, including flour, canned food and legumes, long-life milk and butter, rice and pasta, eggs.

**Increase in service products**, easy and quick to use, such as sliced cold meats, mozzarella and soft cheeses, snacks, or the so-called “comfort food”, such as sweet spreads, frozen pizza and packaged ice cream, given the temporary suspension of activities of artisanal pizzerias and ice cream shops.

**Disinfection chemicals:** soaps and hand sanitisers, surface disinfectant sprays, antibacterial laundry additives.



PASTA



PACKAGED  
FOODS



PERSONAL HYGIENE  
PRODUCTS

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# EFFECTS OF THE PANDEMIC ON THE CONSORZIO CASALASCO

As mentioned, **the agri-food sector**, was exempted from closure and **therefore operated at full capacity during the emergency**, demonstrating more than ever that it is a strategic, anti-cyclical and **indispensable sector for the country**.

In fact, the supply chain has proved to have a fundamental role in emergency situations and has been a **guarantee** not only in terms of supply and continuity for the business-to-business segment, but also for the end consumer.

In this context, **Consorzio Casalasco** confirmed that it can be **an important example** in terms of reactive capacity and resilience. The Company adopted in advance its own prevention measures with respect to the provisions of law subsequently published, in order to guarantee first of all the **health of employees** and to give **guarantees in terms of business continuity**.

The strategy fundamentals are as follows.

## ACTIONS/REACTIONS *Crisis management in 2020*

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On February 23, when the Consorzio became aware of the possible risk of contagion proliferation and assessed the extent of the crisis, within a few hours it set up a “**Coronavirus Management Committee**” composed by the Director of Operations, Director of Human Resources, Director of Logistics, Director of Quality and Plant Quality Managers, to **prepare the first measures for monitoring and containing the risk**, including:

- **General information to all employees by text message** of the provisions that have come into force and relating to conduct in the workplace and access to the plants.
- **Communication to frail employees** not to go to work. Where possible, smart-working positions have been set up. In 2020, smart working involved 66 Consorzio Casalasco’s workers for a total of over 15,000 hours. For those activities for which it was not possible to activate smart-working, i.e. Production and Logistics, the **Company recognised**

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**an individual allowance of €400**, proportionate to the days of presence in March and April 2020.

- **Activation of restrictive measures** for the sales force regarding business trips and visits to and from customers.
- **Mapping of all service providers**, maintenance providers and consultants, immediately restricting access to offices and production sites.
- **Definition and sharing of behavioural rules** for all staff to manage communications in the event of symptoms and contagion; identification and implementation of preventive measures and safety measures to contain contagion (identification of routes, development and publication of behavioural instructions, provision of PPE and sanitisation material, strengthening of existing procedures for sanitising common areas, etc.).

As the lockdown continued, the Committee took on **the role of directing** all the actions for the management of the emergency, starting with the analysis and adaptation to the legislative provisions that were gradually issued.

Among these, in compliance with the dpcm of 14 March 2020, on 30 March the Consorzio Casalasco set up the anti-Covid “**Company Committee for the application, verification and updating of the rules of the regulatory protocol**”, with the participation of the company trade union representatives, the Workers’ Safety Manager, the Protection and Prevention Service Manager, the competent doctor, an expert in industrial relations, to which the Operation Director and the Human Resources Director were added.

This committee, in implementation of the legislative provisions, has drawn up **a protocol** signed by the social partners, for the management, communication and monitoring of safety measures and the verification of their application in work activities in defence of workers’ health.

**The effectiveness of the measures taken is clearly demonstrated by the results:** with production continuing at full speed throughout the lockdown, and often extended to weekends to meet the pressing demands of the market, no outbreaks were detected at the Consorzio’s sites,



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# EFFECTS OF THE PANDEMIC ON THE CONSORZIO CASALASCO

and **all those who contracted the virus had a positive course without serious consequences.**

## BUSINESS CONTINUITY

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Management of the **Business continuity** plan was ensured from February to June 2020 by the Emergency Committee extended to the Logistics and Purchasing Directors and coordinated by the Consorzio's General Manager.

The strategy had four key points:

- **checking the availability of raw materials and packaging** to ensure production continuity;
- **production planning and reorganisation of line staff** on the basis of availability and in compliance with contagion prevention measures;
- **securing internal and external logistics processes;**
- **continuous customer communication** to better re-plan the own-brand product orders and third-party production in order to satisfy all requests.

In this way, **the sudden increase in product demand and the resulting peak in production orders** and deliveries could be adequately managed.

Thanks to the **continuous monitoring** of the evolution of the situation with timely adjustments aimed at absorbing some delays in the delivery of raw materials and packaging, the Consorzio was able to **meet all requests and commitments** within the agreed timeframe, demonstrating **excellent teamwork skills and responsiveness in emergency situations.**

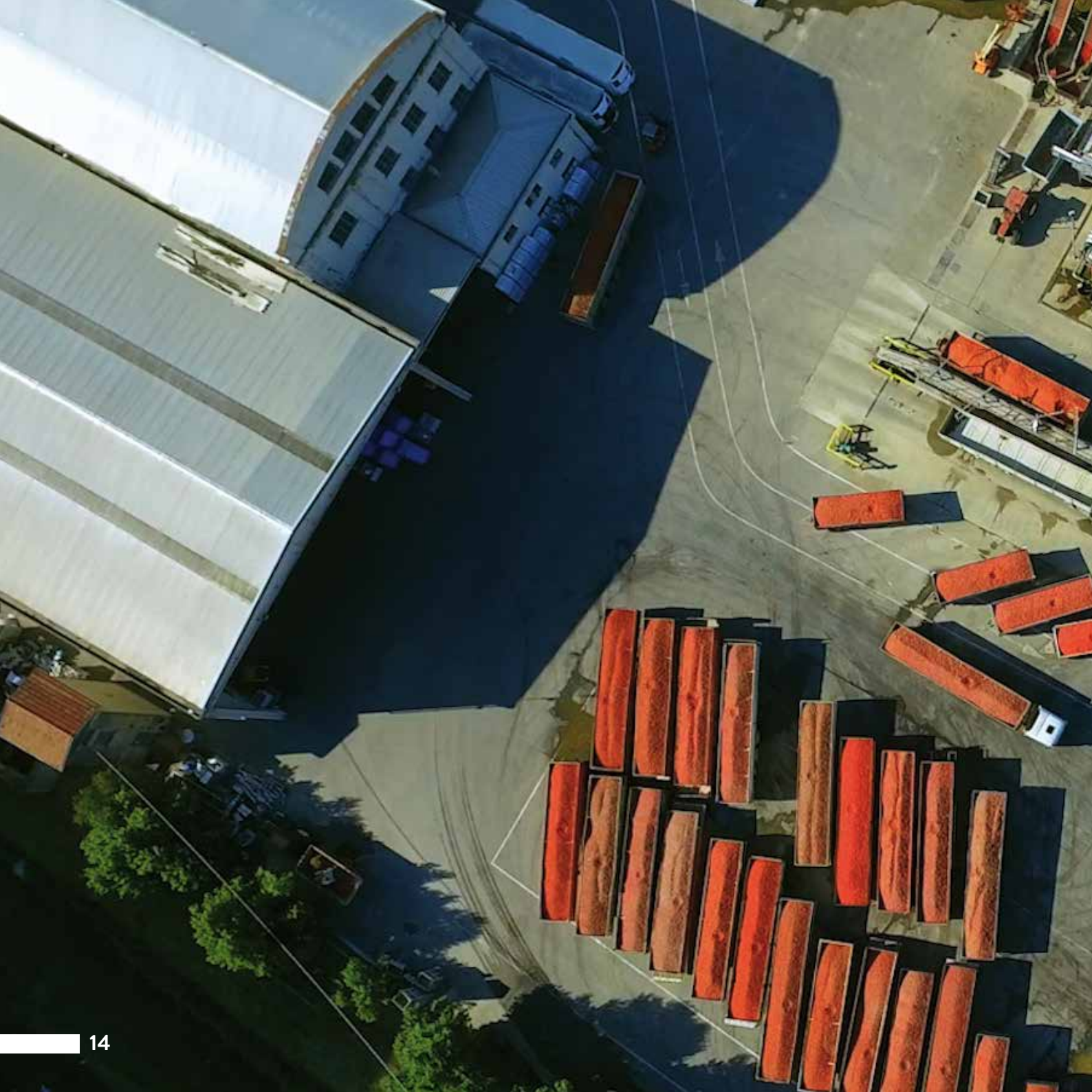
**Pomì**  
O così. O Pomì.



## COMMUNICATION

Companies in general have **grasped the sentiment** generated by the impositions and specific needs of the generalised lockdown (especially in the first phase), **reinterpreting their way of communicating and giving it a new meaning**: that is, showing that they share with consumers the amazement and need to see themselves suddenly different, to have to adapt to habits induced by the moment, but **finding a positive side**, of “resilience” and gratification for those who, despite everything, have never shirked their commitments.

The Consorzio Casalasco, **through its Pomì brand**, also stood by Italians at a time of social isolation with a **dedicated institutional spot**, broadcast simultaneously on all national television channels, **evoking the best in simple, good Italian cuisine for oneself and one’s loved ones, with the hope that everything would soon be the same as before.**



# CHAPTER

# 1

## CONSORZIO CASALASCO

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# CONSORZIO CASALASCO

## SUPPLY CHAIN THE NUMBERS

**558**

CONTRIBUTING  
FARMS

approximately

**7,000**

HECTARES PLANTED  
WITH TOMATOES

**3**

PRODUCTION  
PLANTS

TRANSFORMATION  
CAPACITY OF  
MORE THAN

**560,000**

TONS OF  
FRESH TOMATO

more than

**566 millions**

ITEMS PRODUCED  
(B2B AND RETAIL FORMATS)

**The 1<sup>st</sup> tomato**

AGRO-INDUSTRIAL  
SUPPLY CHAIN IN  
ITALY

**The 3<sup>rd</sup> tomato**

AGRO-INDUSTRIAL  
SUPPLY CHAIN IN  
EUROPE

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## ECONOMIC AND EMPLOYMENT IMPACT

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**1,087**  
EMPLOYEES<sup>1</sup>

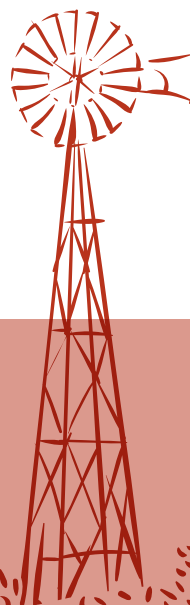
more than  
**290 millions €**  
OF REVENUES

**338 millions €**  
OF CONSOLIDATED  
REVENUES

**52**  
PACKING  
LINES

**74**  
INTERNATIONAL  
MARKETS SUPPLIED  
OF WHICH MORE  
THAN 50 WITH THE  
POMÌ BRAND

*<sup>1</sup> The human resources data in this document represent the average number of employees expressed in Annual Work Units (AWU). They also include adventitious and seasonal workers who work mainly in the peak production period at the Consorzio's plants. See Chapter 5.*





PRODU

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## PRODUCTION PLANTS

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### RIVAROLO DEL RE

**Province of Cremona** - Strada Provinciale 32

**Total area:** 265,000 sqm

**Activities:** Reception and processing of fresh tomatoes for the production of all types of tomato derivatives (pulps, purees, concentrates).

**Specialisations:** sauces, condiments, ketchup in retail formats.

### GARIGA DI PODENZANO

**Province of Piacenza** - Via Primo Maggio, 25

**Total area:** 106,000 sqm

**Activities:** Reception and processing of fresh tomatoes for the production of all types of tomato derivatives (pulps, purees, concentrates); processing of legumes.

**Specialisations:** diced pulps in tinplate both Retail and Food Service, simple or reconstituted products for collective catering, concentrates in small tubes.

### FONTANELLATO

**Province of Parma** - Via Ghiara, 24

**Total area:** 182,000 sqm

**Activities:** Reception and processing of fresh tomatoes for the production of all types of tomato derivatives (pulps, pastes, concentrates).

**Specialisations:** soups, ready-made broths, white sauces, beverages in paper, glass and PET brick packs.

*For storage and distribution activities, Consorzio Casalasco uses, in addition to the warehouses at the production sites, several logistics centres both in Italy and abroad, some of which it owns.*

CTION

# 1.1

## OUR HISTORY

### 1977

**The Consorzio Casalasco del Pomodoro** is founded as a cooperative entity that brings together several farms for the cultivation and sale of fresh tomatoes for processing in the **Lower Plain of Cremona**.



### 1982

**The number of member companies increased** and the Rivarolo del Re (CR) plant for processing tomatoes into semi-finished products for industry was built.

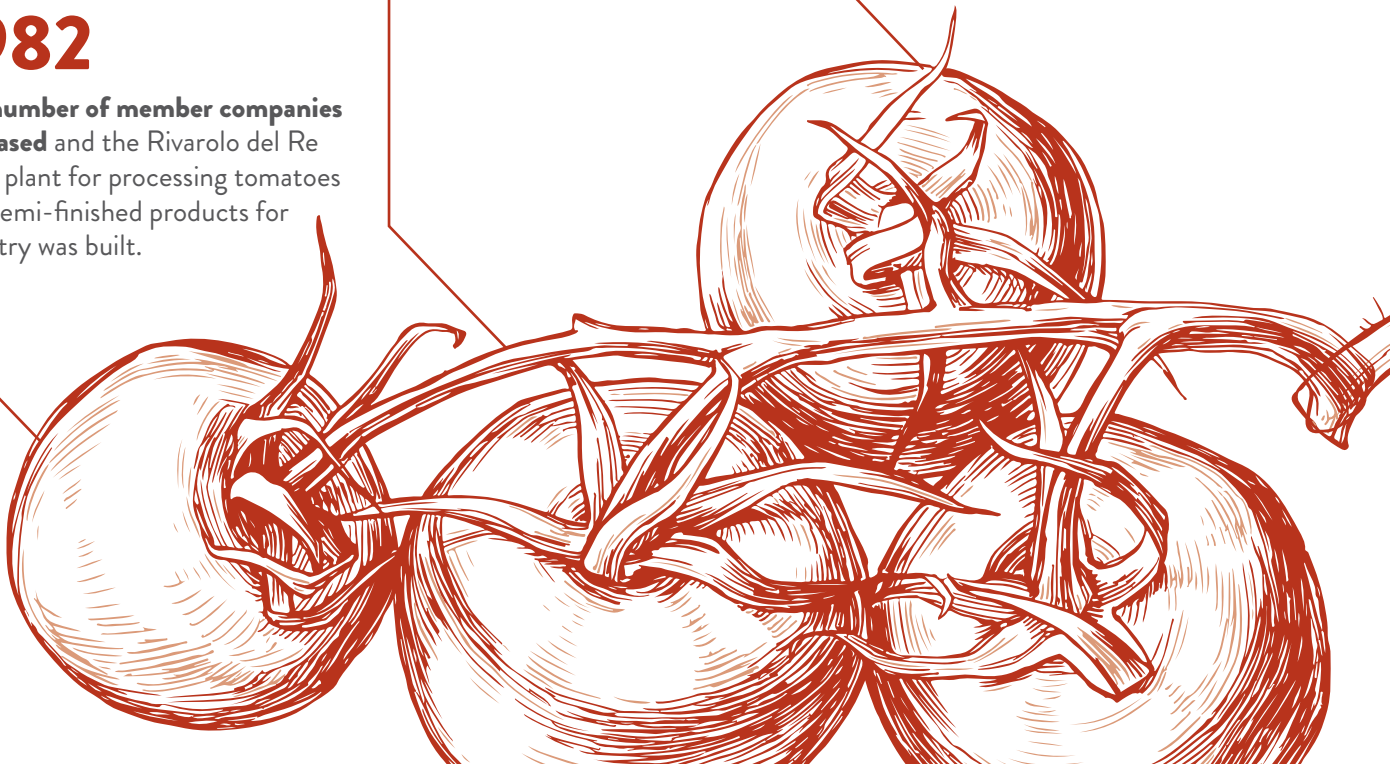
### 2000

Consorzio Casalasco is one of the founders of the **Consorzio Interregionale Ortofrutticoli (C.I.O.)**, a company to which the integrated management of supplies (seeds, fertilisers, etc.) for tomato cultivation is delegated.



### 2007

**Boschi F&B** is established, taking over the industrial assets of the Fontanellato and Felegara plants, including the **Pomì and Pomito brands** and important co-packing contracts. The product range is expanded to include beverages, teas and soups.



## 2009

**Pomì USA Inc.** is founded, the exclusive trading company for the **distribution of Pomì brand products in the USA.**

**Pomì**

## 2015

Incorporation of the **company A.R.P.** (Agricoltori Riuniti Piacentini) with the production plant in Gariga di Podenzano (PC). The tomato chain **is joined by the legume chain** and the range of formats is enriched with tins and cans and formats for Food Service.



## 2017

**Acquisition of the De Rica brand.** Further expansion of the branded product range.



## 2018

Acquisition of the majority shareholding in **SAC** (Società Alimentari Carmagnolese S.p.A.), which specialises in the **export** and distribution of tomato derivatives, sauces and dressings on the international market, in order to ensure **development and control of new markets.**



# 1.2

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## MISSION AND VALUES

**“** *Consorzio Casalasco is a cooperative that grows, processes and packages 100% Made in Italy industrial tomato and other agricultural products. We work in an ethical and sustainable way along the entire supply chain, providing consumers, customers and brands with a wide range of products that respect nature, from seed to shelf.* **”**



*We guarantee quality and safety through strict enforcement of standards and verification of all production steps.*



*We protect the environment by controlling and improving impacts throughout the product life cycle.*



*We respect workers and ensure the application of human rights, labour rights and safety regulations.*



*We use management systems and controlled operations to achieve our objectives and ensure better performance.*



# 1.3

## ACTIVITIES AND PRODUCTS

- 1** *Cultivation, processing, packaging of fresh tomatoes for the B2B, Retail and Food Service channels.*



- 2** *Basic semi-finished product, unprocessed, packaged in “industrial” formats for sale as an ingredient for the food industry: pulp, puree, concentrates for the preparation of frozen pizzas, lasagne, filled pasta, etc.*



**3** *Finished product, unprocessed for sale under the company's own brands (Pomì and De Rica) in both the retail and food-service channels at international level.*



**4** *Finished product, uncooked or with recipes, sold as co-manufacturer for large food multinationals or as private label for European and worldwide retail chains.*



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# OUR BRANDS

## Pomì

**Iconic, young and distinctive,** Pomì is a global brand distributed in **57 countries on 5 continents**, with important penetrations in countries such as the USA, Germany, Austria, Russia and the Middle East.



**Traditional high-end brand synonymous with quality, freshness, flavour and authenticity:** today it extends to vegetable products not only derived from tomatoes, destined for both the domestic and foreign markets.





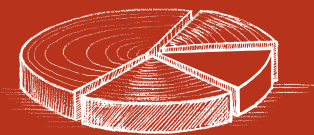
An “**umbrella brand**” representing a wide range of products packaged in Casalasco’s factories, with the characteristic of “value for money”, i.e. **a quality product, 100% Italian**, packaged by a farmers’ cooperative to bring **high quality to the table at the right price.**



Brands generate about

# 17%

of Consorzio Casalasco’s consolidated revenues. Their purpose is to represent the cooperative and create a direct link with the consumer. They also ensure members greater profitability given the additional margins that a well-known and distributed brand can guarantee in the medium to long term.



# THE CO-MANUFACTURING SEGMENT

Over the last 20 years, the Consorzio has undertaken a **policy of production diversification**, using know-how and facilities for different product categories; Casalasco therefore does not just mean

tomatoes, but a **very wide range of processes, products and recipes, in various formats**, to offer international partners standard or tailor-made responses on **6 segments**:

1



## Tomato

*Pulps and concentrates derived from the processing of fresh tomatoes*

2



## Sauces and Condiments

*Vegetable and meat sauces, dairy based sauces, condiments, ketchup*

3

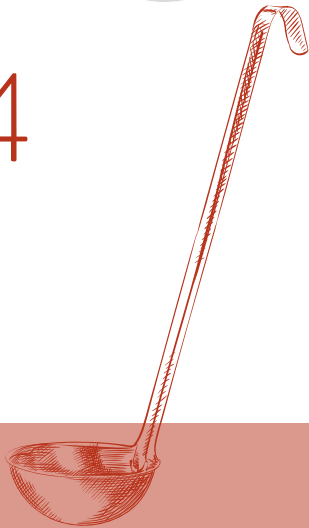


## Soups

*Pestos, legumes, soups, vegetable soups and creams*



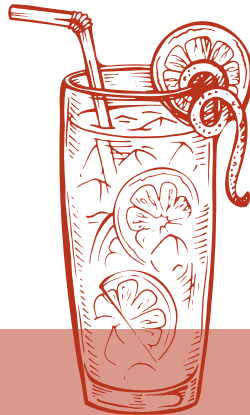
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### **Broths**

*Ready to use meat and vegetable broths*

5



### **Fruit juices**

*Fruit juices, nectars and vegetable mixes*

6



### **Beverages**

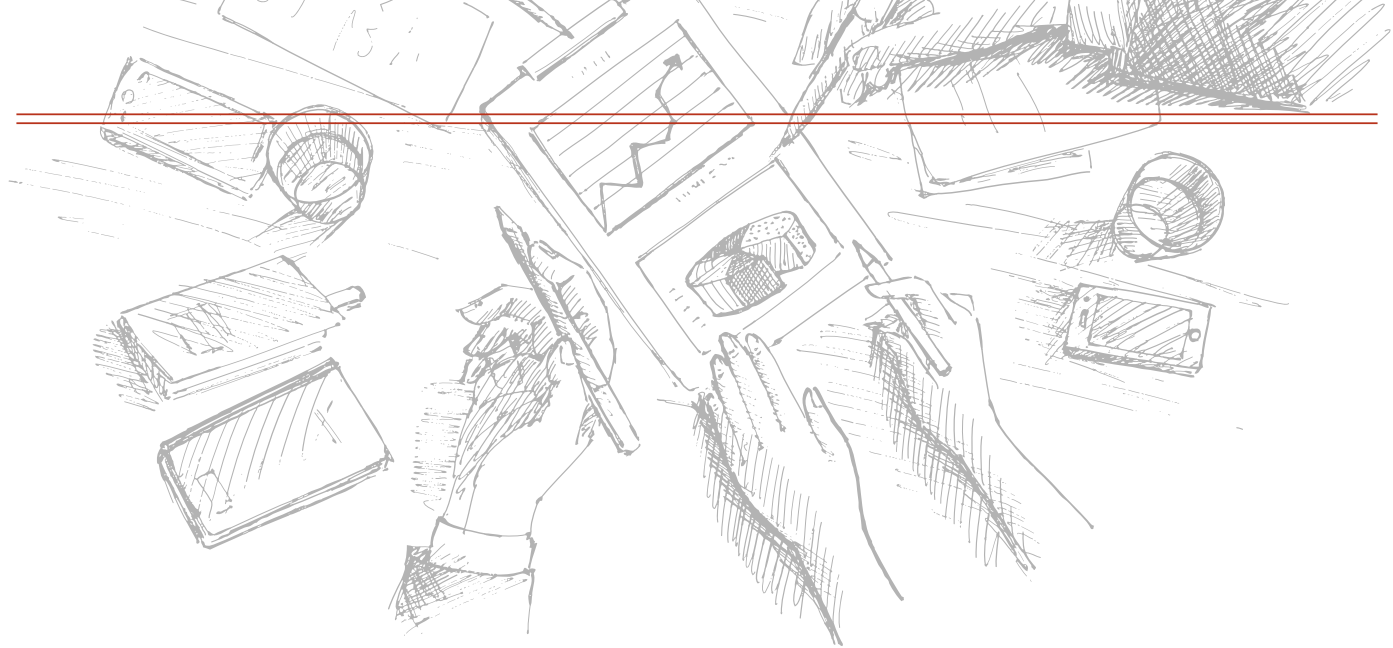
*Special drinks (almond, soy, coconut, etc.), tea and beverages*

1.4

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# COMPANY STRUCTURE





*In order to maximise value creation along the supply chain, Consorzio Casalasco controls a number of companies upstream and downstream of its business:*

## C.I.O.

(Consorzio Interregionale Ortofrutticoli - Parma), the first Association of Producers' Organisations (AOP) in Europe in the industrial tomato sector, **carries out the activities of varietal selection, collective purchasing and management of traceability from the seed to the farm field.**

## POMÌ USA

Founded in 2009 and 100% controlled by Consorzio Casalasco, Pomì USA Incorporated **is the exclusive distributor of Pomì brand products in the USA.**

## CASALASCO AGRICOLA

Its task is to **test tomato varieties** and support the Consorzio in its primary agricultural activities.

## SAC

(Società Alimentari Carmagnolese S.p.A. - Carmagnola - TO) since 2018 is 65% owned by Consorzio Casalasco. **It distributes product for Private Label in Europe and in France in particular, and owns the Victoria brand.**



# CONSORZIO CASALASCO

## COMPANY GOVERNANCE

*The Co-operative Society Consorzio Casalasco del Pomodoro is a Producer's Organisation (O.P.), governed and regulated according to the principle of mutuality, without any private speculation, with the aim of making the best use of the agricultural production of its Members, as well as promoting, increasing and improving their farms.*



### MEMBERS

Ordinary co-operative Members are **agricultural entrepreneurs** able to contribute to the achievement of the social aims. They avail themselves of the cooperative's institutional services and participate in its mutual management. They are **responsible for the cultivation, harvesting and exclusive delivery** of all the tomato produced, on the basis of annual agreements with the Consorzio. In addition to the co-operative Members, other companies join Consorzio Casalasco as **Supporting Members and Financing Members**.

### MEMBERS' MEETING

Members attend the General Meeting of the co-operative **convened at least once a year**. Each co-operative Member has one vote, while each Supporting Member has one or more votes, up to a maximum of five, allocated on the basis of the amount of paid-up capital.

The main functions of the Members' Meeting are the approval of the budget, the **appointment of the Board of Directors and the Board of Auditors**, and the **approval of internal regulations**.

The 2020 Members' Meeting was convened on 20 July to approve the financial statements and was held partly in person and partly by teleconference in accordance with the restrictions imposed by the pandemic.

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## BOARD OF DIRECTORS

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The Board of Directors, **made up of 15 members, 13 of whom are chosen from among the cooperative members and 2 indicated by the financing members**, performs functions of strategic guidance and organisational coordination.

At regular meetings, the Board **elects the President and his deputy and appoints technical committees**. The President of the Board is vested with all powers of ordinary administration necessary to prepare the business plan, the annual budget and the organisational and administrative structure.

Please refer to pages 152 and 153 for details on the composition of the Board of Directors.

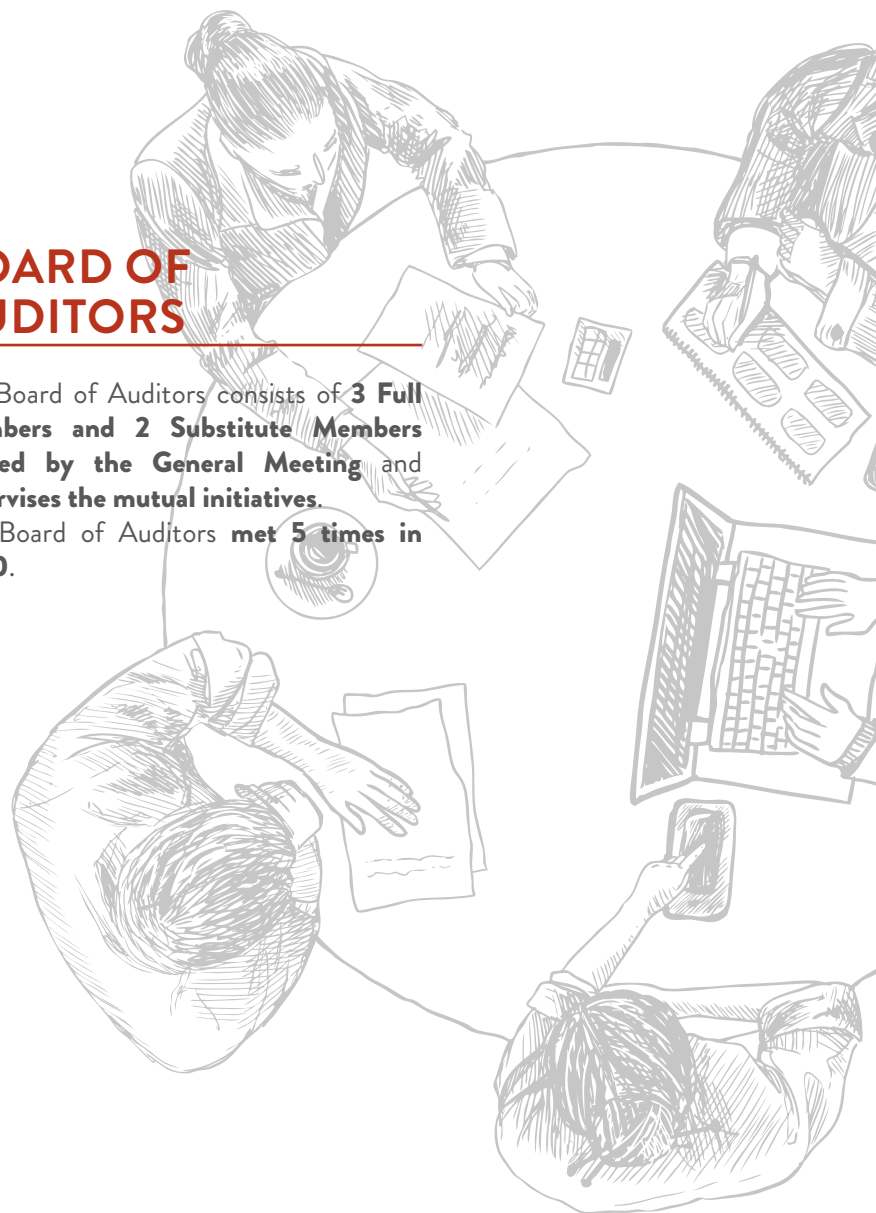
**In 2020, 5 BoDs were convened, with an attendance rate of 93%.**

## BOARD OF AUDITORS

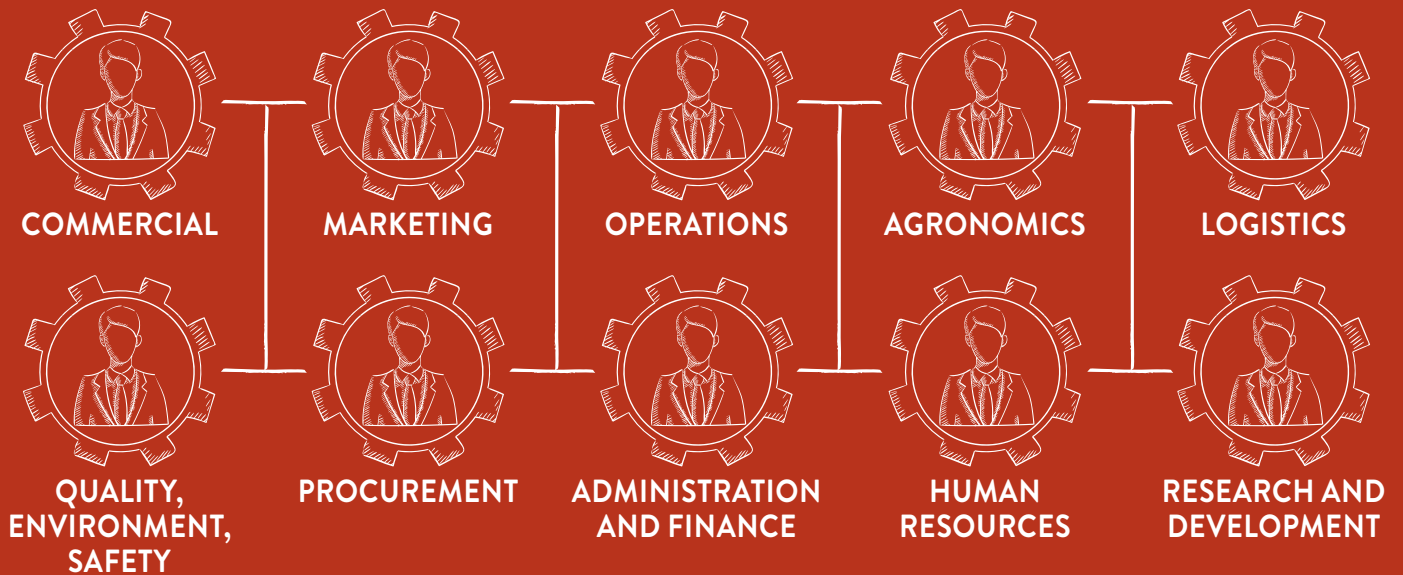
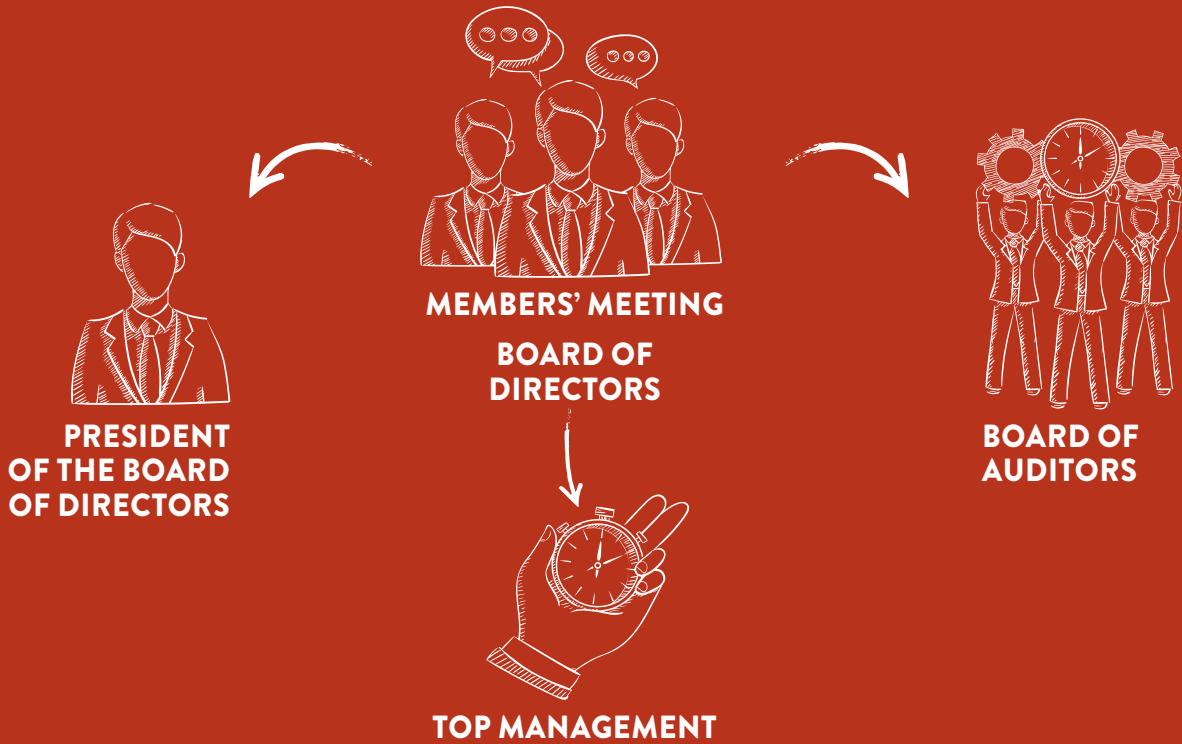
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The Board of Auditors consists of **3 Full Members and 2 Substitute Members elected by the General Meeting** and supervises the mutual initiatives.

The Board of Auditors **met 5 times in 2020**.



# CONSORZIO CASALASCO COMPANY GOVERNANCE



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# ETHICS, INTEGRITY AND COMPLIANCE

## ORGANISATIONAL MODEL AND ETHICAL APPROACH

Consistent with the principles enshrined in its Statute and in application of the ethical business model with which it identifies, Consorzio Casalasco has **adopted an Organisation, Management and Control Model** (the “Model” or “Organisational Model”) in accordance with the provisions of Legislative Decree no. 231 of 8 June 2001.

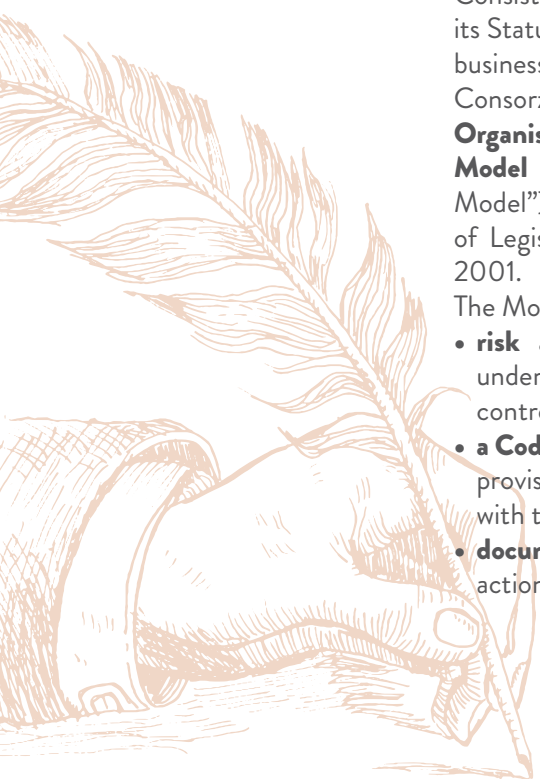
The Model is structured as follows:

- **risk analysis** relating to the various underlying offences, in order to establish control tools and priorities for action;
- **a Code of Ethics** that sets out values and provisions for all those working in and with the Consorzio;
- **documented operating practices** to take action to prevent and reduce risks;

- **Supervisory Body** to guarantee the functioning and adequacy of the Model; all of which is embedded in the Company’s operational practices.

The aim of this organizational model is to foster a **cooperative and transparent approach** to stakeholders, to prevent unethical and/or illegal conduct in the conduct of business, and to ensure that company activities are carried out in compliance with current legislation and in accordance with the provisions of the **Consorzio’s Code of Ethics**.

Below is a focus on some particularly qualifying aspects in relations with stakeholders.



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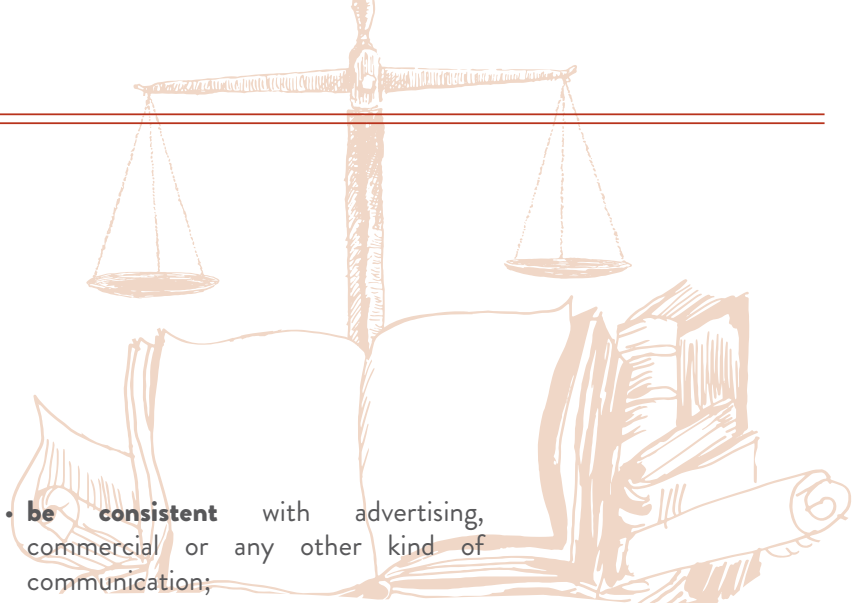
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## RULES PROTECTING FAIRNESS IN BUSINESS

The Consorzio is a member of the **Global Compact**, a United Nations initiative created to encourage companies around the world to adopt sustainable policies in respect of corporate social responsibility and to make public the results of the actions undertaken. In its annual report, the Consorzio highlights the actions it has taken to promote relations with its customers and suppliers based on **honesty, transparency and integrity**.

Furthermore, the Company's Code of Ethics identifies the pillars of corporate action to prevent any corrupt practices:

- **provide high quality products and services** that meet the Customer's reasonable expectations and protect their safety and security;
- **provide accurate, complete and truthful information;**

- 
- An illustration in a sketchy, hand-drawn style. At the top, a scale of justice is shown with two pans hanging from a horizontal beam. Below the scale, there is a stack of several books of varying thicknesses. In the foreground, a large, open book lies flat, with its pages slightly curved as if being turned. The entire illustration is rendered in a light brown or tan color.
- **be consistent** with advertising, commercial or any other kind of communication;
  - **scrupulously comply with current legislation** and internal procedures relating to the selection and management of relations with suppliers;
  - **adopt objective and transparent evaluation** criteria when selecting suppliers;
  - **observe and comply** with the applicable legal provisions and contractual conditions in supply relationships, without claiming undue advantages;
  - **be inspired by the principles of fairness and good faith** in correspondence and dialogue with suppliers, in line with the strictest business practices.

Finally, the Consorzio shall comply with all applicable laws and regulations protecting transparent and regular relations with the Public Administration, authorities and other regulatory bodies.

## ENVIRONMENTAL COMMITMENT

Consorzio Casalasco considers the **commitment to environmental protection** a fundamental part of its mission, both as an excellent company in the Italian agro-industrial sector and within the industrial tomato chain.

This is why it has been committed for years to studying, adopting and promoting **production models that are increasingly sustainable** from an environmental point of view, from the field, to research and development of process, pack and product, right up to the final stages of the life cycle of its products.

The management of environmental aspects along the agricultural supply chain is detailed in chapter 6 (page 123), while investments in environmental protection and energy efficiency are described on pages 166-167.

Finally, the farm participates in several **Local Action Groups** for the protection and promotion of its territory.

For this part, please refer to chapter 2 (page 59).

## RESPECT FOR HUMAN AND LABOUR RIGHTS

Consorzio Casalasco is committed to spread **an ethical management model** along the entire supply chain in which it operates, based on the respect and dissemination of **standards protecting human and workers' rights**.

This commitment is reflected in its adherence to the United Nations **Global Compact** model as well as to **Sedex**, one of the largest organisations **promoting ethical trade in the world**, committed to improving working conditions in global supply chains.

In line with these choices, the Consorzio opens its doors to audits by customers according to the SMETA scheme (Sedex Members Ethical Trade Audit), and uses the same requirements for the qualification of suppliers and partners.

Finally, **since 2016 the Consorzio has been certified according to the Social Footprint standard**, - the first certifiable scheme that assesses the social footprint of a product - the adoption of which has led to mapping and assessing from the point of view of human resources and respect for human rights the entire supply chain of Pomì-branded products and packaging (more on this in Chapter 5, p. 112).



# THE TEN PRINCIPLES OF THE GLOBAL COMPACT

*Companies are asked to*

<p><b>HUMAN RIGHTS</b></p>  <p><b>RESPECT</b> and promote universally recognised human rights within their spheres of influence</p>	 <p><b>MAKE SURE</b> not to be, even indirectly, complicit in human rights abuses</p>	<p><b>LABOUR</b></p>  <p><b>SUPPORT</b> workers' freedom of association and recognise the right to collective bargaining</p>	 <p><b>ELIMINATE</b> all forms of forced and compulsory labour</p>	 <p><b>REJECT</b> and effectively eliminate child labour</p>
 <p><b>PROMOTE</b> the elimination of all forms of discrimination in respect of employment and occupation</p>	<p><b>ENVIRONMENT</b></p>  <p><b>SUPPORT</b> a precautionary approach to environmental challenges</p>	 <p><b>UNDERTAKE</b> initiatives that promote greater environmental responsibility</p>	 <p><b>ENCOURAGE</b> the development and dissemination of environmentally friendly technologies</p>	<p><b>ANTI-CORRUPTION</b></p>  <p><b>CONTRAST</b> corruption in all its forms, including extortion and bribery</p>



# 1.6

## QUALITY ASSURANCE AND GLOBAL RISK MANAGEMENT



*Consorzio Casalasco has adopted an integrated management system aimed at proactively, systematically and consistently managing the risks arising from its activities and the applicable mandatory and voluntary standards.*

Indicators and KPIs (key performance indicators) of the integrated system continuously provide a comprehensive and reliable information base for the **strategic planning** and reporting process underlying this sustainability report.

**System and product certifications** provide the company with constant feedback on the correctness of the approach adopted, **facilitate the improvement process**, and provide external evidence of the **reliability** and **significance** of the results achieved.



# 1.7

## CERTIFICATIONS



### **BRC GLOBAL STANDARD**

British Retail Consortium (GFSI) standard

**IFS** - International Food Standard (GFSI)

### **INTEGRATED PRODUCTION SPECIFICATIONS**

of Emilia-Romagna Region: tomatoes for QC brand Quality Production (LR28/99)

### **GLOBALG.A.P.**

International Standard for Good Agricultural Practices

### **UNI EN ISO 22005:2008**

Traceability system in agri-food chains

### **SOCIAL FOOTPRINT**

Certification  
**(Product Identity)**

Raw materials  
**100% ITALIAN TOMATO**

Compliance with  
**REGULATION 834/07/EC FOR ORGANIC PRODUCTION**

**KRAV**  
Certification for organic products sold in Sweden

**UNI EN ISO 14001:2015**  
Environmental management system Rivarolo del Re plant

*All mandatory and voluntary standards are managed coherently and synergistically through an integrated management system covering aspects of product quality and safety, ethics and social responsibility, supply chain management, environmental aspects, product standards and customer specifications.*

EC Regulation 2017/1505  
**(EMAS)**

Plants of: Rivarolo del Re  
and Gariga di Podenzano

**GLOBAL G.R.A.S.P.**

Additional module of the  
GLOBALG.A.P. standard  
concerning the respect  
of human rights

**SEDEX** registration and audit  
in accordance with the  
**SMETA** protocol for Farms  
and Production Sites

Membership of the  
**ECOVADIS** platform  
(Silver level of recognition)

**RSPO** (Roundtable on  
Sustainable Palm Oil)  
certification

Controlled supply chain for the  
use of **NON-GMO SEED**

**NSF - NON GMO**  
Certification of use of good  
non-GMO production practices  
for the USA

**GFCO** – Gluten-Free  
Certification Organization (US)  
Certification of use of good  
gluten-free production practices  
for the USA

**HALAL** certificate for  
processed tomato products

**KOSHER** certificate for  
processed tomato products

# 1.8

## STRATEGIC VISION

*If it is true that uncertainty is now the basic condition for our actions, strength, flexibility and optimism are the winning factors for increasingly difficult challenges.*



- **to associate direct tomato producers** in order to offer the market not only the fruit of their cultivation but the processed product with a higher added value;
- **to be a partner of farms** in their effective, efficient, sustainable and innovative management;
- **to enhance their brands** in line with the different brand identities, conquering their place among the Italian excellences on the national and international market;
- **guarantee product quality and safety** through the scrupulous application of mandatory and voluntary standards and the control of all production phases;
- **to confirm itself as an excellent**, reliable and innovative partner for the main branded companies and the large-scale retail trade:
  - production of semi-finished products for use as ingredients, sauces and dressings ready for the shelf;
  - development, production and packaging of tomato and non-tomato based sauces, soups, beverages and fruit juices;
- **apply an ethical management model**, i.e. based on the dissemination, respect,

application and control along the supply chain of the rules in defence of **Human Rights, Workers, the environment and legality**;

- **promote a management model** capable of enhancing the value, qualification and loyalty of personnel, with attention to health, respect for fundamental rights, and the balancing of work and life times;
- **pursue the growth strategy** in terms of turnover, volumes and market share.

### THRIVING IN UNCERTAINTY

The occurrence of the **health emergency** has shown organisations that in order to deal with global and unpredictable crises **it is not enough to be equipped** to manage known risks. On the contrary, it becomes essential to **develop the ability to face a dangerous environment and an uncertain future with a positive and creative attitude**, relying on one's own skills and on the organisation's resources, which will have to be deployed as needed.

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Consorzio Casalasco considers it strategic to **strengthen the adaptive capacity** demonstrated by its organisation during the health emergency, **according to three fundamental guidelines: people, product, process.**

## PEOPLE

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This means having an **agile organisation**, which focuses on common goals rather than on the separation of tasks and responsibilities, which is able to **co-ordinate quickly** and to intercept and manage weak signals from potential problematic situations but also from emerging opportunities.

This involves creating and maintaining an environment of **shared leadership, strong internal communication and external connection.** And aiming at organisational well-being, to enable people to operate with competence, awareness, self-reflection and self-efficacy, because they are confident in their own abilities, in those of others and in the **construction of a possible future.**

## PROCESS

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That means **designing and implementing processes** that can adapt to changing conditions or operational demands, without diminishing their reliability and effectiveness, with particular regard to production processes, the supply chain and information management.

## PRODUCT

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This means developing and maintaining a comprehensive, well-constructed **offer**, supported by **'robust', reliable, high-quality products** that deliver on the promises of the claim and reinforce brand reputation, consumer trust and loyalty over time.

*We are talking about personal and collective aptitude for 'resilience', which should not only be understood as resistance to highly negative events, but as the ability to be innovative in an emergency, and to welcome crisis as an opportunity for improvement.*





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# CHAPTER

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# 2

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## CONSORZIO'S STAKEHOLDERS

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# 2.1

## CONSORZIO'S STAKEHOLDERS

**Priority stakeholders** include:

### MEMBERS

**Holders of shares but also suppliers of raw materials to the Consorzio.**

*(See page 57).*

### EMPLOYEES

**Employees of the company and other types of workers (collaborators, temporary workers and seasonal workers).**

*(To whom Chapter 5 is dedicated).*

### CUSTOMERS

**Subdivided into final consumers of the branded product and customers of the Industrial or Co-manufacturer and Private Label channel.**

*(See page 63).*





- MEMBERS
- AGRICULTURE COMMUNITY AND THE ENVIRONMENT
- TRADE ASSOCIATIONS



- CONSUMERS



- INFLUENCERS
- TREND SETTERS



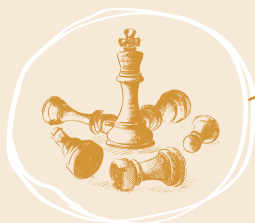
- ORGANIZATIONS
- TRADE UNIONS AND NGOs
- INSTITUTIONS
- REGULATORY BODIES



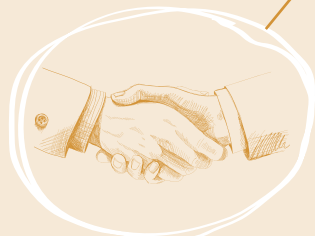
- LOCAL COMMUNITIES



- PARTNERS
- SUPPLIERS



- COMPETITORS



- CUSTOMERS



- BANKS AND FINANCIAL INSTITUTIONS



- EMPLOYEES
- FAMILIES

# 2.2

## SUSTAINABILITY ISSUES AND COMMITMENTS TO STAKEHOLDERS

### EMPLOYEES AND FAMILIES

#### COMMUNICATION CHANNELS

- Communication boards in factories and offices
- Website “my.studioziveri.it” dedicated to administrative communications
- Training and periodic updating activities
- Periodic meetings with social partners
- Service orders
- Internal communication emails
- Training and information events
- Suggestion boxes
- E-mails for protected communications

#### MATTERS OF INTEREST

- Initiatives to defend health in the workplace and in general
- Welfare policies
- Competence and awareness: training on the application of compulsory regulations and on COVID-19 infection prevention protocols
- Code of ethics and expected behaviour
- Communication of strategies and results

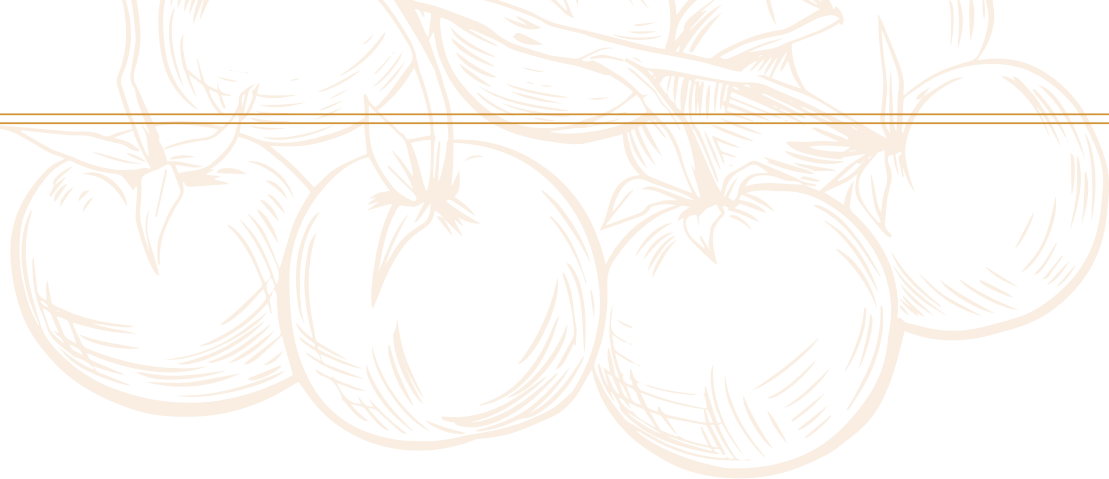
### MEMBERS

#### COMMUNICATION CHANNELS

- Assemblies and meetings
- Informal meetings
- Publication of information material and extracts from the Sustainability Report
- Press releases
- News on website
- Collaboration and support in daily farming activities

#### MATTERS OF INTEREST

- Consorzio performance, tomato prices, sector outlook, strategies
- Technical meetings
- Farm awareness raising on human rights, labour rights and labour standards in agriculture
- Sustainable agriculture techniques and practices



## 2020 RESULTS

Actions to achieve the 2020 targets were severely limited by the pandemic outbreak, with the obvious exception of the initiatives put in place to protect health in the workplace (see chapter 5, People). The targets for the year 2021 are therefore confirmed and reshaped.

## 2021 COMMITMENTS

- Continue initiatives to protect health and wellbeing at home and in the workplace, with reference to preventing infection from COVID - 19
- Identify spaces and tools dedicated to information on the objectives, results and main events of corporate life
- Provide adequate professional tools to deal with the growth of the company and strengthen individual and organisational aspects to ensure resilience

## 2020 RESULTS

The pandemic severely limited the opportunities for plenary meetings and, outside of the Annual General Meeting to approve the budget, it was not possible to organise information meetings for members. However, information and support activities for individual member companies continued.

The action aimed at expanding the membership base in the Piedmont provinces of Alessandria and Cuneo and in the Ferrara area was also significant.

## 2021 COMMITMENTS

- Continue the Consorzio's growth and development and continue initiatives aimed at supporting farmers in their entrepreneurial activities (information, services, technical assistance)
- Create institutionalised moments in which to communicate the Consorzio's results not only in the economic dimension, but also in the social and environmental dimension

## AGRICULTURE COMMUNITY, THE ENVIRONMENT AND TRADE ASSOCIATIONS

### COMMUNICATION CHANNELS

- Meetings, conferences
- Press releases, editorials
- Publication of information material and extracts from the Sustainability Report
- News on website
- Daily reporting
- Collaborations and field trials

### MATTERS OF INTEREST

- Reputation, transparency and honesty of practices adopted by practitioners
- Product quality and healthiness
- Product price and sector rules
- Sustainability, commitments and results of the Consorzio
- Sustainability and innovation: good practices for optimal management of impacts in agriculture
- The role of the farmer as guardian of the territory and its protection

## CUSTOMERS AND FINAL CONSUMERS

### COMMUNICATION CHANNELS

- Daily relations with the Consorzio's commercial and quality assurance departments
- Meetings and presentations during major trade fairs for both B2B1 and B2C2
- Audits and technical meetings at the Consorzio
- Meetings with strategic clients to present the Sustainability Report and Consorzio's results
- Management of R&D projects and specifications
- Publication of information material and extracts from the Sustainability Report
- Websites, social pages and any progressively available digital tools

### MATTERS OF INTEREST

#### CO-MANUFACTURING ACTIVITIES

- Consorzio's results and strategic objectives
- Launch of new products and processes
- Technical meetings on sustainability: sustainable agriculture
- Ethics and human rights
- Business continuity and risk management

#### BRANDED PRODUCTS

- Healthiness, transparency, traceability, Italian character of the product
- Environmental and social sustainability
- Launch of new tomato-based sauces for exports
- TV advertising campaign for both Pomì and De Rica Italia



## 2020 RESULTS

- Supporting farmers to adopt sustainable practices
- GRASP certification obtained for respecting human rights in primary production

## 2021 COMMITMENTS

- Involve members in projects and initiatives aimed at improving product quality and the sustainability of agronomic practices
- Promote respect for human rights and labour rights starting from the primary production phase and throughout the production and processing of tomato
- Pursue the construction of a “sustainable” supply chain on the three economic, social and environmental dimensions from the fields to the shopping cart

## 2020 RESULTS

### CO-MANUFACTURING ACTIVITIES

- A total of 44 audits (of which 70% by teleconference) for product qualification and validation concluded with a positive outcome
- Increase in production, turnover and third-party brand references

### BRANDED PRODUCTS

- Increase in sales in the retail segment

## 2021 COMMITMENTS

### CO-MANUFACTURING ACTIVITIES

- Strengthen tools to ensure transparency, integration and reliability of the Consorzio and its products
- Implementation of global risk management systems
- Support initiatives linked to the development of products that integrate sustainability aspects throughout their life cycle

### BRANDED PRODUCTS

- Enhance communication to the end consumer of the Consorzio’s values, identity and objectives through various channels, both in Italy and abroad

## BANKS AND FINANCIAL INSTITUTIONS

### COMMUNICATION CHANNELS

- Financial statements and reports
- Press releases
- Regular financial reports
- Ad hoc meetings
- Editorials and articles in specialised press

### MATTERS OF INTEREST

- Corporate structure, governance, economic and financial documents
- Objectives and prospects
- Enhancement of intangible assets
- Company and sector perspectives
- Operational and strategic risks and their management

### COMMITMENTS

Continuing the accountability process to improve dialogue with the market



## 2.3

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# MATERIAL TOPICS



*The selection of issues to be reported on was made on the basis of relevance to the company and its key stakeholders, derived from input from the managers of the various business areas and the most frequent requests from customers and other interested parties.*

**Material topics**, i.e. **economic, social and environmental aspects** that are relevant to the Consorzio and that influence or could significantly influence stakeholder decisions, have been aggregated and correlated to **strategic objectives** to which the various aspects refer, in order to give evidence of the consistency of **corporate strategies** with crucial aspects in the relationship with stakeholders.



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## GOVERNANCE AND COMPLIANCE

- Ethics and compliance
- Resilience, business continuity and risk management
- Corporate Governance
- Anti-corruption
- Economic and financial performance and value creation



## PRODUCT RESPONSIBILITY

- Food quality and safety
- Supply chain traceability and product certification
- Product and process innovation
- Responsible communication and labelling
- Brand image and corporate reputation
- Nutrition and healthy lifestyles



## SUPPLY CHAIN RESPONSIBILITY

- Sustainable and ethical supply chain management
- Protection of human rights



## ENVIRONMENTAL RESPONSIBILITY

- Management of direct environmental impacts
- Sustainable agriculture and protection of the territory



## SOCIAL RESPONSIBILITY

- Occupational health and safety
- Staff training and development
- Welfare policies
- Diversity and equal opportunities
- Industrial relations



## 2.4

# THE CONSORZIO LOOKS TO THE FUTURE: NEW MEMBERS

*Most of the new farms are located in areas not traditionally cultivated with tomatoes (especially Piedmont), where Casalasco's proposal has met with a positive response. In this way, the wider territorial distribution of the conferring companies allows the Consorzio to reduce climate risks without distorting its identity.*



In recent years, there has been a **generational change** in the Consorzio, which has seen historic members give way to new entrants.

Consorzio Casalasco is demonstrating to be **attractive**, proving the validity of its project and vision.

**The new members are individual farms already producing tomatoes** that decide to invest further in the medium to long term in this crop and choose to **give to the cooperative**, rather than selling to a private industry, for the guarantee of:

- product withdrawal
- fair price
- various services to support the activity and cover risks.

However, the Consorzio also **attracts companies associated with cooperatives that have never grown tomatoes**, as well as entire cooperatives that bring their members to invest in the Casalasco project.



2.5

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# SUPPORTING THE LOCAL COMMUNITY



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# OGGIO-PO AND TERRE DEL PO LOCAL ACTION GROUPS

*The aim of Local Action Groups (L.A.G.) is to plan, encourage and stimulate development in rural territories, through the use of European Structural Funds such as the EAFRD, the European Agricultural Fund for Rural Development, using the Local Action Plan as a tool for defining interventions.*

Consorzio Casalasco takes part in two **Local Action Groups, Oglio-Po and Terre del Po**, whose territories cover the catchment area of the member farms in the provinces of Mantua and Cremona.

**The L.A.G. is a consortium** made up of other partners, both public and private, such as Municipalities, Trade Unions, Enterprises, Freelancers, Entrepreneurs' Associations, etc.

As a member of the two L.A.G. (of the L.A.G. Oglio-Po, it is currently also a councillor), the Consorzio plays the **fundamental role of linking** the needs of farms with the opportunities offered by national and European funds for the development of the territory. In this way, not only are **important resources channelled to the development of the territories and communities** to which members belong, but the adoption of **initiatives aimed at innovation, the development of entrepreneurship and**

**the valorisation of the territory and local typicalities is promoted in member companies.**

Within the framework of the Operation 19.2.01 - 4.1.01 of the RDP 2014 - 2020 of the Lombardy Region (Incentives for investments aimed at improving the profitability, competitiveness and sustainability of farms), 4 farms members of the Consorzio Casalasco del Pomodoro have reported as many applications for support for interventions carried out regarding the **purchase of irrigation systems**, for a more efficient management of irrigation water, and weather stations equipped with forecasting models.

**The total amount of aid to the farms is € 110,435.**

# THE CLIMACTIVE 2050 PROJECT

*The overall objective of the project is to support partner rural areas and their farming systems by strengthening their actions against climate change, fostering resilience and diversification through the valorisation of ecosystem services, thus contributing to the achievement of the EU environmental and climate objectives.*

*This project sees the participation of four L.A.G., including the Oglio-Po L.A.G., which takes part in both joint activities and activities designed and developed at local level.*

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# NON-PROFIT ORGANISATIONS

*Consorzio Casalasco supports non-profit organisations, religious communities and parishes with direct sponsorships, donations of food products or by making itself available to employ people in socially fragile situations.*

The **collaboration with the Banco Alimentare** aims to promote common values in the **fight against poverty and food waste**. The collaboration, which has been active for many years, consists in redistributing basic food products according to the availability of the Consorzio. These initiatives, in addition to **other donations**, highlight not only the attention paid to the problems of the local communities, but also a **style of direct, simple and concrete** intervention, aimed at taking on the problems of the Consorzio and its people in a way that is entirely consistent with its style and values.



# 2.6

## CUSTOMER RELATIONS

*The distinguishing factor of the Consorzio's entire offer and its strong identity aspect is the production of tomatoes from a 100% Italian controlled and certified supply chain.*

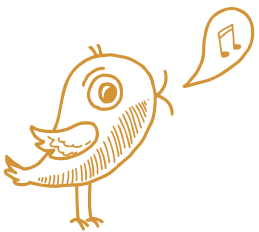
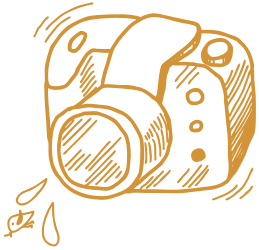
The Consorzio, after years characterised by **significant investments in plants and acquisitions** aimed at giving the company a structure and size in line with its strategic objectives (most recently the SAC commercial operation to control the French market), has **significant production potential** and a very wide positioning on distribution shelves both in Italy and abroad, with products under its own brand or under third-party brands.

In fact, by combining the offer of a large number of products and packaging with the production activity, which has always characterized it as a **producer of private labels and co-packers for important international brands**, Casalasco has the possibility to cover the market of tomato products and sauces in a **complete** way. (See the presentation of the business segments in chapter 1, pages 28-29).



# 2.7

## COMMUNICATION ACTIVITIES



**Communication in 2020, partly as a result of the containment measures, saw digital as the first channel of choice.**

The communication strategy of the Consorzio and its brands has taken into account the peculiarities of the situation, **adapting the messages to the new “normality”**, reiterating the key messages, clear and effective, which have become pillars of the brand identity on the market: **Italian character and origin, quality of production, versatility in the use of products and traceability.**

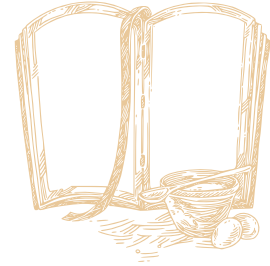
To this end, the **main digital and social platforms** have been used and actions have been developed and implemented to engage consumers and users, bearing in mind the need to ensure easy access and use of information about the company and its products through **mobile devices.**

More specifically, in 2020 **more than 1,900 contents** were posted on the **19 social profiles of the Consorzio**, while **33 articles and 2 magazines** were published on the websites, not only about the company and its brand values, but also about **health, wellbeing and Mediterranean cuisine.**

In addition, **6 recipe books** containing around **200 Pomi-based recipes** have been created, enabling the brand's fan base to grow through consumer loyalty.

**The communication strategy for 2021**, both in Italy and abroad, will **focus on deepening the issues already covered in 2020** and important for the Consorzio, namely **healthy eating, the supply chain and its sustainability and the reduction of food waste.**





**1,915**

POSTS ON SOCIAL  
MEDIA PROFILES

Management of  
**19 SOCIAL MEDIA  
PROFILES**  
and **13 WEBSITES**

**33**

ARTICLES PUBLISHED

**2**

EDITIONS OF THE  
MAGAZINE

On:

- corporate issues
- health & well-being
- mediterranean cuisine

**200**

ORIGINAL RECIPES

**6**

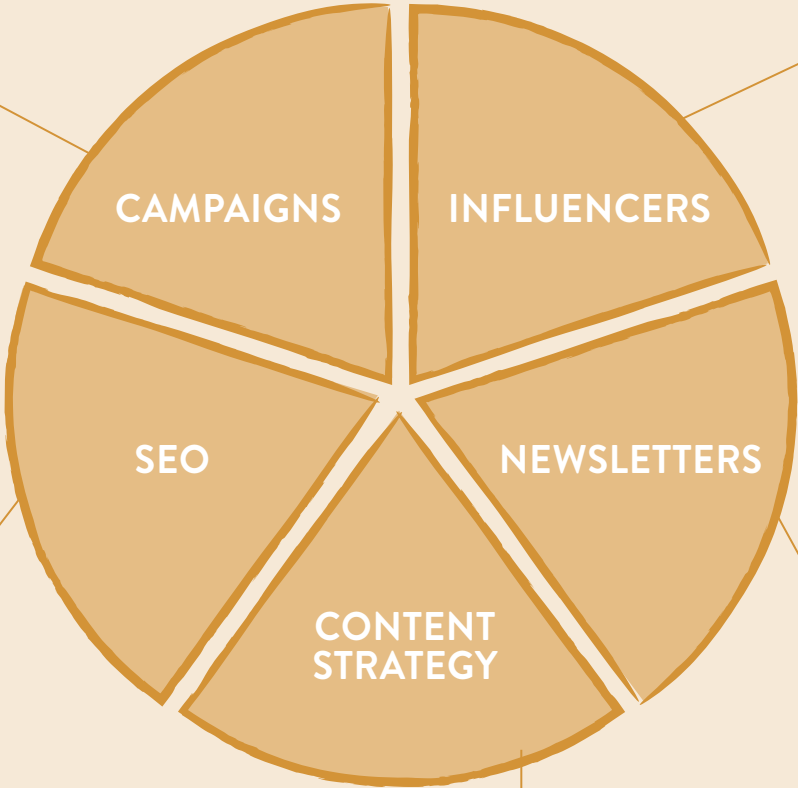
RECIPE BOOKS

Downloadable  
free of charge

# ACTIVITIES AND AREAS OF MEDIA APPLICATION

**Monthly campaigns** to promote social channels and websites

**Collaborations** with Italian and International **Food Bloggers**



**Optimisation** of websites for search engines

Sending **monthly newsletters** to a database of over **44,000** contacts

**Storytelling** to promote the strengths of the brand with in-depth information on the supply chain, recovery cuisine and Italian recipes



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# CHAPTER

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# 3

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## THE SUPPLY CHAIN

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A close-up photograph of a tomato plant. The image shows several bright red, round tomatoes hanging from a green vine. The leaves are green and have a prominent vein pattern. The background is slightly blurred, showing more of the plant and other tomatoes.

3.1

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# THE TOMATO SUPPLY CHAIN



**The cooperative nature** of the Consorzio, with member farms playing the dual role of owner and raw material supplier, **allows for a level of control and integration** between the agricultural and the processing phases that is not found in industrial supply chains. The close relationship between farmers and processors provides the Consorzio with a very incisive tool that enables it to **quickly transfer strategic decisions** relating to products and their characteristics to the entire value chain: variety choices, treatments, quality parameters, etc., and to implement the requirements of customer contracts and specifications.

The Agronomic Department oversees the entire production chain, through its technicians, in order to **achieve high quality standards** and to **ensure that consumers receive a harvested and processed product within 24 hours**.

The Consorzio's technicians **work on a daily basis in direct contact with the farmers**, with whom they have a consolidated relationship of knowledge and trust, and play a role that goes beyond mere technical support for tomato cultivation, but becomes a real **management consultancy** for the farms, assisted and supported in their main needs: **insurance coverage, recourse to credit, use of contractors, access to financing**.

**Agronomic  
department/Farms**

NOVEMBER/  
FEBRUARY

**FERTILISATION  
PLAN AND SOIL  
PREPARATION**

Soil and fertiliser analysis

**Agronomic  
department**

JANUARY/  
FEBRUARY

**DRAFTING  
OF SOWING  
PROGRAMME**

Definition of needs  
and planning

**Consorzio  
Interregionale  
Ortofrutticoli (C.I.O.)**

**Nurseries**

FEBRUARY/  
MARCH

**COLLECTIVE  
PURCHASE OF  
SEED AND GMO  
ANALYSIS OF  
EACH LOT**

MARCH/  
APRIL

**SOWING IN  
GREENHOUSES**

Multi-residual analysis  
of seedlings



## Farms

MAY/  
JUNE

### TRANSPLANTING AND OPEN FIELD CULTIVATION

Irrigation and water  
analysis

Multi-residual tomato  
analysis before  
harvesting

## Farms/ Consorzio Casalasco

JULY/  
SEPTEMBER

### HARVESTING AND DELIVERY

Analysis of chemical-  
physical parameters of  
tomatoes in acceptance

## Consorzio Casalasco

JULY/  
SEPTEMBER

### PROCESSING AND PACKAGING

Multi-residual, GMO,  
chemical-physical,  
microbiological and  
organoleptic analysis of the  
processed product

## Consorzio Casalasco

OCTOBER  
AND FOR THE  
FOLLOWING  
12 MONTHS

### STORAGE, DELIVERY AND GLOBAL DISTRIBUTION





## 558

FARMS  
DELIVERING  
TOMATOES TO  
THE CONSORZIO  
CASALASCO  
IN 2020.

Of these

227

are direct members  
or belong to  
cooperatives that  
are themselves  
members.

While

333

belong to 6 Producer  
Organisations (P.O.),  
which are included in  
the list of supporting  
members.

## AMONG THE SERVICES OFFERED TO MEMBERS

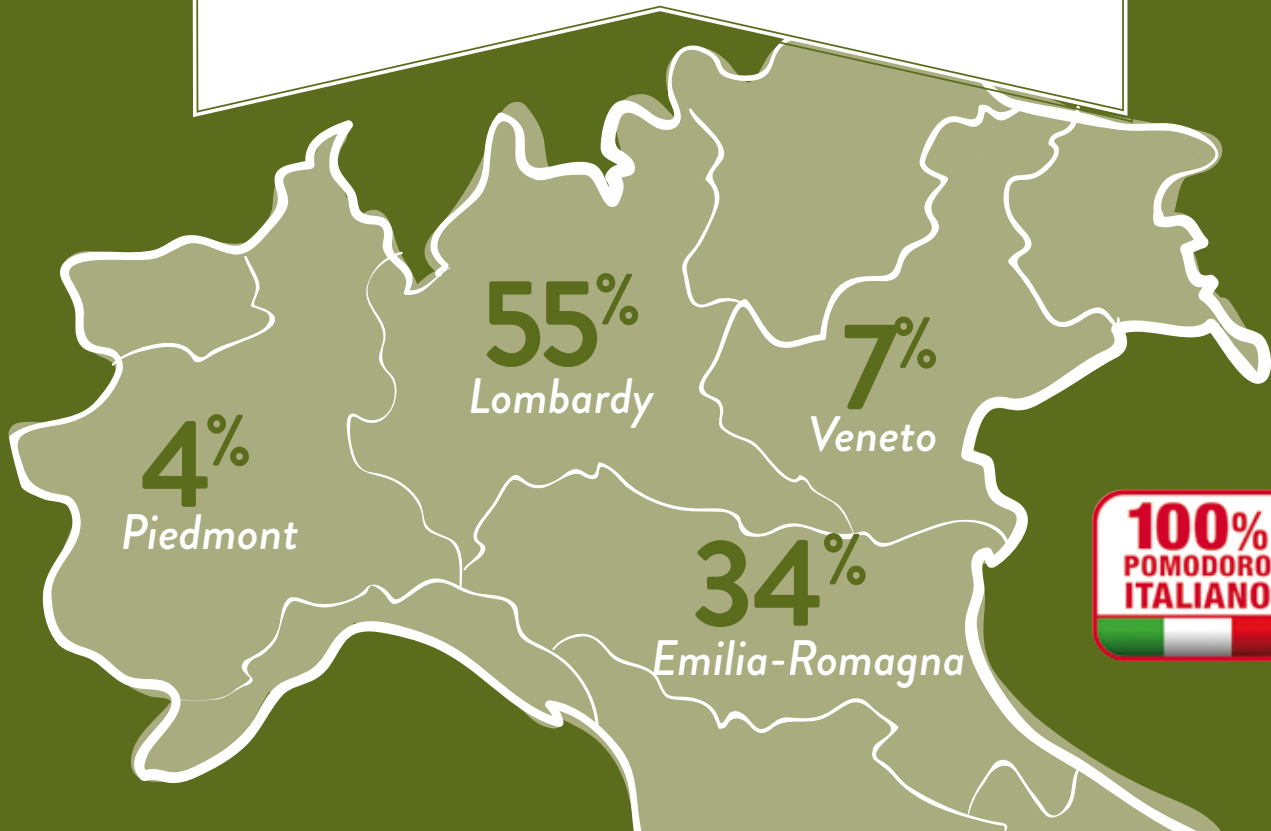
- **Continuous technical assistance** with fortnightly visits throughout the growing of tomatoes in the field to ensure improvements in environmental **sustainability, safety, ethics, quality, traceability and efficiency.**
- **Organisation of training courses** on issues relating to mandatory requirements (in 2020, a fire prevention course for 70 farms) or for **technical and agronomic updates.**
- **Insurance cover for members' agricultural production**, with economic conditions that are better than those of the market, and management of related claims.
- **Support in accessing non-repayable funding** for the purchase of tomato harvesting machinery (10 in 2018 and 1 in 2019) thanks to the Consorzio's Operational Programme.
- **Economic support for the application of sustainable techniques** (e.g. micro-irrigation) and for the cultivation of experimental varieties.
- **Preparation on behalf of members** of applications for grants under Measure 10.1.10 of the Lombardy Region Rural Development Plan. The call offers farmers **incentives for the introduction and maintenance of low environmental impact farming practices**, through production models that are more attentive to a **sustainable use of resources and the conservation of animal biodiversity.**

In 2020, member farms delivered **519,000 tonnes of tomatoes for a total value of €35.7 million**, an increase on the previous year. The tomatoes delivered by individual direct members and member cooperatives account for around **80% of the total**.

The relationship between the member farms and Consorzio Casalasco is regulated by the **signing and observance of documents** that guarantee the satisfaction of the Consorzio's needs in terms of **quantity and quality of the tomato**.

**All the tomatoes supplied are guaranteed GMO-free**, comply with the Emilia-Romagna Region's Integrated Production Regulations, meet the traceability requirements of the ISO 22005 standard and are **100% of Italian origin** as they are grown on land located in Lombardy (55%), Emilia-Romagna (34%), Piedmont (4%) and Veneto (7%).

**Geographical diversification ensures better risk management in terms of seasonal and meteorological trends.** The goal for 2021 is to increase the number of farms with plots in Piedmont in order to acquire new members and include land not yet used for growing tomatoes.



Since 2009, all member companies have been certified in accordance with the GLOBALG.A.P. standard, supplemented in 2020 by the GRASP module.

*The worldwide GLOBALG.A.P. standard defines Good Agricultural Practices (GAP) to minimise impacts on the environment, ensure a responsible approach to worker safety and animal welfare.*

*Members are trained and continuously supported by the Agronomic department technicians in the application of these practices. Compliance with the requirements of the standard is checked each year by internal auditors and at the certification audit.*

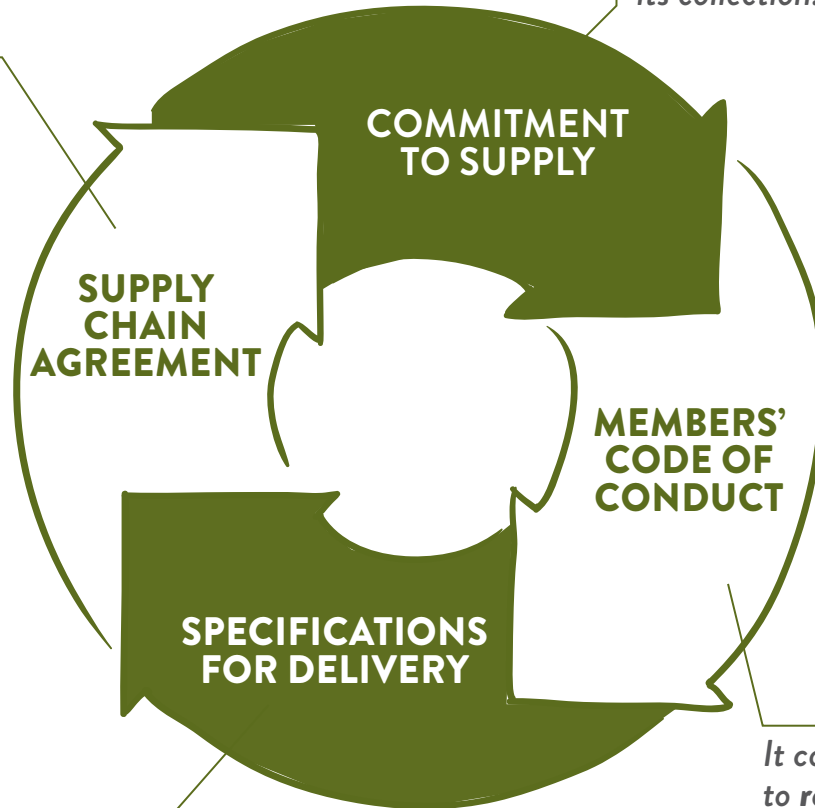
*Since 2020, the standard has been supplemented with the additional module GRASP (GLOBALG.A.P Risk Assessment on Social Practices), which focuses on the social aspects of agricultural labour to assess the risk of malpractice.*

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*It commits the direct member and member cooperatives to **grow tomatoes on the agreed hectares** and to deliver all the product to the Consorzio, which guarantees its collection.*

*Commits the farm to **operate in accordance with the standards** required by the Consorzio.*



*Defines the required **quality parameters** and **enhancement criteria**.*

*It commits the companies to **respect human rights, labour rights and the rules** relating to work in agriculture.*

3.1

## TYPES OF PRODUCTS PROCESSED



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---

## CONVENTIONAL

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Tomatoes produced according to good agricultural practices and the Integrated Production Regulations (Emilia-Romagna Regional Law 28/99).

## “ZERO RESIDUE” TOMATO

---

In order to **further reduce the impact on the environment** and offer an excellent quality product, the Consorzio is experimenting with **agronomic practices** that can guarantee a tomato without any pesticide residues.

A **protocol** has therefore been defined **to be applied in the field**, which takes into account the decay times of 30 different principles among those most commonly used in tomato cultivation to guarantee a **“zero” residue tomato**.

In 2020, the protocol was applied to 50 hectares as in 2019.

**2019:** 1,162 tonnes processed

**2020:** 2,566 tonnes

## ORGANIC FARMING

---

Organic farming aims to reduce external inputs to a minimum, **preserving the natural fertility of the soil** and making the most of natural mechanisms and balances; it prefers **native varieties** and intervenes only when necessary with soil improvers and natural defence products, in accordance with European Union regulations (EC Reg. 834/07 and EC 889/08). Since 2015, Consorzio Casalasco has started processing organic tomatoes for the production of pulps and purees.

The last three years have seen an **important increase in the quantity of organic product processed**, which has not been matched by a corresponding increase in the number of hectares by the conferring members. This confirms the commitment to increase not only the quantity of organic tomatoes processed, but also the surface areas of directly contributing members.

**2018:** 5,420 tonnes processed

**2019:** 5,796 tonnes

**2020:** 10,212 tonnes

# CONTROLS ALONG THE SUPPLY CHAIN

The **safety and quality** of the tomatoes delivered and the derived products are guaranteed by an **annual control plan** that includes multi-residual, chemical-physical and microbiological analyses.

The **analytical plan** takes into account the production programmes, the results obtained in previous processing campaigns, customer requests and any problems and alerts that may arise at national and international level.

MULTIRESIDUAL ANALYSES ON TOMATO BERRIES (2020)<sup>1</sup>

↪ **1 analysis**

EACH

**622 tons**  
OF CONVENTIONAL  
TOMATO

↪ **1 analysis**

EACH

**70 tons**  
OF ORGANIC TOMATO<sup>2</sup>



ANALYSES CARRIED OUT DURING THE TOMATO CAMPAIGN (2020\_62 DAYS)

↪ **463,555**

CHEMICAL-PHYSICAL ANALYSES  
(7,635 PER DAY)

↪ **2,354**

ENZYMATIC ANALYSES  
(39 PER DAY)

↪ **43,112**

MICROBIOLOGICAL ANALYSES  
(719 PER DAY)

↪ **405**

MULTI-RESIDUAL ANALYSES ON FINISHED PRODUCTS  
(APPROX. 6.8 PER DAY)

<sup>1</sup> The specification provides for a minimum of one multi-residual analysis per 1,000 tonnes of tomatoes delivered. The Consorzio's control plan provides, for the greater protection of the consumer, for an analysis every 1,000 tonnes and at least one for each farm that delivers the tomatoes.

<sup>2</sup> The Consorzio's control plan shall provide for at least one analysis for each organic tomato plot on each supplying farm.

# 3.2

## GUARANTEE OF ORIGIN TRACEABILITY OF THE SUPPLY CHAIN

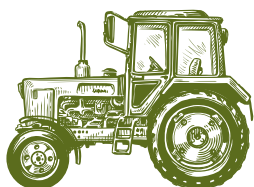






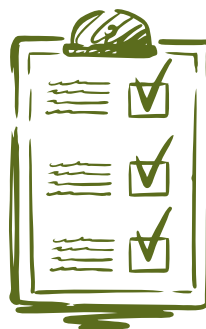
*Traceability is a tool to meet the growing demand for food quality and safety, transparency and product reliability.*

*Consorzio Casalasco has set up a traceability system extended to raw materials, ingredients, packaging, process parameters, laboratory checks and logistic aspects, aimed at:*



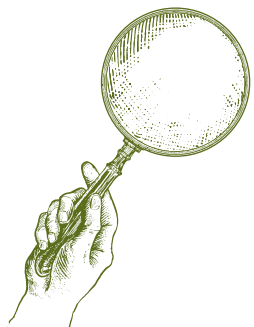
### **TRACE THE SUPPLY CHAIN**

from field to pack.



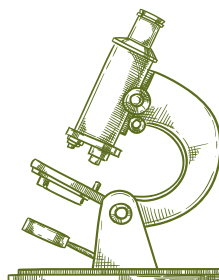
### **PROVIDE THE B2B<sup>1</sup> SEGMENT WITH A SOPHISTICATED AND RELIABLE TOOL**

for managing product safety and/or non-conformities.



### **PROVIDE DETAILED INFORMATION**

to the customer and the end consumer on the history of the product.



### **SUBSTANTIATE THE GUARANTEE**

of special characteristics (organic, high lycopene, gluten-free, Kosher, Halal).

<sup>1</sup> Business-to-business: identifies trade between industrial, commercial or service enterprises.

## POMI TRACE

Pomì has developed a computer system which, through the production batch, is able to trace the supplying farm and the area where the fresh product is grown.

The **tomato supply chain**, built up and documented in its relevant activities through the Consorzio Casalasco traceability system, quickly provides information on

- **soil characteristics and treatments;**
- **tomato origin** (farm, variety and seed lot, plot of origin);
- **date and time of supply**, start and end of processing;
- **supplier and packaging lot;**
- **results of laboratory analysis** in the field and in production;
- **storage and shipping warehouse;**
- **route and destination of the shipped product.**

The proper functioning of the **traceability system** is verified during dedicated tests and audits, which are carried out both downwards, from the raw material to the product, and upwards, i.e. backwards from the finished product to the **components of the data sheet.**



# 3.3

## A PIACENZA-BASED EXCELLENCE: THE PEA SECTOR

Some of the members in the Piacenza area and neighbouring provinces **grow peas**, which are delivered to and packaged at the Gariga di Podenzano plant. This production, for which the rules and controls established for tomatoes essentially apply, has made it possible to **expand the range of raw vegetable materials and consequently the range of Casalasco branded products** available to the end consumer.

The production of “Borlotti” and “Cannellini”, on the other hand, ceased with the 2019 marketing year, due to minimum quantities that were difficult to manage and overlapped with the tomato marketing year.



# 3.4

## SUPPLY CHAIN SUSTAINABILITY AND AGRICULTURE 4.0

In addition to the ordinary activities of production management and product delivery, the Consorzio's technicians promote **innovative projects** to the farms, such as, for example, **testing new cultivars and new low-impact cultivation protocols** in synergy with research institutes, universities and seed companies. **The advanced technologies** that Casalasco supports at its member farms aim to **reduce the impact of agricultural cultivation** by encouraging a more efficient use of resources and reduced use of **plant protection products in pest prevention and control techniques**.

These include:

### EXPERIMENTATION WITH BENEFICIAL INSECTS

(*Amblyseius andersoni* and *Phytoseiulus persimilis*) to **combat the red spider mite**, a phytophagous mite, **which until now has been controlled with the use of pesticides**. **The useful insects** are dispersed over the infested crop by means of **a drone** which, following preset flight paths, covers large areas in a short time.

### FERTIGATION

combined with the use of **moisture probes**, allows **more efficient management of water resources** (+25%). The areas equipped in this way are currently 4150 ha, with the aim of increasing them by 15% by 2021.

### USE OF PHEROMONE TRAPS

equipped with a camera to detect **infestations of the yellow notch moth** (*Heliothis armigera*). The technology applied allows **the traps to be controlled remotely**. A device inside the traps photographs the pest every time it is caught and sends the images acquired to a server/cloud which makes them accessible via the web or mobile devices via an app, **allowing timely and targeted interventions to be formulated**.

### CREATION OF AN ECOLOGICAL AREA

**of about 15,000 square metres** near the Casalasco Agricola farm in Casteldidone (CR) to **promote biodiversity** by sowing flowering plants for pollinating insects.

## DIVERFARMING FOR INNOVATIVE, SUSTAINABLE AND RESILIENT AGRICULTURE

*The Consorzio Casalasco adheres to the European Horizon 2020 programme and participates, with international partners, in DiverFarming. This project aims to develop and test diversified low-impact farming systems to increase the productivity and quality of crops in conventional farming systems. The Diverfarming trial in the Po Valley took place on three farms of the Consorzio.*

*The experience carried out in the three case studies shows that the inclusion of industrial peas in crop rotation with tomatoes and wheat allows good productive results to be obtained from the legume, together with other advantages in terms of environmental sustainability. In fact, the increase in soil productivity through crop diversification and the consequent reduction of external inputs can contribute to the decrease in production costs and environmental impacts of the whole chain.*

# 3.5

## OTHER CONSORZIO CASALASCO'S PURCHASES

*By “other purchases” we mean all other goods and services purchased by the Consorzio for its activities, which have not been contributed by members in accordance with campaign agreements.*

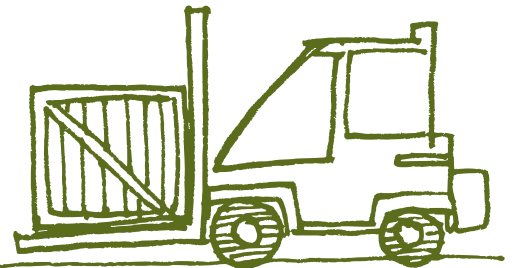
In 2020, Consorzio Casalasco worked with more than **2,500 suppliers** (2,526 in 2019). The largest number of which (1,317) are involved in services (logistics, maintenance, cleaning, consultancy, etc.), for a **turnover of more than €58 million**.

The most significant category in economic terms, also in 2020, is that of **packaging suppliers**, represented by 141 companies, with a purchase turnover of over **€74 million**, or 33% of the Consorzio's total purchases.

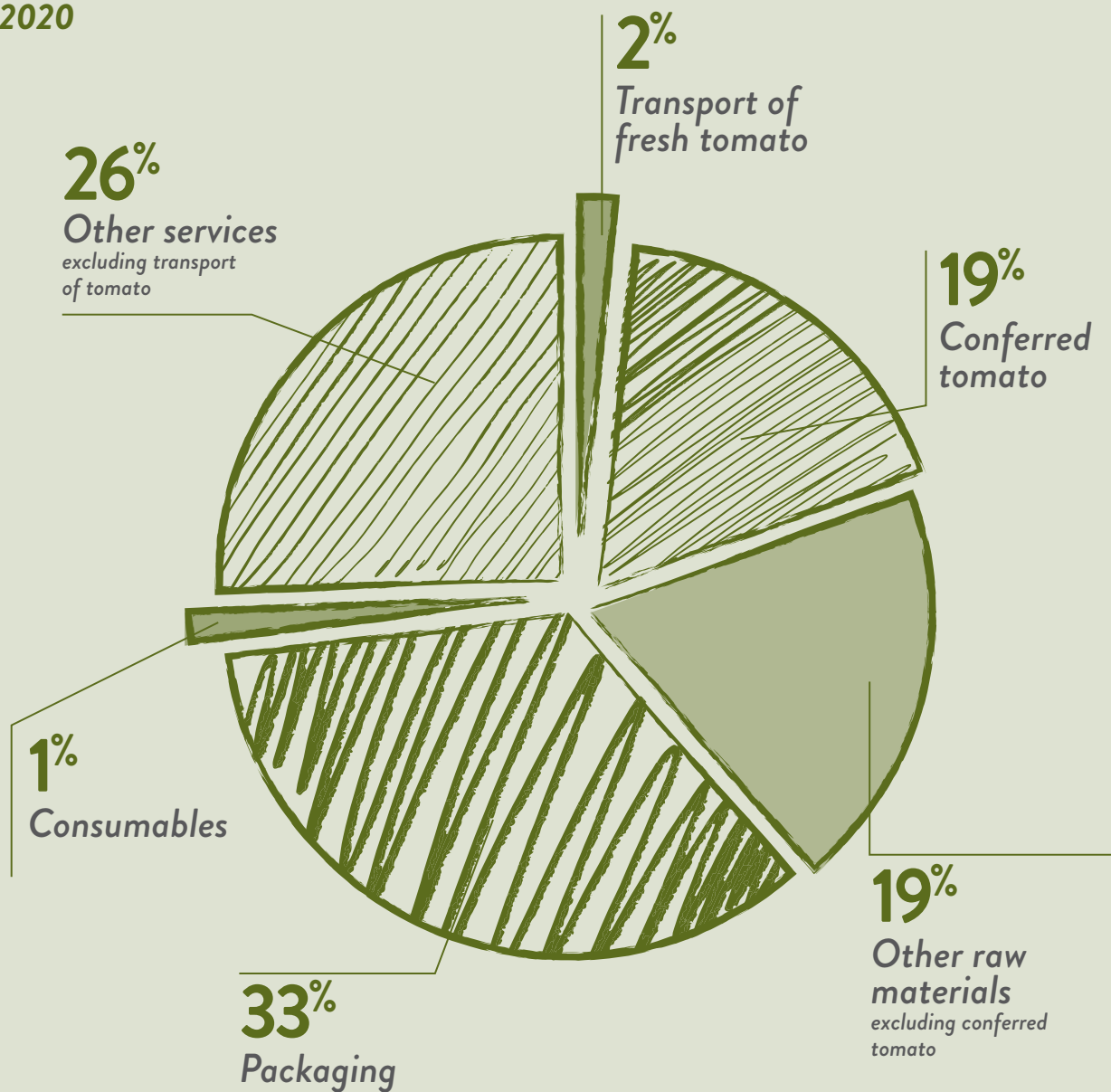
There are **249 suppliers of other raw materials**, accounting for **€44 million of turnover** (19% of the total). This last category includes **purchases of other vegetables for condiments, sugar and glucose, fruit purée, salt and dairy products, meat and meat extracts**.

In the analysis of purchase items we then come to consumables (e.g. glue, inks, shrink-wrap, detergents, etc.), which represent an insignificant share of total purchases.

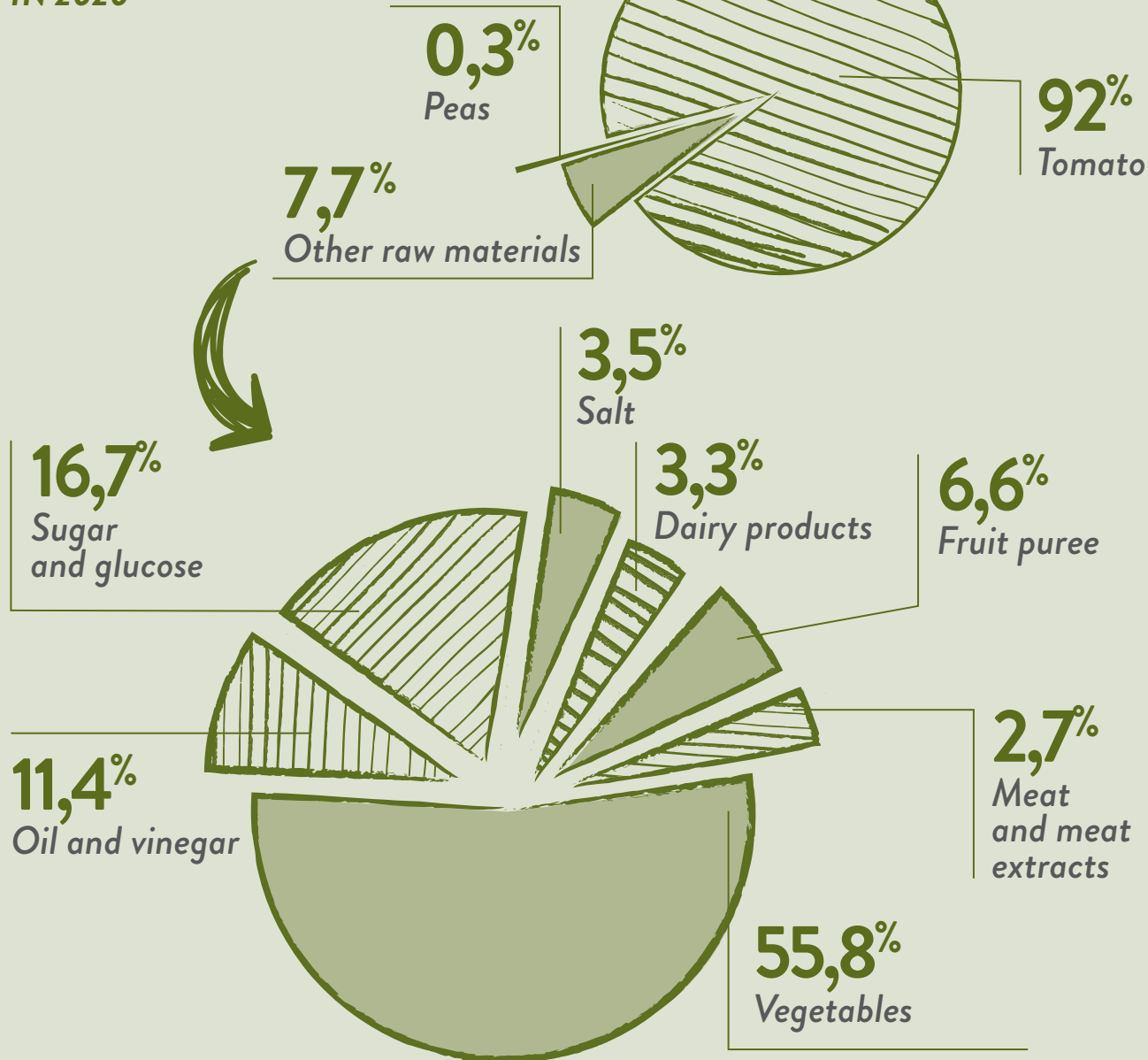
The Consorzio's finished product categories, which had already been largely redesigned in 2019 in favour of the development of new vegetable-based references (pestos, dressings, velvety soups), confirmed their **positive trend** in 2020 as well, with a corresponding **growth in purchases of vegetable raw materials**, equal to +79% over the previous year, and a simultaneous reduction in meat-based products (-36%). This was in line with the increase in total production due to the well-known events linked to the health emergency, which led to an **increase in demand for sauces for domestic consumption**.



**PURCHASES BY CATEGORY  
OF SUPPLY (% EURO)  
IN 2020**



**PURCHASES OF RAW MATERIALS  
AND INGREDIENTS (% KG)  
IN 2020**





# SELECTION AND CONTROL OF SUPPLIERS



## Initial screening (verification of requirements)



## Sending of Supplier Questionnaire



## Signature of Code of Conduct



## Assessment and possible qualification of new supplier

The Consorzio's purchasing procedure is developed according to **standardised steps**:

**1) Drafting of technical specifications** for each raw material in order to precisely define the **desired quality parameters**.

**2) Qualification of the supplier** through the assessment of further aspects, including **environmental aspects**, which have been identified considering the product life cycle, and **social responsibility requirements**, linked to compliance with rules on human rights, **labour rights and business ethics**.

**3) Signature by the supplier of a code of conduct** which follows, with obvious differences, the code signed by the members. In this way, the Consorzio promotes and encourages adherence to **values of transparency, correctness, legality** and respect for fundamental rights which respond not only to the values of the company and the entire cooperative movement, but also to

the demands of the most important customers and a large part of the end consumers.

**4) Inclusion in the list of qualified suppliers.**

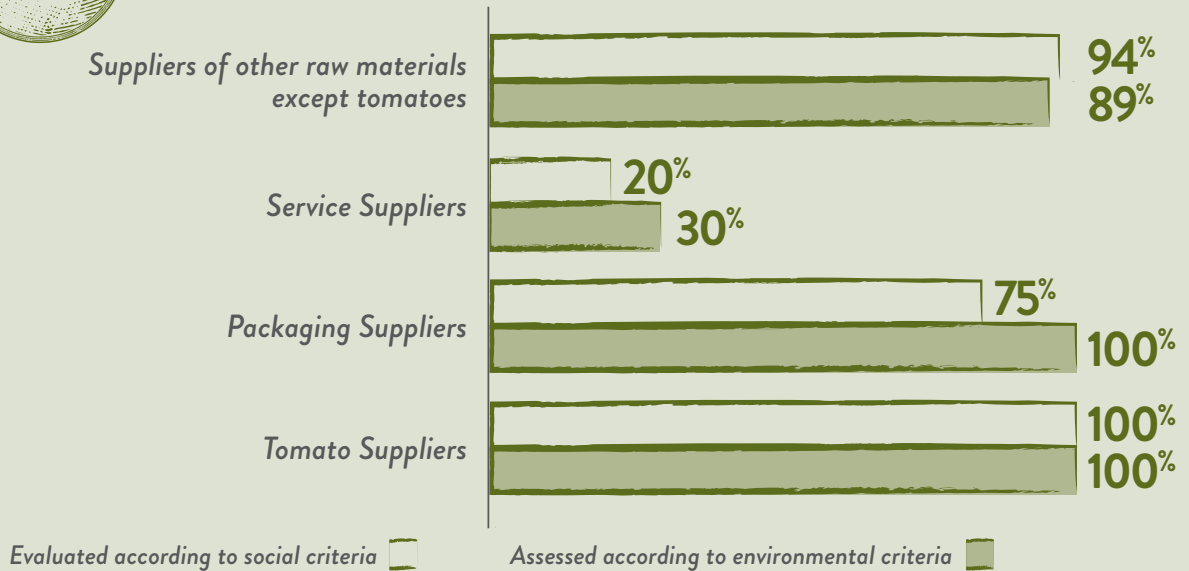
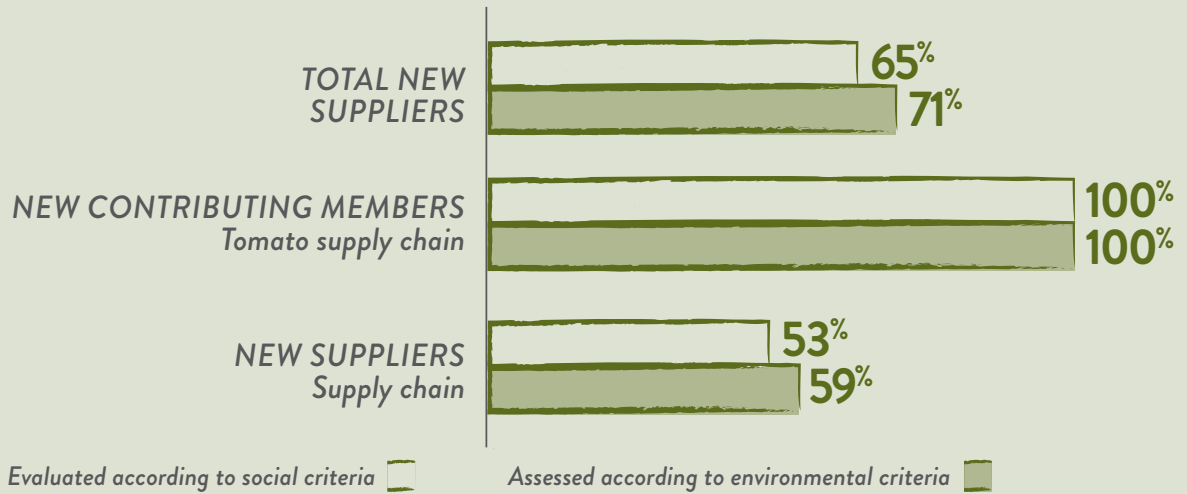
**5) Performance monitoring** throughout the supply relationship.

**6) Periodic evaluation** which, if positive, confirms qualified supplier status.

Purchases from non-qualified suppliers are only possible in emergencies and are subject to reinforced controls.

The vast majority of purchases are made from **national suppliers**; some raw materials are from the EU (sugar, vegetables, flavourings), while purchases from non-EU countries, with very low weight, mainly concern **spices and tropical fruit**.

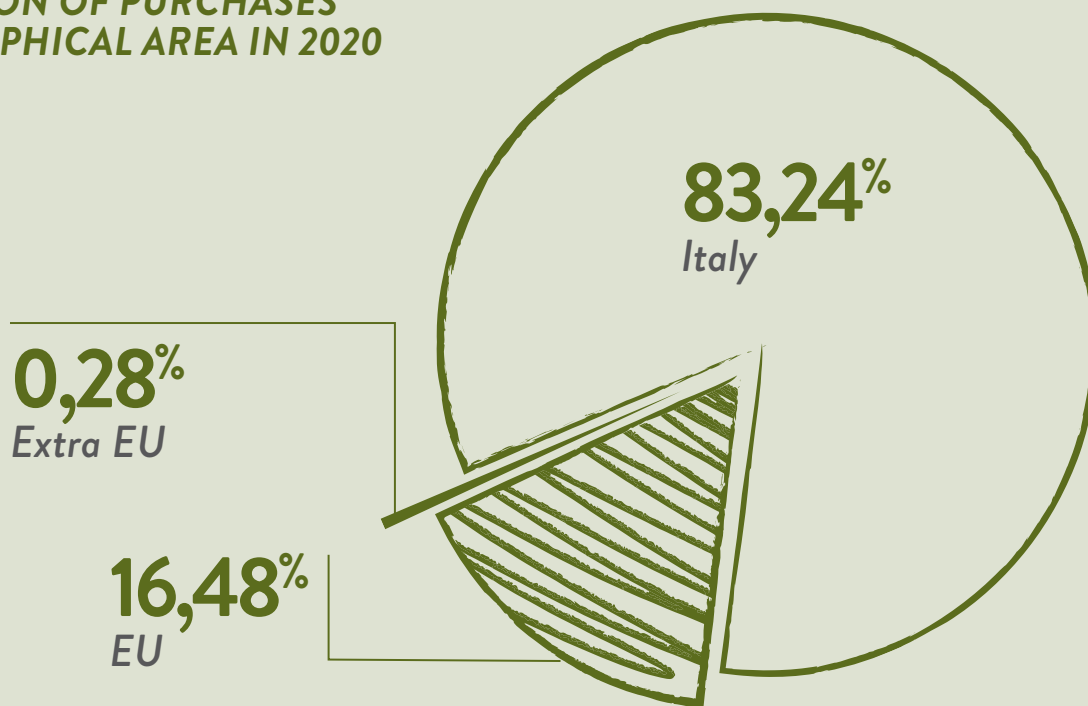
## NEW SUPPLIERS UNDERGOING SOCIAL AND ENVIRONMENTAL ASSESSMENT (%) IN 2020



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**DISTRIBUTION OF PURCHASES  
BY GEOGRAPHICAL AREA IN 2020**



# 3.6

## CONTROLS DURING THE TRANSFORMATION PROCESS



*Consorzio Casalasco pays the utmost attention to verifying the quality and safety of its products through the implementation of a control system based on:*

- **Operational processes** managed according to **validated and strictly controlled parameters** and integrated operating procedures for hygiene, occupational safety and **environmental aspects**.
- **Adequate and properly maintained plant** and equipment.
- **Design and implementation of prevention systems** (HACCP, food defence, Risk Assessment Document) **to prevent non-conformities and accidents**.
- **Training plans** to ensure operator competence and awareness.
- **Control plans and surveillance** at all stages of production to test the effectiveness of operational systems.
- **Emergency management** and business continuity procedures for overall risk control.



The Consorzio has three central in-house laboratories and two line-laboratories carrying out chemical-physical analyses; it also has three laboratories, one for each production site, for microbiological analyses, making a total of 8 in-house laboratories.

## OPERATIONAL CONTROL: LABORATORY ANALYSIS AND SURVEILLANCE

Over the years, Consorzio Casalasco has **invested heavily on the development of a system of state-of-the-art laboratories** that carry out process, environmental and finished product analyses, in order to guarantee compliance with customer expectations and the healthiness and food safety of its products.

For special analyses and in cases the types of analysis or the level of accuracy required are not compatible with the instruments available to the Consorzio, it makes use of **six external laboratories accredited by Accredia<sup>1</sup>** and the expertise of the “**Stazione Sperimentale per l’Industria delle Conserve Alimentari (SSICA)**”, an applied research institute in the food preservation sector. Finally, Consorzio Casalasco carries out systematic monitoring in order to verify

- the behaviour and modus operandi of operators;
- compliance with environmental management and safety requirements in the workplace;
- the adequacy and updating of risk assessments (operator safety, food

safety, environmental impacts);

- the application of prescriptive documentation.

### Analyses for the 2020 tomato crop:

- an average of **7,635 physico-chemical analyses** per day on the product being processed, i.e. 5 analyses per minute
- an average of **2,187 microbiological analyses** per day on the finished product, i.e. **1,5 analyses per minute**
- **405 multi-residual analyses** per day on the processed tomato, i.e. 6.8 analyses per day.

All tomato berries tested in the field and in the factory complied with the applicable specification (integrated cultivation, organic or 0 residue), regarding the presence of chemical residues from pesticides and heavy metals.

<sup>1</sup> Single national accreditation body designated by the Italian government, in application of European Regulation 765/2008, to certify the competence, independence and impartiality of certification, inspection and verification bodies and testing and calibration laboratories (<https://www.accredia.it/en/about-us/>)

# IMPROVEMENT TOOLS: INTERNAL, PART TWO AND PART THREE AUDITS

The **operational control tools** are supported by internal audits, carried out at planned intervals with the aim of verifying compliance and adequacy of the implemented system, deviations from the standard and, above all, **opportunities for improvement**.

In addition to these audits, which are carried out by auditors employed by the Consorzio and trusted professionals, in 2020 there will be **45 second and third-party audits** at the three production sites, i.e. carried out by clients or third party organisations. The purpose of these audits is to

- **certify the production sites** according to customer specifications/ voluntary standards
- **qualify the supplier**
- **assess the risk of using the manufacturer**
- **discuss and resolve any problems** and initiate new collaborations

## **RIVAROLO DEL RE**

. **16 audits** (22 in 2019) and **97 surveillance visits received** (93 in 2019)

## **FONTANELLATO**

. **18 audits** (16 in 2019) and **41 surveillance visits received** (55 in 2019)

## **GARIGA**

. **11 audits** (15 in 2019) and **41 surveillance visits received** (40 in 2019)

The lower number of these audits compared to the previous year is explained by the **difficulties posed by the health emergency**, which, however, did not prevent us from carrying out numerous remote interviews and technical calls.

## INNOVATION, RESEARCH & DEVELOPMENT

*These projects involved a total investment of almost EUR 1.8 million, most of it budgeted for the development and industrialisation of new recipes; more than EUR 240,000 was budgeted for the completion of the Tomatina Project, started in 2016 and aimed at developing food products with a high tomatine content<sup>2</sup>.*

**Quality, Efficiency and Time to Market** are the cornerstones of Consorzio Casalasco's Research and Development, a field in which its **specialists** have acquired skills recognised by all the multinationals operating in the food sector. **The R&D activity** is aimed at creating **new products in terms of recipe**, ingredient characteristics, production process and packaging, or at creating or **innovating** already tested **products, recipes** and formats. Product research and development is followed by **pilot plant testing**, industrialisation, determination of product and process parameters, and finally the issuing of technical specifications and **analytical and control plans**.

This work is the result of the integrated collaboration of a **multidisciplinary team** comprising food, legal and industrial expertise, placed at the service of the customer and Casalasco marketing for the **development of own-brand products**.

Research and Development activities take place mainly at the Fontanellato Laboratory, although all sites are capable of developing tests and product industrialisation.

**In 2020, internal and customer demand for the development of new products increased significantly;** Consorzio Casalasco developed **113 projects** (+8% compared to 2019) of which 35% were successfully concluded and 25% were still being finalised at the end of 2020.

PROJECTS	FINALISED	%	PENDING	%	ONGOING AT END 2020	%	DISCONTINUED <sup>1</sup>	%
<b>113</b>	<b>40</b>	<b>35</b>	<b>9</b>	<b>8</b>	<b>28</b>	<b>25</b>	<b>36</b>	<b>32</b>

<sup>1</sup> For over a year without follow-up or any communication from the customer

<sup>2</sup> Glycoalkaloid present in the stem and leaves of tomato plants with positive health effects

## CUSTOMER SATISFACTION



The Consorzio is committed to **satisfying its customers and consumers on a daily basis**, developing feed-back methodologies that measure the **quality of customer relations**.

To this end we monitor

- **the outcome of research and development projects**, the number of references put into production, new products, lines and processes that have successfully passed the validation process;
- **the service rate of large-scale retail customers** and formalised ratings;
- **the timing of responses** to requests made to the various Company Departments;
- **the outcome of commercial and technical meetings** to assess projects in progress;
- **KPIs identified per customer**.

Finally, all complaints and reports from consumers are collected by the **Quality Department** and shared among the various corporate functions involved.

The Consorzio has an **internal standard** that provides for immediate acceptance of the complaint with feedback of receipt to the customer/consumer, and an initial response within 10 working days, timescales that are normally respected. Additional time may be needed to investigate more complicated cases.

In 2020 there was a **slight reduction in the complaint rate<sup>3</sup>** in both the co-manufacturing channel and branded products.

PPM (COMPLAINTS PER MILLION PIECES PRODUCED)	CASALASCO		POMÌ/DE RICA	
	2019	2020	2019	2020
	<b>1,51</b>	<b>1,42</b>	<b>0,97</b>	<b>0,86</b>

<sup>3</sup> Calculated as the ratio between number of complaints received/number of parts produced





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# CHAPTER

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# 4

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## THE CONTEXT AND THE VALUE CREATED BY THE CONSORZIO

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# 4.1

## MARKETS, COMPETITION AND VALUE CREATED



*In 2020, the world industry processed 38,402 million tonnes of tomatoes for canned food.*

World tomato production remains localised in **three macro-areas in the northern hemisphere: California** (10.25 million tonnes), **Italy** (5.16 million tonnes) and **China** (5.80 million tonnes) account for 55% of the total, thanks to **favourable weather conditions, availability of water and agricultural know-how.**

The United States and China have significant differences in terms of the markets they serve; while the important

Californian production hub has its main commercial outlet in the United States, the same cannot be said of China.

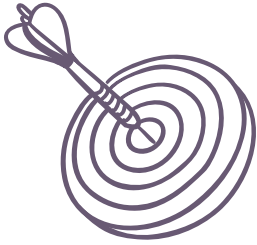
This country, which every year contends with Italy for second place in terms of **quantities produced**, does not have a strong domestic demand, and so pours its tomatoes onto international markets in the form of **semi-finished concentrated products.**

VALUE

## 4.2

# ECONOMIC RESULTS AND ADDED VALUE

*The Consorzio's 2020 balance sheet records an increase in revenues, which exceed €293 million with a growth rate of +7.1% compared to 2019. This effect, due in part to the full implementation of new plant investments and in part to an increase in demand for finished products in retail format, linked to the contingent needs of the pandemic, was also reflected in the consolidated financial statements. The latter, aggregating the results of the commercial companies SAC S.p.A. and Pomì USA Inc. in fact reached € 338 million compared to € 307 million in 2019 (+10.1%).*



IN 2020, CONSORZIO CASALASCO CLOSED ITS BALANCE SHEET WITH A 7.1% INCREASE IN REVENUES, FROM APPROXIMATELY 274 MILLION IN 2019 TO THE CURRENT 293 MILLION.

## ECONOMIC RESULTS AND ADDED VALUE

*The financial year just ended showed very satisfactory results.*

*Once again, the management was able to remunerate members' contributions by almost 3% more than the market, also taking into account the various premiums granted for late harvested tomatoes.*

*The excellent results were achieved mainly due to the following reasons:*

- *sales of semi-finished tomato products with a market at more remunerative values than in the past;*
- *increased sales of Pomì and De Rica branded products;*
- *full operation of key customers with sales of both plain and reconstituted tomato products;*
- *increased turnover in the ketchup + soups + sauces, gravies and dressings segment.*

### THE ECONOMIC VALUE GENERATED AND DISTRIBUTED

The statement of economic value generated and distributed shows the reclassification of the financial statements into:

- **statement of determination of Value Added**
- **statement of distribution of Value Added among the various stakeholders of the Consorzio**

Thanks to this model, the traditional structure of the statutory financial statements is reworked to allow all internal and external stakeholders to assess **the congruity between mission, company targets and management results**, as well as the impact generated on stakeholders.

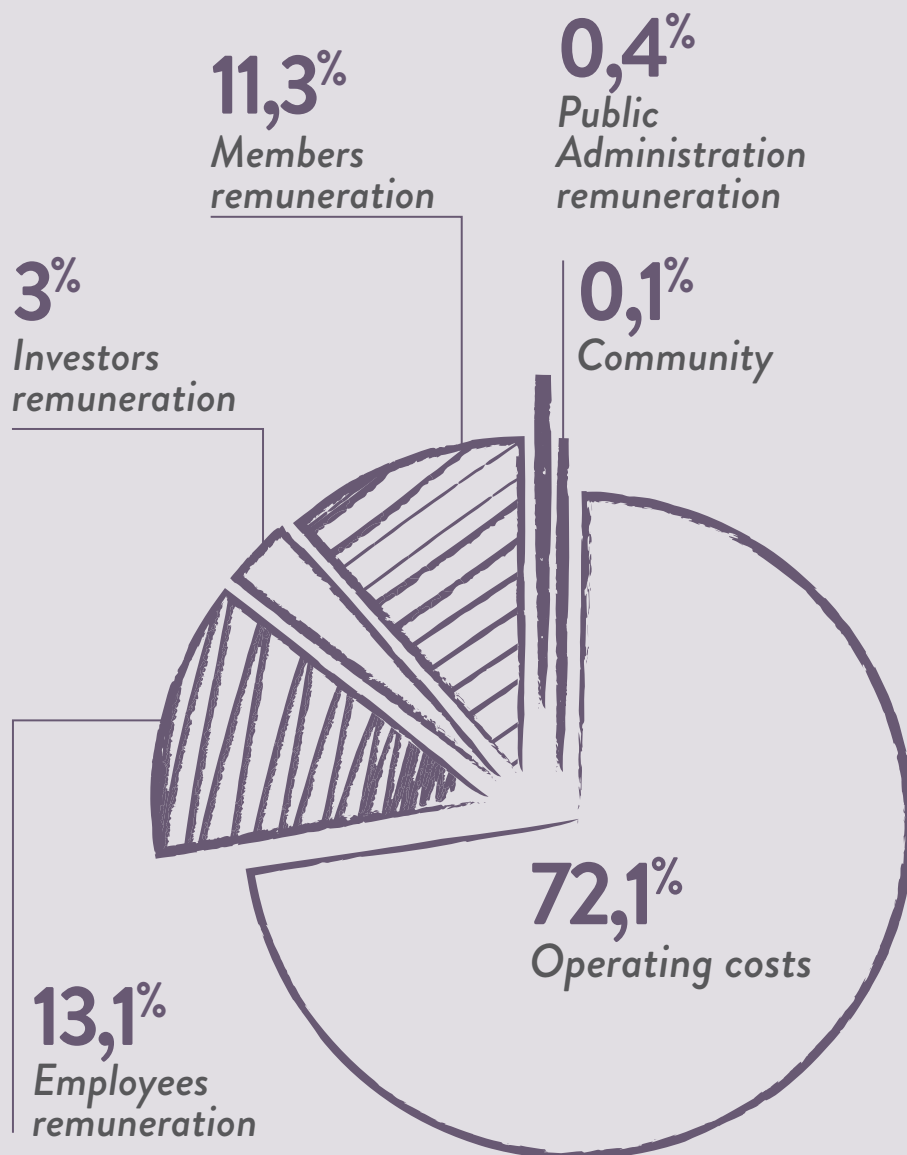
In doing so, the Consorzio presents in a transparent and verifiable manner:

- **the economic and financial impacts** of its strategic and operational choices
- **the results towards the various stakeholders**
- **the extent to which targets have been achieved and commitments** to the various stakeholders have been met.

This is what **accountability** is all about, i.e. respecting the commitment to "account" to its stakeholders for its choices and their effects at the same time on the **three economic, social and environmental levels**.

<b>(in thousands)</b>	<b>2019</b>	<b>2020</b>
<b>ECONOMIC VALUE GENERATED</b>	<b>280.720 €</b>	<b>308.128 €</b>
Sales revenues	273.721 €	293.198 €
Change in inventories of finished products	-10.500 €	1.655 €
Change in inventories of ingredients and packaging materials	373 €	784 €
Financial income	1.094 €	1.436 €
Increase in capital gains from fixed assets	5.560 €	2.016 €
Early payment discount	-87 €	-111 €
Investments write-down	0 €	0 €
Exchange losses to be realised	-90 €	-112 €
Exchange losses	-5 €	-256 €
Other income and revenues	10.654 €	9.518 €
<b>ECONOMIC VALUE DISTRIBUTED</b>	<b>261.594 €</b>	<b>288.619 €</b>
<b>Operating costs</b>	<b>190.725 €</b>	<b>208.085 €</b>
Ingredients, packaging and materials (reclassified)	132.728 €	145.841 €
Services (reclassified)	50.894 €	54.477 €
Use of third party assets	6.715 €	7.379 €
Other operating expenses (reclassified)	387 €	388 €
<b>Employees remuneration</b>	<b>35.944 €</b>	<b>37.777 €</b>
Employees	35.944 €	37.777 €
<b>Investors remuneration</b>	<b>5.552 €</b>	<b>8.779 €</b>
Financial charges (reclassified)	5.552 €	8.779 €
<b>Members remuneration</b>	<b>27.815 €</b>	<b>32.571 €</b>
Advance payment for tomatoes delivered by cooperative members	26.099 €	31.340 €
Integration of the price of tomatoes contributed by cooperative members	1.716 €	1.231 €
<b>Public administration remuneration</b>	<b>966 €</b>	<b>1.058 €</b>
Income taxes	52 €	147 €
Indirect and other taxes	914 €	911 €
<b>Community</b>	<b>593 €</b>	<b>350 €</b>
Donations	98 €	187 €
Sponsorships	495 €	164 €
<b>ECONOMIC VALUE RETAINED FOR COMPANY RE-FINANCING</b>	<b>19.127 €</b>	<b>19.509 €</b>
Operating result	1.905 €	2.071 €
Depreciation	16.609 €	17.349 €
Other provisions	613 €	89 €

## VALUE GENERATED AND DISTRIBUTED IN 2020



The economic value is distributed among the different stakeholders, divided into: “Reclassified operating costs” (mainly purchases of raw materials, goods and services from third-party suppliers), “Remuneration of Employees” (direct remuneration consisting of wages, salaries and severance pay and indirect remuneration consisting of social security charges), “Remuneration of Investors” (interest expenses), “Members’ remuneration” (tomato advance conferred by members and the balance of the price recognised to cooperative members), “Public Administration remuneration” (taxes) and “Community” (liberal donations and sponsorships for the territory).

72% of this value is represented by **reclassified operating costs** for a **total of approximately €208 million** (+9% compared to 2019). The commitment to a **fair redistribution of wealth** by Consorzio Casalasco is highlighted by the fact that about a quarter of the value generated is distributed between: cooperative members (11.3% equal to €32 million, +17% compared to 2019) and employees (13% equal to almost €38 million, +5% compared to 2019).

Particularly appreciable in the analysis of the result for the year is the value created and acknowledged to members, in full consistency with the **mutualistic purpose of the cooperative enterprise**.

NET PROFIT

**2.07** milion  
€

VALUE DISTRIBUTED  
TO MEMBERS

**11,3%**

ECONOMIC VALUE  
GENERATED

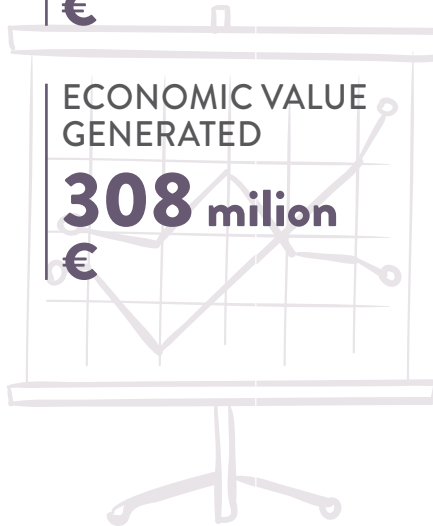
**308** milion  
€

INVESTMENTS

**10.155.000** €

SHARE CAPITAL

**65.881.300** €





## 2020 REVENUES BREAKDOWN (by product category)

**3,1%**  
Fruit juices

**3,5%**  
Tea

**4,4%**  
White sauces

**6,4%**  
Soups

**7,3%**  
Tomato  
(Food Service)

**10,2%**  
Ketchup

**1,9%**  
Pestos

**1,6%**  
Broths

**13,3%**  
Semi-finished drums

**32,1%**  
Tomato  
(Retail)

**1,4%**  
Beverages

**0,9%**  
Legumes

**0,2%**  
Isotonic drinks

**0,1%**  
Other and  
miscellaneous

The breakdown of revenues denotes a continuous polarisation towards the cooperative's core business 'Tomatoes and derivatives' and shows a wide range of other products on offer.

**21,1%**  
Tomato-based  
recipes



## 2020 REVENUES BREAKDOWN (by distribution channel)

The breakdown by sales channel still sees the Retail segment as the most important (in 2020 the 80% threshold will be exceeded) with both Pomì and De Rica brand products and third-party production.

The Food Service channel, historically around 11-12%, in 2020 will be heavily affected by the lockdown effect due to health restrictions, giving up several share points to the Retail segment.

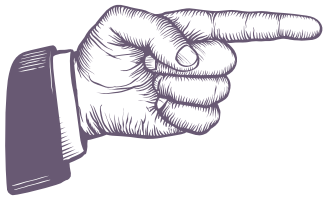
**9,8%**  
**Industrial**

**7,3%**  
**Food Service**

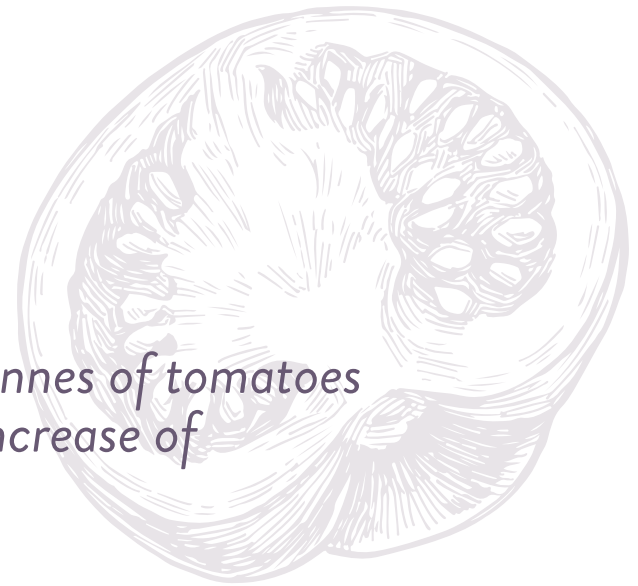


# 4.3

## THE 2020 CROP



*A total of 519,132 tonnes of tomatoes were processed, an increase of 19% on 2019.*



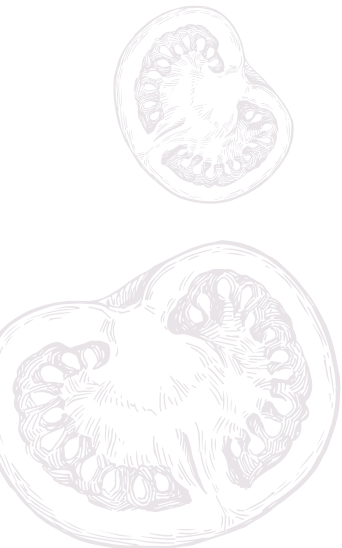
The 2020 **processing crop** lasted a total of **73 days** (with an average across the three sites of 62 days) and was characterised by **large quantities of early ripening product** already in the first weeks of August. This meant it was necessary to push processing to maximum capacity without the possibility of gradually planning withdrawals (**over 10,000 tons of tomatoes processed per day for 29 days on the three sites**, in August and early September).

**The yield in the field was high, while in the processing was penalised by over-ripening;** rain and hail at the end of July and the end

of August also **caused delays in withdrawals and losses in quantity and quality** of product compared to the planned target.

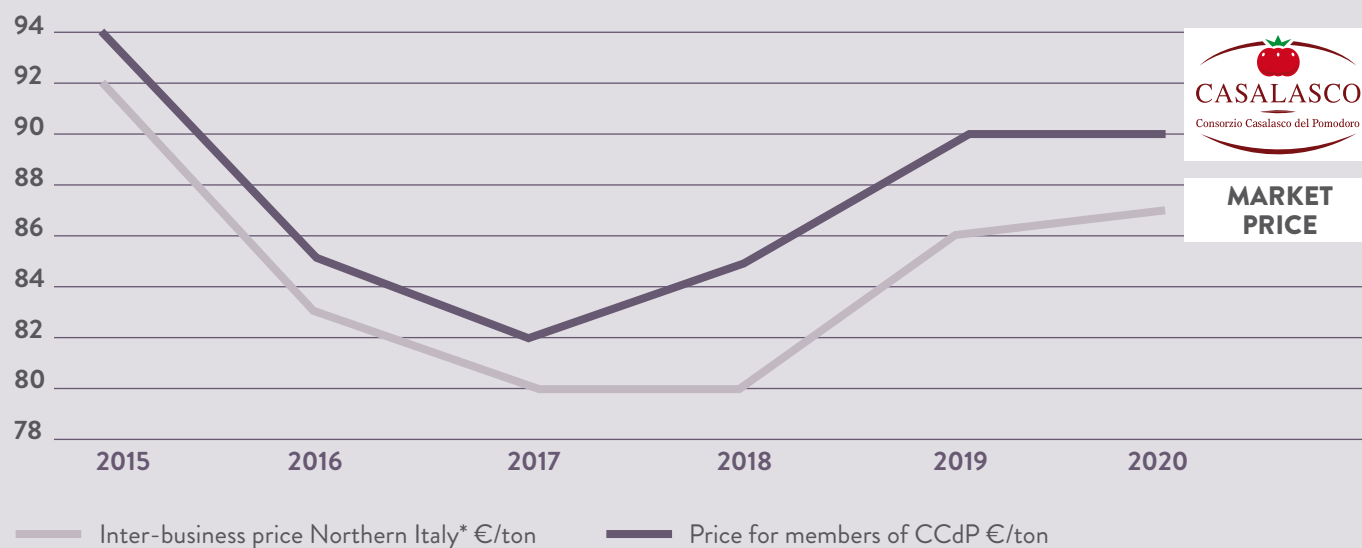
Tomatoes were valued at the price of the 2019 campaign, but with an **increase** in yields in the field, revenue per hectare cultivated was **higher**.

**The health emergency** (which temporarily subsided during the summer months) required a considerable organisational effort, but did **not significantly affect** the course of the campaign.

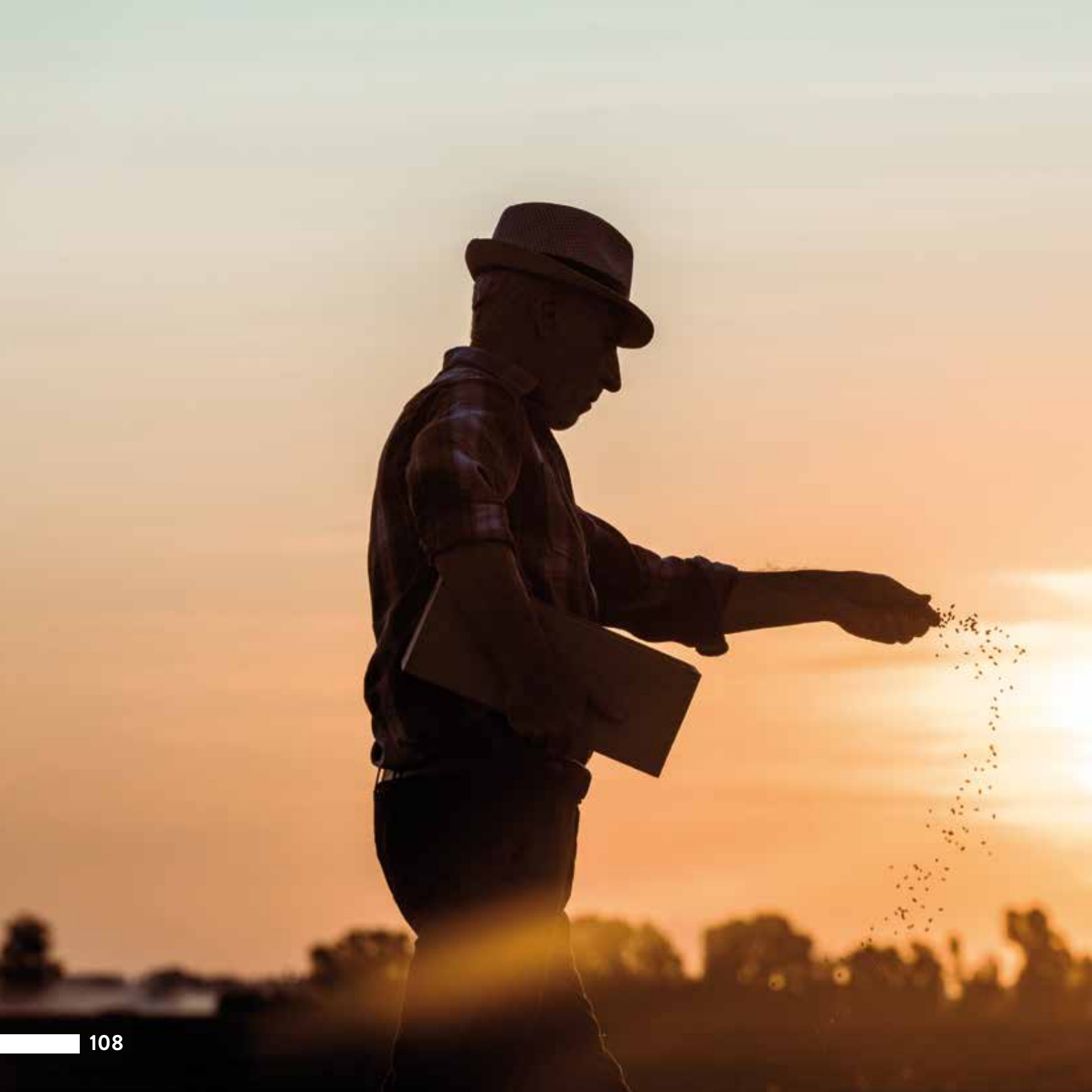


	2015	2016	2017	2018	2019	2020	average
Inter-business price Northern Italy <sup>1</sup> €/ton	92	83	79,75	79,75	86	87	84,58
Price for members of CCdP €/ton	94	85	81,75	84,75	90	90	87,58
Delta €/ton	2	2	2	5	4	3	3
Delta %	2,2%	2,4%	2,5%	6,3%	4,7%	3,4%	3,5%

THE CHART SHOWS THE DEVELOPMENT OF TOMATO LIQUIDATION TO MEMBERS IN RELATION TO THE MARKET PRICE OVER THE LAST 6 HARVEST YEARS.



<sup>1</sup> Price and conditions agreed annually for the raw material "industrial tomato" between Producers' Organisations and Private Processing Industries located in the Northern Italy basin.



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# CHAPTER

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# 5

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## PEOPLE

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*By the term “People”, the Consorzio refers not only to the employees of the company, but to all those who, regardless of the type of contract that binds them to the company, work on its behalf.*

This “broader” notion of the term indicates the Consorzio’s commitment to recognise equal rights and protections not only for the small number of its direct employees, but for all workers to whom it contracts the performance of certain processes or which it hires with flexible contracts.

The Consorzio recognises the right of all workers working on its behalf to be treated fairly and justly.

For this reason

- **does not make inappropriate use of unprotected forms of contract;**

- **it verifies the regularity of its member farms and service providers operating within its plants;**
- **it offers work opportunities and inclusion to fragile people and/or people in marginal situations.**

The company requires the **same behaviour and consistency** with its values from all those with whom it collaborates, from the tomato growers, to the company’s members, to all external parties who enter the supply chain through the provision of goods and services.



**The reference standard for this type of management is the Social Footprint.**

This is a voluntary standard developed by some of the most prestigious certification bodies operating in Italy, which consists of the assessment and communication to all interested parties, through **a label, of information relating to the company and its supply chain**, with particular reference to workers and respect for their rights. The label makes it possible to link products to a set of data related to their supply chain.

In short, it is a kind of “**ethical labelling**”, which allows to define **the perimeter of the social impact of each product**.

Casalasco has developed and **updates the “social labels”** for all Pomì brand products and semi-finished tomato products, which can be consulted at **[www.ccdp.it](http://www.ccdp.it)**.

*The picture on the next page shows the “social label” of L+ tomato juice in a drum. The legend at the bottom of the label allows the information to be clearly decoded.*



## SOCIAL FOOTPRINT – IN-DEPTH LEVEL AAA

*For over 30 years, control of the supply chain from the field to the finished product, to guarantee quality, environmental protection and links with the territory.*

*The company's commitment to the entire supply chain to abolish child labour with reference to ILO and national legislation. Commitment of suppliers in the product chain to the principles of the SFP.*

*More information available at [www.ccdp.it/en](http://www.ccdp.it/en)*



### LEGEND



Employee  
nationality



Supplier  
origin



Manual  
activity



Use of  
machinery



Office  
activities



Organisation



Tomato  
raw material  
suppliers



Ingredient and  
packaging  
suppliers

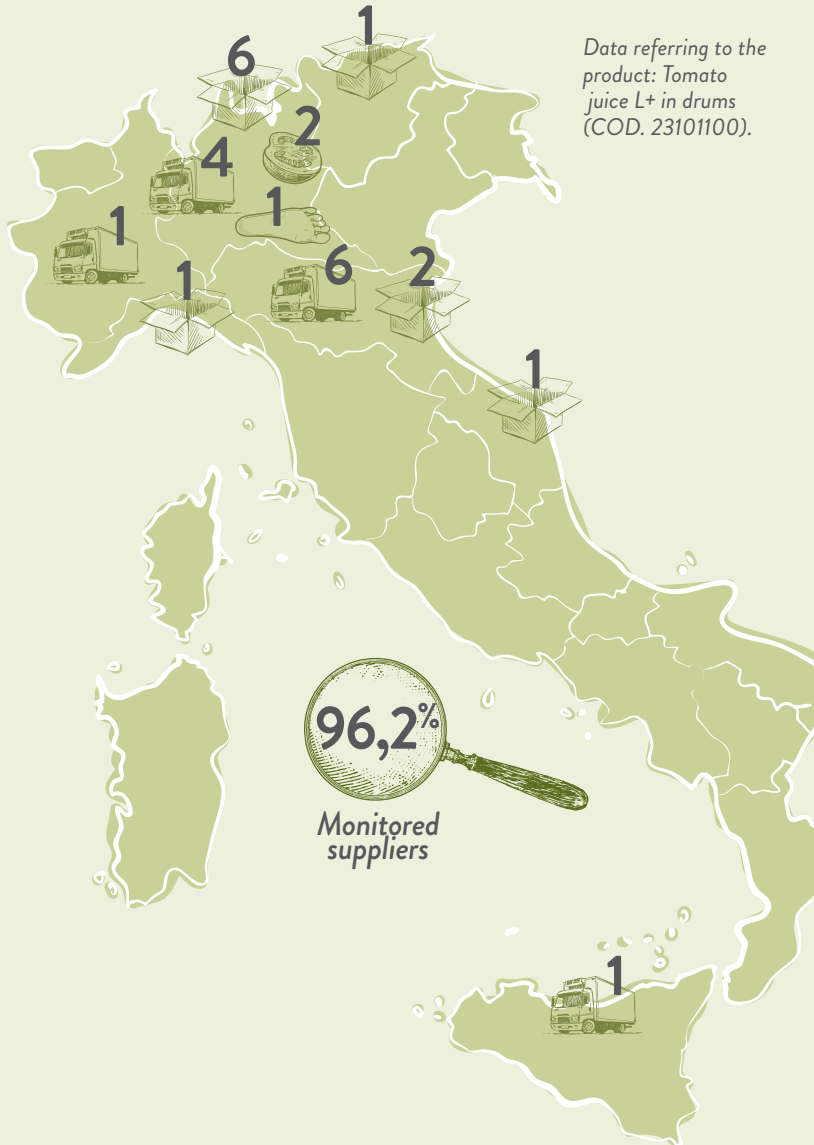


Service  
providers  
and logistics



Average  
age of  
employees

Data referring to the product: Tomato juice L+ in drums (COD. 23101100).



### TOTAL SUPPLIERS: 26



**96,2%** Italy  
**3,8%** EU  
**0%** Extra-EU

### TOTAL NATIONAL: 25



2



11



12

### TOTAL INTERNATIONAL

1  Austria

### SUPPLIERS

with turnover predominantly with the organisation (>50%)



1 of 13



2 of 2




100% 0%



**100%** Italy  
**0%** EU  
**0%** Extra EU

### ORGANISATION: LARGE COMPANY

  
46% 54%

  
13,4%

  
78,5%

  
8,1%

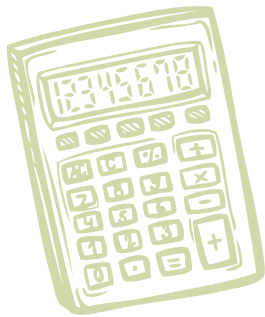


**74%** Italy  
**2%** EU  
**24%** Extra-EU

  
37 years

# 5.2

## OUR NUMBERS



During 2020, **the average number of employees** of Consorzio Casalasco **increased from 996 to 1,087 (+9%)**, as did **the presence of women, which recorded an increase in absolute value of 8%**, and of foreign workers (+17%).

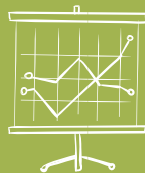
The increase in absolute value of female staff, however, is matched by a percentage decrease in the number of hours worked; this is due to the fact that the Consorzio provides **short-time work opportunities**,

often preferred by female workers.

The maximum number of employees reached during the year in the tomato processing period increased from 1,613 in 2019 to **1,770 in 2020 (+10%)**, due to a **strong increase in demand for the product due to the growth in consumption during the lockdown period**.



**1,087**  
average number  
of employees<sup>1</sup>



**319**  
permanent  
workers  
(36% women -  
64% men)



**70%**  
Italian workers

**30%**  
Foreign workers  
of 60 nationalities



**43%**  
Women



**57%**  
Men



**37** years  
average age  
of workers

<sup>1</sup> The human resources data in this chapter represent the average number of employees expressed in Annual Work Units (AWU); they also include adventitious workers and seasonal workers who work mainly during the peak production period at the Consorzio's plants.



*One of the peculiarities of the Consorzio, as of all primary processing companies of agricultural products, is the high percentage of staff employed each year on a temporary basis.*

This is to cope with the **peak of work** during the tomato and legume processing period, the **so-called ‘crop’**, which takes place from **July to September**. This type of work, which strongly characterises the entire agricultural area, has always typified the economy of entire territories, also traditionally determining **the rhythms and organisation of families’ lives**. **Seasonal work** is often the **first professional experience** for young people and/or students and for male and female workers, who take advantage of the possibility of part-time employment, harmonising it with other work, study or family commitments.

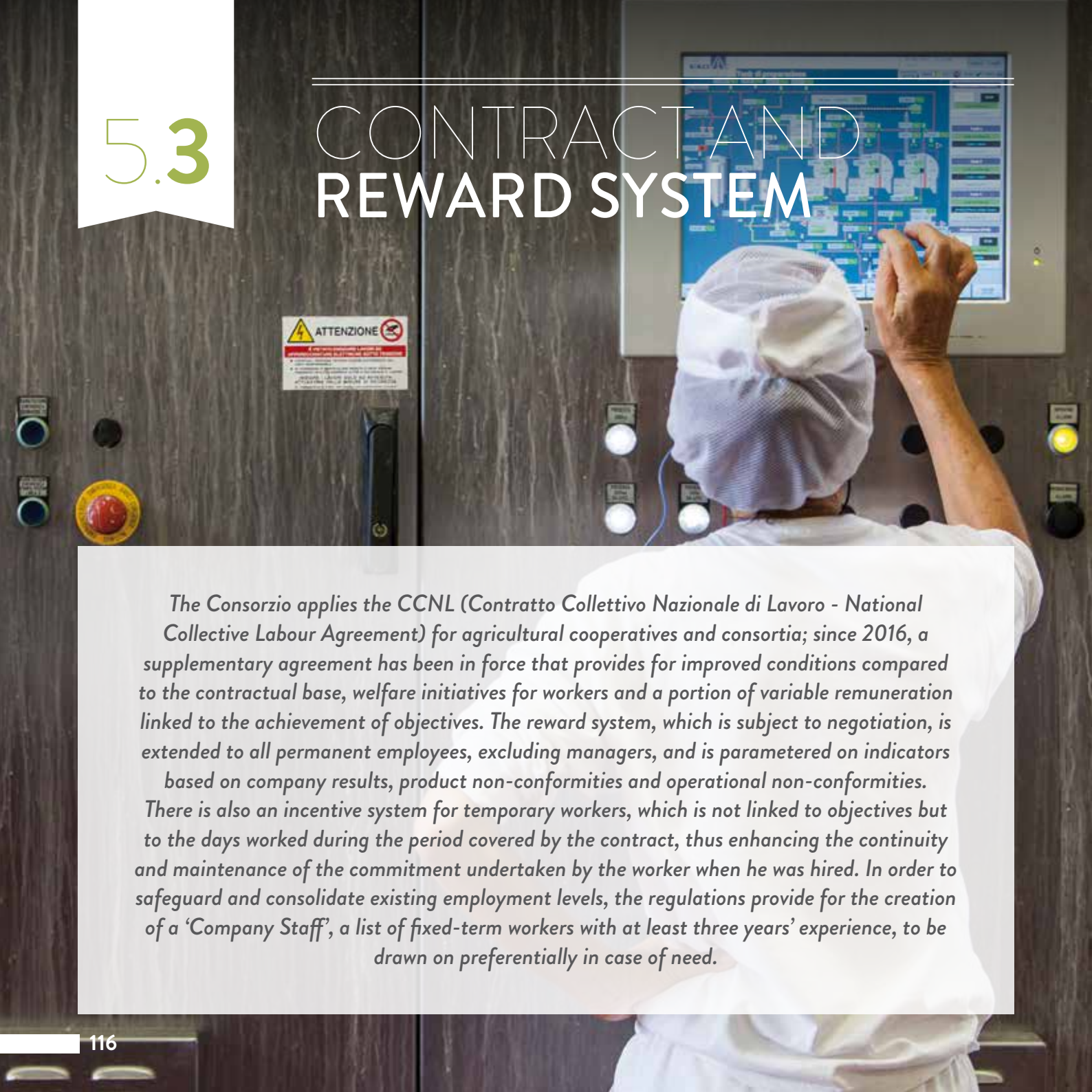
In co-operative farms, the **experience is often shared by several generations of the same family**, who often also supply the product to the factory. In these cases, **‘countryside’ work** is seen as a sort of appendix to farming. For this very reason, **relations often continue over the years**, and the workers achieve high levels of competence, reliability and a

strong attachment to the reality in which they work, so much so that the number of active campaigns, with the experiences and memories that each one brings with it, constitutes a sort of **“palmarés” to show off** when one wants to demonstrate one’s professional capacity.

**The Consorzio selects temporary workers in compliance with the relevant Collective Agreement, the rules on impartiality, equal opportunities and those governing fixed-term work.** Prior to their entry into service, workers receive training on issues such as human and labour rights, occupational safety, product safety, environment and in relation to the tasks assigned to them. Where appropriate, a **period of shadowing** is also provided.

# 5.3

## CONTRACT AND REWARD SYSTEM



*The Consorzio applies the CCNL (Contratto Collettivo Nazionale di Lavoro - National Collective Labour Agreement) for agricultural cooperatives and consortia; since 2016, a supplementary agreement has been in force that provides for improved conditions compared to the contractual base, welfare initiatives for workers and a portion of variable remuneration linked to the achievement of objectives. The reward system, which is subject to negotiation, is extended to all permanent employees, excluding managers, and is parametered on indicators based on company results, product non-conformities and operational non-conformities. There is also an incentive system for temporary workers, which is not linked to objectives but to the days worked during the period covered by the contract, thus enhancing the continuity and maintenance of the commitment undertaken by the worker when he was hired. In order to safeguard and consolidate existing employment levels, the regulations provide for the creation of a 'Company Staff', a list of fixed-term workers with at least three years' experience, to be drawn on preferentially in case of need.*

# 5.4

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## OCCUPATIONAL HEALTH AND SAFETY

*It should be noted that the number of accidents (46) remained unchanged compared to 2019 and the absence of serious accidents was also reconfirmed this year.*

Conorzio Casalasco has always paid the utmost attention to **safeguarding the health and safety of its workers**, constantly striving to spread the **culture of prevention** with the aim of creating a **safe and healthy working environment**.

In line with its Quality, Environment and Social Responsibility Policy, the Conorzio has continued to develop and implement its own **Health and Safety Management System**, which has the following objectives

1. define an **improvement plan to reduce accidents** in the workplace
2. **invest resources in internal communication**, training and information programmes to increase workers' awareness of social responsibility, occupational health and safety
3. **define welfare projects** aimed at improving the quality of life in the workplace.

In order to monitor and improve all processes relating to the management of workers' health and safety, **the company carries out periodic audits and surveillance visits** at production sites and provides its employees with specific training sessions on occupational health and safety.

Particular emphasis is placed on **training for adventitious staff**, job changeovers, the start-up of new plant and equipment and the introduction of new staff.

*The Health and Safety Management System provides for the mapping and recording of near misses and accidents; frequency and severity indices are calculated for the latter.*

*The trend of the indicators is the subject of periodic meetings between the Company Management and its staff to define specific improvement actions.*



The safety numbers in 2020:

**4.8 hours**

OF HEALTH AND  
SAFETY TRAINING  
PER CAPITA

# 5.5

## PEOPLE MANAGEMENT AND DEVELOPMENT

*In accordance with the values of the Consorzio, which places the person and their rights at the centre, all staff are trained in human rights and labour rights, and made aware of their duties and obligations, which are documented in a company regulation in force since 2016: **the Personnel Code.***

The document has been shared with the **trade unions** and therefore has **contractual value**; it is distributed to all permanent and adventitious staff, and **periodically reviewed and communicated to operators.**

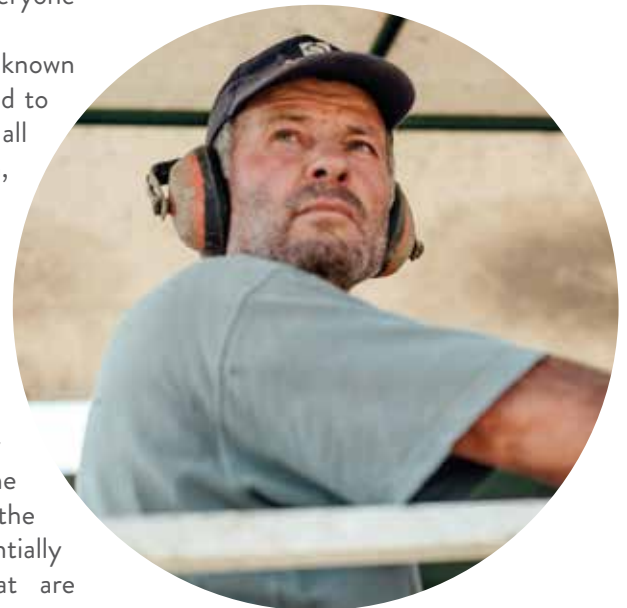
The regulations contain the contractual rules **governing working hours, absences and disciplinary measures**, as well as the **rules of conduct regarding hygiene, the environment and safety**, which everyone is required to observe.

The aim is to have rules that are known and shared by all. It is also intended to develop awareness among staff at all levels of their role in the organisation, and of the **consequences for their work** and for the company as a whole of any failure to comply with the rules.

**The company promotes a collaborative and proactive application of these provisions** and is available for clarifications or reports. With regard to the latter, the Consorzio guarantees everyone the possibility to communicate, confidentially and anonymously, situations that are

detrimental to the rights and dignity of anyone who is on its premises or working with the company or for the company. For this reason, a **“report/suggestion box”** has been installed in an area accessible to everyone.

In 2020, **27 reports were received, none of which were critical.**







**8,470**  
TOTAL  
training hours

**6,160**  
MANDATORY  
training hours

**2,310**  
VOLUNTARY  
training hours

## TRAINING

Due to the **COVID-19 emergency** and the consequent measures to contain the spread of the virus, **the planned training and refresher courses for staff had to be postponed**, while ad hoc legislative provisions **extended the validity of qualifications and certificates**. Wherever possible, the company has made up for this by holding **e-learning courses** or, when permitted, **in-person courses for small groups**.

All staff were trained and informed on the **correct prevention of contagion by means of infographics in the department, online training sessions and the uploading of information on the my.studioziveri.it website**, used for salaries and HR administration.

The Consorzio also set up an easily accessible platform (**Casalasco Academy**), where hygiene and safety courses for newly hired workers were uploaded.

More than **8,400 hours of training** were provided in 2020, equivalent to **7.8 hours of training per capita**, a 73% decrease compared to 2019, due to the restrictions of the anti-Covid measures.

Topics covered included: occupational safety, contagion prevention, food hygiene, environment, management of issues and non-conformities, plant and equipment, new products and new operating or control methods.

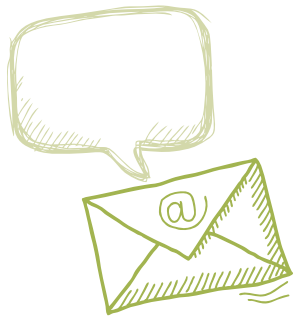
In its training programmes, the Consorzio pays particular attention to **knowledge of the organisational and product standards** underpinning the integrated system, as well as special requirements of specifications and specific customer requests. Finally, it should be noted that a **specific anti-corruption training for employees is planned every three years**, and will take place in 2021.

The Consorzio has signed **agreements with schools and universities** for training and work experience placements. The **traineeships**, launched in various departments, involved **8 students** in 2020, compared to 16 in 2019, for the reasons mentioned above.

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## WELFARE INITIATIVES



**Employee welfare** refers to the potentially very wide range of **initiatives**, mainly of a **contractual nature**, with which the employer turns its attention to employees and takes actions **to improve their well-being**, both in the workplace and in reconciling professional and private life.

Since 2018, in collaboration with **ANVOLT** (Associazione Nazionale Volontari Lotta Contro i Tumori) of Parma, the Consorzio has been promoting at the three sites and during working hours, **a programme for the prevention of oncological diseases**, which will be resumed in 2021 after the temporary suspension for the health emergency.

Moreover, for several years now, Consorzio Casalasco has contracted out **the cleaning and management of the ecological area** of

one of the plants to the **non-profit social cooperative Emc2**, whose main objective is to **get disadvantaged people into work**. The activity is managed with supervision and counselling in order to promote the integration of all disadvantaged groups. The activity is managed with the supervision and advice of the Disabled Work Placement Service of the Province of Parma to create opportunities for **supported employment and support paths** for disadvantaged people.

With the conviction that **integration and respect for diversity** contribute to innovation and change, in 2020 the figure of the **Diversity manager** was created with the task of valuing different lifestyles and responding to the needs of all workers.

## INTERNAL COMMUNICATIONS

The company is committed to **improving its internal communication processes**. Alongside the traditional tools such as **posting notices** on the notice board, direct communication by managers, **use of the online platform my.studioziveri.it**, e-mail and meetings with the Management, the company plans to organise meetings for all headquarters and plant personnel in 2021 to share: **the company's mission and values, Code of Ethics, strategies and results, prospects, new products and markets, relations with stakeholders** and, last but not least, **the opening of a dialogue channel** on the contents of this document.



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# CHAPTER

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# 6

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## ENVIRONMENTAL SUSTAINABILITY

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# OUR COMMITMENT TO THE ENVIRONMENT

“

*At the agricultural production stage, a number of issues need to be addressed, such as reduction in soil fertility, water pollution, depletion of biodiversity, and impacts on product safety and health.*

”

In addition to the aforementioned, it must be added the **direct impacts** of processing the agricultural product: **consumption of natural resources** (water, energy), **emissions, waste production.**

Finally, **indirect impacts** must be considered, i.e. those arising from the supply chain and other activities

at all stages of the product's life, from research and development to the **disposal/recycling/reuse** of what remains after consumption.

*Please refer to chapter 3 for more details on environmental sustainability projects in progress.*

## 6.2

# THE CONSORZIO'S ENVIRONMENTAL MANAGEMENT SYSTEM

*Consorzio Casalasco has developed and applies an Environmental Management System (EMS) to identify and control significant environmental aspects and associated risks, and to ensure the improvement of its performance.*

In this context, **procedures have been defined to monitor the environmental impacts** of the organisation with the aim of reducing them, and **instructions** have been set to provide the staff concerned with the correct operating methods for **managing** the environmental aspects and impacts associated with the activity.

The implemented system allows, through performance indicators, to measure the results achieved against the defined objectives and to identify **potential areas for improvement**.

The three Consorzio sites operate under the **Integrated Environmental Authorisation** (Autorizzazione Integrata Ambientale - AIA) regime by virtue of their installed thermal power and production capacity, and under the **EU ETS Directive**<sup>1</sup>.

The AIA replaces the individual authorisations previously issued independently by different bodies and thus allows for an overall, coherent and integrated assessment of the environmental impact of the plant in relation to: **atmospheric emissions, water discharges, waste and sludge management**.

Conformity is issued against an assessment of efficiency with respect to the BAT (**Best Available Technology**)<sup>2</sup> of the sector, thus providing evidence not only of the results obtained but also of the **technological adequacy**, with a view to achieving high levels of **integrated pollution prevention and reduction**.

<sup>1</sup> Directive 2003/87/EC establishes a scheme for greenhouse gas emission allowance trading within the EU (European Union Emissions Trading Scheme - EU ETS).

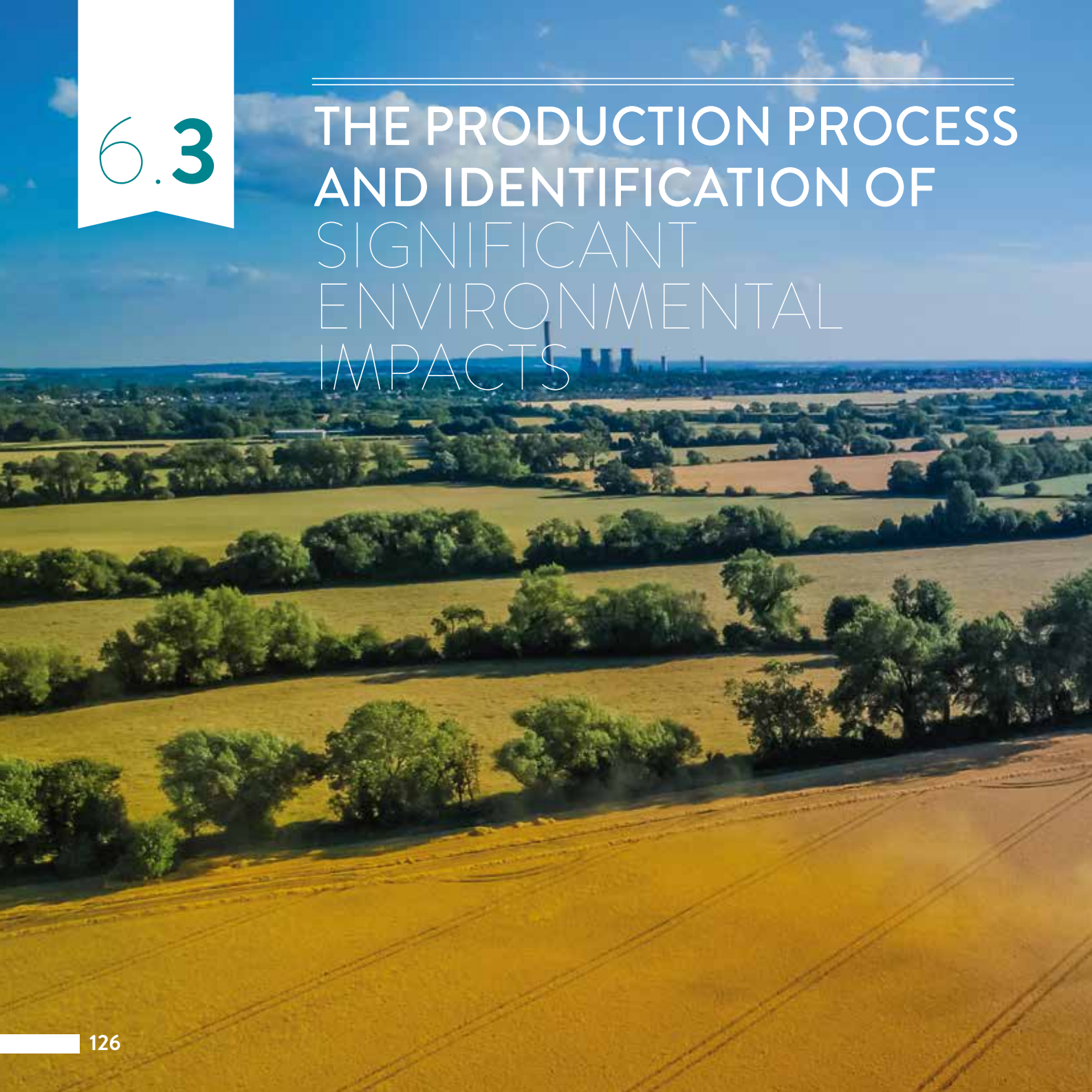
<sup>2</sup> These are technical, plant engineering, management and control solutions - which concern the design, construction, maintenance, operation and closure phases of a plant/installation - aimed at avoiding, or where it is not possible, reducing emissions into the air, water and soil, as well as the production of waste. They are constantly updated by the European Commission, which prescribes their application with an appropriate adaptation period. The latest edition of the BAT for the agro-food sector is in 2019.

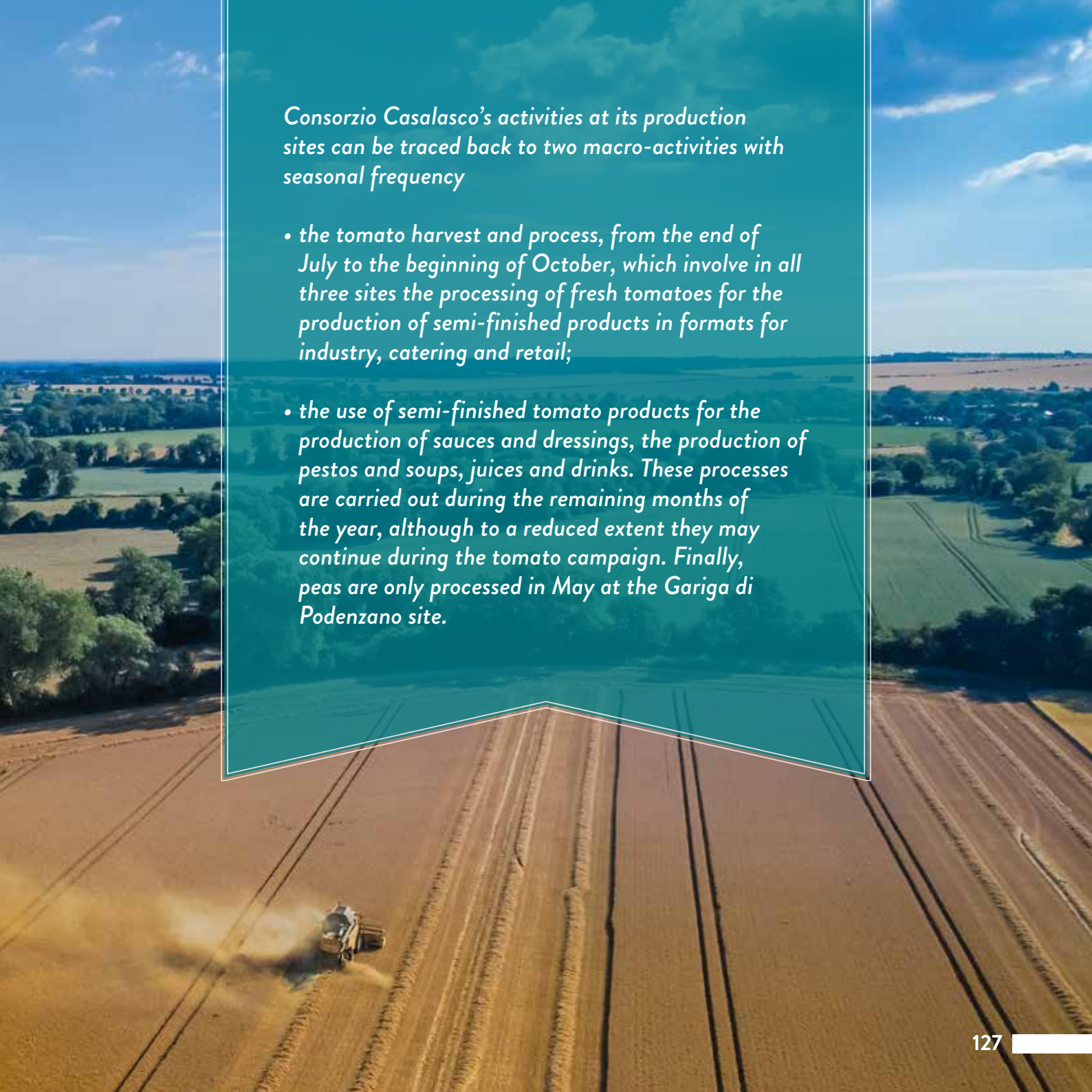
# 6.3

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## THE PRODUCTION PROCESS AND IDENTIFICATION OF SIGNIFICANT ENVIRONMENTAL IMPACTS





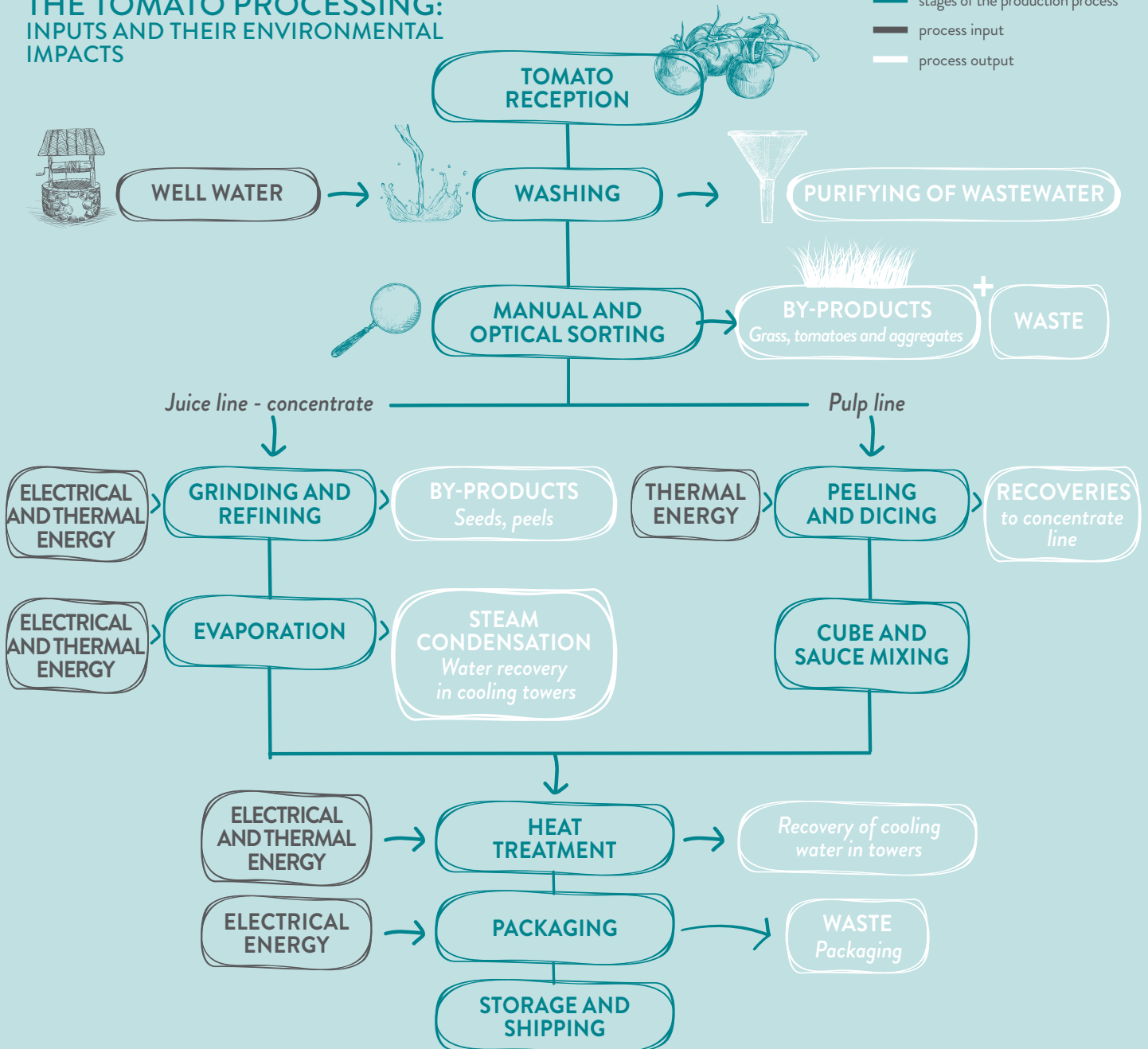
*Consorzio Casalasco's activities at its production sites can be traced back to two macro-activities with seasonal frequency*

- the tomato harvest and process, from the end of July to the beginning of October, which involve in all three sites the processing of fresh tomatoes for the production of semi-finished products in formats for industry, catering and retail;*
- the use of semi-finished tomato products for the production of sauces and dressings, the production of pestos and soups, juices and drinks. These processes are carried out during the remaining months of the year, although to a reduced extent they may continue during the tomato campaign. Finally, peas are only processed in May at the Gariga di Podenzano site.*



# THE TOMATO PROCESSING: INPUTS AND THEIR ENVIRONMENTAL IMPACTS

- █ stages of the production process
- █ process input
- █ process output



The figure on the previous page shows the main steps in the tomato processing, the process inputs and their direct environmental impacts.

In order to identify these aspects, all the impacts associated with the activities, products and services over which the company has direct control were considered. Following this analysis, which took into account normal, **abnormal and emergency operating conditions**, a **hierarchy of impacts** was identified, which makes it possible both to **prioritise their management** and to organise the Consorzio's environmental management system in a coherent and consistent manner.

Since the environmental impacts deriving from out-of-crop processing can be assimilated to those of tomato processing, which are quantitatively predominant, only the **main process of seasonal processing** will be analysed below, with some references to out-of-crop tomato processing.

### THE FOLLOWING DIRECT IMPACTS WERE FOUND TO BE SIGNIFICANT:



ENERGY  
CONSUMPTION  
**1,223,768 GJ**



WATER  
WITHDRAWALS  
**5,199 MI**



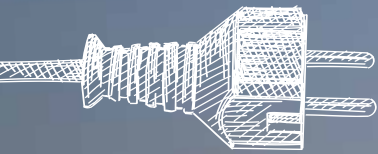
WASTEWATER  
PRODUCTION  
**4,833 MI**  
(to be treated before  
discharge into surface  
water)

The Consorzio's commitment in terms of plant, **process and management improvements to minimise consumption, impacts and related risks** is therefore focused on these aspects.

The following paragraphs provide details of the **results and actions** for each of these impacts, plus a **focus on processing waste** for the repercussions, including ethical ones, that this aspect has on the food industry and on our production system in general.

# 6.4

## ENERGY CONSUMPTION AND EMISSIONS



*During 2020, Consorzio Casalasco consumed 1,223,768 GJ of energy, a slight increase over the previous year as a result of a 5% increase in production (1,147,802 GJ in 2019).*





*Most of the Consorzio's energy consumption and consequent atmospheric emissions are concentrated in the period of the tomato processing campaign and are attributable to the intensive and continuous operation of the industrial plants.*

**82% of the Consorzio's energy consumption** derives from methane gas (1,004,943 GJ), used for production activities. **Less relevant are the consumption of diesel fuel**, also attributable to production activities and road transport (2,631 GJ) **and that of electricity** (214,879 GJ) which includes, in addition to purchased energy (98% of the total), also that self-produced by the **photovoltaic system** installed at the Gariga plant, with a capacity of 962 MWh.

In order to **mitigate the impacts** associated with energy consumption, in 2020 work continued on:

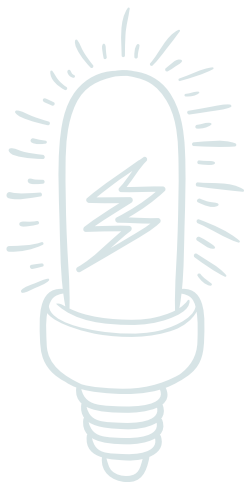
- **replacement of obsolete motors** with high-efficiency ones;
- **installation of inverters** on compressors and well pumps;
- **insulation of steam pipes**;
- **replacement of traditional lamps** with LED lights.

In particular, in the Fontanellato plant, the **energy efficiency plan for the purification plant** was completed in 2020, which envisaged the replacement of the aeration system of the tanks with external blades with a **micro-bubble system** using diffuser plates placed on the bottom and connected to blowers equipped with inverters.

The plan to convert oil boilers to methane boilers, launched at the Rivarolo del Re plant in 2018, led to a **reduction in fuel oil consumption** of 66% compared to 2019 and in polluting emissions such as dust, SO<sub>x</sub> and NO<sub>x</sub> (-10% compared to 2019).



## ENERGY INTENSITY

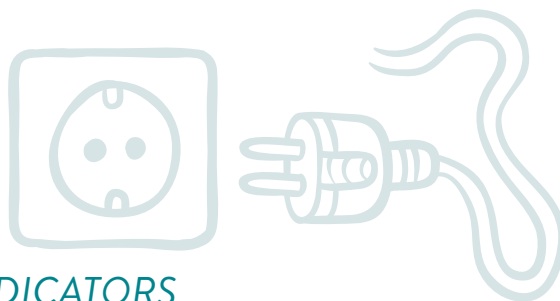


The energy intensity indicators were calculated taking into consideration both **the period coinciding with the tomato campaign**, the Consorzio's core business, during which **more than half of the energy consumption is concentrated**, and the remaining 10 months of the year.

Both **energy intensity indices have improved slightly** in the last three years, thanks to the efficiency measures and the increase in production volumes, which allow for the saturation of the lines and the optimisation of resources.

Following the Energy Diagnoses submitted to ENEA at the end of 2019 with a view to improving energy efficiency, the Fontanellato and Rivarolo plants are planning to install a **High Yield Cogeneration (CAR) plant** connected to the national electricity grid, which will cover the electricity and thermal energy (water and steam) needs of the two sites.

**The authorisation process** will be prepared during 2021, so that work can begin at the end of the tomato crop.



### ENERGY INTENSITY INDICATORS

	2018	2019	2020
<b>GJ OF ENERGY CONSUMED DURING THE TOMATO CROP PERIOD</b> (per tonne of finished tomato product)	<b>3.8</b>	<b>3.5</b>	<b>3.4</b>
<b>GJ OF ENERGY CONSUMED OUTSIDE THE TOMATO CROP PERIOD</b> (per tonne of finished product of all types)	<b>3.1</b>	<b>2.7</b>	<b>2.8</b>

## CO<sub>2</sub> EMISSIONS

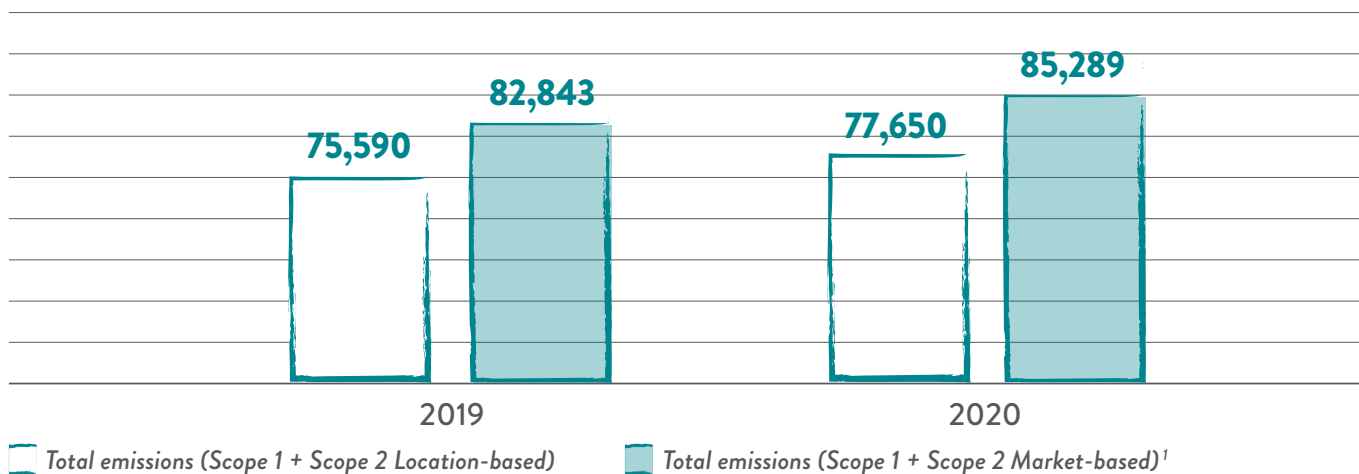
The total **direct GHG emissions** related to production activities (Scope 1) produced by Consorzio Casalasco **increased by 5%** in 2020. **Indirect emissions** related to the production of electricity consumed (Scope 2) have also increased slightly.

**Scope 1** includes **emissions from the use of methane, fuel oil, diesel, LPG**

**and refrigerant gases; Scope 2** includes emissions from **the use of electricity.**

The total CO<sub>2</sub> emissions (Scope 1 and Scope 2 - Location-based) of 77,650 tCO<sub>2</sub> is slightly up on 2019 (75,590 tCO<sub>2</sub>) justified by higher production.

### TOTAL EMISSIONS (tCO<sub>2</sub>)



<sup>1</sup> Market-based is calculated on the CO<sub>2</sub> emissions emitted by energy suppliers from whom the Consorzio purchases electricity through a contract and can be measured by considering Energy Guarantee of Origin certificates and direct contracts with suppliers, supplier-specific emission factors, and emission factors related to the “residual mix”, i.e. energy and emissions that are not monitored or claimed. The location-based method is calculated on average emission factors related to energy generation for well-defined geographical boundaries, including local, sub-national or national boundaries. Specifically, the market-based was calculated using the AIB Residual Mix 2019 source; the location-based method was calculated using the Terna 2018 source.

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## WATER WITHDRAWALS AND DISCHARGES

The agro-food industry is characterised by **high water consumption**. **Water is used for draining and washing tomatoes, for steam generation, for cooling systems and for cleaning production facilities. Water is also an ingredient in many preparations**; although the amount used in recipes is counted as consumption, it is not dissipated into the environment but transformed into tea, juices and broths.

The ability to use water **rationally** will become a strategic factor for the survival of agri-food plants. For this reason, the Consorzio pays particular attention to water consumption and is committed to **analysing its processes** to identify opportunities for plant engineering and operational methods aimed at **reducing this impact** in the various stages of the production process.

In recent years, water recovery systems have been installed at all production sites with **the aim of reducing water use**, especially where it is used in greater quantities. Through the installation of systems such as **cooling towers, dry coolers and recirculation systems**, it is possible to reuse cooling water in production or for

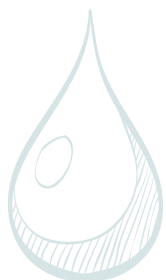
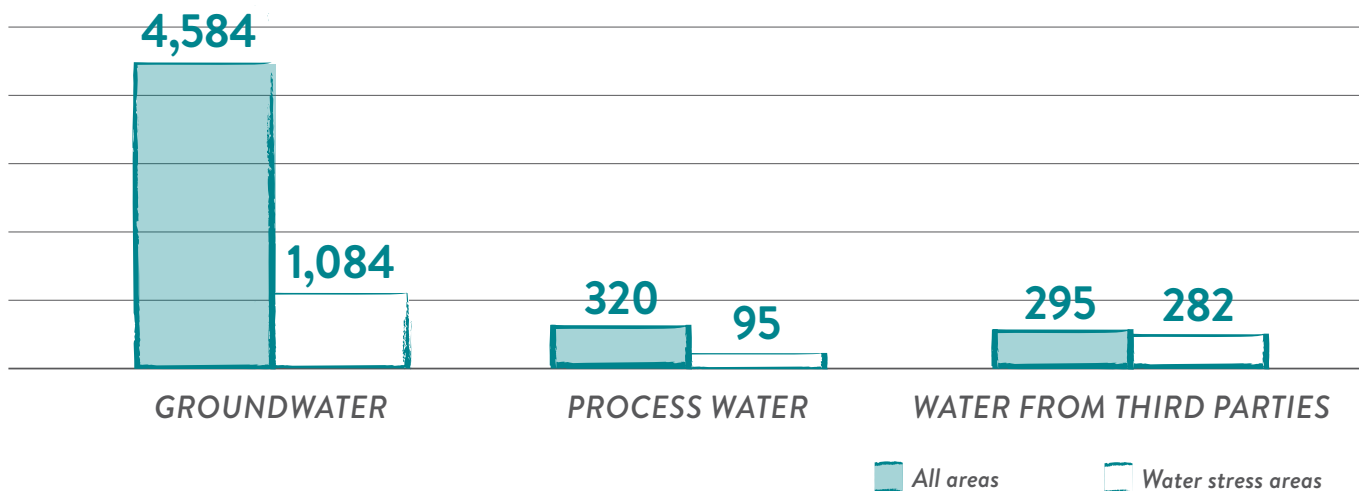
the discharge and initial washing of the tomatoes.

In 2020, the Consorzio withdrew **5,199 MI** of water, most of which from its own wells (4,584 MI). Process water (320 MI) and water from public aqueducts (295 MI) have a marginal impact. Total withdrawals are slightly up on 2019 (5,057 MI) against an **increase in production of around 5%**, with improved water intensity indices.

The BAT established in EU<sup>1</sup>, in order to determine the sustainability of an organic treatment plant, foresees for tomato processing (in the absence of water recovery), a consumption of 130 - 180 m<sup>3</sup> of water per ton of semi-finished product which, for the quantities produced by Casalasco in the 2020 campaign, would correspond to **27-34 m<sup>3</sup>**, against the 12.1 m<sup>3</sup> actually used.

<sup>1</sup> IPPC - Integrated Pollution Prevention and Control - Decr. Lgs 372/99 art. 2 paragraph 3 - Elements for the issuing of guidelines for the identification of MTD for the food industry - 12/04/2006.

## WATER WITHDRAWALS BY SOURCE OF SUPPLY IN 2020 (ML)



## WATER INTENSITY INDICES

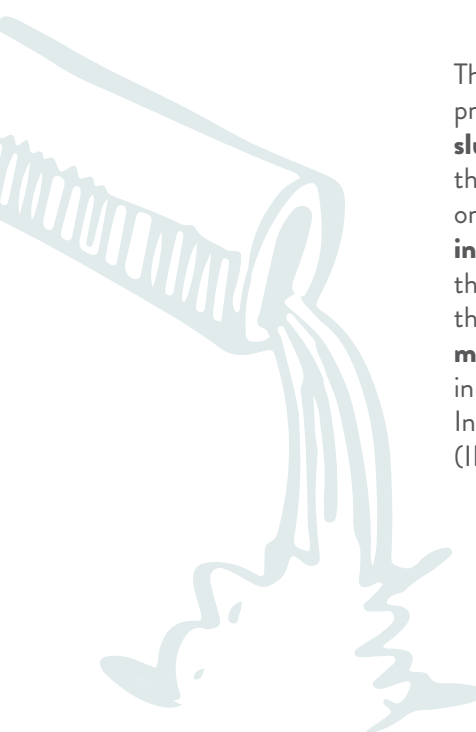
**12.1 m<sup>3</sup>** of water withdrawn **during the tomato campaign period** (per tonne of finished tomato product) (12.6 m<sup>3</sup> in 2019)

**15.0 m<sup>3</sup>** of water withdrawn **outside the tomato campaign period** (per tonnes of finished product of all types) (**14.8 m<sup>3</sup>** in 2019)

	2018	2019	2020
<b>m<sup>3</sup> OF WATER WITHDRAWALS DURING THE TOMATO CAMPAIGN PERIOD</b> (per tonne of finished tomato product)	<b>13.4</b>	<b>12.6</b>	<b>12.1</b>
<b>m<sup>3</sup> OF WATER WITHDRAWALS OUTSIDE THE TOMATO CAMPAIGN PERIOD</b> (per tonne of finished tomato product of all types)	<b>18.3</b>	<b>14.8</b>	<b>15.0</b>



## WATER DISCHARGES



The wastewater generated by the production plants is treated in activated **sludge purification plants**, which exploit the natural ability of bacteria to degrade organic matter, and then **discharged into surface waters**. In order to monitor the adequate abatement of pollutants in the water, the Consorzio's laboratories **monitor the main quality parameters**, in line with the requirements of the Integrated Environmental Authorisation (IEA). In 2020, **4,833 MI** of water was

discharged, a slight increase compared to 2019 (+1.5%).

With reference to the withdrawal and discharge of water in areas subject to **water stress**, Consorzio Casalasco uses the Aqueduct Tool developed by the World Resources Institute<sup>1</sup> to identify areas potentially at risk. According to this analysis, only water withdrawals and discharges relating to the Rivarolo del Re production plant involved water stress areas.

<sup>1</sup> The WRI tool is available online at: <https://www.wri.org/ourwork/project/aqueduct>.  
For the analysis, the results from the "baseline water stress" column were taken into account.

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## WASTE

*Food waste, of which industrial waste is also a part, is a huge problem for our production system: in Europe, it is estimated that about one third of the food produced is not consumed and that waste occurs at every stage of the food chain<sup>2</sup>*

<sup>2</sup> Analysis associated with the Roadmap to a Resource Efficient Europe (European Commission Staff Working Paper, SEC (2011) 1067.

<sup>3</sup> For 2020, it was decided to proceed with the reporting of waste data using the new GRI Standard 306 (Waste), published by the Global Reporting Initiative (GRI) in 2020 to replace the version used to date, published in 2016. For comparative purposes, the data for 2019 have therefore been restated compared to those published in the previous Sustainability Report. For previously published data, please refer to the 2019 Sustainability Report, published on [www.ccdp.it/en](http://www.ccdp.it/en).

The Consorzio is attentive to **the way in which waste is managed** and disposed of, in accordance with current regulations and as part of its commitment to environmental protection.

Most of the waste produced comes from production activities and consists mainly of **production waste, glass, paper, metal, wood packaging and maintenance materials**. Reducing production waste is an imperative for the food industry, not only because high levels of production efficiency are matched by **huge savings**, but also because it **reduces the environmental impacts** associated with production and does not destroy food resources on a planet where millions of its inhabitants are still **suffering from food shortages**.

Measures to reduce waste fall broadly into two categories:

- **improvement of the production process**. This activity must, however, take into account the essential need to ensure food safety and the conformity of products to commercial requirements;
- **product recovery**. The latter can be for human consumption (if edible) or for other uses, such as animal nutrition.

Another important challenge is to **reduce the packaging of incoming products**; to this end, the Consorzio has initiated agreements for the supply of raw materials and packaging in returnable packaging or **loose in silos**.

In 2020, **23,179 tonnes of waste** were generated, a slight increase in absolute value compared to 2019 (20,444 t)<sup>3</sup>.

The increase is more than reasonable in view of the increased production that was recorded at all sites, both for seasonal and inter-campaign processing. As in 2019, **hazardous waste constitutes a marginal share of the total waste generated** (less than 0.1%), consisting mainly of spent **lubricating oils, packaging that has contained hazardous substances and laboratory chemicals**.

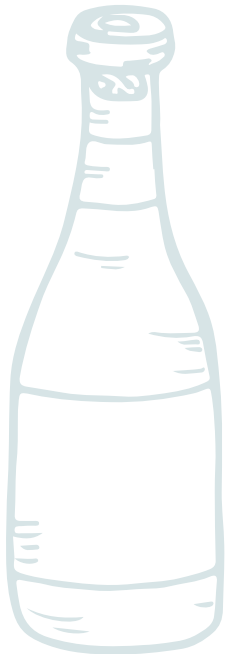
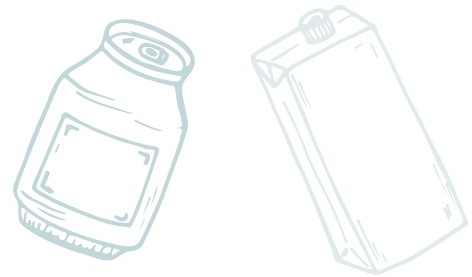
The proper management of production residues has allowed the **valorisation of by-products**, peels, tomato seeds and discarded berries which are used as **animal feed or plant biomass** in biogas plants and therefore excluded from the waste regime.

0.06 t of waste  
produced per tonne  
of finished product  
(in line with 2019).

## WASTE INTENSITY INDICATOR

For the definition of this indicator, **the whole year 2020** was taken into account, as there is no substantial difference in waste production during the tomato crop compared to other periods of the year.

Tonnes of finished product **include not only tomatoes but also all other products** (broths, soups, juices, legumes, etc.).

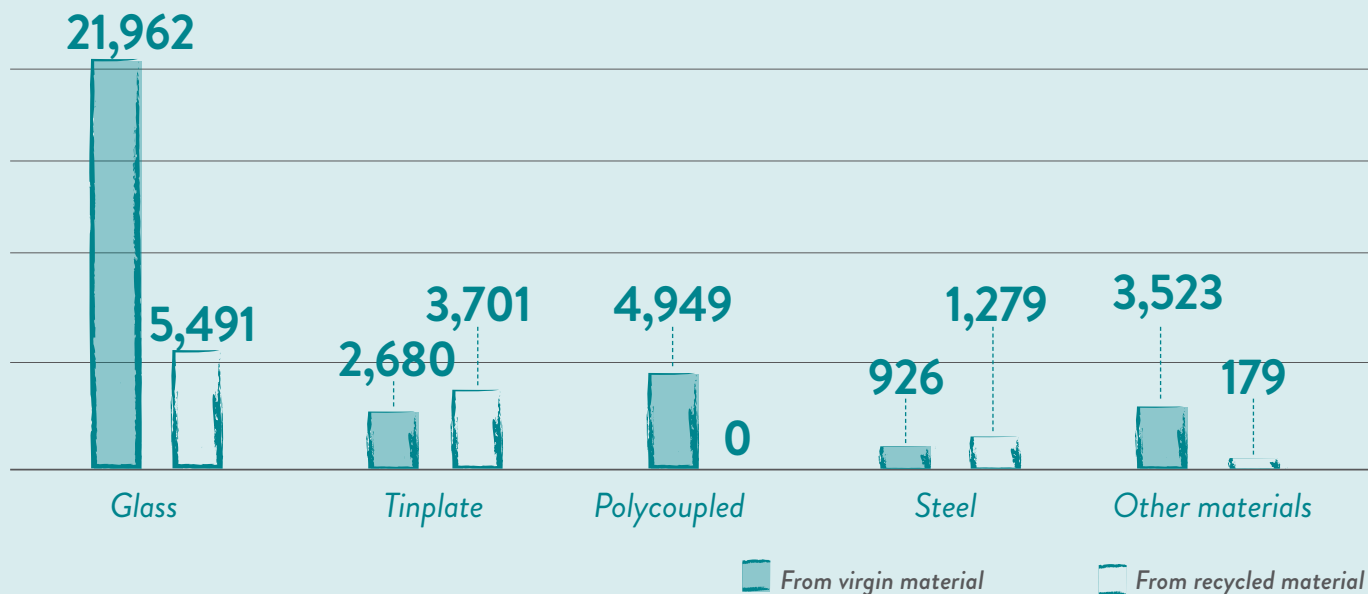


## PACKAGING SUSTAINABILITY

The issues relating to packaging **are complex**, because while the material used for packaging constitutes **a significant part of waste** at all stages of the supply chain, it is also true that no decision relating to its **reduction/modification can affect the safety of the food product** and, albeit from a different perspective, conflict with commercial and marketing choices, especially for retail products. Having said that, for some years now, research and development of **sustainable packaging with a view to material savings, recovery, recycling and reuse** has been a topical issue.

Out of a total of over **44 million kg of packaging purchased by our company**, the most widely used material, with 27.5 million kg, is **glass**, which accounts for **61%**. In second place is **tinplate** (cans) with 6.4 million kg, followed by **FSC-certified paper** (4.9 million kg), **steel** (drums) with over 2 million kg and **aluminium** (276 thousand kg). The other **packaging categories** (PET, PP, HDPE) account for a minority share (8% of the total). The chart on the next page illustrates the different types of packaging, specifying for each the percentage coming from recycled material.

## QUANTITY OF PACKAGING USED IN 2020 BY TYPE (t)



Conorzio Casalasco has chosen to package its brick products with FSC (Forest Stewardship Council) brand paper, a product certification that attests that the paper comes from renewable forests, responsibly managed according to strict environmental, social and economic standards.

The Conorzio has been working for years with its regular suppliers to use, where possible, **recyclable or reusable packaging**, as is the case for the **small tanks** used for wine, oil, cream and or

storage in silos of sugar, oil and vinegar. For **packaging**, in particular PET bottles, it has also adopted the supply of **cardboard and returnable plastic bins**, which can be reused several times.



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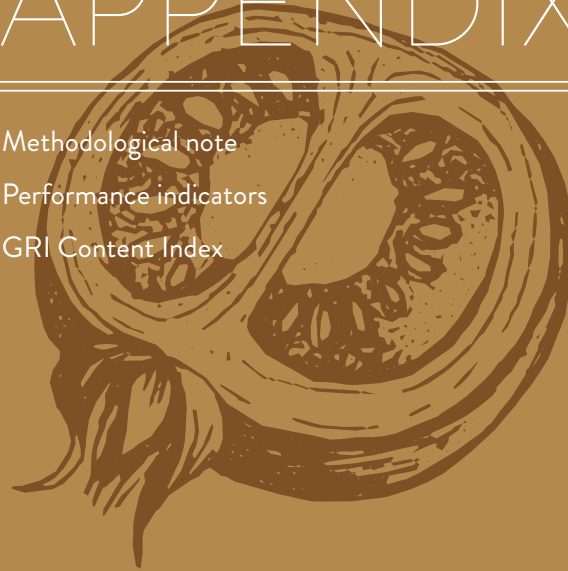
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# APPENDIX

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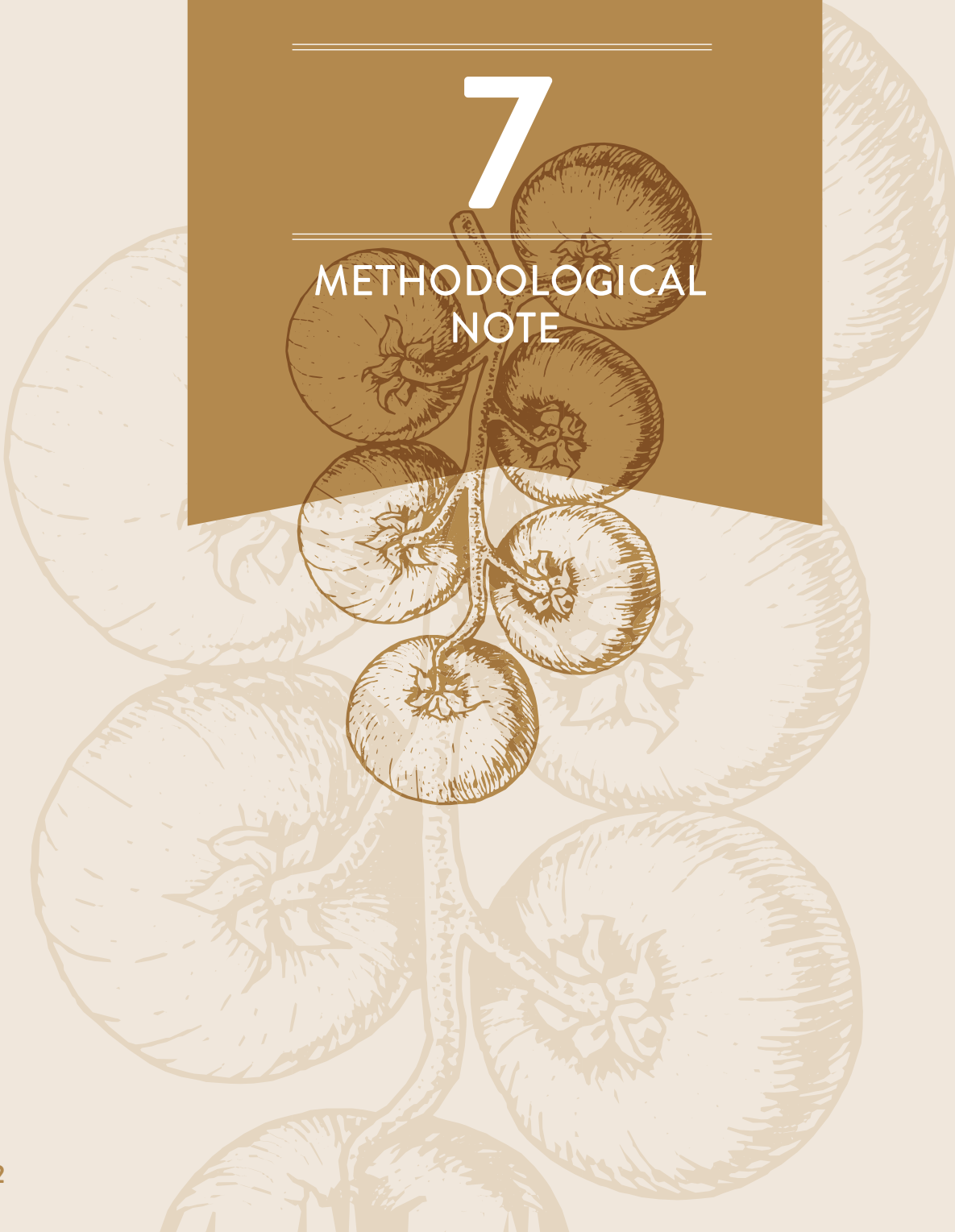
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# 7

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## METHODOLOGICAL NOTE



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# METHODOLOGICAL NOTE

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The Sustainability Report of the Consorzio Casalasco del Pomodoro presents the results achieved in 2020 (from 1 January to 31 December).

This document, drawn up on an annual basis, aims to transparently communicate Consorzio Casalasco's sustainability strategies and its performances related to environmental, social and economic sustainability.

The 2020 Sustainability Report references a selection of the "GRI Sustainability Reporting Standards" (2016) and the "Food Processing Sector Disclosures" (2014), both published by the Global Reporting Initiative (GRI), as reported in the "GRI Content Index" table. Regarding topic-specific Standard GRI 306 (Waste), the most recent version of 2020 has been adopted.

The reporting boundary corresponds to Consorzio Casalasco del Pomodoro Soc. Agr. Coop. In particular, the reporting boundary of the environmental data includes the three production plants of Consorzio Casalasco in Rivarolo del Re (CR), Gariga di Podenzano (PC), Fontanellato (PR) and the two external logistic sites of Casalmaggiore (CR) and Felegara (PR).

In order to allow the comparability of data over time and the evaluation of the performance of the Consorzio's activities, a year of comparison has been included, where available. The restatements of the comparative data previously published have been clearly stated. Moreover, in order to ensure the reliability of data, the use of estimates has been limited as far as possible. Any estimate in this document is made using the best available methods and is expressly noted.

Moreover, in 2020 no significant changes have occurred in the Consorzio's size, organizational structure, ownership structure and supply chain.

This document is not subject to external assurance.

For additional information and suggestions regarding the Sustainability reporting of Consorzio Casalasco, please write to [info@ccdp.it](mailto:info@ccdp.it).



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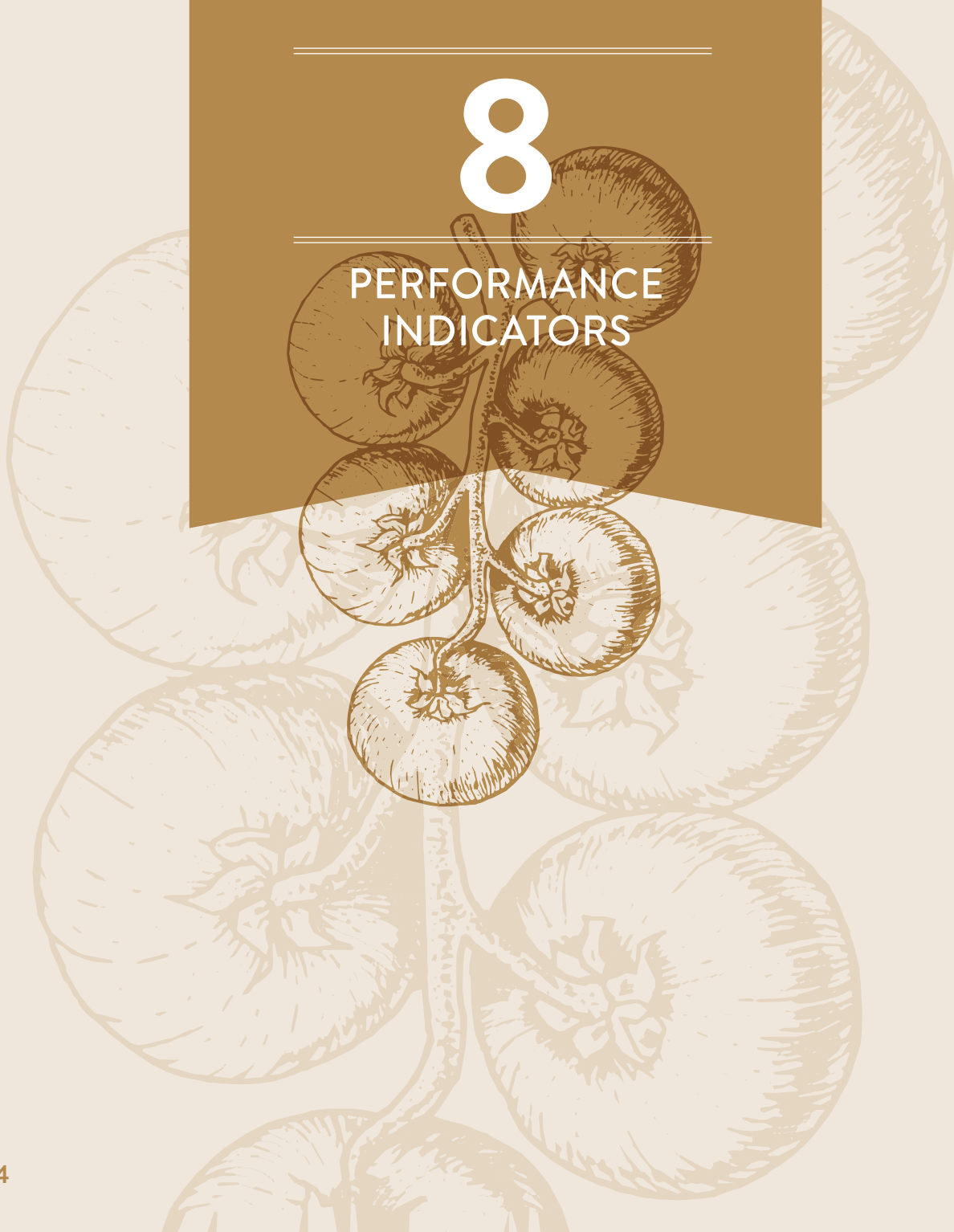
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# 8

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## PERFORMANCE INDICATORS



# OUR VALUE CHAIN



GRI STANDARD 301-1 – Materials used by weight or volume

## MAIN AGRICULTURAL RAW MATERIALS, BY WEIGHT

Main agricultural Raw materials	Unit of measure	2019		2020	
		Quantity	% renewable	Quantity	% renewable
Tomato	kg	436,653,089	100%	519,132,151	100%
Peas	kg	917,098	100%	1,964,791	100%
Beans (borlotti and cannellini)	kg	136,045	100%	- <sup>1</sup>	-
Fruit puree	kg	3,789,717	100%	2,913,579	100%
Meat extract	kg	2,850	100%	9,636	100%
Meat	kg	1,819,040	100%	1,171,301	100%
Seasoning plants (chickpeas, onion, garlic, carrot, celery, basil)	kg	9,165,100	100%	16,444,978	100%
Sugar / glucose	kg	6,658,765	100%	7,386,635	100%
Salt	kg	1,181,675	100%	1,570,350	100%
Oil and vinegar	l	2,281,599	100%	5,057,815	100%
Dairy products	kg	1,423,786	100%	1,480,679	100%
Semi-finished tomato products	kg	-	-	8,278,067	100%

<sup>1</sup> The production of borlotta and cannellino ceased with the 2019 campaign, due to minimal quantities that were difficult to manage in overlap with the tomato campaign.

## MAIN PACKAGING, BY WEIGHT

Packaging	Unit of measurement	2019 <sup>1</sup>		2020	
		Quantity	% renewable	Quantity	% renewable
<b>Polylamines</b> (Bags, envelopes and Tetra-Combi)	kg	3,631,214	0	4,949,082	0
<i>of which paper</i>	kg	3,287,843		4,569,476	
<i>of which FSC certificate</i>	kg	3,287,843		4,569,476	
<i>of which ASI certificate</i>		0		1,884,013	
<i>of which recycled</i>	%	0		0	
<b>Tinplate</b> (cans - capsules)	kg	7,489,102	0	6,380,536	0
<i>of which recycled</i>	%	4,343,679		3,700,711	
<b>Glass</b>	kg	24,159,892	0	27,453,000	0
<i>of which recycled</i>	%	4,831,978		5,490,600	
<b>PET</b> (preforms)	kg	1,721,752	0	1,838,880	
<i>of which recycled</i>	%	31,200		179,088	
<b>PP</b> (bottles, caps and drum lids)	kg	1,184,939	0	939,685	0
<i>of which recycled</i>	%	0		0	
<b>HDPE</b> (bottles)	kg	744,577	0	647,842	0
<i>of which recycled</i>	%	0		0	
<b>Steel</b> (drums)	kg	2,186,079	0	2,205,000	0
<i>of which recycled</i>	%	1,267,926	0	1,278,900	0
<b>Aluminium<sup>2</sup></b> (tubes)	kg	0	0	276,230	0
<i>of which recycled</i>	%	0	0	0	0

<sup>1</sup> Following a process of improving the reporting system and in order to ensure its comparability, the data relating to the main packages of 2019 were re-presented with respect to those published in the previous Sustainability Report. For the previously published data, please refer to the 2019 Sustainability Report, published on the website [www.ccdp.it](http://www.ccdp.it).

<sup>2</sup> Tubes were not inserted in 2019 as they were quantitatively not significant (kg), as per GRI 301.1, whereas in 2020 the figure was significant and was therefore considered.

# OUR PEOPLE



GRI STANDARDS 102-8 – Information on employees and other workers

## EMPLOYEES (AWU) BY EMPLOYMENT CONTRACT AND GENDER<sup>3</sup>

Type of contract	2019			2020		
	Men	Women	Total	Men	Women	Total
Permanent	198	116	314	204	115	319
Temporary	362	320	682	413	355	768
- of which seasonal workers	359	317	676	413	353	766
<b>Total</b>	<b>560</b>	<b>436</b>	<b>996</b>	<b>617</b>	<b>470</b>	<b>1,087</b>

## EMPLOYEES (AWU) BY EMPLOYMENT TYPE AND GENDER

Full-time / Part-time	2019			2020		
	Men	Women	Total	Men	Women	Total
Full-time	559	430	989	616	465	1,081
Part-time	1	6	7	1	5	6
Part-time %	0.2%	1.4%	1.6%	0.2%	1.1%	1.2%
<b>Total</b>	<b>560</b>	<b>436</b>	<b>996</b>	<b>617</b>	<b>470</b>	<b>1,087</b>

<sup>3</sup> Human resources data represent the average number of employees expressed in annual work units (AWU); include also seasonal workers and seasonal collaborators who work mainly in the peak period of production at the Consorzio's plants

## EXTERNAL WORKERS BY GENDER (HEADCOUNT)

External workers	As of 31 December 2019			As of 31 December 2020		
	Men	Women	Total	Men	Women	Total
Interns/trainees	10	6	16	4	4	8

## MAXIMUM NUMBER OF EMPLOYEES<sup>1</sup> (HEADCOUNT)

	2019	2020
Employees	1,613	1,770

GRI STANDARDS 405-1 – Diversity of governance bodies and employees

## TOTAL NUMBER OF EMPLOYEES (AWU) BY EMPLOYEE CATEGORY AND GENDER

Employees by category	2019			2020		
	Men	Women	Total	Men	Women	Total
Executive	5	0	5	5	0	5
Manager	12	4	16	15	4	19
White-collar	44	76	120	40	75	115
Blue-collar	499	356	855	557	391	948
Total	560	436	996	617	470	1,087

<sup>1</sup>Maximum number of employees reached during the year during the period of the tomato campaign.

## TOTAL NUMBER OF EMPLOYEES (HEADCOUNT) BY EMPLOYEE CATEGORY AND GENDER

Employees by category	2019			2020		
	Men	Women	Total	Men	Women	Total
Executive	5	0	5	5	0	5
Manager	13	4	17	15	4	19
White-collar	44	81	127	39	81	120
Blue-collar	136	41	177	145	39	184
<b>Total</b>	<b>198</b>	<b>126</b>	<b>324</b>	<b>204</b>	<b>124</b>	<b>328</b>

## TOTAL NUMBER OF EMPLOYEES (AWU) BY GENDER AND EMPLOYEE CATEGORY (%)

Employees by category	2019			2020		
	Men	Women	Total category/ Total employees	Men	Women	Total category/ Total employees
Executive	100.0%	0.0%	0.5%	100.0%	0.0%	0.5%
Manager	75.0%	25.0%	1.6%	78.9%	21.1%	1.7%
White-collar	36.7%	63.3%	12.0%	34.8%	65.2%	10.6%
Blue-collar	58.4%	41.6%	85.8%	58.8%	41.2%	87.2%
<b>Total</b>	<b>56.2%</b>	<b>43.8%</b>	<b>100.0%</b>	<b>56.8%</b>	<b>43.2%</b>	<b>100.0%</b>

## TOTAL NUMBER OF EMPLOYEES (AWU) BY AGE GROUP AND EMPLOYEE CATEGORY (%)

Employees by category	2019				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executive	0.0%	40.0%	60.0%	0.5%	0.0%	40.0%	60.0%	0.5%
Manager	0.0%	56.3%	43.8%	1.6%	0.0%	52.6%	47.4%	1.7%
White-collar	13.3%	62.5%	24.2%	12.0%	10.4%	61.7%	27.8%	10.6%
Blue-collar	27.0%	45.3%	27.7%	85.8%	28.6%	42.4%	29.0%	87.2%
<b>Total</b>	<b>24.8%</b>	<b>47.5%</b>	<b>27.7%</b>	<b>100.0%</b>	<b>26.0%</b>	<b>44.6%</b>	<b>29.3%</b>	<b>100.0%</b>

## COUNTRY OF BIRTH OF THE EMPLOYEES (AWU) BY GENDER

Country of birth	2019			2020		
	Men	Women	Total	Men	Women	Total
Italy	401	313	714	426	332	758
Morocco	37	9	46	43	14	57
Nigeria	11	11	22	16	14	30
India	16	8	24	17	8	25
Senegal	10	5	15	16	7	23
Romania	4	15	19	6	15	21
Albania	11	8	19	12	9	21
Tunisia	13	1	14	15	3	18
Macedonia	12	4	16	11	5	16
Ivory Coast	2	11	13	5	11	16
Burkina Faso	1	5	6	2	6	8
Ukraine	2	4	6	2	5	7
Ecuador	2	3	5	3	3	6
Cuba	0	5	5	1	4	5
Ghana	3	1	4	3	1	4
Ethiopia	3	1	4	3	1	4
Moldova	3	3	6	1	2	3
Syria	2	1	3	2	1	3
Brazil	0	3	3	1	2	3
Colombia	0	1	1	0	1	1
Sudan	2	0	2	0	0	0
Others	25	24	49	32	26	58

## COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP (%)

Members of the Board of Directors of Consorzio Casalasco del Pomodoro	2019				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	0%	36%	64%	100%	0%	27%	73%	100%
Women	0%	0%	0%	0%	0%	0%	0%	0%
Total	0%	36%	64%	100%	0%	27%	73%	100%

## EMPLOYEES BELONGING TO PROTECTED CATEGORIES (AWU) (%)<sup>1</sup>

	2019	2020
Employees belonging to protected categories	2.30%	1.84%

## ABSENTEE RATE<sup>2</sup>

	2019	2020
Absentee rate	4.61	6.15

<sup>1</sup> Data relating to employees belonging to protected categories are expressed in annual work units (AWU); they also include workers and seasonal staff who work mainly in the peak period of production at the Consorzio's plants

<sup>2</sup> The absentee rate was calculated as the ratio between the number of days of absence (for sickness, accidents, maternity, parental leave, unpaid permits, strikes, trade union permits, permits ex-Law 104/92) and the number of worked days, multiplied by 100. The data also includes workers and seasonal collaborators who work mainly in the peak period of production at the Consorzio's plant.



# COMPOSITION OF THE HIGHEST GOVERNANCE BODY AND RELATED COMMITTEES

Position held	Component name	Gender	Retention in Board of Directors		Role		Independence	Attendance frequency	
			Date of the appointment	Years in office	Executive	Non-executive		Attendance	Attendance rate
Chairman of BoD	Voltini Paolo	Man	30/06/2001	19	X			5	1
Vice-President of BoD	Sartori Marco	Man	30/06/2001	19	X			5	1
Member of the Board	Barilli Piercarlo	Man	30/04/1998	22	X			5	1
Member of the Board	Buttarelli Marco	Man	30/06/2001	19	X			5	1
Member of the Board	Martinelli Elvio	Man	29/04/2004	16	X			5	1
Member of the Board	Borzi Giuseppe	Man	26/04/2007	13	X			4	0.8
Member of the Board	Arata Daniele	Man	26/08/2015	5	X			5	1
Member of the Board	Trentini Stefano	Man	26/08/2015	5	X			5	1
Member of the Board	Gentili Graziano	Man	26/08/2015	5	X			5	1
Member of the Board	Sfolcini Attilio	Man	26/08/2015	5	X			4	0.8
Member of the Board	Bassi Piergiorgio	Man	26/08/2015	5	X			5	1
Member of the Board	Fava Gianpaolo	Man	26/04/2016	4	X			5	1
Member of the Board	Spagnoli Claudio	Man	26/04/2016	4	X			5	1
Member of the Board	Failli Fabrizio	Man	29/04/2019	1	X			4	0.8
Member of the Board	Amendolito Alessandro	Man	23/07/2020	0	X			3	0.6
<b>Total</b>	<b>15</b>				<b>15</b>	<b>-</b>	<b>-</b>	<b>70</b>	

<b>Number of Board meetings held in 2020</b>	<b>5</b>
<b>Number of Board Members</b>	<b>15</b>
<b>Total attendance rate of the Board of Directors</b>	<b>93%</b>

International experience	Number and description of any further positions covered	Eventual membership of under-represented social groups	Eventual categories of stakeholders represented	Expertise in the field:		
				Social	Environmental	Economic
	N° 4 - Councilor of Unaproa President of Coldiretti Lombardia President of CAP Cremona Councilor of Filiera Italia					X
	N° 3 - CIO Director Director of Confcooperative Cremona President of Casalasco Agricola					X
	N° 1 - Vice-President Consorzio Bonifica Navarolo				X	X
	N°1 - Councilor Consorzio Bonifica Navarolo				X	X
						X
						X
	N° 2 - Councilor of Confagricoltura Piacenza Vice-President of the Consorzio Difesa Piacenza				X	X
						X
						X
	N° 1 - Councilor of Consorzio Bonifica di Piacenza				X	X
	N° 1 - CIO President					X
	N° 1 - Councilor of Agroenergia				X	X
						X
	N° 1 - ISMEA Warranty and Finance responsible					X
						X
-		-	-	-	5	15

At December 31, 2020, the Board of Directors was composed of 15 members, and at December 31, 2019 there were 14. It should be noted that 5 out of 15 directors have specific environmental competences, while all the members of the Board of Directors have an economic background. Considering the five meetings of the Board of Directors held in 2020, the average frequency rate is 93%.

GRI STANDARD 102-41 – Collective bargaining agreements

PERCENTAGE OF EMPLOYEES (AWU)  
COVERED BY COLLECTIVE BARGAINING AGREEMENT

	2019	2020
Number of employees covered by collective bargaining agreements	996	1,087
Percentage on total employees	100%	100%

GRI STANDARD 202-1 Ratios of standard entry level wage by gender compared to local minimum wage

RATIO BETWEEN THE STANDARD ENTRY WAGE  
AND THE LOCAL MINIMUM WAGE BY GENDER

New hires	2019		2020	
	Men	Women	Men	Women
Ratio between gross minimum wage and local minimum gross wage according to national law	1.03	1.03	1.03	1.03

GRI STANDARD 401-1 – New employees hires and employee turnover

TOTAL NUMBER OF NEW HIRES  
BY GENDER AND AGE GROUP<sup>1</sup>

	2019				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	5	3	0	8	3	7	3	13
Women	4	1	0	5	1	3	1	5
Total	9	4	0	13	4	10	4	18

## TOTAL NUMBER OF EMPLOYEE TURNOVER BY GENDER AND AGE GROUP<sup>1</sup>

	2019				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
<b>Men</b>	3	5	8	16	1	2	5	8
<b>Women</b>	1	3	1	5	1	1	7	9
<b>Total</b>	4	8	9	21	2	3	12	17

## RATE OF NEW EMPLOYEE HIRES BY GENDER AND AGE GROUP<sup>2</sup>

	2019				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
<b>Men</b>	31.3%	2.6%	0.0%	4.0%	18.8%	6.0%	4.2%	6.4%
<b>Women</b>	40.0%	1.3%	0.0%	4.2%	12.5%	4.3%	2.6%	4.3%
<b>Total</b>	34.6%	2.1%	0.0%	4.1%	16.7%	5.4%	3.6%	5.6%

## TURNOVER RATE BY GENDER AND AGE GROUP<sup>3</sup>

	2019				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
<b>Men</b>	18.8%	4.3%	11.9%	8.0%	6.3%	1.7%	6.9%	3.9%
<b>Women</b>	10.0%	4.0%	2.9%	4.2%	12.5%	1.4%	17.9%	7.7%
<b>Total</b>	15.4%	4.2%	8.8%	6.6%	8.3%	1.6%	10.8%	5.3%

<sup>1</sup> Incoming and outgoing staff data do not include seasonal staff.

<sup>2</sup> Hiring rate data do not include seasonal staff.

<sup>3</sup> Turnover rate data do not include seasonal staff.

## HOURS OF MANDATORY TRAINING FOR EMPLOYEES BY GENDER AND EMPLOYEE CATEGORY

Training hours	2019								
	N. hours Men	Total employees Men	N. hours per capita Men	N. hours Women	Total employees Women	N. hours per capita Women	Total hours	Total employees	N. hours per capita
Executive	0	5	0.0	0	0	0.0	0	5	0.0
Manager	21	12	1.8	2	4	0.5	23	16	1.4
White-collar	93	44	2.1	90	76	1.2	183	120	1.5
Blue-collar	4,409	499	8.8	3,209	356	9.0	7,618	855	8.9
<b>Total</b>	<b>4,523</b>	<b>560</b>	<b>8.1</b>	<b>3,301</b>	<b>436</b>	<b>7.6</b>	<b>7,824</b>	<b>996</b>	<b>7.9</b>

Training hours	2020								
	N. hours Men	Total employees Men	N. hours per capita Men	N. hours Women	Total employees Women	N. hours per capita Women	Total hours	Total employees	N. hours per capita
Executive	0	5	0.0	0	0	0	0	5	0.0
Manager	8	15	0.5	1	4	0.3	9	19	0.5
White-collar	95	40	2.4	71	75	0.9	166	115	1.4
Blue-collar	3,440	557	6.2	2,545	391	6.5	5,985	948	6.3
<b>Total</b>	<b>3,543</b>	<b>617</b>	<b>5.7</b>	<b>2,617</b>	<b>470</b>	<b>5.6</b>	<b>6,160</b>	<b>1,087</b>	<b>5.7</b>

## HOURS OF NON MANDATORY TRAINING FOR EMPLOYEES BY GENDER AND EMPLOYEE CATEGORY

Training hours	2019								
	N. hours Men	Total employees Men	N. hours per capita Men	N. hours Women	Total employees Women	N. hours per capita Women	Total hours	Total employees	N. hours per capita
Executive	0	5	0.0	0	0	0.0	0	5	0.0
Manager	3	12	0.3	16	4	4.0	19	16	1.2
White-collar	38	44	0.9	185	76	2.4	223	120	1.9
Blue-collar	16,345	499	32.8	7,127	356	20.0	23,472	855	27.5
<b>Total</b>	<b>16,386</b>	<b>560</b>	<b>29.3</b>	<b>7,328</b>	<b>436</b>	<b>16.8</b>	<b>23,714</b>	<b>996</b>	<b>23.8</b>

Training hours	2020								
	N. hours Men	Total employees Men	N. hours per capita Men	N. hours Women	Total employees Women	N. hours per capita Women	Total hours	Total employees	N. hours per capita
Executive	0	5	0.0	0	0	0	0	5	0.0
Manager	7	15	0.5	0	4	0.0	7	19	0.4
White-collar	25	40	0.6	84	75	1.1	109	115	0.9
Blue-collar	911	557	1.6	1,284	391	3.3	2,194	948	2.3
<b>Total</b>	<b>943</b>	<b>617</b>	<b>1.5</b>	<b>1,368</b>	<b>470</b>	<b>2.9</b>	<b>2,310</b>	<b>1,087</b>	<b>2.1</b>

GRI STANDARD 405-2 – Ratio of basic salary and remuneration of women to men

## RATIO BETWEEN THE BASIC SALARY OF WOMEN AND MEN BY EMPLOYEE CATEGORY<sup>1</sup>

	2019	2020
Executive	N.A.	N.A.
Manager	1.00	1.00
White-collar	0.93	0.90
Blue-collar	0.95	0.87

<sup>1</sup> This ratio is calculated using the following formula: “average basic salary for women / average basic salary for men”.  
When the ratio is less than one, the male average basic wage is higher than the female average basic wage

## RATIO BETWEEN TOTAL REMUNERATION OF WOMEN AND MEN BY EMPLOYEE CATEGORY<sup>1</sup>

	2019	2020
Executive	N.A.	N.A.
Manager	1.07	1.06
White-collar	0.75	0.69
Blue-collar	0.80	0.73

GRI STANDARD 403-9 – Work-related injuries

## NUMBER OF INJURIES AND FATALITIES

Number of injuries	2019	2020
Number of fatalities as a result of work-related injury	-	-
Total number of high-consequence work-related injuries (excluding fatalities) <sup>2</sup>	-	-
Total number of recordable work-related injuries	46	46

## RATE OF INJURIES AND RATE OF ABSENTEEISM

Rate	2019	2020
Rate of fatalities as a results of work-related injury	-	-
Rate of high-consequence work-related injuries (excluding fatalities)	-	-
Rate of recordable work-related injuries <sup>3</sup>	29.29	27.82

<sup>1</sup> This ratio is calculated using the following formula: “average overall pay for women / average overall pay for men”. When the ratio is less than one, the average male salary is higher than the average female salary.

<sup>2</sup> Injuries from which the worker cannot recover, or does not or is not expected to recover fully to pre-injury health status within 6 months.

<sup>3</sup> Rate of injuries is calculated as the ratio between the total number of injuries divided by the total number of worked hours, using 1,000,000 as multiplier factor. The data included employee commuting-related injuries only if the transportation is managed by the organization. In 2020 there were no confirmed cases of work-related ill health.

# ENVIRONMENTAL RESPONSIBILITY



GRI STANDARD 302-1 – Energy consumption within the organization

## ENERGY CONSUMPTION, BY SOURCE

Type of consumption	Unit of measurement	2019		2020	
		Total	Total GJ <sup>4</sup>	Total	Total GJ <sup>5</sup>
Methane	smc	27,350,037	937,559	28,483,975	1,004,943
Fuel oil	t	87	3	30	1,221
LPG	l	11,500	297	12,000	310
Diesel	l	73,262	2,639	73,039	2,631
Electricity purchased	kWh	56,669,673	204,011	58,764,770	211,553
Self-produced electricity from renewable sources (photovoltaic)	kWh	962,674	3,466	923,942	3,326
<i>of which feed into the public network</i>	<i>kWh</i>	<i>48,000</i>	<i>173</i>	<i>60,000</i>	<i>216</i>

## TOTAL ENERGY CONSUMPTION, DIVIDED BY ENERGY FROM RENEWABLE SOURCE AND NON-RENEWABLE SOURCE

Energy	Unit of measurement	2019	2020
Total energy consumption	GJ	1,147,802	1,223,768
Renewable energy	GJ	3,293	3,110
Non-renewable energy	GJ	1,144,509	1,220,658
% of total renewable energy	%	0.29%	0.25%
Energy intensity per production	GJ/ton	3.12	3.14
Energy intensity per production - during the tomato campaign period	GJ/ton	3.52	3.45
Energy intensity per production - outside of the tomato campaign period	GJ/ton	2.70	2.77

<sup>4</sup> For calculating energy consumption in GJ, the following conversion have been used::

- For natural gas, gas oil, LPG and petrol, the conversion factors developed within the NIR National Inventory Report 2020 were used;
- For fuel oil conversion factors calculated from DEFRA were used

<sup>5</sup> The following conversion factors were used for the calculation of energy consumption in GJ:

- For natural gas, gas oil, LPG and petrol, the conversion factors developed within the NIR National Inventory Report 2019 were used;
- For fuel oil conversion factors calculated from DEFRA were used



## WATER WITHDRAWALS, BY SOURCE AND AREA

Source of the withdrawal	Unit of measurement	2019		2020	
		All areas	Areas with water stress	All areas	Areas with water stress
<b>Surface water (total)</b>	Megaliters	0	0	0	0
Freshwater (≤ 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
Other water (> 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
<b>Groundwater (total)</b>	Megaliters	4,540	1,229	4,584	1,084
Freshwater (≤ 1000 mg/L total dissolved solids)	Megaliters	4,534	1,229	4,575	1,084
Other water (> 1000 mg/L total dissolved solids)	Megaliters	6	0	9	0
<b>Produced water (total)</b>	Megaliters	287	91	320	95
Freshwater (≤ 1000 mg/L total dissolved solids)	Megaliters	221	91	243	95
Other water (> 1000 mg/L total dissolved solids)	Megaliters	66	0	77	0
<b>Third Party water (Total)</b>	Megaliters	229	216	295	282
Freshwater (≤ 1000 mg/L total dissolved solids)	Megaliters	229	216	295	282
Other water (> 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
<i>Third-party water by source of withdrawal</i>	<i>Megaliters</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Groundwater</i>	<i>Megaliters</i>	<i>0</i>	<i>216</i>	<i>0</i>	<i>216</i>
<b>Total water withdrawal</b>	Megaliters	5,057	1,536	5,199	1,461
<b>Water intensity on production</b>	m3/ton	13.70	0	13.40	0
<b>Water intensity on production - on the fields</b>	m3/ton	12.64	0	12.05	0
<b>Water intensity on production - outside the fields</b>	m3/ton	14.83	0	15.04	0

GRI STANDARD 303-4 – Water discharge

## WATER DISCHARGES, BY DESTINATION AND AREA

Destination of discharges	Unit of measurement	2019		2020	
		All areas	Areas with water stress	All areas	Areas with water stress
<b>Surface water (total)</b>	Megaliters	4,757	1,516	4,824	1,461
Freshwater ( $\leq$ 1000 mg/L total dissolved solids)	Megaliters	1,876	0	2,010	0
Other water ( $>$ 1000 mg/L total dissolved solids)	Megaliters	2,881	1,516	2,814	1,461
<b>Third Party water (Total)</b>	Megaliters	6	0	9	0
Freshwater ( $\leq$ 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
Other water ( $>$ 1000 mg/L total dissolved solids)	Megaliters	6	0	9	0
<i>Third-party water reused by other organizations (total)</i>	<i>Megaliters</i>	0	0	0	0
<b>Total water discharges</b>		<b>4,763</b>	<b>1,516</b>	<b>4,833</b>	<b>1,461</b>

GRI STANDARDS 303-5 – Water consumption

## WATER CONSUMPTION, BY TYPE OF AREA

	Unit of measurement	2019		2020	
		All areas	Areas with water stress	All areas	Areas with water stress
<b>Water consumption (total)</b>	Megaliters	83.1	20.9	75.3	26.3
<b>Change in water storage</b>	Megaliters	0	0	0	0

## RECYCLED AND REUSED WATER

Energy	Unit of measurement	2019	2020
Recycled and reused water (Total)	Megaliters	1,113	1,161
Recycled and reused water on total water withdrawal	%	22%	22%

GRI STANDARDS 305-1 – Direct GHG emissions (Scope 1)

## REFRIGERANT GASES

	Unit of measurement	2019 <sup>1</sup>		2020 <sup>2</sup>	
		Refill	kg CO <sub>2</sub> e	Refill	kg CO <sub>2</sub> e
HFC-134a	kg	7	10,010	0	0
R-407C	kg	7	12,418	14	24,836
R-410A	kg	11	22,968	84	175,392
R-507A	kg	0	0	52	207,220
R-452A	kg	321	686,940	89	190,460
R407-F	kg	0	0	231	486,717

Type of energy source	2019	2020
	Value [t CO <sub>2</sub> ] <sup>3</sup>	Value [t CO <sub>2</sub> ] <sup>4</sup>
Scope 1	55,245	57,905

<sup>1</sup> The emission factors of DEFRA 2019 were used for the calculation of the emissions of refrigerant gases in 2019.

<sup>2</sup> The emission factors of DEFRA 2020 were used for the calculation of the 2020 emissions of refrigerant gases.

<sup>3</sup> The ISPRA emission factors – National Standard Parameters Table 2019 were used for the calculation of scope 1 emissions for the financial year 2019.

<sup>4</sup> The ISPRA emission factors – National Standard Parameters Table 2020 were used for the calculation of scope 1 emissions for the financial year 2020.

GRI STANDARD 305-2 – Energy indirect emissions (Scope 2)

	2019 <sup>5</sup>	2020 <sup>6</sup>
Scope 2 - Location based (tCO <sub>2</sub> ) <sup>7</sup>	20,344	19,745
Scope 2 – Market based (tCO <sub>2</sub> ) <sup>8</sup>	27,598	27,384
Scope 1 + Scope 2 Location based (tCO <sub>2</sub> )	75,590	77,650
Scope 1 + Scope 2 Market based (tCO <sub>2</sub> )	82,843	85,289

GRI STANDARD 305-4 – GHG emissions intensity

		2019	2020
GHG emission intensity (scope 1) per production	tCO <sub>2</sub> /t	0.15	0.15
GHG emission intensity (Scope 1 + scope 2 Market based) for production	tCO <sub>2</sub> /t	0.23	0.22
GHG emission intensity (Scope 1 + scope 2 Location based) for production	tCO <sub>2</sub> /t	0.21	0.20

GRI STANDARD 305-7 – Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>) and other significant emissions

## POLLUTING GASES

	2019	2020
	t	t
NO <sub>x</sub>	63.23	57.54
SO <sub>x</sub>	23.50	20.47
Particulate matter (PM)	0.04	0.04
<b>Total</b>	<b>86.77</b>	<b>78.05</b>

<sup>5</sup> For calculation of scope 2 Market-based emissions for the financial year 2019, the AIB emission factors were used – European residual Mix 2018  
For emission calculation Of scope 2 Location-based factors were used Terna emission 2017

<sup>6</sup> For calculation of scope 2 Market-based emissions for the financial year 2020, the AIB emission factors were used – European residual Mix 2019  
For emission calculation Of scope 2 Location-based factors were used Terna emission 2018

<sup>7</sup> Location-based: A method based on average energy generation emission factors for well-defined geographical boundaries, including local, subnational or national boundaries.

<sup>8</sup> Market-based: Method based on GHG emissions from energy suppliers from which the organization buys energy through a contract.

## WASTE PRODUCED

Type of Waste	Unit of measurement	2019	2020
		Total	Total
<b>HAZARDOUS WASTE</b>			
CER 08.03.12 - Waste ink containing hazardous substances	ton	1.46	-
CER 12.01.12 - Waxes and exhausted fats	ton	0.24	-
CER 13.02.05 - Mineral oils for engines, gears and lubrication, not chlorinated	ton	3.05	3.97
CER 15.01.10 - Packaging containing residues of hazardous substances	ton	5.84	7.68
CER 15.02.02 - Absorbent, filter materials (including oil filters not otherwise specified), protective cloths and clothing contaminated with hazardous substances	ton	0.04	0.02
CER 16.02.13 - Disused equipment containing hazardous components other than those of category 16.02.09 to 16.02.12	ton	0.41	1.26
CER 16.03.05 - Organic waste containing hazardous substances	ton	-	0.64
CER 16.05.06 - Laboratory chemicals containing or consisting of hazardous substances, including mixtures of laboratory chemicals	ton	0.06	0.06
CER 16.06.01 - Lead acid batteries	ton	-	0.25
CER 16.06.03 - Batteries containing mercury	ton	0.38	-
CER 20.01.21 - Fluorescent tubes and other wastes containing mercury	ton	0.11	0.30
<b>TOTAL</b>	<b>ton</b>	<b>11.59</b>	<b>14.17</b>

Type of Waste	Unit of measurement	2019	2020
		Total	Total
<b>NON-HAZARDOUS WASTE</b>			
CER 02.03.04 - Waste that cannot be used for consumption or transformation	ton	3,092.53	2,410.57
CER 02.03.05 - Sludge for effluent treatment on site	ton	10,982.02	12,272.25
CER 02.07.04 Waste not usable for consumption or processing	ton	-	-
CER 08.03.18 - Printing exhausted toner other than those of heading No 08.03.17	ton	0.33	0.21
CER 12.01.99 - Waste not otherwise specified (stainless steel)	ton	1.10	3.82
CER 15.01.01 - Paper and cardboard packaging	ton	1,116.78	1,223.98
CER 15.01.02 - Plastic packaging	ton	444.54	498.50
CER 15.01.03 - Wooden packaging	ton	892.91	1,462.71
CER 15.01.04 - Metal packaging (drums and packaging in tinned plate)	ton	1,062.84	1,621.52
CER 15.01.05 - Packaging in composite materials	ton	67.32	28.80
CER 15.01.06 - Mixed-material packaging	ton	2,605.22	3,137.60
CER 15.01.07 - Glass packaging	ton	58.57	84.16
CER 15.02.03 - Absorbent. filter materials. rags and garments	ton	-	6.54
CER 16.02.14 - Equipment not in use. other than those referred to in items 16.02.09 to 16.02.13	ton	0.91	9.35
CER 16.02.16 - Parts removed from equipment that is not used. other than those referred to in heading 16.02.15	ton	-	0.07
CER 16.03.06 - Organic waste	ton	-	7.40
CER 17.01.01 - Cement	ton	-	54.52
CER 17.03.02 - Bituminous mixtures	ton	-	33.66
CER 17.04.01 - Copper. bronze. brass	ton	1.94	-
CER 17.04.02 - Aluminium	ton	0.54	1.53
CER 17.04.05 - Iron and steel	ton	55.80	250.25
CER 17.04.07 - Mixed metals	ton	19.21	12.85
CER 17.04.11 - Cables. other than those referred to in Item 17.04.10 (Wiring Harnesses)	ton	4.22	10.86
CER 17.09.04 - Mixed waste from construction and demolition. other than those referred to in heading Nos 17.09.01. 17.09.02 and 17.09.03	ton	-	9.95
CER 19.08.02 - Scrubber waste (deuration sand)	ton	14.72	22.54
CER 19.09.05 - Saturated or exhausted ion exchange resins	ton	3.02	-
CER 19.12.02 - Ferrous metals	ton	8.07	0.70
CER 20.01.34 - Batteries and accumulators other than referred to in heading no 20.01.33	ton	-	0.11
<b>TOTAL</b>	<b>ton</b>	<b>20,432.59</b>	<b>23,164.45</b>
<b>HAZARDOUS WASTE</b>	<b>ton</b>	<b>11.59</b>	<b>14.17</b>
<b>NON-HAZARDOUS WASTE</b>	<b>ton</b>	<b>20,432.59</b>	<b>23,164.45</b>
<b>TOTAL WASTE</b>	<b>ton</b>	<b>20,444.18</b>	<b>23,178.62</b>

## ENVIRONMENTAL INVESTMENTS

Plant	Investments in environmental protection and energy efficiency	2019	2020	Total
Rivarolo	<ul style="list-style-type: none"> <li>- In order to reduce air emissions (PM, SO<sub>x</sub>, NO<sub>x</sub>), between 2018 and 2019 3 oil burners in the boilers used for tomato transformation have been replaced with a gas burner. Moreover, 3 economizers have been installed in order to improve the performance</li> <li>- In order to reduce the Consorzio's environmental impact, due to dispersion of refrigerant gases in atmosphere, in 2019 some gas circuits were replaced by others with a lower GWP (potential of global warming).</li> <li>- In some productive areas, between 2018 and 2019, traditional light bulbs have been replaced with LED bulbs. At every failure, replacement of traditional lamps with led lamps continues.</li> <li>- The environmental protection measures planned for the 2020 (improvement of purification plant and installation of turbogas) for the complexity and high commitment of human resources have now been postponed to 2021/2022 due to lockdown and limitations following the pandemic. At the moment, the project phase is over, authorization practices requiring a process and a pre-established period of time are in progress.</li> <li>- For the recovery of the water resource in 2020, the new pasteurizer tube In tube ST18 and the attached pasteurization tunnel, installed in unit 2, have been equipped with 3 dry coolers and 1 chiller in order to recover water and reuse it in a closed cycle.</li> <li>- The Consorzio commits to eliminate the gas with the bigger GWP factor, to reduce the impact in the atmosphere in case of spillage, and at the same time to implement a circuit controlplan, according to established deadlines.</li> </ul> <p>From 2018 to today it has reduced the R507 gas from 1,140 to 260 kg (-77%) replacing it with a gas with lower GWP.</p>	330,000 €	450,000 €	780,000 €

Plant	Investments in environmental protection and energy efficiency	2019	2020	Total
Gariga	<ul style="list-style-type: none"> <li>- A new blower was inserted in 2019 (with ventilation plates) in the purifier oxidation tank.</li> <li>- New cooling towers were installed in 2019 for evaporators. In 2020, the replacement and efficiency of the cooling towers used in the evaporation process continued, thus improving energy recovery.</li> <li>- The extraordinary maintenance activity on the system for the micro-aeration of the purification tanks continues, including an intervention on the trays positioned on the bottom of the tanks. This will further improve the process of oxygenation and therefore water purification, reducing the environmental impact in terms of discharge on surface water.</li> </ul>	259,000 €	174,000 €	433,000 €
Fontanellato	<ul style="list-style-type: none"> <li>- In order to enhance the purification performance and energy efficiency of the sewage treatment plant, the oxygen distribution system in the oxidation tanks was implemented in 2019.</li> <li>- The costs of emission trading (ETS) quotas resulting from CO<sub>2</sub> emissions have risen significantly in recent years and this impacts the fixed costs of plant operation, resulting in increased product costs. To remedy this, new investments are being put in place for the next few years to reduce emissions into the atmosphere, which should allow savings on the purchase of quotas and consequently on the running costs of the plant.</li> <li>- During 2020, the investment made on the 3 oxidation tanks of the biological water treatment plant entered into full operation with the introduction of the new micro-bubble aeration surface, which saved electricity and oxygen purchase costs; Since the 2020 tomato campaign, there has been a saving on the purchase of 174.000 kg of oxygen.</li> <li>- The construction of a 15 MW gas turbine co-generator is on going, and will produce high efficiency steam and electricity. The plant will be built during 2021 and will be operational in 2022.</li> <li>- During 2020, cleaning water from the production of creams and soups was collected and sent as animal by-products to the production of electricity through biogas. This new collection method has saved around 450 tons of waste.</li> <li>- During 2020, the construction of noise barriers continued to mitigate the impact during the campaign period.</li> </ul>	285,000 €	140,000 €	425,000 €
<b>Total Consorzio Casalasco</b>		<b>874,000 €</b>	<b>764,000 €</b>	<b>1,638,000 €</b>



## SUSTAINABILITY GOALS (BASELINE 2018)

Description	Target	Deadline
<b>Agricultural area</b>		
Increase in the hectares for the cultivation of zero residue tomatoes	+50%	2021
Increase in the hectares for the cultivation of organic tomatoes	+30%	2021
Use of new innovative applications (hydrometric probes, pheromone traps)	+15%	2021
Increase in the hectares for fertigation	+15%	2021
Increase in the hectares for improving cultivations in rotation with tomato	+5%	2021
<b>Quality area</b>		
Reduction in the number of ethical non-conformities	-10%	2021
Reduction of the number of non-conformities, for each plant	-10%	2021
<b>Environmental area</b>		
Annual reduction of CO <sub>2</sub> emissions in the Rivarolo plant	-10%	2021
Annual reduction of CO <sub>2</sub> emissions in the Fontanellato plant	-5%	2021

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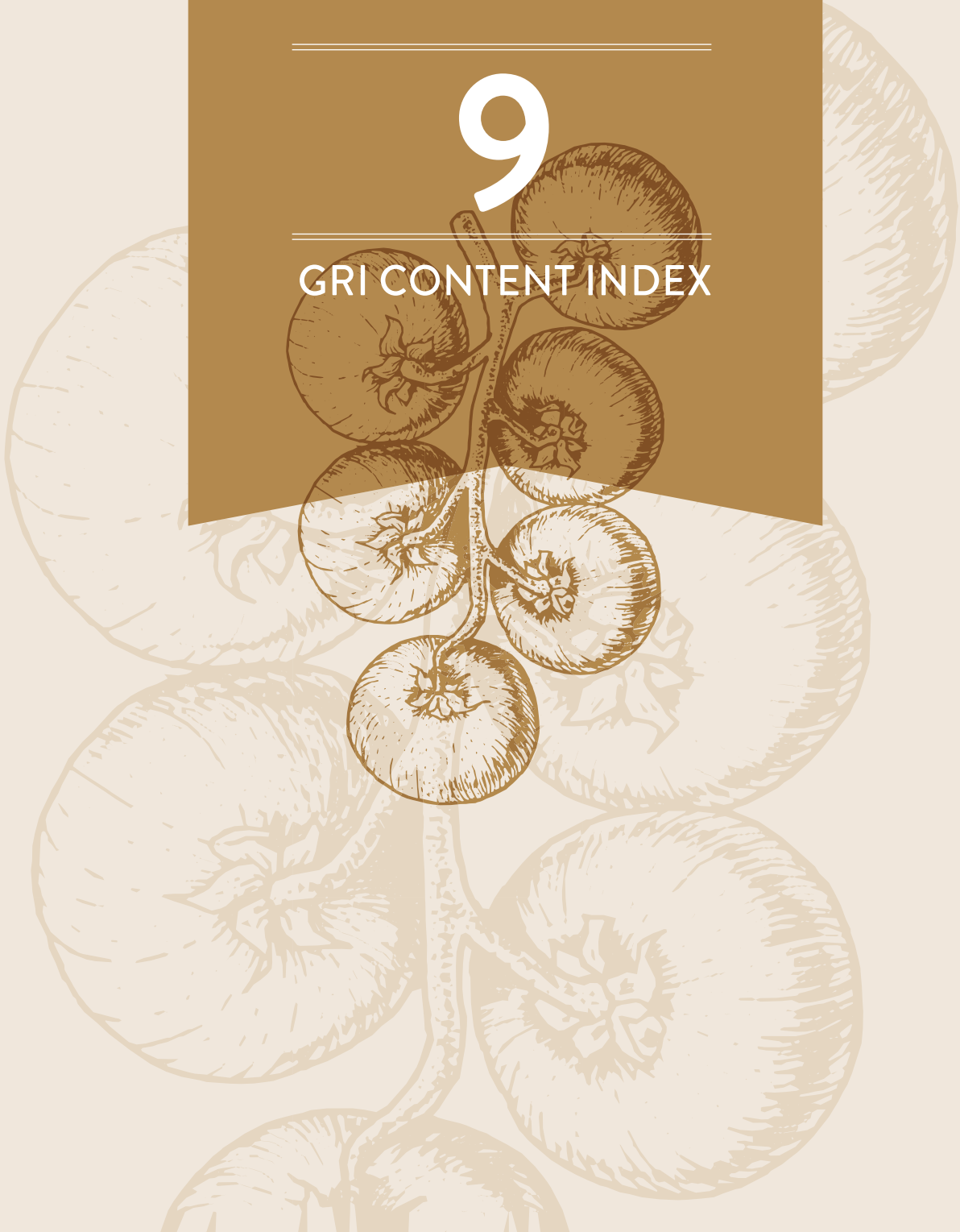
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## GRI CONTENT INDEX



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<b>GRI 307: Environmental compliance (2016)</b>			
307-1	Non-compliance with environmental laws and regulations	There were no cases of non-compliance with environmental laws and regulations during 2020.	
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<b>GRI 406: Non-discrimination (2016)</b>			
406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination during 2020	
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
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<b>GRI 407: Freedom of association and collective bargaining (2016)</b>			
407-1	Operations and suppliers in which the freedom of association and collective bargaining selection and controlling may be at risk	Based on procedures of selection and controlling of the suppliers, there is no significant risk related to freedom of association and bargaining agreements for the most relevant Consorzio's suppliers.	

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408-1	Operations and suppliers at significant risk for incidents of child labor	On the basis of the procedures in place for the selection and control of suppliers, it is believed that there is no significant risk relating to the use of child labor at the Consorzio's suppliers	
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GRI 409: Forced or compulsory labor (2016)			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	On the basis of the procedures in place for the selection and control of suppliers, it is believed that there is no significant risk relating to the use of forced or compulsory labor at the Consorzio's suppliers	

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GRI 416: Customer Health and Safety (2016)			
416-1	Assessment of health and safety impacts of products and service categories	All production plants are certified according to food safety standards.	
416-2	Incidents of non-compliance concerning health and safety impact of products and services	There were no incidents of non-compliance during 2020 regarding health and safety impacts of products and services.	
GRI-G4 Food processing sector Disclosures (2014)			
G4-FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	100% of production plants	

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417-2	Incidents of non-compliance concerning product and service information labeling	In 2020, there were no cases of non-compliance with regard to product information and labeling.	
<b>SOCIO-ECONOMIC COMPLIANCE</b>			
<b>GRI 103: Management approach (2016)</b>			
103-1	Explanation of the material topic and its boundary	55-56	
103-2	The management approach and its components	36-37	
103-3	Evaluation of the management approach	36-37	
<b>GRI 419: Socio-economic compliance (2016)</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	In 2020 there were no cases of non-compliance with social and economic laws and regulations.	
<b>NUTRITION AND HEALTHY LIFESTYLES</b>			
<b>GRI 103: Management approach (2016)</b>			
103-1	Explanation of the material theme and its perimeter	55-56	
103-2	The management mode and its components	42-43; 26-27	
103-3	Evaluation of management approach	42-43; 26-27	

<b>GRI Standards</b>	<b>Disclosure</b>	<b>Page</b>	<b>Notes</b>
<b>PRODUCT AND PROCESS INNOVATION</b>			
<i>GRI 103: Management approach (2016)</i>			
103-1	Explanation of the material topic and its boundary	55-56	
103-2	The management approach and its components	94	
103-3	Evaluation of the management approach	94	
<b>BRAND IMAGE AND REPUTATION</b>			
<i>GRI 103: Management approach (2016)</i>			
103-1	Explanation of the material topic and its boundary	55-56	
103-2	The management approach and its components	44-45; 62-65	
103-3	Evaluation of the management approach	44-45; 62-65	
<b>SUSTAINABLE AGRICULTURE AND PROTECTION OF THE TERRITORY</b>			
<i>GRI 103: Management approach (2016)</i>			
103-1	Explanation of the material topic and its boundary	55-56	
103-2	The management approach and its components	72-75; 82-84	
103-3	Evaluation of the management approach	72-75; 82-84	
<b>WELFARE POLICIES</b>			
<i>GRI 103: Management approach(2016)</i>			
103-1	Explanation of the material topic and its boundary	55-56	
103-2	The management approach and its components	116-117; 121	
103-3	Evaluation of the management approach	116-117; 121	
<b>TRACEABILITY IN THE SUPPLY CHAIN AND PRODUCT CERTIFICATION</b>			
<i>GRI 103: Management approach (2016)</i>			
103-1	Explanation of the material topic and its boundary	55-56	
103-2	The management approach and its components	42-43; 80-81	
103-3	Evaluation of the management approach	42-43; 80-81	



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Graphics and images: Frog adv and Maurizio Zatachetto

Printed in July 2021

*This publication is printed on FSC certified paper*



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