



Polli[®]
—1872—

2023 SUSTAINABILITY REPORT

“The guiding values of organisations are the foundations on which the future is built.

*Ours, after more than 150 years of history and five generational transitions,
are the roots from which the Flli Polli tree takes life:*

Consistency *in always putting sustainability and stability at the centre
of the company while subordinating personal interests.*

Courage *in driving changes, in leveraging innovation,
in envisioning the future as a management compass.*

Cohesion, *remaining united, pulling together in the same direction,
even and especially in troubled times.*

Fairness: *belong to the generation that believes that the given word,
the handshake and looking each other in the eye are sacred values.*

This quality underlies every choice we make.

And it is in this spirit that today I undersign our second Sustainability Report”



Marco Polli President



Folli[®]
—1872—

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LETTER TO STAKEHOLDERS

Dear stakeholders,

We are excited to share Polli Group's second Sustainability Report, a document that testifies to our commitment to a more sustainable and responsible future. This report is not only a proof of our actions, but a narrative of our journey, a story of our daily commitment and determination to achieve our ambitious goals.

Our history, deeply rooted in the processing of Earth's products, is intrinsically linked to a natural **attention to sustainability**. Respect for the environment and people has always guided our choices, with the aim of generating positive impacts for all our stakeholders.

We live in an age of great social and environmental change. The acceleration of climate change requires us to act with greater determination. With this report, we want to show our concrete contribution and our willingness **to be the protagonists of a necessary and urgent change**.

"Vivere Polli" means embracing sustainability values in every aspect of our business. It means recognizing the responsibility we have toward the planet and people. Our relationships with suppliers are built on sustainability principles and with a focus on reducing environmental impact. We are constantly working to improve our ecological footprint, transforming our factories into increasingly green and circular spaces.

Our commitment is not limited to the environment. **"Vivere Polli"** also means **ensuring high-quality products** that meet promises of **goodness and nutritional benefits**, and creating **a positive and inclusive working environment** for our people. We are convinced that merit must be recognized and that every individual must feel an integral part of a **common project**.

Supporting our customers is critical. Their expectations and suggestions guide us in the continuous improvement of our products and processes. The combination of economic growth and environmental and social sustainability is at the heart of our business approach, where protecting the planet and the well-being of people are top priorities.

In recent years, Polli Group has seen **extraordinary growth**, doubling its turnover and exceeding 190 million euros in 2023. This success was driven by international expansion and leadership in the ready-to-eat sector. We have successfully addressed global and internal challenges, demonstrating **resilience and determination**.



Manuela Polli, Marco Polli



Marco Fraccaroli

As we celebrate our achievements, we are aware of the responsibilities that await us. The future holds even greater challenges and ambitious goals for us. To address these, **sustainability is at the heart of our industrial plan.**

Polli Group **Sustainability Report** is a **key tool** for sharing our progress and commitments with you. We are grateful to all the people of Polli Group for the dedication with which they are carrying out this important project, and to our shareholders and stakeholders for their continued support and valuable incentives.

We invite you to read this report, to discover the details of our projects and to join us in our journey toward a more sustainable and responsible future.

Marco Fraccaroli

CEO Marco Fraccaroli



1. F.LLI POLLI

1.1 Highlights of the Group



OVER 150
YEARS OF EXPERIENCE



301
EMPLOYEES IN 2023 AND AN AVERAGE
OF 47 SEASONAL/TEMPORARY WORKERS



5
GENERATIONAL TRANSITIONS



2.360
HOURS OF TRAINING PROVIDED



4
PRODUCTION FACILITIES
(OF WHICH 3 IN ITALY AND 1 IN SPAIN)



130.955 GJ
ENERGY CONSUMPTION



3
EUROPEAN FOREIGN TRADE OFFICES
(IN FRANCE, UK AND GERMANY)



7.900 TON CO₂
SCOPE 1 AND SCOPE 2 LOCATION BASED



58
COUNTRIES SERVED ALL OVER THE WORLD



6.890 TON
WASTE PRODUCED



189 MILIONI
UNITS MANUFACTURED IN 2023



537 ML
WATER WITHDRAWALS



42
VARIETIES OF VEGETABLES PROCESSED PER YEAR

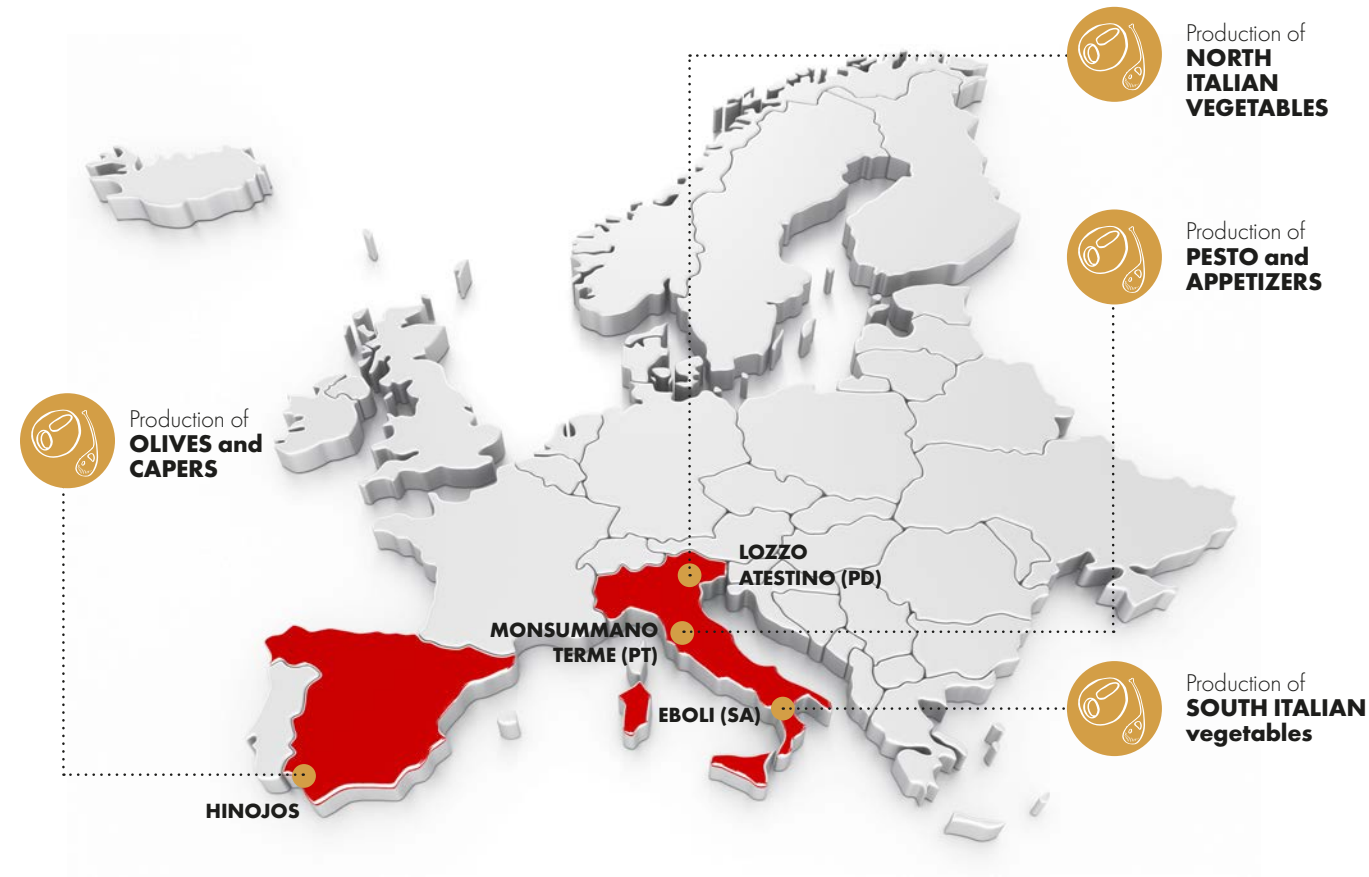


273 ML
WATER WITHDRAWALS

1.2 Who we are

F.lli Polli S.p.A. is an Italian company that mainly deals with **the production and marketing of food products**, in particular sauces and vegetable preserves. Thanks to the use of high quality ingredients and the respect of strict industry standards, the company is recognized as **a leader in the ready-to-eat and vegetable preserves sector of the made in Italy food industry**.

The company's registered office is located in Milan, in Via Sardegna 48, while the headquarters of F.lli Polli is located in **Monsummano Terme**, in the province of Pistoia, where there is a production plant specialized in pesto and appetizers and where there is also a new company acquired in 2023, Nuova Logistica S.r.l.. In addition to its headquarters, F.lli Polli also has **three production plants**: one in Lozzo Atestino in the province of Padua, one in Eboli in the province of Salerno, both specialized in vegetable processing and one in Hinojos, near Seville, specialized in the production of olives and capers.



F.lli Polli is an integral part of the Italian agroalimentary sector and plays a significant role within the **Unione Italiana Food**, the primary association in Italy for direct representation of food categories.

The company has a long tradition in the processing of vegetables and in the production of oil and olives. However, it has also shown a strong propensity to **innovation**, expanding its scope of activity in the last two decades with the introduction of new product lines, such as **pesto, ready pasta sauces and snacks**, also managing to expand and consolidate its international presence. Currently, the company produces both the Polli brand and on behalf of third parties and sells in **56 countries** around the world. The main markets where F.lli Polli operates include Italy, the United Kingdom, France and Germany, with exports to all EU countries, the United States and other international markets.

F.lli Polli wishes to promote and spread **a sustainable food regime** which is characterized by several aspects:



HEALTHY
Based on the daily intake of nutrients coming mainly from vegetables, thus guaranteeing a balanced diet.



TRENDY
Offering cutting-edge food product and solutions that reflect new consumer trends, adapting to the needs of the current market.



TASTY
Thanks to the experience and skills gained in the selection of high-quality raw materials and the mastery of Italian culinary art, the goal is to transform every meal into a unique and satisfying gastronomic experience.

In line with this objective, the following are the mission and vision of F.lli Polli:

Mission We help our consumers to follow a healthy and greener food style by offering mainly vegetable based alternatives, healthy but at the same time tasty for every moment of consumption.

Vision To become the world leader in THE "SMART VEGETABLES" segment.

Info box: WHAT ARE "SMART VEGETABLES"?

The concept of "smart vegetables" embraces a holistic approach to nutrition, offering vegetables that go beyond simply meeting the basic needs of consumers. These products are designed to be a complete resource for **well-being**, guaranteeing not only **health** but also taste and **practicality in use**.

First, "smart vegetables" are carefully selected and cultivated to ensure a high nutritional value, providing a wide range of vitamins, minerals and antioxidants essential for a balanced diet. This ensures that consumers can meet their daily needs for vital nutrients through a vegetable-based diet.

In addition, these vegetables are designed to be delicious, encouraging greater adherence to a vegetable diet due to their fresh and inviting flavor. Their superior quality and freshness give an exceptional taste that makes them pleasant to consume, thus encouraging a healthier and more sustainable diet.

Finally, "smart vegetables" are characterized by a high degree of comfort, being ready to use. This means that consumers can enjoy the nutritional benefits and taste of vegetables without the need for complex preparations or long waits. They are practical for those who have a hectic lifestyle or who want a quick and healthy solution for daily meals.

In short, "smart vegetables" are an innovative response to the needs of modern consumers, offering a complete food option that meets the requirements of health, taste and comfort.



THE PILLARS OF F.LLI POLLI



"From the earth to our hands, and from our hands to your tables"

For over a century and a half, F.lli Polli has been dedicated to the production of high quality food, recognizable by the prestigious made in Italy brand. In fact, in order to guarantee a culinary experience always up to the expectations of the consumers, F.lli Polli is committed to the careful selection of its suppliers, turning toward the quality of the cultivated raw materials. With a preference for the land of origin typical of each ingredient, the company firmly believes that the territory gives a unique and authentic taste to its products.

Moreover, thanks to the use of the most modern technologies, the company works more than **27 thousand tons of vegetables** and produces more than 189 million packages per year, ensuring a constant availability of its products on the market.

Finally, F.lli Polli is committed to respecting the natural times and seasonality of its products. In fact, more than **41 varieties of vegetables** are processed and 85% are grown outdoors. This approach allows the company to offer fresh and genuine ingredients, which are carefully processed to preserve their quality and ensure an authentic taste in every jar or bowl.



"Nature and sustainable lifestyle at the heart of F.lli Polli's activities"

F.lli Polli is actively involved in promoting a more sustainable diet, which places a special emphasis on increasing plant consumption through a series of innovative social and digital projects. Among these initiatives, "Orto in città" stands out, a program aimed at re-establishing the link between urban inhabitants and nature through workshops dedicated to both adults and children, thus promoting a return to land and sustainable agricultural practices (For more details on the initiative please refer to the chapter "4.4 Education and Innovation").

Moreover, F.lli Polli continues to strengthen the supply of ingredients coming from sustainable supply chains, with particular attention to the protection of plant species originating in the Italian territory and of local producers who cultivate them. This commitment to supporting local supply chains not only contributes to the preservation of biodiversity, but also supports Italian agricultural communities.

Particular attention is also given to **respect for human rights**, recognizing its importance and promoting the principles of the Universal Declaration of Human Rights and the ISO 26000 guidelines for the social responsibility of organizations



"The most rewarding success is what we still need to achieve"

Innovation is an intrinsic element in F.lli Polli's identity, driven by constant attention to the needs of its consumers, both in Italy and abroad. The company is committed to responding to market trends that reflect the brand's core values: Taste, quality, well-being and conviviality. These pillars define the path that F.lli Polli undertakes to satisfy the ever changing demands of its customers, remaining faithful to its philosophy and to its commitment to offer products that meet the highest standards of excellence.

1.3 the story of F.lli POLLI, an italian brand that made history

In more than **150 years of history** and **5 generational transitions**, we are currently one of the leaders of the Made in Italy food industry. Here are the main stages that marked the evolution of F.lli Polli's activities from the year of its foundation until today.

1872 - In the heart of Milan
Fausto Polli opens **the food shop in Via Broletto**, the first selling point of Polli family for the sale of canned vegetables.

1919 - Monsummano Terme
Giuseppe Polli transforms the family business **from a commercial activity to an industrial activity** through the purchase of the industrial site of Monsummano Terme (in the province of Pistoia), previously used for the production of canned meat. In Monsummano, where the main production site is still present today, F.lli Polli begins to deal with the processing and preservation of vegetables, vinegar and oil conserves.

1950
F.lli Polli begins to focus on the development of its first foreign markets through **overseas export**.

1987 - Eboli (Salerno)
In order to improve the integration between the supply phase and the transformation phase and aiming to obtain a wider control of its production chain, F.lli Polli acquires 70% **of F.lli Tafuro S.r.l.**, a farm in the province of Salerno and historical supplier of fresh vegetables of F.lli Polli.

1993 - Seville
With a view to continuous expansion, F.lli Polli acquires 100% the company **Estornino Slu** of Seville (Spain), specialized in the processing of olives and capers in modified atmosphere.

1995
F.lli Polli is the first company to launch **olives** on the market **without protective liquid**, an innovation that arises from the consumer's need to have a product ready to use.

2005
Under the management of Marco Polli, the production of **sauces and pesto alla genovese** begins. As pesto is a world-renowned product, this shift has been fundamental to the development of our foreign markets.

2015
With the aim of surrounding oneself with professionalism, **a CEO from outside the Polli family is employed for the first time.**

2017 - France, Germany and UK
With the aim of continuing its growth in Italy and abroad as a representative of Italian excellence in vegetable preserves and condiments, F.lli Polli **opens three European subsidiaries.**

2019 - Lozzo Atestino
F.lli Polli acquires **Valbona S.r.l.** at 100%, an historical Venetian company producing vegetable preserves for over 50 years, located in Lozzo Atestino (Padua).

2020
The heritage of the Polli brand is recognized by the Ministry of Economic Development following its inclusion in the Register of **Historical Brands of National Interest**, a prestigious recognition aimed at protecting Italian excellence and enhancing made in Italy.

2021
F.lli Polli creates the first **certified chain of basil** Polli which, with 7.000 tons worked, is one of the largest basil chains in Italy.

2023
F.lli Polli publishes its **first Sustainability Report**, an additional tool to disseminate the commitment and the numerous efforts made over the years to build a responsible business. In addition, the company **Nuova Logistica S.r.l.** is acquired, located at Monsummano Terme.



2. THE PATH TOWARDS SUSTAINABILITY

1.1 Stakeholder

Constant and profitable interaction with stakeholders is a fundamental pillar for companies that have an interest in fully understanding their **economic, environmental and social impacts**, as well as **developing more inclusive and relevant business strategies**. During 2023, F.lli Polli undertook **a path of active involvement of its stakeholders** in order to obtain **valuable insight** on the needs and considerations with respect to **sustainability issues**.

Stakeholders are individuals or groups of individuals who have interests that could be directly or indirectly negatively or positively influenced by a company's activities.

An effective stakeholder **involvement** procedure **enables companies to orient social, environmental and economic performance** toward a single direction of **sustainable growth**. In this context, F.lli Polli, during a workshop with the Sustainability Committee, identified **12 categories of stakeholders**:



Info box: **ASSOCIATIONS AND CONSORTIA**

For several years, Polli Group **has been collaborating** with **various** industry **associations** and **consortia**, including:

 <p>CONFINDUSTRIA</p>	 <p>Unione Italiana Food</p> <p>qualità, gusto e piacere</p>	 <p>SSICA</p> <p>STAZIONE SPERIMENTALE PER L'INDUSTRIA DELLE CONSERVE ALIMENTARI - FONDAZIONE DI RICERCA</p>
 <p>GRANA PADANO</p>	 <p>PARMIGIANO REGGIANO</p>	 <p>PARMIGIANO REGGIANO</p>
 <p>INDICAZIONE GEOGRAFICA PROTETTA</p>	 <p>CONSORZIO DI TUTELA CIPOLLA ROSSA DI TROPEA CALABRIA IGP</p>	 <p>CONSORZIO TUTELA ACETO BALSAMICO DI MODENA</p>

2.2 The materiality analysis

In accordance with the reporting standards adopted, during 2023, Polli Group undertook an update of the materiality analysis in order to identify **the material issues** to be reported in this report. This activity was conducted **with the involvement of the Sustainability Committee**, in order to identify and assess **the current and potential impacts, both positive and negative, that the Group has on the economy, the environment and people in the context of its business activities and relations.**

Info box: **THE SUSTAINABILITY COMMITTEE**






F.lli Polli has set up an ad hoc Committee for the management of sustainability aspects: the Sustainability Committee is composed of management members and chaired by the Chief Executive Officer.




The **Sustainability Committee** deals with the implementation of sustainability policies and in particular shares the choices and reports on the progress of activities to the Board of Directors through the Chief Executive Officer. In addition, the Committee oversaw the activities aimed at identifying and evaluating impacts and material topics for the Group.

The topics to be assessed have been identified through the analysis of the current context, a benchmark analysis on a panel of companies in the sector, the analysis of the guidelines defined by international organizations and the publications of some authoritative sources. During a workshop, Polli Group **Sustainability Committee** prioritized the main impacts generated by the Group taking into account **the scale, scope and probability of the impacts themselves**. In addition, in accordance with the GRI Sustainability Reporting Standards, the Committee has selected **a representative sample of key stakeholders** from different categories (**Shareholders & Investors, Banks & Credit Institutions, Clients, Local Communities, employees & Contributors and suppliers**) in order to gather through an online survey their consideration and prospects for **the economic, environmental and social impacts generated by the Group.**

Subsequently, these impacts were aggregated and classified into **18 material topics**.

In the table it is possible to see how **the most relevant material topics for F.lli Polli and its stakeholders** include **“Health and Safety at work”, “Water Resource” and “Quality and Safety of Products”**. This analysis will be updated periodically, in a process that will be refined and detailed from year to year, guaranteeing a direct and constant dialog with F.lli Polli’s stakeholders, capturing their main inputs and managing the proposals and critical issues raised by them.

MATERIAL TOPIC	IMPACTS	IMPACT DESCRIPTION	NATURE OF IMPACT	IMPACT MANAGEMENT		
HEALTH AND SAFETY AT WORK	 Accidents at the workplace	Accidents or other accidents at the workplace, with adverse consequences for the health of direct workers or external employees	NEGATIVE	Current	Ensure the adoption of best policies, practices and management systems to ensure both the reduction of the risk of accidents and the increase in prevention and control at work	
WATER RESOURCE	 Water resource withdrawal	Water withdrawal for its production processes with repercussions on the availability of the water resource	NEGATIVE	Current	Efficiently manage the water resource, monitoring both the water collection and water drainage processes, improving consumption and adopting good practices that promote responsible use	
		Water resource drains	Negative impacts in terms of the release of pollutants into groundwater or surface water	NEGATIVE		Potential
PRODUCT QUALITY AND SAFETY	 Products that do not comply with quality and safety criteria	Any incidents of non-compliance with standard product quality and safety standards due to lack or inefficiency of: Traceability, controls or management systems throughout the value chain	NEGATIVE	Potential	Ensure responsible, controlled and quality supply of Raw materials and products to ensure that consumers meet the highest safety standards	
HUMAN RIGHTS	 Cases of human rights violations within the organization and its value chain	Violation of human rights along the value chain and within the company, such as the right to freedom of association and collective bargaining, child labor, forced or compulsory labor	NEGATIVE	Potential	Commitment to manage human rights impacts through practices that promote respect, protection and promotion of the fundamental rights of persons involved in operations and the supply chain	
ECONOMIC PERFORMANCE		Creating value	Generating economic value and distribution related to stakeholders (employees, suppliers, etc.)	POSITIVE	Current	Deliver robust and sustainable economic performance through management practices that can deliver long-term value creation
	 Support to local communities	Support to local communities	Support to local communities through contributions and donations to promote a positive economic, social, cultural and/or environmental impact where the Organization is physically present	POSITIVE	Current	

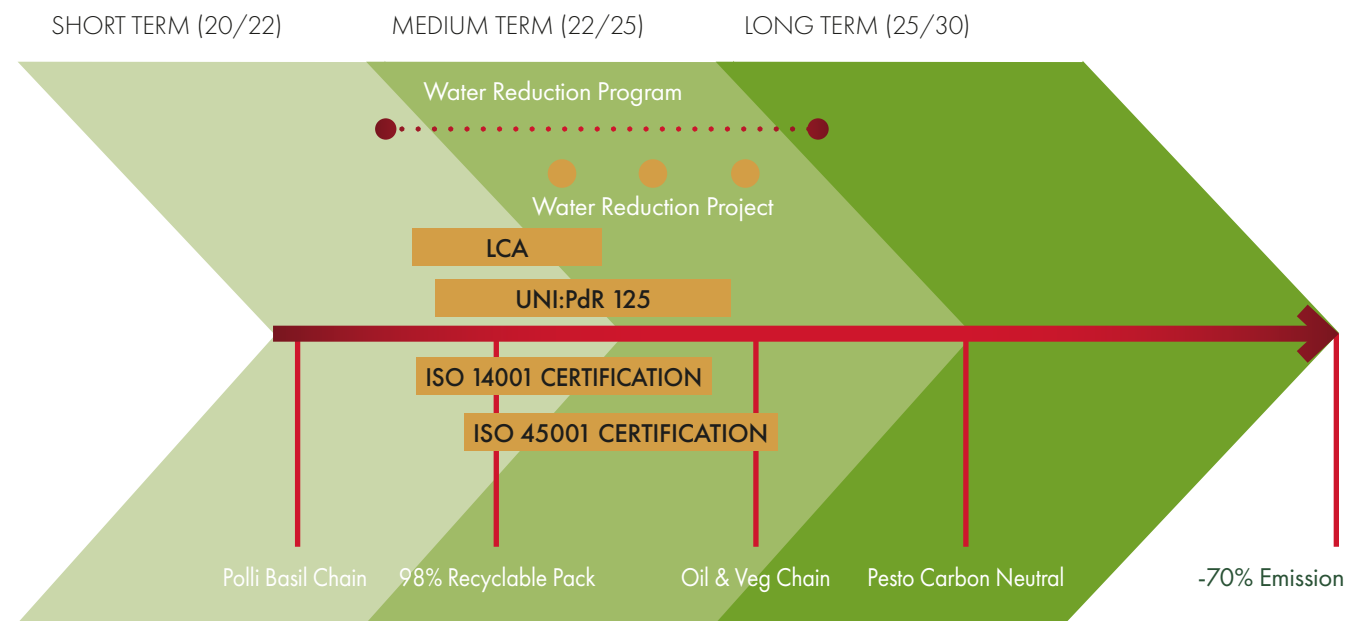
MATERIAL TOPIC	IMPACTS	IMPACT DESCRIPTION	NATURE OF IMPACT	IMPACT MANAGEMENT		
BUSINESS ETHICS		Non-ethical Business Conduct	Anti-competitive behavior, anti-trust behavior and monopolistic practices with negative impacts on the economy and markets	NEGATIVE	Potential	Deliver robust and sustainable economic performance through management practices that can deliver long-term value creation
	 Anti-corruption	Non-compliance with applicable laws, regulations, internal and external standards with negative social/environmental/economic impacts	NEGATIVE	Potential		
		Non-compliance	Corruption incidents	NEGATIVE	Potential	
DIVERSITY AND EQUAL OPPORTUNITIES		Discrimination in terms of responsibility and career advancement	Discrimination incidents within the working environment and in the personnel selection process	NEGATIVE	Potential	Ensure an inclusive and fair working environment that protects diversity and minorities from all forms of discrimination
	 Unfair remuneration	Remuneration policies that are not competitive and that redistribute the value generated among workers unfairly	NEGATIVE	Potential		
WASTE AND CIRCULARITY		Food waste	Food waste due to non-sales of products	NEGATIVE	Current	Optimize waste management, minimizing waste production where possible, while adopting circular economy practices for the exploitation of waste as a resource, through initiatives for the recovery or reuse of waste materials and/or raw materials
	 Waste generation	Waste generation	Environmental impacts related to the production of hazardous and non-hazardous waste and its inadequate disposal	NEGATIVE	Current	
		Recycling and reuse of waste and industrial symbiosis	Reuse and re-entry practices within the production process of the waste processing following recovery operations, recycling also in the perspective of circular economy	POSITIVE	Current	Optimize waste management, minimizing waste production where possible, while adopting circular economy practices for the exploitation of waste as a resource, through initiatives for the recovery or reuse of waste materials and/or raw materials

MATERIAL TOPIC	IMPACTS	IMPACT DESCRIPTION	NATURE OF IMPACT		IMPACT MANAGEMENT
EMPLOYEE DEVELOPMENT AND WELL-BEING	Employee well-being	Promoting employee well-being through the implementation of well-being activities and dedicated benefits, within a healthy and stimulating work environment	POSITIVE	Current	Ensuring the best working conditions and respect for workers' rights, by enabling the expression of talent, the enhancement and development of human resources. Promote welfare initiatives aimed at increasing the well-being of workers and their families
	Development and enhancement of workers' skills through training activities	Improving workers' skills through training and professional development, general and technical programs, including those linked to growth goals and personalized evaluation (e.g. career development plans)	POSITIVE	Current	
ENERGY MANAGEMENT	Energy consumption	Energy consumption from renewable and non-renewable sources, resulting in negative impacts on the environment and reduction of energy stocks	NEGATIVE	Current	Develop energy efficiency initiatives to reduce energy consumption
PACKAGING	Packaging impacts during the product lifecycle	Negative impacts generated by packaging throughout the life cycle (from cradle, raw materials extraction and processing to end-of-life after use)	NEGATIVE	Current	Promote the use of packaging materials with reduced environmental impact, by favoring, where possible, the use of materials recovered, reused or recycled
EMISSIONS AND CLIMATE CHANGE	Direct and indirect GHG emission generation (scope 1 and 2)	Contribution to climate change through direct and indirect GHG energy emissions, linked to the activities carried out in the Group's headquarters and sites	NEGATIVE	Current	Improve or implement initiatives to reduce greenhouse gas emissions such as the production and use of energy from renewable sources, the purchase of green energy and the compensation of residual emissions
	Indirect GHG emission generation (scope 3)	Generation of indirect climacterizing emissions produced in the value chain as a result of the activities carried out	NEGATIVE	Current	

MATERIAL TOPIC	IMPACTS	IMPACT DESCRIPTION	NATURE OF IMPACT		IMPACT MANAGEMENT
INNOVATION AND LIFE CYCLE MANAGEMENT	Sustainable and innovative product development	Promotion of the sustainable development of products, including through investments in Research and development, with a view to reducing their environmental impact	POSITIVE	Current	Continuously improve its sustainability performance through innovative product and process projects
RAW MATERIALS	Non-responsible use of natural resources	Use of natural resources, which reduces the availability of natural resources	NEGATIVE	Current	To promote the use of raw materials Alimentari with reduced environmental impact and from supply chains managed in a responsible way
BIODIVERSITY	Depletion of ecosystems and biodiversity	Conversion and reduction of natural ecosystems through deforestation and/or serious degradation related to business activities and its supply chain	NEGATIVE	Potential	Safeguard the landscape heritage of the territories in which the company operates, promoting the protection of biodiversity, ecosystems and soil, mitigating the significant direct and indirect impacts of activities and products on biodiversity
LOCAL AND RESPONSIBLE PROCUREMENT	Environmental impacts along the supply chain	Negative impacts linked to supply from suppliers, in particular with regard to the impacts they generate on environmental aspects	NEGATIVE	Potential	Integrate sustainability criteria into supply chain management, through procurement processes that enable supplier evaluation and selection based on environmental and social criteria, encouraging responsible and sustainable practices along the value chain
	Creation of a certified supply chain	Methods and procedures for tracing the source, origin or production conditions of the raw materials and Finished goods	POSITIVE	Potential	
MARKETING AND LABELING	Misleading advertising and marketing strategies	Negative impacts on customers and end-users caused by misleading communications and misindications in terms of product labeling or Presentation	NEGATIVE	Potential	Ensure that customers have access to accurate and appropriate information on the positive and negative economic, environmental and social impacts of products consumed by them, both from the point of view of product labeling and marketing communications
FOOD EDUCATION	Promote food education	Implementation of food education activities, including partnerships with schools, universities and nutrition experts, aimed at employees and consumers	POSITIVE	Current	Promote healthy and balanced nutrition through appropriate information campaigns and awareness-raising activities, paying particular attention to young people and the fight against food waste

2.3 The sustainability strategy

Polli Group continues its journey toward **sustainable development**, demonstrating **a concrete commitment in the management of environmental and social impacts**. The Group has developed **a sustainability strategy** that defines **short-, medium- and long-term objectives**, starting from **the environmental and social spheres**. In 2024, F.lli Polli **achieved** the target of **adopting 98% of packaging from recyclable materials**. Moreover, as far as the social sphere is concerned, and as a manifestation of the continuous commitment, F.lli Polli has set itself the objective, to adopt, within the next two years, **the certification UNI:PDR 125 Gender Equality**.



3. GOVERNANCE AND BUSINESS ETHICS

 **6**
MEMBERS OF THE BOARD
OF DIRECTORS,
INCLUDING 4 WOMEN

 **1**
COMMITTEE DEDICATED
TO THE IMPLEMENTATION
OF THE SUSTAINABILITY STRATEGY

 **Eur 193 Million**
ECONOMIC VALUE
GENERATED
(+15% COMPARED TO 2022)

 **About 276 thousand euros**
ECONOMIC VALUE
DISTRIBUTED TO THE COMMUNITY
(+6% COMPARED TO 2022)

MATERIAL TOPICS

ENERGY MANAGEMENT	HEALTH AND SAFETY AT WORK	PRODUCT QUALITY AND SAFETY
DIVERSITY AND EQUAL OPPORTUNITIES	RAW MATERIALS	ECONOMIC PERFORMANCE
BUSINESS ETHICS	EMISSIONS AND CLIMATE CHANGE	WATER RESOURCE
INNOVATION AND LIFE CYCLE MANAGEMENT	WASTE AND CIRCULARITY	PACKAGING
MARKETING AND LABELING	LOCAL AND RESPONSIBLE PROCUREMENT	BIODIVERSITY
FOOD EDUCATION	EMPLOYEE DEVELOPMENT AND WELL-BEING	HUMAN RIGHTS



Claudia Polli, Margherita Polli, Manuela Polli, Marco Polli, Marco Fraccaroli

3.1 The governance structure

F.Ili Polli S.p.A. is a limited company whose shares are divided between: Visarim S.r.l. (61,08%), Tema S.r.l. (36,58%) and Marco Fraccaroli (2,34%). The organizational structure of F.Ili Polli S.p.A. is based on the presence of **three formal bodies**: the Shareholders' Meeting, the Board of Statutory Auditors and the Board of Directors.

The Shareholders' Meeting is convened by the Chairman of the Board of Directors, at least once a year, within one hundred and twenty days of the end of the financial year.

The **Board of Statutory Auditors** consists of 3 Statutory Auditors and 2 alternates.

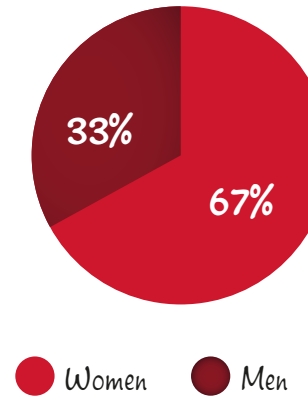
As a rule, the **Board of Directors** meets whenever the Chairman or CEO considers it appropriate. The following is the composition of the Board of Directors of F.Ili Polli at December 31, 2023:

RUOLO	MEMBRO
PRESIDENT ¹	Marco Polli
MANAGING DIRECTOR	Marco Fraccaroli
VICE PRESIDENT	Margherita Polli
MANAGING DIRECTOR	Manuela Polli
COUNCILOR	Claudia Polli
COUNCILOR	Maddalena Bobba

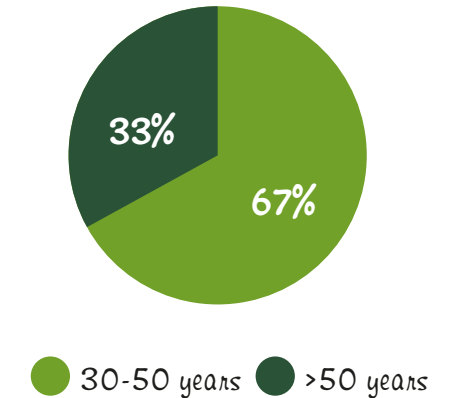
At December 31, 2023, the Board of Directors of F.Ili Polli S.p.A. was composed of 6 members, of which 2 men and 4 women. 67% of the Board of Directors are between the ages of 30 and 50, while the remaining 33% are over the age of 50.

¹ The Chairman of the Board of Directors, although not an employee of the organization, participates in discussions and decisions on strategies, company policies, projects and activities, collaborating with the Management Committee. This approach ensures management independence by minimizing the risk of conflicts of interest.

% OF BOARD MEMBERS BY GENDER



% OF BOARD MEMBERS BY AGE GROUP



The members of the Board of Directors are elected by the Shareholders' Meeting on the basis of professional skills and related contributions that can be made to the company.

During the meetings of the Board of Directors, specific sessions are reserved for strategic development, focused on growth, diversification and continuous improvement. Within these sessions, the sustainability policies implemented and future policies are also analyzed and discussed, with the aim of continuing improvement.

As regards the management of sustainability aspects, an ad hoc Committee was set up, composed of representatives of the first line of management and chaired by the Chief Executive Officer. The **Sustainability Committee** is responsible for implementing sustainability policies. In particular, it agrees with the choices and reports on the progress of the activities to the Board of Directors through the Chief Executive Officer. In addition, the Committee oversaw the activities aimed at identifying material topics for the Group.

Supervision and management of the company's impacts on the economy, environment and people are entrusted to the Chief Executive Officer and management, who set sustainability goals and monitor their progress annually. Each Head of Management responsible for this matter is responsible for the management of the specific impacts, reporting all relevant information to the Board of Directors through the Chief Executive Officer. Any criticism related to the company's impact or conduct is communicated to the Board of Directors by the Chief Executive Officer.

As regards economic impacts, Polli Group has set up a **Management Committee** composed of the Chairman, the Chief Executive Officer, the CFO and the Head of Strategic Development. During the meetings, the Group's economic and financial performance is analyzed and possible future scenarios are evaluated. Decisions taken by the Management Committee are implemented by the organization through the Management Committee and the Industrial Committee.

The implementation of the company strategy takes place within **the Management Committee**, which includes all the high-level members of the management and is chaired by the Chief Executive Officer. This includes the CFO, the Operations

Director, the R&D Director, the Purchasing Director, the Supply Chain Director, the Sales Directors, the Marketing Director and the Quality Director. Each function Director is responsible for advancing strategic projects in his own field, interfacing with both internal colleagues and external stakeholders. The progress and completion of the activities of the Management Committee are reported to the Board of Directors through the Chief Executive Officer. In order to ensure the correct dissemination of policies, members of the Committees receive training on all the issues affecting the business operations.

With regard to **conflict of interest** management, the reference body to which any information on potential conflict situations is to be communicated is the Board of Directors, which sets out guidelines for reducing the associated risks. The prevention of such situations is generally guaranteed by the independence of the management in the management and in the choices of corporate policy. Moreover, F.lli Polli's operating model provides for the existence of procedures and working methods to always ensure transparency and alignment with company plans. It should be noted that no cases of conflicts of interest have occurred during 2023.

With regard to remuneration policies, only the Chairman, the Vice Chairman and the Chief Executive Officer receive compensation among the members of the Board of Directors. The distribution of emoluments is reviewed annually at a meeting of the Board of Directors. As regards the remuneration of senior management, in particular the CEO, it is composed of a fixed part and a variable part. Decisions relating to executive compensation shall be taken exclusively by the President. The variable part of the salary depends on a goal card that includes components related to the Group's performance, others based on function objectives and others related to individual performance.



3.2 Values

The values of ethics, integrity and transparency are the fundamental principles that guide the actions of F.lli Polli. The Group conducts its activities and relations with internal and external stakeholders in accordance with the **Corporate Code of Ethics**, which is a necessary tool for outlining the values and principles of the company, compliance of which is essential for the proper execution of its activities.

The principles and provisions of the Code of Ethics apply to all those who have legal relationships with the company. In particular, the effective implementation and communication of the values and principles contained in the Code of Ethics takes place through different ways: the delivery of a copy of the Code to all personnel with acknowledgment of receipt and commitment to respect it, the publication on the company's Internet site, the provision of training and awareness tools on the contents of the Code and periodic checks to monitor compliance with it. All recipients of the Code of Ethics may report, in writing anonymously or not through the Whistleblowing channel, any violation or suspicion of violation of the Code. It will be the supervisory body that will assess from time to time whether an investigation procedure should be initiated in view of the specific circumstances.

The Group gives the supervisory body the role of "guarantor" of the Code of Ethics. This function fulfills the following tasks: to establish, in agreement with the top management, criteria and procedures aimed at respecting the Code; to promote the issuing of guidelines and operating procedures with the help of the functions competent to define them; to prepare employee communication and training programs aimed at spreading knowledge and understanding of the Code within the Company; to verify the effective implementation of the Code; examine news of possible violations of the Code; to communicate to the Chief Executive Officer the results of any investigations carried out in relation to violations of the Code, in order to take any sanctions measures and in any case to carry out, if required, an advisory function during the disciplinary procedure; to submit to the CEO useful initiatives for the greater dissemination and updating of the Code; to maintain an adequate flow of information among the interested parties who are in various ways in compliance with the organizational model; to present to the Board of Directors an annual report on the state of implementation of the Code.

It should be noted that no significant cases of non-compliance with laws and regulations have been recorded in 2023, resulting in the absence of financial penalties and non-financial penalties. In addition, there are no ongoing or completed actions in the field of anti-competitive behavior, or incidents of corruption that have been established and violations of antitrust and monopolistic laws.

In 2022, F.lli Polli obtained the "**Rating di Legalità**" with the **★★+** score², confirming the respect of the laws in force and the commitment to the centrality of the consumer, the protection of labor and human resources, the protection of the environment, the honesty and transparency of information and the protection of competition, despite an ever-changing operational environment.

² It is clear that, in June 2024, the "Rating di Legalità" was updated while maintaining this score.

In addition, in 2023, **the Model 231** was updated in order to introduce new types of crimes and to maintain the model in line with the current legislation, also introducing the **whistleblowing procedure**. In particular, a channel has been activated for anonymous reports to which all employees and collaborators can access through the link to the special platform present on the website of F.lli Polli. There are also physical locations within the establishments used to file complaints. However, there were no reports during 2023. Finally, training activities are planned for 2024 for all employees relating to the application of the Code of Ethics and the Model 231.



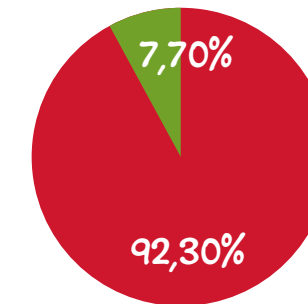
3.3 The economic value generated and distributed

The economic performance, with a view to transparency and full understanding of the value generated by F.lli Polli, has been analyzed through the prospectus of the economic value generated and distributed³.

IN 2023, F.LLI POLLI GENERATED A VALUE OF APPROXIMATELY 193 MILLION EUROS.

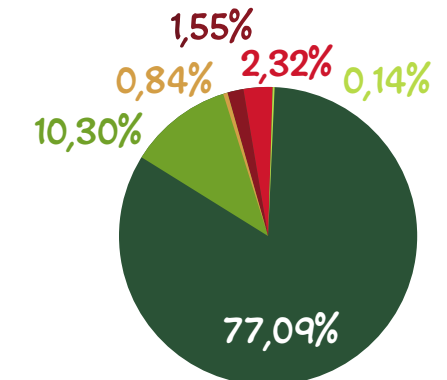
This figure defines the wealth produced by F.lli Polli during the year, which is 92,3% redistributed to its stakeholders. From the reclassification of the generated economic value it is possible to note the distribution of the generated value to the different categories of stakeholders.

ECONOMIC VALUE GENERATED IN 2023



- Distributed economic value
- Retained economic value

DETAIL OF THE ECONOMIC VALUE DISTRIBUTED IN 2023



- Suppliers
- Shareholders
- Personal
- Government
- Financiers
- Community

In particular, the economic value generated in 2023 increased by more than 25 million euros compared to 2022 (+15,4%), mainly due to the increase in revenues from sales in a year that is generally very positive at the business level. In addition, the economic value distributed also increased significantly, from 158,2 million euros in 2022 to 178 million euros in 2023 (+12,5%). Those who have benefited most from the economic value distributed are the suppliers and employees of F.lli Polli.

³ The distributed economic value is represented by the following methods: Reclassified Operating expenses (mainly purchases of raw materials and services), staff remuneration (direct remuneration consisting of wages, salaries and FRS and indirect remuneration consisting of social security contributions), remuneration of the financiers (interest liabilities and other financial charges), remuneration of the Public Administration (income taxes) and remuneration of the Community (liberality and sponsorship). As regards retained value, however, reference is made to operating profit for reserves and depreciation and provisions.

4. PRODUCT RESPONSIBILITY



42 varieties of Vegetables
WORKED IN 2023



7.387 tons of Basil
WORKED IN 2023
(+87% COMPARED TO 2022)



0
CASES OF NON-COMPLIANCE
WITH PRODUCT INFORMATION
AND LABELING LAWS



**Pesto Plant Based recognized
as product of the year**
RECOGNITION RECEIVED BY
12.000 ITALIAN CONSUMERS

MATERIAL TOPICS

ENERGY MANAGEMENT	HEALTH AND SAFETY AT WORK	PRODUCT QUALITY AND SAFETY
DIVERSITY AND EQUAL OPPORTUNITIES	RAW MATERIALS	ECONOMIC PERFORMANCE
BUSINESS ETHICS	EMISSIONS AND CLIMATE CHANGE	WATER RESOURCE
INNOVATION AND LIFE CYCLE MANAGEMENT	WASTE AND CIRCULARITY	PACKAGING
MARKETING AND LABELING	LOCAL AND RESPONSIBLE PROCUREMENT	BIODIVERSITY
FOOD EDUCATION	EMPLOYEE DEVELOPMENT AND WELL-BEING	HUMAN RIGHTS

4.1 Product quality and traceability

F.lli Polli’s philosophy is based on the responsible and conscious use of the ingredients, placing at the center quality and traceability, two tools necessary to guarantee food safety and customer satisfaction.

In particular, F.lli Polli has always favored the use of fresh vegetables, chosen with care and attention according to seasonality. Ingredients are rigorously selected when they are at the maximum of their freshness and maturity, thus guaranteeing **the maximum quality** and taste of the recipes.

Moreover, F.lli Polli is committed to preferring ingredients of **Italian origin**, enhancing the culinary tradition of its own country and supporting local agriculture. This choice not only promotes the quality of Italian products, but also contributes to reducing the environmental impact of the transport of ingredients.

F.lli Polli aims to further strengthen the monitoring of the quality and food safety of the raw materials, ingredients and packaging used, carefully evaluating the performance of the suppliers. At the same time, F.lli Polli intends to adopt a new MES (Manufacturing Execution System) system for **the digitization of data related to the quality of the production processes** that would allow greater efficiency and precision in the control operations.

It should be noted that, during 2023, there was only one case of **non-conformity in the field of health and safety of the product** which led to the recall of the batch. In particular, glass fragments were found to be present throughout a product manufactured at the Eboli plant.

As a result of this episode, in-depth checks were carried out to understand the dynamics and reasons for the incident, although it was an isolated incident. Polli’s production lines are equipped with RX machines at the forefront for the detection of fragments of glass, stones and hard plastics; but to guarantee even more safety and prevention of episodes like this, it is practice in Polli to renew its machinery periodically. For this reason, the Group has introduced two new RX’s: one in Eboli, and one in Monsummano Terme; it has also provided further modernization of the others already in place.

Moreover, F.lli Polli recognizes the importance of marketing and labeling as essential tools for informing and communicating to consumers the principles of sustainability and nutritional values of products. In fact, with the aim of establishing a relationship of trust and loyalty with its customers, it is committed to providing accurate, truthful and transparent information to consumers. In particular, in order to facilitate the clarity of the labeling, F.lli Polli has set itself the objective of simplifying the list of ingredients present in its products.

It should be noted that, in 2023, in line with the previous year, **there was no case of non-compliance with laws on product information and labeling.**

More info box: FAIRS 2023

During 2023, Polli Group took part in various fairs, such as:



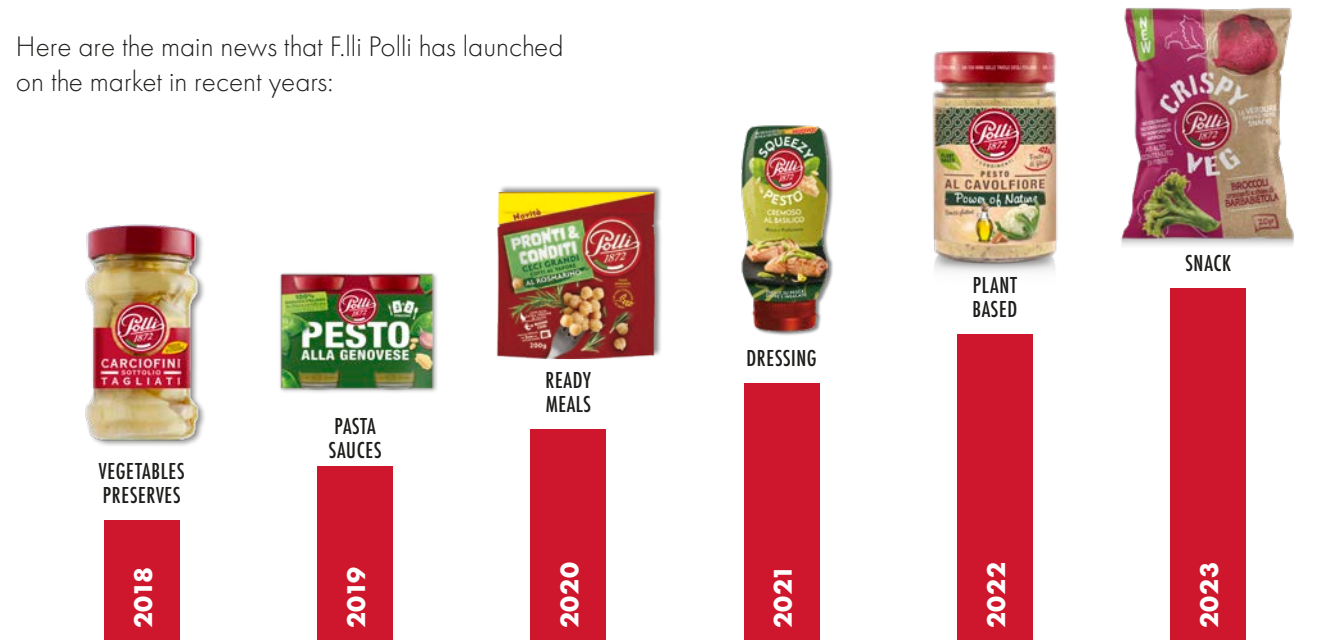
4.2 Innovation

Even a traditional sector, such as agri-food, cannot escape intensive innovation in order to adapt effectively to changing consumer demands. Food habits are constantly changing, and businesses in the sector must demonstrate a readiness to act in interpreting these changes, both through **the introduction of new products** and **through the optimization of existing production processes**.

In a context in which awareness of health and well-being is constantly growing, agri-food companies must invest in innovative strategies to meet the needs of an increasingly informed and demanding consumer. This means not only to be prepared to launch new food proposals on the market, but also to adopt **sustainable production practices**, respectful of the environment and in line with the expectations of customers attentive to the origin and quality of food.

Moving toward the future and taking into account emerging trends, which attribute an increasingly significant role to vegetables as rich sources of nutrients and great health value, the company has made the decision since 2020 to launch a series of new research and development projects. The objective of these initiatives is to create new products that are not only **appetizing** but **also genuine** and **healthy**, thus responding to the growing expectations of consumers for foods that promote physical well-being and authentic taste.

Here are the main news that F.lli Polli has launched on the market in recent years:



Moreover, in 2024, the line of vegetable ragu was launched, without the addition of soy, in two variants: peppers and aubergines or olives.

4.3 Education and Nutrition

Education to a correct diet is of crucial importance, especially for a company that, like F.lli Polli, aims to promote a healthy and sustainable lifestyle through the offering of its products. This commitment not only aligns with the company's vision, but is also critical to building a society that is more aware and accountable for its food choices.

Also in 2023, F.lli Polli commits itself to promoting healthy and balanced nutrition through special **information campaigns and awareness-raising activities**, paying particular attention to the younger generation and the fight against food waste.

Among these activities, F.lli Polli has developed a collaboration with **a nutritionist**, with which interviews are made, in the form of videos, which aim to raise awareness about different topics: the supply chain (and in particular that of basil), plant-based nutrition (also with a view to respecting the environment) and the consumption of fruit and vegetables.

In addition, from July to September 2023 the second edition of the **"Orto in Città"** initiative was held at the Sustainability Hub in Cascina Cuccagna, in the heart of Milan.



This event, born as a project of culture and aggregation, aims to spread innovative ideas related to sustainability and nutrition and to rediscover the connection between city and nature. F.lli Polli, following of the success of the first edition, has re-proposed the initiative to offer consumers an engaging experience that celebrates the good taste and conviviality so loved by Italians.

Orto in Città tells the history and values of F.lli Polli through various activities: reading spaces, workshops, didactic workshops, tastings for families and for children of the summer campus organized by Cascina Cuccagna. These activities promote conviviality and sharing between adults and children, creating an oasis of serenity and nature far from the chaos of the city. The moments dedicated to didactics and information on the topics of sustainability and care for nature, always central to the company, are at the center of Orto in Città. Below are some of the activities and workshops that have been organized in Cascina Cuccagna, in collaboration with F.lli Polli:



The vegetable garden in your home

F.lli Polli held a workshop at Cascina Cuccagna dedicated to the world of vegetables to learn how to grow vegetables and fruit at home and use them in daily recipes.



Green Week

Cascina Cuccagna took part in the Green Week in Milan through the organization of a conference to which F.lli Polli also contributed through a workshop dedicated to the discovery of the world of bees and a tasting of products.

Summer camps

During the summer months, in Cascina Cuccagna, summer camps were held for elementary school children.

F.lli Polli contributes through various educational and recreational activities dedicated to children and also offering an aperitif to families when they come to collect children.



Picnic in cascina

F.lli Polli contributed to the organization of the picnic in Cascina Cuccagna, which took place on the Saturdays of September.





"Our commitment is cross-cutting and covers many areas through concrete actions, including projects for optimizing the use of energy and water resources, increasingly sustainable packaging, the establishment of certified supply chains, activities aimed at protecting bees and forest areas."

5. ENVIRONMENTAL RESPONSIBILITY

 **About 131 Thousand GJ**
ELECTRICITY CONSUMED
(+5% COMPARED TO 2022)

 **+9% VS 2022**
ELECTRICITY CONSUMED
FROM RENEWABLE SOURCES

 **0,012 TCO₂EQ/Thousand €**
SCOPE 1 + SCOPE 2 LOCATION BASED
EMISSIVE INTENSITY (-7% COMPARED TO 2022)

 **About 76 Thousand Tons**
MATERIALS (+25% COMPARED TO 2022)
OF WHICH 65% ARE RENEWABLE

MATERIAL TOPICS

ENERGY MANAGEMENT	HEALTH AND SAFETY AT WORK	PRODUCT QUALITY AND SAFETY
DIVERSITY AND EQUAL OPPORTUNITIES	RAW MATERIALS	ECONOMIC PERFORMANCE
BUSINESS ETHICS	EMISSIONS AND CLIMATE CHANGE	WATER RESOURCE
INNOVATION AND LIFE CYCLE MANAGEMENT	WASTE AND CIRCULARITY	PACKAGING
MARKETING AND LABELING	LOCAL AND RESPONSIBLE PROCUREMENT	BIODIVERSITY
FOOD EDUCATION	EMPLOYEE DEVELOPMENT AND WELL-BEING	HUMAN RIGHTS

5.1 energy and emissions

Sustainability is a fundamental pillar for F.lli Polli, which has made **the energy transition** and **the reduction of fossil consumption** a priority objective. To achieve these goals, Polli Group has launched a series of short-, medium- and long-term **projects** to combat **climate change**.

In particular, in 2022, F.lli Polli had set itself and achieved the objective of **reducing by 5% the consumption of electricity for the lighting of the plants** and **to produce internally about 15% of the electricity** required by the Group, thanks to **photovoltaic plants**.

Currently, **the photovoltaic plants of Monsummano Terme**, installed in 2012 with a capacity of 970 kW and 58,5 kW, cover **about 20% of the energy requirements of the plant**, and contribute to reducing CO₂ emissions by about **300 tons per year**. F.lli Polli also intends to increase the use of renewable energy through the improvement of existing photovoltaic systems and the creation of new:

JANUARY 2024

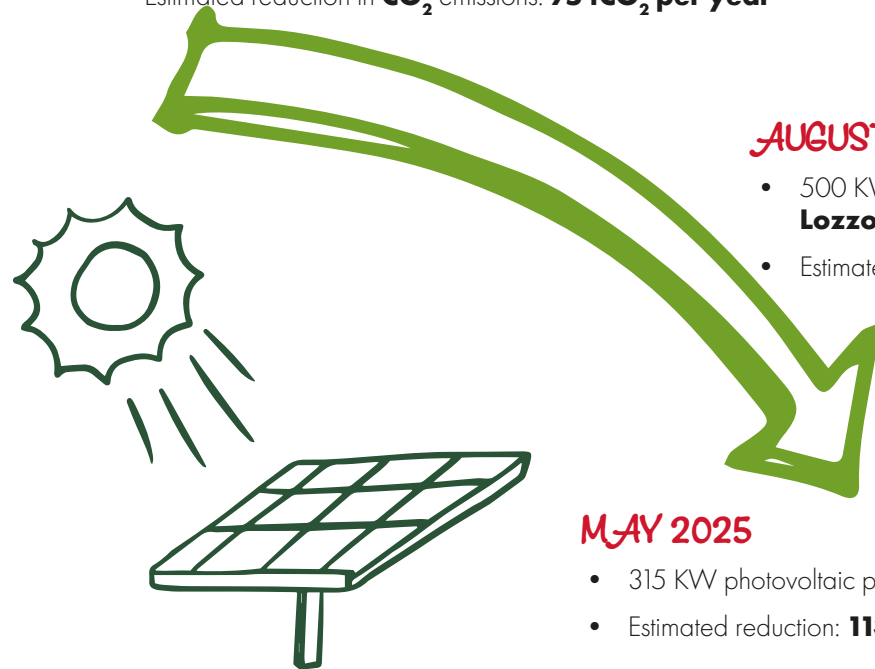
- 270 KW photovoltaic plant at the **Nuova Logistica** plant
- Estimated reduction in CO₂ emissions: **75 tCO₂ per year**

AUGUST 2024

- 500 KW photovoltaic plant at the **Lozzo Atestino** plant
- Estimated reduction: **143 tCO₂ per year**

MAY 2025

- 315 KW photovoltaic plant at the **Eboli** plant
- Estimated reduction: **113 tCO₂ per year**



The Group is also setting **targets for the reduction of natural gas** used for **the production of steam**, which will be pursued through both the introduction of **new technologies** and the improvement of existing ones in order to achieve a reduction in consumption.



CHARGING STATIONS

Electric charging stations
(22 Kw)
and **Electric cars**
in Monsummano and Lozzo



POLLI TRAILS

During 2023 and 2024,
Polli Group supported
a company in order
to restore forest paths



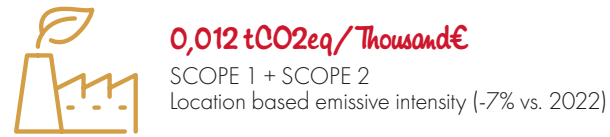
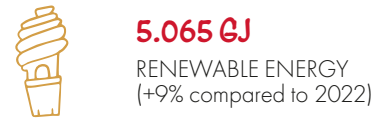
ENERGY EFFICIENCY

- **Energy diagnoses** on the 3 Italian factories and energy improvement systems
- **New LED systems** in Monsummano and Lozzo
- **Two new Energy-saving pasteurizers** (water and gas reduction)

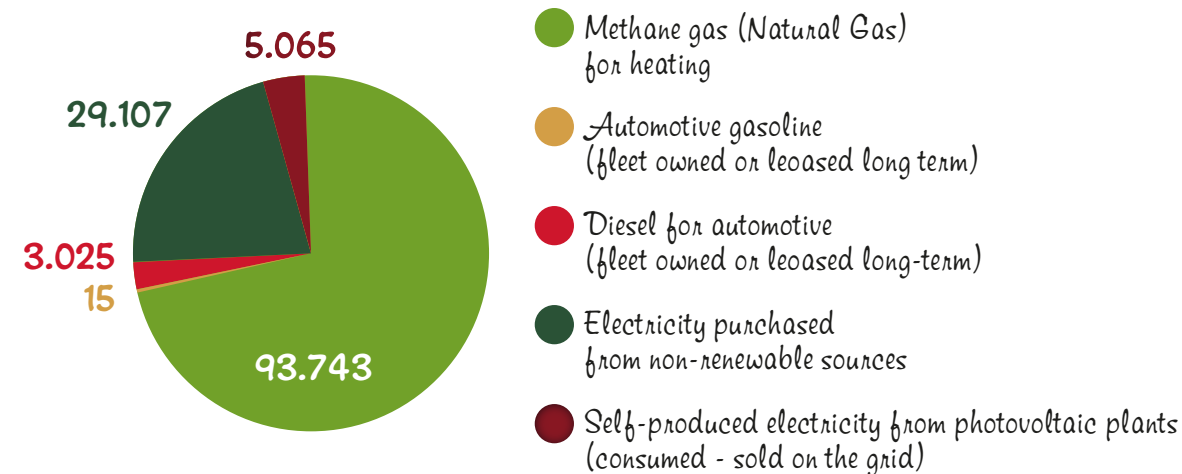
With the previous sustainability report, the Group began to calculate and monitor **both energy consumption⁴ and the carbon footprint scope 1 and 2**, which will form the basis for defining and modulating future projects aimed at reducing greenhouse gas emissions.

During 2023, energy consumption amounted to **130.955 GJ** (+ 5% compared to 2022).

Most of these are attributable to the use of **methane gas**, which accounts for about **72%**. The use of **electricity** covers **26%** of the **total consumption**. About **16%** of electricity comes from our photovoltaic plants, thus exceeding the stated target of about 3%. Finally, the remaining **2% of fuel consumption** is represented by **the diesel and petrol consumption of vehicles**. The increase in energy consumption is due both to an increase in production and to an increase in turnover. In fact, observing the **energy intensity** of Polli Group, calculated with respect to turnover in thousands of euros, this **decreased by 17%**, reaching 0,69 GJ/thousand€



ENERGY CONSUMPTION

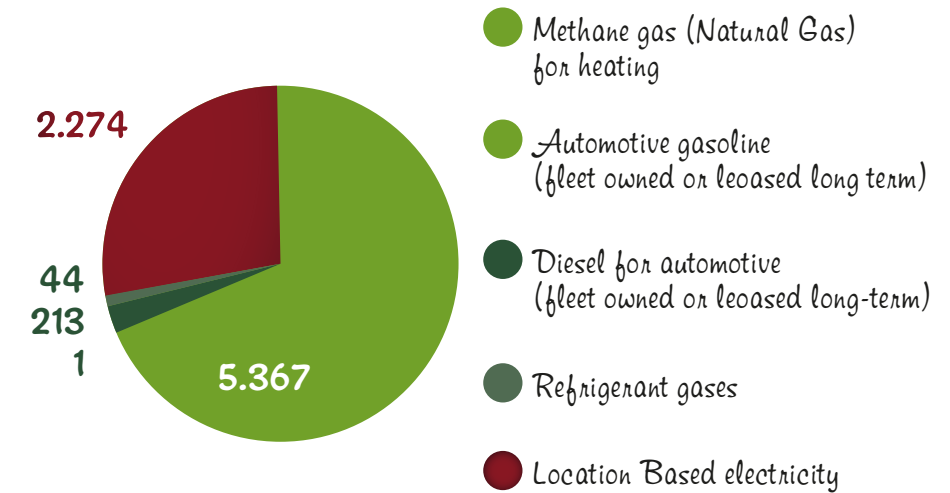


⁴ With a view to continuous improvement, the Group has aligned the conversion and emission factors with the energy diagnosis drawn up by the Partner Consulting Group in order to be able to use the same approach. For this reason, the 2022 data have been exposed from the previous Sustainability Report. Please refer to the 2022 Sustainability Report for the values previously communicated.

In 2023, the Group's direct GHG emissions (**scope 1**)⁵ were **5.626 tons of CO₂eq** (+4% compared to 2022), mainly due to the **stationary combustion** of fuels (**about 95%**), primarily **natural gas**. The remaining emissions are due to **the car fleet (4%)**, the leaks of **refrigerant gases (1%)**. With regard to indirect Scope 2 emissions, in line with the requirements of the GRI Sustainability Reporting Standards and the GHG Protocol, both calculation methodologies (Location and Market based⁶) were used.

For the year 2023, the GHG emissions of **Scope 2** calculated according to the **Market based** approach are equal to **3.596 tons of CO₂eq** (+1% compared to 2022), while those calculated according to the **Location-based** methodology are equal to **2.274 tCO₂eq** (+18% compared to 2022). In both cases, these emissions are attributable to the electricity consumption taken from the grid. This increase is due both to an increase in production and to an increase in turnover. In fact, observing the **emission intensity** (scope 1 + scope 2 Location based) of Polli Group, calculated with respect to turnover in thousands of euros, this **decreased by 7%**, reaching 0,012 tCO2eq/thousand€.

SCOPE 1 AND 2 LOCATION BASED EMISSIONS



⁵ The source of emission factors used for calculating GHG emissions of scope 1 is "tab par std-Ispra", published by ISPRA, 2023, in line with the factors used in Energy Diagnosis for the Italian Companies of the Group and AIB and the "Government conversion factors for company reporting of greenhouse Gas emissions", published by the Department for Environment Food and Rural Affairs (DEFRA), 2023 for foreign companies.

⁶ Location-based methodology is based on average emission factors related to the generation of energy by geographical boundary (Location-based emission factor (kgCO₂eq/kWh) Source ISPRA 2023 for the Italian companies of the Group, in line with the Energy Diagnosis and AIB Supplier for the foreign companies. The Market-based methodology instead reflects the emissions from electricity that companies have deliberately chosen (or their lack of choice), using supplier-specific emission factors or emission factors related to the "residual mix" and, where present, certificates of origin (Market-based emission factor (kgCO₂eq/kWh). Source AIB residual 2023.


5.2 Raw materials and packaging


F.lli Polli firmly believes that the quality of the products comes from the excellence of raw materials. For this reason, the Group is passionately dedicated to a rigorous selection of ingredients, thus responding to the needs of consumers who are looking for more and more guaranteed and sustainable products.

In recent years, **there has been a growing interest in plant-based diets, considered more sustainable** than meat-based **diets**, thanks to **the lower environmental impact** of the raw materials used. Economic growth based on the development of **vegetable foods** without animal ingredients **seems to be the key to a healthy, fair and sustainable food system**.

The most recent market surveys have revealed that, globally, the consumption of **plant-based food products**, composed exclusively of vegetable ingredients, is one of **the fastest growing trends**. This phenomenon is accompanied by an increase in the trade in legumes and the spread of vegetarian and vegan diets. Aware of these dynamics, in 2022 **Polli Group launched a new line of sauces based on legumes and plant-based**, characterized by **a high nutritional value**. In addition, the Group has strengthened its commitment to qualify suppliers and control the quality of raw materials.

A significant example is the creation of **controlled and certified value chain for basil, champignon and peppers**. On the basis of this experience, the Group aims to **extend control and certification to other supply chains in the short to medium term**, with the aim of always guaranteeing the highest quality and safety of its products.

 **76.777 Ton**
MATERIALS USED BY THE GROUP
(+25% compared to 2022)

 **65%**
OF RENEWABLE MATERIALS USED
(-4% compared to 2022)

During 2023, F.lli Polli used **49.781 tons of raw food materials**, 42.167 tons in 2022.

 **+18% vs 2022**
RENEWABLE RAW MATERIAL⁷
USED

 **7.387 tons**
BASIL
(+87% compared to 2022)

⁷ In this report, raw material refers to the materials used by the Group for production, excluding packaging (basil, oil, etc.) for further details, see the table in the Annex.

Over the last few years, Polli Group has conducted extensive **LCA** (Life Cycle Assessment) studies on **basil pesto and dried tomatoes in oil to assess the environmental impact** of these products throughout their life cycle. These analysis have enabled the Group to obtain **certified Environmental Product Declarations (EPD)**, which have highlighted the importance of intensifying efforts on the supply chain. The impact of the supply chain on the carbon footprint remains significant, requiring special attention and close collaboration with partners to further reduce the environmental impact.

Info box: ENVIRONMENTAL DECLARATIONS. ENVIRONMENTAL PRODUCT

GENOVESE PESTO

Product

Genovese pesto with and without garlic, brand name Polli 1872, packed in jars of 190g and produced with fresh basil, 100% from certified Italian chain, cold worked within 24 hours of harvesting, with sunflower oil, extra virgin olive oil and DOP cheeses.

Calculation methodology

Environmental impacts were calculated based on a “cradle to grave” study. SimaPro V.9.3.0.2 software was used to process the LCA model.

Boundaries of the analyzed system

F.lli Polli has the control of the entire production of genovese pesto, collaborating with the suppliers in relation to the purchase of raw materials and packaging. The basil used for the production of the genovese pesto brand Polli comes 100% from certified Italian chain. The basil is collected, washed and kept at a temperature controlled by the supplier; it is then transported to the Monsummano Terme (PT) plant where it is transformed, within 24h, into Genovese pesto or into a semi-finished product to be used out of season for the production of the same finished product. Genovese pesto Polli is packaged in 190g glass jars with metal capsule.

Downstream of the production and packaging phases of pesto, the transport activities of the finished product to the distribution centers (located in Italy and abroad) and the end of life of the packaging were considered.

The product is already ready for consumption and does not need to be heated or cooked before being consumed, for this reason the use phase has not been taken into account within the boundaries of the system.



ENVIRONMENTAL IMPACT		Pesto alla Genovese with garlic	Pesto alla Genovese without garlic
GWP - GLOBAL WARMING POTENTIAL - Total	kg CO ₂ eq	4.5E+00	4.7E+00
AP - ACIDIFICATION POTENTIAL	kg SO ₂ eq	3.9E-02	4.0E-02
EP - EUTROPHICATION POTENTIAL	kg PO ₄ - eq	2.2E-02	2.3E-02
POFP - PHOTOCHEMICAL OXIDANT FORMATION POTENTIAL	kg NMVOC eq	1.8E-02	1.9E-02
ABIOTIC DEPLETION POTENTIAL - element	kg Sb eq	3.9E-05	3.9E-05
ABIOTIC DEPLETION POTENTIAL - fossil fuel	MJ	4.2E+01	4.3E+01
WATER SCARCITY POTENTIAL	m ³ eq	1.5E+01	1.6E+01



Info box: ENVIRONMENTAL DECLARATIONS. ENVIRONMENTAL PRODUCT

SICILIAN-STYLE DRIED TOMATOES

Product

Sicilian-style dried tomatoes, packed in 285g glass jars and made using sun-dried tomatoes, softened and rehydrated in water and flavored with garlic and oregano, extra virgin olive oil and a pinch of salt and sugar.

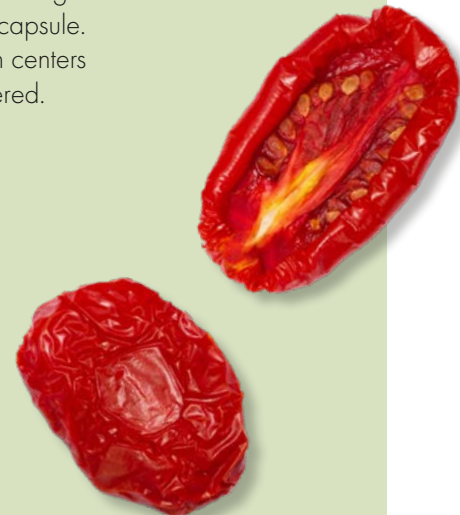
Calculation methodology

Environmental impacts were calculated based on a “cradle to grave” study. SimaPro V.9.5.0.0 software was used to process the LCA model.

Boundaries of the analyzed system

F.lli Polli monitors the entire production chain of Sicilian-style dried tomatoes, collaborating with international suppliers in relation to the purchase of raw materials and packaging. Tomatoes are produced in Turkey by companies committed to ensuring quality and food safety standards certified ISO 22000:2005 and ISO 9001:2015 without the addition of preservatives or additives. The production process involves the selection of high-quality seeds, the initial cultivation of the plants in the greenhouse and the subsequent planting in the open field in the summer period; drying is carried out naturally in the sun.

The dried tomatoes are processed in the F.lli Polli factory in Lozzo Atestino (PD) where they are rehydrated in a water-based tanning bath, are enriched with garlic and oregano, extra virgin olive oil and a pinch of salt and sugar and are then packed in glass jars with capsule. Downstream of the packaging, the transport of the finished product to the distribution centers located in Italy and internationally and the end of life of the packaging were considered.



ENVIRONMENTAL IMPACT		
GWP - GLOBAL WARMING POTENTIAL - Total	kg CO ₂ eq	3.2E+00
AP - ACIDIFICATION POTENTIAL	kg SO ₂ eq	2.2E-02
EP - EUTROPHICATION POTENTIAL	kg PO ₄ - eq	2.0E-02
POFP - PHOTOCHEMICAL OXIDANT FORMATION POTENTIAL	kg NMVOC eq	1.1E-02
ABIOTIC DEPLETION POTENTIAL - element	kg Sb eq	3.4E-05
ABIOTIC DEPLETION POTENTIAL - fossil fuel	MJ	3.2E+01
WATER SCARCITY POTENTIAL	m ³ eq	1.1E+01

In 2024, the Group aims to expand this type of analysis to **new products** in its range, and in the first months of the year, analyzes are already planned for **packages containing two jars of pesto of 90 grams each**.

Food conservation through **packaging is essential to protect products from external contamination**. F.lli Polli firmly believes that this need can be met while improving the **sustainability of packaging**. Most F.lli Polli products are packaged in glass jars hermetically sealed with twist-off metal capsules. The glass is infinitely recyclable and offers excellent environmental performance. Currently, **37,3% of the glass used is recycled**, while **the capsules contain 58% recycled material and are 88% recyclable**.

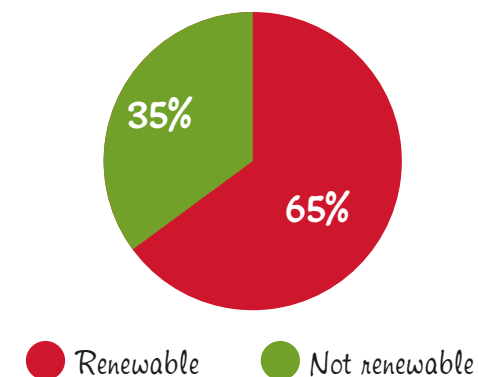
In 2022, the Group introduced major changes in the **packaging of olives produced in Spain, reducing the use of plastic by 18%**, which is equivalent to a saving of 10 tons per year. These improvements reflect F.lli Polli’s constant commitment to combining quality and sustainability, while ensuring **the maximum protection of its products**.

In 2023, Polli Group used **26.996 tons of packaging** to package its food products, with **glass** representing the majority of this figure (**24.214 tons**).

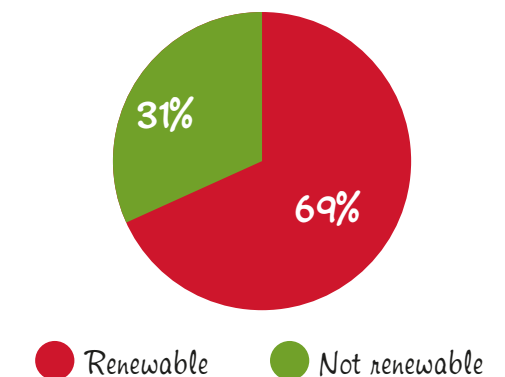


Among the main objectives for the improvement of packaging are **the reduction of the weight of the containers** maintaining their functionality, the rationalization of the formats to increase the production and purchase efficiency, **the increase of the percentage of recycled material** used in the packaging (currently varying between 25% and 52% depending on supplier and size) and the reduction and recycling of plastic waste.

MATERIAL USED IN 2023



MATERIAL USED IN 2022



To achieve these goals, F.lli Polli has launched several **projects**, including **the reduction of the weight of glass jars and the use of R-PET for labels**. In addition, the Group is working on a **study to develop a sustainable label** and has set itself to promote recyclable materials over non-recyclable materials in the short term. In addition, during 2024, Polli Group purchased a **cheese cutting machine**, which will allow the Group to **reduce the quantity of packaging purchased** as F.lli Polli **will buy cheese and** no longer pre-grated cheese in bags. These efforts reflect F.lli Polli's commitment to **continuously improve the sustainability** of its **packaging**, while at the same time ensuring the quality and safety of its products for consumers.

Info box: **BIODIVERSITY**

During 2024, Polli Group carried out an analysis using the Integrated Biodiversity Assessment Tool (IBAT) software, which allows companies to check whether their sites are close to areas of high biodiversity. Specifically, the Tool uses the 3 key biodiversity databases:

- 1. IUCN Red List of threatened species:** the IUCN Red List of threatened species (also known as IUCN Red List) is a rich compendium of information on threats, ecological requirements and habitats of more than 157.190 species; and conservation actions that can be taken to reduce or prevent extinctions. It is based on an objective system to assess the risk of extinction of a species on the basis of past, present and anticipated threats;
- 2. World Database on Protected Area:** the World Database of Protected areas (WDPA) is a joint project between the United Nations Environmental Program and the International Union for the Conservation of Nature (IUCN), managed by the United Nations World Environmental Conservation Monitoring Center. The data for WDPA are collected by the secretariats of international conventions, the governments and the NGOs working together. The WDPA uses the IUCN definition of the protected area as the primary policy for entries in the database.
- 3. World Database of Key Biodiversity Area:** key areas for Biodiversity (KBA) are sites that contribute significantly to the global persistence of biodiversity in terrestrial, freshwater and marine ecosystems. The KBA concept is based on four decades of efforts to identify sites that are important for biodiversity, including areas that are important for birds and biodiversity, zero-extinction Alliance sites, and KBA identified through Hotspot ecosystem profiles supported by the critical Ecosystem Partnership Fund.

This analysis confirmed **the absence of sites near areas of high biodiversity**.



5.3 Water and waste water

The management of water resources is a priority for Polli Group. As a food producer, the Group is aware of its impact on water resource required for the processing of its products. Therefore, it pays particular attention to compliance with current regulations and to the proper management of water discharges. In the past, projects have been started for the recovery of process water and for the technological and management improvement of waste water treatment plants, such as the water recovery and purification plant in Monsummano Terme, which has been operating since 2008.

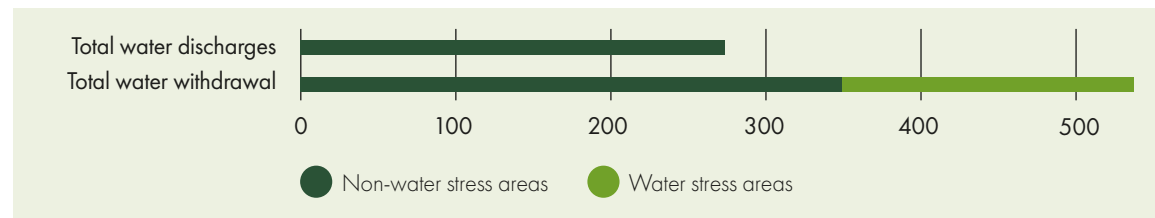
In 2022, Polli Group began to create a systematic inventory of water needs and waste destination, starting studies on process water recovery and the use of new technologies for waste separation and treatment. These studies include the use of sewage sludge as a soil improver in the crops of the agricultural partners, the feasibility of generating biogas electricity and the reduction of water consumption by the agricultural partners. F.lli Polli collaborates with Agriculus, EVJA, FINAPP and Il Buongusto (VR) to optimize the use of water and fertilizers in the cultivation of basil, improving the health and resistance of plants. In 2024, the Group used the Aqueduct water risk Atlas software to analyze water stress areas, noting that only the Eboli site is in a water stress zone.



In 2023, the Group's water withdrawals⁸ amounted to **537 ML** (+30% compared to 2022), of which **190 ML** came from areas with water stress, with **82%** of the groundwater withdrawals.

As regards the management of waste water, the Eboli and Lozzo Atestino plants discharge into surface water bodies after a purification treatment on site, while Monsummano Terme conveys the waste water in the public sewerage toward the consortium depurer. In Spain, the Estornino plant deals with part of the discharges in an evaporation tank and part sends them to the consortium depurer via the public sewerage.

In 2023, the Group's water discharges amounted to **273 ML** (+45% 2022), with **93%** of surface water discharges.



⁸ Following a process of improving the reporting system, the data on water withdrawals in 2022 were redisclosed in relation to what was published in the previous Sustainability Report. To view the previously published data, please refer to the 2022 Sustainability Report.

Info box: TECHNOLOGIES FOR THE ENVIRONMENT

POLLI PLANT IN MONSUMMANO TERME (PT)

Water recovery system

Since 2012, a water recovery system has been in place at the plant, which has reduced the water consumption associated with the washing of basil and other vegetables processed and packaged at the plant.

Water/oil separator

Due to the massive use of vegetable oils, a water/oil separation system was installed, aimed at removing the oils and fats present in the plant's waste water, then sent to the consortium purifier. The system allows the separation of a liquid fraction of fats and oils intended for energy enhancement (biodiesel production) and a solid fraction intended for anaerobic digestion for biogas production.

POLLI PLANT IN LOZZO ATESTINO (PD)

Innovative grilling system

With a production capacity of 2 tons/hour, the state-of-the-art plant allows a homogeneous cooking of vegetables and the possibility to obtain a unique product from the organoleptic point of view thanks to the "aromatic grilling" method. Thanks to the incandescent rollers heated by 14 burners, the characteristic "marking" and the unmistakable and typical flavor given by the grille on the bracs are obtained.

Next generation x-ray system

This instrumentation allows to identify any foreign contaminants that, despite the previous scrupulous checks and washings, could appear in the finished product. The control methodology uses the "panoramic vision" that analyzes the entire vessel, unlike standard X-ray systems that do not guarantee a complete view, especially the lower part of the vase.

Biological water purifier

The biological purifier uses natural bacteria that purify the water used for production thanks also to the added oxygen that increases their potential. The waters used for the various processing steps, from desalination to washings, are introduced into the biological purifier and, at the end of the cycle, are discharged in a surface course, into a channel adjacent to the plant. The waters shall be continuously analyzed by the competent authorities and control bodies. The biological sludge that is deposited on the bottom of the purifier is also delivered to a company that uses it for the production of electricity.

5.4 waste and circularity

Circular economy is **fundamental** for farms in the agricultural and preserved industries, since **it allows the recovery and reuse of waste, reducing the environmental impact and optimizing resources**. In F.lli Polli, particular attention is devoted to **waste management and disposal**, with a constant commitment to **continuous improvement**.

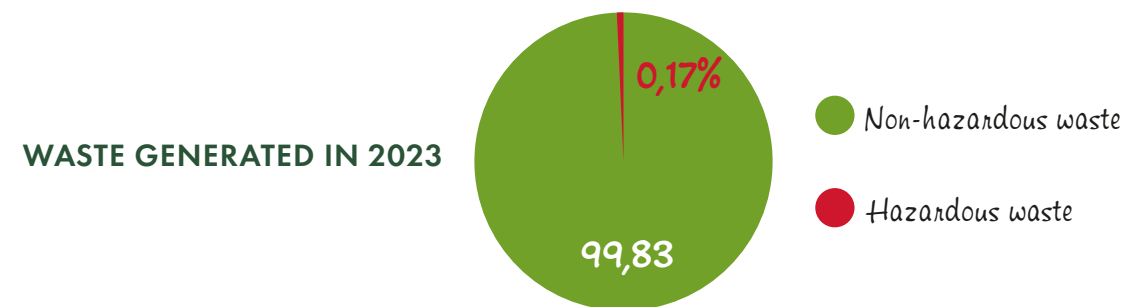
Polli Group adopts a **preventive approach**, aimed at **reducing the production of waste and exploiting those generated, transforming them into secondary raw materials or energy**. A significant example is **the ISCC (International Sustainability and carbon Certification) certification** obtained for **the recovery of oil waste** at the Monsummano Terme plant for **the production of biofuels**.

In order to extend this enhancement to other plants, the Group **has launched a study for the recovery of vegetable waste from processing** in the Eboli plant, with the aim of **producing functional flour for bread making**. In addition, the Group plans **to map all waste produced** in its plants, in order to set reduction and recycling targets.



The measures implemented include **proper waste separation** during the processing phases. Packaging of plastic, wood, cardboard, metal, iron, steel, edible oils and fats, waste not directly usable and sludge are all being recovered. F.lli Polli **also** started a **collaboration with a company specialized in the management of the integrated cycle of plastic** to reuse these wastes generated by Polli Group. In 2024, the Group joined the Life4Green project for **the selection and recovery of paper used for labels**.



In 2023, the Group generated **6.890 tons of waste**, of which **99%** are **non-hazardous material**. This **33% increase** over the previous year **is mainly due to the increase in production**. In fact, if we consider **the intensity of the waste produced**, calculated with respect to turnover in thousands of euros, this remained unchanged from 2022 to 2023 and equal to **0,036 tons/thousand€**.














ANNEX ENVIRONMENTAL



GRI STANDARDS 301-1 : MATERIALS USED BY WEIGHT OR VOLUME

MATERIAL		2022		2023	
		TONS		TONS	
		RENEWABLE	NOT RENEWABLE	RENEWABLE	NOT RENEWABLE
OIL		10.477	-	12.016	-
BASIL		3.952	-	7.387	-
PEPPERS		3.295	-	3.882	-
ADJUVANTS, SALT AND SUGAR		2.924	-	3.151	-
TOMATO DERIVATIVES		2.515	-	3.308	-
OLIVES		2.366	-	1.992	-
DRIED TOMATOES		2.079	-	1.836	-
ARTICHOKES		4.311	-	5.990	-
DAIRY PRODUCTS		1.408	-	1.726	-
ONIONS		1.224	-	863	-

MATERIAL		2022		2023	
		TONS		TONS	
		RENEWABLE	NOT RENEWABLE	RENEWABLE	NOT RENEWABLE
VINEGAR		1.110	-	981	-
MUSHROOMS		862	-	928	-
DRIED FRUIT		809	-	826	-
CUCUMBERS		678	-	736	-
GARLIC		618	-	654	-
CAPERS		557	-	454	-
CARROTS		514	-	675	-
AUBERGINES		315	-	440	-
JALAPENO PEPPERS		274	-	72	-
CELERY TURNIP		178	-	232	-
RAPES		136	-	76	-

INFORMATIVA GRI STANDARDS 301-1: MATERIALI UTILIZZATI IN BASE AL PESO

MATERIAL		2022		2023	
		TONS		TONS	
		RENEWABLE	NOT RENEWABLE	RENEWABLE	NOT RENEWABLE
DRUGS AND AROMAS		118	-	124	-
COURGETTES		115	-	103	-
PEAS AND MAIS		111	-	113	-
FENNEL		96	-	97	-
CAULIFLOWER		66	-	46	-
TUNA		64	-	56	-
WRUSTEL		63	-	62	-
RADICCHIO		53	-	0	-
PEPPERS		43	-	33	-
CABBAGE		0	-	0	-
PUMPKIN		18	-	0	-

MATERIAL	2022		2023	
	TONS		TONS	
	RENEWABLE	NOT RENEWABLE	RENEWABLE	NOT RENEWABLE
POTATOES 	4	-	8	-
CELERY 	20	-	21	-
THICKENER	413	-	523	-
GLASS	-	16.881	-	24.214
METAL	-	978	-	1.430
CARDBOARD	-	772	-	921
WOOD	-	27	-	35
PLASTIC	-	293	-	396
OTHER	381	69	371	-
TOTAL	42.167	19.020	49.781	26.996

GRI STANDARDS 301-2 : RECYCLED INPUT MATERIALS USED

MATERIAL	2022		2023	
	QUANTITY IN TONS	% RECYCLED MATERIAL	QUANTITY IN TONS	% RECYCLED MATERIAL
GLASS	16.881	37,3%	24.214	37,3%
METAL	978	58%	1.430	58%
CARDBOARD	772	90%	921	90%
WOOD	27	-	35	-
PLASTIC	293	-	396	-
OTHER	69	-	-	-
TOTAL	19.020	-	26.996	-

GRI STANDARDS 302-1 : ENERGY CONSUMPTION WITHIN THE ORGANIZATION
GRI STANDARDS 302-3 : ENERGY INTENSITY

POWER CONSUMPTION TYPE OF CONSUMPTION	GJ	
	2022	2023
NON-RENEWABLE FUELS	91.589	96.782
NATURAL GAS	88.508	93.743
DIESEL FUEL FOR AUTOMOTIVE USE	5	15
AUTOMOTIVE GASOLINE (INDICATE CONSUMPTION ONLY FOR PROPRIETARY AND LONG-TERM LEASING VEHICLES)	3.076	3.025
ELECTRICITY	33.444	34.173
ELECTRICITY PURCHASED	28.787	29.107
OF WHICH FROM RENEWABLE SOURCES	-	-
OF WHICH FROM NON-RENEWABLE SOURCES	28.787	29.107
SELF-PRODUCED ELECTRICITY FROM RENEWABLE SOURCES (CONSUMED - SOLD ON THE GRID)	4.658	5.065
TOTAL CONSUMPTION		
TOTAL ENERGY CONSUMPTION	125.034	130.955
RENEWABLE ENERGY	4.658	5.065
NON-RENEWABLE ENERGY	120.376	125.889
ENERGY INTENSITY PER TURNOVER (THOUSANDS OF EUROS)	0,83	0,69

GRI STANDARDS 303-3 : WATER WITHDRAWAL

WATER WITHDRAWALS WATER SAMPLING PER SOURCE	MEGALITRI			
	2022		2023	
	MEGA LITERS		MEGA LITERS	
	NON-WATER STRESS AREA	AREAS WITH WATER STRESS	NON-WATER STRESS AREA	AREAS WITH WATER STRESS
TOTAL WITHDRAWALS	275	139	347	190
OF WHICH WATER FROM THIRD PARTIES	99	7	61	6
OF WHICH GROUNDWATER	142	132	254	184
OF WHICH SURFACE WATER	0	0	0	0
OF WHICH SEA WATER	0	0	0	0
OF WHICH PRODUCED	34	0	32	0

GRI STANDARDS 303-4: WATER DISCHARGE

WATER DISCHARGES	MEGALITRI			
	2022		2023	
	MEGA LITERS		MEGA LITERS	
DESTINATION OF DISCHARGES	NON-WATER STRESS AREA	AREAS WITH WATER STRESS	NON-WATER STRESS AREA	AREAS WITH WATER STRESS
TOTAL WATER DISCHARGES	188	0	273	0
OF WHICH SEWERAGE	19	0	20	0
OF WHICH IN GROUNDWATER	0	0	0	0
OF WHICH IN SURFACE WATERS	169	0	253	0
OF WHICH AT SEA	0	0	0	0

GRI STANDARDS 305-1: DIRECT (SCOPE 1) GHG EMISSIONS

DIRECT EMISSIONS SCOPE 1	TON	
	2022	2023
SCOPE 1		
NATURAL GAS	5.035	5.367
DIESEL FUEL FOR AUTOMOTIVE USE	218	213
AUTOMOTIVE GASOLINE (INDICATE CONSUMPTION ONLY FOR PROPRIETARY AND LONG-TERM LEASING VEHICLES)	0,4	1
REFRIGERANT GASES	164	44
TOTAL SCOPE EMISSIONS 1	23.583	24.949

GRI STANDARDS 305-2: INDIRECT (SCOPE 2) GHG EMISSIONS

INDIRECT EMISSIONS OF BROOMS 2	TON	
	2022	2023
SCOPE 2		
ELECTRICITY PURCHASED – LOCATION BASED	1.934	2.274
PURCHASED ELECTRICITY – MARKET BASED	3.558	3.596

TOTAL EMISSIONS

TOTAL EMISSIONS	TCO2	
	2022	2023
TOTAL EMISSIONS - (SCOPE 1 + SCOPE 2 - LOCATION BASED)	7.351	7.900
TOTAL EMISSIONS - (SCOPE 1 + SCOPE 2 - MARKET BASED)	8.975	9.222

GRI STANDARDS 305-4: GHG EMISSIONS INTENSITY

EMISSIVE INTENSITY	TCO2/T	
	2022	2023
EMISSION INTENSITY (SCOPE 1) PER TURNOVER IN THOUSANDS OF EUROS	0,036	0,029
INTENSITY OF EMISSIONS (SCOPE 1 + SCOPE 2 - LOCATION BASED) FOR REVENUES IN THOUSANDS OF EUROS	0,013	0,012
INTENSITY OF EMISSIONS (SCOPE 1 + SCOPE 2 - MARKET BASED) FOR REVENUES IN THOUSANDS OF EUROS	0,024	0,019

GRI STANDARDS 306-3 (2020): WASTE GENERATED

WASTE PRODUCED	TONS	
	2022	2023
HAZARDOUS WASTE	1	12
NON-HAZARDOUS WASTE	5.203	6.878
TOTAL	5.204	6.890

6. RESPONSIBILITY TOWARDS PEOPLE



MATERIAL TOPICS

ENERGY MANAGEMENT	HEALTH AND SAFETY AT WORK	PRODUCT QUALITY AND SAFETY
DIVERSITY AND EQUAL OPPORTUNITIES	RAW MATERIALS	ECONOMIC PERFORMANCE
BUSINESS ETHICS	EMISSIONS AND CLIMATE CHANGE	WATER RESOURCE
INNOVATION AND LIFE CYCLE MANAGEMENT	WASTE AND CIRCULARITY	PACKAGING
MARKETING AND LABELING	LOCAL AND RESPONSIBLE PROCUREMENT	BIODIVERSITY
FOOD EDUCATION	EMPLOYEE DEVELOPMENT AND WELL-BEING	HUMAN RIGHTS

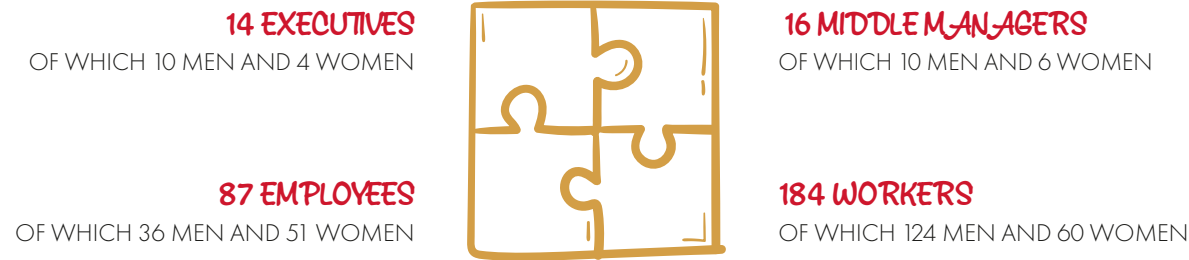
"The beating heart of F.lli Polli's business is its people, and the success of the Group depends on them, their professionalism and their passion."

6.1 Our people

F.lli Polli recognizes its employees and collaborators as precious resources for the continuous growth and innovation of its business. The centrality of people and the detailed attention to their needs are the principles on which the model of social responsibility adopted by F.lli Polli is based, which guarantees working conditions respectful of individual dignity and is committed to the creation of a safe, dynamic and inclusive working environment.

At December 31, 2023 F.lli Polli had **301 employees**⁹ (+6,4% compared to 2022).

The most represented professional category is workers (61,1%), followed by employees (28,9%), managers (5,3%) and managers (4,7%).



Taking into account the total number of staff at 31 December 2023, women account for 40,2% of the staff.

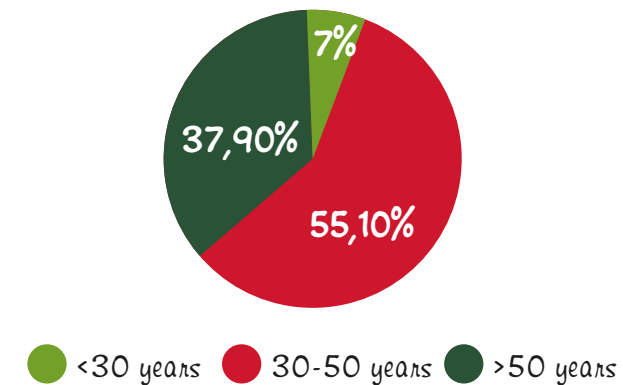
F.lli Polli is committed to **enhancing the professional contribution of each employee and to building long-lasting relationships** based on principles of loyalty, mutual trust and collaboration. 9,6% of employees have a part-time contract, while almost all of them (300 out of 301) are engaged with an indefinite contract of employment, a strong incentive for retention toward the people who make up the Group. In addition, there are 17 persons in the protected categories, representing 5,6% of the total workers.

⁹ The number of employees does not include seasonal temporary workers who work primarily in the peak season period that coincides with the basil campaign.

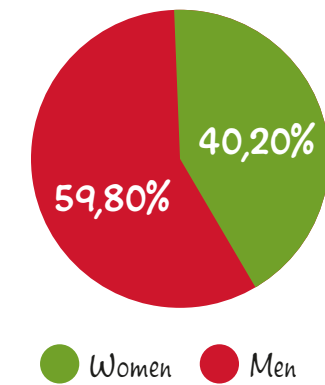


As regards the breakdown of employees by age group, there is a predominance of the age group between 30 and 50 years (55,1%), while the under 30 represent 7,0% of the staff and the over 50 represent the remaining 37,9%.

% OF EMPLOYEES IN AGE GROUPS AS OF 31 DECEMBER 2023



% OF EMPLOYEES BY GENDER AS OF DECEMBER 31, 2023



It should be noted that almost all (99%) of F.lli Polli's employees are covered by collective labor agreements. Considering employees in Italy, this figure is 100%.

In addition to employees, the workforce also includes 29 temporary workers (44 as of 31 December 2022), 2 external workers¹¹ (1 in 2022) and 3 employees (in line with 2022).

Moreover, F.lli Polli uses the hiring of seasonal temporary workers especially in the peak season that coincides with the campaign of basil.



¹⁰ This figure is calculated in HC as at 31.12.2023 and does not take into account the adventitious.

¹¹ It should be noted that the two external registered workers are two consultants of Polli France.

F.lli Polli selects, hires, pays and manages staff on the basis of meritocratic and competent criteria. On the recruitment front, in the next few years, F.lli Polli will address itself to the research and insertion of young figures to favor the generational turnover ensuring the business continuity and long-term sustainability, in line with the evolution of roles and activities that the changing environment and markets will require. The aim will be to create a stimulating and merit-enhancing work environment with the aim of consolidating the longevity of working relationships and reducing turnover to a minimum. For the recruitment of F.lli Polli's people, the Group usually relies on the support of local agencies that, on the basis of the job description provided, perform a first screening of the CVs. In 2023 F.lli Polli received 44 new resources, equal to 14,6% of the total number of employees, of which 27 men and 17 women. This figure is up 46,7% compared to 2022, reflecting the progressive growth of F.lli Polli. As regards turnover, in 2023, 26 people ceased their employment relationship in F.lli Polli (8.6% of employees), compared to 25 in 2022.



6.2 Inclusion, development and well-being of employees

F.lli Polli recognizes that the growth, development and valorisation of its employees are fundamental elements to guarantee a lasting business success.

Function managers are responsible for defining individual or Group training plans for compulsory training and for improving professional skills. While, for subjects of collective interest, training plans are normally proposed by the HR Directorate.

During 2023, the Group provided **2.360 hours of training**, with an average of 7,8 hours of training per capita. In the previous reporting year total training hours were 3.636 with an average training hours per capita of 12,8, the decrease was due to the fact that in the previous year several training courses were conducted to educate staff on the Manufacturing Execution System (MES) for the digitization of data on the quality of production processes. The training provided during 2023 focused mainly on compulsory health and safety courses, specialist courses depending on the job, and courses related to food safety and sustainability. For the next few years, training programs on safety, quality culture and food safety are expected to increase for all professional categories. In addition, specific initiatives and training plans are also planned on the subject of women's empowerment.



In order to create a serene and creative working environment, F.lli Polli is committed to respecting the principles of equality and **non-discrimination**, offering equal opportunities to all employees. Over the years, F.lli Polli has worked unceasingly to build a place of work where every individual can feel respected and valued, thus contributing to the growth and success of the company itself. The process of research, selection, recruitment and professional development is based on objective assessments of work skills and performance, without any form of discrimination. In order to further strengthen its commitment to safety and transparency, the company introduced the Group's Whistleblowing procedure, aimed at improving the detection system of potential danger situations. It is important to point out that no actual or alleged cases of discrimination were found during 2023.

In this respect, gender differences have no relevance in the determination of wages and salaries; any average wage differences between men and women are due to situations of seniority or of role held within F.lli Polli. The ratio between the average basic salary of women on the men of the Group varies according to the professional qualification and

stands, in 2023, for the managers of 1,1, for the framework qualification of 0,9, while 1,0 for the employees and 0,8 for the workers. Considering, instead, the ratio of the average overall wages of women to men for each category of employees, these values are: 1,1 for managers, 0,8 for managers, 1,0 for employees and 0,8 for workers.

At the same time, the company encourages merit and the ability to generate value, thanks to a constant expansion and improvement of incentive systems. Aware of the importance of the well-being of its employees, F.lli Polli is considering new initiatives to make the corporate welfare system even more accessible and rich in opportunities.



Top from left: G. Gallarati, N. Taylor, A. Dorigo, M. Russo, M. Giordano, M. Segura, A. Tuci, D. Merli, M. D'Ettoire, M. Petti, M. Fraccaroli
Bottom from left: A. Dalla Via, P. Beretta, M. Polli

6.3 Health and safety at work

Ensuring safety at work is, for F.lli Polli, a fundamental duty for the proper functioning of the company's activities. Therefore, the Group has implemented the necessary measures to ensure a safe and healthy working environment, implementing all reasonable precautions to prevent and minimize potential accidents and injuries to workers.

The company is committed to doing everything by implementing actions to protect workers, external employees and visitors to the workplace, preventing injuries and taking all necessary measures to safeguard the physical and moral integrity of its employees.

In order to guarantee optimal health and safety conditions in the workplace, F.lli Polli places great emphasis on compliance with regulations on the safety, hygiene and health of workers. The objective is to significantly reduce risks through the use of best technologies and the selection of suitable equipment that can mitigate risks at source. In the presence of risks difficult to avoid, F.lli Polli actively engages in the correct evaluation and mitigation of the same through the adoption of appropriate security measures, both collective and individual; any non-compliance with regard to safety that has emerged during the work or inspection activities, in fact, are taken over by the Group quickly and effectively managed.

For F.lli Polli, training and information on health and safety at work is a top priority. All members of the Group must be adequately trained and updated in the performance of the specific tasks carried out and, in addition, the organization of work and its operational aspects must be carried out in such a way as to safeguard the health of workers, The third parties and the community in which the Group operates.

In 2023, more than 1.800 hours **of health and safety training** were provided, which is equivalent to 79,8% of the total training provided during the year.

In F.lli Polli, an ad hoc figure was set up for the management of the health and safety issue at Group level. In addition, the Group has equipped itself with a series of tools and activities aimed at identifying possible hazards at work and managing the risks associated with it, A monthly monitoring process of accident data for the analysis of causes and the identification of corrective actions and an annual meeting on safety in compliance with the provisions of art. 85 of Legislative Decree 81 /2008. In addition, in the field of occupational health services, F.lli Polli works in close collaboration with the competent doctor, who, among his various responsibilities, regularly performs visits and inspections in the workplace.

In 2023, the Group updated its **Risk Assessment Document**, elaborated in implementation of the requirements of Legislative Decree no. 8 of 9 April 2008.

In addition, technical interventions were carried out during 2023 with the aim of increasing the safety level of machinery.



12
ACCIDENTS AT WORK RECORDED IN 2023
FOR EMPLOYEES (6 in 2022)



4,4
EMPLOYEE INJURY RATE FOR 2023
(2,4 in 2022)

During 2023, 12 accidents were recorded for employees (6 in 2022), mainly due to accident, shock or crushing. The employee injury rate for 2023 was 4,4, while for 2022 it was 2,4. This increase is mainly due to the increase in company complexity, but the goal for the future is to zero the number of accidents also through targeted projects that will start in 2024.

As far as non-employed workers are concerned, four cases of accidents at work occurred during 2023, one of which was serious. At a general level, in line with the previous year, there have been no case studies of deaths in the workplace.



Claudia Polli, Manuela Polli, Maddalena Bobba.

SOCIAL ANNEX

GRI STANDARDS 2-7 : EMPLOYEES¹²

TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY CONTRACT TYPE (INDETERMINATE AND DETERMINED TIME) AND GENDER						
TYPE OF CONTRACT	TO 31 DECEMBER 2022 ¹³			TO 31 DECEMBER 2023 ¹⁴		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
INDEFINITELY	164	119	283	180	120	300
A FIXED TIME	-	-	-	-	1	1
TOTAL	164	119	283	180	121	301

THE TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY CONTRACT TYPE (INDETERMINATE AND DETERMINED TIME), BY GENDER AND GEOGRAPHICAL AREA						
TYPE OF CONTRACT	TO 31 DECEMBER 2022 ¹³			TO 31 DECEMBER 2023 ¹⁴		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
ITALIA	156	101	257	172	104	276
INDEFINITELY	156	101	257	172	104	276
A FIXED TIME	-	-	-	-	-	-
ABROAD	8	18	26	8	17	25
INDEFINITELY	8	18	26	8	16	24
A FIXED TIME	-	-	-	-	-	1
TOTAL	164	119	283	180	121	301

¹² The employee data in the following tables do not include seasonal temporary workers who work primarily in the peak season that coincides with the basil campaign.

¹³ Following a process of improvement of the reporting system, the figures for the number of employees in 2022 were re-explained in relation to what was published in the previous Sustainability Report. To view the previously published data, please refer to the 2022 Sustainability Report.

¹⁴ Following a process of improvement of the reporting system, the figures for the number of employees in 2022 were re-explained in relation to what was published in the previous Sustainability Report. To view the previously published data, please refer to the 2022 Sustainability Report.

TOTAL NUMBER OF EMPLOYEES BY JOB TYPE (FULL-TIME AND PART-TIME), GENDER, AND GEOGRAPHIC AREA						
FULL-TIME / PART-TIME	TO 31 DECEMBER 2022 ¹⁵			TO 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
ITALY	156	101	257	172	104	276
FULL-TIME	154	77	231	170	80	250
PART-TIME	2	24	26	2	24	26
TIME NOT GUARANTEED	-	-	-	-	-	-
ABROAD	8	18	26	8	17	25
FULL-TIME	8	16	24	8	14	22
PART-TIME	-	2	2	-	3	3
TIME NOT GUARANTEED	-	-	-	-	-	-
TOTAL	164	119	283	180	121	301
PART-TIME PERCENTAGE	1,2%	21,8%	9,9%	1,1%	22,3%	9,6%

NUMERO TOTALE DI DIPENDENTI SUDDIVISI PER TIPOLOGIA DI IMPIEGO (FULL-TIME E PART-TIME) E GENERE						
TYPE OF CONTRACT	TO 31 DECEMBER 2022			TO 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
FULL-TIME	162	93	255	178	94	272
PART-TIME	2	26	28	2	27	29

¹⁵ Following a process of improvement of the reporting system, the figures for the number of employees in 2022 were re-explained in relation to what was published in the previous Sustainability Report. To view the previously published data, please refer to the 2022 Sustainability Report.

GRI STANDARDS 2-8 : WORKERS WHO ARE NOT EMPLOYEES

TOTAL NUMBER OF EMPLOYEES BY CONTRACT TYPE AND GENDER						
TYPE OF CONTRACT	TO 31 DECEMBER 2022 ¹⁶			TO 31 DECEMBER 2023		
	UOMINI	DONNE	TOTALE	UOMINI	DONNE	TOTALE
INTERNAL WORKERS	28	16	44	20	9	29
SELF-EMPLOYED (E.G. VAT NUMBER)	-	1	1	1	1	2
INTERNS	-	-	-	-	-	-
COLLABORATORS	3	-	3	3	-	3
TOTAL	31	17	48	24	10	34

GRI STANDARDS 2-30 : COLLECTIVE BARGAINING AGREEMENTS ¹⁷

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS		
NUMBER OF EMPLOYEES	TO 31 DECEMBER 2022	TO 31 DECEMBER 2023
TOTAL EMPLOYEES	283	301
NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	276	298
TOTAL PERCENTAGE	98%	99%

¹⁶ Following a process of improvement of the reporting system, the figures for the number of employees in 2022 were re-explained in relation to what was published in the previous Sustainability Report. To view the previously published data, please refer to the 2022 Sustainability Report.

¹⁷ The employee data in the following tables do not include Adventian workers who work primarily in the peak season that coincides with the basil campaign.

GRI STANDARDS 401-1: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER ¹⁸

INCOMING EMPLOYEES BY GENDER, AGE GROUPS AND GEOGRAPHICAL AREA												
NUMBER OF PERSONS	2022											
	ITALY				ABROAD				GROUP			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	7	9	4	20	-	-	-	-	7	9	4	20
WOMEN	1	5	-	6	1	2	1	4	2	7	1	10
TOTAL	8	14	4	26	1	2	1	4	9	16	5	30

INCOMING EMPLOYEES BY GENDER, AGE GROUPS AND GEOGRAPHICAL AREA												
NUMBER OF PERSONS	2023											
	ITALY				ABROAD				GROUP			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	5	17	5	27	-	-	-	-	5	17	5	27
WOMEN	1	10	3	14	3	-	-	3	4	10	3	17
TOTAL	6	27	8	41	3	-	-	3	9	27	8	44

INCOMING EMPLOYEES BY GENDER, AGE GROUPS AND GEOGRAPHICAL AREA												
NUMBER OF PERSONS	2022											
	ITALY				ABROAD				GROUP			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	2	8	7	17	-	-	-	-	2	8	7	17
WOMEN	-	3	5	8	1	1	-	2	1	4	5	20
TOTAL	2	11	12	25	1	1	-	2	3	12	12	27

OUTGOING EMPLOYEES BY GENDER, AGE GROUPS AND GEOGRAPHICAL AREA												
NUMBER OF PERSONS	2023											
	ITALY				ABROAD				GROUP			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	-	5	6	11	-	-	-	-	-	5	6	11
WOMEN	-	2	9	11	3	-	1	4	3	2	10	15
TOTAL	-	7	15	22	3	-	1	4	3	7	16	26

¹⁸ The employee data in the following tables do not include Adventian workers who work primarily in the peak season that coincides with the basil campaign.

RECRUITMENT RATE BY GENDER, AGE GROUPS AND GEOGRAPHICAL AREA												
NUMBER OF PERSONS	2022											
	ITALY				ABROAD				GROUP			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	70,0%	10,7%	6,5%	12,8%	0,0%	0,0%	0,0%	0,0%	63,6%	10,3%	6,1%	12,2%
WOMEN	25,0%	8,9%	0,0%	5,9%	50,0%	22,2%	14,3%	22,2%	33,3%	10,8%	2,1%	8,4%
TOTAL	57,1%	10,0%	3,9%	10,1%	33,3%	16,7%	9,1%	15,4%	52,9%	10,5%	4,4%	10,6%

RECRUITMENT RATE BY GENDER, AGE GROUPS AND GEOGRAPHICAL AREA												
NUMBER OF PERSONS	2023											
	ITALY				ABROAD				GROUP			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	33,3%	18,9%	7,5%	15,7%	0,0%	0,0%	0,0%	0,0%	31,3%	18,3%	7,0%	15,0%
WOMEN	33,3%	15,4%	8,3%	13,5%	150,0%	0,0%	0,0%	17,6%	80,0%	13,7%	7,0%	14,0%
TOTAL	33,3%	17,4%	7,8%	14,9%	100,0%	0,0%	0,0%	12,0%	42,9%	16,3%	7,0%	14,6%

TURNOVER RATE BY GENDER, AGE GROUPS AND GEOGRAPHICAL AREA												
NUMBER OF PERSONS	2022											
	ITALY				ABROAD				GROUP			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	20,0%	9,5%	11,3%	10,9%	0,0%	0,0%	0,0%	0,0%	18,2%	9,2%	10,6%	10,4%
WOMEN	0,0%	5,4%	12,2%	7,9%	50,0%	11,1%	0,0%	60,0%	16,7%	6,2%	10,4%	8,4%
TOTAL	14,3%	7,9%	11,7%	9,7%	33,3%	8,3%	0,0%	7,7%	17,6%	7,9%	10,5%	9,5%

TURNOVER RATE BY GENDER, AGE GROUPS AND GEOGRAPHICAL AREA												
NUMBER OF PERSONS	2023											
	ITALY				ABROAD				GROUP			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	0,0%	5,6%	9,0%	6,4%	0,0%	0,0%	0,0%	0,0%	0,0%	5,4%	8,5%	6,1%
WOMEN	0,0%	3,1%	25,0%	10,6%	150,0%	0,0%	14,3%	23,5%	60,0%	2,7%	23,3%	12,4%
TOTAL	0,0%	4,5%	14,6%	8,0%	100,0%	0,0%	9,1%	16,0%	14,3%	4,2%	14,0%	8,6%

INFORMATIONAL ADVENTITIOUS ¹⁹

MAXIMUM NUMBER OF ADVENTURITIES		
GEOGRAPHICAL AREA	2022	2023
ITALY	52	65
SPAIN	13	14
TOTAL	65	79

AVERAGE NUMBER OF VENTURIS BY CONTRACT TYPE AND GENDER (AWU)						
AGE GROUP	2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
<30 ANNI	5	0	5	3	2	5
30-50 ANNI	16	7	23	18	9	27
>50 ANNI	5	8	13	7	8	15
TOTALE	26	15	41	28	19	47

AVERAGE NUMBER OF ADVICES BY GENDER AND GEOGRAPHICAL AREA						
GEOGRAPHICAL AREA	2022			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
ITALY	22	12	34	25	14	39
ABROAD	4	3	7	3	5	8
TOTAL	26	15	41	28	19	47

¹⁹ All adventitious are full-time

GRI STANDARDS 404-1 : AVERAGE HOURS OF ANNUAL TRAINING PER YEAR AND PER EMPLOYEE ²⁰

TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER - 2022						
PROFESSIONAL CATEGORY	NO. HOURS	NO. PRO-CAPITA HOURS MEN	NO. HOURS WOMEN	NO. PRO-CAPITA HOURS FOR WOMEN	NO. HOURS TOTALS	NO. TOTAL PRO-CAPITA HOURS
MANAGERS	10	0,9	11	2,8	21	1,4
PICTURES	30	3,8	-	0,0	30	1,9
EMPLOYEES	565	21,7	24	0,5	589	7,0
WORKERS	2.566	17,9	430	6,6	2.996	17,8
TOTAL	3,171	19,3	465	3,9	3.636	12,8

ORE DI FORMAZIONE PER CATEGORIA PROFESSIONALE E GENERE - 2023						
PROFESSIONAL CATEGORY	NO. HOURS	NO. PRO-CAPITA HOURS MEN	NO. HOURS WOMEN	NO. PRO-CAPITA HOURS FOR WOMEN	NO. HOURS TOTALS	NO. TOTAL PRO-CAPITA HOURS
MANAGERS	72	7,2	34	8,5	106	7,6
PICTURES	30	3,3	2	0,3	32	2,0
EMPLOYEES	333	10,7	32	0,6	365	4,2
WORKERS	1,448	9,7	410	6,1	1.858	10,1
TOTAL	1.882	10,5	478	4,0	2.360	7,8

²⁰ The employee data in the following tables do not include Adventian workers who work primarily in the peak season that coincides with the basil campaign.

GRI STANDARDS 405-1 : DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES²¹

TOTAL NUMBER OF EMPLOYEES BY JOB CATEGORY AND GENDER						
PROFESSIONAL CATEGORY	TO 31 DECEMBER 2022 ²²			TO 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
MANAGERS	11	4	15	10	4	14
PICTURES	9	7	16	10	6	16
EMPLOYEES	31	53	84	36	51	87
WORKERS	113	55	168	124	60	184
TOTAL	164	119	283	180	121	301

PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND GENDER (PERCENTAGES)						
PROFESSIONAL CATEGORY	TO 31 DECEMBER 2022 ²³			TO 31 DECEMBER 2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
MANAGERS	3,9%	1,4%	5,3%	3,3%	1,3%	14
PICTURES	3,2%	2,5%	5,7%	3,3%	2,0%	16
EMPLOYEES	11,0%	18,7%	29,7%	12,0%	16,9%	87
WORKERS	39,9%	19,4%	59,4%	41,2%	19,9%	184
TOTAL	58,0%	42,0%	100,0%	59,8%	40,2%	301

²¹ The employee data in the following tables do not include temporary workers who work primarily in the peak season that coincides with the basil campaign.

²² Following a process of improvement of the reporting system, the figures for the number of employees in 2022 were re-explained in relation to what was published in the previous Sustainability Report. To view the previously published data, please refer to the 2022 Sustainability Report.

²³ Following a process of improvement of the reporting system, the figures for the number of employees in 2022 were re-explained in relation to what was published in the previous Sustainability Report. To view the previously published data, please refer to the 2022 Sustainability Report.

TOTAL NUMBER OF EMPLOYEES BY JOB CATEGORY AND AGE GROUP								
PROFESSIONAL CATEGORY	TO 31 DECEMBER 2022 ²⁴				TO 31 DECEMBER 2023			
	<30	30-50	>50	TOTAL	<30	30-50	>50	TOTAL
MANAGERS	-	10	5	15	-	8	6	14
PICTURES	-	4	12	16	2	6	8	16
EMPLOYEES	11	49	24	84	11	50	26	87
WORKERS	6	89	73	168	8	102	74	184
TOTAL	17	152	114	283	21	166	114	301

PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND AGE GROUP								
PROFESSIONAL CATEGORY	TO 31 DECEMBER 2022 ²⁵				TO 31 DECEMBER 2023			
	<30	30-50	>50	TOTAL	<30	30-50	>50	TOTAL
MANAGERS	0,0%	3,5%	1,8%	5,3%	0,0%	2,7%	2,0%	4,7%
PICTURES	0,0%	1,4%	4,2%	5,7%	0,7%	2,0%	2,7%	5,3%
EMPLOYEES	3,9%	17,3%	8,5%	29,7%	3,7%	16,6%	8,6%	28,9%
WORKERS	2,1%	31,4%	25,8%	59,4%	2,7%	33,9%	24,6%	61,1%
TOTAL	6,0%	53,7%	40,3%	100,0%	7,0%	55,1%	37,9%	100,0%

COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP								
NUMBER OF PERSONS	TO 31 DECEMBER 2022				TO 31 DECEMBER 2023			
	<30	30-50	>50	TOTAL	<30	30-50	>50	TOTAL
MEN	-	1	1	2	-	1	1	2
WOMEN	-	3	1	4	-	3	1	4
TOTAL	-	4	2	6	-	4	2	6

COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP (PERCENTAGE)								
NUMBER OF PERSONS	TO 31 DECEMBER 2022				TO 31 DECEMBER 2023			
	<30	30-50	>50	TOTAL	<30	30-50	>50	TOTAL
MEN	0%	16,7%	16,7%	33,3%	0%	16,7%	16,7%	33,3%
WOMEN	0%	50,0%	16,7%	66,7%	0%	50,0%	16,7%	66,7%
TOTAL	0%	66,7%	33,3%	100,0%	0%	66,7%	33,3%	100,0%

²⁴ Following a process of improvement of the reporting system, the figures for the number of employees in 2022 were re-explained in relation to what was published in the previous Sustainability Report. To view the previously published data, please refer to the 2022 Sustainability Report.

²⁵ Following a process of improvement of the reporting system, the figures for the number of employees in 2022 were re-explained in relation to what was published in the previous Sustainability Report. To view the previously published data, please refer to the 2022 Sustainability Report.

GRI STANDARDS 405-2 : RATIO OF BASIC SALARY AND REMUNERATION ²⁶

RELATIONSHIP BETWEEN FEMALE AND MALE BASIC SALARY FOR GRADING		
PROFESSIONAL CATEGORY	TO 31 DECEMBER 2022	TO 31 DECEMBER 2023
	WOMEN-TO-MEN RELATIONSHIP	WOMEN-TO-MEN RELATIONSHIP
DIRIGENTI	1,08	1,13
QUADRI	1,12	0,89
IMPIEGATI	1,22	1,02
OPERAI	0,87	0,84
TOTALE	1,08	1,02

RATIO OF TOTAL FEMALE AND MALE REMUNERATION BY GRADING		
PROFESSIONAL CATEGORY	TO 31 DECEMBER 2022	TO 31 DECEMBER 2023
	WOMEN-TO-MEN RELATIONSHIP	WOMEN-TO-MEN RELATIONSHIP
MANAGERS	1.02	1,08
PICTURES	1.04	0,81
EMPLOYEES	1,22	0,99
WORKERS	0,82	0,80
TOTAL	1,03	0,97

²⁶ The employee data in the following tables do not include seasonal temporary workers who work primarily in the peak season that coincides with the basil campaign.

GRI STANDARDS 403-9 : WORK-RELATIDE INJURIES ²⁷

GROUP EMPLOYEES		
ACCIDENTS AT WORK		
NUMBER OF INCIDENTS	2022	2023
TOTAL NUMBER OF DEATHS DUE TO ACCIDENTS AT WORK	-	-
TOTAL NUMBER OF ACCIDENTS AT WORK THAT CAN BE RECORDED	6	12
OF WHICH TOTAL NUMBER OF SERIOUS ACCIDENTS AT WORK (EXCLUDING DEATHS)	-	-
INJURY RATES		
DEATH RATE DUE TO ACCIDENTS AT WORK	-	-
RATE OF ACCIDENTS AT WORK ADJUSTABLE	2,4	4,4
RATE OF SERIOUS ACCIDENTS AT WORK (EXCLUDING DEATHS) ²⁸	-	-
HOURS WORKED	506.997	547.299

NON-EMPLOYEES OF THE GROUP		
ACCIDENTS AT WORK		
NUMBER OF INCIDENTS	2022	2023
TOTAL NUMBER OF DEATHS DUE TO ACCIDENTS AT WORK	-	-
TOTAL NUMBER OF ACCIDENTS AT WORK THAT CAN BE RECORDED	2	4
OF WHICH TOTAL NUMBER OF SERIOUS ACCIDENTS AT WORK (EXCLUDING DEATHS)	-	1
INJURY RATES		
DEATH RATE DUE TO ACCIDENTS AT WORK	-	-
RATE OF ACCIDENTS AT WORK ADJUSTABLE	4,0	7,7
RATE OF SERIOUS ACCIDENTS AT WORK (EXCLUDING DEATHS) ²⁹	-	1,9
HOURS WORKED	100.589	104.262

²⁷ The employee data in the following tables do not include seasonal temporary workers who work primarily in the peak season that coincides with the basil campaign.

²⁸ Serious accidents at work refer to accidents at work which result in a death or an accident in such a way that the worker cannot, or does not expect, fully recover from the pre-accident state of health within 6 months.

²⁹ The accident rate was calculated as the ratio between the total number of injuries and the total hours worked, using a multiplication factor of 200.000.



"We are aware that the places around us are one of our greatest resources, and that is why we are committed to respecting them and contributing to their development."

7. SOCIAL RESPONSIBILITY



83,3%
THE PERCENTAGE OF EXPENDITURE FROM ITALIAN SUPPLIERS (-3,7% compared to 2022)



Member of sedex smeta
A NON-PROFIT ORGANIZATION THAT FACILITATES DIALOG BETWEEN CUSTOMERS AND SUPPLIERS



3
CERTIFIED SUPPLY CHAIN (BASIL, MUSHROOMS AND PEPPERS)



25
AUDITS CARRIED OUT ON SUPPLIERS

MATERIAL TOPICS

ENERGY MANAGEMENT	HEALTH AND SAFETY AT WORK	PRODUCT QUALITY AND SAFETY
DIVERSITY AND EQUAL OPPORTUNITIES	RAW MATERIALS	ECONOMIC PERFORMANCE
BUSINESS ETHICS	EMISSIONS AND CLIMATE CHANGE	WATER RESOURCE
INNOVATION AND LIFE CYCLE MANAGEMENT	WASTE AND CIRCULARITY	PACKAGING
MARKETING AND LABELING	LOCAL AND RESPONSIBLE PROCUREMENT	BIODIVERSITY
FOOD EDUCATION	EMPLOYEE DEVELOPMENT AND WELL-BEING	HUMAN RIGHTS

7.1 Supply chain

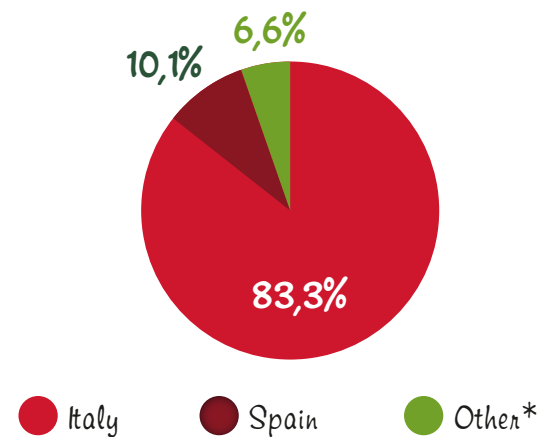
F.lli Polli recognizes the fundamental role of supply chains in ensuring the quality and food safety of its ingredients and is committed to the adoption of responsible and resilient purchasing practices. The Group pays particular attention to maintaining relations and conducting negotiations with its suppliers, seeking to establish a solid partnership characterized by mutual trust, transparency and convenience. In fact, even in order to guarantee the consistency of quality for its customers, F.lli Polli favors with its suppliers **long-term relationships**.

The Group considers it essential that the relationship with suppliers is based on the principles of loyalty, integrity and diligence, in full compliance with all the regulations and the Corporate **Code of Ethics**. In fact, a reference to F.lli Polli's Code of Ethics is inserted in the supply contracts and, starting from 2024, a reference to **the Code of Conduct of suppliers in the process of finalization** will also be inserted.

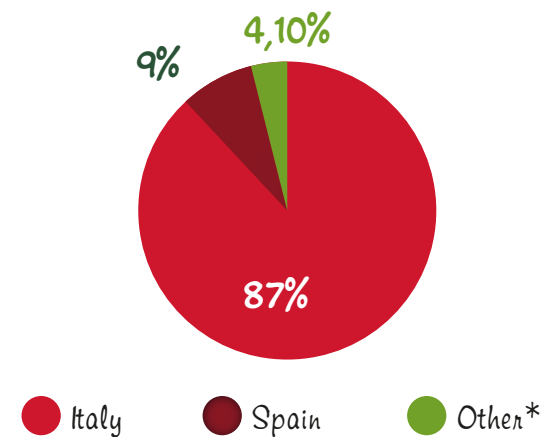
The supply chain of F.lli Polli is varied: packaging suppliers are generally large players, while raw materials suppliers come from all over the world (ex. Spain, Tunisia, Morocco, Egypt).

Moreover, in the selection of its suppliers, F.lli Polli tends to favor **the local Italian suppliers, 83,3% in 2023**, with the aim of establishing solid links with the community and giving impetus to the local economy²⁹. The proportion of expenditure in relation to the geographical distribution of purchases for 2022 and 2023 is as follows:

% OF EXPENDITURE BY GEOGRAPHICAL AREA IN 2023



% OF EXPENDITURE BY GEOGRAPHICAL AREA IN 2022



*Other: Turkey, Morocco, Netherlands, UK, Belgium, India, Germany, Greece, Hungary.

³⁰ Local is defined as Italy and Spain, where the Group's plants are present.

The reduction in the share of expenditure in Italy is attributable mainly to the increase in volumes of raw materials and packaging imported from abroad and not to a reduction in the number of Italian suppliers.

During 2023, **25 supplier audits** were carried out with the aim of verifying aspects related to food quality and food safety. The main purpose of the checks was to monitor the quality of the products, in particular for suppliers of agricultural products such as vegetables, whereas for processors and producers (cheese, spices, nuts) the main focus was on food safety. Audits were also carried out on packaging suppliers (glass and capsules). Volumes were taken into account in the selection of suppliers to be audited, giving priority to suppliers who do not have food safety certification or have submitted non-conformity. For 2024, F.lli Polli set itself the objective of carrying out a greater number of audits on suppliers than in 2023.

From 2023 onwards, F.lli Polli introduced the ESG criteria in the evaluation of new suppliers as part of a pilot project. In particular, three of the new suppliers were evaluated according to environmental criteria. These environmental criteria include: formalizing an environmental policy, constantly and scrupulously complying with the laws and regulations in force regarding environmental management, maintaining the operational and environmental efficiency of its processes, committing to reduce waste and waste, reducing resource consumption, To prevent pollution and to protect the environment and to obtain ISO 14001 certification.

F.lli Polli is a member **of SEDEX**, a non-profit organization founded with the aim of spreading ethical principles along global supply chains and which constitutes the largest platform in Europe that collects and elaborates data on the ethical behavior of supply chains. SeDeX has prepared the SMETA (**SeDeX Members ethical Trade Audit**) procedure which collects best practices for conducting ethical and social audits from its suppliers. In September 2023, F.lli Polli underwent an audit under the SMETA procedure with the aim of verifying two aspects: Working conditions and health and safety. This verification was carried out with a positive result.

In addition, for the first year, F.lli Polli completed the Ecovadis questionnaire and subsequently the second audit in 2024 received the bronze score.

During the reporting period, no activities and suppliers were found which were considered to be at significant risk of child labor or forced labor.




Since 2020, F.lli Polli has established a **certified agricultural production chain** UNI 22005 and DPT 035 for basil, extending in 2023 the certification also to peppers and mushrooms. A supply chain is considered "certified" when an external body certifies its conformity and operation according to specific standards. In the chain of F.lli Polli, the raw materials are controlled and managed according to a rigorous protocol to maintain freshness and organoleptic characteristics.

F.lli Polli guarantees the Italian origin and the freshness of its products, managing and controlling the whole process from sowing to production, to ensure that the raw materials are harvested at the point of maximum ripeness and worked in the shortest possible time.

The innovation and quality of the raw materials are the key points that distinguish the "s" history and business successes. This important certification represents a further guarantee for our customers because the food product that is purchased is the result of a process managed and controlled from the origin and along the entire chain."

- **Manuela Polli, Head of Corporate Strategy&Development Polli S.p.A.**

The following are the main characteristics of the three F.lli Polli brand chains³¹ and their certifications:

	<p>BASIL</p> <p>The basil used in F.lli Polli's pests is guaranteed to be 100% of certified Italian origin. It is collected by the farms in the chain, transported to the plants and processed within 24 hours of harvesting. Furthermore, there is control of quality and food safety aspects.</p>	<p>CSQA – ISO22005 CERT. N. 71049</p> <p>DTP035 CERT. N. 71050</p>
	<p>MUSHROOMS</p> <p>The champignon mushrooms used in the preserves of F.lli Polli come from a certified chain. They are cultivated and harvested by the farms affiliated to the Consorzio del Fungo di Treviso. Furthermore, there is control of quality and food safety aspects.</p>	<p>CSQA – ISO22005 CERT. N. 71049</p> <p>DTP035 CERT. N. 71050</p>
	<p>PEPPERS</p> <p>The vegetable pesto and preserves are made from peppers grown and harvested by the farms of the chain. The peppers are processed fresh within 24 hours of harvesting and immediately transported to the plants. Furthermore, there is control of quality and food safety aspects.</p>	<p>CSQA – ISO22005 CERT. N. 80596</p> <p>DTP035 CERT. N. 80597</p>

In addition, from a future perspective, one of the short-term objectives is to create partnerships with agricultural producers to adopt cultivation techniques that improve adaptation to extreme weather conditions and reduce plant protection treatments. As early as 2024, an analysis process has begun for the selection of an IT management system complete with weather and humidity sensors, that allows the water management of irrigation to be optimized in order to reduce water consumption to contain the development of phytopathogens and the use of phytopharmaceuticals.

In the medium term, F.lli Polli is committed to strengthening existing partnerships by developing agricultural practices that reduce the exploitation of water resources, rationalize the use of plant protection products and promote a productive system balanced with the ecosystem and communities, creating local agricultural supply chains.

Finally, in the long term, the Group has set itself the objective of further strengthening supply chains, monitoring 100% of suppliers according to environmental, social and ethical sustainability criteria. In fact, in 2024, the Group drafted and sent to all its suppliers the Charter for the Sustainability of purchases, in which it declares to adopt sustainability criteria in the process of evaluation and accreditation of suppliers.

³¹ It should be noted that the dies described below refer only to F.lli Polli brand products. Moreover, the basil sector is already active in 2023, while the mushroom and bell pepper chain was activated in 2023 but will be made active in the production process from 2024.

7.2 Relationship with the communities

It is crucial that businesses establish a deep and collaborative link with local communities, as creating shared value is essential to the Group's well-being and business success. F.lli Polli has consolidated over time a strong link with the territory in which it operates, demonstrating solidarity and concrete support to local realities. This close daily relationship translates into a tangible contribution to the social, economic and environmental development of the territory.

In particular, **IN 2023, APPROXIMATELY 276 THOUSAND EUROS WERE DONATED TO SUPPORT THE LOCAL COMMUNITY.**

Among the many charitable initiatives, the company actively collaborates with various non-profit organizations, including **Banco Alimentare Toscana** and **Caritas**. The activities of these entities consist in the recovery and redistribution of food surpluses and unsold products, which F.lli Polli and other food sector organizations donate, depending on availability. Starting in 2022, F.lli Polli donated over 168.869 food pots to Banco Alimentare Toscana, of which almost 11.400 pots were destined to support the communities affected by the recent flood.

In June 2023, F.lli Polli inaugurated **the Polli Games Area in Monsummano Terme**, headquarters of F.lli Polli S.p.A. This area, previously abandoned, has been transformed into a space equipped with games and rides. The Polli Children's Area is today the only area dedicated to young children in Monsummano Terme, offering children from the local community the opportunity to play outdoors and in contact with nature.

Moreover, F.lli Polli made a donation of 5.000 euros to the victims of **the flood that struck northern Tuscany** in November 2023 causing serious damage and losses for many local families and communities. The generous contribution of F.lli Polli represents a concrete gesture of solidarity and support, aimed at helping the people affected to overcome the difficulties and to rebuild their lives.

In addition to initiatives for the benefit of the local community, F.lli Polli takes an active approach in the protection of the environment and biodiversity. The company collaborates with **beeing** to adopt hives managed by the Tuscan beehive artist Clarissa Bitossi, graduated in Science and Technology of Animal production. This initiative not only contributes to the protection of bees, but also supports terrestrial biodiversity, recognizing the crucial role of bees in pollination and food production.

F.lli Polli actively participates in **the Fedabo ecosystem** project for the protection of the forest and river ecosystem of the Camonica Valley and the surrounding valleys. The company supports the active and sustainable management of forests and natural resources, also intervening in the requalification of mountain paths and promoting the ecological-landscape enhancement of the area.

Finally, in 2023 F.lli Polli participated, through a donation of 6.000 euros, as main sponsor to the golf race **"a swing for life"**, organized in memory of a dear friend of Polli family, Rachel Schieronì. The competition was held at the Golf Club in Turin and the funds raised were allocated to the IEO-MONZINO Foundation, in support of the oncological research of the European Institute of Oncology (IEO).

Moreover, F.lli Polli, supports the following associations:



FAFCE (European Federation of Catholic families)

Aims to promote and defend the values and rights of families in Europe, based on the principles of the social doctrine of the Catholic Church.



A18 Autism Foundation

Dedicates time and resources to the problems of adult people affected by autistic spectrum disorders and implements specific programs aimed at facilitating the social and working integration of adults with autism.



ANNEX SUPPLY CHAIN

INFORMATION GRI STANDARDS 204-1 : PROPORTION OF EXPENDITURE ON LOCAL SUPPLIERS

GEOGRAPHICAL AREA	DISTRIBUTION OF PURCHASES ³²			
	2022		2023	
	SPEND IN €	€ %	SPEND IN €	€ %
ITALY	86.505.964	87,0%	90.365.413	83,3%
SPAIN	8.794.590	8,8%	11.009.940	10,1%
OTHER ³³	4.120.473	4,2%	7.159.972	6,6%
TOTAL	99.421.027	100,0%	108.535.325	100,0%

³² For local suppliers, the suppliers belonging to Italy were considered.

³³ The "other" category refers to the following countries: Turkey, Morocco, Netherlands, UK, Belgium, India, Germany, Greece, Hungary.



METHODOLOGICAL NOTE

This document represents the Sustainability Report of F.lli Polli S.p.A. and its subsidiaries (in this document also “F.lli Polli” or “Polli Group” or “Group”), drawn up voluntarily in order to describe the activities, initiatives and main results achieved on economic aspects, environmental and social, and refers to the period from January 1st to December 31st 2023.

The document, drawn up annually, responds to the Group’s desire to share with its stakeholders, with a view to increasing transparency, the most significant qualitative and quantitative information regarding its model of corporate responsibility.

For the purposes of drafting the Sustainability Report, the reporting content has been selected on the basis of the results of the Materiality analysis, which has made it possible to identify the relevant aspects, so-called “materials”, for F.lli Polli and its stakeholders, taking into account the guidelines of the global reporting initiative (hereinafter also “GRI”), focused on the materiality principle. For details on the Group’s analysis of materiality, see paragraph “The Materiality Analysis” of this document.

The document was drawn up in accordance with the “Global Reporting Initiative Sustainability Reporting Standards” defined by the GRI, according to the “in accordance” option.

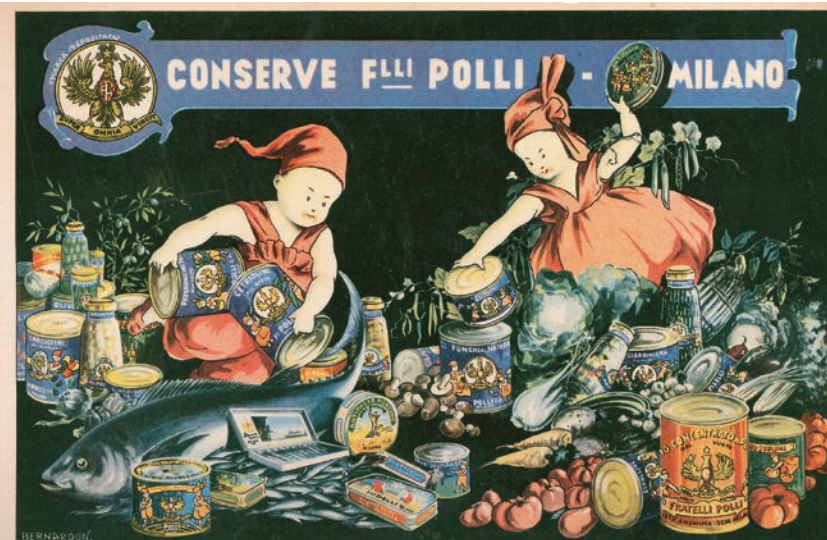
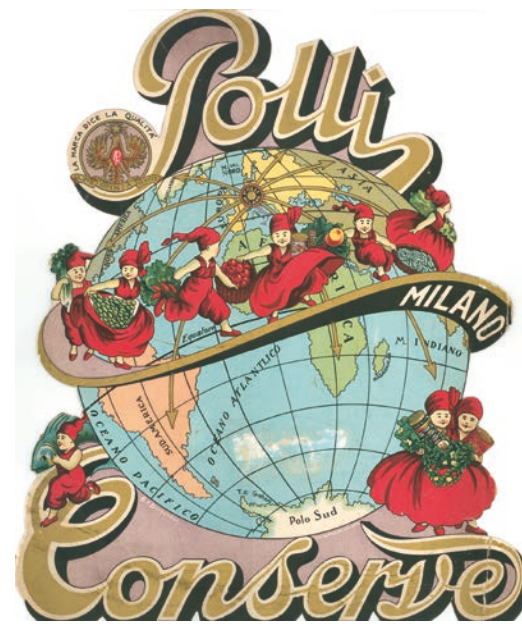
The perimeter of economic, financial and social data and information corresponds to that of F.lli Polli’s consolidated financial statements at December 31, 2023.

In order to allow comparability of data over time and the evaluation of the performance of business activities, a comparison with data for the previous year, where available, is given. In order to guarantee the integrity of the document and to give a correct representation of the performances, the use of estimates has been limited as much as possible, which, if present, are appropriately reported and based on the best available methodologies.

This document and the materiality analysis were presented to the Board of Directors of F.lli Polli on xxxxxxxx.

The 2023 Sustainability Report has not been audited by an independent third party and is also published on the Group’s website, which can be found at the following address: **www.polli.it**

For information about this document, please refer to the following contact: polli@polli.it



GRI content index

DECLARATION OF USE	F.lli Polli S.p.A. presented an accounting report in accordance with the GRI Standards for the period from 01.01.2023 to 31.12.2023.
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GRI STANDARD	INFORMATIVE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
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GRI STANDARD	INFORMATIVE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
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GRI STANDARD	INFORMATIVE	LOCATION	OMISSION		
			REQUIREMENTS OMITTED	REASON	EXPLANATION
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			REQUIREMENTS OMITTED	REASON	EXPLANATION
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			REQUIREMENTS OMITTED	REASON	EXPLANATION
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“Another year full of big challenges has gone by.

Many goals have been reached, some are still at the horizon,
but thanks to the team work of all the Polli Group’s People
we have faced all the challenges, and always will, with the value
of SUSTAINABILITY strong in our minds and as a leader in all our actions.

We are then delighted to release our second Sustainability Report,
with all our love for the fruits of the Earth.”


Manuela Polli

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