

# Ilva Saronno Holding Sustainability Report 2022



ILLVA SARONNO HOLDING S.p.A.







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# **Ilva Saronno Holding Sustainability Report 2022**

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# Letter to our stakeholders

*Dear stakeholders,*

*We are proud to publish the first edition of Illva Saronno Group Sustainability Report.*

*This document provides an overview of the actions undertaken, the strategies developed and the results obtained in pursuit of a sustainable economic growth.*

*The last few years have been characterized by unpredictable events that have changed the way we all live, but our whole organization's commitment has nevertheless allowed us to achieve exceptional results; the launch of new products marked by innovation, quality and a drive towards reducing the environmental and social impact of our activities, has brought about significant economic growth for the whole Illva Saronno Group as well as a maximization of value creation for our stakeholders. We have the strength and resources to continue being active protagonists of our future and we're therefore confident that we can achieve our strategic objectives with the support of all our collaborators, who are the main actors of these excellent results.*

*We're strongly determined to pursue continuous improvement based on the principle of valuing the people who work with us, the ongoing relationships with our suppliers and the community as a whole.*

*This close relationship will allow us to generate value while maintaining our competitive advantage for a long time moving forward, thanks to our focus on quality and our sustainability projects, undertaken in these difficult years as*

*a result of events that made the socio-economic landscape that much more uncertain, but that have always been dear to us even before a global need for a paradigm shift.*

*Despite events such as the Covid-19 Pandemic and the Russian invasion of Ukraine, Illva Saronno Group has demonstrated all its capabilities, determination and resilience, allowing us to brilliantly overcome said obstacles, while at the same time making us feel even closer to our collaborators and to all our stakeholders.*

*This document intends to be a first step in disclosing and making known the impacts, results and future objectives in the field of ESG, an endeavor which began at the end of 2021 and led to the definition in detail of our "Illva Sustainability Path" outlining the group's sustainability policy, the values we strive to stay true to and the concrete objectives we want to achieve from the next few years onwards.*

*The definition and implementation of such a path calls all of us to an ever greater commitment and awareness of the importance of internal and external sharing. In order to achieve the objectives we set for ourselves, it is in fact necessary to work in a shared and collaborative manner. Only in this way can positive changes be brought about for all our stakeholders.*

*2022 has been a year of groundwork, in which all the figures involved within the team laid the foundations for maintaining and further improving the company's economic performance, together with the reduction of environmental impacts and the protection of our people.*

*The main economic indicators that summarize the year 2022 are as follows:*

- Consolidated turnover: €321.9 million*
- Ebitda: €71.1 million*
- Group net profit: €38.8 million*



*The proud history of our company shows that, thanks to the vision of the Reina family, since 1947 we've been building a leading company in the beverage sector. Today we have the opportunity to combine this history with principles such as a greater respect and protection of the environment and the territory, improved safety and well-being of people, better management and involvement practices. Principles that have always been an integral part of our values and that can now not only be expanded upon, but also conveyed to our stakeholders through a transparent reporting on our environmental, social and governance performance within this Sustainability Report.*

*Our goal is to share with you our medium to long-term strategies and objectives in the social and environmental fields in a clear and transparent way.*

*In confirmation of the correct path taken, I want to thank everyone for their contribution and commitment throughout this past year which, like the previous two, has been very peculiar and difficult, but which has led us to exceptional results that allow us to remain confident in ourselves and the future. I am convinced that, together, we will be able to continue improving, through the launch of processes that will allow us to achieve ethical and sustainable growth for Illva Saronno Group, and for all our stakeholders.*

**Saronno,**

**Aldino Marzorati**

**President and CEO**

**Illva Saronno Holding S.p.A.**

# Methodological premise

This Sustainability Report represents, for Illva Saronno Holding S.p.A., the first year of reporting on non-financial information, with the aim of transparently disclosing its performance and the initiatives carried out with regards to sustainability.

The objective of this document is to maximize transparency towards the reference stakeholders and to initiate, on a voluntary basis, an annual ESG performance reporting process, defining the improvement objectives of Illva Saronno Group.

The Report will therefore present information on governance, economic, environmental and social issues. The document was drafted with reference to the GRI Standards, in the 2021 Universal GRI Standards version.

The drafting of the first Report represents, for Illva Saronno Holding, a key point in the sustainability path undertaken starting from 2021, illustrated in the dedicated chapter.

This path involves various companies in Illva Saronno Group in a progressive way, with a greater initial focus on Illva Saronno S.p.A. and Duca di Salaparuta S.p.A., compared to other companies which will be called upon to have a higher stake in the process in the next few years. It is for this reason that the scope of this report coincides with the 2022 consolidated financial statements but, following the principle of relevance and applicability according to the structure and activities carried out by the organization, for said year some information

will be reported only for Illva Saronno S.p.A. and Duca di Salaparuta S.p.A.

More specifically, it should be noted that the data have been reported in aggregate form for Illva Saronno Holding in relation to issues managed at a centralized level. This information is contained in the following sections:

- **Highlights**
- **The organization yesterday and today**
- **Mission and values**
- **Group companies and brands**
- **Corporate governance**
- **Illva's sustainability: a holistic approach**
- **Sustainability policies**
- **Illva's 2030 Agenda 2030 for a sustainable world**
- **Value Distribution**
- **Creation and distribution of value**
- **The sustainable future of Illva: objectives, projects and initiatives**

Economic, environmental, health and safety, human resource management and production issues, are managed independently by the individual companies, and are therefore reported only for Illva Saronno S.p.A. and Duke of Salaparuta.

Such information is contained in the following chapters:

- **Path of materiality**
- **Responsible production**
- **Transparency and traceability of raw materials and products**
- **Responsible supply chain: human rights and involvement**
- **Agricultural practices and promotion of**

## **organic farming**

- **Environmental sustainability**
- **Efficient management of water resources**
- **Efficient and renewable use of energy**
- **Atmospheric emissions and climate change**
- **Circular economy and waste**
- **Our people**
- **Employee health and safety**
- **Diversity, inclusion and equal opportunities**
- **Training and professional growth of employees**

The qualitative and quantitative information reported in the document refers to the 2022 financial year (January 1st - December 31st), with a comparison, whenever possible, to the previous year.

The contents of the document have been selected by the company management also on the basis of the dialogue with our stakeholders. In compliance with the principle of materiality, the most important topics for the organization and its stakeholders are reported, in order to represent the context in a complete and balanced way of sustainability in which Illva Saronno Group operates.

The data and information are conveyed through the use of clear, intelligible language, offering complete, timely and, where possible, comparable information over time. The list of indicators reported and their placement within the Report are shown in the GRI Content Index presented at the end of the document.

This document was reviewed by the Sustainability Team and subsequently approved by the BoD of Illva Saronno Holding on June 14th, 2023.

The process of drafting the document, coordinated by the Corporate Affairs Director function of Illva Saronno Holding, envisaged the transversal involvement of the main

company functions and the performing of the following activities:

- **identification of the perimeter and period subject to reporting;**
- **identification of material topics, as detailed later in the dedicated chapter;**
- **definition of the non-financial indicators to be reported;**
- **identification of the corporate functions to be involved;**
- **collection, processing and consolidation of qualitative and quantitative data to be included in the report;**
- **drafting of the document, to be submitted for validation by top management.**

For the above activities, ILLVA SARONNO HOLDING enlisted the support of Process Factory S.r.l.

The 2022 Sustainability Report **has not been submitted for Assurance** to a third party company.

For information, questions and insights on the topics listed in the document, please write to: **ISP@ILLVA.com**

This reporting project has also made it possible to disseminate a working methodology and attention to the measurement, collection and dissemination of data, fundamental prerequisites for the implementation of a complete sustainability reporting process.

605   
*TOTAL GROUP  
EMPLOYEES*

  
160  
*COUNTRIES WHERE  
OUR PRODUCTS ARE CONSUMED*

322 million€  
*GROUP TURNOVER*

  
26  
*COMPANIES IN ITALY  
AND ABROAD*



# Highlights



ILLVA SARONNO HOLDING S.p.A.

The group,  
yesterday  
and today



# Who we are

ILLVA Saronno Holding is an Italian multinational with a strong strategic business diversification. It is a leader in the spirits world through Illva Saronno S.p.A. and thanks to Disaronno, “the world’s favourite Italian liqueur”, distributed in over 160 countries and with five centuries of history behind it.

The portfolio includes other highly prestigious products such as **Tia Maria, The Busker, Rabarbaro Zucca, Artichoke Vodka, Rump@blic, Isolabella Sambuca** and **Aurum**.

The Group also produces and distributes renowned quality wines such as **Duca di Salaparuta, Corvo** and **Florio**.

Also part of the group are Disaronno Ingredients, a company with a presence in Italy and around the world in the sector of semi-finished products for ice cream, pastry preparations, bakery ingredients and service products for ice cream parlors, and the **Royal Oak distillery** that produces and markets **The Busker** Irish Whisky.

The participation in **Yantai Changyu Group** in China and the Joint Venture with **Modi Group** in India, which in just over 10 years has achieved leadership in the Super Premium Indian Whiskey segment, complete the overview of Illva Saronno Group’s activities.

Illva Saronno Group is also made up of **three subsidiaries** in key markets, such as **Benelux, USA** and **UK**, and within its organizational structure there is an **Innovation Center** whose goal is not

only the development of new successful products and the improvement of existing ones, but also the study of innovations in raw materials and technology to identify those applicable to corporate endeavors.

Illva Saronno Holding employs **over 600 people** in **26 subsidiaries** in Italy and abroad.

The headquarters of Illva Saronno Group is located in **Via Archimede, 243 – 21047 Saronno (VA), Italy**.

The company operates through its subsidiaries as shown by the map on the following page.




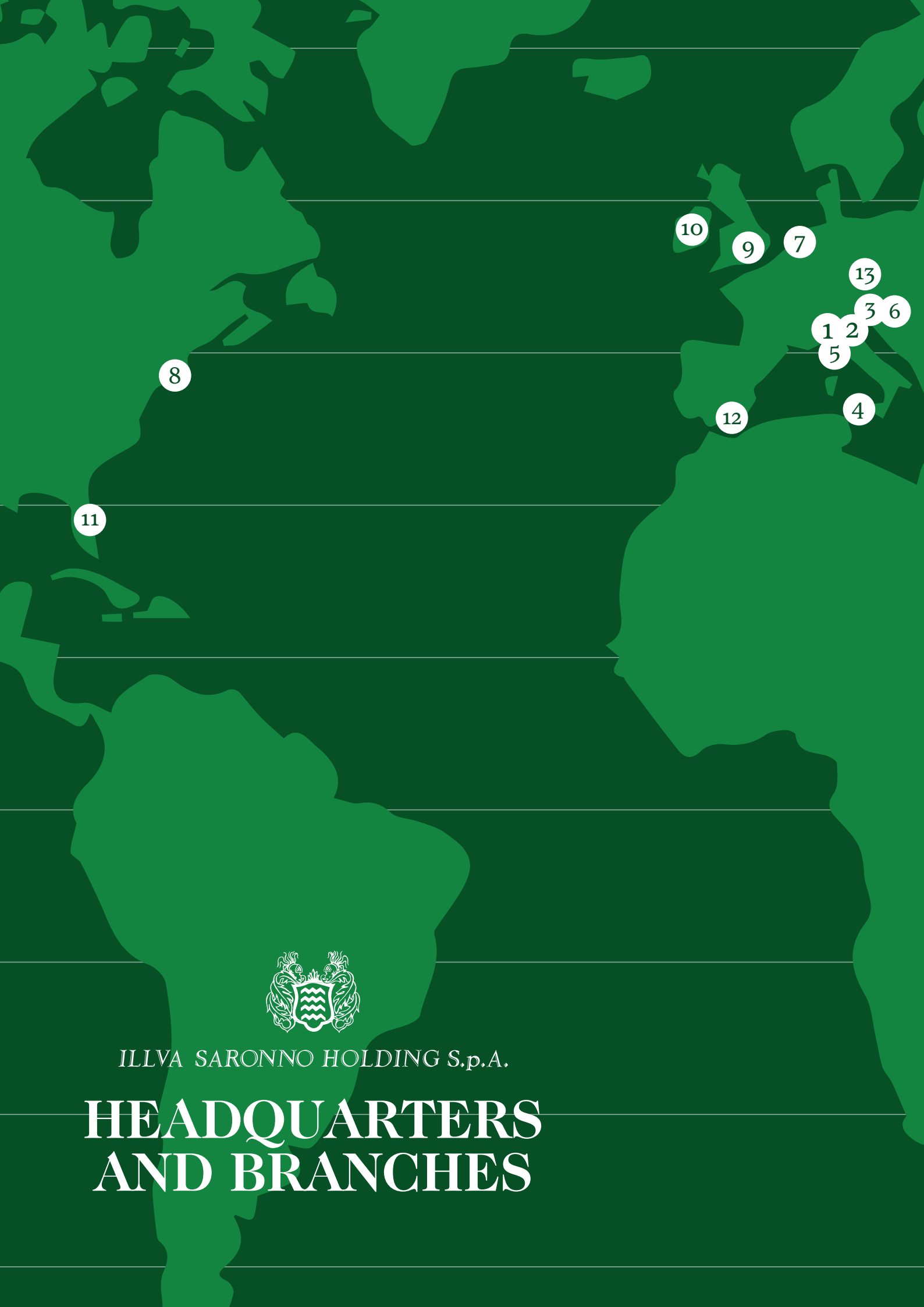


DISARONNO

  
**DISARONNO**  
VELVET  
LIQUEUR  
L'UNICO CREAM LIQUEUR  
DALL'INCONFONDIBILE GUSTO DI DISARONNO  
17% vol. 700 ml e

DISARONNO

  
**DISARONNO**  
ORIGINALE  
SINCE 1525  
THE WORLD'S FAVOURITE  
ITALIAN LIQUEUR  
ILLVA · SARONNO



ILLVA SARONNO HOLDING S.p.A.

# HEADQUARTERS AND BRANCHES



- 1. ILLVA SARONNO HOLDING SPA
- 2. ILLVA SARONNO SPA
- 3. DISARONNO INGREDIENTS SPA
- 4. DUCA DI SALAPARUTA SPA
- 5. ENGINE SRL
- 6. VECOGEL SRL
- 7. DISARONNO INTERNATIONAL BV
- 8. DISARONNO INTERNATIONAL LLC

- 9. DISARONNO INTERNATIONAL UK LTD
- 10. ROYAL OAK DISTILLERY LIMITED
- 11. DISARONNO INGREDIENTS LLC
- 12. DISARONNO INGREDIENTS SA
- 13. DISARONNO INGREDIENTS GMBH
- 14. MODI ILLVA INDIA PVT LTD
- 15. YANTAI CHANGYU GROUP CO LTD
- 16. ILLVA SHANGHAI

# Our history

In 1525, the artist Bernardino Luini, a pupil of Leonardo da Vinci, was commissioned to embellish the Sanctuary of Saronno dedicated to the Madonna dei Miracoli. To paint the Madonna he chose a beautiful local innkeeper as a model. She wanted to thank him by giving him a precious mug full of an amber coloured, fragrant and delicate liqueur...

It was that from a simple act of kindness and the unique combination of secret ingredients, that the legend of **DISARONNO** was born.

In the 1600s, many families were involved in personally producing liqueurs, digestives and various healing concoctions. Among these families was the Reina family, and **Giovanni Reina** rediscovered the ancient recipe for the aforementioned amber liqueur.

The recipe was then handed down secretly, from generation to generation, until, at the beginning of the last century, Domenico Reina decided to open a laboratory shop in the center of Saronno called "**Domenico Reina Coloniali**". Soon the shop became a lively crossroads where people passed by, popped in to have a taste and buy.

In 1947, **I.L.L.V.A. (Industria Lombarda Liquori, Vini & Affini)** was founded on the heels of this

artisan activity's success. The '60s saw a boom in export and international successes; first on the European market and then in the United States, a country that particularly appreciated the Italian liqueur from the get-go. In the late '70s and early '80s a great transformation of the company took place. The liqueur maintained its characteristic flavour, but was being introduced and promoted in as many countries as possible, thanks to an ingenious and daring operation in synergy with retailers all over the world. The product was liked, even more than expected, and **ILLVA SARONNO** began to consolidate its success and its international presence.

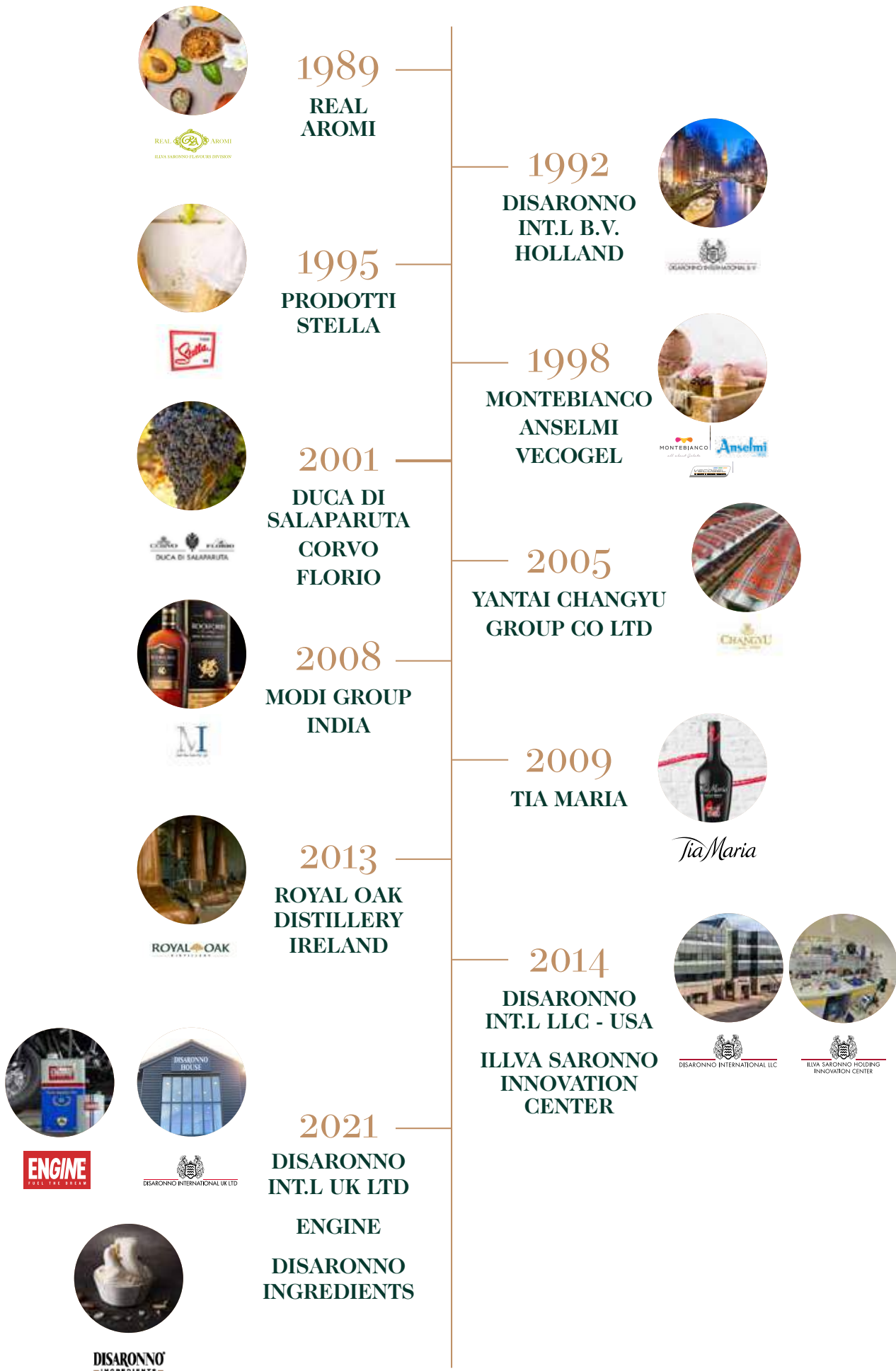
At the end of the 1980s, a series of Acquisitions and strategic Operations began, as detailed by the timeline on the following page, which further expanded the business areas of Illva Saronno Holding into the worlds of wine and semi-finished products for ice cream and reached rapidly developing countries such as China and India.

In the Spirits area, strategic operations strengthened the product portfolio with the acquisition of **Tia Maria** and the venturing into the **Irish Whiskey** market, as well as the improvement of commercial effectiveness through the opening of distribution branches in crucial territories.

In 2021, the merger by incorporation of **Montebianco S.p.A.** and **RG S.r.l.** into **Prodotti Stella S.p.A.** was completed under the new name **Disaronno Ingredients S.p.A.**, for the production and distribution of semi-finished products for ice cream (through brands such as **Anselmi, Prodotti Stella** and **Montebianco**) and bakery products. The German company **Disaronno Ingredients GmbH** was also set up. With regard to the Spirits branch, however, Illva Saronno Holding **acquired a 25% stake in the company Engine S.r.l.**



# Acquisitions and strategic operations







# Mission and values

**ILLVA SARONNO HOLDING** is an **Italian family business** that bases its choices on consumer satisfaction. We are always looking for different and alternative raw materials and new products that can be suitable for the global market.

Our mission is to **enhance our tradition through continuous research and innovation** to improve and maintain the **high quality of our products**, so that they can always satisfy the taste of our consumers.

The governance of the Illva Group is characterized by the adoption of a medium-long term strategy which is periodically reviewed with the aim of generating revenue through differentiation from reference Competitors. This has always driven us to research alternative raw materials and to develop new products in line with global market trends. This is why, like few other

companies of similar size, Illva Saronno Holding has an **Innovation Center** within its organizational structure, whose objective is not only the **development of new successful products** and the improvement of existing ones, but also to **study innovations** in raw materials and technology to identify those applicable to corporate businesses.

International operations, which generate almost 70% of total turnover, have a considerable weight on corporate thinking. Finally, a key feature of Illva Saronno Holding are its people.

Anyone who joins Illva Saronno Group encounters an open and receptive environment, where everyone's skills can be best expressed. The size of the organization requires commitment and passion from everyone and offers the opportunity to test oneself directly, whatever their level when first joining the company, and to deal with complex and stimulating topics.





Ilva Saronno Holding, in order to ensure compliance not only with current regulations, but also with principles of integrity, transparency and a firm anti-corruption stance, has a **Group Code of Ethics**, published on the Ilva Saronno Holding website, which will be extended to Disaronno Ingredients, extending the scope to all directly controlled companies. The same Code of Ethics is also shared with the counterparties with whom Joint Ventures are in progress in order to make the values of Ilva Saronno Group known and adhered to.

The values on which the adopted **Code of Ethics** is based are:

- **Integrity**
- **Transparency**
- **Non Tolerance to Corruption Policy**
- **Conflict of interest**
- **Loyalty**
- **Social responsibility**

- **Support to local communities**
- **Culture of legality**
- **Centrality of the person**
- **Equal Opportunities and impartiality**
- **Protection of health and safety and safeguarding of working conditions**
- **Protection of the environment and biodiversity**
- **Excellence and professionalism**
- **Honesty**
- **Fairness**
- **Competition**
- **Separation of roles of powers**
- **Satisfaction of human resources**
- **Confidentiality**

The complete Code of Ethics is available on the Ilva Holding websites.





# Companies and brands of the Group





# ILLVA SARONNO S.p.A.

**Illva Saronno S.p.A.** was founded by the Reina family in 1947. Today it is an Italian multinational with a strong strategic business diversification, leader in the world of spirits, and present in **over 160 countries worldwide**.

It is above all known for **Disaronno**, the world's favourite Italian liqueur, and other products of great prestige, such as **Disaronno Velvet, Tia Maria, Rabarbaro Zucca, Artie Vodka, Rump@blic, Isolabella Sambuca, Aurum**; thanks to the recent launch of the **"The Busker"** brand, has entered the rapidly developing Irish Whiskey market. It also manages the

distribution of the group's wine brands: **Corvo, Duca di Salaparuta and Florio**.

Illva Saronno has also added to its portfolio of products distributed abroad the **100% organic Italian gin ENGINE**, with a qualified minority stake (25%) and the exclusive distribution rights on foreign markets.

Illva Saronno S.p.A. stands out for its qualitative excellence and for its ability to anticipate trends and interpret consumer taste and inclinations.



# ILLVA SARONNO

## FLAVOURS DIVISION

### *REAL AROMI*

**ILLVA SARONNO FLAVOURS DIVISION**, commercially known as **REAL AROMI**, is a leading company in the production of **natural extracts from spices and plants and natural flavourings**.

Since its origins, in addition to being the main supplier for Illva Saronno Group, it has been a partner of national and international food producers that choose quality as an essential

element of their products and research and innovation as the driving force behind their development.



# ROYAL OAK DISTILLERY

**Royal Oak Distillery** is a **world-class Irish Whiskey distillery** located on a prestigious 18th-century estate in the Ancient Region of South-East Ireland, the County of Carlow.

Visitors can relive historic tradition while immersing themselves in innovation on a fully guided, multi-sensory tour of one of Ireland's largest working whiskey distilleries.

They'll get the chance to see firsthand how the three styles of Irish whiskey are created: single pot still, single malt and

single grain. Royal Oak is notable for being the first modern company to distill all 3 types of whiskey under one roof.



# DISARONNO INTERNATIONAL B.V. AMSTERDAM (NETHERLANDS)

Established in 1992, **Disaronno International B.V.** is one of the three Illva Saronno subsidiaries in the world, based in Amsterdam. It carries out **import and distribution activities in the Netherlands, Benelux** and the **USA** of Illva Saronno products, the Gin Engine brand and, on local markets, of third party brands such as Quintessential brands, Tito's vodka, Barceló Rum, Nemiroff, American Beverage Marketers, Heaven Hill and Concepts.



# DISARONNO INTERNATIONAL LLC SOMERSET - NEW JERSEY (USA)

In 2014, Illva Saronno opened its own import company in New Jersey, **Disaronno International LLC**, which boasts a team of around 50 people. Disaronno International LLC distributes Disaronno, Disaronno Velvet, The Busker Irish Whiskey, Tia Maria, Rabarbaro Zucca and the Gin Engine brand in the US market.



# DISARONNO INTERNATIONAL UK LTD BISHOP'S STORTFORD - (UK)

**Disaronno International UK** Ltd is the new British subsidiary established at the end of 2020 with headquarters in Bishop's Stortford, in the county of Hertfordshire in England. It is entirely responsible for the distribution, sale and marketing of Illva Saronno brands such as Disaronno, Disaronno Velvet, The Busker Irish Whiskey, Tia Maria and Gin Engine in the UK.



# OUR MAIN PRODUCTS



## DISARONNO

The world's favourite Italian liqueur. Characterized by an original taste and an unmistakable aroma, it imposes itself on the market with distribution in over 160 countries. The Disaronno bottle, with a unique design in hammered glass created by the glass masters of Murano (Venice) and the cap that gives it elegance and modernity, is enriched by the golden label that enhances its elegant and contemporary style.



## TIA MARIA

is a coffee liqueur with a distinctive aromatic structure thanks to the fine 100% Arabica coffee, the unmistakable notes of Madagascar vanilla and the decisive touch of Jamaican rum. The exclusive cold extraction method (Cold Brew) gives it an intense aroma of coffee that is released at the first sip, followed by notes of chocolate and pipe tobacco, and then softens on the palate with hints of caramelized brown sugar and vanilla.



## DISARONNO VELVET

is a creamy liqueur that combines the distinctive character of Disaronno Originale with velvety notes and nuances that make it unique in its market segment. Surprisingly soft on the palate, Disaronno Velvet should be savored on the rocks for a smooth, fresh experience that enhances its unique taste.



## THE BUSKER

is a line of Irish Whiskey comprising three traditional styles (Single Grain, Single Pot Still and Single Malt) and a Blended whiskey made from them. All versions of The Busker are brewed at the world-class Royal Oak distillery, located in the prestigious 18th century estate, within the ancient region of south-eastern Ireland, in County Carlow.





## ARTIC

is a 100% Italian vodka, transparent, pure and flavourful, born from extensive research to satisfy consumer preferences thanks to the absence of dyes and the use of only natural ingredients. Artic breaks the mold with a design and a character inspired by the beauty of the Italian mountain landscapes: transparency, natural vibes, purity, glacial cold are a perfect synthesis of the uniqueness of the peaks and lakes scattered in the coldest places of our peninsula.



## RABARBARO ZUCCA

is a contemporary expression of a great history which began in 1845, a great classic with a unique and timeless taste. Excellent to be drunk neat or mixed in cocktails. It is made with rhubarb roots placed in infusion together with rare aromatic herbs and expresses a unique and delicate taste with 16% ABV. It is also available in the Riserva version, distinctive in its essence with a 30% ABV that grants it a richer and bold taste.



## RUMP@BLIC

is the result of careful research into multi-origin blends with different distillation processes: Panamanian Rum and Barbados Rum for the White Blend; Panamanian and Jamaican rum for the Gold Blend, selected by mixology experts in synergy with the bartenders themselves.

The first product of the “Sicilian Legacy” prestige line was recently launched, which combines the typical characteristics of the best Caribbean rums with an aging in the Florio cellars, in ex Marsala barrels, which grants it a distinctive and unique characterization.



## ISOLABELLA

Also part of the product portfolio are the Isolabella brand’s **Limoncello**, **Mandarinetto** and **Sambuca**.

# DUCA DI SALAPARUTA S.p.A.

The Duca di Salaparuta Group brings together three historic brands that represent Sicily and Italy in the world: Corvo and Duca di Salaparuta, born in 1824, and Florio born in 1833. United by the Reina family, the three cellars form today the main private winemaking group on the island and tell the story of its traditions, territories and oenology.

Corvo has represented enological Sicily since 1824 and narrates its heterogeneity through quality wines. Corvo wines accompany daily life, moments of relaxation and fun for true wine lovers, bringing the Sicilian lifestyle all over the world. Duca di Salaparuta wines, with their unmistakable style and attention to detail, are born from a continuous search for innovation and a deep bond with the territories of our estates.

Unique and original, the world of Marsala Florio captivates with its luscious Mediterranean suggestions, its fascinating history and the thousand souls and geographies of this intimately Sicilian wine.





# THE DUCA DI SALAPARUTA WINERY

The Cantine Duca di Salaparuta of Aspra and Casteldaccia, a few km from Palermo, welcome over 6,000 visitors every year, to tell a story of winemaking continuity made up of people, projects, territories and favourite

vineyards such as renowned Nero d'Avola. Over 6 million bottles of Corvo and Duca di Salaparuta are produced here every year.

## Main products



### CLASSIC CORVO LINE

Since 1824 the everyday Sicilian wine on tables all over the world. Corvo has always represented agronomic and oenological Sicily, as well as being the guarantor of certified unique quality over time.



# CORVO

DAL 1824



### CORVO GLICINE LINE

Fresh and easy-to-drink wines designed for a young, modern and lively audience who loves to meet up with friends and choose the perfect wine for an informal aperitif.



### IRMANA

It was born from the desire to produce sustainable and organic wines within everyone's reach, but with Corvo's guarantee of quality.



# DUCA DI SALAPARUTA

DAL 1824



## LINEA TENUTE

A line born as a qualitative expression of the **estates** and company production areas.

These areas represent the Duca di Salaparuta agronomic and oenological panorama, marking the products that derive from it in an identity-making way.



## LINEA SUOLO

Suolo is a project that originates from the fertile and living soil, in which the vine sinks its roots and from which everything is born, from a meticulous selection of grapes by the agronomist in the countryside. The choice of specific portions of the vineyard within the Duca di Salaparuta estates, indicated on the label, is the extreme evolution of the concept of zoning and of the profound intimacy with the land of the company vineyards.



## THE ICONS

### DUCA ENRICO

### BIANCA DI VALGUARNERA

### NAWÀRI

Three iconic wines of Sicilian enology, born from the company's desire to celebrate two native vines capable of best expressing the soul of a unique land and from the desire to experiment with a particular grape variety such as Pinot Noir in Sicily. Always produced with great care, they have been lauded and awarded, in Italy and abroad, by the most important and prestigious wine guides.



## LAVICO

On the slopes of Etna, in an area to which the volcanic soil gives unique characteristics, Duca di Salaparuta has chosen the Vajasindi estate for the new **Lavico Etna DOC** project. Here Duca di Salaparuta has decided to experiment with the peculiarities of mountain agriculture, giving voice to the two native vines, Carricante and Nerello Mascalese. Two wines that have their roots in the Volcano, children of a harsh but generous nature.

# CANTINE FLORIO

Founded in 1833 by Vincenzo Florio, the Cantine Florio of Marsala overlook the sea of western Sicily. Embraced and lulled by winds, made sapid by the sea breeze, the beautiful and silent Cellars house the oak wood barrels wherein Marsala Florio refines, immovable yet moving.

Hundreds of barrels, vats and caratelli, each with its own story, breathe in the sea air through the tuff floor, in the high naves where perfumes and architecture intertwine. In this wonderful place, where the Sicilian idea of

beauty is distilled, the Florio Enologist, through the wise use of space, time and oxygen, creates Marsala in its many organoleptic varieties. The aisles of the Cantine Florio welcome over 42,000 Italian and foreign visitors every year. Three naves, 165 meters long, house 1,400 barrels and 600 barrels and vats.



# The refinement geography of the cellars

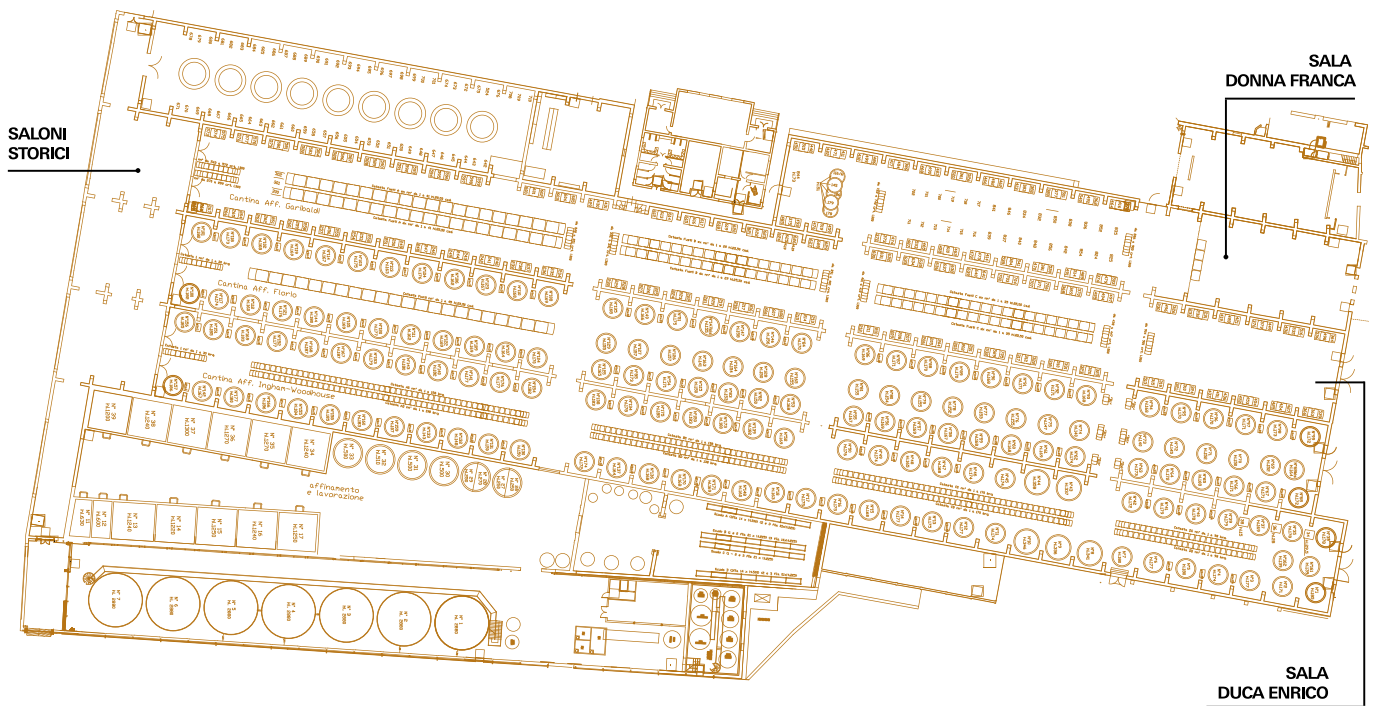
The Cantine Florio, with their high ceilings and tuff floor, consist of four naves encroached by the sea. Four different climatic environments enrich the tools supplied to the Enologist. Each Cellar tells of a different art, a different complicity with the sea. Temperature and “brackish” humidity feed the Marsalas in the long refinement process.

The climatic environment of refinement changes significantly moving away from the sea, characterizing the organoleptic personality of the wine. Approaching the sea, the temperature decreases, while the

“brackish” humidity increases. Approaching the sea, the Marsalas are enriched with hints of seaweed and sapidity.

The more one moves towards the apex of the cellars, the more the influence of temperature and lower humidity gives the Marsalas increasingly complex tertiary aromas.

The Florio Cellars breathe in the surrounding environment, with its seasons, its hot summers and rainy winters, its warm southern winds, and share the surrounding environment with the oak woods, granting personality and color to the Marsalas being aged.





## MARSALA “NEW GEOGRAPHY”

The new Marsala line “New Geography” represents the best expression of Marsala Florio. Single references result from a high quality raw material, time and the relationship between man and Cellar. These are chosen by the oenologist as the maximum manifestation of Cantine Florio.



## VECCHIOFLORIO

It is a versatile Marsala, excellent as a dessert wine, but also as an aperitif. This superior Marsala comes from Grillo and Catarratto grapes and ages for at least 24 months in ancient oak barrels.



## ZIBIBBO PASSITO MOSCATO



## AMARO FLORIO

It offers an alternative for an original end meal. Characterized by the scent of orange and thirteen herbs including roots, spices and citrus peel.

Children of Sicily and its islands, territories that have always been suited to the production of great fortified wines thanks to the scorching sun, the warm winds, the vineyards overlooking the sea protected by stone walls, the generous and fertile land, a perfect habitat for the production of grapes rich in intense aromas. Grapes capable of generating wines with warm golden and amber colors, unequivocally Mediterranean, which pour into every glass the intense sparkling light of this corner of Sicily.



**F L O R I O**

**M A R S A L**

[ 551516 ]

**S E C C O**  
S U P E R I O R I

ANNO DI FORTIFICAZIONE **2016**



# DISARONNO INGREDIENTS

**Disaronno Ingredients** is the new strategic asset of Illva Saronno Holding in the sector of semi-finished products for ice cream, pastry mixes, bakery products and service products for ice cream parlors.

**Illva Saronno Holding's** interest in artisan gelato is the result of the company's passion for Made in Italy and of the commercial intuition that led to the acquisition, as early as the 1990s,

of several leading companies in this strategic sector, such as **Prodotti Stella S.p.A.** and **Montebianco S.p.A.**





# DISARONNO®

— INGREDIENTS —

**Anselmi**  
DAL 1892



**MONTEBIANCO**  
*all about Gelato*

*Chiaravalle*

**EUROBISCO**



## VE.CO.GEL.

**VE.CO.GEL.** was born in 1973 as a commercial expression of all the most prestigious manufacturers of **machinery and semi-finished products for artisanal gelato.**

The company's ideals and values have always been inspired by its vision: a full range of services for ice cream makers, delivered with high competence and professionalism.

The quality of the raw materials and semi-finished products, the prestige of the finished products brands, the experience and competence of its technical staff allowed VE.CO.GEL. Group to rise to the top in its sector.

# MODI ILLVA INDIA PVT. LTD.

**Modi Illva India** is a joint venture between Umesh Modi Group and Illva Saronno Holding. The company is present on the Indian market with **Artic Vodka** and entered the Premium whisky category with the launch of **The Rockford Reserve** in 2011, followed by the launch of **Rockford Classic** in 2014.

Furthermore, to extend its product portfolio and enter the semi-premium whisky market,

Modi Illva launched **The Hawkston Noble Reserve Whisky** in 2017 and **Lift Up Vodka** in 2022.

Today Rockford Reserve and Rockford Classic are the fastest growing premium brands in the Indian whisky market. The company surpassed 2 million cases sold in 2022 with its portfolio of brands.



# YANTAI CHANGYU GROUP LTD

Ilva Saronno Holding owns **33% of the Changyu group**, a leading Chinese company in the production, sale and distribution of wine and brandy in China, with a turnover of approximately **\$500 million** in 2022.

Ilva Saronno Group has collaborated with Changyu in the creation of **Wine City**, a futuristic production site with a production capacity of **60 million cases per year**. Chang Yu promotes wine culture in China through Chateaus, each dedicated to a different European wine region. One of them, the Reina

Castle, is dedicated to the family that owns Ilva Saronno Holding.

The Wine City complex is located in Yantai, in the Shandong region, on the coast of the Yellow Sea, and **includes a highly advanced Innovation Center**, an entity in its own right, which works independently from the rest of the group, for which it develops new technologies and products as well as researching raw materials.



# Market of reference

The aspects that characterize the distribution and sale of Illva Saronno Holding products vary according to the specific product categories managed by the various companies within the Group and their areas, which are essentially:

- **Liqueurs**
- **Wines**
- **Ingredients and semi-finished products for ice cream parlors and industry**
- **Natural flavours**

Products are distributed through multiple channels to a wide ranging array of customer types.

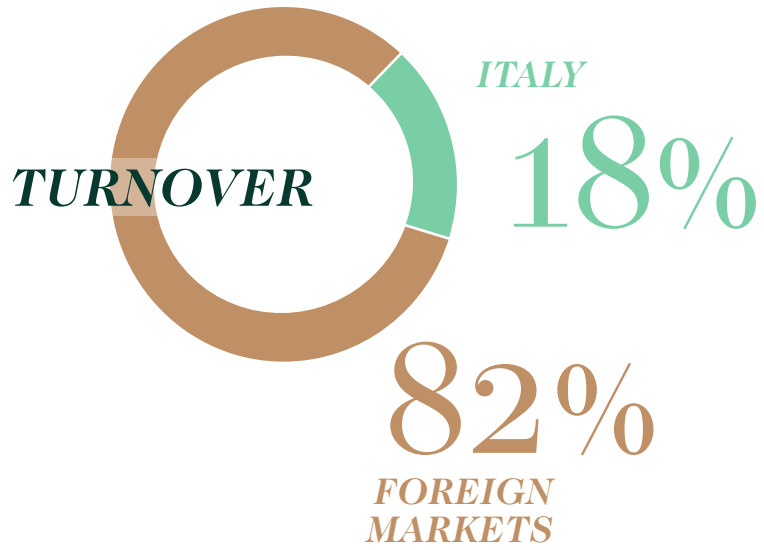
STANDARD TRADE	GDO	ABROAD	OTHER
Bars, Restaurants, Discos, Hotels, E-Commerce Sites, Wine bars, Special Bottle Shops, Associated Wholesalers, Independent Wholesalers, Tobacconists	Large-scale distribution retailers	Distributors, Subsidiaries, Duty free operators	B2B

Illva Saronno Holding exports its products to **92 countries around the world** and reaches, through its distributors, 160 countries, thus featuring in all global market areas: **EMEA, APAC, LATAM** and **NAFTA**.



As far as the foreign market is concerned, **25%** of the turnover comes from European Union countries, while **75%** from the rest of the

world (including the United Kingdom, which represents one of Disaronno's main markets).





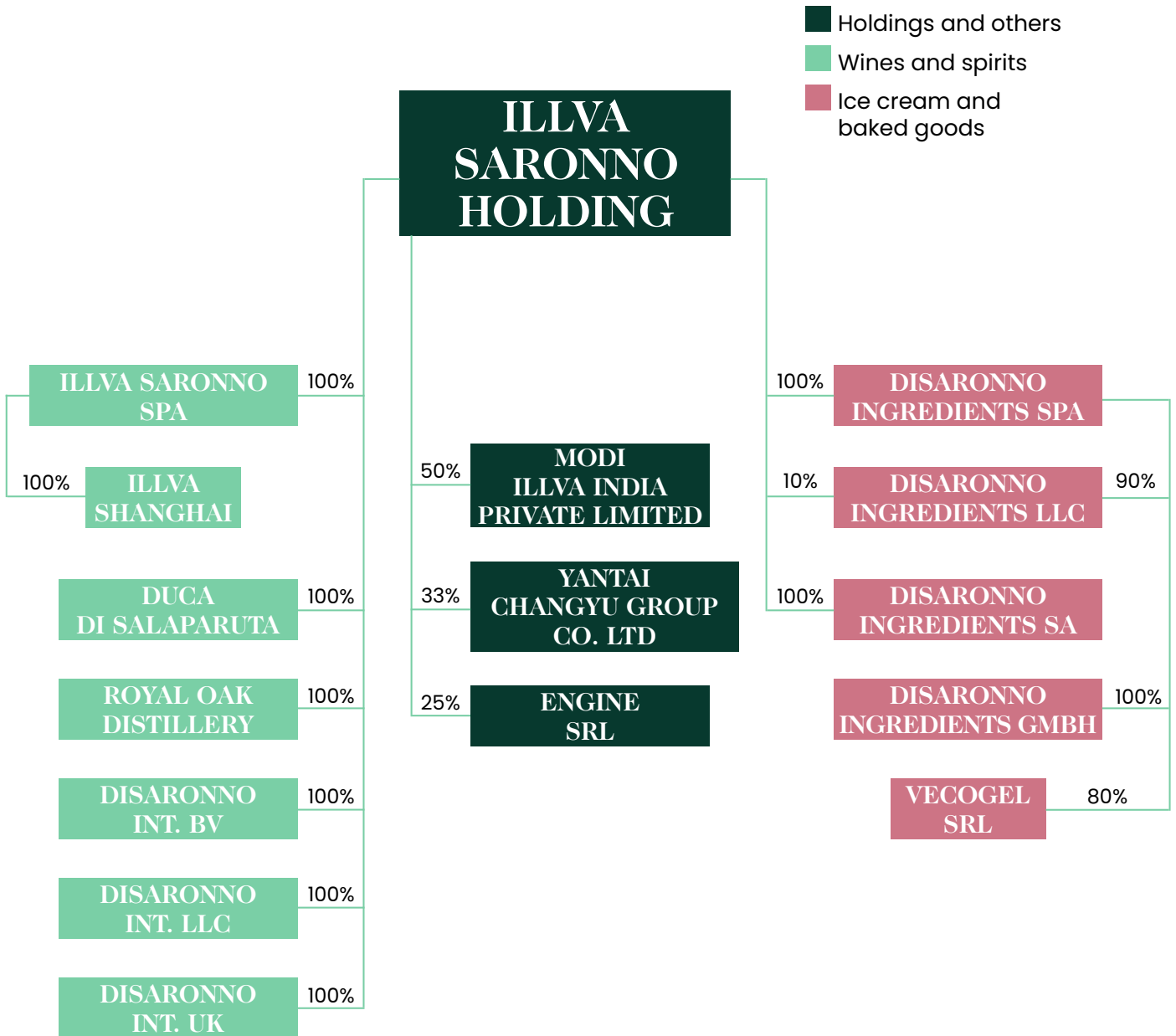


A modern office interior featuring a large window with a view of the ocean, wood-paneled walls, and a blue armchair. A dark green banner is overlaid at the bottom of the image.

# Corporate Governance

**Illva Saronno Holding** is the leading company of a diversified group whose businesses can be identified in **liqueurs, wines, ingredients** and **semi-finished products for ice cream parlors** and **industry, natural flavourings**.

Totally owned by the Reina family, it has a function of coordination of various realities, and boasts **over 600 employees plus 26 subsidiaries in Italy and abroad**.



# The Model

Illva Saronno Holding's Corporate Governance model is made up of a **Board of Directors** and a control body, **the Board of Statutory Auditors**. The Board of Directors defines the strategic direction of Illva Saronno Group; the Board of Statutory Auditors supervises compliance with national and international laws in force, the Articles of Association and compliance with the principles of correct administration. To ensure effective implementation of the directives of the **Board of Directors**, the Group has a Strategic Committee, set up by resolution of the **Board of Directors** which appoints its members.

The committee is made up of the Chief Executive Officer, who plays the role of Chairman, and non-executive directors selected by the Board of Directors. The Strategic Committee performs proposing, consulting and inquiring functions vis-à-vis the Board of Directors regarding investments, extraordinary operations, reorganizations and other strategic initiatives for Illva Saronno Group.

In fact, the Group is made up of various companies which operate under the direction and coordination of the Parent Company Illva Saronno Holding, which also monitors the internal control system. In the latter area, the main bodies in place are:

- **THE SUPERVISORY BODY:** collegiate and independent body which has the task of supervising the functioning and observance of the Organizational, Management and Control Model pursuant to Legislative Decree 231/2001;

- **THE ETHICS COMMITTEE:** is in charge of

analyzing reports received from the external provider to ensure the anonymity of the whistleblower and of promptly identifying the most correct investigation and response activities to open cases;

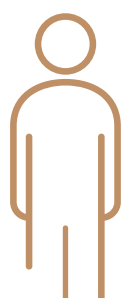
- **INTERNAL AUDIT:** reports directly to the Chief Executive Officer and is tasked with monitoring the adequacy and effectiveness of the internal control system based on the risk assessment shared with the main corporate functions and effective compliance with the internal policies and the reference regulation.

In 2023, the Group will extend this Organizational Model (already implemented within Illva Saronno S.p.A.) also to Illva Saronno Holding, consequently extending the perimeter of the activities monitored by the Supervisory Body which has the role of guaranteeing the correct implementation of the group's values and compliance of the rules established by Italian Legislative Decree 231/01.

Furthermore, the company intends to strengthen the supervision of risks and related controls through the implementation of certified Management Systems, such as the **Quality Management System** (ISO 9001), being finalized by 2023, and the **Management Systems of Health and Safety in the Workplace** (ISO 45001) and **Environmental** (ISO 14001), foreseen for the following years, which will contribute to the standardization of the processes, the formalization of the risk assessment activity and the identification of KPIs necessary to evaluate the level of achievement of the objectives set in the quality of execution of processes.

## COMPOSITION OF THE BOARD OF DIRECTORS AS OF 31.12.2022

POSITION	NAME
CEO	Aldino Marzorati
Board Member	Riccardo Reina
Board Member	Costanza Reina
Board Member	Benedetta Poretti
Board Member	Paolo Ambrogio Poretti
Board Member	Federico Reina
Board Member	Enrico Sivieri
Board Member	Umberto Carlo Maria Nicodano
Board Member	Stefano Saccardi



78%  
MEN: 7



WOMAN: 2  
22%

## COMPOSITION OF THE BOARD OF STATUTORY AUDITORS AS OF 31.12.2022

POSITION	NAME
President	Eugenio Fermo Guglielmo Ascione
Auditor	Maria Cristina Corno
Auditor	Lorenzo Appignani

At the source of everything is the approval of the Budget and the Strategic Plan by the Board of Directors which dictates strategic initiatives.

The task of appointing BoD members falls on the shareholders, who have the right to not only appoint, but also revoke, said title and change the composition of the BoD itself. At the end of each mandate, the shareholders are called to confirm or modify the composition of the BoD.

The pursuit of strategic directives is implemented through the drafting and presentation of the budget and its constant monitoring through monthly meetings aimed at assessing business performance and any corrective actions to be taken (**Flash Meetings**).

With regard to **marketing** expenses, the plan is further broken down on the basis of the project implementation calendar drawn up by the Marketing function, which allows for an adequate system of approval and validation of individual promotional activities during the year and in compliance with the approved budget. Consistently, the sales force carries out periodic meetings aimed at monitoring the adequacy of commercial agreements based on the group commercial policy, and anticipating new market trends, risks and opportunities, including one annually with all worldwide distributors (Global Marketing Meetings).

At the date of approval of this Sustainability Report, **Aldino Marzorati** is the **Chief Executive Officer** and **Enrico Sivieri** is the **General Manager of Illva Saronno Holding**.



# Sustainability Governance

The correct assessment and implementation of Illva Saronno Group Sustainability Path and of choices in the ESG areas are taken by the Board of Directors, with the direct involvement of the Chief Executive Officer.

This entrusts the powers for sustainability issues to the figure of **Corporate Affairs Director**, in the person of Stefano Battioni, with specific indications defined on the basis of the aforementioned ISP, "Illva Sustainability Path", who therefore periodically reports on the progress of the ISP project to the Board of Directors through a Status Report.

The **Sustainability Plan** is updated and approved every year by the Board of Directors, which monitors the achievement of the objectives and sets future ones.

The BoD is updated on the processes put in place by the company's directors in order to limit the economic, environmental and social impacts caused by the company's activity. Further initiatives and projects in the ESG

areas will be defined following the indications emerging from the reporting project of which this Report represents the final result.

Illva Saronno Group adopted a constant periodic information flow through which all the information available from top management regarding regulatory, social and environmental compliance issues is regularly collected. The Supervisory Body monitors the adequacy of corporate activities and suggests corrective actions where necessary. A periodic report on the work of the ODV is sent to the CDA annually.

The ISP project is managed by the Illva Saronno **Sustainability Team** which includes the Quality Assurance functions of Duca di Salaparuta and Group Internal Audit, under the coordination of the Corporate Affairs Director.

For any questions or further information, contact: [ISP@ILLVA.com](mailto:ISP@ILLVA.com)

# I.S.P.

ILLVA SUSTAINABILITY PATH





Sustainability

# Responsible management of relationships

Illva Saronno Holding pays the utmost attention when establishing relationships with third parties, in order to prevent personal interests from guiding the choice of contractual counterparties, or influencing the content of agreements with them.

Before establishing a new relationship with third parties, the Recipients are required to verify the information available on the contractual counterparties to assess their congruity, adequacy and legitimacy with respect to the transaction to be implemented, as well as, on the basis of relevance criteria, to assess their profiles of environmental and social sustainability. Decisions relating to suppliers or contractual counterparts as well as the formulation of the contractual clauses are inspired by the values of correctness, impartiality, fair price, quality of the goods and/or service, as well as through a comparison of the various offers present on the market and a suitable and accurate analysis of the guarantees given in relation to the fulfillment of requirements. Purchasing activities are aimed at finding the best solution in terms of competitiveness for Illva Saronno Group, as well as loyalty and impartiality towards each supplier in possession of the required requisites. Finally, in relations with third parties, Illva Saronno Holding commits to compliance with the legislation on free competition, refraining from making illicit agreements and from oppressive and collusive behavior. Furthermore, with the adoption of the Code of Ethics and the organizational model,

the personnel of Illva Saronno S.p.A. has established a periodic monitoring flow through which the Internal Audit function periodically interviews the top management and formalizes the outcome of the meetings to provide adequate information to the Supervisory Body on issues of potential irregularities as per **italian Legislative Decree 231/01**. The opening of the **Whistleblowing** channel and the establishment of an **Ethics Committee** also allow all internal and external stakeholders of Illva Saronno Group to report any cases of conflict of interest or other issues to be submitted to the necessary checks to allow the most adequate, prompt corrective actions.

The organization, through the various companies, belongs to and participates in the following trade associations:





Within Illva Saronno Group a **Whistleblowing** reporting service has been established to inform the company's supervisory body of serious risks of unlawful conduct regarding individuals, our organization, society or the environment.

Reported matters may include criminal offenses as well as irregularities and violations or other actions which breach national or EU laws, in a work context:

- Corruption and financial irregularities;
- Health and safety violations;
- Environmental violations;
- Violations of privacy.

No reports were collected through the Whistleblowing channel in relation to the period under analysis.

For specific workplace dissatisfaction or related issues, complaints from employees (or any other interested party) are handled directly through employee's own supervisor or manager.

These channels and tools allow Illva Saronno Holding to receive, evaluate and implement corrective actions, regarding the negative impacts that could result. In any case, no reports, non-compliance, sanctions or fines were disclosed during the reporting year.

With regard to internal communication and the sharing of policies adopted by the organization, in addition to the existing system of shared folders and dedicated websites, Illva Saronno Group has recently launched a new internal communication portal, **Sharepoint**, used for sharing company documents with all personnel, including policies, press releases, directives and other relevant news.

For organizational communications, an email

is sent to all staff with all the details.

The Group also uses additional IT support to trace the authorization or sharing system with employees who require different levels of approval or a digital signature to formalize the acknowledgment of a given document (for example MBO objectives, assignment of corporate assets, regulations and more).

An **analysis of the corporate climate** was carried out in 2023, in order to verify the organizational well-being of Illva Saronno Group. Based on the results, the company will implement improvement programs in key areas.

A photograph of a field of flowers. The top half is dominated by a dense field of bright yellow flowers, likely pansies, with green foliage. The bottom half features a row of vibrant purple flowers, also pansies, with green leaves. A dark green rectangular box is overlaid on the bottom half of the image, containing white text.

**ILLVA's**  
**sustainability: a**  
**holistic approach**



Starting from **September 2021**, Illva Saronno Holding has started a process aimed at integrating sustainability into corporate strategies. In **July 2022**, on the occasion of the Global Marketing Event, the **Illva Sustainability Path** was officially presented, a project overseen by the Sustainability Team in collaboration with the consultancy company Process Factory S.r.l., with the aim of launching Illva Saronno Group towards a future of sustainable growth.

The path originated from an initial assessment of the state of affairs, carried out taking into consideration all the issues of social responsibility and environmental sustainability, according to the approach dictated by the **ISO 26000** technical standard. An operational plan was then defined with the initiatives to be implemented in the coming years, contained in the Illva Sustainability

Path document, available at the following link: <https://illvaholding.com/isp/>

The plan shows the key objectives for the next three years, aimed at achieving transversal goals to be pursued on a daily basis:

- Decision-making processes based on ethics and corporate social responsibility
- Products and services designed and manufactured considering the reduction of environmental and social impacts throughout the supply chain
- Transparent communication on sustainability impacts and performance
- Involvement, enhancement and training of personnel on the culture of sustainability



# Sustainability policies

*"...proud of our past but equally aware that we must look forward. Our tomorrow, in fact, holds great opportunities as well as great responsibilities.*

*Our work has always stood out for our drive toward a continuous improvement of our know-how."*

ILLVA SARONNO HOLDING CEO  
Augusto Reina, 1940 – 2020

Mr. Reina's visionary words perfectly sum up the path we are embarking on, in order to guide business activities towards sustainability.

This means:

- **Maintaining and improving** current economic results over time, generating value for all company stakeholders;
- **Reducing the environmental impact** of activities and products, with attention to the entire supply chain and their life cycle;
- **Protecting and valuing the people** who work in the company and with the company, at all levels.

These elements are intrinsically intertwined and organizations from all over the world are becoming increasingly aware that this path, in addition to being necessary, produces strategic advantages.



ENVIRONMENT



PEOPLE



COMPANY








**These are the pillars of social responsibility and sustainability that Illva Saronno Holding integrates into its business management.**

**Principles such as respect and protection of the environment and the territory in which it operates, the safety and well-being of people, good management and involvement practices are an integral part of our values and consistent with the spirit that has always accompanied the company.**

# Accomplishments

The Illva Saronno Holding path towards sustainability has just begun but, despite this, recent initiatives and projects have already

made it possible for us to achieve important results towards greater sustainability and responsible growth.

RELATED SDGs	ACTION	RESULT
	Elimination of plastic from promotional packaging	Saving over 7 tons of plastic per year
	New water cycle for washing bottles in the Saronno plant	Minimal waste of water resources
 	Conversion of the heating system from diesel to methane gas at the Saronno plant	Estimated CO2 emissions for 2022 were around 279,000 kg less
 	Installation of a photovoltaic system that covers the roof of the company at the Saronno plant	Reduced CO2 emissions by nearly 700,000 kg to date
 	Employer Branding program which includes partnerships with Universities and Business Schools scouting talents to be brought into Illva Saronno Group	Involvement of about 600 undergraduates and recent graduates
 	Company climate survey for the entire Group	Involvement of all group companies in Italy and abroad
 	Launch of the circularity pilot project on plastic waste at the Saronno plant	Feasibility assessment in progress
 	Introduction of Separate collection and reduction of the consumption of bottled water in the Saronno district	By the end of 2023



Lighter glass bottles

10% weight reduction, with an average weight per bottle of about 420 g



Installation of two automatic CIP washing systems, for the recovery of rinsing water from production lines in Sicily

22% water savings



Installation of a photovoltaic system that covers the roof of the Aspra cellar

Reduced CO2 emissions by nearly 800,000 kg to date



Energy efficiency measures, such as installation of LED lights, timers, inverters for motor management and thermoregulation of work environments within Duca di Salaparuta worksites

18% reduction in energy consumption



Launch of the circularity pilot project on plastic waste from the Aspra plant and glass waste from the Marsala plant

Feasibility assessment in progress



# Materiality path

Within the reporting process, the **materiality analysis** represents a central element, which has the objective of defining the most relevant sustainability issues for Illva Saronno S.p.A., Duca di Salaparuta S.p.A. and their stakeholders, taking into consideration the strategic aspects and impacts of each topic. To this end, a structured methodological path was followed which includes the identification

and assessment of sustainability issues relating to the company context and their evaluation according to strategic aspects, relevance and expected impact from the points of view of both the stakeholders and the company.





# Context and relevant topics

Starting from the analysis of the specific sector, of the trends in terms of sustainability relating to the area in which Illva Saronno and Duca di Salaparuta operate, of the type of company and the comparison with other

similar realities, relevant topics were defined for both companies and their context, then used for discussions with stakeholders and for the materiality assessment.



## ENVIRONMENT

- **Atmospheric emissions and climate change**
- **Efficient and renewable use of energy**
- **Efficient management of water resources**
- **Responsible management of agricultural practices and promotion of organic farming**
- **Protection of biodiversity**
- **Circular economy and good waste management practices**
- **Use of sustainable packaging**



## SOCIAL

- **Employee health and safety**
- **Diversity, inclusion and equal opportunities**
- **People's well-being and welfare tools**
- **Responsible drinking**
- **Human rights**
- **Training and professional growth of employees**
- **Support and development of the community and the territory**
- **Involvement and responsible management of the supply chain**



## GOVERNANCE

- **Creation of sustainable value for company and stakeholders alike**
- **Product quality, safety and compliance**
- **Transparency and traceability of raw materials and products**

# Stakeholders

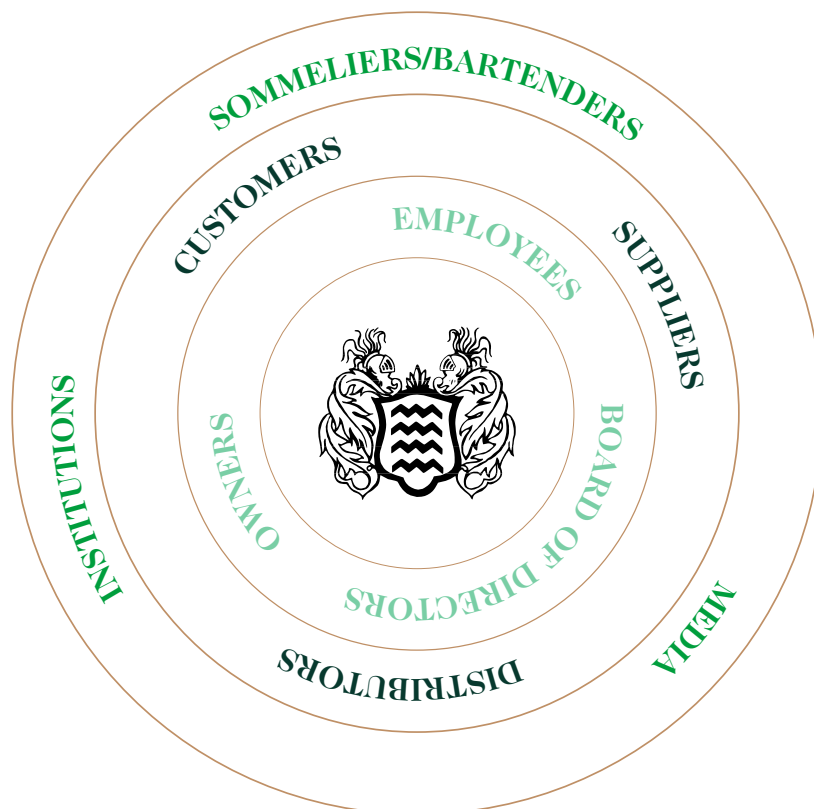
Illva Saronno Holding considers it a priority to maintain a solid and lasting relationship with all its stakeholders, one based on active involvement and constant dialogue.

This relationship represents a central point for the creation of shared value, also through the implementation of projects aimed at meeting expectations and needs of the stakeholders themselves, which can be identified starting from this first reporting exercise.

The process of identifying the stakeholders involved the company's management and was based on the relationships established with the territorial and sectoral realities and the topics relevant to the company's operations.

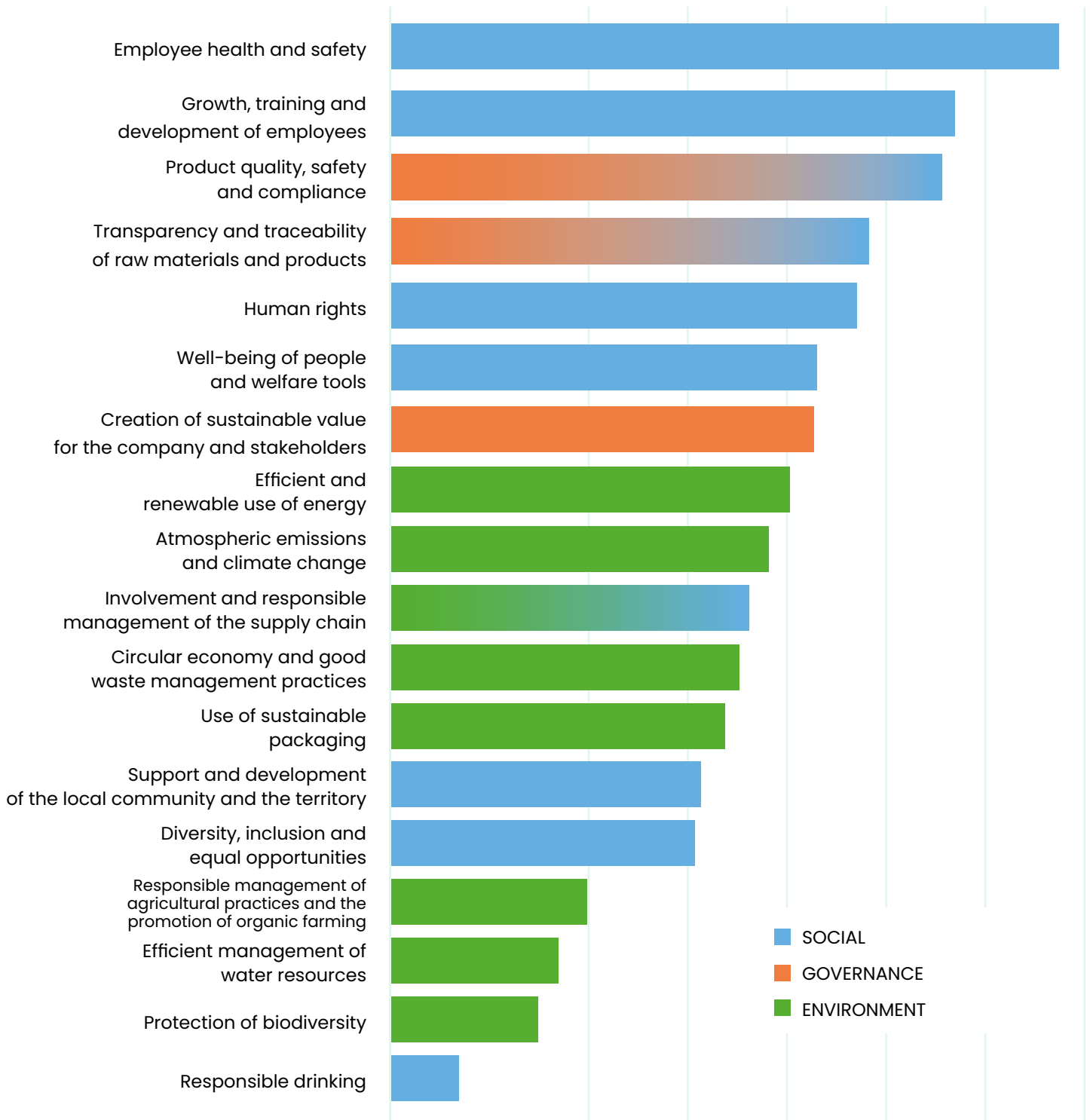
In this perspective, all the subjects who influence and/or are influenced by the activities carried out by Illva Saronno Holding, its performance, products and services have been identified.

Below are the categories of stakeholders that have been mapped, and towards which the methods of engagement will be further aimed in the coming years, evaluating specific methods and frequency so as to develop and consolidate the relationship over time.



For this first year, each category of stakeholders was involved through a questionnaire aimed at investigating the relevance of the presented sustainability issues from their point of view, and the perception in terms of the expected impact that those same issues could have on them.

From the analysis of the **282 responses** received, it was therefore possible for us to draw up a scale of priorities according to the point of view of our stakeholders, as well as to qualitatively evaluate how much each topic can impact on the various categories.



# Materiality analysis

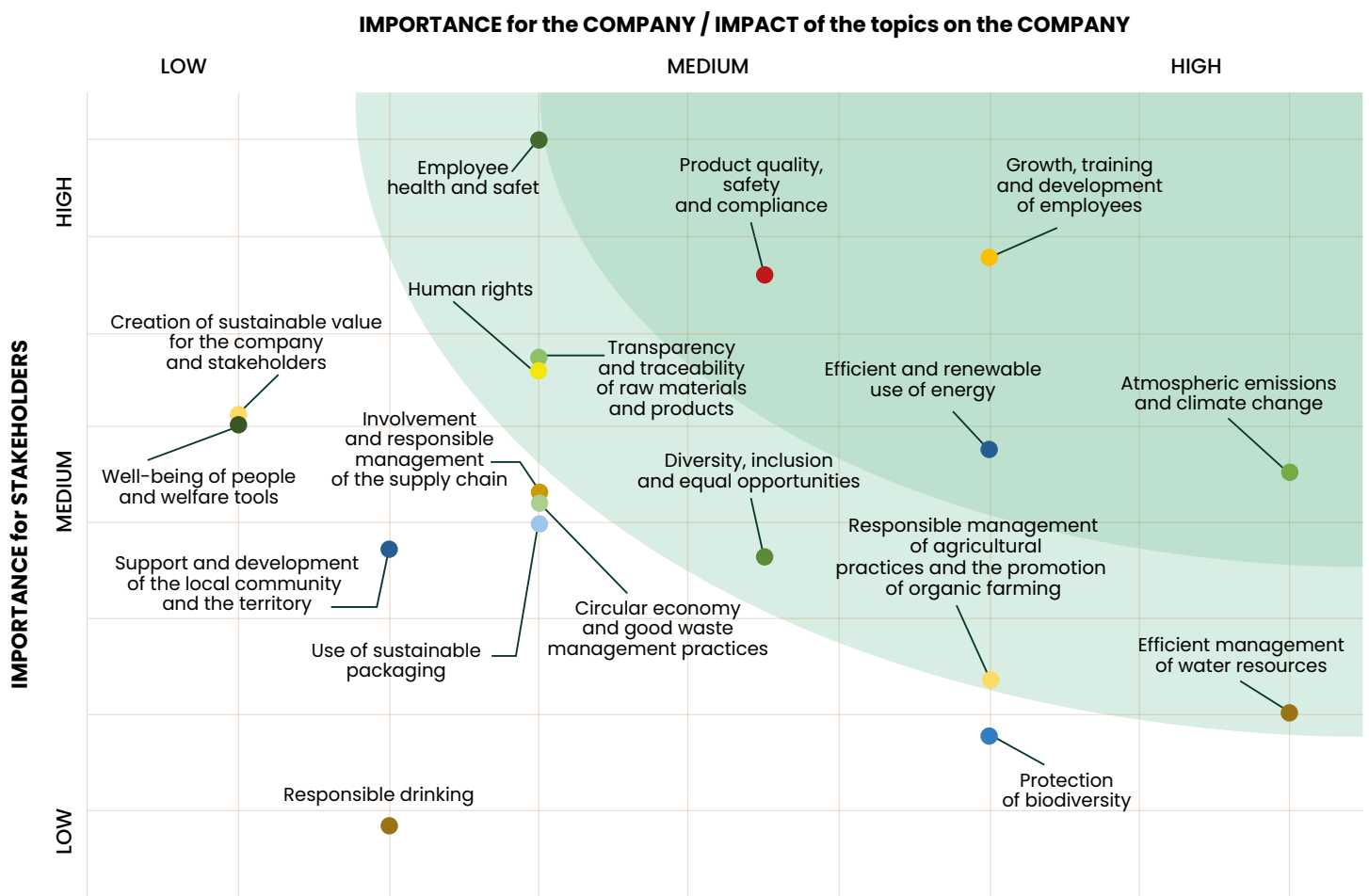
Starting from the results that emerged from the involvement of the stakeholders, a focus group was then led, to study and evaluate the issues from the point of view of the company. This was possible thanks to the availability and participation of the management of Illva Saronno Holding, Illva Saronno S.p.A. and Duca di Salaparuta, which, through a moment of structured discussion, carried out an assessment of the impact of the relevant issues on the company's business, with an "outside-in" reasoning. This work, together with the "relevance survey" filled in by the stakeholders, made it possible to identify the materiality topics, which can be represented graphically through the materiality matrix.

The materiality analysis process will be periodically updated over the next few years, to validate its content and reflect any changes that may occur over time.

In addition to the topics highlighted by the analysis process, it was also decided to report on:

- **Circular economy and good waste management practices**
- **Creation of sustainable value for the company and for the stakeholders**

Within the document, a specific paragraph has been dedicated to each material topic.



AREA	MATERIALITY TOPIC	DESCRIPTION	RELATED SDGs
<b>SOCIAL</b>	<b>Training and professional growth of employees</b>	Practices of support and enhancement of internal people, with attention to specific training courses and development plans	 
<b>ENVIRONMENT</b>	<b>Atmospheric emissions and climate change</b>	Company's commitment to the reduction of polluting emissions and projects for the reduction of direct and indirect greenhouse gas emissions	 
<b>GOVERNANCE</b> <b>SOCIAL</b>	<b>Product quality, safety and compliance</b>	A system of checks implemented by the company to guarantee quality and safety standards of its products and processes, as well as the use of raw materials and procedures aimed at pursuing the highest quality standards for the final product	 
<b>SOCIAL</b>	<b>Employee health and safety</b>	Aspects relating to the protection of workers' health and safety, in terms of prevention, training, management and risk reduction, as governed by the Italian Law 81/2008	  
<b>ENVIRONMENT</b>	<b>Efficient and renewable use of energy</b>	The company's commitment to reducing its consumption, making processes more efficient, producing energy from renewable sources, purchasing certified "green" energy	  
<b>ENVIRONMENT</b>	<b>Efficient management of water resources</b>	The company's commitment to using less water, its possible reuse and proper waste management in order to monitor consumption and promote good efficiency practices	 
<b>GOVERNANCE</b> <b>ENVIRONMENT</b> <b>SOCIAL</b>	<b>Transparency and traceability of raw materials and products</b>	Internal traceability management of the entire production chain and the transparent communication of related information to the consumer and the market	    
<b>SOCIAL</b>	<b>Human Rights</b>	Attention to and compliance with the international reference principles in any phase and activity linked to the production and management of the company, within its own work practices and those of suppliers	    
<b>ENVIRONMENT</b>	<b>Responsible management of agricultural practices and promotion of organic farming</b>	Promotion of non-intensive, regenerative agriculture, which reduces or eliminates the use of synthetic chemical products and aims at enhancing organic farming practices	    
<b>SOCIAL</b>	<b>Diversity, inclusion and equal opportunities</b>	Set of values and behaviors aimed at guaranteeing gender, racial and religious equality, without any kind of discrimination	   
<b>ENVIRONMENT</b>	<b>Circular economy and good waste management practices</b>	Possibility for the company to use raw material from waste products of other processes or from recycled materials, attention to the reduction of waste products and their possible recovery or correct disposal	  
<b>GOVERNANCE</b>	<b>Creation of sustainable value for the company and stakeholders</b>	Ability of the company to generate profits and the way in which they are divided, fairly, among the various stakeholders (salaries, payments to suppliers, dividends, etc.)	 

# Ilva Saronno Group 2030 agenda for a sustainable world

The United Nations 2030 agenda represents a global reference for the determination and dissemination of objectives related to sustainable development.

Since September 25th 2015, the day of its signing by 193 UN countries, it has had the aim of involving its signatories into sharing in the commitment to guarantee a better present and future for our planet and the people who live on it.

The agenda defines **17 Sustainable Development Goals (SDGs)** to be achieved by 2030, broken down into 169 Targets, to which companies must also contribute to through their own paths of sustainability and improvement of environmental impacts

and social.

This is why we, as Ilva Saronno Group, have begun to link our results, objectives and sustainability issues to these Sustainable Development Goals, so as to highlight the contribution we try to bring to this initiative, as a starting point for further improving and integrating the sustainability reporting process within our 2030 Agenda.

# I.S.P.

ILLVA SUSTAINABILITY PATH





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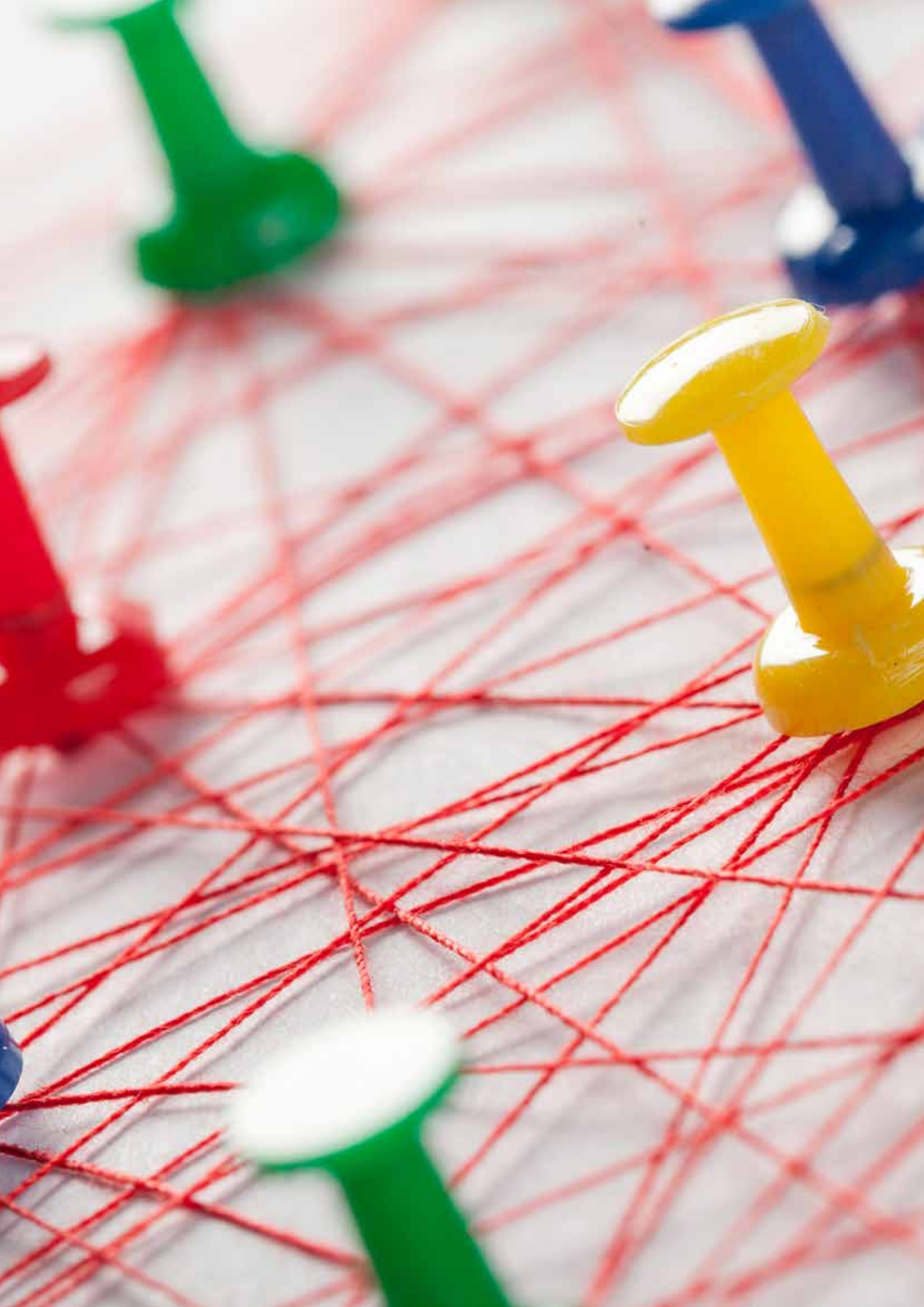
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# Value distribution

The creation of value by the company expresses our ability to create and distribute the earnings to our stakeholders. This chapter presents the details of how exactly revenue is distributed to the various categories, representing the accounting connection between the Statutory Financial Statements and the Sustainability Report.

The data are representative of Illva Saronno Group, and express the importance of how the revenue generated through the sale of our products is then distributed, with particular attention to employees, suppliers and key stakeholders.

	ILLVA GROUP	ILLVA AND DDS AGGREGATE
Revenues from sales	321.866	202.714
Interest income and dividends collected	2.959	1.104
<b>ECONOMIC VALUE GENERATED</b>	<b>324.824</b>	<b>203.818</b>

	ILLVA GROUP	ILLVA AND DDS AGGREGATE
Personnel costs	48.532	16.891
Consumptions	94.254	57.215
Advertising and promotion costs	60.857	60.810
Other overhead net costs	71.764	35.280
Operative Costs	275.408	170.196
Dividends distributed	10.000	-
Interest expenses paid	44	61
Payments to capital suppliers	10.044	61
Direct taxes paid	18.589	12.298
<b>ECONOMIC VALUE DISTRIBUTED</b>	<b>304.041</b>	<b>182.555</b>

	ILLVA GROUP	ILLVA AND DDS AGGREGATE
Depreciations and write-downs	25.386	20.217
Provisions net of utilizations	(586)	(544)
<b>VALUE RETAINED</b>	<b>45.584</b>	<b>40.936</b>

*\*amounts expressed in €/000*

In 2022, the value generated by Illva Saronno Group amounted to 324,824 million euros, while the distributed revenue amounted to 304,041 million euros.

Also considering depreciation and write-downs equal to 25,386 million euros, and provisions net of uses, equal to -0,586 million euros, the retained value, i.e. the difference

between generated and distributed revenue, amounted to 45,584 million euros.



# Responsible production





  
**DISARONNO**  
ORIGINALE  
SINCE 1525  
THE WORLD'S FAVOURITE  
ITALIAN LIQUEUR  
ALLVA - SARONNO  
28% alc./vol. 700 ml e

# Our approach

The quality of the products, the safety of people, transparency in the supply chain are fundamental elements for Illva Saronno Holding, whose production processes are carefully monitored in order to guarantee high quality production, a basic objective and a prerequisite for growth also in a logic of sustainability.

These issues have an important impact within the internal boundaries of the organization, with a particular focus on Illva Saronno S.p.A. and Duca di Salaparuta S.p.A., but also externally in terms of the company's direct responsibility in the selection and management of its suppliers of raw materials and services.

The management of information and aspects related to everything linked to production is intrinsically linked with pursuing product quality, starting from the quality of raw materials and the ability to expertly transform them enhancing their characteristics so that they shine in our finished products. The reference initiatives for the achievement of these objectives can be summarized as follows:

- **looking for the best balance in the use of selected raw materials**
- **looking for the best oenological practices in the cellar**
- **researching an increasingly systematized management of supply chains taking social and environmental responsibilities into account**
- **striving to be increasingly attentive to consumer needs.**

This starts from the purchase conditions,

integral parts of each order issued, which report precise commitments to be signed by the supplier on the subject of compliance with environmental and social legislation, respect for all the fundamental rights of workers sanctioned by the international ILO conventions, the promotion, as far as possible, and the adoption of policies to reduce the environmental impact of its processes, products and services.

Within the current year, a mapping and data collection project will also be launched on all suppliers through the **ECOVADIS** platform, which will also be able to analyze them through a sustainability rating. This will be a useful first step in evaluating possible qualification actions and collaboration paths with strategic suppliers, in order to also shift the entire supply chain towards an improvement in the field of corporate sustainability.

The boundary of analysis and presentation of the aforementioned issues for this year will be that of the two main companies of the Group, Illva Saronno S.p.A. and Duca di Salaparuta S.p.A

# Product quality, safety and compliance

Guaranteeing the quality of our products and consumer safety is a fundamental requirement for Illva Saronno Holding to be ensured continuously and effectively. In order to do this, each phase of the production chain is carefully supervised, from raw materials acquisition/procurement to product distribution, following what is defined in the company's Quality Policy.

Both the Quality management and the Marketing division play a key role in the management of the aspects of guaranteeing product safety and communication to end customers. These work in close synergy, and the Quality division has the role of overseeing and controlling the regulatory aspects, which differ according to each market area.

To improve this activity, the company also works with the support of its local distributors and experts, and of law firms that are activated in the event of delicate situations, for many of which it is often vital to act promptly or even in a preventive manner.

From the point of view of the quality of the finished product, both in Illva Saronno and in Duca di Salaparuta all production phases are followed and monitored through the internal chemical laboratory, with cutting-edge equipments and constant supervision. Regarding production at the Saronno site, continuous checks are carried out to monitor the following parameters/aspects:

- **Alcohol content and Density:** both on incoming ethyl alcohol, extracts, flavourings and whiskey, and to check on the conformity of the degrees of liqueurs and spirits products.

- **Color:** carried out for the verification of some specific liqueurs, spirits, whiskey; also in the case of sugar, as a raw material, to evaluate the absence of turbidity and complete transparency in the case of liqueurs such as Sambuca.

- **Turbidity:** necessary control for whiskey, which has a maximum value for this parameter, and is therefore monitored during filtration.

- **Organoleptic profile:** through olfactory and taste evaluation to approve each batch of liqueur/spirits and for the acceptance of some incoming raw materials.

- **GC profile:** for verifying the purity of ethyl alcohol and for whiskey analyses.

- **pH**

- **Labels and seals:** visual checks during bottling.

An average of about 50 samples are analyzed daily (26 for bulk liqueur, 18 for bottled liqueur and 6 for raw materials), which amounts to roughly 280 weekly samples, a total of over 10,000 samples per year. Control analysis is also carried out on the water used by the manufacturing and bottling departments, which is partly osmotic, the remainder being mains water. For each type, 6 annual checks are carried out at an external laboratory to verify:

- **Chemical-physical parameters**

- **Anions**

- **Metals**

- **Volatile organic and halogenated compounds**
- **Trihalomethanes**
- **Aromatic organic compounds**
- **Microbiological analysis**

Also at the Saronno site, for the Aromi division, tests are carried out both on incoming raw materials (35%) and on finished products (65%), for an average of around 35-40 tests per day and a total of 3,900 a year.

Over 15 parameters are verified, including GC tests, HPLC, dry residue, density, microbiological analysis, turbidity, etc.

The water used within the Aromi division for the extraction, concentration, atomization and mixing processes is subjected to softening and checked in an external laboratory twice a year, by sampling three different sampling points, verifying the same parameters listed above for the Spirits division.

At Duca di Salaparuta, on the other hand, bottled wines are checked routinely by monitoring over 20 parameters, including alcohol levels, density, pH, sugar content. An average of about 15 daily samples (125 per week) are analyzed, for a total of over 5,000 samples a year. Control analysis are also carried out on the water used for washing and various production activities as well as on waste water:

- **Hardness:** for softened water and for purified water, on a daily basis
- **Anions, pH and conductivity:** for purified water, on a weekly basis

The Group holds numerous certifications, in particular the flavour division of ILLVA Saronno S.p.A. - which is certified ISO 9001 for Quality and FSSC 22000 for safety in the agri-food sector - and Duca di Salaparuta

S.p.A., which is ISO 14001 certified for the Environment since 2001, and ISO 9001 for Quality, since 2012.

The Sicilian company has also carried out a specific sustainability path which has allowed it to obtain the **EQUALITAS** (first Sicilian company ever to do so) and **V.I.V.A.** (Evaluation of the Impact of Viticulture on the Environment) certifications.



REV\_003\_20200401

**SOSTENIBILITÀ DELLA FILIERA VITIVINICOLA:  
ORGANIZZAZIONI, PRODOTTI, DENOMINAZIONI DI  
ORIGINE (SOPD)**



In addition, **Royal Oak Distillery** was awarded **ISO 9001** certification in May 2023.

In the factories of Illva Saronno S.p.A. the HACCP (Hazard Analysis Critical Control Points) methodology is adopted, according to which critical points of the various processes have been identified, from the acceptance of raw materials, to the various production flows, and the procedures for sanitizing and cleaning the systems have been set with validated protocols and trained teams.

The two divisions, Spirits and Aromas, also have kosher and organic certification, which both provide for annual audits and specific documentation for the products subject to certification.

Halal certification is also held by the flavouring division.



To ensure compliance in terms of product information and proper labeling, and responsible communication, there are strict procedures for the labels in compliance with the specific mandatory indications for each country of destination of the products (symbols, dimensions, wording, capacity, unit of measurement, etc.).


Responsibility for these procedures lies with the Quality Assurance function with regard to the wording on the label and with Marketing with regard to communication on both traditional and digital media through checks with the local bodies set up in the various states.

**NUMBER OF COMPLAINTS**




**ILLVA SARONNO**

**5** Exclusively related to product packaging



**REAL AROMI**  
ILLVA SARONNO FLAVOURS DIVISION

**2** • 1 related to packaging  
• 1 related to organoleptic profile



**CORVO** **FLORIO**  
DUCA DI SALAPARUTA

**29** Almost exclusively related to problems attributable to the characteristics of the cork stopper, in any case much lower than the category average thanks to the proprietary process developed for the verification of this component.

**RESPONSIBLE COMMUNICATION**

Illva Saronno S.p.A. and Duca di Salaparuta adopt a rigorous policy to ensure that all communications to the consumer, from the wording on the label to advertisements on both traditional and digital media, comply with the regulations in force in the various countries where our products are distributed.

be clearly recognizable at an age for which the consumption of alcohol is legally permitted, and for carrying out the communications, including avoiding associating alcohol consumption with psychological benefits, showing the consumption itself and avoiding settings where alcohol consumption could lead to risks for the consumer.

As for the wording on labels, in addition to the invitation to responsible consumption, there are always messages, disclaimers or symbols concerning the consumption of alcohol in compliance with the indications of the local authorities of the countries where the products are distributed. This activity is overseen by Quality Assurance as part of its compliance responsibility. Advertisements also follow the same rules, adhering to indications of the authorities both in terms of representation of the target, which must always

For these activities, in addition to what has been described, Illva Saronno Holding relies on the invaluable input from various national Authorities such as, for example, Clearcast in the UK and Discus in the USA, to obtain approval before broadcasting.

Thanks to these measures, no communication of Illva Saronno S.p.A or Duca di Salaparuta products has ever been subject to criticism by consumer associations or sanctioned by the Authorities.



Raw materials

# Transparency and traceability of raw materials and products

Ilva Saronno Holding is aware that the commitment to limiting the environmental impacts deriving from the production process is also achieved through the careful selection of raw materials and materials used.

From this conviction derives a strong attention to the relationship with its suppliers, to the origin of the materials and to the procurement methods.



# Edible raw materials

Procurement management is the responsibility of Illva Saronno Holding, which carries out purchasing activities for all Group companies and for all areas: raw materials, packaging materials, general services, utilities, media and advertising, etc.

The only exceptions are the decentralized purchases carried out by Duca di Salaparuta, in relation to the purchase of grapes and locally managed temporary workers.

The main raw materials purchased for Illva Saronno are:

- **Sugar, mainly from Germany and partly from Italy and France.**

- **Alcohol**, from France, Hungary and Italy.
- **Bourbon Vanilla berries** 100% from Madagascar, produced with a totally manual process from pollination to drying and packaging.
- **Almonds (Armelline)**, purchased from suppliers in Italy, Türkiye and the Middle East.
- **Coffee** used for the Tia Maria liqueur, purchased in a single quality, 100% Arabica from Brazil.
- **Other natural flavours.**



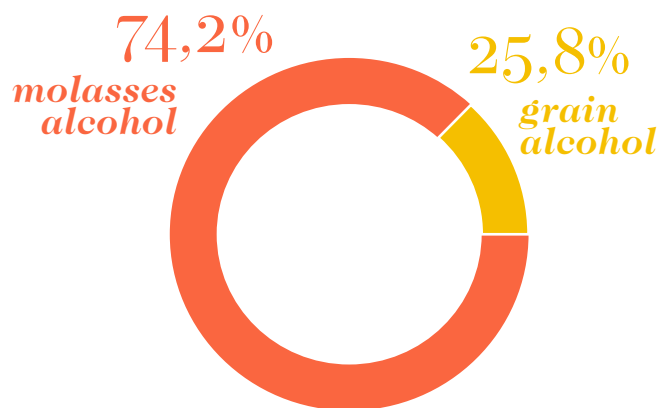
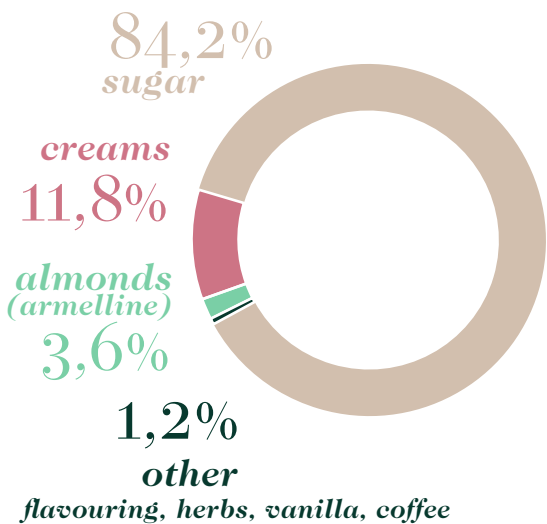
ILLVA SARONNO

## EDIBLE RAW MATERIAL (MASS)

7'219'497 KG

## EDIBLE RAW MATERIAL (VOLUME)

2'960'864 L



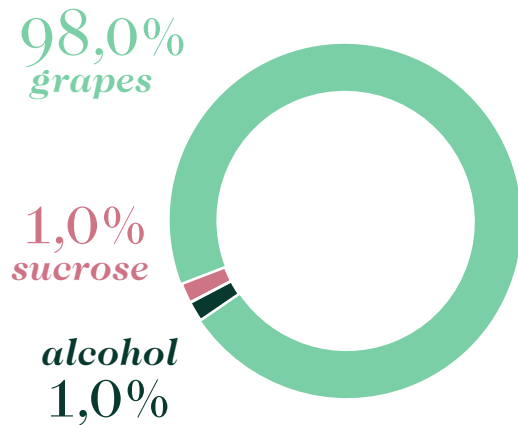
As for Duca di Salaparuta, instead the main purchase of raw material is related to grapes produced by local suppliers. The following tables show the purchase

quantities of the raw materials used and the details of the varieties and quantities of the grapes used.

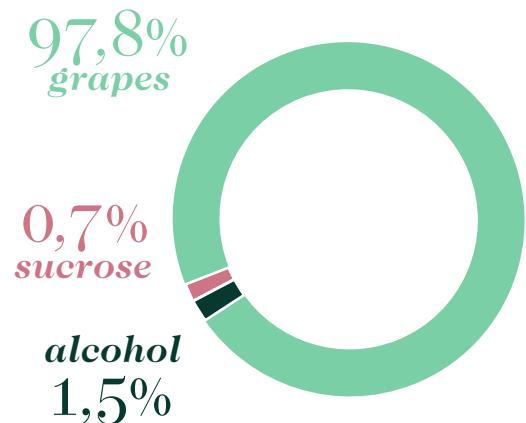


## **TOTAL EDIBLE RAW MATERIALS**

**5'559'787 KG**  
**IN 2022**



**5'534'068 KG**  
**IN 2021**



# Packaging and technical materials

The supply of primary and secondary packaging is one of the areas in which there is greater sensitivity towards the issue of reducing the environmental impact. Research and attention to new solutions for weight reduction, an increase in the content of recycled material, or an effective reduction in the need for packaging, have already made it possible to achieve important results.

The following graphs show the consumption of material by composition and type, for Illva Saronno S.p.A. and for Duca of Salaparuta. As the data show, the significant impact is determined by glass, which for the two companies constitutes, on average, over 90% of total materials by weight.

As regards Illva Saronno S.p.A. the main packaging purchases are:

- **Glass**, coming mainly from a single supplier only 18 km away from Saronno. Purchases of different qualities of glass include recycled glass as well, which can amount to up to 65% of total mass, in dark glass bottles.
- **Caps**
- **Labels**
- **Cartons**

In the majority of packaging purchases, we rely on suppliers close to Saronno, and work is done with a real-time-needs logic, as to avoid having a dedicated warehouse or to keep warehouse volumes at a minimum.

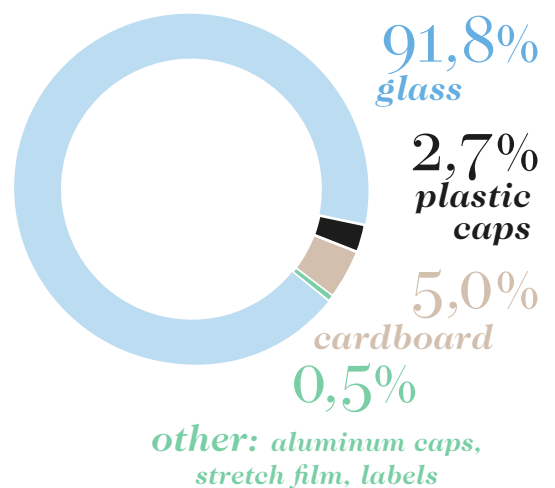
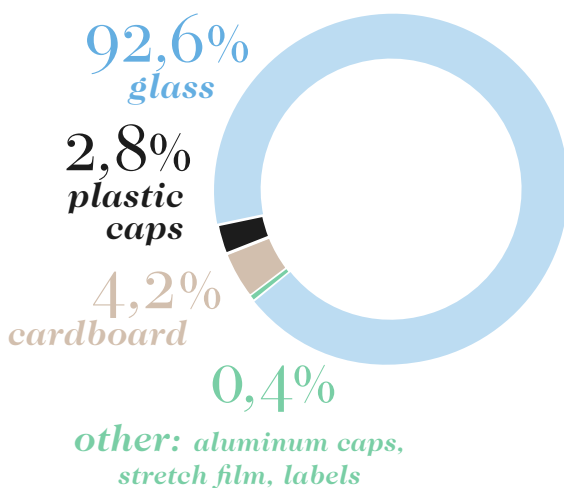


## ILLVA SARONNO

### TOTAL MATERIALS FOR PACKAGING

**19'122'291 KG**  
**IN 2022**

**18'289'445 KG**  
**IN 2021**



The highest percentage of materials used for packaging is represented by glasses, labels,

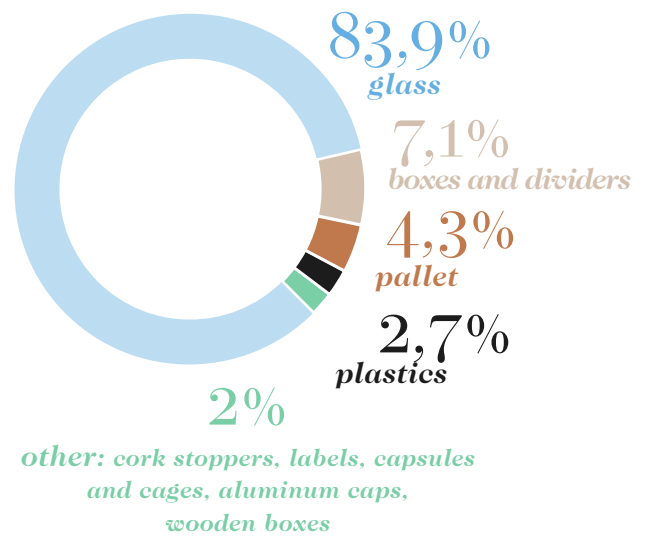
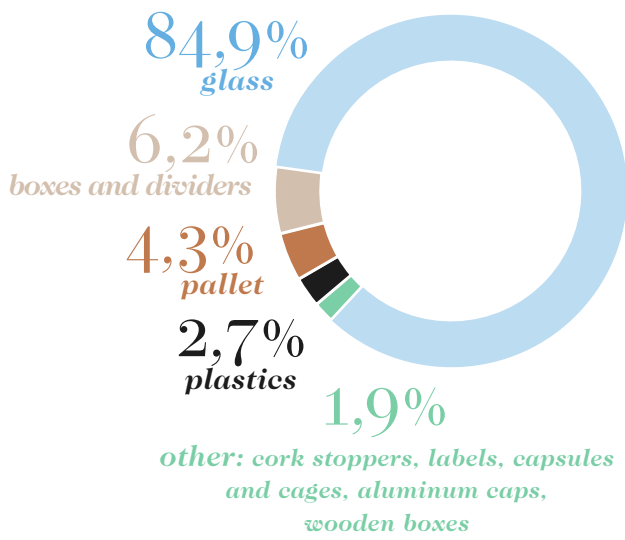
cartons and caps for Duca di Salaparuta operations as well.



## TOTAL MATERIALS FOR PACKAGING

**4'657'822 KG  
IN 2022**

**4'710'155 KG  
IN 2021**



Of the materials presented above, the labels of the Irmàna Line are entirely made up of paper from FSC certified forests, 65% of which is

recycled paper. 70% of packaging cardboard used is made from recycled materials.



# Responsible supply chain: human rights and involvement

This section contains some information relating to the management of the supply chain for the two main companies belonging to Illva Saronno Holding: Illva Saronno S.p.A. and Duca di Salaparuta S.p.A.

Indeed, among the material issues identified, those concerning the monitoring of the supply chain and its responsible management have become central elements of the strategy of the European Commission which, in this regard, in February 2022 presented a proposal for a directive to the European Parliament and Council on the duty of diligence in the value chains, in relation to human and environmental rights (Corporate Sustainability Due Diligence Directive - CSDD) which, following the opinion of the countries belonging to the European Union, should be approved by the Parliament during 2023. The proposal aims to oblige companies to carefully manage social and environmental impacts throughout their supply chain, including their own commercial operations, and goes well beyond existing national legislation.

The production model, for both companies, dictates that the production processes are almost exclusively carried out internally, with the exception of small processes such as the silk-screen printing of some glasses and the bottling of very limited production quotas, by type or size, as described afterwards. Raw

materials and packaging are varied in nature and come from different Italian areas and, for Illva Saronno S.p.A., also from abroad.

Net of some possible overlapping, the total suppliers relating to production for both companies are almost 400, for a total value, between raw materials and processes, of over 48 million euros. Of these, 83% is distributed to suppliers based in Italy.

At present, beyond the general assessment and the good relationships that the company has established with its suppliers, there is no specific qualification system for the supply chain.

In consideration of the relevance of these issues, a mapping and data collection process on sustainability issues has been launched at our supplier pool, through the EcoVadis assessment system, which will be carried out during the year 2023, for the entire Illva Saronno Group.

Also as part of the EcoVadis project, internal training sessions will be held which include ESG issues as well as human rights ones, aimed at defining Illva Saronno Holding policies or procedures for their protection throughout the entire supply chain.





# ILLVA SARONNO

# 167

**SUPPLIERS INVOLVED IN THE CREATION OF THE PRODUCT OR SERVICE OFFERED**

### RAW MATERIAL SUPPLIERS

Alcohol, water, sugar, almonds (Armelline), coffee, creams, flavourings, technical materials

### CONTRACT SUPPLIERS

Bottling of smaller formats and unsuitable for internal lines. Additional processing on glass (screen printing or painting). VAP packaging and other promotional references.

<b>81,7%</b>	<b>16,2%</b>	<b>2,2%</b>
<i>ITALY</i>	<i>EU</i>	<i>EXTRA EU</i>

<b>33,1%</b>	<b>66,9%</b>	<b>0%</b>
<i>ITALY</i>	<i>EU</i>	<i>EXTRA EU</i>

Of the 132 raw material suppliers based in Italy, around 50% are in the Lombardy region. The percentages reported by geographical area relate to the economic volume of the various suppliers.



## DUCA DI SALAPARUTA

# 232

**SUPPLIERS INVOLVED IN THE CREATION OF THE PRODUCT OR SERVICE OFFERED**

### RAW MATERIAL SUPPLIERS

Grapes, alcohol and oenological products

### CONTRACT SUPPLIERS

Glazing of the glasses for Gourmet range marsala, bottling of Etna DOC denomination wine

<b>99,2%</b>	<b>0,8%</b>	<b>0,003%</b>
<i>ITALY</i>	<i>EU</i>	<i>EXTRA EU</i>

<b>100%</b>	<b>0%</b>	<b>0%</b>
<i>ITALY</i>	<i>EU</i>	<i>EXTRA EU</i>

Of the 224 raw material suppliers based in Italy, around 65% are in the Sicily region. The percentages reported by geographical area relate to the economic volume of the various suppliers.

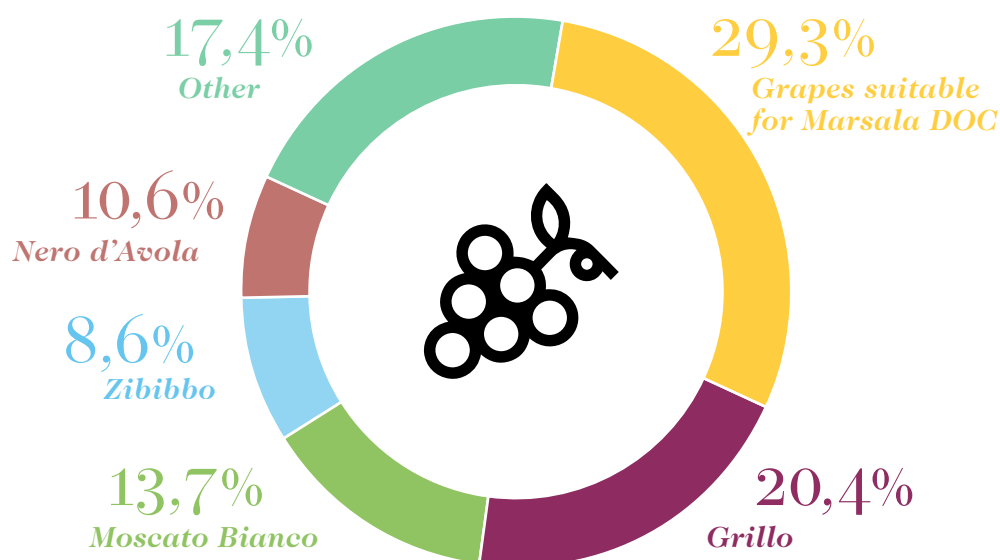
# Agricultural practices and promotion of organic farming

Consumer's attention to and demand for organic farming products continues to grow and so does our company's belief in wanting to offer products that can be certified as such. In the **Wine** sector in particular, over the last few years the quantity of grapes used from **organic cultivation systems** has increased significantly, reaching over 780 tons in 2022.

This trend goes in the direction of proposing a development model and a use of alternative

agronomic techniques that replace traditional techniques with a higher impact on the environment, a model based on the principles of safeguarding and enhancing resources, and on respect for the environment as well as consumer health.

The main types of grapes entering the **Duca di Salaparuta** establishments are shown below. These represent almost 15% of the total grapes processed:



The Sicilian terroir offers the unique opportunity to change course in terms of agronomic chemistry, and after years of professional fine-tuning, the time has come to give a voice to organic farming within our winemaking reality.

In fact, Duca di Salaparuta, after having obtained both the Viva and Equalitas sustainability certifications, also obtained the Bio certification with the Irmàna di Corvo line in 2023.

These are three native single grape varieties, Irmàna Nero d'Avola, Grillo and Frappato, which thanks to the experience gained in almost two centuries of history and the intimate bond with the land, allow Corvo to have the vineyard speak of Sicily's mesmerizing century-old uniqueness.

Ours is a strong commitment to environmental, social and economic sustainability which, in the Irmàna Line, takes shape not only in the choice to use exclusively organically grown grapes, but also in the careful respect of all the protocols imposed by the certifying bodies, along the entire production chain, and in the employment of local workers.

Working in the vineyard in a conscious way, going through the rows and weighing each bunch to choose the best ones, a careful listening effort starting from the countryside all the way to the interior of the cellar and beyond: this method still remains today the more reliable and this is what guarantees the wines of the Irmàna Line bring the essence of the vine into the glass, in a simple and direct way. The **Irmàna range** communicates the importance of sustainability also in its design, through the **use of recycled materials for**

**the label**, characterized by delicate pencil designs. Furthermore, the **caps** are **100% recyclable** (with a zero carbon footprint).

## FUTURE GOALS:

The Irmàna Corvo line, in its varietal variations, has allowed us to connect to the organic world through loyal grape suppliers, who have been believing in, and cultivating for years, the dream of a green Sicily.

The agronomic challenge for Duca di Salaparuta, with its flagship products, true expression of central-southern Sicily (Tenuta Suor Marchesa) and Etna (Tenuta Vajasindi), is more vertical, and will be the fruit we're going to collect during the 2026 harvest. The estates have been converted to greener practices, from the reduction of pesticides to the adoption of organic farming methods, in December 2022. We will have to wait 3 years before we'll be able to consolidate this path of care for detail and agronomic attention.

At Cantine Florio, starting from the 2022 harvest we began sowing the future Organic Marsala Superiore, which will take shape in 2025, after having aged for two years within our historic tuff naves.





A lush green forest with a stream flowing through it. The water is clear and reflects the surrounding greenery. A large, fallen tree trunk lies across the stream in the background. The forest is dense with tall trees and vibrant green foliage.

# Environmental sustainability

# Our approach

Environmental protection is a central element for the activities carried out by Illva Saronno Group. Respect and safeguarding of the ecosystem, together with the reduction of one's impact on the planet, are the reference principles that guide and inspire our activities, aware that they represent essential elements in order to guarantee continuity, sustainable growth and conscious development of production.

This section therefore contains some information relating to environmental aspects and impacts and their management within the two most representative companies of the Group: Illva Saronno and Duca di Salaparuta.

The impact relating to material topics relating to the environmental sphere is to a greater extent related to the external boundaries of the organization: energy consumption, climate-changing emissions, waste and waste products, environmental impact of the production and use of raw materials (already presented in previous chapter) are all aspects determined by the operational activities carried out by the company in managing the business within its production processes, but also by the activities carried out by our suppliers.

In summary, the management of environmental issues has the objective of mitigating the environmental impact of our business and increasing attention to the protection of the ecosystem. In the following paragraphs, relating to the specific material topics, detailed info is therefore described and reported, aiming at achieving the

objective of containing consumption and exploitation of natural resources (water, energy, materials), reducing waste as well as the promotion of innovative circularity techniques and the reduction of the impact related to climate change. For further integration and improvement of the method of managing environmental issues, Illva Saronno S.p.A. is working towards obtaining the Environmental Management System certification, in accordance with the ISO 14001 standard, already held by Duca di Salaparuta since 2001.

Furthermore, among the first actions identified and launched within the Illva Sustainability Path, feature projects for accounting for GHG emissions within Illva Saronno S.p.A. and Duca di Salaparuta, which were completed in the first half of 2023, the **Water Footprint** project (for the aforementioned two companies) as well as the product LCA analysis for Disaronno and Tia Maria, which will be completed by end of year.

The scope of analysis and presentation of these issues for this year will be the two main companies of the Group, Illva Saronno S.p.A. and Duca di Salaparuta S.p.A.

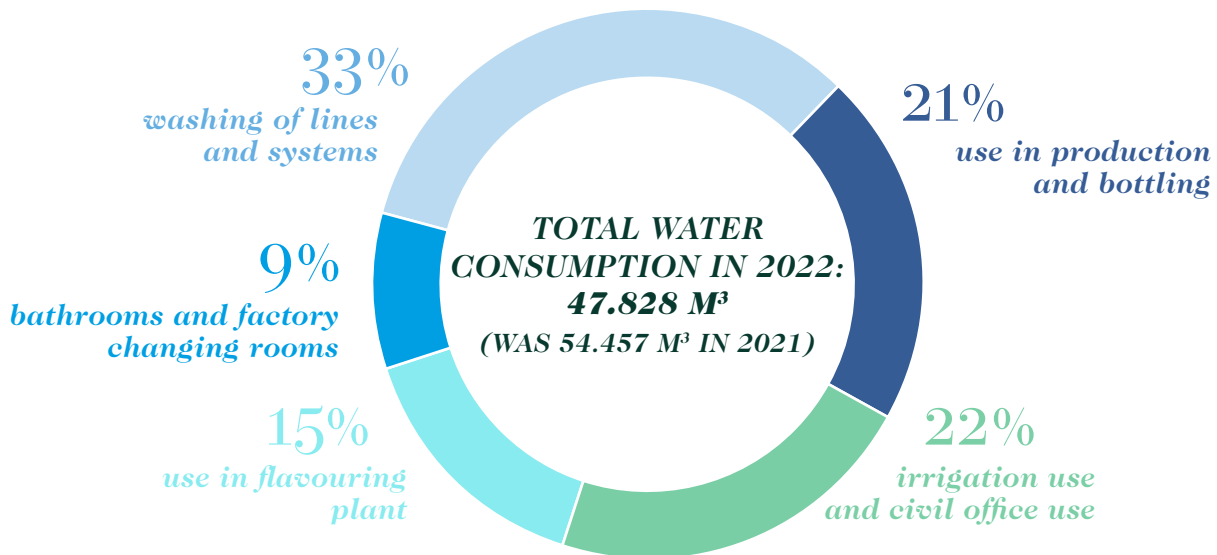
# Efficient management of water resources

Due to the nature of their various activities, Illva Saronno S.p.A. and Duca di Salaparuta use large quantities of water, linked mainly

to production processes and cleaning and sanitizing activities.



ILLVA SARONNO



**TOTAL WATER DISCHARGE IN 2022: 37793 M<sup>3</sup>**

**58%** into the public sewer

**42%** transferred to treatment plant

At the **Saronno plant**, the water is mainly used for **washing the lines and systems, pipes, mixers, tanks, filters**, but also largely for **irrigation, civil use and for direct production**, since water is one of the basic ingredients of Spirits products for the infusions of aromas, for the extraction and mixing activities and for the preparation of the sugar syrup which will then be mixed

with alcohol. For this specific use pre-treatment systems (osmosis and softening) are in place, to ensure compliance with the quality requirements.

The water used in these activities comes entirely from the aqueduct network.

With regard to water discharges, in order to limit consumption and reduce the environmental impact, at the Saronno site there is a chemical and biological water purification plant with activated sludge, capable of reclaiming the water used for washing activities and make it suitable for discharge into the sewage system through the municipal collector.

The water used for civil purposes in both divisions is sent directly to the public sewer.

There is also industrial wastewater from the flavouring division, deriving from washing the plants and from the wastewater coming out of the Venturi scrubber serving

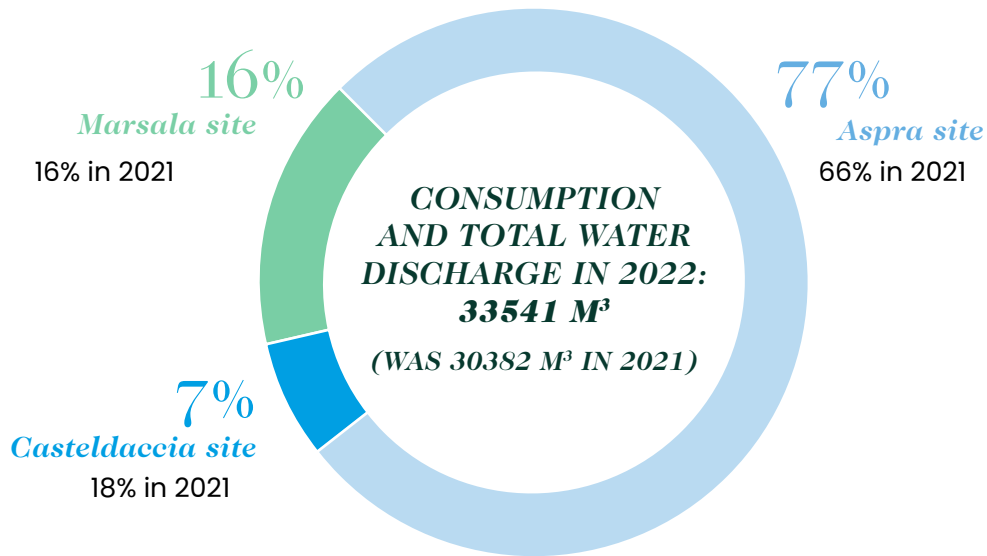
the kernel processing plant. These are currently managed as waste.

At **Duca di Salaparuta** the water is mainly used for **washing the lines and systems, pipes, tanks, filters** and to a small extent for **civil and irrigation uses**.

The water used in these activities comes from the aqueduct network.







From the comparison with the data relating to 2021, we report the following considerations and clarifications:

- Casteldaccia recorded a decrease in water consumption, the result of an optimization of the supply chain (storage and bottling) in the Aspra cellars;
- Aspra recorded an increase in the consumption of water resources, due to the transfer of activities previously present on Casteldaccia and to a series of cellar washings necessary for the reset of the supply chain (activities migrated from Casteldaccia);
- Marsala recorded a slight decrease of water consumption.

The **goal for 2023** is **to be able to optimize the use of water resources at the Aspra plant**, with a targeted water reduction process in the transformation cellar department.

With regard to water discharges, with a view to limiting consumption and reducing the environmental impact, all three Sicilian sites are equipped with a chemical and biological

activated sludge water purification plant, capable of reclaiming the water used for washing activities and it then suitable for discharge into the municipal sewage system. Civil wastewater is also treated by the purifier.

The water leaving the purifier is checked weekly for the monitoring of anions, pH and conductivity, through the internal laboratory, as well as through the mandatory periodic monitoring as prescribed by the Single Environmental Authorization.

As mentioned previously, in order to have an even better understanding of the use of water resources and its impacts, **the Water Footprint accounting project is currently underway**, conducted according to the **ISO 14046** standard: its results will be analyzed and reported in the next Sustainability Report.

# Efficient and renewable use of energy

The energy sources used internally, both in Illva Saronno and in Duca di Salaparuta, are different and necessary to carry out numerous varied activities, from electrical devices and systems to the fuel used for vehicles and heating.

The following tables show the energy consumption by source and use for both companies and the energy consumed per product unit (for a standard 0.7-0.75 cl bottle).



## ILLVA SARONNO

		2022	2021
<b>DIRECT ENERGY CONSUMPTION</b>	<b>GJ</b>	<b>20.414,2</b>	<b>17.928,2</b>
<b>ENERGY FROM NON-RENEWABLE SOURCES</b>			
natural gas	GJ	78,8%	50,5%
diesel	GJ	12,2%	15,5%
gas	GJ	-	-
combustible oils	GJ	-	34,0%
<b>ENERGY FROM RENEWABLE SOURCES</b>			
photovoltaic electricity	GJ	9,0%	-
<b>INDIRECT ENERGY CONSUMPTION</b>	<b>GJ</b>	<b>15.580,8</b>	<b>12.600,2</b>
Electric energy			
from renewable sources	GJ	100%	27,3
from non-renewable sources	GJ	-	72,7%
<b>ENERGY PER PRODUCT UNIT</b>	<b>MJ/bott.</b>	<b>1,23</b>	<b>1,21</b>

At Illva Saronno there are two thermal plants, one for each division, with natural gas boilers, necessary for the production of hot water and steam for the washing phases, for the process in single processes of the aroma division and for space heating.

For the liquor division, two natural gas-fired boilers were installed at the end of 2021, replacing the previous oil-fired boilers, for which a storage tank is still present.

Electricity consumption is guaranteed by connection to the national electricity grid and partly through self-production from a 400 kWp photovoltaic system installed during 2020 on one of the two sites. The electricity from the grid is certified as coming from renewable sources according to the agreement with the energy provider, starting from 2022.



		2022	2021
<b>DIRECT ENERGY CONSUMPTION</b>	<b>GJ</b>	<b>2.571,6</b>	<b>2.768,2</b>
<b>ENERGY FROM NON-RENEWABLE SOURCES</b>			
natural gas	GJ	7,2%	16,5%
diesel	GJ	12,4%	15,6%
gas	GJ	-	-
LPG	GJ	42,8%	45,9%
<b>ENERGY FROM RENEWABLE SOURCES</b>			
photovoltaic electricity	GJ	37,6%	22,1%
<b>INDIRECT ENERGY CONSUMPTION</b>			
	<b>GJ</b>	<b>15.580,8</b>	<b>12.600,2</b>
Electric energy			
from renewable sources	GJ	100%	32,1%
from non-renewable sources	GJ	-	67,9%
<b>ENERGY PER PRODUCT UNIT</b>	<b>MJ/bott.</b>	<b>2,61</b>	<b>2,37</b>

At Duca di Salaparuta, the energy consumed is mainly used for production activities and for air conditioning within the production areas.

The electricity, partly self-produced with a 375 kW peak power photovoltaic system at the Aspra site and the rest from the national grid, is used for the pressing activities, the handling of materials and products, bottling lines, the cooling during some winemaking processes and of some

storage environments, in addition to general uses (compressed air, lighting, ventilation and aspiration, offices, etc.).

Thermal energy is instead guaranteed by natural gas boilers at the Casteldaccia and Marsala sites and by an LPG boiler at the Aspra site. At the Florio cellars in Marsala, natural gas is also used to a small extent for the production of the cooked must necessary for the production of Marsala wine.

At our Sicilian sites too the electricity supplied by the grid is certified as coming from renewable sources only, according to the agreement with the energy provider, since 2022.

Finally, in January 2023 an energy diagnosis was launched with the company DSS+ for all the group's production sites which will provide specific indications on the opportunities for further reducing consumption and for eliminating waste.



*Aspra photovoltaic plant  
Plant power: 336 kW  
Plant size: 1100 panels*

# Atmospheric emissions and climate change

At the start of the sustainability path undertaken by Illva Saronno Holding, **GHG emissions accounting projects** were also launched within the two main companies of the Group: Illva Saronno and Duca di Salaparuta. Right from the first reflections and evaluations, it was clear that assessing the impact of one's own activities with respect to climate change was one of the most relevant aspects of the analysis. The materiality analysis confirmed this preliminary assessment and the GHG emissions accounting projects are therefore the organization's first step in addressing

and managing these impacts. The process of evaluating the Organization's Carbon Footprint began at the end of 2022 and, in accordance with the guidelines of the ISO 14064 standard, made it possible for us to account for GHG emissions, on a preliminary basis, for the year 2021 and, promptly and reliable, starting from the year 2022, to have a reference baseline. The results obtained are reported below and will be used as a basis for evaluating a path to reduce our impact, which will be defined and presented in detail by the end of 2023.

GHG PROTOCOL	2022		2021	
	tCO <sub>2</sub> e	% of tot.	tCO <sub>2</sub> e	% of tot.
SCOPE 1	1.523	3,5%	1.583	3,7%
SCOPE 2	0	-	1.897	4,4%
SCOPE 3	41.584	96,5%	39.737	91,9%
<b>TOTAL Emissions</b>	<b>43.106</b> 1,54 kgCO <sub>2</sub> /bott	<b>100%</b>	<b>43.217</b> 1,71 kgCO <sub>2</sub> /bott	<b>100%</b>



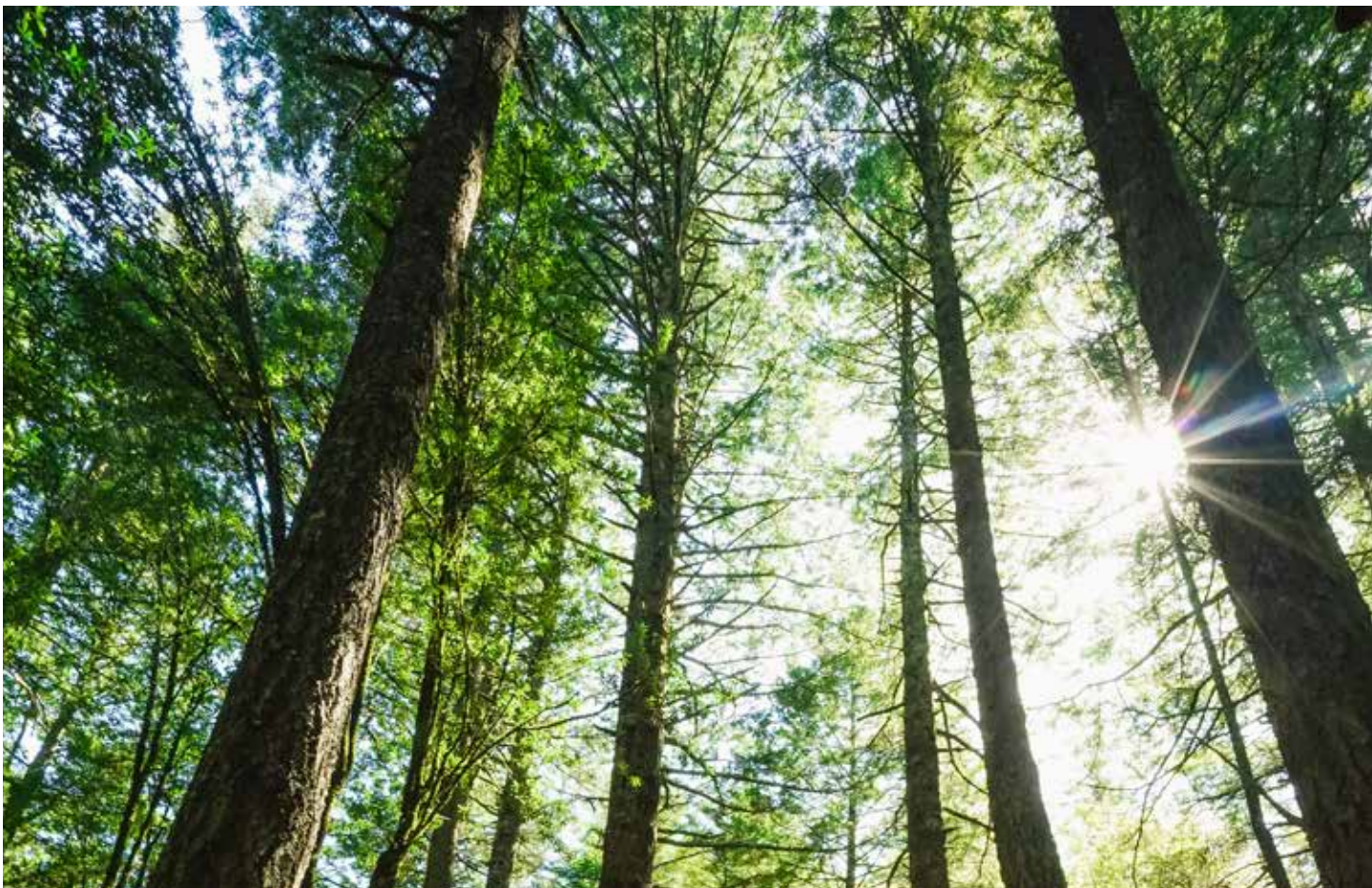
GHG PROTOCOL	2022		2021	
	tCO <sub>2</sub> e	% of tot.	tCO <sub>2</sub> e	% of tot.
SCOPE 1	509	4,4%	175	1,1%
SCOPE 2	19	0,2%	2.708	17,0%
SCOPE 3	12.022	95,4%	13.032	81,9%
<b>TOTAL Emissions</b>	<b>12.550</b> 1,69 kgCO <sub>2</sub> /bott	<b>100%</b>	<b>15.951</b> 1,82 kgCO <sub>2</sub> /bott	<b>100%</b>



For both companies, the percentage weight of the various categories is similar, with the most significant items relating to: indirect emissions for transport, both upstream and, more importantly, for product distribution; emissions related to raw materials and packaging. Therefore, in evaluating the possible reduction actions, first and foremost an account will have to be taken of the possibility of verifying with the various suppliers some primary data related to their management of environmental aspects, which will be made possible by the EcoVadis project and will allow for an improvement in the precision of the impact data in terms of relative GHG emissions, also being able to qualify the suppliers themselves on the basis of their specific impact. As far as outgoing

transport is concerned, however, it may be necessary to rethink the management of logistics and the means used, in order to evaluate possible alternative scenarios.

In addition to this, an evaluation will also be carried out regarding the reduction actions for emissions related to energy consumption, in particular type 1 which, although lower in percentage terms, are more easily controllable given the direct responsibility in the choice of supply and use of the energy at the headquarters. As regards type 2 emissions, relating to electricity consumption, these have already been substantially eliminated by choosing, starting from the end of 2021, a supply of 100% renewable energy, in addition to investments to increase reliance on our own photovoltaic systems.





Circularity





# Circular economy and waste

The management of waste and byproducts of various production cycles is not strictly a “materiality topic” per se, yet it’s one of great importance to us and deserving of attention. Therefore central objectives in the operations of Illva Saronno Holding are **the minimization of waste quantities, the adoption of policies and practices for correct waste management according** to regulations and, even more so, the **research and promotion of solutions aimed at recovery and circularity**.

The production of waste by the various activities carried out by the company in the Spirit and Wine production sectors, on which the following data are focused, is an important

issue. These are managed with a structured approach, in compliance with the provisions of the relevant legislation, including Italian Legislative Decree 152/2006.

Throughout 2022, 928,370 kgs of waste were produced for Illva Saronno (down by 5.4% compared to 2021) and 372,710 kgs by Duca di Salaparuta (down by 4.5% compared to 2021), mainly deriving from production processes and purification sludge, while a smaller share comes from secondary and support activities (maintenance, cleaning, etc.).

		2022	2021
<b>WASTE PRODUCED</b>	<b>ton</b>	<b>928,37</b>	<b>981,55</b>
Waste forwarded for reuse		6,5%	8,4%
Waste sent for disposal		93,5%	91,6%
Hazardous waste		6,3%	8,5%
Non-hazardous waste		93,7%	91,5%

		2022	2021
<b>WASTE PRODUCED</b>	<b>ton</b>	<b>372,71</b>	<b>390,16</b>
Waste forwarded for reuse		98,4%	99,73%
Waste sent for disposal		1,6%	0,27%
Hazardous waste		1,4%	0
Non-hazardous waste		98,6%	100%



Both at Illva Saronno and Duca di Salaparuta, we are also committed to finding solutions to promote the reduction of waste produced and the adoption of methods to increase the share of waste to be sent for recovery or recycling rather than disposal. In addition to this, the search for solutions that allow the recovery of some waste materials with a view to circularity is even more interesting. Already today, many outgoing material flows from production processes are valorised as by-products, reaching, as in the case of the aromas used for the production of Disaronno or Tia Maria or in the processing of the grapes, a reduction of the final waste produced to almost zero.

In fact, some raw materials used in the production of Illva Saronno Group products are reused with a view to circular economy and to minimize waste: around 40% of the main ingredient used for the production of Disaronno is subsequently sold and reused for cosmetic and food applications, while about 25% of the waste of one of the most characteristic ingredients of Tia Maria, after having extracted its essence, is sold to companies in the dairy and bakery sector.

Another area of research is that relating to the reduction of waste produced downstream of the distribution of our products, therefore relating to packaging: in the last three years, projects have been launched to reduce environmental impacts such as the elimination of plastic from packaging gift for Disaronno®, with an estimated saving of around 7 tons of plastic and the design of a new cap for Disaronno® in completely recyclable material.

Furthermore, a project was launched to evaluate the possibility of allocating plastic film waste deriving from the packaging of

incoming materials (particularly for glass packaging) to specific recovery processes.

The preliminary assessment has in fact found that the quantity of this type of waste is almost the same as the quantity of plastic film used to package the finished product pallets (about 30,000 kg/year). We therefore started evaluating a partnership with a specific operator capable of recovering the residual plastic material, with well-defined quality and characteristics, to start it on a direct recovery process in order to produce new, 100% composite, plastic film entirely from recycled material to be then used for the packaging of finished products, thus achieving complete circularity.

At Duca di Salaparuta, the winemaking process results in various by-products which are recovered and valorised in distillation processes for the production of products such as grappa, alcohol, liqueurs and other beverages.

During 2022, the following quantities were recovered as by-products and sold:

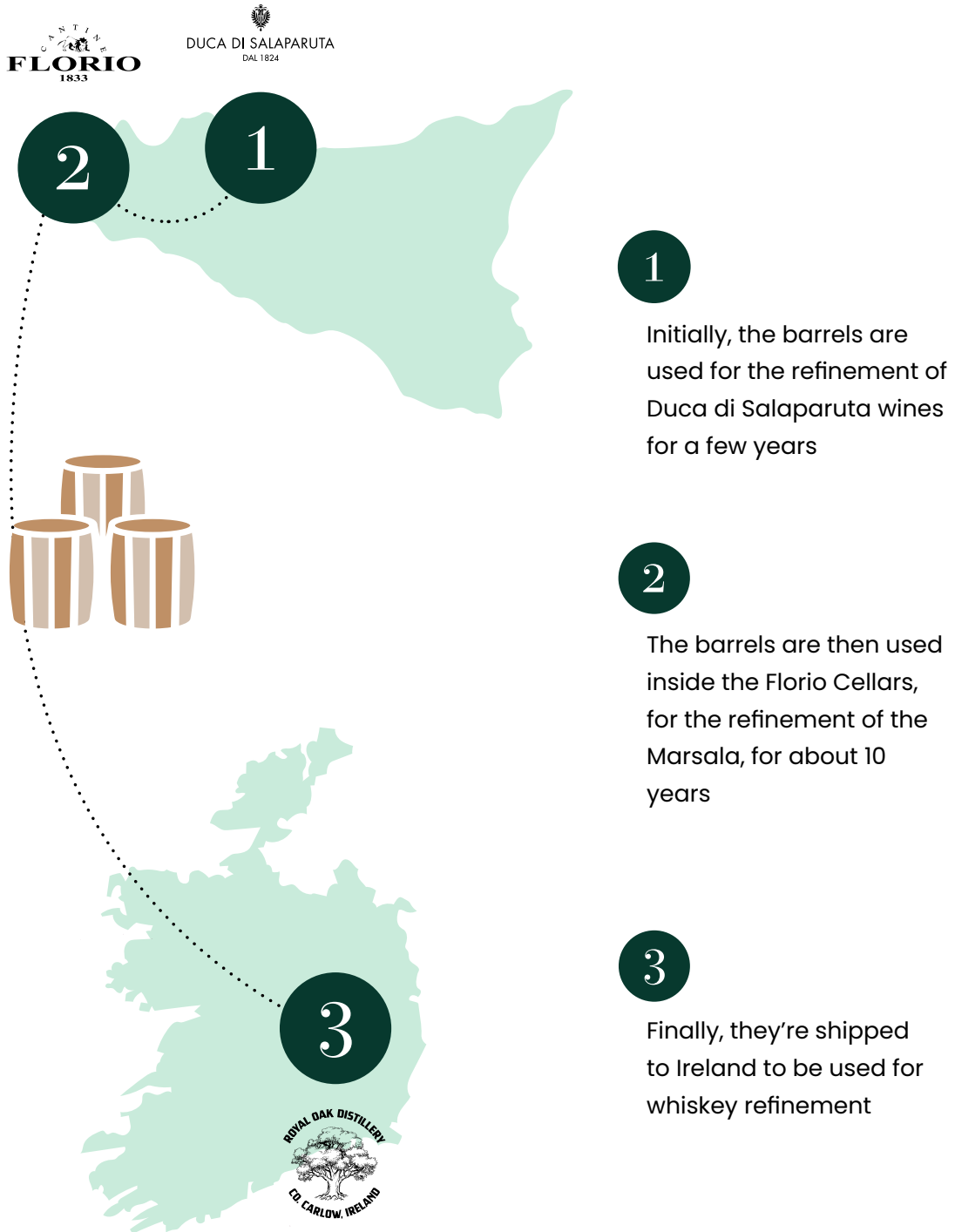
- **Pomace 531,820 kg**
- **Stalks 8,320 kg**
- **Lees 167.526 kg**

Particular attention is then paid to the content of recycled material present in the materials purchased for the packaging of our wines: over the last year we have managed to reach the following quotas, with the aim of increasing these values every year as well as soon employing recycled material for labels, capsules, aluminum caps and plastic film as well, all of which are currently still from virgin materials.

- **Cardboard:** 32% recycled material
- **Bottles:** 85% recycled glass for green bottles, 60% for semi-clear glass, 50% for clear glass.

# CIRCULARITY OF THE BARRELS

In terms of circularity, it is fascinating to follow the journey of the barrels used for our wines, which itself is a sustainability path.





# Our people





# Our approach

At Illva Saronno Holding we are convinced that in order to craft the highest quality products and obtain remarkable business results we must first of all rely on competent and motivated collaborators. The sense of belonging that pervades and fuels our people is a fundamental element for better developing paths of growth and enhancement.

This is why the social issues relating to the people who work in Illva, presented in the following chapters, turned out to be vital ones. Among these, the issues of **social compliance, inclusion and equal opportunities, growth and training of human capital** are crucial in evaluating the integrated management of the company's sustainability.

With these objectives, in April of this year we carried out our first **survey on the corporate climate**, aimed at everyone within Illva Saronno Group.

The results of the survey are extremely encouraging overall: 81% of us declared themselves proud of working for the company, which they consider an economically solid reality (by 93% of us), ambitious and eager to grow further (by 83% of us). Solidity is equally perceived from an employment (86%) and salary (88%) point of view, confirming and acknowledging the fact that we put people's well-being and safety first. This survey also indicates areas in which to make improvements, areas in which we intend to implement prompt actions that can help us implement our strategies and at the same time increase everyone's well-being and satisfaction.

## REMUNERATION POLICIES AND SYSTEM

Illva Saronno Group's commitment to an efficient, sensible and responsible use of its resources is manifest in its recognizing and valuing all employees, without any kind of distinction.

The classification levels, indicated in the employment contracts, are determined on the basis of the indications contained in the reference CCNLs: "CCNL for Food Industry" and "CCNL for Industrial Company Executives".

The Company has carried out the assessment and analysis of its compensation levels of both

internal fairness and external competitiveness with the help of consultants from Willis Tower Watson; using the WTW Job Matching methodology, through the analysis of internal fairness the company intended to evaluate the consistency of the individual elements of the remuneration package with the same "weight" of the position while, through the analysis of external competitiveness, it intended to verify and compare its remuneration packages with similar and comparable companies, ascertaining their adequacy.

The remuneration of the Management is divided into a fixed part, MBO on annual targets and long-term incentives for the roles of Chief Executive Officer and selected managers. The LTI (long-term incentive) is an incentive tool that intends to ensure continuity in the retention and engagement action, and to maintain the alignment of the interests of the management involved with those of the Shareholders and Stakeholders of the Group, proposing itself as an incentive which aims precisely at maintaining performance over time, in line with the approach towards a more sustainable business.

Any changes in salary levels/career advancement relating to employees are governed by the personnel selection and recruitment procedure and on the basis of the remuneration policy guidelines established by the Group. Also for employees there are annual objectives to which variable remuneration is linked, objectives formalized

in advance and communicated to the employee at the beginning of the year, in line with company objectives.

During the hiring process, the salary level agreed upon is based on the job position and level of seniority, based on a proposal from the HR function and with authorization and validation by the Chief Executive Officer.

Remuneration is reviewed every year on the basis of 1) new responsibilities 2) growth projects 3) particular merits and work commitment.

In accordance with GRI Standards Disclosure 2-21, the total annual compensation ratio is calculated as the ratio between the total annual compensation of the highest paid person in the organization and the median total annual compensation of all employees at the end of the year (excluding the highest paid person).

<b>RATE OF REMUNERATION OF THE INDIVIDUAL WITH THE HIGHEST PAYING COMPARED TO THE MEDIAN OF ALL EMPLOYEES*</b>	<b>4,98 times</b>
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\*The salary of the highest paid individual is calculated taking into account the base salary and short-term incentives.

Instead, the pay increase ratio is calculated as the ratio of the percentage increase in total annual compensation for the highest-earning individual in relation to the median

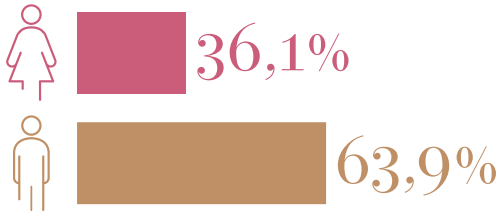
value of the total annual percentage increase for all employees (excluding the highest-paid individual).

<b>MEDIAN INCREASE IN PERCENTAGE GROWTH 2022 OUT OF 2021 OF ALL EMPLOYEES</b>	<b>4,67 %</b>
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<b>RATE OF INCREASE OF THE 2022-OVER-2021 PERCENTAGE INCREASE OF THE HIGHEST WAGED INDIVIDUAL</b>	<b>2,75 times</b>
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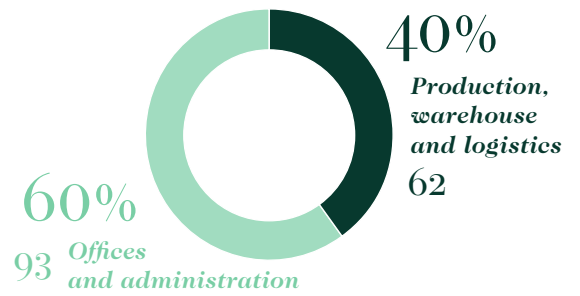


# ILLVA SARONNO



## TOTAL EMPLOYEES

2022: 155  
2021: 156  
2020: 159



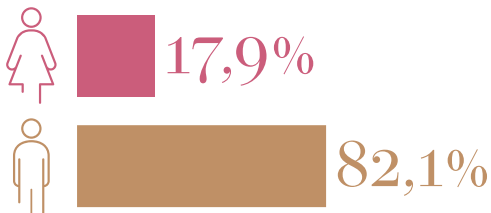
### PERSONNEL

MEDIAN AGE: 46

	TOTAL	MEN	WOMAN
permanent employees	145	97	48
fixed-term employees	10	2	8
employees (other hiring forms)	0	0	0
full-time employees	152	98	54
part-time employees	3	1	2

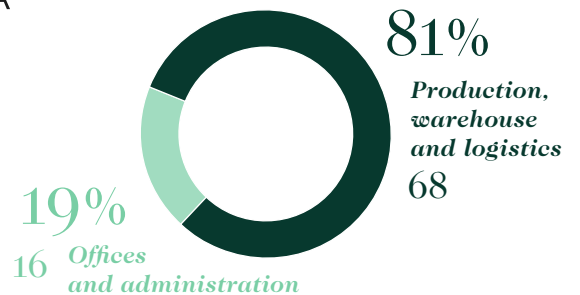


# DUCA DI SALAPARUTA



## TOTAL EMPLOYEES

2022: 84  
2021: 83  
2020: 85



### PERSONNEL

MEDIAN AGE: 46

	TOTAL	MEN	WOMAN
permanent employees	83	68	15
fixed-term employees	1	1	0
employees (other hiring forms)	0	0	0
full-time employees	84	69	15
part-time employees	0	0	0



# Our resources

leading companies in terms of human resources as well. The previous tables present all the information regarding the subdivision by gender, contractual form and job, which highlight a greater presence of office and administrative activities for Illva Saronno, while, conversely, for Duca di Salaparuta people are prevalently employed in production, warehousing and logistics, given the more operational activities required within the brand. In both cases, people with permanent contracts are over 90% of the total workforce.

With regard to human resource management, a number of changes were introduced

during the year we're reporting on, aimed at improving people's work-life balance. In particular, there is currently provision for facilitated time management with greater flexibility in terms of entry, exit and lunch breaks and for requesting holidays and days off. The possibility of working from home for two days a week, a measure introduced during the Covid emergency, has also been made permanent.



# Employee health and safety

The management of aspects relating to the health and safety of workers is handled, in both companies, in compliance with the regulatory provisions dictated by Italian Legislative Decree 81/2008.

There is currently no certified Health and Safety Management System, with its implementation being one of the objectives to be achieved within the next two years, but procedures and protocols are nevertheless in place, inspired by the requirements of the ISO 45001 standard, and apply to all employees, with the aim of minimizing the risks and dangers to which they (and anyone who has access to the workplace) may be exposed.

More specifically, within Illva Saronno the management of aspects related to employee health and safety is the responsibility of the **Group's HSE** body, recently reorganized, not only in terms of structure but also in terms of management, during the general review of internal training plans and activities and processes.

The outsourced figure of RSPP, together with internal Management, is in charge of following technical-administrative aspects, training and risk assessment.

The procedures and documentation are divided into the two divisions, Spirits and aromas.

At **Duca di Salaparuta S.p.A.** safety procedures and practices are supervised directly by the technical office which also

includes the figure of **internal RSPP**.

The relative documents, the management of PPE and the mandatory training on the subject for all three sites are present and updated.

For the identification, management and containment of dangers and related risks, the regulatory indications pursuant to Italian Legislative Decree 81/08 are followed with particular reference to the specific risks that may lead to protection needs through health surveillance or accident risks.

Furthermore, for the identification of the dangers, account is taken of injuries and accidents that have occurred, as well as of near misses, from a database of negative events that have actually occurred in the same sector, of the documentation relating to occupational health surveillance, of reports or complaints from workers and the results of any inspections and investigations (both internal and carried out by third parties).

Furthermore, in the event of occupational accidents, there is always a technical, organizational and behavioral analysis of the causes, carried out by all the figures in charge, in order to identify corrective actions to be taken, review the risk assessment and modify, if necessary, safety management procedures and practices.

A fundamental role in the management of Health and Safety is represented by training and information for workers. Illva Saronno Group provides specific training to all new

hires, with particular focuses based on the job and the associated risks. All workers have been trained on Health and Safety issues and on specific risks based on the role envisaged.

Furthermore, a training course on the 231/01 organizational model was held in 2022 which was attended by 22 top management figures of the company and training of all personnel is expected by 2023, both via e-learning and in person classes for the production departments, which will involve about 200 people.

Illva Saronno S.p.A. and Illva Saronno Holding provide medical and health assistance services in compliance with the regulatory provisions (INPS) and CCNL ones (FASA and FASI).

In addition to this, during 2022, 3 defibrillators were installed for first aid interventions in the Illva building, the Spirits and Aromas production premises, on the Saronno site. 16 people were trained for their use, with relative certification, thus guaranteeing even greater protection of workers and the community, being able to intervene even in places outside the company.



# Diversity, inclusion and equal opportunities

In the management and enhancement of people, it is increasingly important for us to promote diversity and inclusion, not only in terms of attention and protection, but as elements capable of bringing different visions and cultures, thus contributing to the growth of the Group.

To date, Illva has a strong commitment to these themes, therefore applying the provisions of the legislation for the recruitment of protected categories and contributing to the inclusion of people from non-European countries by promoting both linguistic and

cultural integration.

As far as gender equality is concerned, there are currently no specific procedures or protocols in place, but the commitment to guarantee equal access and economic treatment is widespread.

Illva has provided, in line with current regulations and local legislation, the possibility for all employees, regardless of gender, to take advantage of parental leave.

## ILLVA HOLDING BOARD OF DIRECTORS

MEN: 7			WOMEN: 2		
under 30	aged 30 to 50	over 50	under 30	aged 30 to 50	over 50
1	1	5	-	-	2

## ILLVA SARONNO BOARD OF DIRECTORS

MEN: 3			-		
under 30	aged 30 to 50	over 50	under 30	aged 30 to 50	over 50
-	-	3	-	-	-

## DUCA DI SALAPARUTA BOARD OF DIRECTORS

MEN: 4			-		
under 30	aged 30 to 50	over 50	under 30	aged 30 to 50	over 50
-	1	3	-	-	-

To show a better comparison with regards to the salary dynamics, we report the ratio between the average salary (thus including

bonuses, benefits and any other extra contributions) and the average starting salary, divided by gender.

CATEGORY	MEN	WOMEN
factory worker	114%	105%
office worker	137%	122%
manager	159%	125%



CATEGORY	MEN	WOMEN
factory worker	118%	108%
office worker	133%	122%
manager	139%	-



# Training and professional growth of employees

The main objective, in the management of issues relating to the people who work within Illva, is the creation of a working environment capable of fostering the **well-being** of human resources. This is achieved through the creation of specific training and development paths, a continuous attention to a favorable and stimulating work environment, which favors **communication** and **collaboration**,

and a constant search for integration paths aimed at attracting new talent.

During 2022, between Illva Saronno and Duca di Salaparuta, there were 31 new entries, 18 women and 13 men. Of these, 42% are under the age of 30.

## NEW RECRUITMENTS - ILLVA SARONNO

	MEN		WOMEN		TOTAL
	under 30	over 30	under 30	over 30	
permanent contract	-	3	-	7	10
fixed-term contract	3	3	5	2	13
internships	1	-	1	-	2
<b>TOTAL</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>9</b>	<b>25</b>

## NEW RECRUITMENTS - DUCA DI SALAPARUTA

	MEN		WOMEN		TOTAL
	under 30	over 30	under 30	over 30	
permanent contract	-	-	-	1	1
fixed-term contract	2	-	-	-	2
internships	1	-	2	-	3
<b>TOTAL</b>	<b>3</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>6</b>

Based on the data presented above, this was the overall turnover rate for the two companies:

• **Illva Saronno 29,0%**

• **Duca di Salaparuta 5,9%**

Skills training is managed at the individual company level and provides for the possibility of participating in language courses, at the request of the employee, as well as identifying any thematic courses based on needs and on-the-job, non-formalized professional growth. At the moment, a specific path is being evaluated for launching structured training projects, to be defined also on the basis of the results emerging from the analysis carried out on the company climate.

In terms of developing skills and attracting new talent, the company is committed to promoting and supporting education at all levels, also with the aim of creating new jobs and an environment in which entrepreneurship can flourish. In this regard, it is very attentive to the development of the new generations and maintains relationships with universities and schools, collaborating with students in research projects, for theses, providing school-work alternation courses and carrying out interventions at universities in relation to its own case study.

Furthermore, the company has recently invested heavily on the training and enhancement of young talents, as demonstrated by the ILLVA CAREERS PATH initiative, a project launched at the beginning of 2021 which involved the universities of northern Italy for the selection of 5 interns to be recruited by the company. Starting from around 400 candidates, selected with the support of the Monster platform, a series of interviews were carried out which led to the choice of the best suited candidates. The students were included in an internship program within ILLVA aimed at integrating and promoting talent.



641.52



641.52



762.77



219.98



193.94

995.28



211.00

206.36







The sustainable  
future of the  
ILLVA group:  
objectives,  
projects and  
initiatives

The Sustainability Project of Illva Saronno Group is a path of continuous improvement, along which what has already been implemented will be continuously analyzed and evaluated, in order to identify the necessary actions to make the future of Illva Saronno Holding increasingly sustainable.

In this Sustainability Report, actions already started between 2021 and the first half of 2023 have been reported.

The **future objectives of the Project** are listed below, divided by area, and will be developed over the next few months, their results and outcomes will be published in the next 2023 Sustainability Report.

Firstly, the **ISP project will be extended to the other companies in the group**: specific sustainability paths will be launched for **Disaronno Ingredients and Royal Oak Distillery**, with the aim of integrating these two companies into the next Sustainability Report.

## ENVIRONMENT:

- The adoption of rooftops with solar generation plants and the exclusive use of renewable energy have already enabled a **significant reduction in emissions in Scope 1 and 2**, respectively of **57% for Illva Saronno and 80% for DDS** in 2022 compared to the previous year.

- **Scope 3** analysis will be launched, relating above all to the logistics of incoming raw materials and outgoing finished products, to identify initiatives aimed at significantly reducing this category as well.

- Over the next year, **Illva Saronno Group** will define its objectives for the reduction of its emissions, in line with the strategic objectives of the UN, also evaluating the use of the purchase of **Carbon**

**Credits** to accelerate the process.

- **The Energy Diagnosis** started at the beginning of the year with the company DSS+ will be completed, which will analyze all the production sites of the group, identifying areas of possible energy savings in order to further improve the energy performance of Illva Saronno Group.

- Assessments of the **plastic waste circularity project** will be completed with the aim of implementing it at all group sites by 2025

- Evaluation of the extension of existing solar energy systems and the installation of new systems in uncovered sites by 2024.

- Completion of the **Life Cycle Assessments currently** underway for Disaronno and Tia Maria by the end of 2023, and progressive expansion to the main Wine & Spirits products starting from 2024.

## SOCIAL:

- In January 2023, the company climate survey was conducted which revealed a good level of overall satisfaction, and gave indications on the various areas of intervention necessary to further improve our performance. Based on the information obtained, an intervention plan will be studied for the specific areas in which opportunities for improvement have been identified.

- In the area of communication, in addition to maintaining and reinforcing the activities already underway, further opportunities for improvement will be studied with specific initiatives aimed at further raising consumer awareness of the issue of **responsible consumption**.

- The various Social and Human Rights issues, in addition to those relating to Environmental and Governance

issues, will be verified throughout the supply chain thanks to the project activated with **EcoVadis** in order to ensure compliance of all suppliers of Illva Saronno Group in Italy and abroad.

## GOVERNANCE:

- Throughout 2022, many projects relating to compliance with all applicable regulations were launched, particularly in regards to the Italian Legislative Decree 231/01 and the rules relating to the adoption of the **Code of Ethics** and the **Whistleblowing** channel. These projects were implemented in 2023 on some Group companies and the work will continue in 2024 to ensure compliance of all companies in Italy.
- By the end of 2023, both the **Quality Policy** and the **Risk Management Policy** will be reviewed to update them with market evolution and to integrate ESG issues in line with the sustainability path launched by the company.
- By the end of 2023 Illva Saronno Holding will obtain **ISO 9001 certification**, to be followed by **ISO 14001** and **ISO 45001** in 2025.
- Duca di Salaparuta will confirm the standards necessary to keep the two specific sustainability certifications of the wine world, **Viva and Equalitas**, which require the observance of very strict parameters to ensure a high overall quality of the product and of the company.
- A second project was activated with EcoVadis in order to obtain, by the end of 2024, an independent evaluation of Illva Saronno Holding and its companies. This methodology has a global diffusion and has a database of over 100,000 companies already evaluated, through

questionnaires, on their ESG performance. By applying the methodology to the companies of Illva Saronno Group, we will be able to assess our performance and better direct the future interventions of each company towards making them increasingly sustainable. An added value of this initiative will be that it will allow us to respond in real time, with an independent assessment, to the increasingly frequent requests from our international customers to account for our approach to sustainability.



## ENVIRONMENT






















## SOCIAL



## GOVERNANCE

# I.S.P. 2022 – 2023

## Key Initiatives summary


















ESG TOPICS	2022	2023	RELATED SDGs	
<b>ENVIRONMENT</b>	Energy diagnosis	METHOD DEFINITION	ENERGY DIAGNOSIS OF THE SARONNO SITE	 
	Carbon footprint	ILLVA SARONNO AND DDS C.F. ANALYSIS (2021 DATA)	ILLVA SARONNO AND DDS C.F. ANALYSIS (2022 DATA) AND DEFINITION OF REDUCTION STRATEGIES	 
	Water footprint	ILLVA SARONNO AND DDS W.F. ANALYSIS (2021 DATA)	ILLVA SARONNO AND DDS W.F. ANALYSIS (2022 DATA) AND DEFINITION OF REDUCTION STRATEGIES	 
	Life Cycle Assessment		DSO AND TIA MARIA LCA ANALYSIS (2022 DATA)	 
	Company Waste Management	Q3 AUDIT	ELIMINATION OF NON-CONFORMITIES AND EVALUATION OF THE PLASTIC WASTE CIRCULARITY PROJECT (SARONNO PLANT)	
	Environmental Criticalities Management	START OF THE ANALYSIS		
<b>SOCIAL</b>	Corporate Climate Analysis	CRAFTING OF QUESTIONNAIRES	INTERNAL RESEARCH, ANALYSIS OF RESULTS, DEFINITION OF IMPROVEMENT PLANS	 
	HR processes		DEFINITION OF PERFORMANCE ASSESSMENT PROCESS AND DEFINITION OF TRAINING PLANS	 
	Materiality Analysis	STAKEHOLDERS SURVEY	FOCUS GROUP AND CONCLUSION OF MATERIALITY ANALYSIS	
<b>GOVERNANCE</b>	BoD Involvement	APPROVAL OF THE SUSTAINABILITY PLAN	PERIODIC UPDATE ON THE PROGRESS OF INITIATIVES	 
	Supply Chain mapping		START OF COLLABORATION WITH ECOVADIS	 
	Supply Specifications	PREPARATION OF TECHNICAL DATA SHEETS	FOCUS ON RAW MATERIALS AND PRIORITY MATERIALS	
			ROYAL OAK ISO 9001 CERTIFICATION	ILLVA SARONNO ISO 9001 CERTIFICATION
SUSTAINABILITY REPORT		BoD APPROVAL OF THE SUSTAINABILITY REPORT – JUNE 2023	 	

# I.S.P.

ILLVA SUSTAINABILITY PATH

# I.S.P. 2024 – 2030

## Key Initiatives summary

	ESG TOPICS	2024	2025 - 2030	RELATED SDGs
ENVIRONMENT	Energy diagnosis	ENERGY DIAGNOSIS (OTHER ILLVA HOLDING PRODUCTION SITES)	IMPROVEMENT OF ENERGY PERFORMANCE OF ILLVA SARONNO GROUP	 
	Carbon footprint	2023 C.F. DATA COLLECTION	START OF SCOPE 3 ANALYSIS – DEFINITION OF REDUCTION PLANS. EVALUATION OF THE PURCHASE OF CARBON CREDITS FOR EMISSIONS REDUCTION	 
	Water footprint	2023 W.F. DATA COLLECTION		 
	Life Cycle Assessment	LCA ANALYSIS OF MAJOR WINE AND SPIRITS PRODUCTS		
	Company Waste Management	POSSIBLE IMPLEMENTATION OF THE CIRCULARITY PROJECT FOR PLASTIC WASTE OTHER FACTORIES ILLVA SARONNO GROUP		
	Environmental Criticalities Management	ISO 14001 CERTIFICATION		
SOCIAL	Corporate Climate Analysis	INTERVENTIONS ON SPECIFIC AREAS IN WHICH IMPROVEMENT OPPORTUNITIES HAVE BEEN DETECTED		 
	HR processes	NEW PROCESSES IMPLEMENTATION	ISO 45001 CERTIFICATION	 
	Materiality Analysis	IMPLEMENTATION OF IMPROVEMENTS ON MATERIAL TOPICS EMERGED	2026 MATERIALITY ANALYSIS	
GOVERNANCE	BoD Involvement	PERIODIC UPDATE ON THE PROGRESS OF INITIATIVES		 
	Supply Chain mapping	COMPLETE MAPPING OF SUPPLIERS		 
	Supply Specifications	MONITORING AND IMPLEMENTATION		
	Plan validation	GLOBAL COMPACT MEMBERSHIP – SCIENCE BASED TARGETS INITIATIVE MEMBERSHIP		
	SUSTAINABILITY REPORT	EXTENSION OF THE ISP PROJECT TO OTHER GROUP COMPANIES		 





# Appendix

# GRI content index

**Declaration of use:** Illva Saronno Holding SpA has compiled this Sustainability Report with reference to the GRI Standards for the period 01.01.2022 – 31.12.2022.

**Applicable GRI Sector Standard:** N/A – GRI Sector Standards have not yet been published for the food and beverage sector.

**GRI used:** Universal Standards GRI 2021.

GRI STANDARD	GRI TOPIC	DOCUMENT SECTION	SCOPE / NOTES
<b>GENERAL INFORMATION</b>			
<b>GRI 2 General Disclosure 2021</b>	<b>2-1 Organization Details</b>	METHODOLOGICAL PREMISE, THE ORGANIZATION YESTERDAY AND TODAY > Who we are  CORPORATE GOVERNANCE	ILLVA SARONNO HOLDING
	<b>2-2 Entities included in the organization's sustainability reporting</b>	METHODOLOGICAL PREMISE	ILLVA SARONNO HOLDING
	<b>2-3 Reporting period, frequency and contact point</b>	METHODOLOGICAL PREMISE	ILLVA SARONNO HOLDING
	<b>2-4 Restatements of information</b>	METHODOLOGICAL PREMISE	ILLVA SARONNO HOLDING
	<b>2-5 External assurance</b>	METHODOLOGICAL PREMISE	ILLVA SARONNO HOLDING / NO ASSURANCE ACTIVITY PLANNED
	<b>2-6 Activities, value chain and other business relationships</b>	THE ORGANIZATION YESTERDAY AND TODAY > Who we are THE ORGANIZATION YESTERDAY AND TODAY > Our history THE COMPANIES / BRANDS OF THE GROUP THE COMPANIES / BRANDS OF THE GROUP > The reference market CORPORATE GOVERNANCE > The model RESPONSIBLE SUPPLY CHAIN: HUMAN RIGHTS AND INVOLVEMENT	PART ILLVA SARONNO HOLDING PART ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>2-7 Employees</b>	OUR PEOPLE > Our resources	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>2-8 Workers who are not employees</b>	OUR PEOPLE > Our resources	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>2-9 Governance structure and composition</b>	CORPORATE GOVERNANCE > The model	ILLVA SARONNO HOLDING
	<b>2-10 Nomination and selection of the highest governance body</b>	CORPORATE GOVERNANCE > The model	ILLVA SARONNO HOLDING
	<b>2-11 Chair of the highest governance body</b>	CORPORATE GOVERNANCE > The model	ILLVA SARONNO HOLDING
	<b>2-12 Role of the highest governance body in overseeing the management of impacts</b>	CORPORATE GOVERNANCE > Governance of sustainability MATERIALITY PATH > Stakeholder	ILLVA SARONNO HOLDING



GRI STANDARD	GRI TOPIC	DOCUMENT SECTION	SCOPE / NOTES
<b>GENERAL INFORMATION</b>			
<b>GRI 2 General Disclosure 2021</b>	<b>2-13 Delegation of responsibility for managing impacts</b>	CORPORATE GOVERNANCE > Sustainability governance	ILLVA SARONNO HOLDING
	<b>2-14 Role of the highest governance body in sustainability reporting</b>	CORPORATE GOVERNANCE > Sustainability governance	ILLVA SARONNO HOLDING
	<b>2-15 Conflicts of interest</b>	CORPORATE GOVERNANCE > Responsible relationship management	ILLVA SARONNO HOLDING
	<b>2-16 Communication of critical concerns</b>	CORPORATE GOVERNANCE > Responsible relationship management	ILLVA SARONNO HOLDING
	<b>2-17 Collective knowledge of the highest governance body</b>	CORPORATE GOVERNANCE > Sustainability governance	ILLVA SARONNO HOLDING
	<b>2-18 Evaluation of the performance of the highest governance body</b>	CORPORATE GOVERNANCE > Sustainability governance	ILLVA SARONNO HOLDING
	<b>2-19 Remuneration policies</b>	OUR PEOPLE > Remuneration policies and systems	ILLVA SARONNO HOLDING
	<b>2-20 Process to determine remuneration</b>	OUR PEOPLE > Remuneration policies and systems	ILLVA SARONNO HOLDING
	<b>2-21 Annual total compensation ratio</b>	OUR PEOPLE > Remuneration policies and systems	ILLVA SARONNO HOLDING
	<b>2-22 Statement on sustainable development strategy</b>	LETTER TO THE STAKEHOLDERS	ILLVA SARONNO HOLDING
	<b>2-23 Policy commitments</b>	MISSION AND VALUES CORPORATE GOVERNANCE > Responsible relationship management	ILLVA SARONNO HOLDING
	<b>2-24 Embedding policy commitments</b>	MISSION AND VALUES CORPORATE GOVERNANCE > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>2-25 Processes to remediate negative impacts</b>	CORPORATE GOVERNANCE > Responsible relationship management	ILLVA SARONNO HOLDING
	<b>2-26 Mechanisms for seeking advice and raising concerns</b>	CORPORATE GOVERNANCE > Responsible relationship management	ILLVA SARONNO HOLDING
	<b>2-27 Compliance with laws and regulations</b>	CORPORATE GOVERNANCE > Responsible relationship management	ILLVA SARONNO HOLDING
	<b>2-28 Membership associations</b>	CORPORATE GOVERNANCE > Responsible relationship management	ILLVA SARONNO HOLDING
	<b>2-29 Approach to stakeholder engagement</b>	PERCORSO DI MATERIALITÀ > Stakeholder	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>2-30 Collective bargaining agreements</b>	OUR PEOPLE > Remuneration policies and systems	ILLVA SARONNO HOLDING	

GRI STANDARD	GRI TOPIC	DOCUMENT SECTION	SCOPE / NOTES
<b>MATERIALITY TOPICS</b>			
<b>GRI 3 Material Topics 2021</b>	<b>3-1 Process to determine material topics</b>	MATERIALITY PATH > Materiality analysis	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>3-2 List of material topics</b>	MATERIALITY PATH > Materiality analysis	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>CREATION OF SUSTAINABLE REVENUE FOR THE COMPANY AND THE STAKEHOLDERS</b>			
<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	VALUE DISTRIBUTION	
<b>GRI 202: Market Presence 2016</b>	<b>201-1 Direct economic value generated and distributed</b>	VALUE DISTRIBUTION	ILLVA SARONNO HOLDING / DETAILED INFORMATION CAN BE FOUND IN THE ECONOMIC-FINANCIAL REPORT / DISTRIBUTION PERCENTAGES ARE REPORTED, NOT ABSOLUTE VALUES
<b>TRANSPARENCY AND TRACEABILITY OF RAW MATERIALS AND PRODUCTS</b>			
<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	RESPONSIBLE PRODUCTION > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 301: Materials 2016</b>	<b>301-1 Materials used by weight or volume</b>	TRANSPARENCY AND TRACEABILITY OF RAW MATERIALS AND PRODUCTS > Food raw materials  TRANSPARENCY AND TRACEABILITY OF RAW MATERIALS AND PRODUCTS > Packaging and technical materials	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>301-2 Recycled input materials used</b>	TRANSPARENCY AND TRACEABILITY OF RAW MATERIALS AND PRODUCTS > Packaging and technical materials	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>EFFICIENT AND RENEWABLE USE OF ENERGY</b>			
<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	ENVIRONMENTAL SUSTAINABILITY > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 302: Energy 2016</b>	<b>302-1 Energy consumption within the organization</b>	EFFICIENT AND RENEWABLE USE OF ENERGY	ILLVA SARONNO AND DUCA DI SALAPARUTA / the percentages of the various sources are reported, not the absolute values
	<b>302-3 Energy intensity</b>	EFFICIENT AND RENEWABLE USE OF ENERGY	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>EFFICIENT MANAGEMENT OF WATER RESOURCES</b>			
<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	ENVIRONMENTAL SUSTAINABILITY > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 3 Material Topics 2021</b>	<b>303-1 Interactions with water as a shared resource</b>	EFFICIENT MANAGEMENT OF WATER RESOURCES	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 303: Water and Effluents 2018</b>	<b>303-2 Management of water discharge-related impacts</b>	EFFICIENT MANAGEMENT OF WATER RESOURCES	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>303-3 Water withdrawal</b>	EFFICIENT MANAGEMENT OF WATER RESOURCES	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>303-4 Water discharge</b>	EFFICIENT MANAGEMENT OF WATER RESOURCES	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>303-5 Water consumption</b>	EFFICIENT MANAGEMENT OF WATER RESOURCES	ILLVA SARONNO AND DUCA DI SALAPARUTA

**RESPONSIBLE MANAGEMENT OF AGRICULTURAL PRACTICES AND PROMOTION OF ORGANIC PRODUCTS**

<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	RESPONSIBLE PRODUCTION > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 304: Biodiversity 2016</b>	<b>304-2 Significant impacts of activities, products, and services on biodiversity</b>	AGRICULTURAL PRACTICES AND PROMOTION OF ORGANIC PRODUCTS	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 308: Supplier Environmental Assessment 2016</b>	<b>308-1 New suppliers that were screened using environmental criteria</b>	AGRICULTURAL PRACTICES AND PROMOTION OF ORGANIC PRODUCTS	ILLVA SARONNO AND DUCA DI SALAPARUTA

**ATMOSPHERIC EMISSIONS AND CLIMATE CHANGE**

<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	ENVIRONMENTAL SUSTAINABILITY > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 305: Emissions 2016</b>	<b>305-1 Direct (Scope 1) GHG emissions</b>	ATMOSPHERIC EMISSIONS AND CLIMATE CHANGE	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>305-2 Energy indirect (Scope 2) GHG emissions</b>	ATMOSPHERIC EMISSIONS AND CLIMATE CHANGE	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>305-3 Other indirect (Scope 3) GHG emissions</b>	ATMOSPHERIC EMISSIONS AND CLIMATE CHANGE	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>305-4 GHG emissions intensity</b>	ATMOSPHERIC EMISSIONS AND CLIMATE CHANGE	ILLVA SARONNO AND DUCA DI SALAPARUTA

**CIRCULAR ECONOMY AND GOOD WASTE MANAGEMENT PRACTICES**

<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	ENVIRONMENTAL SUSTAINABILITY > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 306: Waste 2020</b>	<b>306-2 Management of significant waste-related impacts</b>	CIRCULAR ECONOMY and WASTE	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>306-3 Waste generated</b>	CIRCULAR ECONOMY and WASTE	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>306-4 Waste diverted from disposal</b>	CIRCULAR ECONOMY and WASTE	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>306-5 Waste directed to disposal</b>	CIRCULAR ECONOMY and WASTE	ILLVA SARONNO AND DUCA DI SALAPARUTA

**EMPLOYEE GROWTH, TRAINING AND DEVELOPMENT**

<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	OUR PEOPLE > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 401: Employment 2016</b>	<b>401-1 New employee hires and employee turnover</b>	TRAINING AND PROFESSIONAL GROWTH OF EMPLOYEES	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 404: Training and Education 2016</b>	<b>404-1 Average hours of training per year per employee</b>	TRAINING AND PROFESSIONAL GROWTH OF EMPLOYEES	ILLVA SARONNO AND DUCA DI SALAPARUTA / Qualitative information, data on average hours of training not present

**EMPLOYEE HEALTH AND SAFETY**

<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	OUR PEOPLE > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 403: Occupational Health and Safety 2018</b>	<b>403-1 Occupational health and safety management system</b>	EMPLOYEE HEALTH AND SAFETY	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>403-2 Hazard identification, risk assessment, and incident investigation</b>	EMPLOYEE HEALTH AND SAFETY	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>403-5 Worker training on occupational health and safety</b>	EMPLOYEE HEALTH AND SAFETY	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>403-6 Promotion of worker health</b>	EMPLOYEE HEALTH AND SAFETY	ILLVA SARONNO AND DUCA DI SALAPARUTA

DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES			
<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	OUR PEOPLE > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	<b>405-1 Diversity of governance bodies and employees</b>	DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>405-2 Ratio of basic salary and remuneration of women to men</b>	DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES	ILLVA SARONNO AND DUCA DI SALAPARUTA
HUMAN RIGHTS			
<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	RESPONSIBLE PRODUCTION > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 412: Human Rights Assessment 2016</b>	<b>412-1 Operations that have been subject to human rights reviews or impact assessments</b>	RESPONSIBLE SUPPLY CHAIN: HUMAN RIGHTS AND INVOLVEMENT	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>412-2 Employee training on human rights policies or procedures</b>	RESPONSIBLE SUPPLY CHAIN: HUMAN RIGHTS AND INVOLVEMENT	ILLVA SARONNO AND DUCA DI SALAPARUTA
PRODUCT QUALITY, SAFETY AND COMPLIANCE			
<b>GRI 3 Material Topics 2021</b>	<b>3-3 Management of material topics</b>	RESPONSIBLE PRODUCTION > Our approach	ILLVA SARONNO AND DUCA DI SALAPARUTA
<b>GRI 417: Marketing and Labeling 2016</b>	<b>417-1 Requirements for product and service information and labeling</b>	QUALITY, SAFETY AND COMPLIANCE OF THE PRODUCTS	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>417-2 Incidents of non- compliance concerning product and service information and labeling</b>	QUALITY, SAFETY AND COMPLIANCE OF THE PRODUCTS	ILLVA SARONNO AND DUCA DI SALAPARUTA
	<b>417-3 Incidents of non- compliance concerning marketing communications</b>	QUALITY, SAFETY AND COMPLIANCE OF THE PRODUCTS	ILLVA SARONNO AND DUCA DI SALAPARUTA

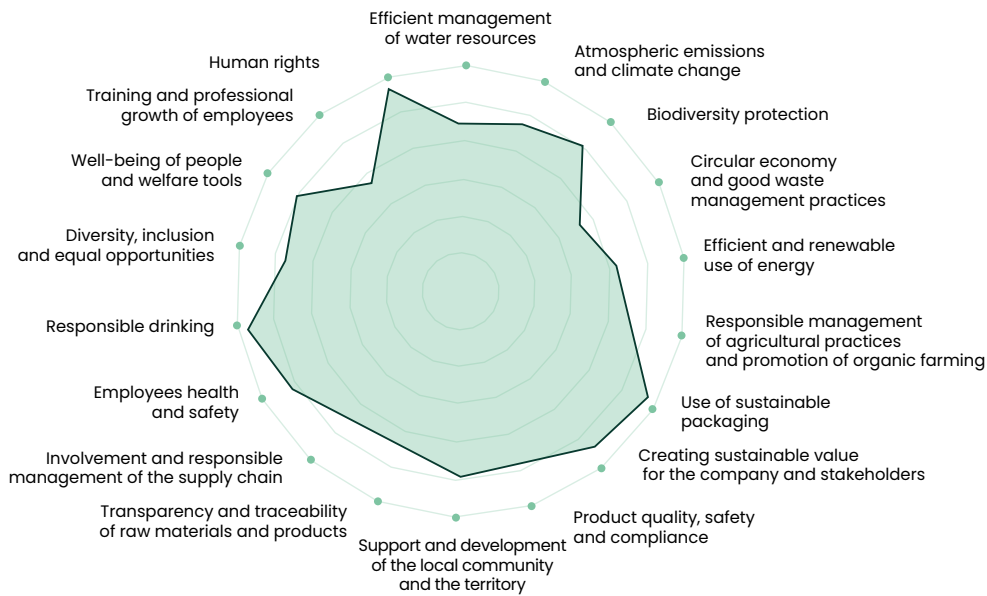
*Considering the progressive reporting path starting from this first Sustainability Report, the index above lists precise references to the sections of the document where the information required by the GRI Disclosures are reported; in some cases, however, it was decided not to publish detailed data, as to not disclose possible sensitive information for the reference market.*

# Evaluation of the Stakeholders perception of impact

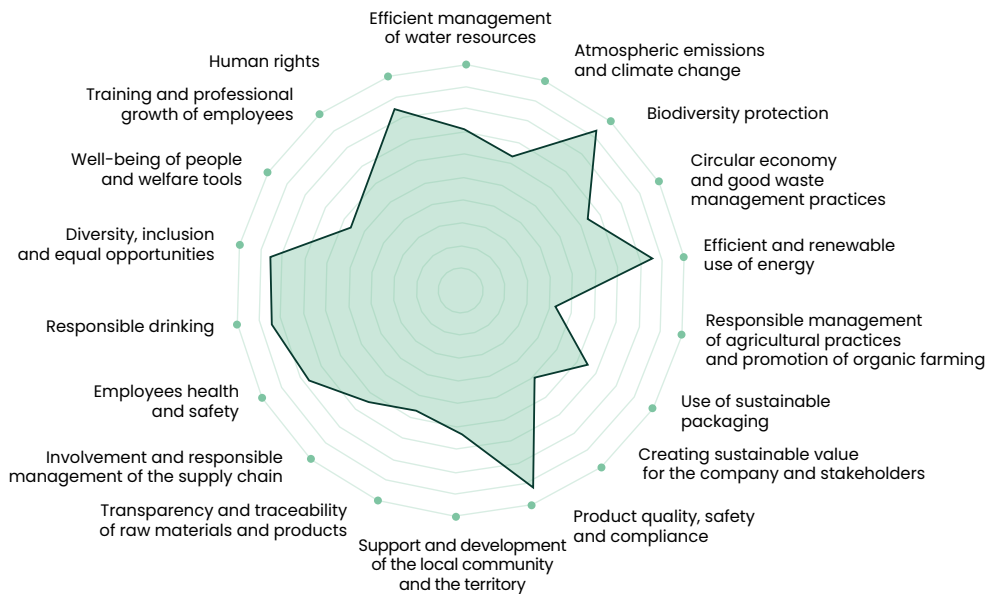
From the analysis of the answers received from various stakeholders who filled in the questionnaire, we learnt each respondent's assessment of the extent of the impact each sustainability issue had on them. This

qualitative assessment was measured on a scale from 0 (zero impact) to 4 (high impact). Below are radar charts summarizing what emerged, divided by stakeholder category.

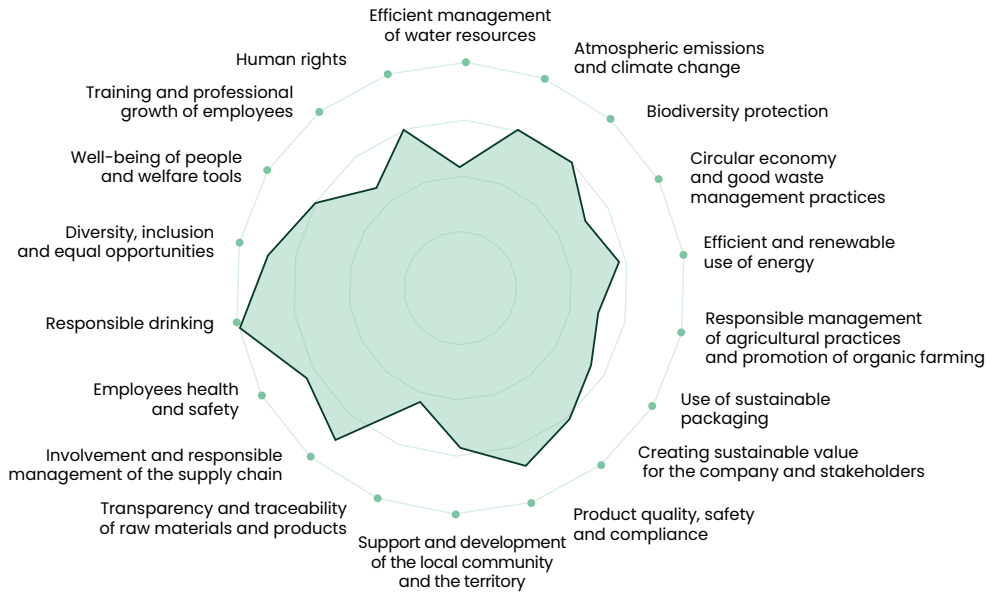
SUPPLIERS



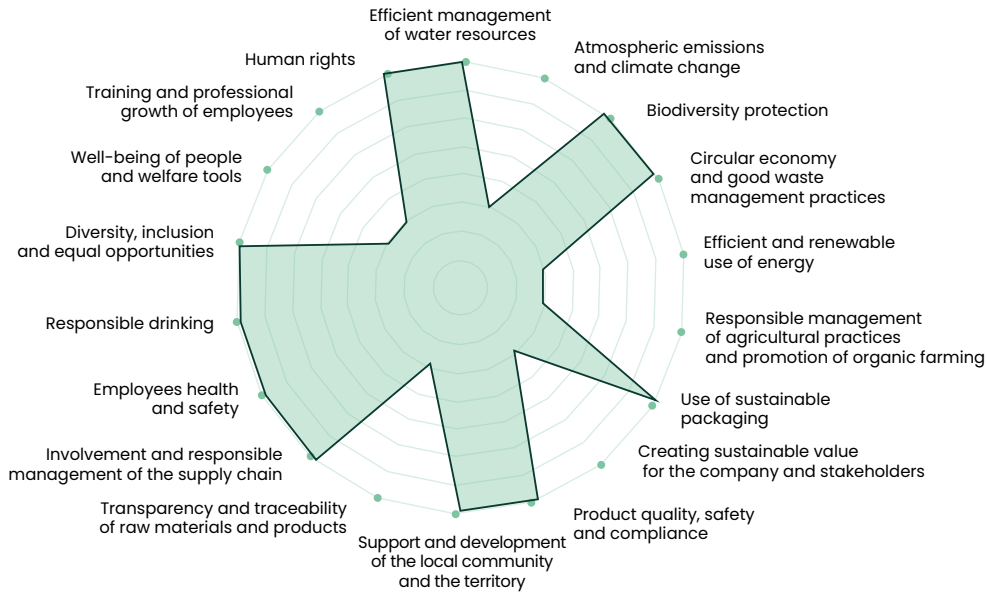
BOARD OF DIRECTORS



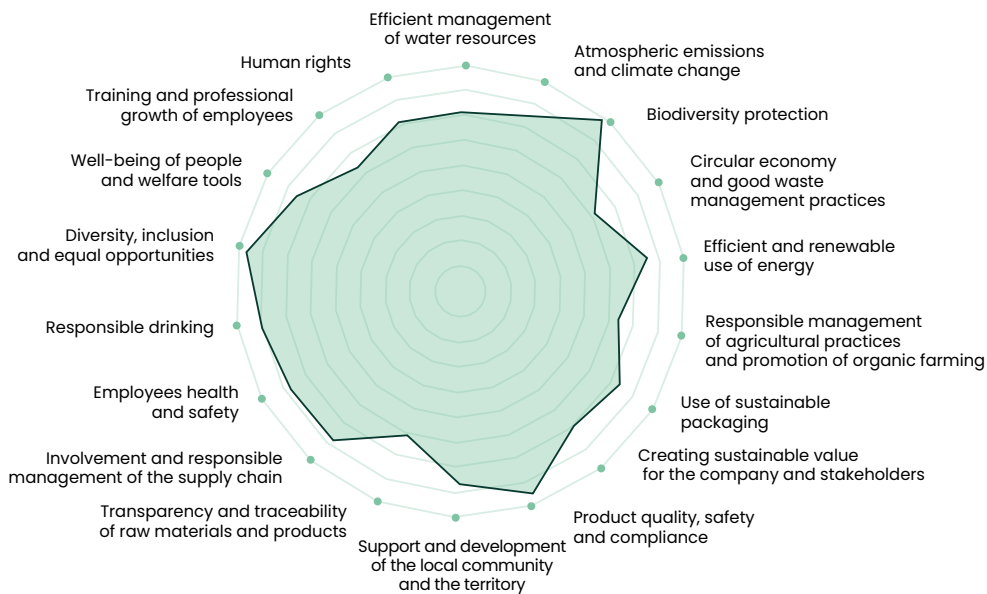
**DISTRIBUTORS**



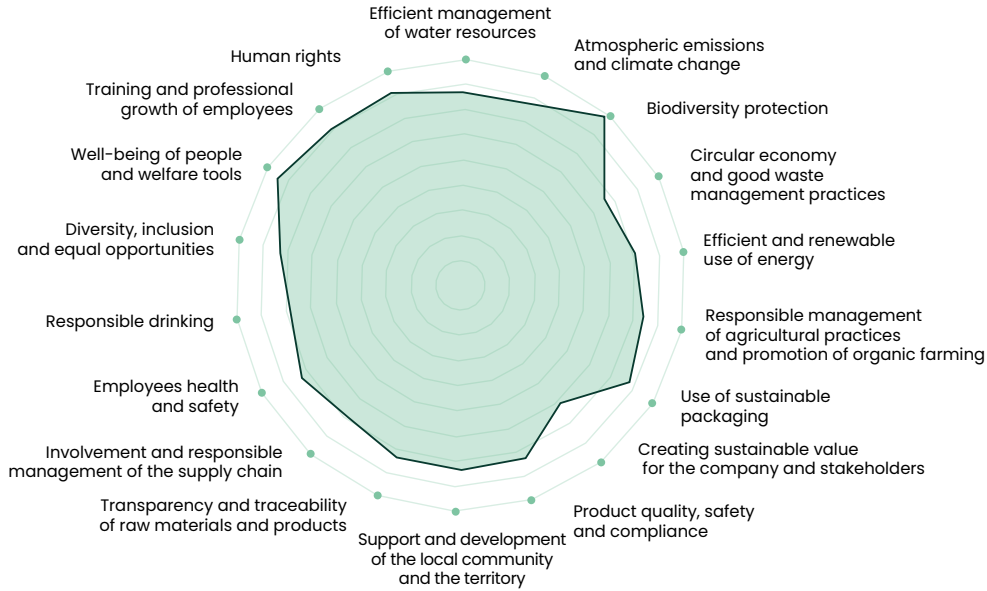
**TRADE ASSOCIATIONS**



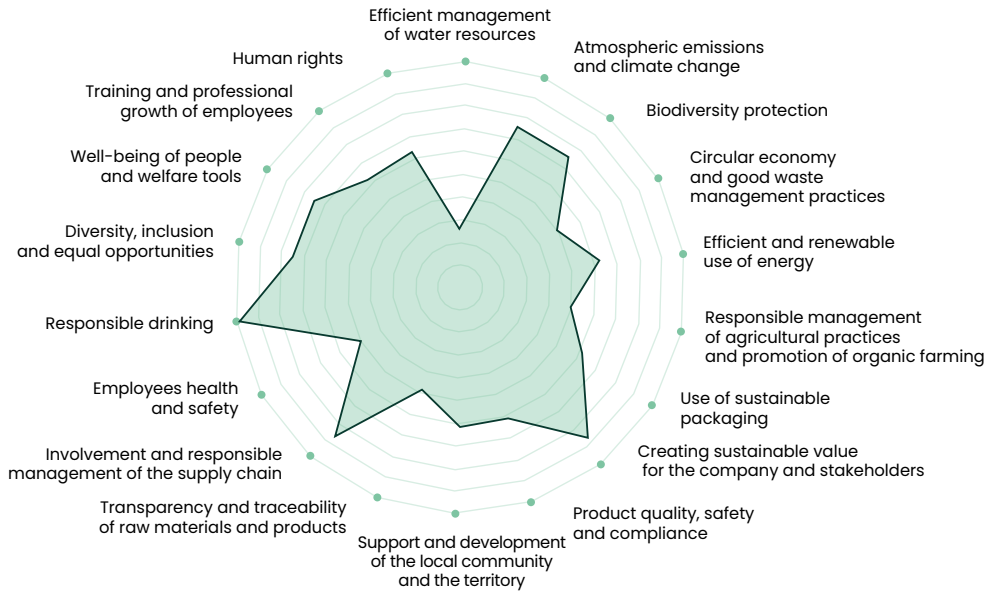
**EMPLOYEES**



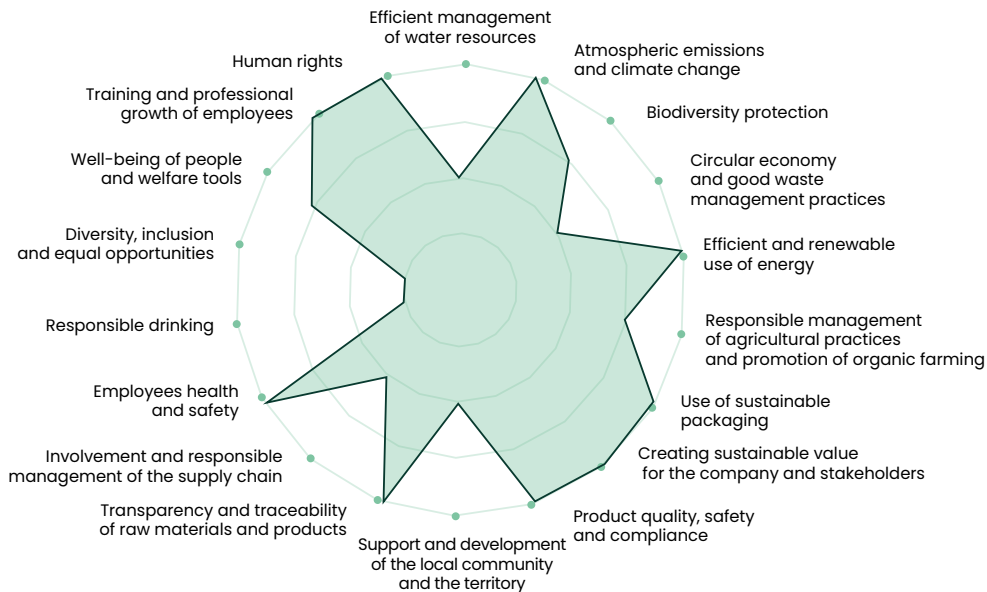
BANKS AND INSTITUTIONS

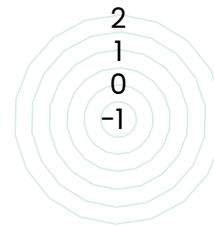


CUSTOMERS



LOCAL COMMUNITY





**IMPACT ASSESSMENT:**

- -1 negative
- 0 null
- 1 weak
- 2 high





# I.S.P.

ILLVA SUSTAINABILITY PATH







ILLVA SARONNO HOLDING S.p.A.