



SUSTAINABILITY

REPORT 2021





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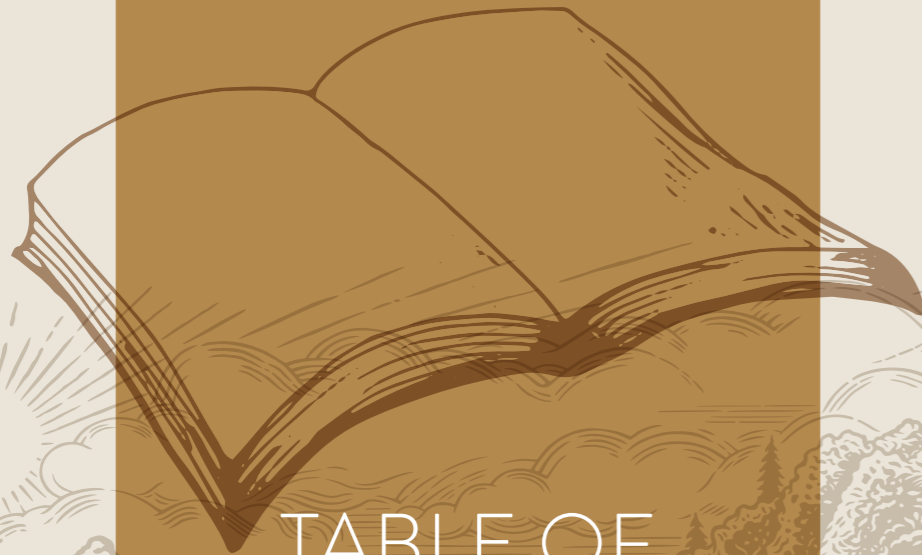


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LETTER FROM THE PRESIDENT

To write this letter, which interprets in a few lines the salient moments of 2021, I must start from what happened chronologically for the last and, more precisely, at the end of December. In the last week of the year I had the honor to witness the final stage of a long journey that saw **our company act as the main actor** in a project conceived and developed for months, perhaps years: the establishment of **Casalasco S.p.A.**

This is a decisive step in the evolution of the agricultural world, which demonstrates and certifies foresight and openness to change.

The project of **Casalasco S.p.A.**, wanted and realized in partnership with **QuattroR**, is the emblem of an agricultural chain of excellence, modern and prepared, that lays the foundations for further phases of growth, and that aims to play an important role on international markets.

The union of two apparently distant realities, that of agricultural matrix and that of the investment funds,

united in their best qualities for a project that believes in the Italian companies, that produce and valorise Italian food in the world.

In the following pages, which I gladly invite you to read, we describe in more detail what at that moment was at the same time **a point of arrival and a point of departure, without a solution of continuity, but still a milestone in our history**, for a new social structure that aims to further important goals.

And it is precisely the achievement of these goals that makes us look at new developments, which cannot be separated from the expansion of the “Casalasco family”, both through important investments to valorize internal assets, and with M&A operations focused on our core business.

All this with the certainty that the values that have guided us to date will not change, but, on the contrary, will be shared on a broader scale.



I thank all the members, collaborators, customers, suppliers and financial institutions who, in this new challenge, find together gratification for their commitment and responsibility in the future role.

Good reading.

The President of the Board of Directors
Paolo Voltini



LETTER FROM THE GENERAL MANAGER

2021 was a year out of the ordinary for the tomato world in general, and even more for the Consorzio Casalasco. Our company has had an exceptional season as far as the quality and quantity of processed tomato is concerned, which has projected us to **570.000 tons of processed product**. We have reached a new record in terms of consolidated revenues, reaching the threshold of **350 million euros**, but, above all, the extraordinary operation with the QuattroR fund has been finalized with the creation of **Casalasco S.p.A.**

As General Manager of the cooperative, for over 20 years I have always believed in the enormous potential of the structure, in the added value that our people have always given and, above all, in the **decisive role of our supply chain, fundamental element** in the construction of an innovative and winning project.

At a time when, due to the pandemic and the geo-political tensions in place, everything that is “**raw material**” **tends to take on its right value, shrugging off the connotation of “commodity,”** where the quality and origin of the product are increasingly perceived

by the consumer as **elements of distinctiveness and guarantee**, we are ready and structured to face a further ambitious process of growth and valorisation of our chain.

Today, already more than 70% of our production is destined to be exported in dozens of countries all over the world, an export that has always been the driving element of the company’s growth.

The important results on the economic front are only one aspect of a system based on those values which, over the years, have constituted the foundations of Casalasco, and that derive from the interaction and collaboration with both our stakeholders and the territory, which the company cannot disregard.

This Report, in its fourth edition, has the purpose of giving back, to all the actors in the supply chain and to anyone who has the curiosity to read the next pages, an analysis of the activities carried out during the year, and to highlight the medium and long-term objectives for years to come.



In particular, the evidence on issues such as **environmental sustainability, social responsibility, inclusion and integration**, which are the cornerstones of our corporate philosophy, tells us that we are moving in the right direction and motivates us to achieve even more ambitious goals.

In the future, we will continue to develop projects and innovations that enable us to face new challenges and maintain a **healthy and sustainable economic, social and environmental framework.**

The General Manager
Costantino Vaia



PROLOGUE

A NEW BIG SUPPLY CHAIN PROJECT: THE CASALASCO SOCIETÀ AGRICOLA S.P.A. IS BORN

THE PREMISES

In Italy, the world of **tomato preserves** has very distant origins. Geographically, it was born and developed in a very precise area of Northern Italy, that is, the Emilia-Romagna provinces of Parma and Piacenza, and then reached the neighboring Cremona.

Due to the perishable nature of the tomato and its seasonality, concentrated in the summer period, the place of cultivation and the place of processing must be as close as possible to guarantee the freshness of the raw material and the consequent wholesomeness of the finished product.

The history of the Casalasco Consorzio begins where the production chain originates: in the fields. In 1977, in the rural area south of the province of Cremona (referred to as “Casalasco”), a large group of farmers decided to set up a cooperative with the aim of cultivating, collecting and selling fresh

raw material to the canning industries, mainly operating in the province of Parma.

Five years later, in the summer of 1982, the newborn “Consorzio Casalasco del Pomodoro” saw the creation of the original nucleus of the industrial project with the opening of the first self-transformation plant in Rivarolo del Re, still in the Casalasco territory. Few production lines, two products (pulp and tomato concentrate) packed in 5 kg boxes and aseptic bags in industrial format, with the aim of further increasing the value created for farmers.

These are the first steps of a story that already forty years ago anticipated and identified what is still today the basis of the added value of Casalasco: THE SUPPLY CHAIN.

This word, recently discovered and adopted, encapsulates the cyclical and chronological phases linked to

an activity that, in the case of agri-food products, is also seasonal. A set of tangible and intangible values that identify the connection between people and places, the ability to do and the desire to transfer something along a path already known, but always evolving, to be able to make a product unique and recognizable for its origin, quality, and performance.

Over the years, the Consorzio Casalasco del Pomodoro has invested precisely in this direction:

- in the progressive strengthening of the transformation phase;
- in the “upstream” phase, with the creation of C.I.O. (Consorzio Interregionale Ortofrutticolo), which monitors varietal differentiation and activates the production process starting from batches of seeds, through selected seedbeds to field transplantation on member farms;
- in the “downstream” phase, with the direct management of proprietary trademarks and the control of



PROLOGUE

commercial companies (SAC S.p.A. and Pomi USA Inc.) for the distribution of finished products in international markets of particular interest;

- in the phase of experimentation of new tomato varieties and innovative agricultural techniques with low

environmental impact, conducted at the Casalasco Agricola, a company that saw its birth in 2015.

This is the world of Casalasco, the DNA that has characterized it over the years for the farsightedness of its choice to invest in products

and processes, always supported by the common denominator of transparency toward its members, the market and the consumers, and by the intention to improve itself year after year.

EVOLUTION AND VISION OF THE FUTURE

The continuous and progressive growth of the company has been made possible thanks to the commitment of the most important stakeholders: the staff, the customers, the suppliers and, above all, the members and the territory. A small provincial reality that in a few decades comes to represent the first integrated tomato production chain in Italy is in fact, above all, the materialization of a project resulting from the work and important investments of member farms.

The design of a new phase of development was first conceived and then implemented with respect for these farms and in line with their prospects for growth.

In the cooperative field, as in other capital companies, the fundamental form of financial resources derives

from the contribution of the shareholders and from their conviction that the quality of the business undertaken can give satisfaction and guarantee a progressive creation of value, not only economic, over time.

In the case of Consorzio Casalasco, the members have played for many years a “dual role”: on the one hand working and investing as agricultural entrepreneurs in their own companies and, on the other, punctually supporting the cooperative’s growth choices with the contribution of their own resources.

In recent years, the growth in size has been extremely fast and positive, and the prospects of the Consorzio proposed an increasingly ambitious scenario; these horizons required to identify an alternative outside the characteristic activity of the historical

partners. In fact, a modern farm that wants to keep in step with the times must equip itself with state-of-the-art machinery and technical means, the full utilization of which passes through constant upgrading, training and investments that need economic resources and time in equal measure.

The combination between the prospect of a further phase of important growth and the firm belief that the agricultural world should find an innovative way to support it, led to the decision to share the project with new partners, hence the opening of the company’s capital to professional investors, able to understand and accompany the agricultural world on this ambitious journey in the years to come.



PROLOGUE

THE CONDITIONS OF THE PROJECT AND ITS ACTIVATION

With this in mind, the investor profile is a key feature of the project.

Although the financial landscape offers wide possibility of collaborations with investment funds available to evaluate operations of various nature and size, the will of the Consorzio Casalasco del Pomodoro was to share its future in a project with well-defined characteristics:

- ensuring continuity with the past while maintaining, over time, the essence of the values of a high-quality Italian agro-industry;
- creating added value equally distributed along the entire chain;
- sharing it with an Italian partner supported mainly by Italian investors;
- planning a viable intervention with lax schedules, compatible with the industrial project that had been already set up.

From this perspective, the partnership with the QuattroR fund had all the prerequisite to be mutually satisfactory.

The structure of the operation is represented by the creation of a NEWCO (Casalasco Società Agricola S.p.A), 51% of which is owned by the agricultural side through the cooperative Consorzio Casalasco del Pomodoro SAC and the CCdP Holding, while the remaining 49% is owned by the QuattroR fund.



PROLOGUE

In this new configuration, the cooperative Consorzio Casalasco del Pomodoro continues to guarantee the highest agronomic standards by participating indirectly, through a new industrial reality of which it is a central actor, in the processing, packaging and distribution phases of the finished goods. CCDP Holding and QuattroR

participate financially in the initiative by signing a capital increase and supporting the Group and its management team in implementing the strategic development plan.

After the investment agreement signed in August 2021, the start of the new Casalasco Società Agricola

S.p.A. had effect in the last days of the year, starting from the 26th of December 2021. The whole of the capital was invested through the subscription of an increase in capital and destined to the development of the business, both for internal and external lines.

CORPORATE SHARES

The Partner:

Operating since 2017, QuattroR SGR S.p.A. is an independent private equity fund that stands out for its specific mission oriented to strengthening the capital of and giving support to Italian companies with solid fundamentals and growth prospects. Investors in the Fund include Cassa Depositi e Prestiti, Inail, Inarcassa e Cassa Forense. The Fund's portfolio includes investments in the Fagioli Group, an internationally leading engineering company that deals in transportation and special handling, in the Ceramiche Ricchetti Group, a leading international group in the production and marketing of ceramic surfaces, in the Trussardi Group, an iconic fashion house with a strong heritage and a presence in primary international markets, and in the Burgo Group, leader in the production and distribution of graphic and special paper and cardboard packaging both in Italy and Europe.





PROLOGUE

PURPOSE, MISSION AND VALUES OF CASALASCO SOCIETÀ AGRICOLA S.p.A.

Today Casalasco Società Agricola S.p.A. continues a history of competence, research and passion for tomato, with the aim of enhancing the Italian agro-industrial sector.

Casalasco takes responsibility to sight the future of its members, with the aim of making them grow in competence, awareness and professionalism, and to guide them in identifying and achieving objectives consistent with those set by International Institutions toward productive systems capable of ensuring the health and quality of life of the people and of protecting nature and its resources.

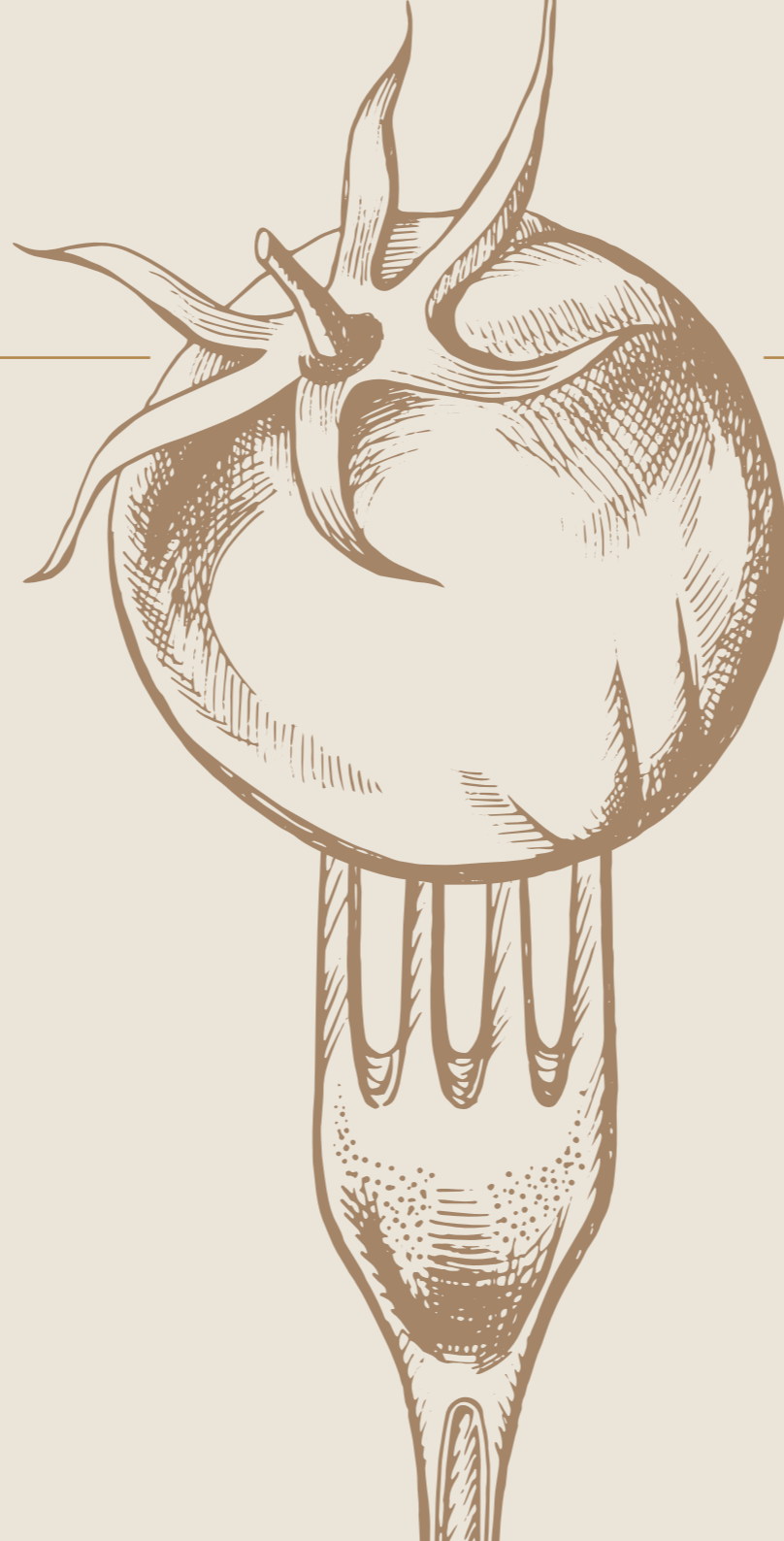
OUR VALUES

Casalasco has cooperative roots, and recognizes itself in the principles of mutuality, relations and continuity over time, in order to create value for itself and for future generations.

It has always represented the aspirations of farmers; it values its territory and favors the aggregation of a cohesive and involved social base, it respects the labour rights and ensures their professional growth, favoring personal realization.

With courage and vision, it creates and shares long-term value with stakeholders through its commitment to improvement, transparency and sustainability.

With passion, from the soil to the table, it guarantees the goodness and quality of its product.



PROLOGUE

MISSION AND STRATEGY

To become THE EUROPEAN LEADER and an international reference in the world of the 100% Italian industrial tomato.

To create value that is equally distributed across the entire supply chain, from the agricultural phase to distribution.

- To guarantee social, environmental and business values through a strong and stable governance.
- To identify market needs in order to offer innovative, safe and controlled food products of the highest quality standards to members and consumers.
- To aggregate farms that are forward-looking and able to provide a level of service based on quality, flexibility and professionalism throughout the supply chain.
- To carry out production while respecting the product, the land that generates it, the people that

produce it and the tradition, as well as the customers and consumers.

- To be a reliable partner for its farmers and their communities.
- To accept modern challenges, with the wisdom of those who know the right times and those who know that values do not fade away.

The unique characteristics that can be found in the current organization, amplified and enhanced in the one to come, determine, vision in the medium term, a vision of particular development through specific actions aimed at the main business modalities: Co-Packing, Private Labeling and proprietary brands.

The wide range of activities along the entire supply chain, such as the markets and distribution channels currently manned by the various companies or subsidiaries, allow to outline a progressively wider and diversified organization, preparatory to the design of a future “CASALASCO GROUP”.



CHAPTER 1

FROM CONSORZIO CASALASCO TO CASALASCO SOCIETÀ AGRICOLA

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CHAPTER 1



CHAPTER 1

1 PRODUCTION PLANTS

RIVAROLO DEL RE

Province of Cremona
Strada Provinciale, 32

Total Area: 265,999 mq

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

Specializations: Sauces, condiments, ketchup in Retail formats.

GARIGA DI PODENZANO

Province of Piacenza
Via Primo Maggio, 25

Total Area: 106,000 mq

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

Specializations: 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 mq

Activities: Reception and processing of fresh tomato for the production of all types of tomato derivatives (pulp, passes, concentrates).

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

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



SUPPLY CHAIN

ECONOMIC AND OCCUPATIONAL IMPACT



¹ The human resources data in this document represent the average number of employees expressed in annual work units (AWU). They also include casual workers and seasonal employees who work mainly in the peak period of production at the Consorzio's facilities (see Chap. 5).

NUMBERS

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

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

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 tinplate 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**.

2021

The **newco Casalasco Società Agricola S.p.A.** was established – with **51%** participation by the cooperative **Consorzio Casalasco del Pomodoro and Casalasco Holding** and, for the remaining **49%**, by the **QuattroR fund** – for the realization of an ambitious project to **relaunch the Italian tomato sector** at international level.



1.2 THE STRUCTURE OF THE CONSORZIO CASALASCO DEL POMODORO

Cooperative Agricultural Company

Until the 25th of December 2021, Casalasco operated in the form of an agricultural cooperative under the name of “**Consorzio Casalasco del Pomodoro Cooperative Agricultural Company**”, holding control of other companies upstream and downstream of its activity as described on the following page.

On the 26th of December 2021, the Company was the subject of a **profound transformation**, which saw the birth of **Casalasco Società Agricola S.p.A.** (see Prologue on page 6).

The following paragraph describes the vision, mission and governance of the Consorzio Casalasco del Pomodoro, while pages 10 and 11 outline the structure and mission of the new company.



C.I.O.

(**Consorzio Interregionale Ortofrutticoli** - Parma), the first Association of Producers' Organizations (Associazione di Organizzazioni di Produttori, AOP) in Europe in the sector of tomato for industry. **66% of the C.I.O. is owned by Consorzio Casalasco** and carries out the activities of **varietal selection, collective purchasing and management of traceability from seed to field** of agricultural companies.

POMÌ USA

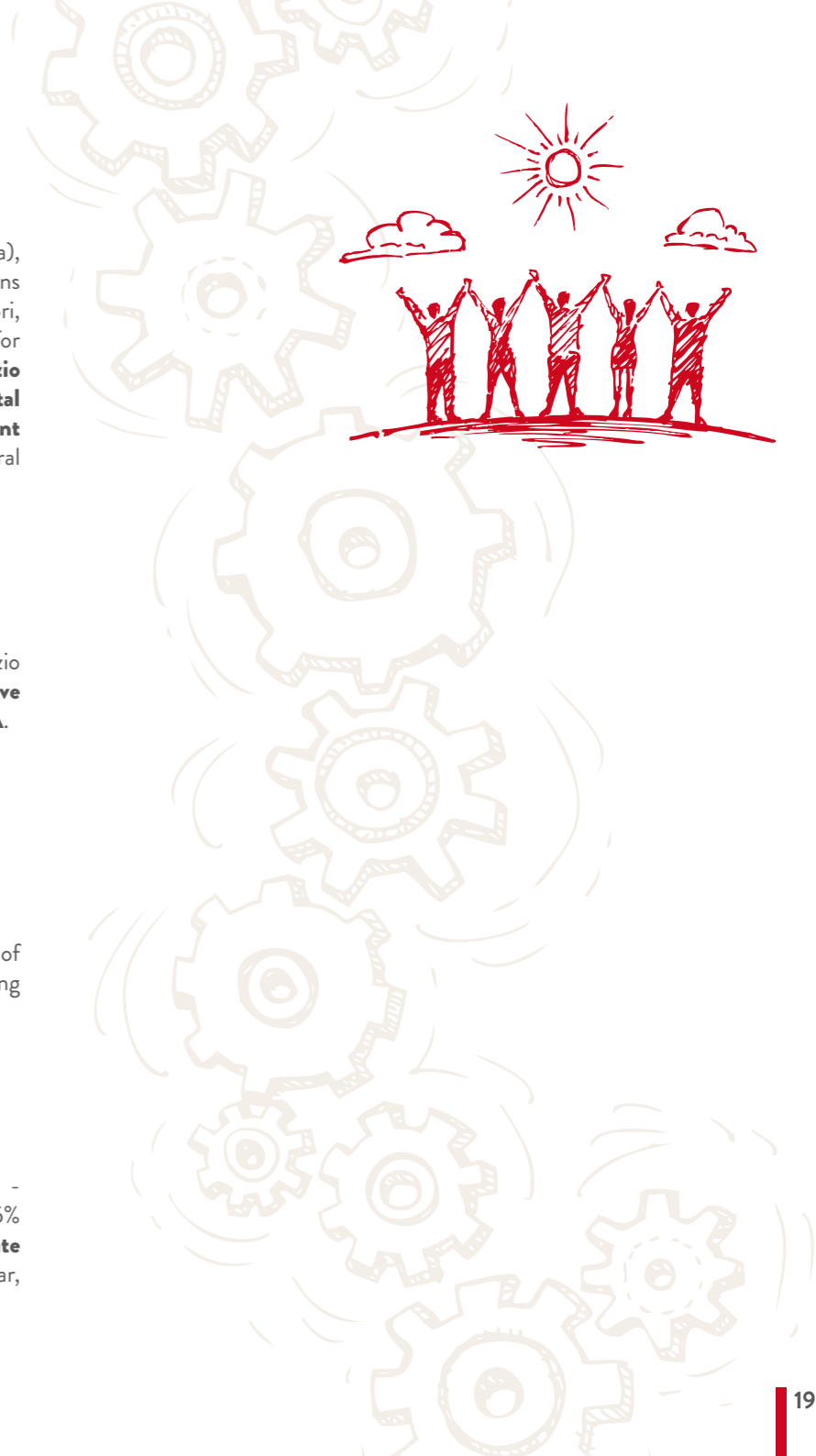
Founded in 2009 and 100% controlled by Consorzio Casalasco, Pomì USA incorporated is **the exclusive distributor of Pomì branded products in the USA.**

CASALASCO AGRICOLA

15% owned by Consorzio Casalasco, it has the task of **experimenting with tomato varieties** and supporting the Consorzio in primary agricultural activities.

SAC

(Società Alimentari Carmagnolese S.p.A. - Carmagnola - TO) since 2018 it has been 65% owned by Consorzio Casalasco. **It distributes private label products in Europe and France** in particular, and **owns the Victoria brand.**



1.3 PURPOSE, 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 DEFEND 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 OPERATING PROCEDURES to achieve our objectives and ensure better performances.

1.4 ACTIVITIES AND PRODUCTS



1

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



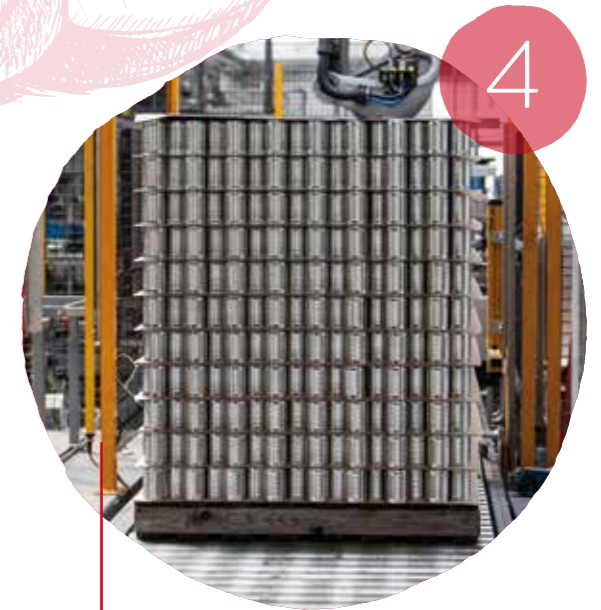
2

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.



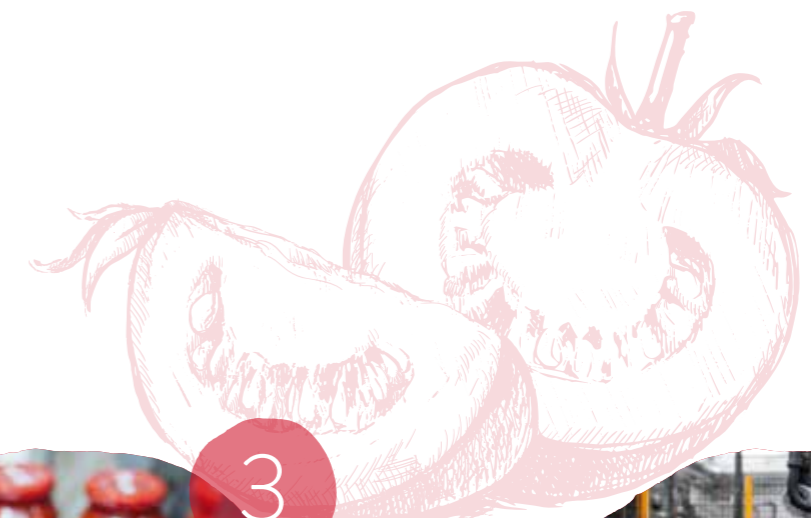
3

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.



1.4.1 OUR BRANDS



Pomi

Iconic, young and distinctive, Pomi 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.

De Rica

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.

Gustodoro

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.

Labels generate about

16.4%

of the consolidated revenue of the Consorzio Casalasco



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.



1.4.2 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**:



TOMATO

PULPS AND CONCENTRATES DERIVED FROM THE PROCESSING OF FRESH TOMATOES.



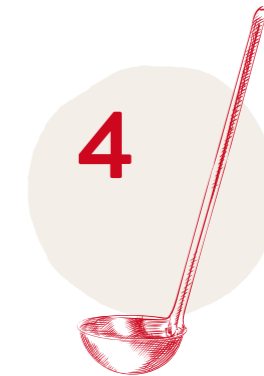
SAUCES AND CONDIMENTS

VEGETABLE AND MEAT SAUCES, DAIRY BASED SAUCES, CONDIMENTS, KETCHUP



SOUPS

PESTOS, LEGUMES, SOUPS, VEGETABLE SOUPS AND CREAMS



BROTHS

READY TO USE MEAT AND VEGETABLE BROTHS



FRUIT JUICE

FRUIT JUICES, NECTARS AND VEGETABLE MIXES



BEVERAGES

TEA, BEVERAGES AND SPECIAL DRINKS (almond, soy, coconut, etc.)

1.5 GOVERNANCE

The Cooperative Society Consorzio Casalasco del Pomodoro is an O.P. (Organization of Producers), governed and regulated according to the principle of mutuality, without the purpose of private speculation, with the aim of making the best use of the agricultural production of its members and promoting, expanding 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 2021 meeting was convened on the 27th of July for the approval of the financial statements and was held partly in presence and partly by teleconference,

in accordance with the restrictions imposed by the pandemic.

On the 5th of August 2021, an extraordinary meeting was convened, during which the **new development project** linked to the constitution of the **Casalasco Società Agricola S.p.A.** was approved and, within a few days, both the signing of the agreement and the announcement of the project followed.

The activity of the new Casalasco Società Agricola S.p.A. has officially started in the last days of the year, more precisely from the 26th of December 2021.

BOARD OF DIRECTORS

The Board of Directors, consisting of **15 members, 13 of which are selected from the cooperative members and 2 indicated by the financing members**, performs functions of **strategic direction** and **organizational coordination**. At regular meetings, the Board **elects the President** and his deputy and appoints technical committees.

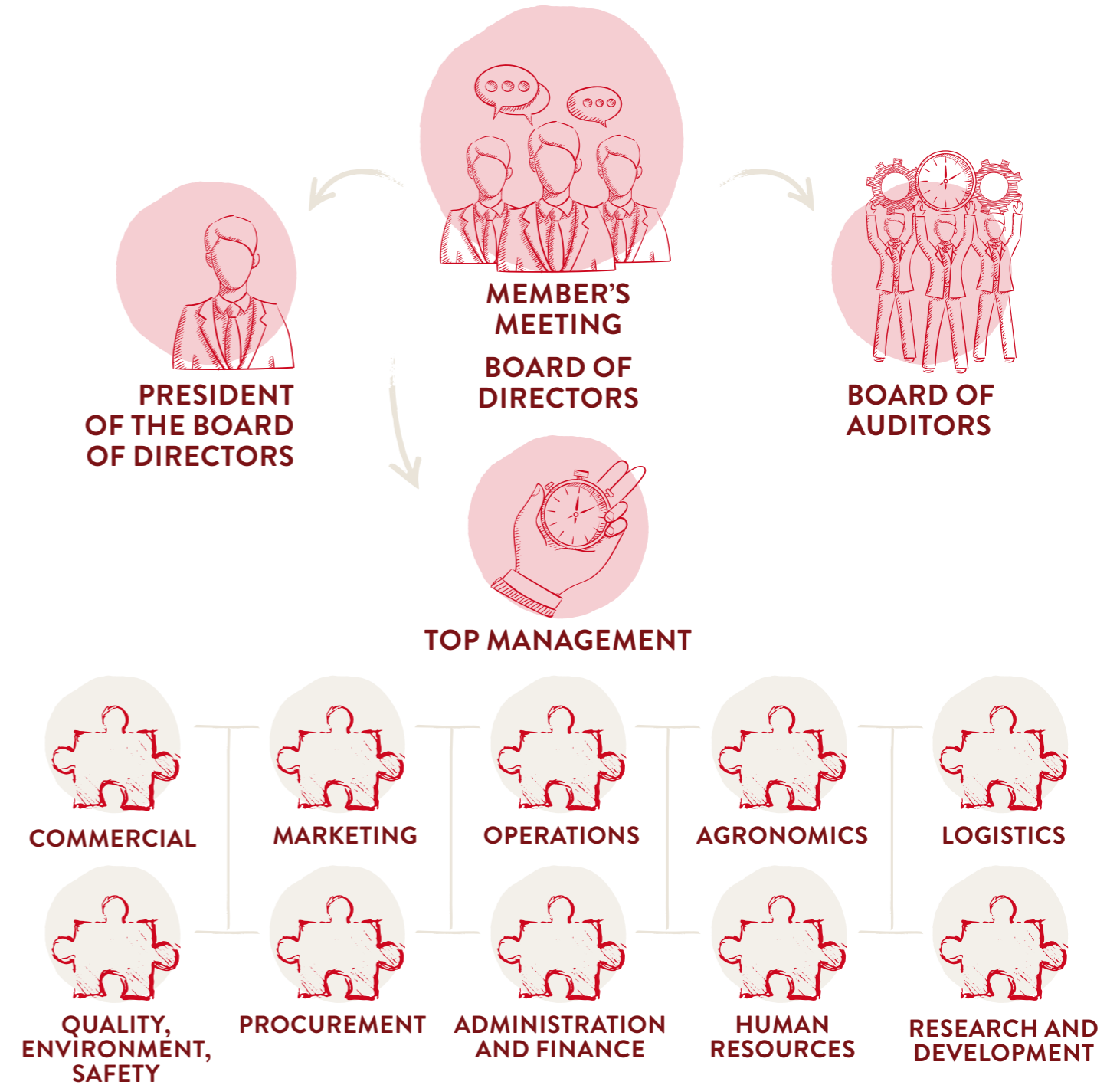
The President of the Board of Directors is given all the powers of ordinary administration necessary to prepare the **business plan**, the **annual budget** and the **organizational and administrative structure**. Please refer to pages 154 and 155 for more details on the composition of the Board of Directors.

In 2021, 10 meetings of the Board of Directors were convened, with an attendancy rate of 87%.

BOARD OF AUDITORS

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 6 times in 2021.

1.5.1 ORGANIZATIONAL STRUCTURE



1.6 ETICS, INTEGRITY AND COMPLIANCE

231 AND ETHICAL APPROACH

The Consorzio Casalasco, consistently with the principles established by its Statute and in application to the ethical business model in which it is identified, **adopts a Model of Organization, Management and Control** (the “Model” or “Organizational Model”) in conformity with the requirements of D. Lgs. 8 June 2001 n. 231. The model, updated and approved by the Board of Directors on February 9, 2021, consists of the following parts:

- **“Code of Ethics”**
- **Summary table of predicate offenses**
- **Risk mapping**
- **“Information flows to the supervisory body”**
- **“Regulation of the supervisory body”**
- **Special parts** relating to the following areas:
 - **Special part 1:** full-bodied murder and permanent personal injury in violation of accident

- prevention and hygiene and safety regulations at work
- **Special part 2:** computer crimes and illicit data processing
- **Special part 3:** environmental crimes
- **Special part 4:** corruption between individuals
- **Special part 5:** fraud in the operation of industry and trade, with particular reference to offenses relating to the alteration of agri-food products

The organizational model has the objective of favoring a **cooperative and transparent approach** toward stakeholders, of **preventing non-ethical and/or illegal conduct** of business, of **guaranteeing the conduct of business activities** in compliance with the current legislation and according to the provisions of the Code of Ethics of the Consorzio. All the Company’s operating practices comply with its Code of Ethics.



The following focus is on some particularly important aspects of the relationship with stakeholders.

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**.

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;**
- **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

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

For this reason, it closely follows the **evolution of European and world policies** on environmental protection and, conscious of its important role in protecting the planet, has set for itself objectives in line with those set out in the **European Green Deal** and the **2030 strategy**.

In this perspective, it...

- **identifies and implements investments** and process improvements in its plants, aimed at **reducing the impact** on significant environmental aspects;
- **promotes the adoption of sustainable farming models** among its members;

- **directs the research and development of process, pack and product**, up to the last stages of their life cycle toward solutions with less environmental impact;
- **cooperates with its customers** for the realization of sustainability-enhancing projects along the whole supply chain.

The management of environmental aspects along the agricultural supply chain is detailed in Chapter 3 (page 77), while industrial projects are described in Chapter 6.

Finally, the company participates in various local action groups for the protection and promotion of its territory.



RESPECT FOR HUMAN RIGHTS AND LABOUR RIGHTS

The Consorzio Casalasco is committed to spreading an **ethical management model**, based on the respect and diffusion of norms for the protection of human rights and workers, along the entire chain in which it operates. This commitment translates into adherence to the **United Nations Global Compact** model and to **Sedex**, x, 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 customer audits according to the **SMETA** (SeDeX Members ethical Trade Audit) scheme and uses the same requirements for the **qualification of suppliers and partners**.

Finally, since 2016, the Consorzio is certified according to the **Social Footprint standard** - the first certifiable scheme that evaluates the social footprint of a product - the adoption of which has led to mapping and evaluating the entire chain of **Pomi products** and their packaging (the details of which are described in Chapter 5, page 106).



1.7 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.



1.8 CERTIFICATIONS

The Integrated Management System covers aspects of product quality and safety, ethics and social responsibility, supply chain management, environmental aspects, product standards and customer specifications.



- **BRC GLOBAL STANDARD**
British Retail Consortium (GFSI) standard
- **IFS**
International Food Standard (GFSI)
- **DISCIPLINARY OF INTEGRATED PRODUCTION**
from the Regione Emilia-Romagna: industrial tomato for Quality Production trademark QC (LR28/99)
- **ISCC PLUS – basil production**
Voluntary standard that allows the companies in the supply chain to monitor and demonstrate the sustainability of their products through the control of sustainability, traceability and mass balance of the entire system.
- **GLOBAL G.A.P.**
International Standard for Good Agricultural Practices.
- **UNI EN ISO 22005:2008**
Traceability system in agri-food chains.
- **SOCIAL FOOTPRINT Certification**
(Product Identity Standard that allows the measurement of the social footprint of the product)
- **100% ITALIAN TOMATO**
as a raw material
- Compliance with **EU REGULATION 2018/848 FOR ORGANIC PRODUCTION**
- **KRAV**
Certification of organic products sold in Sweden
- **UNI EN ISO 14001:2015**
Environmental Management System Rivarolo del Re plant
- CE Regulation 2017/1505 (**EMAS**)
Rivarolo del Re and Gariga di Podenzano plants
- **GLOBAL G.R.A.S.P.**
Additional module of GLOBALG.A.P. standard on respect for human rights
- **SEDEX** registration and audit in accordance with the **SMETA** protocol for farms and production sites
- **ECOVADIS**
Platform Membership (Silver Recognition Level)
- **RSPO** Certification (Roundtable on Sustainable Palm Oil)
- Controlled supply chain for the use of **NON-GMO SEED**
- **NSF - NON GMO**
Attestation of use of good production practices non-GMO for the USA
- **GFCO** – Gluten-Free Certification Organization (US)
Certificate of use of good gluten-free production practices for the USA
- **HALAL** certificate for processed tomato products
- **KOSHER** certificate for processed tomato products



CHAPTER 2

STAKEHOLDERS OF THE CONSORZIO CASALSCO

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2.1 STAKEHOLDERS OF THE CONSORZIO CASALASCO DEL POMODORO

Among the Consorzio's priority stakeholders are:

MEMBERS

They represent the **majority group** in the "new" Casalasco Società Agricola S.p.A., which they control through the cooperative Consorzio Casalasco del Pomodoro SAC and the CDP Holding, **with a share equal to 51% of the capital.**

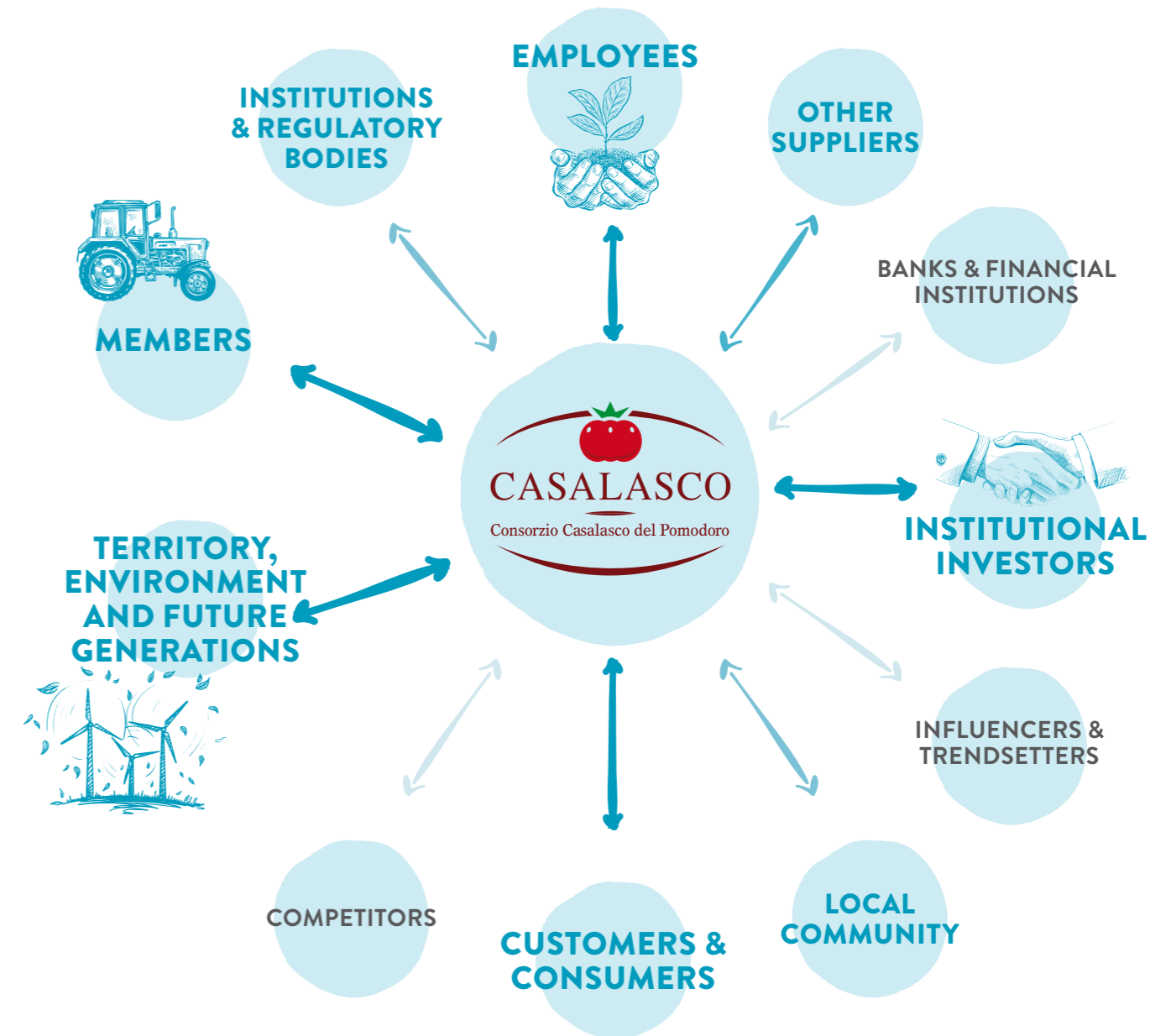
These are **agricultural entrepreneurs** who, with tenacity and foresight, starting from a small provincial reality, have been able to give life to a project that in few decades has come to represent **the first integrated tomato chain in Italy.**

Today they are leading a new phase of the Company's development, which allows them to:

- **maintain their focus on their primary activity** without taking away additional financial resources;
- **act in the role of the main players in the chain** as the conferring of the fundamental raw material;
- **seize an important opportunity to aid and support** the industrial

section, which needed resources to open up to new opportunities.

For further information on the social base and agronomic processes, see Chapter 1 (page 28) and Chapter 3 (page 64).



INSTITUTIONAL INVESTORS

Institutional investors are **subjects who systematically and professionally invest** the assets collected through securities and the real estate market.

Institutional investors that operate in the securities market include **open and closed mutual funds, pension funds, financial companies, insurance companies and banks**. These

subjects, thanks to their targeted and professional activity, carry out the important function of **channeling available savings** to private subjects.

At the end of 2021, Casalasco saw its plan of further growth on the international market take shape thanks to the agreement with an **Italian investment fund, QuattroR**.



For an in-depth study of the partnership between the Consorzio Casalasco del Pomodoro and the QuattroR fund see “A New Big Supply Chain Project: The Casalasco Società Agricola S.P.A. Is Born” on page 6.

EMPLOYEES

For more information on our employees, please see Chapter 5.



CUSTOMERS & CONSUMERS

Divided into final **consumers of the branded products and customers of the Industrial or Co-Manufacturing**

and **Private Label channel** (see more on page 56).



TERRITORY, ENVIRONMENT AND FUTURE GENERATIONS

Casalasco cannot ignore its **strong link with the territories** where the members’ farms are based, and their defense.

A choice that involves product selection, identification of appropriate cultivation practices and techniques, adoption of state-of-the-art technologies, diffusion of skills and

acquisition of a strong awareness of its role that is not only production, but, in current times, above all **protection of the environment**.

This means **working so that the earth can continue to bear fruit**, in a long-term perspective that transcends generations, expressing the full **cooperative spirit** of the Consorzio.



The description of the supply chain and its initiatives to defend environmental sustainability in its various stages are given in Chapter 3 (pages 77 and 6).

2.2 THEMES AND COMMITMENTS TOWARDS STAKEHOLDERS



MEMBERS

COMMUNICATION CHANNELS

- Members' Meeting
- Assemblies and meetings
- Informal meetings
- Financial statements and Sustainability Report
- Publication of informative material and extracts from the Sustainability Report
- Press releases
- News on website
- Contacts with agricultural technicians, farm audits, training events

MATTERS OF INTEREST

- Company performance and results, strategies and prospects
- Resources necessary for the development of the Company and their effects on their business activities
- Tomato price trends, sector prospects, regulatory evolution
- Technical issues related to the cultivation and running of the business
- Aspects related to the sustainability and traceability of the chain
- Ethical certifications
- Product certifications (Organic, non-GMOs, origin, residue 0, etc.)
- Weather and climate trends of the season
- Environmental issues: land quality, water resource availability, waste management

RESULTS 2021

The pandemic has significantly limited the opportunities for plenary meetings and, with the exception of the meeting for the approval of the budget, no information meetings could be organized for members. On the other hand, information activities continued, in particular on the development of the company situation and on the support given to individual member companies. The action aimed at expanding the social base, in the Piedmont provinces of Alessandria and Cuneo and in the area of Ferrara, was also relevant.

COMMITMENTS 2022

- Consolidate the new Company, achieve the objectives set for the first year
- Ensure a transparent and timely communication on the performance of the new Company to the members of the agricultural side of it by promoting appropriate initiatives and instruments.

INSTITUTIONAL INVESTORS

COMMUNICATION CHANNELS

- Financial statements and reports
- Sustainability reports and strategies
- Business analysis and due diligence
- specialized literature and press
- Meetings and contacts with top management
- Ratings of specialized operators (ratings)

MATTERS OF INTEREST

- Return on investments and the value of investments
- Results and degree of achievement of the objectives set
- Company structure, governance, financial economic documents
- Respect of commitments
- Valorisation of intangible assets
- Business and sector prospects
- Operational risks, strategic risks and their management
- Organization and processes

COMMITMENTS 2022

As established in the business plan and other strategic level documents.



EMPLOYEES

COMMUNICATION CHANNELS

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

MATTERS OF INTEREST

- Information on the new company, mission, objectives, strategies, possible organizational changes
- Availability of resources and skills required at times of great crisis/change
- Initiatives for health protection in the workplace as well as in general
- Welfare policies
- Code of ethics and expected behavior
- Communication of strategies and results
- Support in charge of the change management process
- Balance between working and rest times
- Working atmosphere and quality of work

RESULTS 2021

Actions to achieve the 2021 objectives have been limited by the health emergency, with the obvious exception of the initiatives applied for the protection of health at work (see Chapter 6).
The objectives for the year 2022 are therefore confirmed and restructured.

COMMITMENTS 2022

- Continue health and welfare initiatives at home and at work, with particular reference to prevention measures against COVID-19 infections
- Identify spaces and tools dedicated to information on objectives, results and main events of the business life
- Provide the appropriate professional tools to address the growth of the company and to enhance the individual and organizational aspects in order to ensure organizational and personal resilience.

CUSTOMERS & CONSUMERS

COMMUNICATION CHANNELS

- Daily relationship with the Sales office and Quality Assurance office
- Meetings and presentations during the main trade fairs for both B2B and B2C
- Audit and technical meetings at the Consorzio
- Meetings with strategic clients for the presentation of the Sustainability Report and the results of the Consorzio
- Management of R&D projects and specifications
- Publication of information material and extracts from the Sustainability Report
- Web sites, social network pages and every digital instrument progressively available
- Joint management of supply chain projects

MATTERS OF INTEREST

CO-MANUFACTURING ACTIVITIES

- Results and strategic objectives of the new company
- Launch of new products and new processes
- Sustainability: sustainable agriculture, supply chain management, measurement and communication of environmental impacts
- Ethics and human rights
- Business continuity and risk management

BRANDED PRODUCTS

- Salubrity, transparency, traceability, “Italian” quality of the product
- Environmental and social sustainability
- Launch of new tomato-based sauces for export
- Advertising television campaign for both Pomì and De Rica Italia
- Sustainability: measurement and communication of environmental impacts

RESULTS 2021

CO-MANUFACTURING ACTIVITIES

- 44 audits concluded with positive outcome (70% of which carried out through teleconference) to qualify and validate products
- Increase in production, revenue and third-party brands

BRANDED PRODUCTS

- Increase in sales in the Retail sector

COMMITMENTS 2022

CO-MANUFACTURING ACTIVITIES

- To enhance the instruments aimed at ensuring transparency, integrability, reliability of the Consorzio and its products
- Implementation of global Risk Management Systems
- Support for initiatives related to the development of products that integrate sustainability aspects throughout their life cycle

BRANDED PRODUCTS

- Increase communication on different channels to the final consumer both in Italy and abroad on the values, identity, objectives and results of the Consorzio

2.3 MATERIAL TOPICS

Material topics are the economic, social and environmental aspects relevant to the Consorzio, which influence or could significantly influence the decisions of stakeholders.

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**. This year, a benchmark was also made for the identification issues considered relevant for the whole agricultural sector, thus pinpointing those

“potentially” significant for the Consorzio to confirm the results of our analysis.

GOVERNANCE AND COMPLIANCE



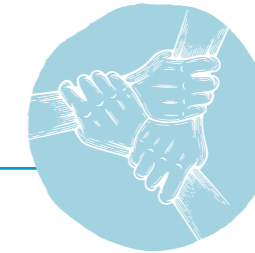
- Ethics and compliance
- Resilience, business continuity and risk management
- Corporate governance
- Anti-corruption
- Business performance and value creation

SUPPLY CHAIN RESPONSIBILITY



- Ethical and sustainable supply chain management
- Protection of human rights

SOCIAL RESPONSIBILITY



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

PRODUCT RESPONSIBILITY



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

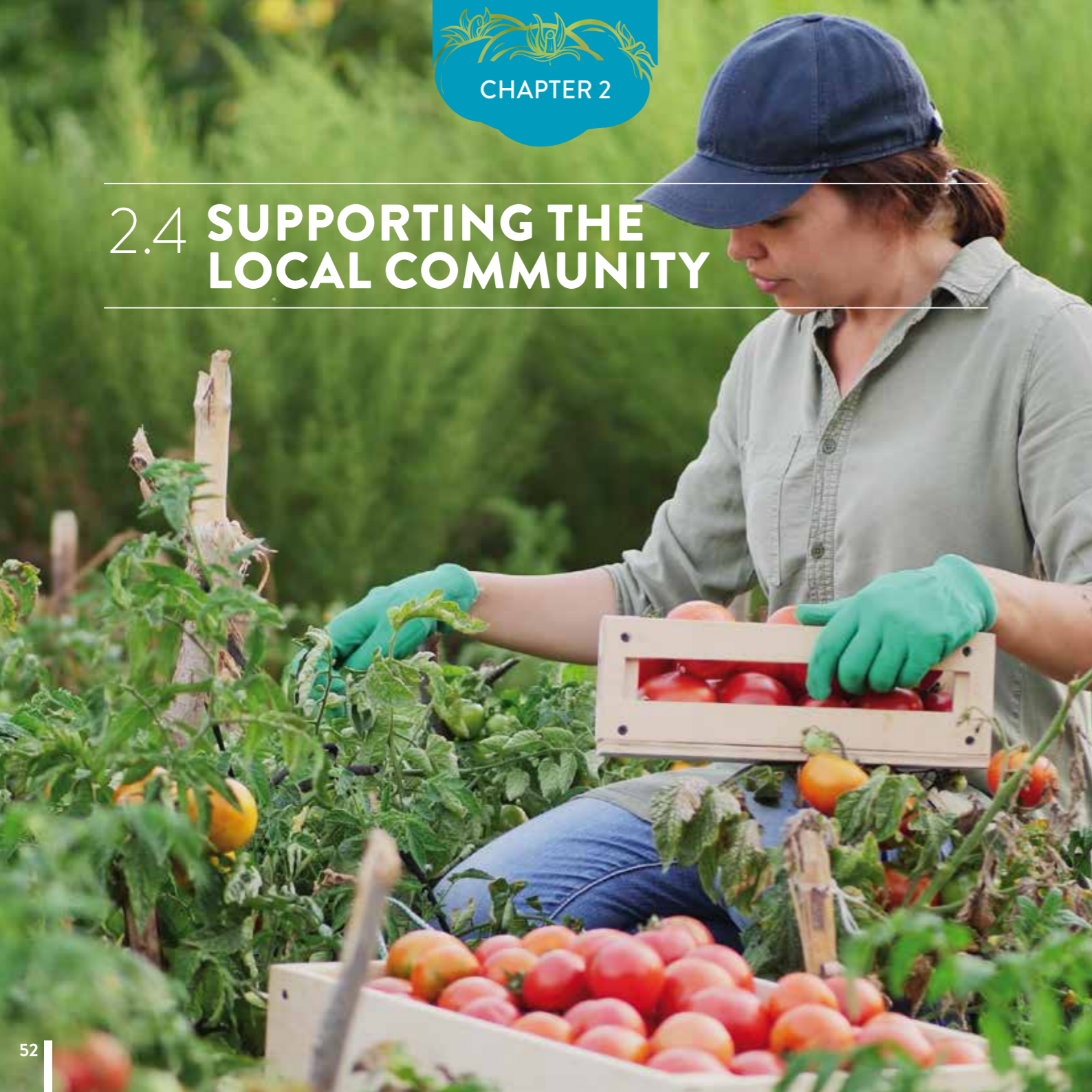
ENVIRONMENTAL RESPONSIBILITY



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



2.4 SUPPORTING THE LOCAL COMMUNITY



2.4.1 “GAL OGLIO-PO” AND “TERRE DEL PO”

The Consorzio takes part in **two local action groups (Gruppi di Azione Locale, GAL)**, the **GAL 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. 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.

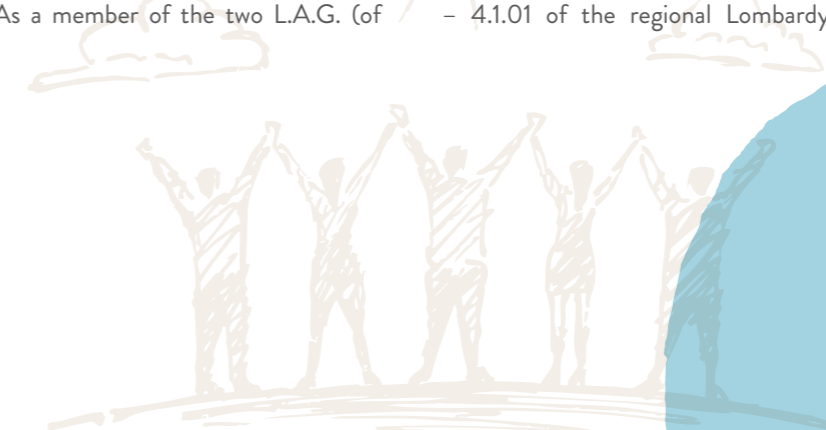
As a member of the two L.A.G. (of

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.

In 2021, the Consorzio continued in its activity of reporting the requests for support sent to the **GAL Oglio Po** submitted during the previous year in the framework of Operation 19.2.01 – 4.1.01 of the regional Lombardy

PSR 2014-2020 (incentives for investments aimed at improving the profitability, competitiveness and sustainability of agricultural holdings). The requests included the **purchase of machinery for conservative agriculture** in order to preserve soil fertility and **reduce greenhouse gas emissions**, as well as machinery to support the purchasing of irrigation systems – which grant a more efficient irrigation water management – and weather stations equipped with forecast models.

The contribution received was approximately €40,000 (equal to 35% of the total amount of investments (€110.435)) offered by the farms participating in the call.



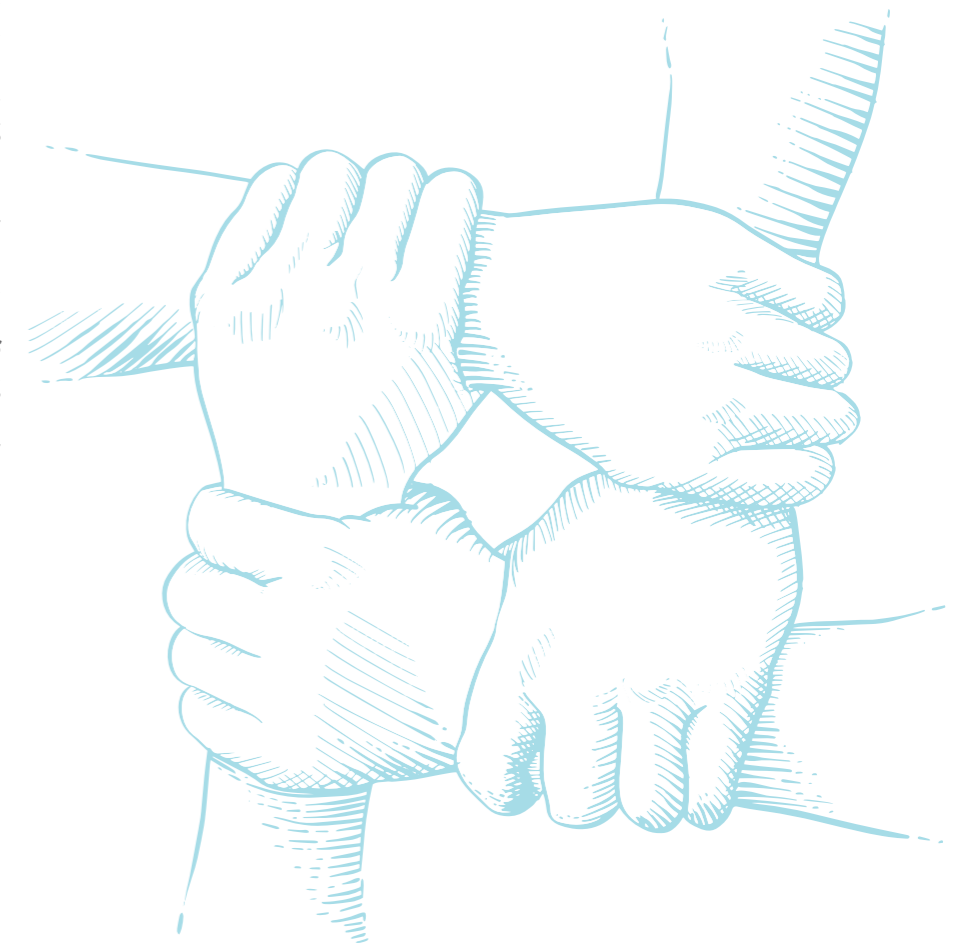
THE CLIMACTIVE PROJECT

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.

2.4.2 NON-PROFIT ORGANIZATIONS

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 food bank**, which has been active for many years now, aims to promote common values in the **fight against poverty and food waste**. The activity consists in **redistributing food products** according to the availability of the Consorzio. These initiatives, in addition to other **donations**, underline not only the Consorzio's attention to the problems of the host communities, but also a direct, simple and **concrete style of intervention**, aimed at addressing the problems close to the Consorzio and its people in a way that is entirely consistent with its style and values.



2.5 CUSTOMER RELATIONS

The Consorzio, after years characterized by **significant plant investments** and **acquisitions** aimed at giving the Company a structure and size in line with its strategic objectives, has **significant productive potential** and a very extensive positioning on the **shelves of distribution** in Italy and abroad, both with own-brand product and made under the trademark of third parties.

In fact, by combining the offer of a **large number of products** and packaging with the activity, which has always characterized it, as a producer of **Private Label** and **Co-Packer** for important **international brands**, the Company has the possibility to garrison the market for tomato products and sauces. (See the presentation of business segments in Chapter 1, page 26).

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.



2.6 COMMUNICATION ACTIVITIES

In 2021 the **communication strategy** of Casalasco and its brands, **Pomì** and **De Rica**, confirmed the **digital channel** as its **first channel of investment**, with various activities on-line: **websites management, management and moderation of social profiles, advertising activities, giveaways**; off-line activities included **outdoor billboards** and **advertising in specialized newspapers and magazines**. More specifically, **more than 2,800**

contents have been posted on the **26 social profiles**, while the websites have seen the **publication of about 60 articles** which talk about the company and the values of its brands, as well as health, wellness and the Mediterranean cuisine. **New recipes and cookbooks** have also been created, both for the Pomì and De Rica brands, in collaboration with some **food bloggers**, to continue to engage and retain the brands' fan base.

The communication strategy for 2022, both in Italy and abroad, will focus on the deepening of issues already covered in the past years, namely healthy eating, with projects also aimed at schools, the supply chain and its sustainability and the reduction of food waste.





1,915

POSTS PUBLISHED ON SOCIAL MEDIA PROFILES

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



33

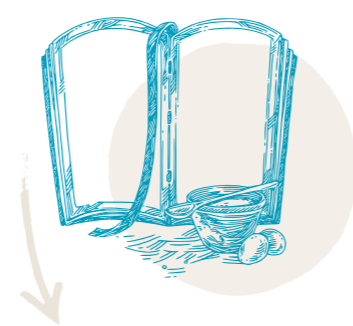
ARTICLES PUBLISHED ON OUR WEBSITES' BLOGS

2

EDITION OF THE POMI JOURNAL MAGAZINE

About:

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



200

ORIGINAL RECEPIES

6

COOKBOOKS

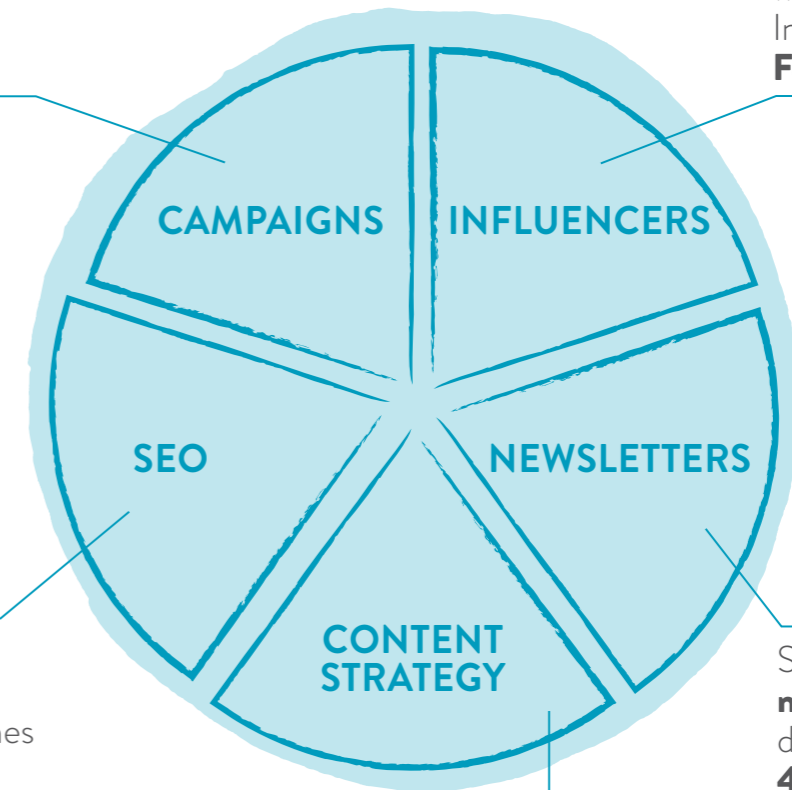
Available for download for free on our websites

ACTIVITIES AND AREAS OF MEDIA APPLICATION

Monthly campaigns

to promote social channels and websites

Collaborations with Italian and International **Food Bloggers**



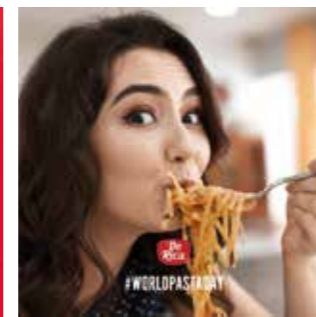
Optimisation of websites

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





CHAPTER 3

THE SUPPLY CHAIN

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CHAPTER 3



3.1 THE TOMATO SUPPLY CHAIN

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 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.

Agronomic Department / Farms	Agronomic Department	Consorzio Interregionale Ortofrutticoli (CIO)	Nurseries
NOVEMBER/ FEBRUARY	JANUARY/ FEBRUARY	FEBRUARY/ MARCH	MARCH/ APRIL
FERTILIZATION PLAN AND SOIL PREPARATION Soil and fertilizers analysis	DRAFTING OF SOWING PROGRAMME Definition of needs and planning	COLLECTIVE PURCHASE OF SEED AND GMO ANALYSIS OF EACH LOT	GREENHOUSE SOWING Multi-residual analysis of the seedlings



Farms	Farms/Consorzio Casalasco	Consorzio Casalasco	Consorzio Casalasco
MAY/ JUNE	JULY/ SEPTEMBER	JULY/ SEPTEMBER	OCTOBER AND FOR THE NEXT 12 MONTHS
TRANSPLANTATION AND OPEN FIELD CULTIVATION Irrigation and water analysis Multi-residual analysis of first-harvest tomato	HARVESTING AND DELIVERY Analysis of chemical-physical parameters of the tomato in acceptance	PROCESSING AND PACKAGING Multi-residual, GMO, chemical-physical, microbiological and organoleptic analysis of the processed product	STORAGE, DELIVERY AND GLOBAL DISTRIBUTION



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.

The members are, in fact, assisted and supported in their most important choices, which affect the results and sometimes the survival of the farm.

Among the services offered to the 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 2021, a refresher course on RSPP for 70 farms) or for technical-agronomic refreshers;

- **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 2021, 575 farms provided industrial tomatoes for the Consorzio Casalasco.

Of these farms, **214 are direct members or members of cooperatives**, while **361 belong to 7 Producers Organizations** (Organizzazioni di Produttori, O.P.), which are part of the superventory members.

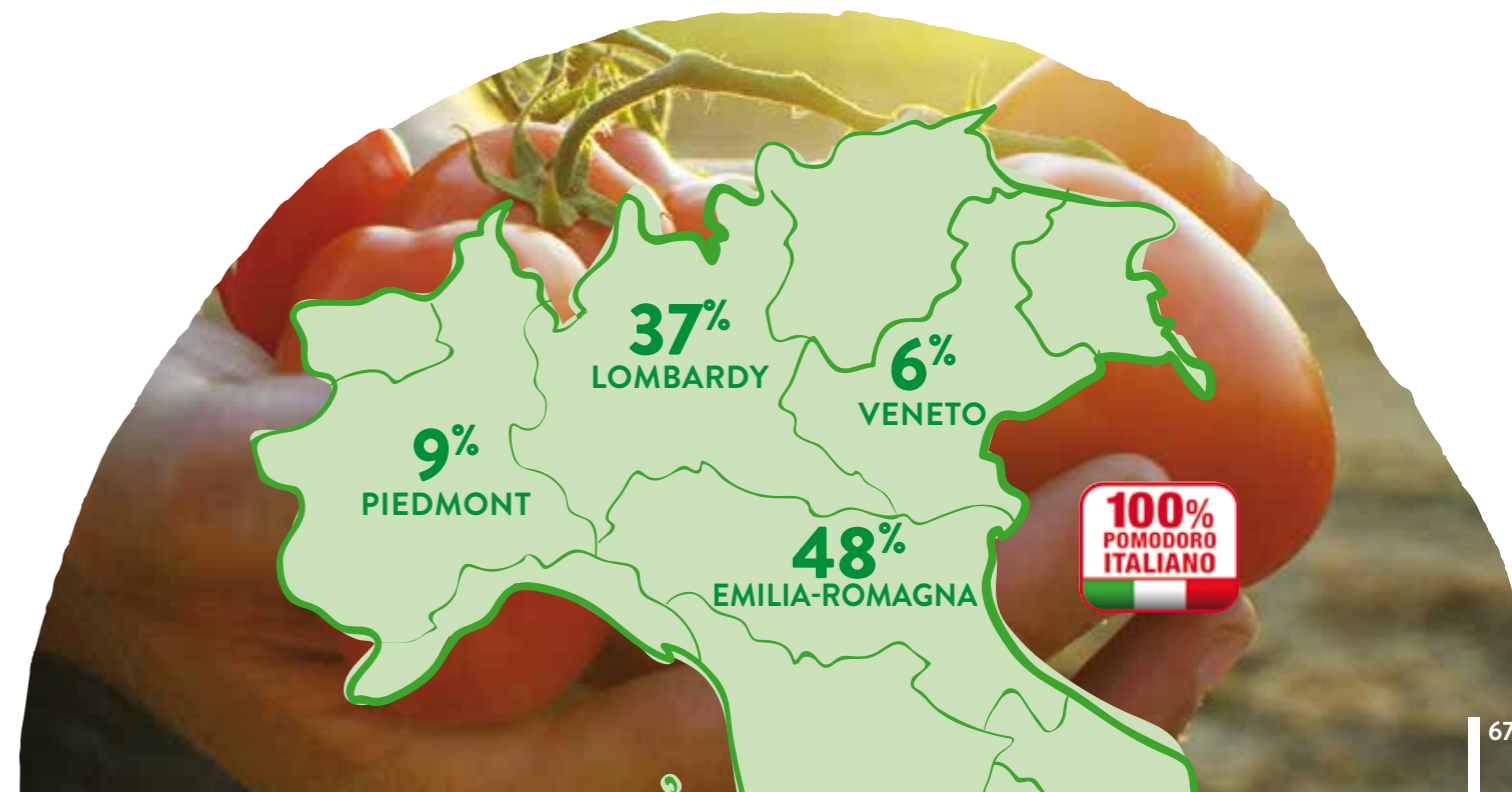
The farms have delivered **566.63 thousand tons of tomato** for a **total value of 53.2 million euros**, an increase compared to the previous year. The tomato contributed by individual direct members and cooperative members accounts for about 74% of the total.

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 product supplied is **guaranteed to be GMO-free**, to comply with the integrated production regulations of the Emilia Romagna Region, the **traceability principles** of ISO 22005 and to be **100% of Italian origin**, as it is cultivated on land in Lombardy (37%), Emilia Romagna (48%), Piedmont (9%) and Veneto (6%).

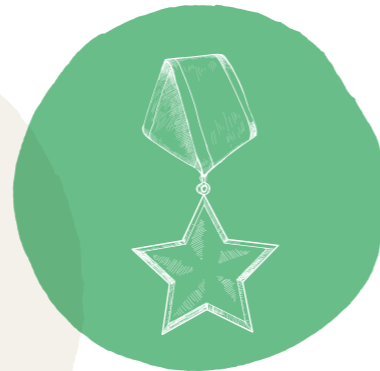
Geographical diversification ensures optimal risk management from the point of view of seasonal and meteorological trends. In 2021, the hectares in Piedmont doubled compared to 2020, rising from 4% to 9%, following the **acquisition of new members** in the western part of the Po Valley, which introduced unused

land for the cultivation of tomato. **The new members** belonging to this area were **14** and made available a total of 1605ha for the cultivation of tomato.





Since 2009 all member companies have been certified in accordance with the Global G.A.P. standard, supplemented since 2020 by the GRASP module (Global G.A.P Risk Assessment on Social Practices).



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**.

COMMITTS THE FARM TO **OPERATE IN ACCORDANCE WITH THE STANDARDS** REQUIRED BY THE CONSORZIO.



SUPPLY CHAIN AGREEMENT

IT **COMMITTS 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.

COMMITMENT TO SUPPLY



MEMBERS' CODE OF CONDUCT

SPECIFICATIONS FOR DELIVERY

DEFINES THE REQUIRED **QUALITY PARAMETERS AND ENHANCEMENT CRITERIA**.

IT **COMMITTS THE COMPANIES TO RESPECT HUMAN RIGHTS, LABOUR RIGHTS AND THE RULES** RELATING TO WORK IN AGRICULTURE.

3.1.1 TYPE OF PROCESSED PRODUCT

CONVENTIONAL:

Tomatoes produced according to **good agricultural practices and the Integrated Production Regulations** (EmiliaRomagna Regional Law 28/99)

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**. 2021 saw the first results of the **awareness campaign** for organic products by members, with an increase of 4,3% of conferred product

The target for the next three years is reconfirmed to +30% of hectares cultivated with organic tomatoes.

and of 19% of cultivated lands. The result is significant not only because it provides availability of a product which is increasingly requested by customers and consumers, but also because the land and the environment in general have benefited from a **cultivation technique with less environmental impacts**.

2019 5,796.5 tons

2020 10,212.5 tons

2021 10,654 tons

IN THE 2019-2021 TRIENNIO, ORGANIC-GROWN HECTARES INCREASED BY 30%, ALLOWING THE **TARGET TO BE REACHED**

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 50ha, as in 2019.

The three-year goal of +50% hectares of “zero-residue” tomato cultivated was achieved (+60% hectares of “zero-residue” tomato cultivated with respect to 2018). The same goal was confirmed for the next three-year period.

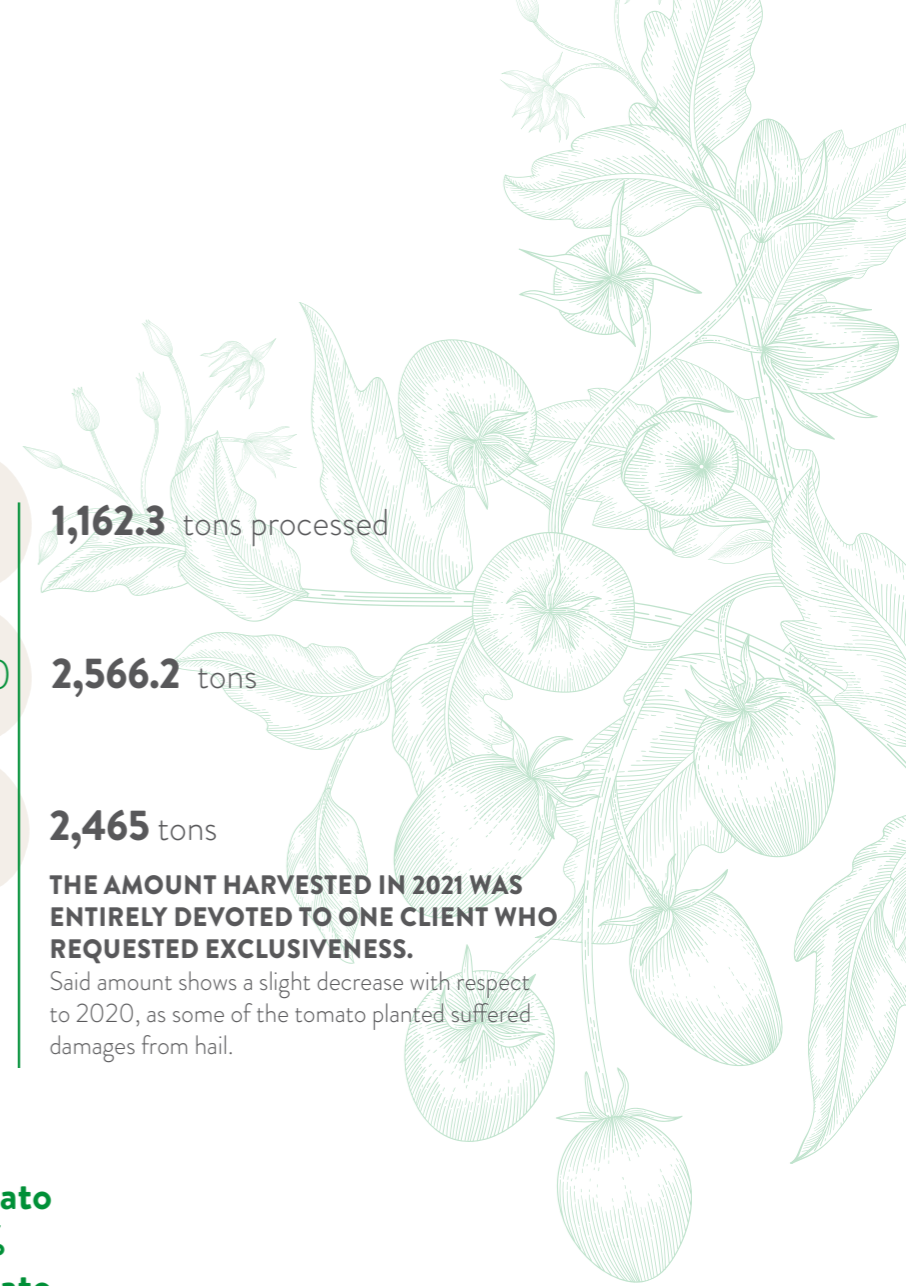
2019 1,162.3 tons processed

2020 2,566.2 tons

2021 2,465 tons

THE AMOUNT HARVESTED IN 2021 WAS ENTIRELY DEVOTED TO ONE CLIENT WHO REQUESTED EXCLUSIVENESS.

Said amount shows a slight decrease with respect to 2020, as some of the tomato planted suffered damages from hail.



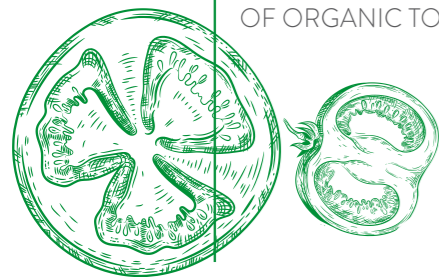
3.1.2 CONTROLS ALONG THE SUPPLY CHAIN

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 (2021)¹

● **1 analysis** every **855 tons** OF CONVENTIONAL TOMATO

● **1 analysis** every **209 tons** OF ORGANIC TOMATO²



ANALYSES CARRIED OUT DURING THE TOMATO CAMPAIGN (IN 2021, THE TOMATO PROCESSING CAMPAIGN LASTED ON AVERAGE 65 DATS IN THE THREE PRODUCTION PLANTS)

● **542,451 chemical-physical analysis** (8,410 PER DAY)

● **2,463 enzymatic analyses** (38 PER DAY)

● **44,381 microbiological analyses** (683 PER DAY)

● **336 multi-residual analyses on finished products** (ABOUT 5,2 PER DAY)

¹ 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.

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

3.2 TRACEABILITY OF THE SUPPLY CHAIN



3.2 TRACEABILITY OF THE SUPPLY CHAIN

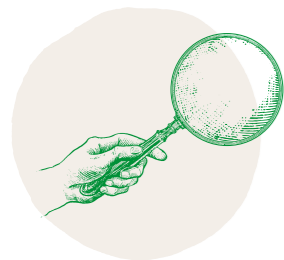
Traceability is a tool to meet the growing demand for food quality and safety, transparency and product reliability. Consorzio Casalasco has set up a traceability system extended to raw materials, ingredients, packaging, process parameters, laboratory checks and logistic aspects, aimed at:



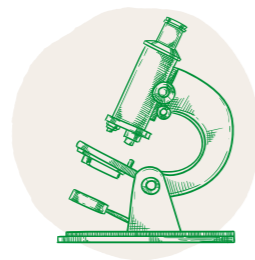
TRACE THE
SUPPLY CHAIN
from field to pack.



PROVIDE THE B2B³
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).



POMI
TRACE

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.

Pomi 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.

³ Business-to-business: identifies trade between industrial, commercial or service enterprises.

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.

In 2021, 2,272 tons of pea were produced, with 334ha cultivated, in line with previous years: the same objective is set for 2022.

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 alternative techniques of pest prevention and control or with reduced use of pesticides. These include:

FERTIGATION COMBINED WITH THE USE OF MOISTURE PROBES;

this practice allows a **more efficient water management** compared with sprinkler irrigation, granting a higher field performance (+25%). The total surface of fertigated member farms stayed the same as 2020 (a total of 4,180 in 2021), while **the hectares equipped with moisture probes** have increased (18% with respect to 2020). The three-year goal of +15% hectares of land equipped with moisture probes was doubled (+40% with respect to 2018).

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**.

In 2021 no significant infestations of this insect were registered.

EXPERIMENTATION OF HYGROSCOPIC GEL MICROGRANULES APPLICATION;

The experimentation, which was launched in three member farms in 2021 and will continue in 2022, aims to **testing the regulating abilities of the gel to avoid water stress of the plants**.

The **hygroscopic gel** absorbs and retains water, and then progressively releases it, **limiting water waste** and granting a longer-lasting water supply to the plants.

The issue of careful and targeted water management is growing more

and more important in the agricultural sector in order to ensure **protection of this precious resource** in light of the ongoing climate change.

EXPERIMENTATION WITH BENEFICIAL INSECTS (*Amblyseius andersoni* e *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. The experimentation with beneficial insects against red spider mite infestations was repeated in 2021, in the same farms and with the same modalities as the previous year, on a surface of about 5.5ha. In order to ascertain which phytoses are more efficient against this particular phytophagous, dangerous to tomatoes, an in-depth study is being carried out by our technicians.

During these two years, experimentations showed how beneficial insects are more efficient as a **preventive treatment** as opposed to a curative treatment.

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.

Within this project, which ended in 2021, Casalasco **took part in 3 case studies** carried out in the three most representative provinces for the tomato production (**Piacenza, Mantua and Cremona**); the results of the project will be made available in 2022⁴.

The project aimed to **validate a more sustainable farming system** based on:

- **Rotation:** a leguminous plant (industrial pea) and second-harvest tomato were introduced. In the three case studies, the rotation included hard wheat – tomato – first-harvest food pea + second-harvest tomato
- **Introduction of organic fertilizer** (digestate/manure)
- **Minimal processing** (conservative agriculture) on crops that allow it (wheat)
- **Irrigation of the tomato plants through hoses**

The experimentation confirmed that the introduction of the industrial pea in the crop rotation alongside the tomato and wheat allows to obtain good production results from the leguminous plant, coupled with other environmental sustainability advantages, like, for example, micro-irrigation.

FOCUS ON



In 2021, the Consorzio Casalasco adhered to a **new project in partnership** with a strategic client, which, among its objectives, aims at **protecting biodiversity** and **represtinating organic substances** in cultivated tomato fields. The project, called **“RESPONSIBLE SOURCING PROGRAM”** will end in 2025 and involves the adoption of good practices like:

- 1 sowing and burying of green manure crops⁵
- 2 application of organic fertilizer in pellets
- 3 manure distribution
- 4 planting rows of threes and shrubs species for the recovery of wildlife corridors
- 5 sowing of flowery meadows for the protection of bees and other pollinating insects

The project **involves 14 member farms** for a total of **105 hectares** situated in the most representative provinces for the cultivation of tomato (Piacenza, Mantua and Cremona); among these, **15,000 mq have been allotted to the creation of an ecological area** in the vicinity of the Casalasco Agricola in Casteldidone (CR), with the goal of promoting biodiversity by planting flowering plants for pollinating insects.

⁴ See the results here: <http://www.diverfarming.eu/index.php/it/attivita-diverfarming/casi-studio>; <http://www.diverfarming.eu/index.php/it/news-ita/702-divefarming-per-la-diversificazione-delle-colture-maggiori-rese-e-aumento-della-fertilita>
Video relating to the experimentation: <http://youtu.be/6H3YG2l2W1Q>

⁵ Green manure crops consists in cultivating particular nitrogen-fixing essences of the soil, which will be subsequently crushed and buried at the time of flowering, when they are in full development and therefore rich in nitrogen. The crops, while slowly decomposing, provide organic substances that improves the soil's fertility and structure.



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 conferred by members in accordance with campaign agreements.

2021 was characterized by **considerable supply difficulties** linked to a recovery in **demand after the Covid-19 pandemic**. During the year, **prices** of all commodities – may they be agricultural, metallurgic or plastic – continued to **grow unceasingly**. Starting from the second trimester of 2021, the higher costs were accompanied by a **rise in fuel and energy prices** and by **scarcity** of both materials and ingredients. **Procurement times** grew longer, requiring more planning, at the expense of productive flexibility.

In 2021, Consorzio Casalasco worked with more than **2.400 suppliers** (2,551 in 2020), most of which (1,130) were involved in services (logistics, maintenance, cleaning, consulting etc.) which affected its revenue for over **€56 million**.

The second category of suppliers in terms of size included the tomato-conferring farms (575), followed by **suppliers of other raw materials** (256) which affected its revenues for over **€54 million** (22% its total).

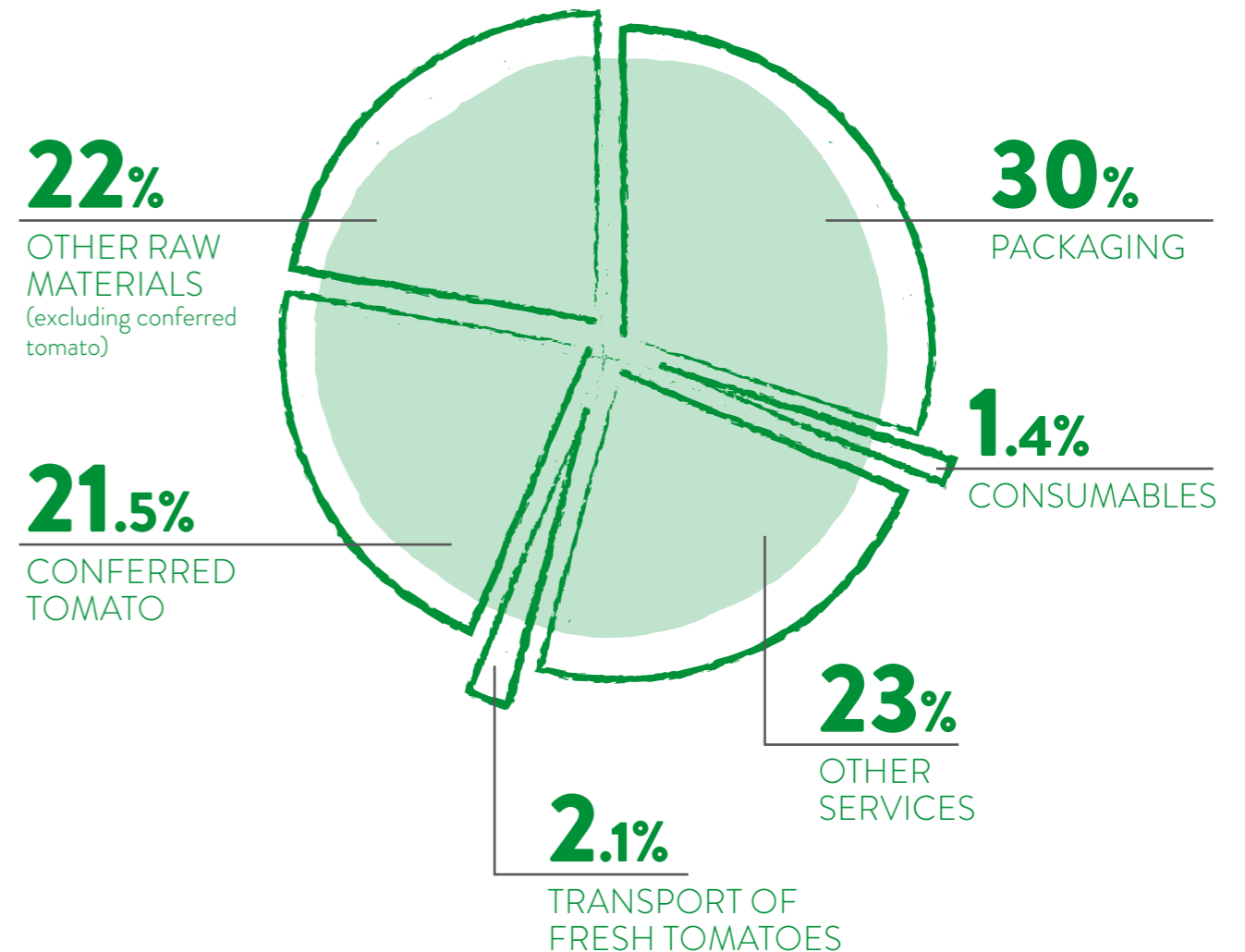
This last category counts the **purchase of other vegetables** needed for condiments, sugar and glucose, fruit purees, salt, oil and vinegar, dairy products and meat extracts.

The most significant category in economic terms, in 2021 as in 2020, is that of **packaging suppliers**, represented by 152 companies, with a purchase turnover of over €74 million, or **30% of the Consorzio's total purchases**. The least impactful

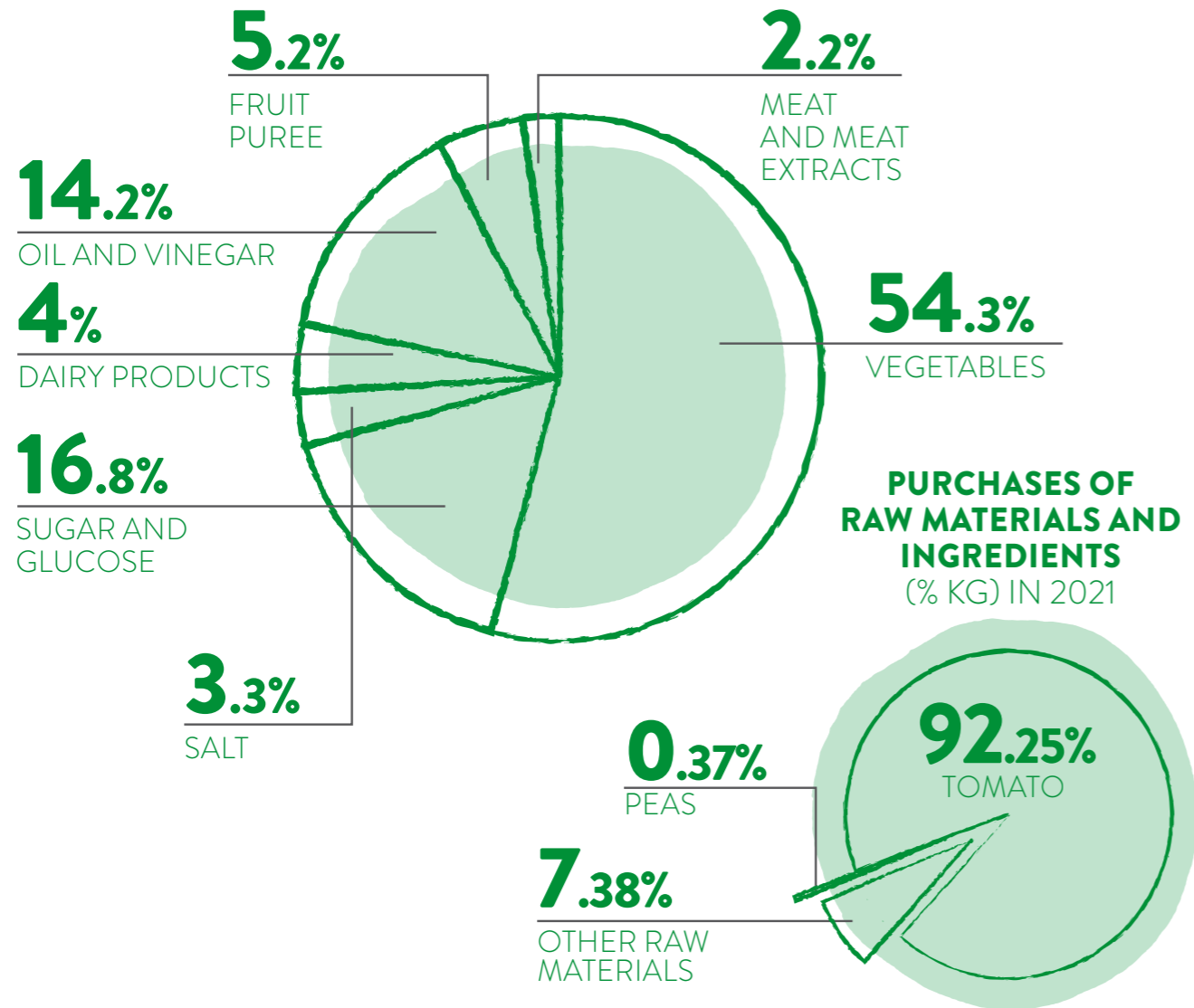
categories was, instead, that of **consumables** (e.g. glue, inks, shrink-wrapped film, detergents etc.), alongside with the transportation of fresh tomato, representing a marginal share of the Consorzio's purchases.

The Consorzio's finished product categories confirmed their **positive trend** in 2021, with a corresponding growth in purchases of vegetable raw materials, equal to **+50%** over the previous year, and a consequent increase in production volumes (+8%). The Consorzio registered a reduction in the purchase of fruit purees (-20%) and of meat-based products (-14%), as well as an increase in the purchase of dairy products, and oil and vinegar (respectively, 23% and 27%), utilized in most of the **new ranges of condiments, white creams and pestos**.

PURCHASES BY CATEGORY OF SUPPLY
(% EURO) IN 2021



PURCHASES OF RAW MATERIALS AND INGREDIENTS
(% KG) IN 2021



3.5.1 SELECTION AND CONTROL OF SUPPLIERS

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

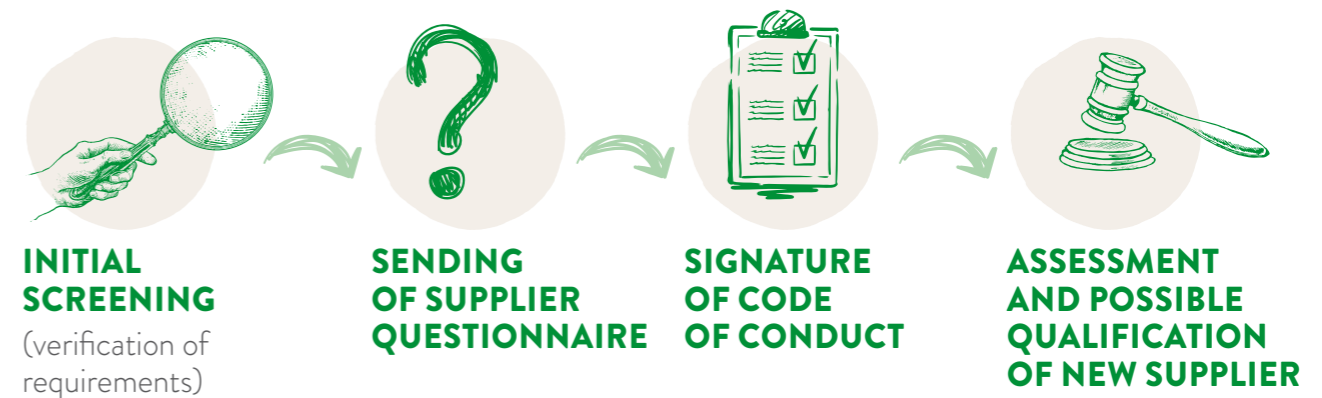
requirements, linked to compliance with **rules on human rights, labour rights and business ethics**.

- 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.

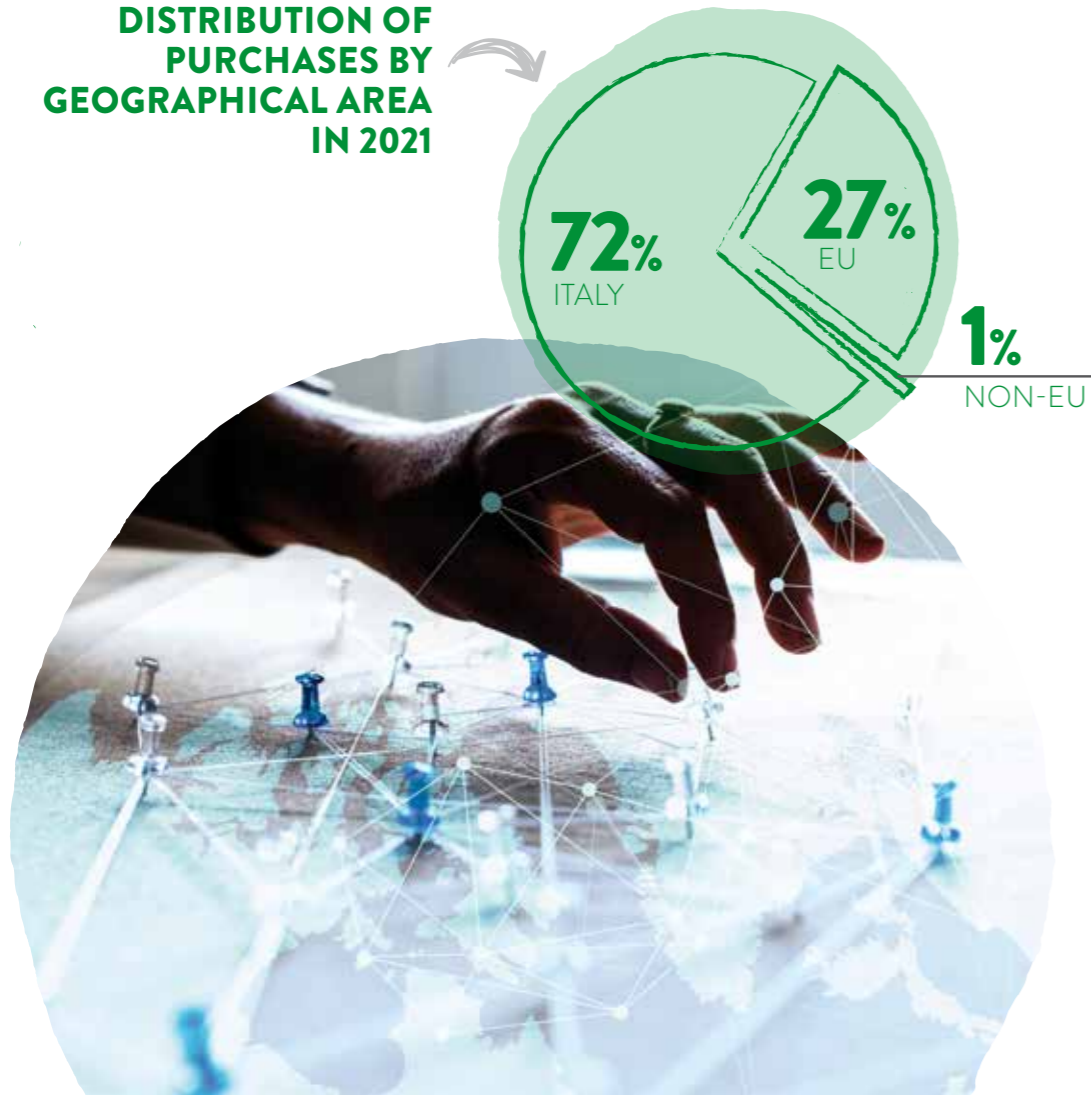
- 4) **Inclusion in the list of qualified suppliers.**
- 5) **Performance monitoring** throughout the supply relationship.
- 6) **Periodic evaluation** which, if positive, confirms qualified supplier status.

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



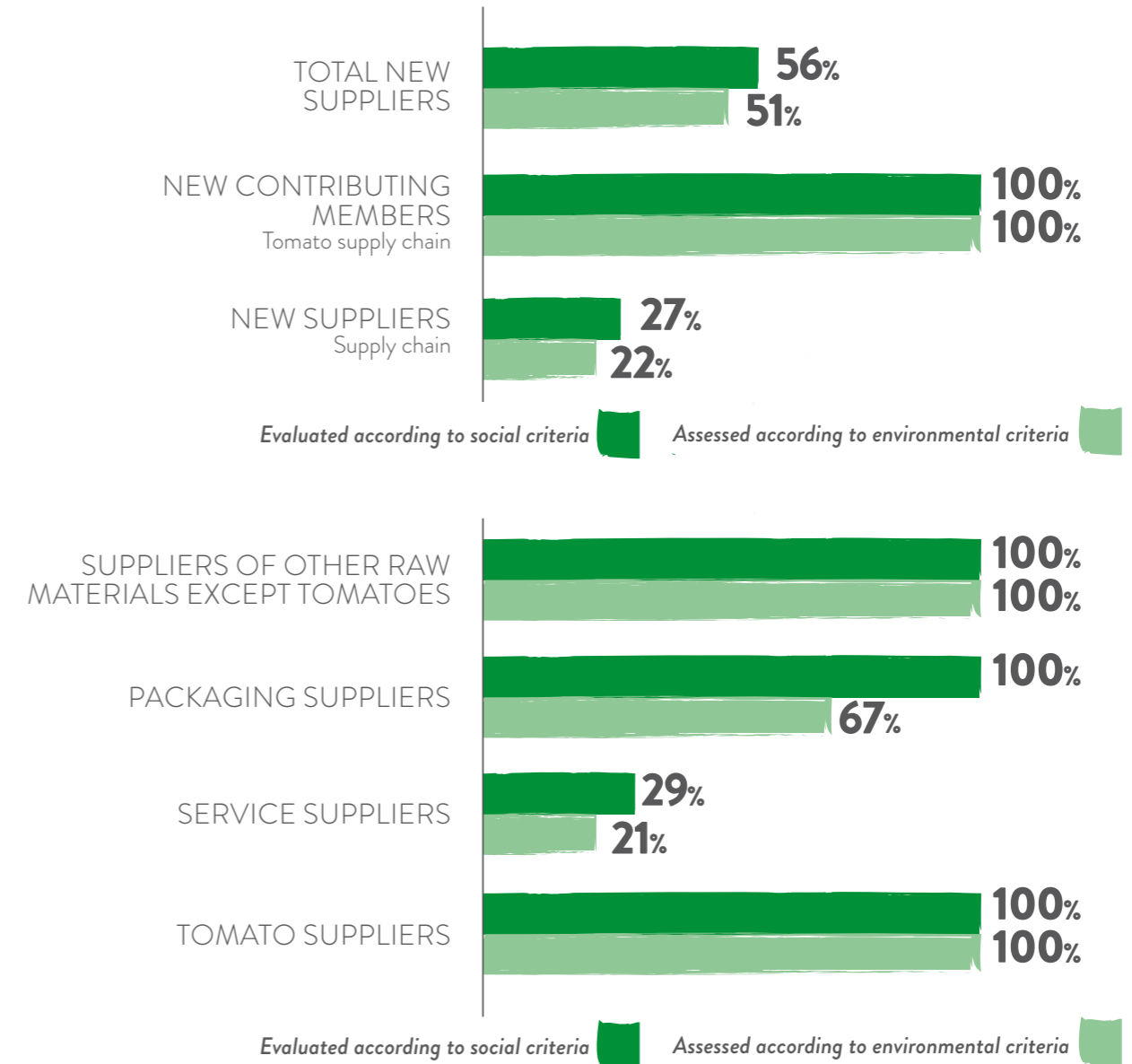
The vast majority of purchases are made from national suppliers; some raw materials are from the EU (sugar, vegetables, flavourings), while purchases from non-EU countries, with very low weight, mainly concern spices and tropical fruit.

DISTRIBUTION OF PURCHASES BY GEOGRAPHICAL AREA IN 2021



NEW SUPPLIERS UNDERGOING SOCIAL AND ENVIRONMENTAL ASSESSMENT

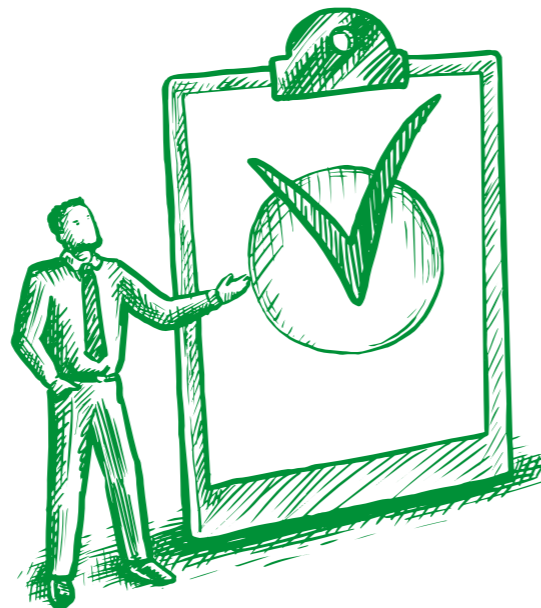
(%) IN 2021



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.**
- **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.
- Adequate and properly maintained **plant and equipment.**
- **Design and implementation of prevention systems** (HACCP, food defence and food fraud management plans, Risk Assessment Document) to prevent non-conformities and accidents.
- **Training plans** to ensure operator competence and awareness, and continuous updating of the operators.



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.

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

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 Accredia⁶** 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.**

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.

⁶ 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/>)

ON AVERAGE
8,410 chemical-physical analyses
PER DAY ON THE PRODUCT BEING PROCESSED, I.E.
6 ANALYSES PER MINUTE

ON AVERAGE
2,108 microbiological analyses
PER DAY ON THE FINISHED PRODUCT, I.E.
1.5 ANALYSES PER MINUTE

336 multi-residual analyses
ON PROCESSED TOMATO, I.E.
5.2 ANALYSES PER DAY



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 **54 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

A TOTAL OF 54 AUDITS RECEIVED
(45 IN 2020)
174 SURVEILLANCE VISITS (179 IN 2020)

RIVAROLO DEL RE 20 AUDITS RECEIVED

(16 IN 2020)
79 SURVEILLANCE VISITS
(97 IN 2020)

FONTANELLATO 18 AUDITS RECEIVED

(18 IN 2020)
41 SURVEILLANCE VISITS
(41 IN 2020)

GARIGA 16 AUDITS RECEIVED

(11 IN 2020)
54 SURVEILLANCE VISITS
(41 IN 2020)

The number of part two and three audits have increased compared to the previous year, despite the continuing health emergency. Some customers have resumed on-site surveillance visits, while others have been equipped to allow online audits in the fields.



INNOVATION, RESEARCH & DEVELOPMENT

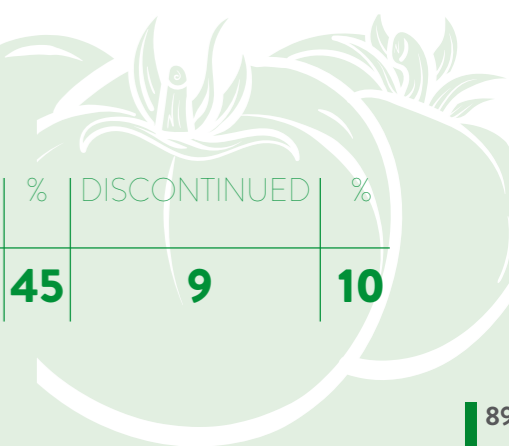
Quality, Efficiency and Time to Market are the cornerstones of Consorzio Casalasco's Research and Development, a field in which its specialists have acquired skills recognised by all the multinationals operating in the food sector. The **R&D activity** is aimed at creating **new products in terms of 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, industrialization**, 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 industrialization.

In 2021, internal and customer demand for the development of new products determined the opening of **93 new projects** (-17% compared to 2020), 14% of which were successfully concluded and 45% were still being finalized at the end of 2021.

These projects required a total investment of more than 2 million euros, utilized for the development and industrialization of new Retail and Horeca recipes. More specifically, the development of new Horeca products (in the Gariga plant) and sauces, creams, condiments and pestos in the other two plants have determined an investment growth of +11.6%.

PROJECTS	FINALIZED	%	PENDING	%	ONGOING AT END 2021	%	DISCONTINUED	%
93	13	14	29	31	42	45	9	10



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 2021 there was a slight increase in the complaint rate⁷ in both the co-manufacturing channel and branded products.

PPM
(COMPLAINTS PER MILLION
PIECES PRODUCED)

CASALASCO		POMÌ/DE RICA	
2020	2021	2020	2021
1.42	1.86	0.86	0.95

⁷ Calculated as the ratio between number of complaints received/number of parts produced





CHAPTER 4

THE SCENARIO AND THE VALUE CREATED BY CONSORZIO CASALASCO

- 4.1 Markets, competition and value created
- 4.2 Economic results and added value
- 4.3 The 2021 campaign



CHAPTER 4

4.1 MARKETS, COMPETITION AND VALUE CREATED

In 2021, the world industry processed 38,733 million tonnes of tomatoes for canned food, showing a 0,8% increase compared to the previous year.

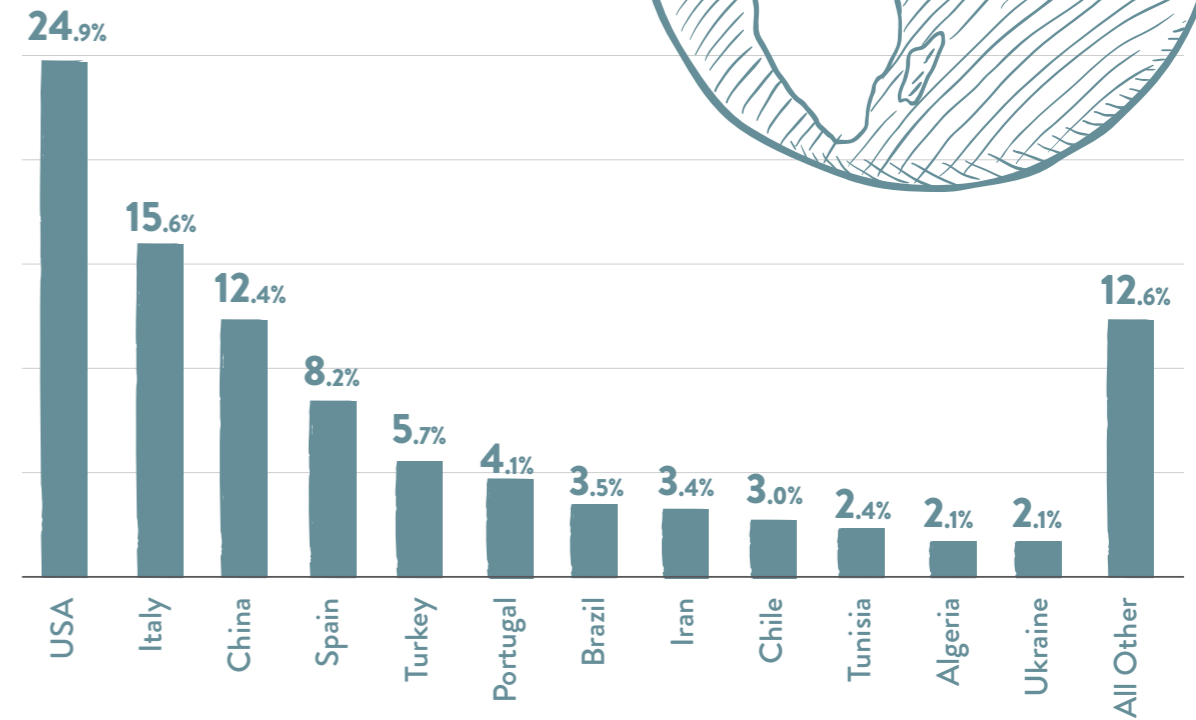
Global tomato production remains localised in **three macro-areas in the northern hemisphere**, depending on climatic conditions, on water availability, and know-how in the agricultural field. The **United States** (9.65 million tonnes, -6% with respect to 2020), **Italy** (6.05 million tonnes, +17% with respect to 2020) and **China** (estimated to be 4,80 million tonnes, -17% with respect to 2021), in fact, cover **over 50% of the world's total** production.

The US and China serve significantly different markets; while California's major manufacturing hub has the US domestic market as its main trade outlet, the same is not true for China.

This country, which is the second largest in terms of quantities produced each year, does not have a strong domestic demand, and thus exports its tomato into international markets in the form of concentrated semi-finished product.



WORLD PRODUCTION STATISTICS 2021



Source: WPTC (the world processing tomato council)

4.2 ECONOMIC RESULTS AND ADDED VALUE

The Consorzio's **2021 balance sheet** records an **increase in revenues**, which **exceed €298 million** (€293 million). 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 statement**. The latter, aggregating the results of the commercial companies SAC S.p.A. and Pomì USA Inc. in fact reached **€ 347 million** compared to € 388 million in 2020.



In 2021, Consorzio Casalasco registered a **2% increase in revenues**, going from over 293 millions in 2020 to **298 millions**.

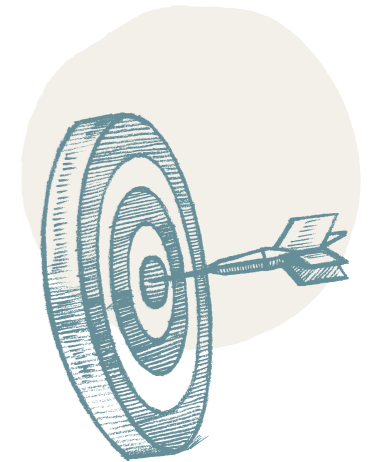
The financial year just ended showed very satisfactory results. Once again, the management was able to remunerate members' contributions by almost 3% more than the market, also taking into account the various premiums granted for late harvested tomatoes.

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**.

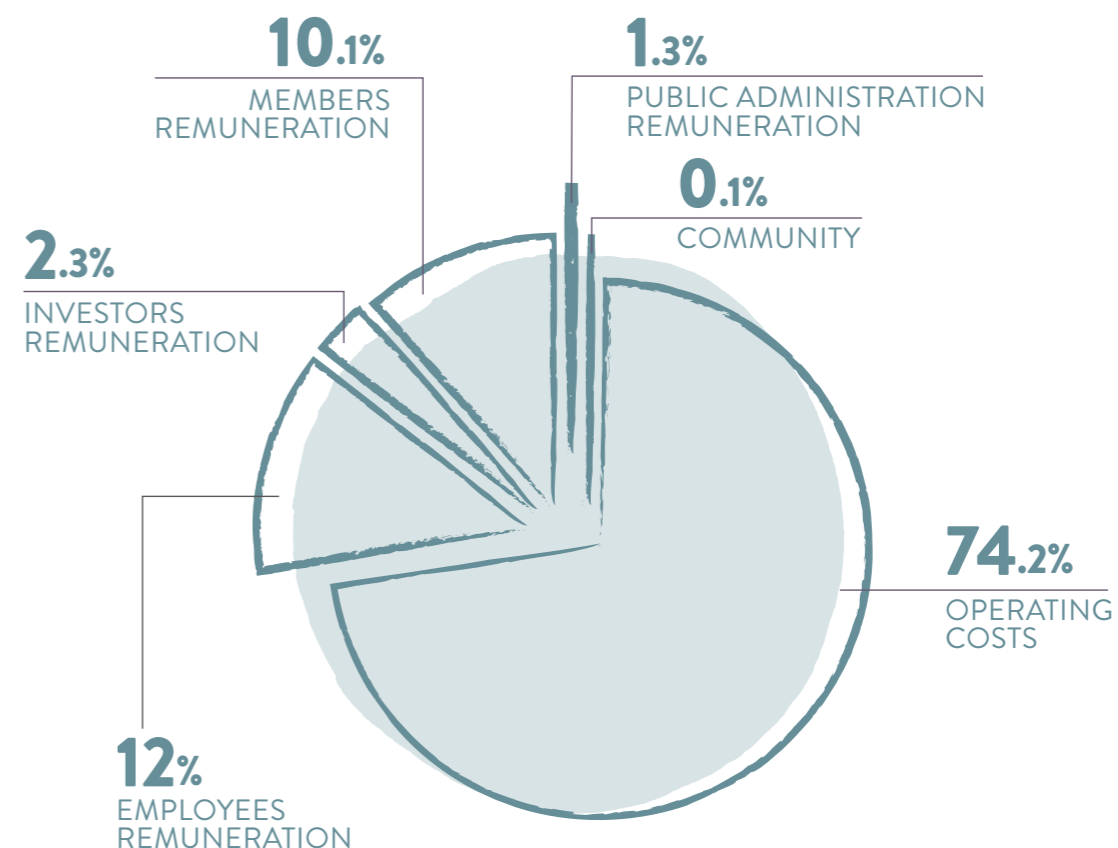
(in thousands)	2020	2021
ECONOMIC VALUE GENERATED	308,128 €	350,443 €
Sales revenues	293,198 €	298,237 €
Change in inventories of finished products	1,655 €	37,255 €
Change in inventories of ingredients and packaging materials	784 €	857 €
Financial income	1,436 €	2,007 €
Increase in capital gains from fixed assets	2,016 €	2,007 €
Early payment discount	-111 €	-93 €
Investments write-down	0 €	0 €
Exchange losses to be realised	-112 €	-83 €
Exchange losses	-256 €	-32 €
Other income and revenues	9,518 €	10,298 €
ECONOMIC VALUE DISTRIBUTED	288,619 €	330,777 €
Operating costs	208,085 €	245,554 €
Ingredients, packaging and materials (reclassified)	145,841 €	177,200 €
Services (reclassified)	54,477 €	60,081 €
Use of third party assets	7,379 €	7,774 €
Other operating expenses (reclassified)	388 €	499 €
Employees remuneration	37,777 €	39,602 €
Employees	37,777 €	39,602 €
Investors remuneration	8,779 €	7,665 €
Financial charges (reclassified)	8,779 €	7,665 €
Members remuneration	32,571 €	33,462 €
Advance payment for tomatoes delivered by cooperative members	31,340 €	31,238 €
Integration of the price of tomatoes contributed by cooperative members	1,231 €	2,224 €
Public administration remuneration	1,058 €	4,335 €
Income taxes	147 €	174 €
Indirect and other taxes	911 €	4,161 €
Community	350 €	160 €
Donations	187 €	55 €
Sponsorships	164 €	105 €
ECONOMIC VALUE RETAINED FOR COMPANY RE-FINANCING	19,509 €	19,666 €
Operating result	2,071 €	2,148 €
Depreciation	17,349 €	17,375 €
Other provisions	89 €	143 €

VALUE GENERATED AND DISTRIBUTED IN 2021

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).

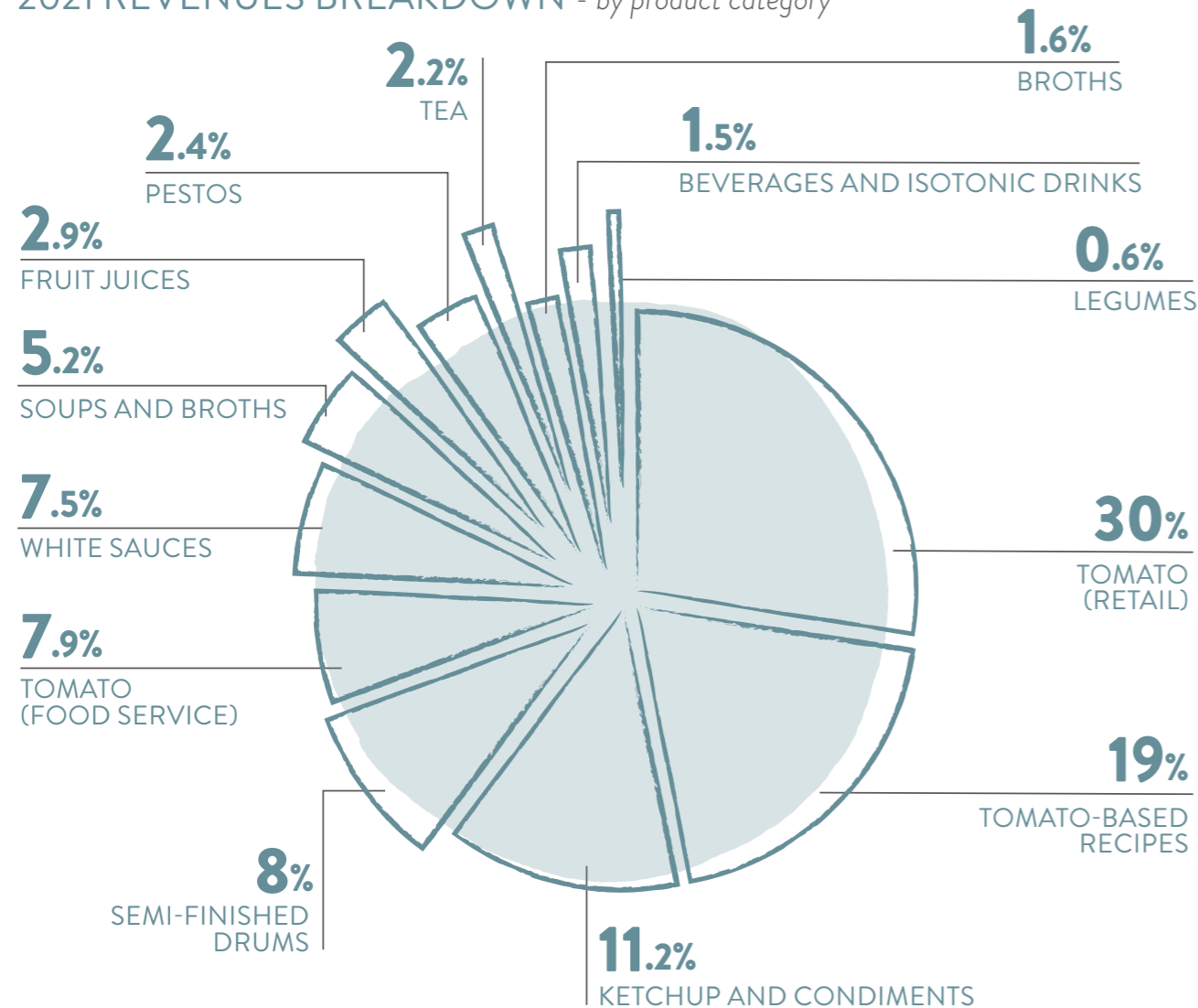


74,2% of this value is represented by reclassified operating costs for a total of over €245million (+18% compared to 2020). The commitment to a fair redistribution of wealth by Consorzio Casalasco is highlighted by the fact that about a quarter of the value

generated is distributed between: cooperative members (10% equal to €33 million, +3% compared to 2020), employees (12% equal to €39 million, +5% compared to 2020) and Public Administration (81,3%, equal to 4 million euros). 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.

2021 REVENUES BREAKDOWN - by product category



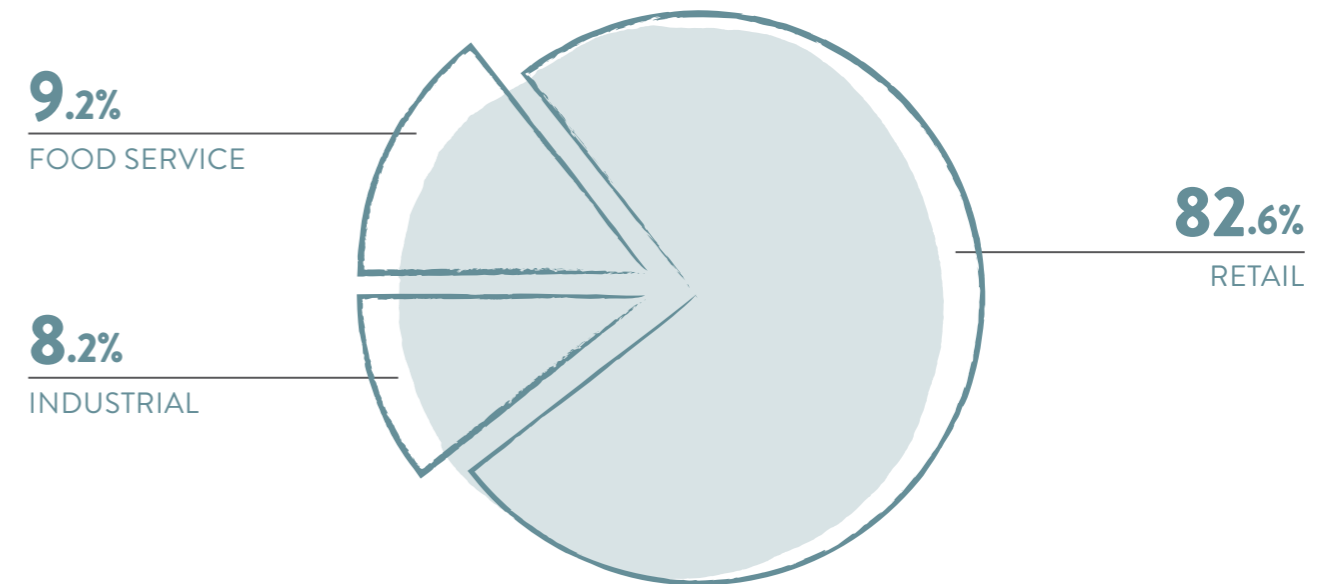
Over 76% of revenues come from tomato derivatives.



The revenues breakdown by product family confirms the importance of the “core business” of Consorzio Casalasco, represented by the

tomato, may it be unprocessed, with no other ingredients, or in recipes for the production of sauces, purees and various condiments.

2021 REVENUES BREAKDOWN - by distribution channel



Specialization for the Retail channel is confirmed in 2021.

82.5% of the total revenues comes from the Retail channel, traditionally garrisoned by the cooperative, allows the Consorzio to be on the shelves of retail stores in many Countries. The Food Service channel, historically responsible for about 11-12% of the

Consorzio's revenues, is starting to regain its importance after the forced halt during the Covid-19 pandemic, reaching 10% in 2021. The industrial channel, both of basic and prepared products, stays stable in its revenues.

4.3 THE 2021 CAMPAIGN

A total of 566,629 tonnes of tomatoes were processed in 2021 (with respect to 519,132 in 2020), 415,420 of which were conferred by the members, for about 73.31% of the total.

The quantity of processed tomato was found to be in line with pre-campaign planning, as the whole period between April and June 2021 was favorable to the transplanted and cultivation of tomato. The transplant schedule has therefore been respected and the member companies have not suffered any major meteorological damage.

The plants, for the duration of the transformation campaign (**72 days from July 23 to October 3, with an average of 65 days on the 3 sites**), worked to the maximum of their capacity, applying strict security

protocols against Covid-19. This has allowed the Consortium to transform all the tomato conferred.

In 2021, the average percentage yield of tomatoes contributed by direct members improved compared to the previous year, amounting to 96.30%, compared to 90,59% in 2020. This increase is due to **favorable weather conditions** throughout the year.

In the factory, the ripening state and the optimal consistency of the berries has allowed **high yields** also with regard to the processing of the tomato delivered.



	2015	2016	2017	2018	2019	2020	2021	media
Inter-business price Northern Italy ¹ €/ton	92	83	79.75	79.75	86	87	92	84.6
Price for members of CCdP €/ton	94	85	81.75	84.75	90	90	95	87.6
Delta €/ton	2	2	2	5	4	3	3	3
Delta %	2.2%	2.4%	2.5%	6.3%	4.7%	3.4%	3.3%	3.5%

The chart shows the development of tomato liquidation to members in relation to the market price over the last 7 harvest years.



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



CHAPTER 5

PEOPLE

- 5.1 Rights
- 5.2 Our numbers
- 5.3 Conduct and reward system
- 5.4 Occupational health and safety
- 5.5 People management and development
- 5.6 Training



CHAPTER 5



5.1 RIGHTS

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 use of forms of contract which would grant lesser protection to the workers;**
- **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 farmers, to the company’s members, to all external parties who enter the supply

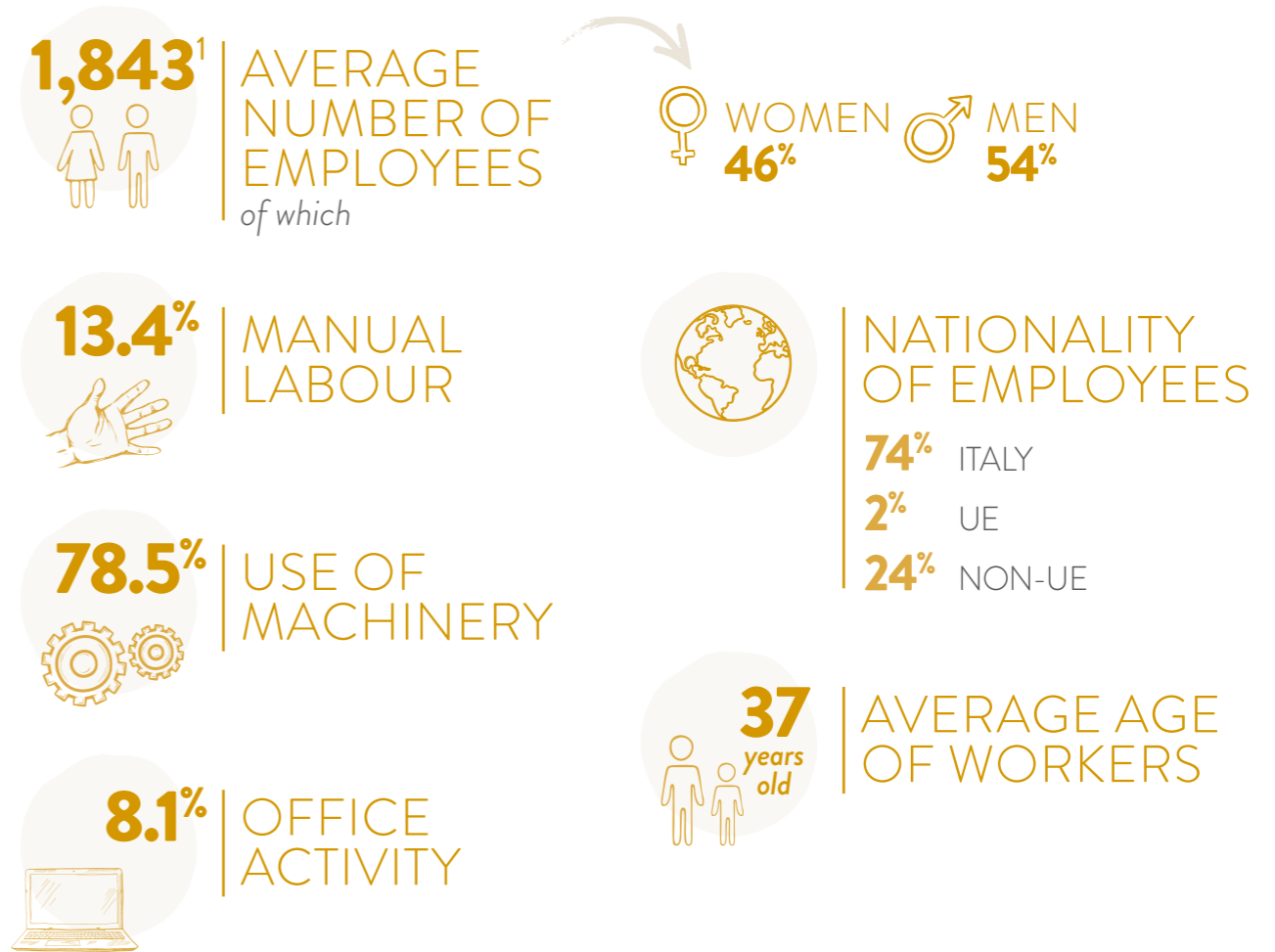
chain through the provision of goods and services. **The reference standard for this type of management is the Social Footprint.** This is a voluntary standard developed by some of the most prestigious certification bodies operating in Italy, which consists of the assessment and communication to all 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.casalasco.com



PEOPLE ORGANIZATION: LARGE COMPANIES



¹ The human resources data presented in the Social Footprint standard represent the headcount of the total number of people employed during 2021, while the data presented in this Sustainability Report refers to the average number of employees expressed in Annual Work Units (AWU).

5.2 OUR NUMBERS

During 2021, the **average number of employees** of Consorzio Casalasco **increased by 3%**, going from **1,087 to 1,116**, as did the **presence of women**, which **represents 43% of total employees (+2%)**.

The workforce comprises employees coming from different EU and non-EU countries; with respect to 2020, the number of **foreign workers registered a 6% increase**.

The **maximum number of employees**, registered during the tomato processing period, reached **1,748** (1,770 in 2020).



1,116²



AVERAGE
NUMBER OF
EMPLOYEES
(43% women - 57% men)



NATIONALITY
OF EMPLOYEES
69%
Italian workers
31%
Foreign workers of 60 nationalities

330



PERMANENT
WORKERS
(37% women - 63% men)



37
years
AVERAGE AGE
OF WORKERS

² 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.

The Consorzio selects temporary workers in compliance with the relevant **Collective Agreement** (see following paragraph), 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 **shadowing period** is also provided for.



5.3 CONDUCT AND REWARD SYSTEM

The Consorzio applies the CCNL (Contratto Collettivo Nazionale di Lavoro-National Collective Labour Agreement) for agricultural cooperatives and consortia.

A supplementary agreement has been in force that provides for **improved economic 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. 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 during the recruitment phase**.



5.4 OCCUPATIONAL HEALTH AND SAFETY

Consorzio 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 Consorzio 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 risk mitigation**. The employees are actively involved in the themes of occupational health and safety through the **Employee Safety Representatives** (Rappresentanti dei Lavoratori per la Sicurezza, RLS), which have the task of favouring dialog between Casalasco and the workers themselves.

In particular, the Company promotes **meetings and gatherings of the people in charge, RLS and RSPP** with the aim of examining critical situations, accidents, evaluating the effectiveness of the improvement actions implemented, and in general increasing competence and awareness in matters relating to safety.

There are many departments that cooperate in monitoring and improving Health and Safety; these include the employer, the CEOs (one for the Fontanellato and Gariga sites and one for the Rivarolo site), the heads of the Prevention

and Protection Service, the Employee Safety Representatives, the officers and the occupational physician (one for each site).

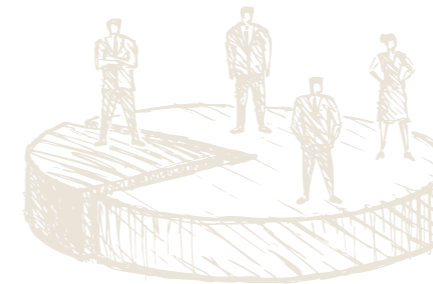
Every site is also equipped with **emergency teams**, whose members are periodically trained on fire-fighting and first-aid procedures, as well as the use of the **Semi-Automated External Defibrillator** (Defibrillatore Semiautomatico Esterno, DAE), available in every establishment.

All dangers, which may contribute to the occurrence of incidents and/or occupational diseases, are mapped and managed with specific treatment measures.

External technicians are also involved in the business risk analysis, and the company uses them to verify the compliance, adequacy and updating of the **Risk Assessment Document** for each site.

The management system also provides for the recording of "near miss" accidents and injuries, and the computing of their frequency and severity indexes. The indicators are the subject of regular meetings between the management of the company and its staff for the definition of specific improvement actions.

The aggregated data of the three sites is displayed in this Report.



The number of accidents registered in 2021 is 47. Despite the slight increase compared to the previous years (46 accidents), the indicator actually depicts a slight improvement considering a sensible increase in the amount of total hours worked. The absence of serious injuries is confirmed for 2021³.

NUMBER OF INJURIES AND FATALITIES

Number of injuries	2020	2021
Number of fatalities as a result of work-related injury	-	-
Total number of high-consequence work-related injuries (excluding fatalities)	-	-
Total number of recordable work-related injuries	46	47

RATE OF INJURIES AND RATE OF ABSENTEISM

Rate	2020	2021
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 ⁴	27.82	26.77

³ 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.

⁴ 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 2021 there were no confirmed cases of work-related ill health.





The main causes of injury at the three production sites are:

- fall/slip;
- crash/collision;
- misuse of work equipment;
- contact with hot surface or steam.

Improvement plans for risk mitigation have been launched in the 3 company sites in order to face these issues:

- improvement of the paving through the elimination of holes and disconnections. Strengthening procedures involving particular care when cleaning the flooring and, where possible, the use of dry instead of foam lubricant when transporting goods on conveyor belts;

- implementation of pedestrian walkways, both outside and inside production sites, to ensure safe movement to both personnel and visitors. A plan has also been launched for the installation of blue led headlights on all trucks, owned or rented, which, by projecting a beam of colored light a few meters away, warn pedestrians or other trucks of the arrival of the vehicle. The plan will be completed by the end of 2022 and its results will be evaluated:

- insulation or signaling of hot pipes, interception and channeling of steam jets,
- training and awareness of workers concerning the operating instructions and the use of PPE.

To monitor and improve all processes relating to the management of the health and safety of workers and to monitor the effectiveness of the improvement actions developed, the Company carries out **regular audits and surveillance** at the production sites and provides **specific training sessions** concerning topics of occupational health and safety.

Particular importance is placed on the training of adventitious personnel, on changing workers' duties, on the start of new plants and equipment and on the recruitment of new personnel.



MANAGEMENT OF THE COVID-19 PANDEMIC

Given the continuation of the health emergency in 2021, the **Company continued the activity of the "Coronavirus Management Committee"**, formed by the Director operation, Human Resources Director, Logistics Director, Quality Director and Plant Quality Managers, in order to **monitor the evolution of the situation** and the applicable legislation and to prepare relevant health protection and risk mitigation measures, which included

- replacing meetings in presence with virtual meetings,
- limiting the use of common spaces,
- increasing sanitation treatments in working environments,
- verifying the validity of health records of internal and external staff.

Workers' representatives, as well as the whole staff, have been constantly updated on the procedures issued by the Ministry of Health for access to work areas; the occupational physician of each site answered workers' questions and requests by workers.

At the same time, **the Covid Company Protocol was constantly updated and adapted to the Health Ministry provisions and promptly implemented.**



4 hours
of per capita training on
**OCCUPATIONAL
HEALTH
AND SAFETY**

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 organization, 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 2021, 22 reports were received, none of which were critical.



5.6 TRAINING

In 2021, with the fading of the Covid-19 emergency, some of **training activities were conducted in person**, though with a restricted number of participants; distant learning was not discontinued for those training sessions that would have involved a large number of attendants or when it was not possible to carry them out with traditional methods.

During 2021, over 11,000 training hours (equivalent to 9.9 hours per capita) were provided all over the company, 30% more with respect to 2020, due to the end of anti-Covid restrictions. The topics covered included: **occupational safety, covid protocols for the prevention of contagion, food hygiene, the environment, non-compliance management, problem solving, plant and equipments, new products, new operating or control methods, and privacy protection**. In its training programs, the Consortium pays particular attention to divulgation of the organizational and product standards which are at the base of the integrated system, as well as to specifications requirements and to particular customer requests. Finally, there is a specific anticorruption

training Concerning the 231 Model. During the reporting period, the Consortium provided **specific training on the 231 Organizational Model** and on the reference procedures to all members of the Board of Directors. The training was also targeted at all employees belonging to the executive and management professional categories, and to 74% of all employees⁵. The main purpose of this activity was to **increase the awareness and the skills necessary to counter any form of corruption within the Company**. To this end, the Consortium has informed, via e-mail, both the members of the Board of Directors and the employees on how to access the information on the 231 Model and its reference procedures.

Staff without a corporate email address were informed verbally at regular training sessions. Information and documentation concerning the Code of Ethics and the Model 231⁶ are present on the company website, also indicated to the business partners who have made explicit request. The Consortium has signed agreements with Schools and Universities for the carrying out of **training courses and school-work alternation**. The

traineeships, started in different departments, in 2021 involved 3 students (8 in 2020).

11,030
TOTAL
training hours

6,768
MANDATORY
training hours

4,262
VOLUNTARY
training hours



⁵ Anti-corruption training specifically involving the 231 Model will be issued to blue-collar workers from 2022, given that, during the reporting period it was not possible to reach every worker through an online connection.

⁶ Organization and Control Model, ex D. Lgd 231/10 available here: https://www.casalasco.com/media/filer_public/23/a0/23a0c504-cb20-459c-8e79-5dd999ac9a76/codice_etico_ex_dl_23101_consorzio_casalasco_del_pomodoro.pdf

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 wellbeing, both in the workplace and in reconciling professional and private life**. The welfare activities carried out by Consorzio Casalasco refer to the following areas:

PROMOTION OF HEALTHY LIFESTYLES

The company promotes balanced eating habits and responsible food consumption by sensitizing its staff through the affixing of information signs in the dining rooms, the insertion of low calorie snacks in the distributors and the provision of a monetary contribution in the payroll of workers for the purchase of water bottles.

Since 2016, Casalasco has been organizing, every other year, **individual meetings with a nutritionist**, who, using a bioimpedance scale, measures different biological parameters of the worker (weight, lean mass, fat mass, etc.) and offers personalized suggestions on the basis of age, sex and physical characteristics.

PREVENTION OF ONCOLOGICAL DISEASES

Casalasco recognizes the importance of prevention in the fight against oncological diseases. 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 **screening programme** for the prevention of oncological diseases, which will be resumed in 2022 after the temporary suspension for the health emergency.

In 2021 Casalasco supported ATS Val Padana, aiding the recovery of its screening activities, which had been halted during the pandemic. Therefore, the company made workers aware of participation in secondary prevention programs and collected and communicated to ATS the membership of staff and their families. **77 people joined the screening activity** (pap test, mammography, occult blood research).



SOLIDARITY AND INCLUSION

For several years the Consorzio Casalasco has signed agreements with **social cooperatives** in order to create opportunities for assisted employment integration and support paths for disadvantaged people.

Specifically, the Consortium has **outsourced the cleaning activities** and management of the ecological area of one of its plants to **Cooperativa Sociale Onlus Emc2**, which has the job placement of disadvantaged people as its main objective. The activity is managed with the supervision and advice of the “Servizio Inserimento Lavorativo Disabili” of the Province of Parma.

Moreover, in one of the production sites, an agreement is active with the targeted placement of the Province of Cremona, involving people with civil disability belonging to the **Cooperativa Sociale Onlus STORTI MARIA**.

Believing that integration and respect for diversity contribute to innovation as well as to an effective management of change, and that they are essential to ensuring an adequate quality of life in the workplace, **a diversity manager has been working in Casalasco since 2020**, with the task of enhancing the different lifestyles of its workers and responding to their specific needs.





CHAPTER 6

ENVIRONMENTAL SUSTAINABILITY

- 6.1 International scenario
- 6.2 Our commitment to the environment
- 6.3 The Consorzio's Environmental Management System
- 6.4 The production process and identification of significant environmental impacts
 - 6.4.1 Significant environmental impacts



CHAPTER 6



6.1 INTERNATIONAL SCENARIO

The international community and the political institutions that represent it at European level have recently made a **radical change of course**, acknowledging the **need to rapidly modify those behaviors that negatively impact the environment and aggravate climate change**.

The EU, for example, has implemented the 2030 Objectives identified by the United Nations into important programming documents, based on historical initiatives such as **Green Deal** and **Farm to Fork**. Through the new regulations, the principles and objectives of these initiatives are being transformed into concrete action programs.

The aim is to act without delay in order to overcome poverty and to help restore our planet to an environmental balance before 2030.

From a practical point of view, the next few years will see a rising need to **renew our approach to agri-food chain management**, which will require all actors to identify areas of improvement and to plan and implement consequent actions in the framework of new rules and regulations.

Consorzio Casalasco is carrying out a very important effort to **realign its objectives and investments**, as well as **raising awareness along its entire chain**, firmly believing that adaptation is not only its moral duty and an integral part of its essence, but also the only path open to forward-looking organizations.

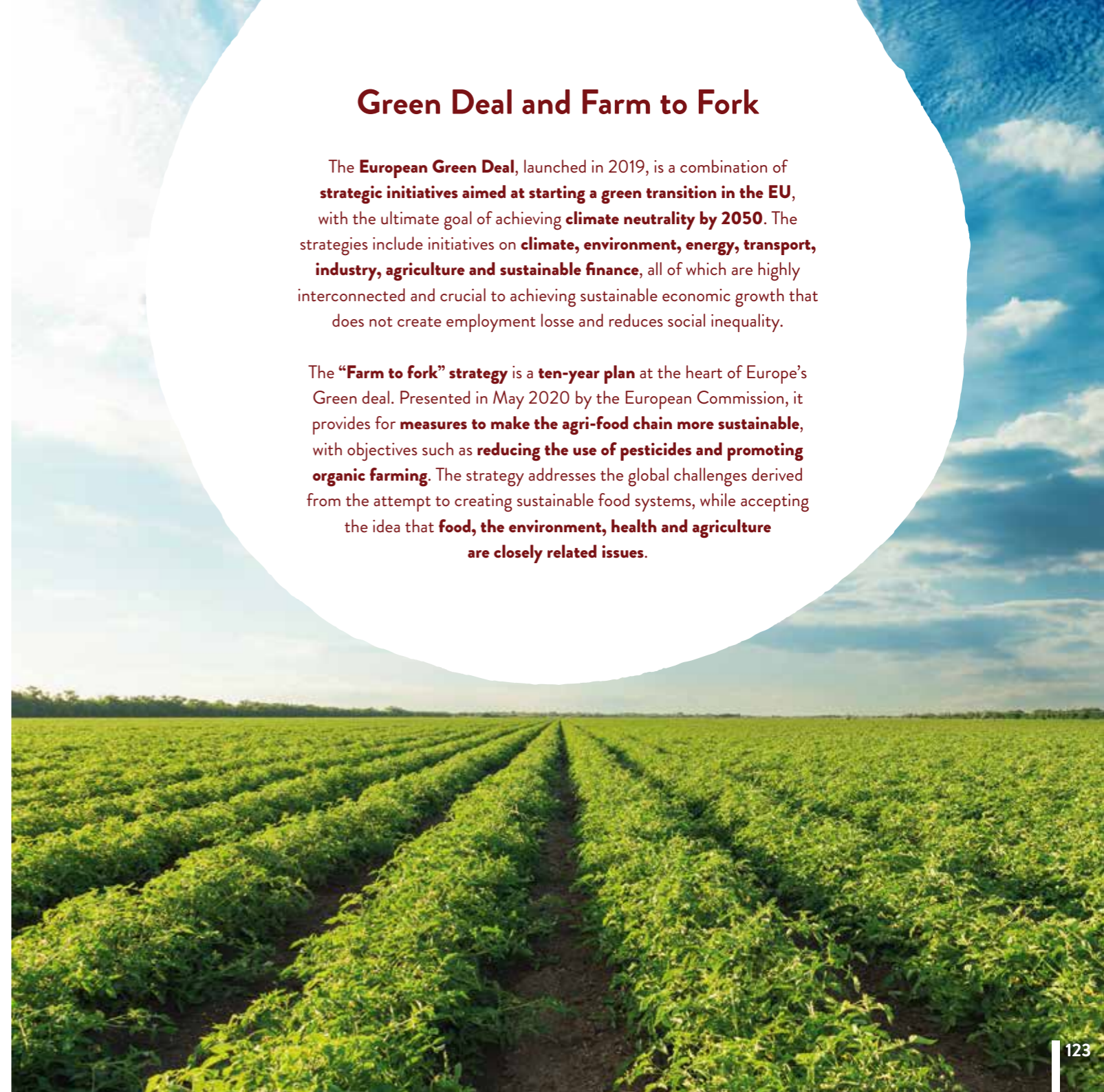
In the following paragraphs, the reader will find Casalasco's approach to **impact reduction** and **impact management**, as well as information about state of the art **environmental projects**.



Green Deal and Farm to Fork

The **European Green Deal**, launched in 2019, is a combination of **strategic initiatives aimed at starting a green transition in the EU**, with the ultimate goal of achieving **climate neutrality by 2050**. The strategies include initiatives on **climate, environment, energy, transport, industry, agriculture and sustainable finance**, all of which are highly interconnected and crucial to achieving sustainable economic growth that does not create employment losses and reduces social inequality.

The **“Farm to fork” strategy** is a **ten-year plan** at the heart of Europe's Green deal. Presented in May 2020 by the European Commission, it provides for **measures to make the agri-food chain more sustainable**, with objectives such as **reducing the use of pesticides and promoting organic farming**. The strategy addresses the global challenges derived from the attempt to creating sustainable food systems, while accepting the idea that **food, the environment, health and agriculture are closely related issues**.



6.2 OUR COMMITMENT TO THE ENVIRONMENT

In order to give its contribution to environmental challenges, Consorzio Casalasco operated in different areas along its supply chain:



PROMOTION OF A MANAGEMENT SYSTEM

which would integrate environmental, social and economic issues.
(These projects are described in Chapter 3, "The Supply Chain")



OPTIMIZE PRODUCTION PROCESSES

to limit resource consumption and impact on the environment.



Procurement of RAW MATERIALS AND PACKAGING FROM RESPONSIBLE SUPPLY CHAINS

(ISCC basil, RSPO palm oil, FSC card)



REDUCTION OF GENERAL and food waste

6.3 THE CONSORZIO'S ENVIRONMENTAL MANAGEMENT SYSTEM

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

The choice to implement an EMS represents a commitment by the organization to guarantee the protection of the environment beyond mere compliance with the regulations, with absolute transparency toward the various stakeholders.

The system enables **proactive risk management and control of all mandatory aspects**, and allows the Consorzio, through specific performance indicators, to monitor its results in achieving its goals and to identify potential areas for improvement.



New BAT and plant and management adjustments

The three sites of the Consortium operate within the scope of the **2003/87/EC Directive** (EU Emission Trading System) and the **Integrated Environmental Authorization (AIA)**. The Directive (most recently amended by EU Directive 2018/410) provides that, as of 1 January 2005, large-scale emitting plants in the European Union cannot operate without authorization for greenhouse gas emissions. The AIA is issued against an efficiency assessment against the industry's Best Available Techniques (BAT), thus showing the technological, plant and management adequacy. In the light of innovations and technological advances, BAT are regularly updated.

In November 2019, the **BAT Conclusions specific to the food sector** were issued. Within four years, the BAT Conclusions requested a review of the AIA already issued, in order to adapt them to state of the art technologies, in the perspective of continuous improvement of integrated pollution prevention and reduction.

6.4 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 processing, 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**;

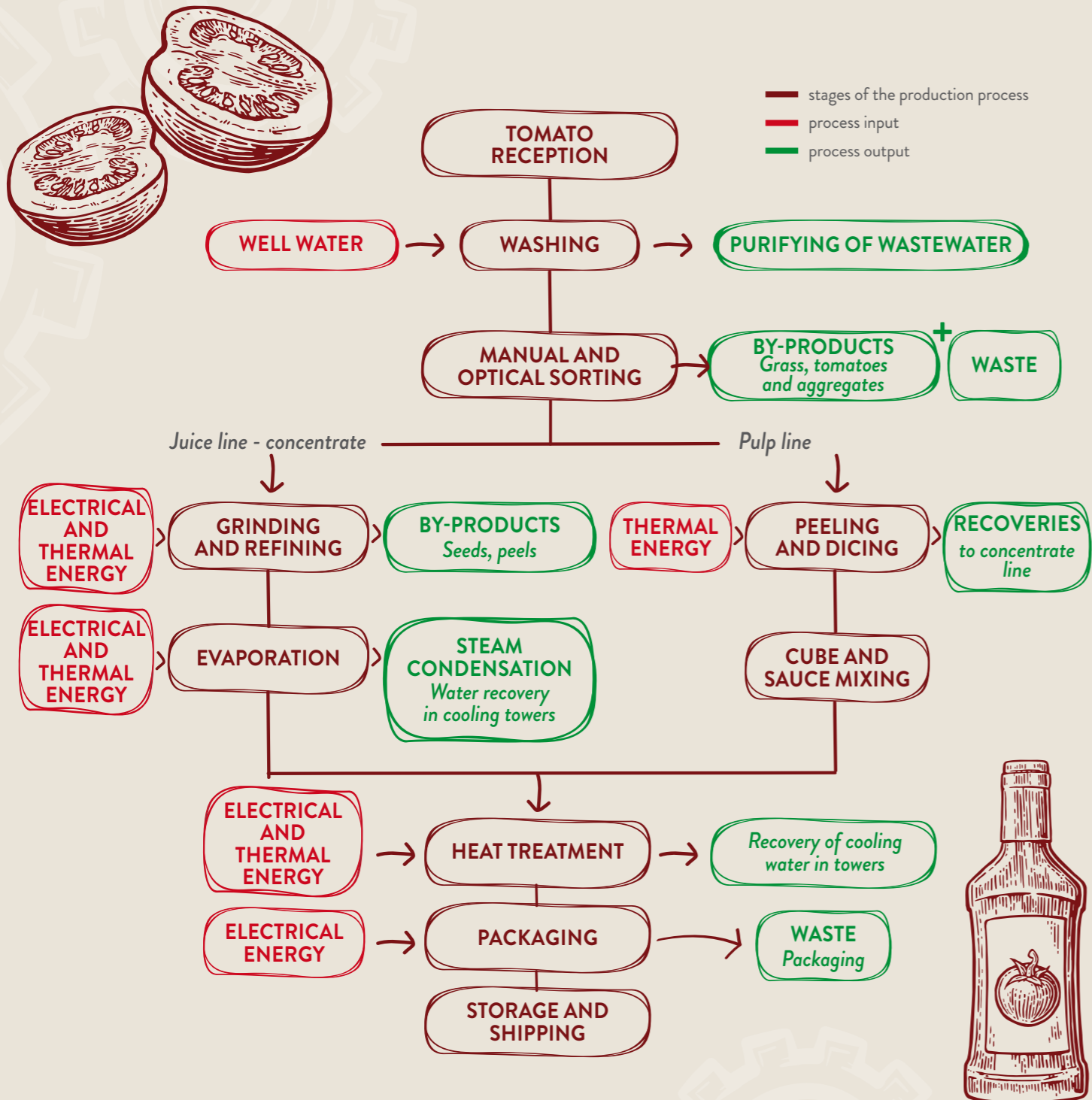
- the **use of semi-finished tomato products** for the **production of sauces and dressings, the production of pestos and soups, juices and drinks**.

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 site.

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.



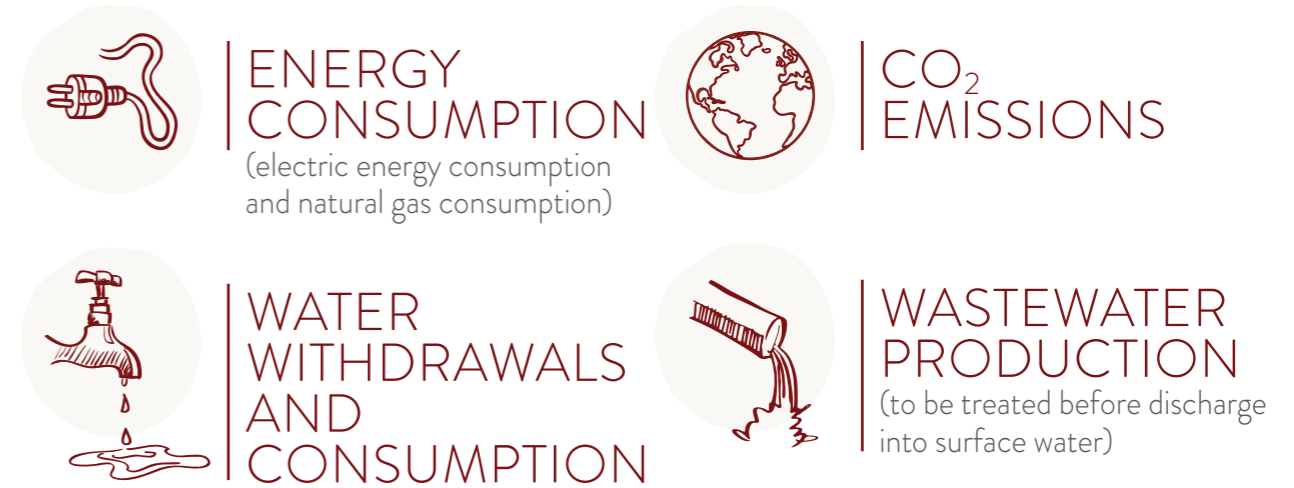


The figure on the previous page shows the main steps in the tomato processing, the process inputs and their direct environmental impacts.

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 made it possible both to prioritise their management and to **organise the Consorzio's environmental management system in a coherent and consistent manner**.

The following direct impacts were found to be significant:



This analysis allowed the Consorzio to **focus on plant, process and management improvements, in order to minimize consumption, impacts and related risks**.

The following paragraphs provide details on the performance, results, improvement projects, objectives and indicators relating to the **management of each impact**. The theme of

waste is also mentioned, because of its environmental and ethical repercussions when considering the food industry as a whole, and even our general production system.

6.4.1 SIGNIFICANT ENVIRONMENTAL IMPACTS



1,335,774 GJ
ENERGY
CONSUMPTION



4,893 ML
WASTEWATER
PRODUCTION
(to be treated before
discharge into surface water)



5,215 ML
WATER
WITHDRAWALS



ENERGY CONSUMPTION

Energy consumption and its consequent atmospheric emissions have a significant impact in the agri-food processing industry. Therefore, in order to reduce its energy consumption, **Consorzio Casalasco started monitoring and quantifying it**, following this analysis with **targeted**

interventions aimed at improving the efficiency of its most impactful plants.

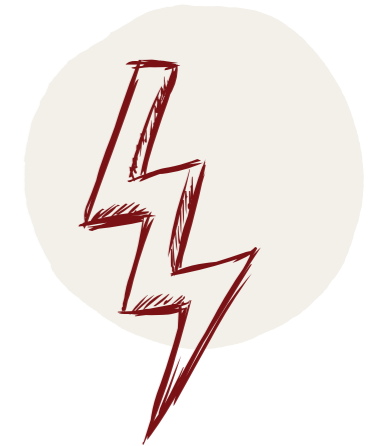
Most of the Consorzio's energy consumption are concentrated in the period of the tomato processing campaign and are attributable to the intensive and continuous operation

of the industrial plants. The activities carried out by these plants – tomato processing, wastewater treatment and steam generation – are also responsible for most of Casalasco's atmospheric emissions.

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. **2021 registered a slight increase in the energy intensity index for out-of-crop products**, caused by the increasing demand for smaller formats, **while the index was stable for tomato-based products.**



ENERGY INTENSITY INDICATORS

	2019	2020	2021
GJ OF ENERGY CONSUMED DURING THE TOMATO CROP PERIOD (per tonne of finished tomato product)	3.5	3.4	3.4
GJ OF ENERGY CONSUMED OUTSIDE THE TOMATO CROP PERIOD (per tonne of finished product of all types)	2.7	2.8	2.9

PROJECTS, INDICATORS, OBJECTIVES

Consorzio Casalasco has developed a plan that involves all three production sites of the organization, with the **aim of reducing energy consumption by at least 15% compared to 2020**,

the reference year. This plan, which already underwent the planning and authorization phases, provides for the commissioning of new plants with the schedule described in table below.

In order to ascertain whether the objectives have been achieved, **the results will be measurable only at the end of the year 2024, after the set-up of all installations.**

The efficiency plan of the most energy-intensive plants includes:

FONTANELLATO PLANT BY AUGUST 2022

Installation of a **mechanical recompression evaporator** which, by self-producing the steam necessary for the concentration of tomato juice, will allow a **reduction in the use of methane gas**. Balanced by an increase in electricity of around 480 MW, the expected gas savings are estimated at 1,020,000 m³ and 2.130 t CO₂ per processing year.

FONTANELLATO PLANT BY MARCH 2023

Installation of a **high-efficiency cogeneration plant** (total nominal power of 2,593 kW) and a **steam generator boiler** (thermal power 17,411 MW). Thanks to a cogeneration plant, the electricity generation at the “point of consumption”, allows to **eliminate energy losses** due to transport and to **recover**, through an energy exchanger, the **thermal energy** contained in the exhaust fumes, which is transferred to the boiler that, in turn, generates steam, **without the need to burn natural gas**.

RIVAROLO PLANT BY JULY 2023

Installation of a **high-efficiency cogeneration plant** with a total rated power of 2,000 kW and a **steam generator boiler** with a thermal power of 12 MW, replacing the fuel oil boiler and 2 boilers with a power of less than 3MW.

RIVAROLO PLANT BY AUGUST 2023

Installation of a **mechanical recompression evaporator**, with characteristics similar to that installed at the Fontanellato site, to be used for tomato concentration.

Finally, in 2022, **measurement tools that will allow the quantification of specific thermal and electrical energy consumption** will be installed

in the Gariga plant. This project aims to identify the low-performing machinery and formulate projects to improve their efficiency.

Any other improvement actions that will be judged appropriate after the study are to be included in the business plan.

CO₂ EMISSIONS

Carbon dioxide (CO₂), a by-product of combustion processes, is among the greenhouse gases that contribute the most to global warming and to the resulting extreme climate events. Compared to 2020, **in 2021 the total direct emissions linked to the production activity** (Scope 1) of Consorzio Casalasco **increased by 9%** to 63,242 tCO₂. Scope 1 includes emissions from the use of methane, fuel oil, diesel,

LPG and refrigerant gases. Thanks to the acquisition of electricity from renewable sources certified with a guarantee of origin (GDO), indirect emissions of Scope 2 – Market-based linked to the production of the electricity consumed have instead been significantly reduced. **In 2021, total CO₂ emissions** (Scope 1 and Scope 2 – Location-based) **amounted to 82,222 tCO₂**, +6% compared to 2020 (which saw total emissions

for 77,650 tCO₂), but this year also saw a higher volume of production¹. The intensity indices shown in the table below demonstrate, in fact, an effective reduction in emissions for tomato products, even if an increase is observed for other types of products, with a total annual figure of 0.15 tCO₂ per ton of product, Compared to 0,22 tCO₂ in 2020.

INTENSITY INDICATORS (Scope 1 and Scope 2 Market-based)	2019	2020	2021
tCO₂ EMITTED DURING THE TOMATO CROP PERIOD (per tonne of finished tomato product)	0.44	0.40	0.26
tCO₂ EMITTED OUTSIDE THE TOMATO CROP PERIOD (per tonne of finished product of all types)	0.46	0.49	0.36

PROJECTS, INDICATORS, OBJECTIVES

The interventions described in the previous paragraph will also have positive effects on direct emissions

(Scope 1) and **are estimated to reduce CO₂ emissions by 14% before 2024**. In order to reduce indirect emissions

¹ Total CO₂ emissions (Scope 1 and Scope 2 – Market-based) amounted to 63.301 tCO₂, decreasing with respect to 2020 (85.289 tCO₂). Market-based emissions are calculated on the CO₂ 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. With this approach, the electricity purchased from renewable sources certified through Energy Guarantee of Origin certificates is multiplied by an emission coefficient equal to zero (therefore it is not considered). The Location-based method considers 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 2021 source; the location-based method was calculated using the Terna 2019 source. Scope 2 emissions are expressed in tonnes of CO₂, even though small percentages of methane and nitrous oxide have a negligible effects on total GHG emissions (CO₂-equivalent), as its inferable from the reference technical literature. As a consequence, it was possible to sum Scope 1 emissions (CO₂-equivalent) to Scope 2 emissions (CO₂), because Scope 2 emissions expressed in CO₂-equivalent can be considered equal to Scope 2 emissions expressed in tonnes of CO₂.

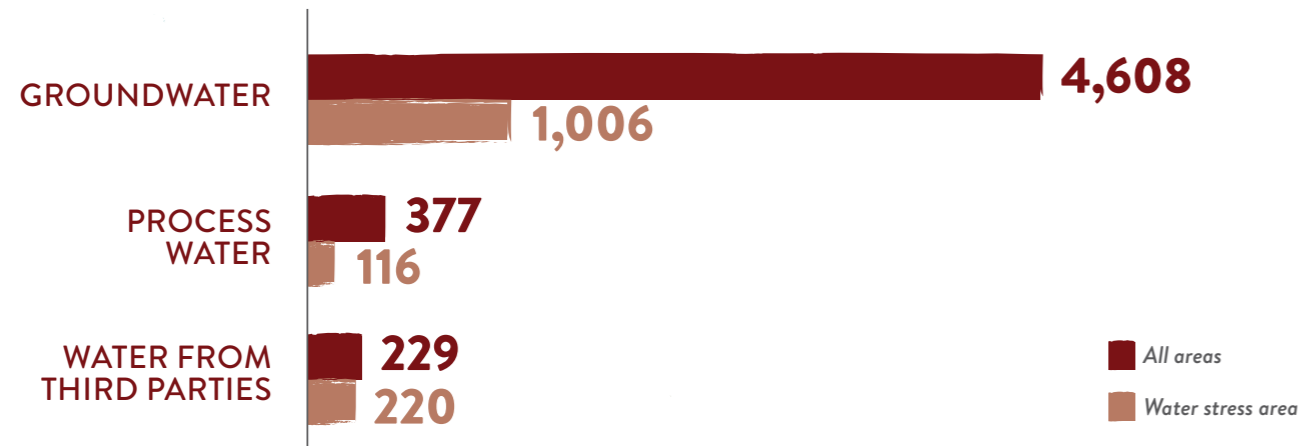
WATER WITHDRAWALS

Water supply is becoming a factor of concern for the agri-food industry. Competition for water poses a growing risk to the economy, communities, and ecosystems on which they depend. Finding solutions to safeguard water is therefore vital, especially for the agri-food industry, which has always been characterized by high water consumption. **In Casalasco processing processes, water is used for tomato discharge**

and washing, for steam generation, for cooling systems and for cleaning plants and production environments. Water is also an **ingredient of many recipes**; although the quantity used in this way is included in consumption, water is, in all respects, an ingredient and, in this sense, it is not dissipated in the environment, but is transformed into tea, fruit juices and broths, or inserted among the ingredients of sauces and condiments.



WATER WITHDRAWALS BY SOURCE OF SUPPLY IN 2021 (ML)



In 2021, the Consorzio withdrew 5,215 ML of water, most of which from its own wells (4,608 MI). Process water (377 MI) and water from public aqueducts (299 MI) have a marginal

impact on total withdrawals, which registered a slight increase with respect to 2020 (at the end of which it amounted at 5.199 MI). However, this occurred as a result of an increase

in production of around 8%, so **in 2021 there was an improvement in water intensity indices.**

WATER INTENSITY INDICES

m³ OF WATER WITHDRAWALS DURING THE TOMATO CAMPAIGN PERIOD (per tonne of finished tomato product)

m³ OF WATER WITHDRAWALS OUTSIDE THE TOMATO CAMPAIGN PERIOD (per tonne of finished tomato product of all types)

	2019	2020	2021
m ³ OF WATER WITHDRAWALS DURING THE TOMATO CAMPAIGN PERIOD (per tonne of finished tomato product)	12.6	12.1	10.9
m ³ OF WATER WITHDRAWALS OUTSIDE THE TOMATO CAMPAIGN PERIOD (per tonne of finished tomato product of all types)	14.8	15.0	14.8

In the absence of water recovery, the MTD established in the EU² provide for a consumption of 130 to 180 m3 of water per ton of semi-

finished product for the processing of tomatoes, which, for the quantities produced by Casalasco in 2021, would correspond to 31 to 43 ml (megalitri),

compared with the 10.9 ml actually used. This demonstrates the effectiveness of the systems adopted.

PROJECTS, INDICATORS, OBJECTIVES

Because the ability to use water resources rationally is a strategic factor, Consorzio Casalasco analyzes its processes in order to identify possible inefficiencies from which waste comes and is committed to introduce technologies and operating methods aimed at reducing water consumption in the various phases of the transformation process. In fact, in the last few years, **water recovery systems have been set up in all production sites with the aim**

of containing water consumption. Through the installation of **cooling towers, dry coolers and recirculation systems**, it is possible to **reuse cooling water**, either for the same purpose or for the drainage and hydraulic transport of the tomato.

A plan for **improving the efficiency of the cooling towers of the Gariga site** is planned for 2022 in order to improve water recovery and energy efficiency.

In the Gariga plant, purified water is used for the hydraulic transport of tomato, while in the **Rivarolo site**, after the in-field verification of the performance of the new purification plant, the necessary studies will be conducted to draw up a project proposal, to be submitted to the competent authorities, the aim of which is to **implement a system for the reuse of purified water for draining and hydraulic transport.**

² 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 DISCHARGES

The protection of water bodies is essential for the conservation of aquatic environments and fauna. **The wastewater generated by Casalasco's production plants is treated in activated sludge purification plants**, which exploit the natural capacity of bacteria to degrade the organic substance, and subsequently discharged into groundwaters.

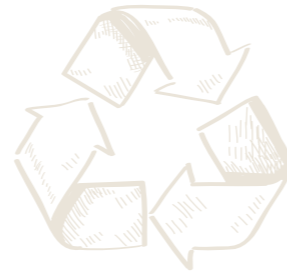
In order to protect the receiving bodies of water and to ensure the proper removal of pollutants, the **main quality parameters are checked, in line with the requirements of AIA**. The results of the monitoring are shared with the control authorities, ensuring that the limits are met. **In 2021, 4,893 ml of water was discharged, an increase of 1.2% compared to 2020.**

With reference to the collection and discharge in areas subject to water stress, Consorzio Casalasco uses the **Aqueduct Tool** developed by the World Resources Institute³ to identify areas potentially at risk. According to this analysis, only the water withdrawals and discharges related to the Rivarolo del Re production plant concerned areas subject to water stress.

PROJECTS, INDICATORS, OBJECTIVES

At the **Rivarolo** site, the **sewage treatment plant is planned to be extended before the 2023 tomato campaign**. This will allow better management of the productive peaks

and to make the purification process more efficient, aiming to a possible reuse of the purified and adequately treated water.



WASTE

Food waste, of which industrial waste is also a part, is a huge problem for the entire production sector: in Europe, it is estimated that about a third of the food produced is not consumed and that waste characterizes every stage

of the food chain.⁴ Therefore, **reducing production waste** becomes an imperative for the food industry: not only because high levels of production efficiency are saving money, but also because the

environmental impacts associated with production are reduced and food resources are not destroyed in a planet that still sees millions of its inhabitants suffer from food shortages.

³ 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.

⁴ Analysis associated with the Roadmap to a Resource Efficient Europe (European Commission Staff Working Paper, SEC(2011) 1067).

The waste produced in the three sites mainly comes from **production activities and consists mainly of production waste, glass, paper, metal and wood packaging and maintenance materials**. In 2021, **22.592 tons of waste were produced, down 25%**

from 2020 (which saw a production of 30,139 t⁵), despite the increase in volumes produced. **This was possible due to the recycling and waste management initiatives implemented by the company**. As in 2020, **hazardous waste**

constitutes a **marginal share** of the total waste produced (less than 0.1%), consisting mainly of spent lubricating oils, packaging containing hazardous substances and laboratory chemicals.

WASTE INTENSITY INDICES

€ OF WASTE PRODUCED PER T OF FINISHED PRODUCT

(per tonne of finished tomato product)

	2019	2020	2021
€ OF WASTE PRODUCED PER T OF FINISHED PRODUCT	0.06	0.08	0.05

The whole of 2021 was taken into account for the definition of this indicator, since there is no substantial difference in waste production during the tomato campaign compared with respect to the rest of the year. Tons

of finished product include, in addition to tomato, all other products (broths, soups, juices, legumes, etc.). **The proper management of production residues has allowed the valorisation of 22,404 tons 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.

PROJECTS, INDICATORS, OBJECTIVES

Measures to reduce waste fall broadly into two categories:

- **improvement of the production process**, taking into account the essential need to ensure food safety and the conformity of products to commercial requirements;

- **product recovery**, which can be for human consumption (if edible) or for other uses, such as animal nutrition. The Consorzio Casalasco has launched a study on the efficiency of production lines through indicators such as **OEE** (Overall Equipment

Effectiveness)⁶. In the Fontanellato site, this study has already involved all the lines, while in the other sites it is being implemented. It allows both to **measure machine efficiency with respect to an ideal cycle**, and to determine the production waste in order to promptly remove its causes.

⁵ As a result of improving our reporting system process and in order to ensure comparability of the reporting system, the 2020 waste data were re-reported from those published in the previous Sustainability Report. For the previously published data, please refer to the 2020 Sustainability Report, published on www.casalasco.com

⁶ The Overall Equipment Effectiveness (OEE) is a percentage indicator representing the yield of one or more productive resources during the period of time in which they are active: in industrial productions it is usually applied to technical resources with the aim of improving production performance.

SUPPLY OF RAW MATERIALS AND PACKAGING FROM RESPONSIBLE SUPPLY CHAINS

(ISCC BASIL, RSPO PALM OIL, FSC PAPER)

The development of a **sustainable supply chain** contributes to generating **shared and widespread value among all the actors in the supply chain**,

giving rise to economic returns, positive social and environmental in the local communities where our partners operate.



THE BASIL CHAIN

Consorzio Casalasco del Pomodoro has undertaken the certification process according to the ISCC Plus (International Sustainability & Carbon Certification) standard of the Basilio chain used for pestos and sauces under the brand name of an important customer. The **ISCC Plus Standard** is based on a set of requirements, some of which are mandatory, **to guarantee the sustainability of the supply chain.**

These include:

- sustainable management of cultivation;
- implementation of environmental, social and ecological sustainability criteria;
- supply of raw materials without deforestation;
- abstention from converting high biodiversity areas in order to ensure their protection;
- traceability in the supply and



transformation chains of biomasses, as well as finished goods and intermediates;

- compliance with sustainability criteria throughout the delivery and transformation chain, from biomass to finished goods.

In 2021, 40 tons of ISCC certified basil were purchased.

THE PALM OIL CHAIN

Consorzio Casalasco has certified **RSPO (Roundtable on Sustainable Palm Oil)** the supply chain of certain products containing palm oil. In fact, the cultivation of oil palm trees has important environmental impacts, which include:

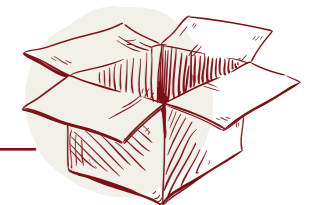
- massive destruction of tropical

forests;

- loss of biodiversity (due to the destruction of the habitat of many species);
- increase in greenhouse gases in the atmosphere;
- disruption of the hydrogeological structure of the territory.

The use of RSPO-certified palm oil demonstrates a commitment not to damage the living conditions of local communities and the biodiversity of the affected ecosystems.

In 2021, 2.102 tons of RSPO palm oil were purchased.



FSC PAPER

Consorzio 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.

In 2021, more than 4.7 million kg of certified FSC bricks were purchased.

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 or 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** – in the perspective of material savings, recovery, recycling and reuse – has been a topical issue.

For these reasons, today, an integrated vision of packaging is indispensable, reconciling the requirements of sustainability and food safety with the need to communicate the product concept. In this perspective, we can consider the possible benefits of communicating the environmental choices and performance that characterize the product in question to the consumer.

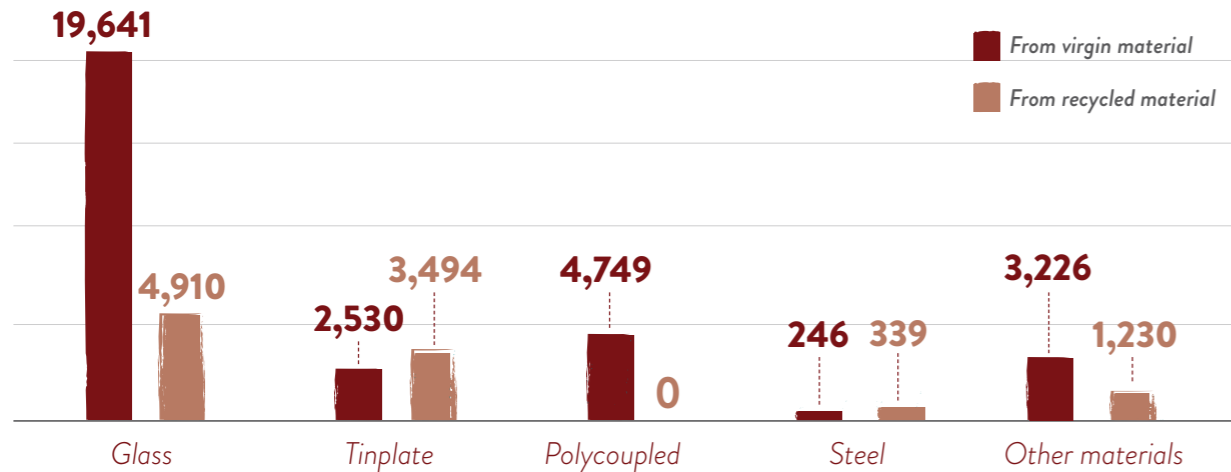
Out of a total of **over 40 million kg of packaging purchased** by our company, there is a 10% decrease with respect to 2020. The most widely used material (24.5 million kg) is **glass**, which accounts for **61%**

of total purchases in this respect. In second place is **tinplate** (utilized for cans) with 6.4 million kg, followed by **FSC-certified paper** (4.7 million kg), **steel** (utilized for drums) with over 585 thousands kg and aluminium (213 thousand kg).

The other packaging categories (**PET, PP, HDPE**) **account for a minority share** (11% of the total).

The chart below illustrates the different types of packaging, specifying for each the percentage coming from recycled material.

QUANTITY OF PACKAGING USED IN 2021 BY TYPE (t)



The Consortium has been committed for years, along with its usual suppliers, to choose, where possible, recyclable or reusable packaging.

This is the case, for example, of tanks used to contain wine, oil and creams and of the choice of storing sugar, oil and vinegar in silos. Even when it

comes to of packaging, PET bottles in particular, the Consortium chose paper and plastic bins, which can be reused.

LET'S REDUCE PLASTIC!

In 2021, Consorzio Casalasco started several projects aimed at the reduction of plastic use in packaging, as well as the implementation of recycled plastics among its purchased materials. In particular:

SHRINK WRAP

In 2021, for all three sites, Casalasco began to purchase **heat-shrinkable with PE (polyethylene) containing more than 50% post consumption recycled (PCR) material**. This material contains from 65% to 85% recycled granule, or 37% of its total volume.

BOTTLES

85% of PET bottles used in the Rivarolo plant **contain a percentage of RPET ranging from 30% to 50%** (consistent with the amount of recycled content).

STRAWS

Since April 2021, plastic straws have been replaced with paper straws. Disposable plastic straws are thought to account for 4% of all plastic waste globally, and 2,000 tons of plastic straws are expected to end up in the world's oceans each year. For this reason, the switch from plastic straws to ones made from layers of paper represents a small change that, if more widely diffused, will have extremely positive impacts on the whole ecosystem.⁷

PRE-FORMS

Since 2021, **42% of PET** (polyethylene terephthalate) **pre-forms** purchased by the Consortium are **made up of 100% RPET (recycled polyethylene terephthalate)**, both Post Consumer PET and Post Industrial PET.



⁷ Source: <https://www.legambiente.it/wp-content/uploads/2021/11/infografiche-Spiagge-e-fondali-2022.pdf>; <https://transcendpackaging.com/products/u-bend-industrial-straw/>



APPENDIX

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APPENDIX





METHODOLOGICAL NOTES

METHODOLOGICAL NOTES

The Sustainability Report of the Consorzio Casalasco del Pomodoro, come to its fourth edition, presents the results achieved in 2021 (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 2021 Sustainability Report references a selection of the "GRI Sustainability Reporting Standards" and the "Food Processing Sector Disclosures" (2014), both published by the Global Reporting Initiative (GRI), as reported in the "GRI Content Index" table.

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.

It should also be noted that the shareholders' meeting of the Consorzio Casalasco del Pomodoro S.A.C. on 05.08.2021 decided to proceed to the conferral of the business branch dedicated to the processing, transformation and sale of food and drink products to the Casalasco Società Agricola S.r.l., which then became Casalasco Società Agricola S.p.A., effective since 26.12.2021. There have been no significant variations on the supply chain of the Consortium.

This document is not subject to external assurance.

For additional information and suggestions regarding the Sustainability Report of Consorzio Casalasco, please write to info@casalasco.com.

This document is also available on Casalasco's website at the following link: <https://www.casalasco.com/en/sustainability-report/>



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	2020		2021	
		Quantity	% renewable	Quantity	% renewable
Tomato	kg	519,132,151	100%	566,629,229	100%
Peas	kg	1,964,791	100%	2,272,391	100%
Fruit purees	kg	2,913,579	100%	2,345,115	100%
Meat extract	kg	9,636	100%	8,854	100%
Meat	kg	1,171,301	100%	1,006,297	100%
Vegetables for condiments (chickpeas, onion, garlic, carrot, celery, basil)	kg	16,444,978	100%	24,591,461	100%
<i>of which, tomato semi-finished products</i>	kg	8,278,067	100%	15,384,754	100%
Sugar / Glucose	kg	7,386,635	100%	7,602,230	100%
Salt	kg	1,570,350	100%	1,513,058	100%
Oil and vinegar	l	5,057,815	100%	6,431,418	100%
Dairy products	kg	1,480,679	100%	1,827,783	100%

PRINCIPALI IMBALLAGGI, PER PESO

Packaging	Unit of measurement	2020		2021	
		Quantità	% rinnovabile	Quantità	% rinnovabile
Polylaminate (Bags, envelopes and Tetra-Combi)	kg	4,949,082	-	4,748,962	-
<i>of which paper</i>	kg	4,569,476		4,272,716	
<i>of which FSC certificate</i>	kg	4,569,476		4,272,716	
<i>of which ASI certificate</i>	kg	1,884,013		1,905,577	
<i>of which recycled</i>	kg	-		-	
Tinplate (cans - capsules)	kg	6,380,536	-	6,023,525	-
<i>of which recycled</i>	kg	3,700,711		3,493,645	
Glass	kg	27,453,000	-	24,551,077	-
<i>of which recycled</i>	kg	5,490,600		4,910,215	
PET (preforms)	kg	1,838,880	-	2,487,773	-
<i>of which recycled</i>	kg	179,088		1,229,745	
PP (bottles, caps and drum lids)	kg	939,685	-	1,179,389	-
<i>of which recycled</i>	kg	-		-	
HDPE (bottles)	kg	647,842	-	574,846	-
<i>of which recycled</i>	kg	-		-	
Steel (drums)	kg	2,205,000	-	585,024	-
<i>of which recycled</i>	kg	1,278,900		339,314	
Aluminium (tubes)	kg	276,230	-	213,590	-
<i>of which recycled</i>	kg	-		-	
Total	kg	44,690,255		40,364,186	
Of which recycled	%	24		25	

OUR PEOPLE

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

EMPLOYEES (AWU) BY EMPLOYMENT CONTRACT AND GENDER¹

Type of contract	2020			2021		
	Men	Women	Total	Men	Women	Total
Permanent	204	115	319	209	121	330
Temporary	413	355	768	427	359	786
<i>- of which seasonal workers</i>	413	353	766	426	357	783
Total	617	470	1,087	636	480	1,116

EMPLOYEES (AWU) BY EMPLOYMENT TYPE AND GENDER

Full-time / Part-time	2020			2021		
	Men	Women	Total	Men	Women	Total
Full-time	616	465	1,081	635	474	1,109
Part-time	1	5	6	1	6	7
Part-time %	0.2%	1.1%	0.6%	0.2%	1.3%	0.6%
Total	617	470	1,087	636	480	1,116

¹ 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 2020			As of 31 December 2021		
	Men	Women	Total	Men	Women	Total
Interns/trainees	4	4	8	2	1	3

MAXIMUM NUMBER OF EMPLOYEES¹ (HEADCOUNT)

	2020	2021
Employees	1,770	1,748

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

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

Employees by category	2020			2021		
	Men	Women	Total	Men	Women	Total
Executive	5	0	5	6	0	6
Manager	15	4	19	14	4	18
White-collar	40	75	115	38	78	116
Blue-collar	557	391	948	578	398	976
Total	617	470	1,087	636	480	1,116

¹ 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	As of 31 December 2020			As of 31 December 2021		
	Men	Women	Total	Men	Women	Total
Executive	5	0	5	7	0	7
Manager	15	4	19	12	4	16
White-collar	39	81	120	32	85	117
Blue-collar	145	39	184	150	39	189
Total	204	124	328	201	128	329

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

Employees by category	2020			2021		
	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	78.9%	21.1%	1.7%	77.8%	22.2%	1.6%
White-collar	34.8%	65.2%	10.6%	32.8%	67.2%	10.4%
Blue-collar	58.8%	41.2%	87.2%	59.2%	40.8%	87.5%
Total	56.8%	43.2%	100.0%	57.0%	43.0%	100.0%

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

Employees by category	2020				2021			
	<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%	33.3%	66.7%	0.5%
Manager	0.0%	52.6%	47.4%	1.7%	0.0%	44.4%	55.6%	1.6%
White-collar	10.4%	61.7%	27.8%	10.6%	11.2%	61.2%	27.6%	10.4%
Blue-collar	28.6%	42.4%	29.0%	87.2%	28.5%	41.6%	29.9%	87.5%
Total	26.0%	44.6%	29.3%	100.0%	26.1%	43.6%	30.3%	100.0%

COUNTRY OF BIRTH OF THE EMPLOYEES (AWU) BY GENDER

Country of birth	2020			2021		
	Men	Women	Total	Men	Women	Total
Italy	426	332	758	427	341	768
Morocco	43	14	57	49	14	63
India	17	8	25	20	11	31
Romania	6	15	21	6	14	20
Albania	12	9	21	11	10	21
Senegal	16	7	23	17	7	24
Tunisia	15	3	18	16	5	21
Nigeria	16	14	30	19	12	31
Macedonia	11	5	16	11	4	15
Ivory Coast	5	11	16	5	9	14
Ukraine	2	5	7	1	5	6
Moldavia	1	2	3	2	2	4
Ghana	3	1	4	3	2	5
Ethiopia	3	1	4	3	1	4
Burkina Faso	2	6	8	2	5	7
Ecuador	3	3	6	2	3	5
Cuba	1	4	5	1	4	5
Sudan	-	-	-	-	-	-
Syria	2	1	3	2	1	3
Brazil	1	2	3	1	3	4
Colombia	-	1	1	-	1	1
Others	32	26	58	38	26	64

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

Members of the Board of Directors of Consorzio Casalasco del Pomodoro	As of 31 December 2020				As of 31 December 2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	0%	27%	73%	100%	0%	21%	79%	100%
Women	0%	0%	0%	0%	0%	0%	0%	0%
Total	0%	27%	73%	100%	0%	21%	79%	100%

EMPLOYEES BELONGING TO PROTECTED CATEGORIES (AWU) (%)¹

	2020	2021
Employees belonging to protected categories	1.84%	1.88%

ABSENTEE RATE²

	2020	2021
Absentee rate	6.15	5.03

¹ 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.

² 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		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:			
			Date of the appointment	Years in office	Executive	Non-executive		Attendance	Attendance rate					Social	Environmental	Economic	
Chairman of BoD	Voltini Paolo	Man	30/06/2001	20	X			10	1		N° 5 - Councilor of Unaproa President of Coldiretti Lombardia President of CAP Cremona Councilor of Filiera Italia President of CCdP Holding						X
Vice-President of BoD	Sartori Marco	Man	30/06/2001	20	X			9	0.9		N° 4 - CIO Director Director of Confcooperative Cremona President of Casalasco Agricola Vice President CCdP Holding						X
Member of the Board	Barilli Piercarlo	Man	30/04/1998	23	X			10	1		N° 1 - Vice President Consorzio Bonifica Navarolo				X	X	
Member of the Board	Buttarelli Marco	Man	30/06/2001	20	X			9	0.9		N°1 - Councilor Consorzio Bonifica Navarolo				X	X	
Member of the Board	Martinelli Elvio	Man	29/04/2004	17	X			5	0.5								X
Member of the Board	Borzi Giuseppe	Man	26/04/2007	14	X			7	0.7		N°1 - Councilor CCdP Holding						X
Member of the Board	Arata Daniele	Man	26/08/2015	6	X			10	1		N° 2 - Councilor Confagricoltura Piacenza Vice President Consorzio Difesa Piacenza				X	X	
Member of the Board	Trentini Stefano	Man	26/08/2015	6	X			10	1								X
Member of the Board	Gentili Graziano	Man	26/08/2015	6	X			10	1		N°1 - Councilor CCdP Holding						X
Member of the Board	Sfolcini Attilio	Man	26/08/2015	6	X			9	0.9		N° 1 - Councilor Consorzio Bonifica Piacentino				X	X	
Member of the Board	Bassi Piergiorgio	Man	26/08/2015	6	X			9	0.9		N° 2 - President CIO Councilor CCdP Holding						X
Member of the Board	Fava Gianpaolo	Man	26/04/2016	5	X			9	0.9		N° 1 - Councilor Agroenergia				X	X	
Member of the Board	Spagnoli Claudio	Man	26/04/2016	5	X			9	0.9								X
Member of the Board	Failli Fabrizio	Man	29/04/2019	2	X			7	0.7		N° 1 - ISMEA Warranty and Finance responsible						X
Member of the Board	Amendolito Alessandro	Man	23/07/2020	1	X			7	0.7								X
Total	15				15	-	-	130		-		-	-	-	5	15	

Number of Board meetings held in 2021	10
Number of Board Members	15
Total attendance rate of the Board of Directors	87%

At December 31, 2021, the Board of Directors was composed of 15 members, and at December 31, 2020 there were 15. 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 10 meetings of the Board of Directors held in 2021, the average frequency rate is 87%.

GRI STANDARD 102-41 – Collective bargaining agreements

PERCENTAGE OF EMPLOYEES (AWU) COVERED BY COLLECTIVE BARGAINING AGREEMENT

	2020	2021
Number of employees covered by collective bargaining agreements	1,087	1,116
Percentage on total employee	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	2020		2021	
	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 GROUP¹

	2020				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	3	7	3	13	7	6	2	15
Women	1	3	1	5	5	9	1	15
Total	4	10	4	18	12	15	3	30

TOTAL NUMBER OF EMPLOYEE TURNOVER BY GENDER AND AGE GROUP¹

	2020				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	1	2	5	8	1	7	8	16
Women	1	1	7	9	1	5	4	10
Total	2	3	12	17	2	12	12	26

TOTAL NUMBER OF NEW EMPLOYEE HIRES BY GENDER AND AGE GROUP²

	2020				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	18.8%	6.0%	4.2%	6.4%	43.8%	5.3%	2.6%	7.2%
Women	12.5%	4.3%	2.6%	4.3%	50.0%	12.9%	2.4%	12.4%
Total	16.7%	5.4%	3.6%	5.6%	46.2%	8.2%	2.5%	9.1%

TURNOVER RATE BY GENDER AND AGE GROUP³

	2020				2021			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	6.3%	1.7%	6.9%	3.9%	6.3%	6.2%	10.3%	7.77%
Women	12.5%	1.4%	17.9%	7.7%	10.0%	7.1%	9.8%	8.3%
Total	8.3%	1.6%	10.8%	5.3%	7.7%	6.6%	10.1%	7.9%

¹ Incoming and outgoing staff data do not include seasonal staff.

² Hiring rate data do not include seasonal staff.

³ Turnover rate data do not include seasonal staff.

HOURS OF MANDATORY TRAINING FOR EMPLOYEES BY GENDER AND EMPLOYEE CATEGORY

Training	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
Total	3,543	617	5.7	2,617	470	5.6	6,160	1,087	5.7

Training	2021								
	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	5	6	0.8	0	0	0	5	6	0.8
Manager	20	14	1.4	13	4	3.3	33	18	1.8
White-collar	219	38	5.8	296	78	3.8	515	116	4.4
Blue-collar	3,766	578	6.5	2,450	398	6.2	6,216	976	6.4
Total	4,009	636	6.3	2,759	480	5.7	6,768	1,116	6.1

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

Training	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
Total	943	617	1.5	1,368	470	2.9	2,310	1,087	2.1

Training	2021								
	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	5	6	0.8	0	0	0	5	6	0.8
Manager	113	14	8	29	4	7.1	141	18	7.8
White-collar	219	38	5.8	752	78	9.6	971	116	8.4
Blue-collar	1,794	578	3.1	1,353	398	3.4	3,146	976	3.2
Total	2,129	636	3.3	2,133	480	4.4	4,262	1,116	3.8

TOTAL NUMBER AND PERCENTAGE OF GOVERNANCE BODY MEMBERS THAT THE ORGANIZATION'S ANTI-CORRUPTION POLICIES AND PROCEDURES HAVE BEEN COMMUNICATED TO

Number of people	2021
Governance body members that received the communication	15
Total governance body members	15
Attendance rate	100%

TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES THAT THE ORGANIZATION'S ANTI-CORRUPTION POLICIES AND PROCEDURES HAVE BEEN COMMUNICATED TO, BY EMPLOYEE CATEGORY

Number of people	2021
Executives that received the communication	6
Total numbers of executives	6
Attendance rate	100%
Managers that received the communication	18
Total numbers of managers	18
Attendance rate	100%
White-collar employees that received the communication	116
Total white-collar employees	116
Attendance rate	100%
Blue-collar employees that received the communication	-
Total governance body members	976
Attendance rate	-

TOTAL NUMBER AND PERCENTAGE OF GOVERNANCE BODY MEMBERS THAT RECEIVED ANTI-CORRUPTION TRAINING

Number of people	2021
Governance body members that received the training	15
Total numbers of governance body members	15
Attendance rate	100%

TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES THAT RECEIVED ANTI-CORRUPTION TRAINING, BY EMPLOYEE CATEGORY

Number of people	2021
Executives that received the training	6
Total numbers of executives	6
Attendance rate	100%
Managers that received the training	18
Total numbers of managers	18
Attendance rate	100%
White-collar employees that received the training	86
Total white-collar employees	116
Attendance rate	74%
Blue-collar employees that received the training	- ¹
Total governance body members	976
Attendance rate	-

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 CATEGORY²

	2020	2021
Executive	N.A.	N.A.
Manager	1.00	1.01
White-collar	0.90	0.89
Blue-collar	0.87	0.95

¹ The specific anti-corruption training on the 231 model will be delivered to blue collar workers from 2022 as in the reporting period it was not possible to reach all users via online connection.

² 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 CATEGORY¹

	2020	2021
Executive	N.A.	N.A.
Manager	1.06	1.15
White-collar	0.69	0.68
Blue-collar	0.73	0.78

GRI STANDARD 403-9 – Work-related injuries

NUMBER OF INJURIES AND FATALITIES

Number of injuries	2020	2021
Number of fatalities as a result of work-related injury	-	-
Total number of high-consequence work-related injuries (excluding fatalities) ²	-	-
Total number of recordable work-related injuries	46	47

RATE OF INJURIES AND RATE OF ABSENTEISM

Rate	2020	2021
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 ³	27.82	26.77

¹ 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.

² 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.

³ 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 2021 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	2020		2021	
		Total	Total GJ ⁴	Total	Total GJ ⁵
Methane	smc	28,483,975	1,004,943	31,419,704	1,108,519
Fuel oil	t	30	1,221	29	1,333
LPG	l	12,000	310	9,000	232
Diesel	l	73,039	2,631	77,672	2,791
Electricity purchased	kWh	58,764,770	211,553	60,255,930	220,000
Self-produced electricity from renewable sources (photovoltaic)	kWh	923,942	3,326	865,398	3,115
of which feed into the public network	kWh	60,000	216	60,000	216

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

Energy	Unit of measurement	2020	2021
Total energy consumption	GJ	1,223,768	1,335,774
Renewable energy	GJ	3,110	219,359
Non-renewable energy	GJ	1,220,658	1,116,415
% of total renewable energy	%	0.25%	16.42%
Energy intensity per production	GJ/ton	3.14	3.20
Energy intensity per production - during the tomato campaign period	GJ/ton	3.45	3.41
Energy intensity per production - outside of the tomato campaign period	GJ/ton	2.77	2.90

⁴ 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 2019 were used;
- For fuel oil conversion factors calculated from DEFRA were used

⁵ 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 2021 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	2020		2021	
		All areas	Areas with water stress	All areas	Areas with water stress
Surface water (total)	Megaliters	0	0	0	0
Freshwater (\leq 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
Other water ($>$ 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
Groundwater (total)	Megaliters	4,584	1,084	4,608	1,006
Freshwater (\leq 1000 mg/L total dissolved solids)	Megaliters	4,575	1,084	4,601	1,006
Other water ($>$ 1000 mg/L total dissolved solids)	Megaliters	9	0	7	0
Produced water (total)	Megaliters	320	95	377	116
Freshwater (\leq 1000 mg/L total dissolved solids)	Megaliters	243	95	276	116
Other water ($>$ 1000 mg/L total dissolved solids)	Megaliters	77	0	101	0
Third Party water (Total)	Megaliters	295	282	229	220
Freshwater (\leq 1000 mg/L total dissolved solids)	Megaliters	295	282	229	220
Other water ($>$ 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
<i>Third-party water by source of withdrawal</i>	Megaliters	0	0	0	0
<i>Groundwater</i>	Megaliters	0	216	5	220
Total water withdrawal	Megaliters	5,199	1,461	5,215	1,343
Water intensity on production	m ³ /ton	13.40	0	12.51	0
Water intensity on production - on the fields	m ³ /ton	12.05		10.87	
Water intensity on production - outside the fields	m ³ /ton	15.04	0	14.78	0

WATER DISCHARGES, BY DESTINATION AND AREA

Destination of discharges	Unit of measurement	2020		2021	
		All areas	Areas with water stress	All areas	Areas with water stress
Surface water (total)	Megaliters	4,824	1,461	4,886	1,343
Freshwater (\leq 1000 mg/L total dissolved solids)	Megaliters	2,010	0	2,427	0
Other water ($>$ 1000 mg/L total dissolved solids)	Megaliters	2,814	1,461	2,459	1,343
Third Party water (Total)	Megaliters	9	0	7	0
Freshwater (\leq 1000 mg/L total dissolved solids)	Megaliters	0	0	0	0
Other water ($>$ 1000 mg/L total dissolved solids)	Megaliters	9	0	7	0
<i>Third-party water reused by other organizations (total)</i>	Megaliters	0	0	0	0
Total water discharges		4,833	1,461	4,893	1,343

WATER CONSUMPTION, BY TYPE OF AREA

	Unit of measurement	2020		2021	
		All areas	Areas with water stress	All areas	Areas with water stress
Water consumption (total)	Megaliters	75.3	26.3	167.2	24.9

RECYCLED AND REUSED WATER

	Unit of measurement	2020	2021
Recycled and reused water (Total)	Megaliters	1,161	1,206
Recycled and reused water on total water withdrawal	%	22%	24%

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

REFRIGERANT GASES

	Unit of measurement	2020 ¹		2021 ²	
		Refill	kg CO ₂ e	Refill	kg CO ₂ e
HFC-134a	kg	0	0	38	54,340
R-407C	kg	14	24,836	17	29,448
R-410A	kg	84	175,392	5	10,440
R-507A	kg	52	207,220	0	0
R-452A	kg	89	190,460	60	128,460
R407-F	kg	231	486,717	220	401,500
Total	tCO₂e		1,085		624

Type of energy source	2020	2021
	Value [t CO ₂] ³	Value [t CO ₂] ⁴
Scope 1	57,905	63,242

¹ The emission factors of DEFRA 2020 were used for the calculation of the emissions of refrigerant gases in 2020.

² The emission factors of DEFRA 2021 were used for the calculation of the 2021 emissions of refrigerant gases.

³ The ISPRA emission factors – National Standard Parameters Table 2020 were used for the calculation of scope 1 emissions for the financial year 2020.

⁴ The ISPRA emission factors – National Standard Parameters Table 2021 were used for the calculation of scope 1 emissions for the financial year 2021.

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

	2020 ⁵	2021 ⁶
Scope 2 - Location based (tCO ₂) ⁷	19,745	18,981
Scope 2 – Market based (tCO ₂) ⁸	27,384	59
Scope 1 + Scope 2 Market based (tCO ₂)	85,289	63,301
Scope 1 + Scope 2 Location based (tCO ₂)	77,650	82,222

⁵ 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

⁶ For calculation of scope 2 Market-based emissions for the financial year 2021, the AIB emission factors were used – European residual Mix 2021
For emission calculation Of scope 2 Location-based factors were used Terna emission 2019

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

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

GRI STANDARD 305-4 – GHG emissions intensity

GHG emissions intensity		2020	2021
GHG emission intensity (scope 1) for production	tCO ₂ /ton	0.15	0.15
<i>GHG emission intensity (scope 1) emitted during the tomato crop period per tonne of finished tomato product</i>	tCO ₂ /ton	0.27	0.26
<i>GHG emission intensity (scope 1) emitted outside of the tomato crop period per tonne of finished tomato product</i>	tCO ₂ /ton	0.33	0.36
GHG emission intensity (Scope 1 + scope 2 Market based) for production	tCO ₂ /ton	0.22	0.15
<i>GHG emission intensity (Scope 1 + scope 2 Market based) emitted during the tomato crop period per tonne of finished tomato product</i>	tCO ₂ /ton	0.40	0.26
<i>GHG emission intensity (Scope 1 + scope 2 Market based) emitted outside of the tomato crop period per tonne of finished tomato product</i>	tCO ₂ /ton	0.49	0.36
GHG emission intensity (Scope 1 + scope 2 Location based) for production	tCO ₂ /ton	0.20	0.20
<i>GHG emission intensity (Scope 1 + scope 2 Location based) emitted during the tomato crop period per tonne of finished tomato product</i>	tCO ₂ /ton	0.37	0.34
<i>GHG emission intensity (Scope 1 + scope 2 Location based) emitted outside of the tomato crop period per tonne of finished tomato product</i>	tCO ₂ /ton	0.45	0.47

GRI STANDARD 305-7 – Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant emissions

POLLUTING GASES

	2020	2021
	t	t
NOx	57.54	67.48
SOx	20.47	23.95
Particulate matter (PM)	0.04	0.08
Total	78.05	91.51

GRI STANDARD 306-3 – Waste generated

WASTE GENERATED

Tipologia di rifiuto	Unit of measurement	2020⁹	2021
		Totale	Totale
Hazardous waste	ton	16	19
Non-hazardous waste	ton	30,123	22,573
% of hazardous waste on total waste	%	0.05	0.08
Total waste	ton	30,139	22,592

⁹ As a result of a process of improving the reporting system and in order to ensure comparability of the reporting system, the 2020 waste data were re-reported from those published in the previous Sustainability Report. For the data previously published, please refer to the Sustainability Report 2020, published on the website www.casalasco.it.

ENVIRONMENTAL INVESTMENTS

Plant	Investments in environmental protection Plant and energy efficiency	2020	2021	Total
Rivarolo	<ul style="list-style-type: none"> - The environmental protection measures planned for 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. - 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. - 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. <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>	450,000 €	7,000,000 €	7,450,000€
Gariga	<ul style="list-style-type: none"> - In 2020, Casalasco continued to improve the efficiency of the cooling towers used in the evaporation process, thus improving the energy recovery. - The extraordinary maintenance activity on the micro-aeration system of the purification tanks, which involves an intervention on the trays positioned on the bottom of the tanks continues. <p>This will further improve the process of oxygenation and therefore water purification, reducing the environmental impact on surfacewater discharge.</p>	174,000 €	260,000 €	434,000 €

Plant	Investments in environmental protection Plant and energy efficiency	2020	2021	Total
Fontanellato	<ul style="list-style-type: none"> - The costs of emission trading (ETS) quotas resulting from CO₂ 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. - 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. - The construction of a 15 MW gas turbine co-generator ison going, and will produce high efficiency steam and electricity. The plant will be built during 2021 and will be operational in 2022. - 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. - During 2020, the construction of noise barriers continued to mitigate the impact during the campaign period. 	140,000 €	3,500,000 €	3,640,000 €
Total		764,000 €	10,760,000 €	11,524,000 €

INTEGRATED QUALITY-SUSTAINABILITY PLAN 2022-2024

Description	Target	Deadline
Agronomy		
Increase in hectares for the cultivation of zero residue tomatoes (Human Toxicity)	+50%	By 2024
Increase in hectares for the cultivation of organic tomato	+30%	By 2024
Use of new innovative applications (humidity probes, pheromone traps)	+15%	By 2024
Increase in hectares for tomato-rotating improvement crops and minimum processing	+5%	By 2024
Increase in hectares for fertigation	+15%	By 2024
Quality		
Keeping 100% Global GAP AA members	100% AA	By 2024
Keeping ethical Global GRASP non-compliances at 0	0 ethical non-compliances	By 2024
Reduction in total complaints per plant (Rivarolo, Fontanellato, Gariga)	-10%	By 2024
Reduction in total non-compliances per plant (Rivarolo, Fontanellato, Gariga)	-10%	By 2024
Commercial		
Increase in total yearly income	+10%	By 2024
Environment		
Reduction in CO ₂ emissions in the Rivarolo plant	-6.7%	By 2024
Reduction in CO ₂ emissions in the Fontanellato plant	-6.7%	By 2024
Safety		
Reduction in number of incidents per plant (Rivarolo, Fontanellato, Gariga)	-10%	By 2024
Research & Development		
Increase in product portfolio	+10%	By 2024



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GRI 307: Environmental compliance (2016)			
307-1	Non-compliance with environmental laws and regulations		There were no cases of non-compliance with environmental laws and regulations during 2021.
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	There are no benefits for full-time employees that are not for part-time or fixed-term employees. The benefits paid to employees are: - paternity leave extended by 1 day compared to the period provided for by the regulation - period of co-port for serious diseases extended by 180 days compared to the period provided for by the regulation	
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402-1	Minimum notice period regarding operational changes	The CCNL Cooperative and Agricultural consortia do not provide for minimum periods of notice for transfers. According to art. 15 bis "the notification shall be made in writing to the worker (...) as far as possible in advance of the date of the transfer".	
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406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination during 2021.	

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GRI 407: Freedom of association and collective bargaining (2016)			
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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GRI 103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	50-51	
103-2	The management approach and its components	35; 106	
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GRI 408: Child labor (2016)			
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	

GRI Standards	Disclosure	Page	Notes
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GRI 409: Lavoro forzato o obbligatorio (2016)			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	On the basis of the procedure 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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416-2	Incidents of non-compliance concerning health and safety impact of products and services	There were no incidents of non-compliance during 2021 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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103-3	Evaluation of the management approach	57-59; 90; 106	
GRI 417: Marketing and labeling (2016)			
417-1	Requirements for products and service information and labelling	106	The indicator is compliant with requirement b of the reference standard.
417-2	Incidents of non-compliance concerning product and service information labeling	In 2021, there were no cases of non-compliance with regard to product information and labeling.	

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