Euro Company

food for change

Sustainability Report

2019 > 2020

Euro Company

food for change

OUR MISSION

01. We offer all our staff an **ethical and inspiring working environment** in which people can be happy, can confront each other, can grow and fulfil themselves.
02. We minimise the processing of raw materials, in order to guarantee day-by-day **the best nuts and dried fruit** for our consumers.
03. We invest in renewable energy, in waste reduction and in the development of a more sustainable packaging, for the **protection of the planet**.
04. We believe in **long-lasting relationships with our suppliers**, the only way to a dignified existence, ensuring at the same time the best possible product for our consumers.
05. We support the Italian market and our territory, preferring **local suppliers** whenever possible.
06. We choose customers and suppliers sharing **our same values**.
07. We promote a **correct lifestyle** through projects, routes and events aimed at the community.

Sustainability Report
YEAR 2019 > 2020

The current Sustainability Report is detailed according to the **seven points of the corporate Mission**, as defined by the whole staff of Euro Company Ltd B-Corp.
Gathered in several study groups, between 2018 and 2019 the **more than three hundred people who give life to Euro Company** identified together the values and related areas that, written on paper, have characterized the company from that moment on.
The result of this research are the seven points that today make up our corporate Mission, defined and signed by everyone, a yardstick and perspective upon which this Sustainability Report is based.

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Our path

Euro Company was born in 1979. In these more than forty years of activity, our community has since expanded to count, nowadays, more than four hundred collaborators. Thanks to an almost total presence on the Italian market, every day over four hundred thousand consumers buy our products, appreciating their quality and sharing their values.

The year 2019-2020 was very peculiar, not only for us, but for the whole world. In the first months of 2020 we had to face, all together, a new, arduous, unpredictable and - until a few months before - unimaginable situation: the irruption of the Coronavirus.
The moment we are experiencing, far from easy, has required the adoption of strong and incisive measures in the company to ensure maximum safety for all of us. At the same time, we have continued to produce, aware of the need to go on with our activity, in order to guarantee to all families - in a challenging time like the present - our products on their tables.
In such a difficult situation, the contribution of the whole Euro Company group has been precious and fundamental. All together, with commitment, dedication and collaboration, we planted the seed to grow the Euro Company of the future.

> “ALL TOGETHER, WITH COMMITMENT, DEDICATION AND COLLABORATION, WE PLANTED THE SEED TO GROW THE EURO COMPANY OF THE FUTURE.”

To do this, our daily efforts are directed towards the Staff, the Customers, the Consumers, the Suppliers and the Planet, as well as towards the Community and the Territory in which we were born and in which we operate every day. We offer nuts and dried fruit, reducing the handling of the raw material to an absolute minimum. We undertake every day

to ensure for our collaborators an ethical and inspiring environment, in which they can be happy and fulfilled. We invest in the minimization of packaging waste and in the development of a more sustainable type of packaging. We choose customers sharing our values and we favor local suppliers whenever possible. We support the community through projects and training courses related to health and proper nutrition.

This is the very coinage of our vision and also the very reason that led us, in 2018, to become a Benefit Society, modifying the statute to protect our mission and obtaining, the following year, the *Benefit Corporation* certification, the highest valuation principle concerning the impact on people and the environment. A useful tool not only in order to measure our actions and our way of doing business, but also in order to identify and share areas for improvement with all our staff, in a constant evolutionary dynamics, so as to always set new brighter goals.
A certification representing for all of us an important acknowledgement of what has been done so far, without however being a finish line: it is rather a new starting point to keep growing, improving more and more and rewriting, within the innovative and virtuous *B Corp* movement, the way of doing business.

This is our second Sustainability Report, a medium chosen to clearly and completely share the impact of our actions. These are in fact determined by the seven points composing our corporate Mission, collectively defined by all the Euro Company operators and signed by everyone. Therefore, this Report represents a unique result because it belongs to everyone: common objectives, travelled and reached together.
The past year has marked us all, as workers but above all as persons. We have faced sacrifices, physical distancing, new ways of managing our work, relationships with colleagues, with our loved ones. Despite this, we did not stop: we moved ahead with our path, even more focused on our vision, stronger and closer than ever, aware that only together can our impact be disruptive.

> “A CLEAR PURPOSE: TO INFLUENCE THE WHOLE FOOD INDUSTRY THROUGH OUR PATH”

In addition to sharing the results coming from this firm operativity, this Report aims to be an example, a concrete and viable story. Examples are the best communication tools in order to explain and involve.

Euro Company's future and that of its people is a continuous path of growth and research, with a clear purpose: to influence the whole food industry through our path, through our behavior, mindful that the high and certified quality of the food bearing our name represents not only our mission, but also our duty towards consumers.

Mario Zani

OUR THINKING

Helping people to follow a healthy and closer to nature lifestyle through the consumption of **nuts and dried fruit**, promoting a culture of physical and spiritual well-being.

OUR VISION

Being a reference point for a **sound and sustainable nutrition**, focusing on **health**, on **respect for the planet and for people**, with the ultimate aim of **influencing the whole food industry**.

A new *functionigramme* is born

The organigramme of a corporate structure aims to illustrate the areas and the managers of the sectors composing the company. In designing this prospectus, in Euro Company we have implemented the values on which our entire business is based. A paradigm shift has thus become necessary, where centrality is no longer a prerogative of names, but rather of actions.

THE PYRAMID AND THE CIRCLE

No two figures could be more different. A pyramid represents geometry of the distance, the one between vertex and base. A circle means **interdependence**.
In circularity there is collaboration by definition, each one being at the same time beginning and end, input and output, customer and supplier of a process that is unique, because unique is the objective.

Only a circular organigramme is able to represent the new Euro Company. Our revolution puts the **vision**, beating heart of the change we pursue, and the **mission** at the center of the organization. Surrounding the *vision* and the *mission* there are four areas that collaborate in an interdependent way, in order to achieve some common business goals: **Valorization**, **Quality, Finance** and **Operativity**.

Each of these areas look at the corporate *vision* and *mission* as its north star: not just the top of a pyramid, but **the center of a value system**.

The **Valorization** area concerns the care and enhancement of ideas and raw materials: it is an interconnected process that starts from *Innovation*, and therefore from Research and Development, continuing with the *Purchase* of packaging and raw materials, necessary to translate ideas into reality, going on with *Marketing* and flowing into the market, therefore into *Sales*.

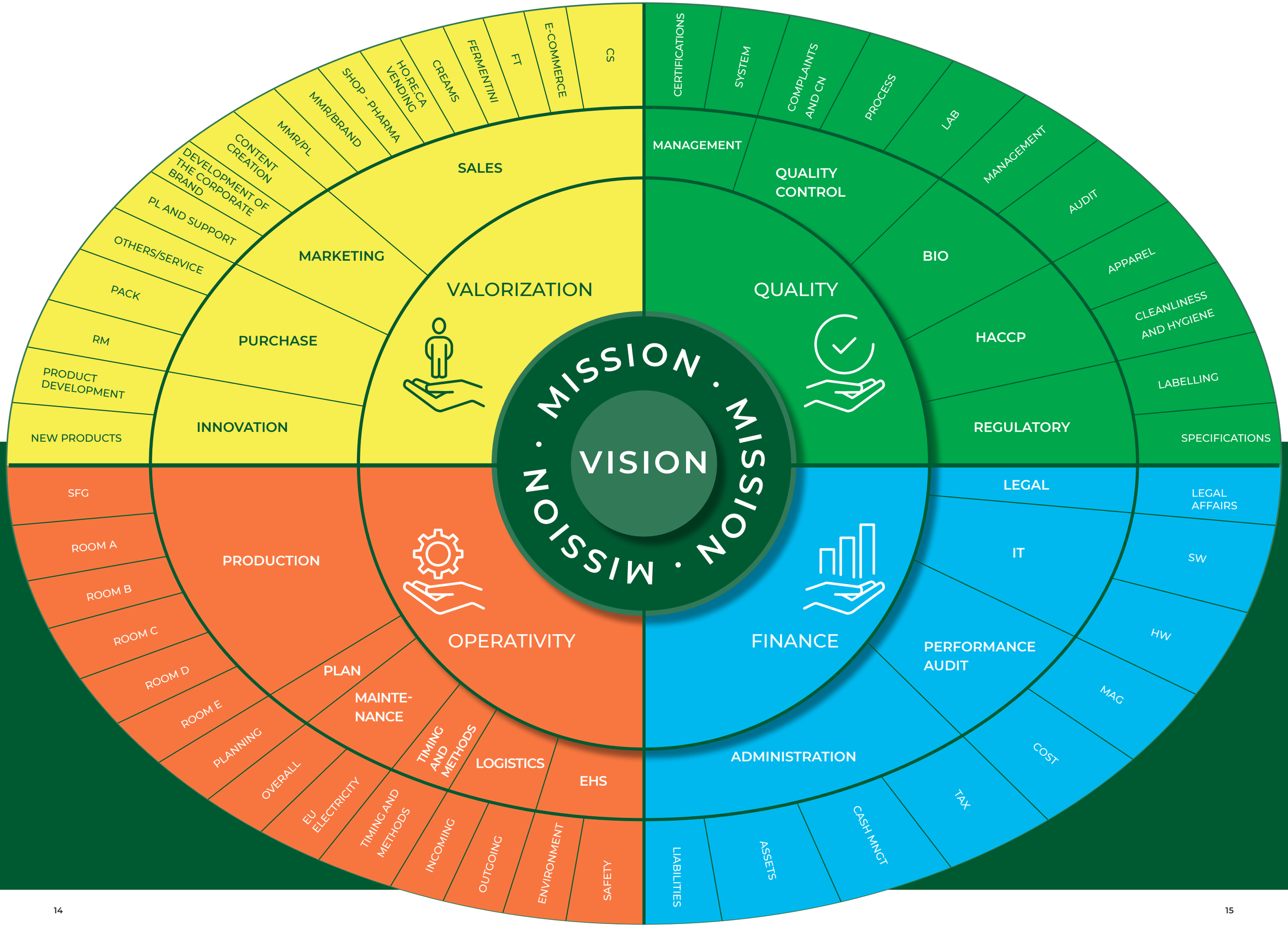
The second area, that of **Quality**, embraces all aspects related to the *Management* of the system and of the certifications, the *Regulatory* aspects and those of *Food Safety*, passing through the *Quality Control*, the *Laboratory* and the administration of *BIO Protocols*. So that our ideas and our products are always the best option for our consumers.

Finance includes *Management Control* and *Administration*, *IT* and *Legal Affairs* and it oversees the economic and financial indicators and the structure required for the proper functioning of corporate life. We believe in business as a driving force to have a positive impact on society, and the latter cannot exist if the former is not solid.

Finally, **Operativity** oversees *Planning*, the *Production* itself, *Maintenance*, *Logistics* and the *Environmental and Safety Health* of our staff. We are a company of over four hundred people, and without effective and efficient operations, ideas and projects could never become concrete.

Here is the new graphic representation of Euro Company.
It is the only possible one.
The only one able to represent us as we authentically are.

We are Euro Company.


MISSION · MISSION · MISSION
VISION
VALORIZATION
SALES
MARKETING
PURCHASE
INNOVATION
CS
E-COMMERCE
FT
FERMENTINI
CREAMS
HO.RE.CA VENDING
SHOP - PHARMA
MMR/BRAND
MMR/PL
CONTENT CREATION
DEVELOPMENT OF THE CORPORATE BRAND
PL AND SUPPORT
OTHERS/SERVICE
PACK
RM
PRODUCT DEVELOPMENT
NEW PRODUCTS
QUALITY
MANAGEMENT
QUALITY CONTROL
BIO
HACCP
REGULATORY
CERTIFICATIONS
SYSTEM
COMPLAINTS AND CN
PROCESS
LAB
MANAGEMENT
AUDIT
APPAREL
CLEANLINESS AND HYGIENE
LABELLING
SPECIFICATIONS
OPERATIVITY
PRODUCTION
PLAN
MAINTE-NANCE
LOGISTICS
EHS
SFG
ROOM A
ROOM B
ROOM C
ROOM D
ROOM E
PLANNING
OVERALL
EU ELECTRICITY
TIMING AND METHODS
INCOMING
OUTGOING
ENVIRONMENT
SAFETY
TIMING AND METHODS
FINANCE
ADMINISTRATION
PERFORMANCE AUDIT
LEGAL
IT
LIABILITIES
ASSETS
CASH MNGT
TAX
COST
MAG
HW
SW
LEGAL AFFAIRS

OUR MISSION
ROOT #01:

We offer all our staff an ethical and inspiring working environment in which people can be happy, can confront each other, can grow and fulfil themselves.

The **commitment to our staff** is characterized by a series of initiatives aimed at promoting **healthy lifestyles, personal and professional growth and development**, support and involvement in constructing the **well-being** of our working community. In the following pages we would like to tell you about all the initiatives activated in the company, aimed at satisfying the first root of our mission.

OUR STAFF

400

Over 400 people

< 40 years

Average age: < 40 years

39% men | **61% women**

Gender equality

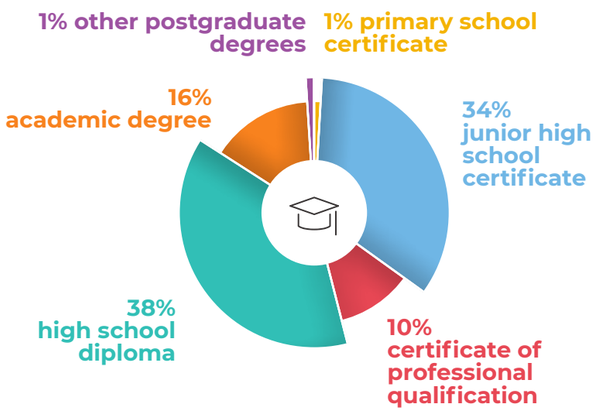
28

Nationality: 28 different nationalities

10 years

Average time working in the company: 10 years

Level of education



Positive 39% | **Negative 2%**

Turnover of the corporate population

2.4%

Rate of absenteeism: 2.4%

12

12 accidents
(whose 1 ongoing)

€ 8,885.947

Total net salary paid to collaborators in the year 2019-2020: € 8,885.947

All this means a total investment of **€ 15,563.611**, with a **positive impact on the community in which we live with regard to employment and income**, to whose development we aim to contribute every day, for all the years to come.

TRAINING AND DEVELOPMENT

POSITION ANALYSIS AND DEVELOPMENT INTERVIEWS

Euro Company trusts in research and continuous improvement. Growth and innovation of the last few years have led us to live in a context of continuous change: for this reason, we have started a project of **internal reorganization and enhancement of people** who, thanks to their progress, can thus become an active part in the healthy and responsible development of our company. One of the activities implemented to support this reorganization concerns **the analysis of positions and the sharing of company expectations with each employee through annual development interviews**.

To ensure greater seamlessness during the process, we are **progressively involving all company departments**. In fact, during the last year we have trained new groups of department managers for the coordination of development interviews and for the building of ad-hoc professional projects, dedicated to their collaborators. In order to guarantee equal listening methods, sharing of expectations and enhancement for all employees, in the next two years we estimate to be able to train for the conduction of these kind of interviews all the figures playing roles of responsibility within the company.

TRAINING

In Euro Company we consider **continuous training** as a key tool, both for the **development of the individual** and for **competitiveness and responsible innovation**.

For this reason, despite the COVID-19, we have not stopped. On the contrary, during the lockdown we remotely reorganized all the training courses whose type allowed it, and activated new training actions to support the staff in dealing with the new working methods in the best possible way: collectively, **over 8,400 hours of training** were carried out during the last year by the staff of Euro Company.

After a careful annual analysis of requirements, held at the beginning of the year, and in order to make our training courses more and more effective, the Human Relations Department is involved in sending a **training evaluation sheet** at the end of each course, through which the participants can assess the usefulness and satisfaction with regard to the course itself, to the trainer, to punctuality, to organization and to the quality of the media and the spaces available.

5.7 / 6 Punctuality in the beginning/ ending of the training sessions *(out of the maximum score of 6)*

5.7 / 6 Quality of the organization *(out of the maximum score of 6)*

8.5 / 10 Degree of overall satisfaction with training *(out of the maximum score of 10)*

Training

463 people trained

18 hours: average training time for each employee

€ 151,635 invested in training (whose **€ 27,970** financed through inter-professional and regional funds)

TRAINING HOURS
BY TYPOLOGY (A.Y. 2019-2020)

Training and development

GOALS FOR THE COMING THREE YEARS

INCREASE IN TECHNICAL EXPERTISE

We intend to support investments in terms of management and productive innovation through an increase in specific technical skills of the staff involved in productive activities. For this reason, over the next three years, we will give priority to the **development of technical and attitudinal training courses for the benefit of the plant personnel**.

FOOD4EMPOWERMENT: OUR EVALUATION AND ENHANCEMENT OF THE STAFF'S SYSTEM

In order to give concrete answers to the two main needs emerged from the *Climate Analysis* carried out within the company in the early months of 2019 - namely, the demand expressed by the collaborators to primarily focus on the **enhancement of the staff** and on the **introduction of objective evaluation systems** in Euro Company - we launched **FOOD4EMPOWERMENT**: an **enhancement and development project dedicated to our staff**.

Strongly supported by our executive board, during the year 2020-2021 this project will involve all the people working in the production departments in a process of **growth, performance improvement and skills development** through the creation of ad-hoc professional paths and feedback interviews, precious opportunity for dialogue between collaborator, manager and the Human Relations Department.

To make this possible, all the people playing a coordination role at the factory will be trained to manage evaluations and feedback interviews with their collaborators, in order to create and institutionalize moments of listening, communication and sharing of mutual expectations.

Thanks to FOOD4EMPOWERMENT, it will therefore be possible to have a **clear and transparent tool for the staff evaluation**, objective support both in the discussion between manager and collaborator and in the sharing of improvement objectives.

INTERNAL ORGANIZATION AND INVOLVEMENT

Dialogue and trust are two key aspects for building a positive organization and involving collaborators. For this reason, all the internal organization and involvement projects of the year 2019-2020 had as main objective that of responding to concrete needs emerged from the collaborators themselves, in order to **facilitate** their activity within the company and to **reconcile** life and work time, identifying together the best solutions to achieve corporate vision and values.

SUSTAINABLE MOBILITY: NUTS4GREEN

The project, it too strongly desired by the executive board and shared with all the managers in charge, was originally created to overcome the problem of parking, particularly felt by our staff. The research phase of the most suitable service, and of the subsequent planning, was therefore aimed at satisfying a concrete necessity, in order to provide an increasing number of collaborators with a valid alternative to the mere implementation of new parking spaces, at the same time protecting the environment and supporting the company objectives concerning sustainability. By virtue of our constant commitment to embrace the most valid solutions to this problem, **in January 2020 we launched NUTS4GREEN**, the *Intelligent Mobility* challenge for Euro Company collaborators, through which it is possible to **certify the home-to-work trips undertaken by carpooling, cycling or walking, always respecting the environment**. The more the points accumulated, the more the prizes gotten, reward for the profuse engagement in safeguarding nature.

The introduction of NUTS4GREEN[1] aims to bring numerous **benefits** not only for the staff, but also for the community and the environment:

- reducing workplace travel costs (e.g. fuel, vehicle usury, toll payment, ecc.) and immediately conferring a tangible economic advantage;
- allowing colleagues to get to know better each other, establishing new social relationships and creating greater cohesion;
- limiting traffic, delays and absences from work caused by transport breakdowns or strikes;
- providing a viable transport alternative in case of unavailability of the vehicle;
- decreasing the pressure on the parking lots, due to the high number of collaborators working in the company and in view of the construction of the new factory, which will bring a further increase in the company staff;

1 Bringme Ltd, *an Italian startup that aims to make home-to-work carpooling a real transport alternative, has been involved in the implementation of the project, turning companies into a concrete engine of this kind of sustainable mobility.* Bringme Ltd *provided us with its* **Jojob** *web and mobile application, properly customized according to our needs.*

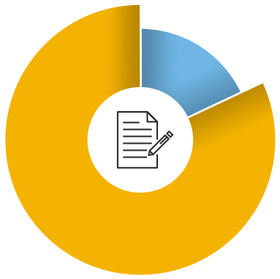
- improving the quality of the air thanks to the reduction of CO_2 emissions into the atmosphere;
- encouraging safe driving behaviors[2].

In just six months from the beginning of the project (January-June 2020) we have achieved excellent results.

2 *According to the* **Zero Empty Seats** *global study, traveling by carpooling leads to pay more attention to road safety.*

NUTS4GREEN project

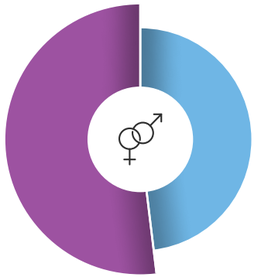
TYPE OF CONTRACT:



72 non-seasonal contracts

18 seasonal contracts

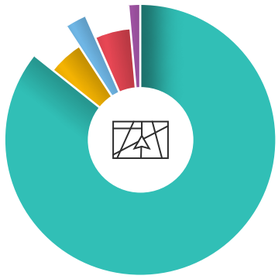
GENDER:



44 men

46 woman

MEANS OF TRANSPORT:



66 by car

4 by motor-bike

2 by train

4 by bike

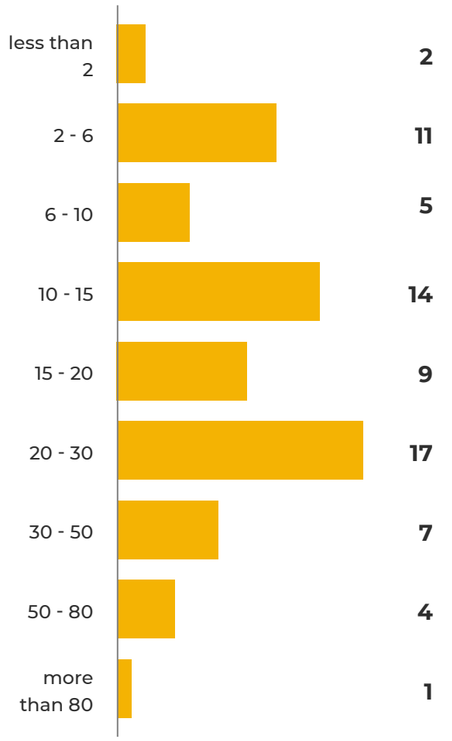
1 on foot

90

29

90 collaborators joined the project by downloading the application
29 most active users

WITH A KILOMETRIC HOME-TO-WORK DISTANCE



MAKING:

598 carpooling trips

43 biking and walking trips

THUS CERTIFYING:

10,312 km crossed in a sustainable way

EQUAL TO:

- 743 Kg di CO_2 emitted by choosing carpooling and / or Jojob bike and walk

- 5,640 Km crossed thanks to sharing the route by car

- 75 Km crossed by choosing bike and walk instead of another means of transport

REMOTE WORKING → *SMART* WORKING

The time of change experienced due to COVID-19 has been fraught with challenges. To deal with this situation (and to protect the health and well-being of employees in the best possible way) in March 2020 we chose to implement a **smart way of working** that the company had already planned to adopt, albeit in a more gradual way. This type of remote working was activated during the lockdown for all those business roles without any direct contact with production, therefore allowed to its application.

In order to make the most of the opportunity given by the period of working from home during the quarantine, and to build solid foundations for our future smart working system, in May 2020 we asked our remote collaborators to evaluate their own experience.

The main emerged results are as follows:

52

52 collaborators took part in the survey
(out of a total of 77 persons who worked remotely)

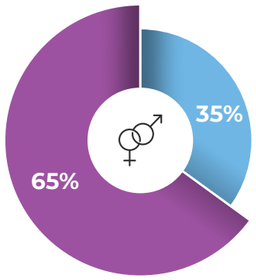
44

44 remote collaborators
(out of a total of 60)

8

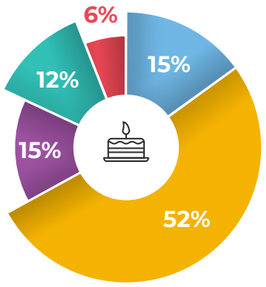
8 service managers
(out of a total of 17)

GENDER



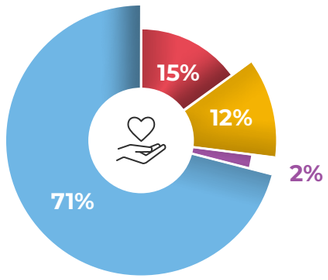
women men

AGE



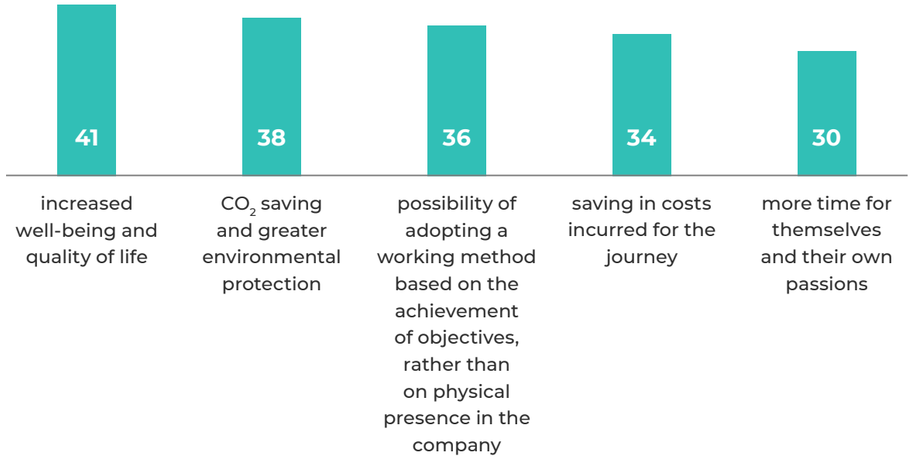
20 - 25 26 - 35
36 - 45 45 - 55
> 55

SONS

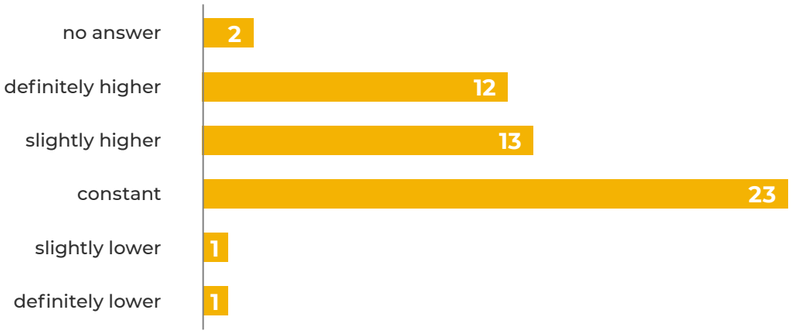


1 2
3 No

5 TOP RATED ADVANTAGES/BENEFITS (MULTIPLE CHOICE)



HOW DO YOU RATE YOUR PRODUCTIVITY WHILE WORKING REMOTELY?



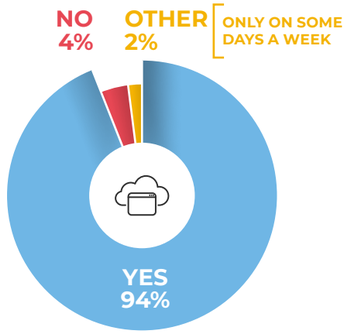
ASSESSMENT OF SERVICE MANAGERS

examples of successful outcome of the work done by the collaborators

1 Excellent performance, also remotely
2 Greater quickness: ability to complete projects and activities well in advance
3 Ability to work in a more autonomous way

achievement of personal objectives:	**5.00 out of 6**
achievement of group objectives:	**5.33 out of 6**
collaboration with the working group:	**5.25 out of 6**
availability and willingness of the collaborators:	**4.75 out of 6**

If the company should decide, in the coming months, to implement this method in a structured way, would you like to continue working in smart mode?



With regard to the roles that can allow its implementation, we therefore wish to maintain the possibility of working remotely in the near future, by structuring and clearly defining our *Smart Working Plan*. To do this, we have distributed a vademecum containing all the useful information for managing the smart working days to both the collaborators involved and the service managers, with the ultimate aim of rethinking and redesigning the work, empowering collaborators and giving them greater **trust**, **autonomy and flexibility**, also through the use of technological solutions making it possible, in a fully collaborative perspective, to reach **shared results and objectives**.

Meanwhile, via the NUTS4GREEN application, we made sure that telecommuting collaborators were able to **certify their smart working days**, in order to become directly aware of their contribution to environmental protection and of the concrete savings in terms of time and costs.

Certifying their smart-working days, there have been:

34

34 collaborators

6,339 kg CO_2
avoided

4,885 km
spared

€ 9,776
spared

+ 805 h
free time

NEW HIRES

In Euro Company we consider the process of including new hires very important for an effective integration within the working environment and for the successful outcome of each one's professional project. In order to monitor the quality of each placement, after the first month within the company, all new hires are given a **questionnaire to evaluate their satisfaction**, through which it is possible to provide a very initial estimate on the reception received, on tools and workspaces, on the clarity of assigned tasks and on the quality of coaching.

3.9 out of 4

Average satisfaction rate of the new hires in the year 2019-2020

IN-HOUSE COMMUNICATION: *PEANUTS*

Sharing information and communicating in a clear and transparent way is essential, for the growth of our community. For this reason, every quarter, ***Peanuts*** - our **company newsletter**, born at the beginning of 2019 with the aim of involving everyone in projects, initiatives, news and results obtained by the company, thus strengthening the sharing of a common path - is **delivered for free to each Euro Company collaborator**. From its first publication to June 2020:

7 *Peanuts* issues

Including

1 special edition
on the occasion
of 40 years of activity

were delivered.

INDUSTRY 4.0

Technological and process innovation is a key aspect for the growth of our company. Therefore, one of our priorities for the year 2019-2020 has been the implementation of new technologies, capable of improving our results, figuring out a kind of **Industry 4.0.**

Specifically, we proceeded to put in direct communication, through advanced computer links, the machinery purchased in 2017 with a central supervision unit.

We also took care of recording and standardizing the times of the various processing phases along the production process which, thanks to the inclusion of a dedicated resource within the Time and Methods Area, allowed us to implement further innovative processes, such as the introduction of cameras for the selection of the product and the test of a radiofrequency device for pasteurization, for the refinement of which we have favored a collaboration with the University of Bologna, in order to guarantee an increase in the safety of the product at a microbiological level.

In the coming years, based on the results of the ongoing analysis, we are planning to use the same kind of device, to be included in the initial phase of the packaging process.

NEW MANAGEMENT SYSTEM

In order to improve the operating flows of the production process, we started the analysis of our internal processes together with **Innext**, an external consultancy: our objective is to develop the best information system available, for an effective and efficient management of the whole production process of orders and products.

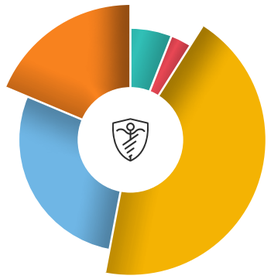
Thus, in the second half of the year, Innext launched an **evaluation project** with the aim of **organically mapping our organization, our processes and information systems**. Main purpose of this analysis phase is to define a medium-long term deveopment path of these three dimensions, obtaining as an output a development plan of the application park (including the indication of any ERP and the introduction of new software), and an order of priority and timing of the various projects that the company wishes to carry out.

A phase involving each department of the company, closely linked as we are all, and each one of us, to the progress of our organization.

INVESTMENT IN COVID-19 PROTECTIVE EQUIPMENT

To better cope with the pandemic and post-pandemic situation, starting from March 2020 we have decided to equip all our collaborators with the most suitable safety devices to protect their health, distributing for free:

Over the next year, we will continue to purchase personal protective equipment and to provide them for free to our staff, aware of the fundamental importance of maximum health protection, for a total investment that can be estimated at further **€ 70,000**.



COVID EXPENSES (FROM 03/01/2020 TO 06/30/2020)

6%	€ 3,988.59	disposable gloves
3%	€ 1,772	surface sanitizer
44%	€ 29,569.51	masks
30%	€ 19,862.7	hand sanitizer
17%	€ 11,810	sanitation of the environments

for a total of € 67,002.80

Internal organization and involvement

GOALS FOR THE COMING THREE YEARS

CREATION OF THE SUSTAINABILITY COMMITTEE

We will designate an **interdepartmental committee for ethical sustainability** which, through periodic meetings, will share its corporate projects for social responsibility, monitoring their impacts. Enhanced by the involvement of a contact person for each of the areas of **Human Relations, Quality, Commercial, Marketing, Environment, Safety, Production, AFC, Logistics** and **Purchasing**, the working group will welcome the participation of an external stakeholder per year, who will be involved and listened to support our strategic planning of corporate sustainability.

CREATION OF THE R&D INTERDEPARTMENTAL COMMITTEE

In order to improve the workflow and coordination of the departments involved in product research and development, in the next three years we will set up a **cross-functional research and development group**, coordinated by our innovation manager, consisting of **Quality, Marketing, Sales, Purchasing, Production** and **Product Development** departments, which will thus be able to share times, technical requirements and feasibility analysis of all the innovative projects developed by Euro Company, guaranteeing effectiveness and efficiency to the entire organization.

HR COMMUNICATIONS: NEW SECTION OF THE WORKFLOW WEB PORTAL

The organization of company processes saw the birth, in 2018, of a **web portal dedicated to the Euro Company staff**, where it is possible to have access to every organizational and individual communication: the **WorkFlow** web portal.

In the early months of 2020, we developed **HR Communications**, a new section of the website with the aim of making the experience of using the web portal even more profitable and complete, facilitating the management of employees and saving paper to protect the environment.

Thanks to this section, in the coming months, our collaborators will be able to communicate and directly upload to the portal new documents (personal ones, or related to the employment relationships), or even changes to documents already delivered to the Human Relations Department. In the next period too, HR Communications will help to facilitate the delivery of collaborators' personal documents, dissipating the risk of possible gatherings within the departments and thus respecting national measures and the internal protocol.

INDUSTRY 4.0: INTEGRATED TECHNOLOGIES AND LAUNCH OF NEW PRODUCTS

The next three years will be crucial for the implementation of new highly innovative technologies, which will assist us in **developing and improving our production processes**, allowing us to align with the characteristics of the most advanced integrated systems of industry 4.0.

Specifically, we will continue with the informative interface activity of all the machinery belonging to the processing lines, with the aim of completing this operation by 2022. For what concerns the optical sorters, our aim in the coming months is to obtain the full operativity of all the machinery, in order to be able to select even the products not undergoing a heat treatment process, thus obtaining a tangible improvement in containing the danger of foreign matter within the product.

In addition, we will inaugurate **two new lines**, dedicated respectively to the **packaging of square and circular trays in plastic material** and to the **production of vegetable spreads in glass jars**, to ensure increasingly attractive products and packaging for our consumers.

In order to further improve our processes, in the next period we will also continue to standardize the times of the various processing phases, a preparatory activity to the creation of **standard work cycles**.

BIA: BUSINESS-CONTINUITY PLAN IN EURO COMPANY

The break-in of Coronavirus in our country has led us to take some measures, shared with our collaborators, to ensure business and production continuity despite the ongoing health emergency.

Our duty towards consumers and the exigency to guarantee the continuation of activities will lead us, over the next year, to implement a **business-continuity plan** in the company, whose main objective is to be able to react quickly to situations that may threaten such continuity, by drawing up a series of **solutions activable in short time** in front of different types of scenarios, to be taken into consideration at a preventive level, such as new pandemics, hacking of information systems, floods, earthquakes, fires.

The process of drafting this plan will be carried out on the basis of guidelines set by the executive board and the heads of department, and will involve various company departments in order to identify impacts and possible solutions to issues that could affect the company.

SDG ACTION MANAGER: INTRODUCING OUR NEW SUSTAINABILITY MEASUREMENT SYSTEM

With the will to take a picture of the sustainability level of our company, as early as next year we are going to fill out the **SDG Action Manager**: a web-based solution created by **B Lab**, in collaboration with the **United Nations Global Compact**, capable of providing companies like ours, committed to achieving several sustainable development goals, with an **analysis tool on corporate performance related to sustainability**, allowing us to set growth objectives within the most strategic areas.

Through the SDG Action Manager, it will be possible to obtain a veritable roadmap for achieving and monitoring our sustainability objectives, and to concretely evaluate the impact that our way of doing business has on the goals set by the UN 2030 Agenda. Thanks to the completion of this tool, it will also be possible to outline our **materiality matrix**, fundamental condition for guiding our long-term sustainability plan.

NEW MANAGEMENT SYSTEM: NEXT STEPS

On the basis of the analysis done by Innext, in the next three years we will dispose of an organic map of our organization, our processes and information systems. This will allow us to orient our business at medium to longer horizons, identifying the priorities from which to start in terms of business intelligence, production planning system, CRM to be adopted, demand planning flow and ERP system management.

Internal organization and engagement projects carried out during the previous year (2018-2019)

Implementation of the WorkFlow web portal	To autonomously take vision of each organizational communication
Implementation of the Office 365 suite	In all IT stations, to work in a more flexible and shared way
Involvement in rewriting our mission and values	Through surveys and discussion groups, to get to the new seven roots of our mission
Flexible Benefit and Welfare	Through discussion groups, to investigate the satisfaction of the services offered and to collect qualitative feedback/staff expectations
Climate analysis	To investigate the way people interpret their working environment, identifying its strengths and areas for improvement, for the positive development of the organization

PEARLS OF *OSSIGENO*

The creation of an inspiring environment, where we can confront each other in a stimulating way, also flows through the implementation of projects and paths addressed to the whole staff and the community which we belong to. For this reason, once again this year we have carried out the **Pearls of *Ossigeno*** project: a cycle of seminars and webinars born in early 2019 to involve our staff and their families in the most dear issues for all of us. In particular, in the year 2019-2020 we held seminars always conducted by leading personalities for their respective sectors and linked to the following topics.

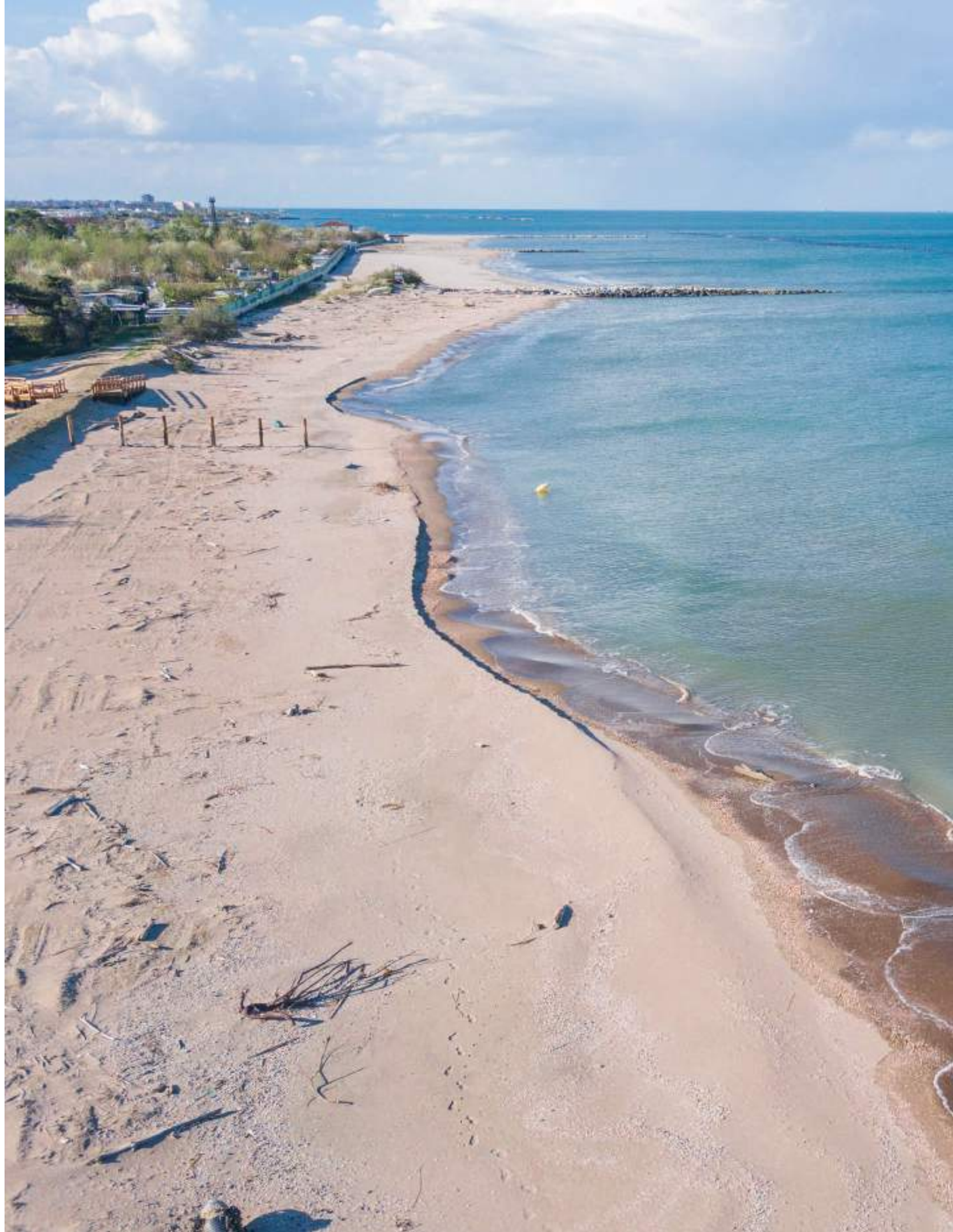
ENVIRONMENTAL PROTECTION AND SEPARATE COLLECTION OF WASTE

On the occasion of *Clean up the World*, the largest environmental volunteering event on earth, we decided to dedicate a shared moment to **safeguard the planet**. For this reason, on September 21, 2019, following a preparatory training held by some educators from **Legambiente**, our collaborators, divided into groups, started the redevelopment of the area around the mouth of Bevano river, a nature reserve located in Lido di Dante, near Ravenna.

At the end of the activity, several bags of separately collected waste were then given to Legambiente's representatives, tangible proof of everyone's contribution to the protection of the ecosystem which we live in.

GREEN POWER AND SUSTAINABLE MOBILITY

Investing in renewable energy to protect the planet and carrying out projects addressed to our community are key aspects of our mission. For this reason, at the end of 2019 we organized a



meeting dedicated to the issues of **green energy** and **sustainable mobility** with our employees and their families.

During the seminar, held by a panel of experts from **Energia Corrente** (our active partner in making the approach to energy easier and more sustainable) and **FIVE - Fabbrica Italiana Veicoli Elettrici**, three main issues have been discussed:

- **energy sustainability:** how to reduce energy consumption at home with small measures;
- **certified green energy:** what it is and why it can make a difference;
- **sustainable mobility:** what it is, how to choose the vehicle that best suits each one's needs and why it represents a valid alternative.

At the end of the meeting, the participants were then given the opportunity to carry out a **road test by plug-in hybrid cars and electric bikes** of different types, from the city ones to the sportier ones: an easy and pleasant way to test the advantages coming from sustainable mobility.

MICROFILTERED WATER

Contributing to waste reduction is crucial, in order to lighten our footprint on this planet. For this reason, at the end of 2019, in collaboration with **Ecoline** - which built our water treatment plants - we organized a seminar to share with our staff and their families the advantages deriving from the installation of a **water treatment home system**, and the main differences among the various types of systems.

All focused on **our most valuable asset: water.**

FIGHT AGAINST GENDER-BASED VIOLENCE

A company is not just a workplace: it is an ambience where culture is created, through values and messages to be transmitted to people even beyond the walls of the factory. For this reason, in October 2019, we organized the seminar *What is gender-based violence? How does it manifest itself and how can you recognize it? Who can become its victim?*

Held by Marisa Quintili, trainer of the **Libellula Foundation**, it was a precious opportunity to reflect together - also thanks to the realization of a series of team works - upon urgent issues such as the fight against violence and gender discrimination.

Mainly because, for us at Euro Company, projects arise from the full consciousness that health along with physical and mental well-being must be central to everyone's life, and that the workplace has a duty to protect them.

MINDFULNESS: STRESS MANAGEMENT TECHNIQUES

Psychophysical well-being of collaborators is therefore fundamental for us: this is why, in February 2020, we organized **Breath & Mind**, a series of meetings conceived to offer all interested parties - for free and during their working hours - the extraordinary opportunity to take part in **lessons of mindfulness** held by an expert trainer the likes of **Michel Bovo**.

The combined practice of mindfulness and **breathing techniques** allowed participants to develop their own concentration and draw from their potential, in order to be able to reduce and manage stress, and to bring out greater awareness in professional and life activities.

Being aware of one's own potential and limitations, learning how to go always one step further, are in fact the great benefits that can be achieved from the implementation of this method.

Pearls of *Ossigeno*

GOALS FOR THE COMING THREE YEARS

ETHICAL AND SOCIAL AWARENESS

We aim to bring the following issues, of ethical-social interest, to the attention of our collaborators and their families:

- Fight against cyberbullying
- Inclusion of disabilities
- Personal organization techniques
- Rights of the LGBTQI world
- Christmas workshops concerning the recycling of materials for the children of our collaborators
- Generations compared: from over 65 to Generation Z

Pearls of *Ossigeno* seminars carried out during the previous year (2018-2019)

Bet and Quit	Food Education
The project undertaken to support our staff and their families in their intention to quit smoking. Thanks to this initiative, we put the focus on our staff's health, making the air cleaner, reducing the waste produced by smoking and increasing the economic benefits resulting from quitting smoking	During the seminar, held by Dr. Annamaria Acquaviva, the topics of discussion ranged from the principles of proper nutrition and lifestyles, to diet in sports and in childhood, to correct reading of food labels. Participants then tried their hand at organizing a practical and healthy weekly menu

BENEFITS AND WELFARE

Allowing to balance private and working times for our staff, beyond trade-union and legal obligations, is very important for us. In this spirit, we offer our collaborators:

LIFE AND LONG-TERM DISABILITY INSURANCE

Our path towards the continuous improvement, well-being and health of people has led us to increase services and benefits for our staff. These include **life insurance for all our collaborators**.

Fully borne by the company, it has as its ultimate goal that of **protecting the collective that gives life to the company**, offering everyone the opportunity to think about their future and that of their loved ones, even in extreme cases such as permanent disability or death. The insurance policy covers each member of the staff, at any time of their own life, and not just following events occurred at work.

The total investment was € 51,600; in the event of permanent disability or death of the worker insured by Euro Company, **a ceiling of € 100,000** is planned to be provided.

WATER AND WATER BOTTLES

At Euro Company, each of us is equipped with a **personalized steel water bottle**, which can be filled by means of the microfiltered water fountains inside the company. In this way, the advantage is twofold: **the production of plastic waste is avoided and good and microfiltered water is granted for each of us**.

Thanks to the introduction of water bottles in the company, in total we have:

- **saved more than 100,000 bottles per year**
- that is over **3 tons of plastic**
- with a **90% reduction in CO_2 emissions**

COFFEE BREAK

Every year, in Italy, 120,000 tons of waste coming from the consumption of coffee capsules are produced. For this reason, in Euro Company, we have decided to eliminate them **by introducing new coffee machines that, grinding coffee beans at the moment, produce 100% compostable waste**. And since well-being also includes a break, **coffee is completely free** for each of us.

Since the introduction of the new coffee machines, we have:

- **avoided over 200,000 coffee capsules**
- equal to **1 ton of plastic and aluminium**

If we had put them one on top of the other, they would have reached **over 6,000 meters in height**.

SPECIAL AGREEMENTS

For the entire staff of Euro Company, we have activated some **special agreements, constantly updated and implemented, with some structures present on our territory:** little daily benefits aiming to establish a positive connection between us all and the territory in which we operate, active in different areas - from leisure time to banking services, from health, to wellness, to entertainment.

REWARD FOR PRESENCE IN THE COMPANY DURING THE LOCKDOWN

During the months of March and April 2020, while Italy was in total lockdown, we decided to **show our pride for all the work done** to all those collaborators whose physical presence was strictly necessary to carry out their tasks, by providing an **additional contribution of 100 euros per week, for a total investment of € 234,000**.

We did it with a specific purpose: to support this group of collaborators and to concretely recognize their merit of having been able to manage the peak of COVID-19 in the best possible way. Consequently, against the overall trend, during this period we invested **€ 234,000 in favor of 381 collaborators**, as an additional contribution for their presence in the company during the lockdown.

To this must be added a **COVID insurance** covering collaborators in the event of hospitalization or death, likewise bearing a **ceiling of € 100,000**.

Benefits and welfare

GOALS FOR THE COMING THREE YEARS

OSSIGENO PARKLAND

The works on the new **Ossigeno Parkland multipurpose center** have been completed at the beginning of 2020; however, we were forced to postpone the inauguration, due to the Coronavirus emergency. We will responsibly evaluate the evolution of the situation we are still experiencing, to act safely and protect everyone's health, proudly opening the doors of the new, avant-garde complex as soon as the time will be considered appropriate, so we don't have to preclude us the joy of sharing a goal achieved together with all our colleagues and the community.

Within it, in addition to the business center, there will be a **gym** dedicated to our staff, a **show cooking area**, an **outdoor green belt with a multifunctional sports field** and a **trim trail** accessible to all collaborators. We will also inaugurate our **Bottega Euro Company**, where it will be possible to buy the best of our products, with agreements reserved to all collaborators and residents in the province of Ravenna.

UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda

United Nations

Through our **commitment to the Staff**, we contribute to the achievement of **14** of 17 Goals set by the UN 2030 Agenda:

OUR MISSION
ROOT #02:

We minimise the processing of raw materials, in order to guarantee day-by-day the best nuts and dried fruit for our consumers.

QUALITY PRODUCTS: THE *BEST POSSIBLE PRODUCT* GUARANTEE

Promoting the culture of physical and spiritual well-being through a healthy and correct diet is one of our strong points. For this reason, in recent years we have started a real **revolution in our assortment** with the aim of **bringing better, healthier, more natural and less processed products to consumers' tables**. During the lockdown period, visits and human touch with customers necessarily suffered a setback, due to the forced closure of some activities, first of all those belonging to the on-trade sector. However, in order to keep on having a florid relationship with our customers, we have increased telephone communications, e-mails and video calls, aware of our duty to keep on providing consumers with the *best possible product*.

FOOD SAFETY

In Euro Company, food safety is another of our key values. In the year 2019-2020, we completed **2,352 tests and analysis**, for a total investment of **€ 206,000**. In addition, we have invested a further **€ 47,500** to secure our products from any type of microbiological risk. This amount is part of a larger investment, quantified in **€ 115,000,** which will also embrace the year 2020-2021 including analysis, bibliographic studies and the collaboration with **Prof. Gardini** of the Department of Agricultural and Food Sciences and Technologies, at the University of Bologna.

AGAINST THE SUGAR OVERCONSUMPTION

Transparency towards the consumer is, in our opinion, still underestimated, to the point that even in Italy there subsists an authentic **food paradox**: companies producing glazed products, therefore with immediately visible sugars, are obliged to make it explicit, while they are not if added sugars are present only into the product (consequently, in the exact case in which it is impossible to distinguish them by the naked eye).

Therefore, we have taken **legal action for a new and clearer Community regulation concerning labelling of food products**, with the aim of clarifying the presence

of added sugars and guiding the entire food industry towards a more complete and transparent information. To do this, we launched the ***Semplicemente Frutta*** brand, dehydrated fruit protagonist of **a line with no added sugars**, convinced as we are that fruit, when selected with the utmost care, is already perfect au naturel.

REDUCING THE CONSUMPTION OF SALT

In our products we have **reduced salt by 80%**. Specifically, ***Vitamore*** represents our main signature for limiting salt consumption. *Vitamore* are **nuts having only 0.25% salt, toasted and not fried**. This means: healthy lifestyle, without sacrificing taste.

NO ADDITIVES

We do not use palm oil: it does not reflect our philosophy and, coherently and convincedly, we won't use it. In our firm intention of offering only 100% natural products, **we do not use dyes, additives and improvers. We use the least possible number of preservatives**, only those strictly essential, and only for quickly perishable products.

PROMOTING A PLANT-BASED NUTRITION

The only sustainable type of feeding, for our body and for our planet, is the one based on a prevalent consumption of vegetables. It is not an ideological position. Actually, it is scientifically proven that an excess of animal proteins can cause serious damages to our health, just as it is scientifically proven that intensive farming represents the first cause in the world of greenhouse gas emissions.

This is the spirit thanks to which ***Fermentini*** are born: helping people to reduce the consumption of animal proteins, to the advantage of a more plant-based diet, with healthy and extraordinary products. *Fermentini* are completely natural, obtained from the fermentation of nuts and just adding water, a pinch of salt and, where appropriate, herbs or spices.Nothing else. No additives, no emulsifiers, no preservatives.

For if, on the one hand, it is important to reduce the consumption of animal proteins, on the other it is crucial that the remedy is not worse than the cause. There are too many vegan cheeses in which almost twenty ingredients are present: mixtures of preservatives and thickeners whose purpose is to replicate, in a false way, the flavour and appearance of a cheese.

We have chosen a different route. Through ***Cicioni***, ***Fermè***, ***Camelia*** and ***Grattino*** we want to offer people an out of the ordinary taste thanks to only three ingredients: nuts, water and salt.

And, of course, **the magic of fermentation**.

LAUNCHING NEW PRODUCTS, IN HARMONY WITH OUR THINKING

To bring tastier, healthier and more natural products to our consumers' tables, in the last year we launched:

100%
Le creme di sola frutta secca

Creams made of 100% organic nuts, without adding anything to what is already naturally perfect.
Only one ingredient.
Only nuts.

REGENERA
SOSTEGNO DALLA NATURA

The line of natural functional foods carefully selected by nutritionist biologists that offers nuts, dried and finely ground fruit, capable of bringing specific benefits.

STRENGTHENING THE FOREIGN MARKET

In the last year, we have **increased the sale of our products in the Northern European market**, very attentive and sensitive to the issues of healthy and sustainable nutrition, launching our new developed products even at these latitudes.

In addition to Northern Europe, where the revenue share related to both traditional nuts and *Fermentini* has significantly grown, the action of development of the foreign market has focused also on **continental Europe** - and, specifically, on Romania, Spain and France. In particular, in the last year, great attention was paid by the French market to *Fermentini*, for which we recorded a turnover comparable to the Italian one.

STRENGTHENING E-COMMERCE

During the year 2019-2020, we obtained the following results:

16,000

more than 16,000 orders

430,000

over 430,000 sessions

> 20,000

more than 20,000 registered users from the birth of e-commerce to today

In the year 2019-2020, in Germany, we have also launched the ***Nuturally*** e-commerce, the German equivalent of ***Frutta e Bacche***, our line created to offer lovers of nuts and dried fruit a supply of natural foods in large formats - from 1 kg to 2.5 kg - at affordable prices, receiving them directly at home.

NEW ACADEMIC PARTNERSHIPS FOR THE QUALITATIVE ANALYSIS AND ASSESSMENT OF THE PRODUCTS

Thanks to their minimum level of a_w *(activity of water)*, our products have always been considered to have a **low microbiological risk**. Recent events - together with a more in-depth assessment of the warnings occurred on a European scale - have led us to reassess the extent of the danger.

To this end, we have **entered into three agreements with the University of Bologna**:

- the first one, related to the **study of the existing bibliography** on the microbiological danger in raw materials processed by Euro Company;
- the second one, still in progress, focused through sampling and analysis on the **evaluation of microbial loads** of the matrices we process, in order to have in the near future an overall picture of the microbiological standards of our products;
- the third one, also in progress, concerning the **evaluation tests of the efficacy of the radiofrequency treatment on raw materials**.

We are also planning a further project in collaboration with the University of Bologna, for the implementation of **microbial challenge tests on fermented products**.

The assessment of the microbiological danger will thus allow us to modulate processes and monitoring, on the basis of the results that will be obtained. The total value of this investment, between the year 2019-2020 and the next, amounts to **€ 115,000**.

OUR CERTIFICATIONS

In confirmation of the quality of the work done, we have obtained **renowned certifications in the fields of food and ethics.** Among these, actually, we can include:

Certified B Corporation

FSC

IFS Food

BRC FOOD

Sedex

attesting compliance with the SMETA audit

The best possible product

GOALS FOR THE COMING THREE YEARS

EVEN MORE NEW PRODUCTS, EVEN MORE PERSONAL CARE

The journey of the Research & Development area, within our company, never stops. For this reason, during the year 2020-2021, **new brands will be launched**, increasingly aligned with our **Ethical Quality Protocol**, in order to always guarantee the offer of the *best possible product* for our consumers.

Furthermore, over the next three years we will continue to **maintain a relationship as direct as possible with our consumers and customers**, both through communication via social media and, as soon as feasible, thanks to live meeting opportunities such as events, trade fairs, conferences.

FURTHER DEVELOPMENT OF THE INTERNATIONAL MARKET AND E-COMMERCE

Over the next three years, we will further strengthen the sector of **development of our foreign market**, with the aim of bringing qualitatively excellent products to the tables of an ever-increasing number of consumers, even outside Italy. This is because guaranteeing day-by-day the best nuts and dried fruit to our consumers represents the central point of our mission. A purpose that, in the coming three years, will be articulated through the following actions:

- by reaching the largest number of connoisseurs of nuts and dried fruit in Italy, thanks to the rapid fruition of our ***Frutta e Bacche*** e-commerce, in order to offer them on a daily basis the best primary product, in large formats, comfortably at home;
- by meeting a growing number of nuts and dried fruit lovers in Germany, thanks to the rapid fruition of our German e-commerce ***Nuturally***;
- by consolidating our presence in two new foreign markets: **France and Spain**.

UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda

United Nations

Through our **commitment to Consumers and Customers**, we contribute to the achievement of **4** of 17 Goals set by the UN 2030 Agenda:

OUR MISSION
ROOT #03:

We invest in renewable energy, in waste reduction and in the development of a more sustainable packaging, for the protection of the planet.

At Euro Company we strongly believe in **protecting the environment**, and we constantly invest to find increasingly ecological and sustainable solutions: we have focused with conviction on renewable energy, on waste reduction and on the development of a kind of packaging that could **respect bioethics, as well as aesthetics**.

IN EURO COMPANY, 100% RENEWABLE AND SUSTAINABLE ENERGY

To date, 100% of the electricity we purchase comes from certified renewable sources: in our case, **energy chosen by Euro Company is 100% coming from wind power**.

WASTE REDUCTION

Taking into consideration the 2019-2020 year alone, **we have reduced the tons of mixed packaging waste** (CER 150106) **by more than 28%**, compared to the previous year. As a growing company, both in terms of production volumes and turnover, this is an extraordinary result.

How did we make it possible? First of all, **by optimizing packaging, thus producing fewer pallets and less exhaust fumes**, a direct effect of the reduction in the number of trucks in charge of transporting our products, with the same number of packages sold.

The assortment present on the *Frutta e Bacche* website, for example, includes **only large formats**: this means considerably reducing the amount of plastic used and, consequently, the negative environmental impact. In addition, we **reduced the weight of our packaging by 10%**: considering that in Euro Company we produce over 150 million packages per year, that means a really significant benefit for the environment.

ON OUR WAY TO A 100% RECYCLABLE PACKAGING

At Euro Company we are perfectly aware that the overuse of plastic in the planet represents a problem that can no longer be postponed. For this reason, we have set ourselves an ambitious goal: **to wrap all our products in 100% recyclable packaging**.

This long and challenging path has already begun: in the last year we started designing a recyclable packaging according to the guidelines provided by Conai, and **changed the packaging material** used for our assortment.

Furthermore, 90% of our packaging currently bears the **FSC mix** label, certifying that the paper of the package comes exclusively from recycled and recovered material, while the remaining 10% bears the **FSC recycled** certification, ensuring that the paper within the product comes from FSC certified material, recycled material and/or controlled wood.

LCA - LIFE CYCLE ASSESSMENT 2019-2020 STUDIO: EURO COMPANY RESULTS

During the year 2019-2020, we carried out the **LCA - Life Cycle Assessment study**, compliant with the ISO 14040/44 - ISO 14040/2006 - ISO 1444/2018 standards. An investment of the **total value of € 30,000**, which is essential to translate our vision into concretely eco-sustainable actions.

We are talking about a **survey of the environmental impact of our packaging in all phases of its cycle**, from polymer to the end of use, going on to assess the effect, from an ecological point of view, of different types of packaging, following a scientific comparison of the impact of **flexible packaging materials** currently used in Euro Company: those recyclable according to Conai guidelines, respecting the canons of the circular economy and of the 94/62/EC and 2004/12/CE European directives; the compostable ones; the paper + plastic polylaminates with Aticelca certification, class C. **Rigid packaging** in use was also taken into consideration by comparing the materials in place: those made using plant-based (therefore compostable) polymers and those produced using cardboard materials.

As soon as certification is obtained, the outcome of the LCA study will allow us to develop an additional **eco-design study of our packaging**, in order to further enhance the positive impacts produced by our choices for the environment around us.

The first eco-design phase started in conjunction with the LCA study, following three different guidelines:

- lightening of materials where possible;
- replacement of polymers with high environmental impact in flexible packaging;
- insertion of materials compliant with Conai design criteria.

Twenty different materials, currently being introduced in our packaging, have already been tested and modified.

Based on the results of the six indicators adopted by the LCA study, Euro Company has become a major player of a **reduction of the environmental impact between 4% and 17%**, compared to the previously used packaging. The LCA study confirmed the correctness of the eco-design path we have undertaken, also providing us with additional useful elements to meet the goal of our constant improvement.

INDUSTRIAL WASTEWATER

In the company, there is an industrial wastewater disposal facility crossing the whole factory that collects them through several separators, subject to maintenance and washing every three months, in order to **bring wastewater back to the required values** and to eliminate pollutants before they might be released into the environment. To carry out the washing activities we use ecological products with little or no environmental impact.

CAPITAN BANANAS' NEW MIXES TO BRING ECO-SUSTAINABILITY INTO SCHOOLS

In order to help to reduce the plastic highly present in children's snack bags, all those who bought, during the year 2019-2020 via the *Frutta e Bacche* website, our ***Capitan Bananas'*** organic mixes of nuts and dried fruit, were given the opportunity to **choose a fruit-box with the cartoon characters, to be filled with the recommended dose of nuts and dried fruit**, thus making the snack time sustainable, as well as fun.

FROM WATER BOTTLES TO COFFEE: SOME ATTENTIONS FOR THE ENVIRONMENTAL PROTECTION

As anticipated, in Euro Company each of us is equipped with a **personalized steel water bottle** and can freely dispose of **coffee machines directly grinding the beans**: thanks to these two little practical solutions, every day we play our part in reducing the damaging use of plastic bottles and coffee pods.

REDUCTION OF PRODUCTION WASTE

To further reduce the production waste, in the last year we have activated an **exhausted oil recovery system** by separating, in one of the fryers in the Roasting Department, the disposal of the frying oil from that present on the paper filter. We have also perfected the **collection and disposal system along the packaging lines**, capable of separating all the organic waste material from packaging and from separate collection.

REDUCTION OF WATER CONSUMPTION

In carrying out cleaning activities inside the plant, we have introduced **products in accordance with hygiene and health regulations, which do not require a rinsing procedure**, with the beneficial effect of considerably reducing the consumption of a precious commodity such as water.

Protection of the planet

GOALS FOR THE COMING THREE YEARS

RE-USABLE SECONDARY PACKAGING

In the next period we will design a **re-usable secondary packaging** for the products available on the *Frutta e Bacche* e-commerce, with the aim of **promoting the culture of re-use in our community**, thus reducing the environmental impact produced by our Network and - no less important effect - making it even more conscious.

LESS AND LESS WASTE

Over the next three years, we will carry on even more strongly our separate collection activity. One of our goals will be to **further reduce the waste oil coming from fryers in the Roasting Department**, recovering it and re-using it as combustible, no longer for just one machine, but for two.

PHOTOVOLTAIC PANELS AND MONITORING OF GREENHOUSE GAS AND CO_2 EMISSIONS

The **solar panel coverage of the new business center and of the new production plant** will make it possible to directly produce part of the electricity, and it will help to avoid the emission of carbon dioxide into the atmosphere, one of the main causes of the greenhouse effect. Moreover, in order to further decrease and to monitor our emissions, in the near future we are going to implement with a **cogeneration plant powered by methane gas to produce electricity**. This, in the next three years, will lead to a double advantage:

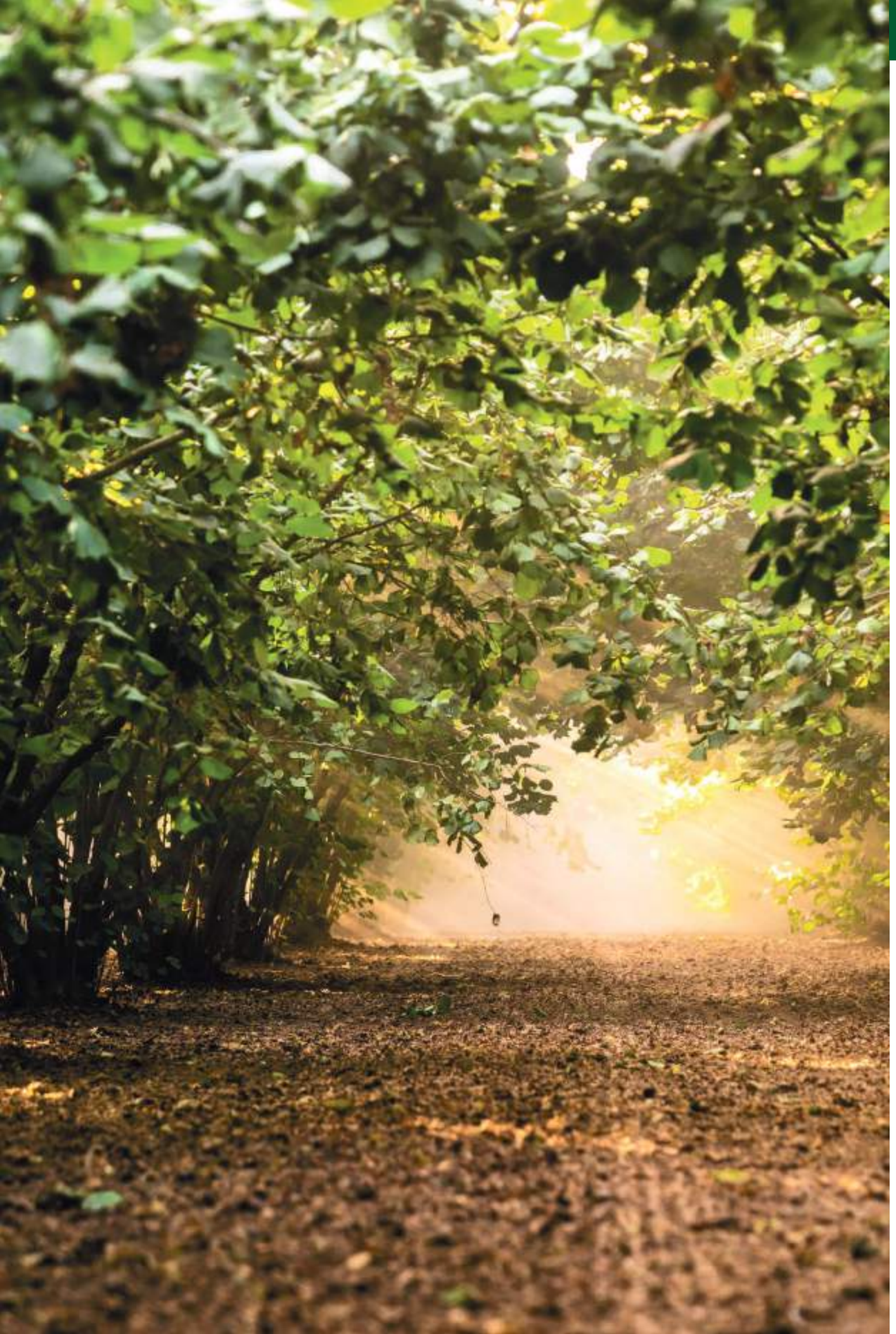
- the **reduction of greenhouse gas**, by using methane to produce our energy;
- the **production of hot water obtained from the heat put into circulation by the cogeneration plant**, which will therefore be doubly useful both in the production of electricity and in that of hot water, necessary for our production processes and for packaging products.

Projects dedicated to environmental protection carried out during the previous year (2018-2019)

Treedom Project: Adopt a tree, grow a forest

An indissoluble part of the commitment and the energy that our company dedicates day-by-day to protect and safeguard our planet, supporting biodiversity and creating a positive social impact through concrete actions and projects, shared with the community.

WHERE	In Sicily, between the provinces of Catania and Messina
WHAT	200 orange and pomegranate fruit trees planted
WHO TOOK CARE OF IT	Local farmers involved by Treedom
ADVANTAGES	Thanks to daily pictures and updates, to be able to participate in the growth of each fruit tree, as simple as it is extraordinary



BETTER PACKAGING, LESS WASTE

Simplified packaging lines will be installed in our new plant, eliminating the components that are now subject to frequent washing and cleaning cycles, thus reducing the consumption of water and hygienic-sanitary materials.

NEW AUTOMATIC WASHING ROOMS

In order to ensure better traceability of our recorded actual consumption, as well as a reduction in it, over the next year we will **replace the manual washing of steel baskets with an automatic washing service**. To carry out this activity, two rooms within the Preparation and Roasting departments will be set up, working alongside the one created during 2019-2020 to wash the plant equipment.

ANALYSIS OF THE ENVIRONMENTAL IMPACT FOR CLEANSING AND SANITIZING PRODUCTS

Our commitment will be higher and higher in analyzing, before choosing, all the hygienic-sanitary products needed to cleanse and sanitize; an analytical task mainly directed towards their environmental impact, a fundamental aspect to be ever closer to the world we want.

UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda

United Nations

Through our **commitment to the Environment**, we contribute to the achievement of **8** of 17 Goals set by the UN 2030 Agenda:

OUR MISSION
ROOT #04:

We believe in long-lasting relationships with our suppliers, the only way to a dignified existence, ensuring at the same time the *best possible product* for our consumers.

In our opinion, **ethics** is not just what we believe in, but how we decide to act every day. For this reason, the fourth root of our mission is dedicated to the creation of long-lasting relationships with our suppliers: for us, **creating responsible and long-term relationships** is in fact the only way to **ensure the existence of a supply chain able to create value for all**.

We establish **direct relationships** with our suppliers, without intermediaries: here is the maximum guarantee of safety for us.

LONG-TERM SUPPLY RELATIONSHIPS

We build trusting relationships with our producers, based on **long-term partnerships**, allowing to generate continuous value for both parties, in a **real «win win» perspective**. For producers, it also means the possibility of undertaking long-term investments having guaranteed financial coverage. We are convinced that this is an **ethical value** and a solid **security guarantee**.

FAIR REMUNERATION FOR OUR SUPPLIERS

Remunerating in a fair manner those who grow our raw ingredients means paying a **higher price** than the market one. We want to guarantee an **adequate income to our farmers** and, paying the right price also from an ethical point of view, we aim to obtain a **product of the highest quality**, constant over time.

SUPPORTING THE FARMING COMMUNITIES

We involve farmers in programs focused on the increase in productivity and quality, **making our equipment and expertise available to them**. That means, for the producer, increasing his own efficiency, and consequently obtaining higher incomes deriving from his work.

DIRECT RELATIONSHIP

We establish **direct relationships with selected suppliers**, measured and made responsible on our values of ethics and sustainability, without going through intermediaries. In this way, we ensure a truly traceable and **transparent supply chain**.

IN-HOUSE AGRONOMIST

At Euro Company, we are committed to the **optimization of the supply chain**, in order to fairly remunerate suppliers and to offer consumers the best products. This kind of optimization is achievable by designing **transparent and well-organized agri-food supply chains**, capable of responding on the one hand to the logic of the market, on the other hand to the ordinary needs of the people involved in the production processes. Being part of a supportive and organized supply chain means **abandoning that individualistic logic** that still sees producers and distributors opposing each other, engaged in a continuous fight to impose their own interest on the other, since - in this way - both find themselves sharing the **same project of enhancement**, and together they can consider the actions to be taken by tracing the path to follow.

In this perspective, the inclusion in our staff of an **agronomist expert in integrated supply chain design** has made it possible to **seal the relationship between the company and the agricultural world**, providing suppliers with an interlocutor technically accustomed to the dynamics characterizing the sector. This professional figure also allows to communicate directly with the staff involved in primary production, making **agronomic and organizational assistance** readily available for our suppliers.

With the ambitious aim of increasingly developing a system of **short supply chains**, capable of equitably distributing the proceeds coming from each project, we are equipping ourselves with organizational tools based on **multi-year supply chain agreements**, in which the supplier is not relegated to the role of mere producer, actively becoming a direct participant within the working teams coordinated by the agronomist for each raw ingredient.

Ethical relationship with our suppliers

GOALS FOR THE COMING THREE YEARS

A SHARED PATH

New partners to carry on our Ethical Quality route and to build together an Italian supply chain for nuts and dried fruit.
For the benefit of all.

UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda

United Nations

Through our **commitment to Suppliers**, we contribute to the achievement of **4** of 17 Goals set by the UN 2030 Agenda:

OUR MISSION
ROOT #05:

We support the Italian market and our territory, preferring local suppliers whenever possible.

Over the past year, our commitment to suppliers has led us to **increasingly prefer the local, Italian and** - more generally - **European market**. Thanks to the support of local suppliers, **in the last year we have strengthened and amplified the impact on the community in which we operate**, generating an economic income equal to:

- **over € 26,8 millions** in Emilia-Romagna
- **over € 42,3 millions** in Italy

CARE OF OUR SUPPLY CHAIN

In order to ensure optimal relationships with our suppliers, and to take care of the supply chain in the best possible way, over the last year we introduced a new role within the Raw Materials Purchasing Department: the **Supplier Relationship Manager**. This figure has the main task of carrying out data analysis on suppliers, submitting to them questionnaires concerning the origin and quality of the primary product and analyzing the purchase contracts, with the aim of making them consistent with both regulations and quality control plans required by law, and with our internal disciplinary measures.

NEW LABELS TO PROTECT OUR SUPPLY CHAIN

In order to bring to consumers' tables **products that concretely represent our commitment to the supply chain**, the last few months saw the birth of **new labels**, perfectly in line with our **Ethical Quality Protocol**.
This is because:

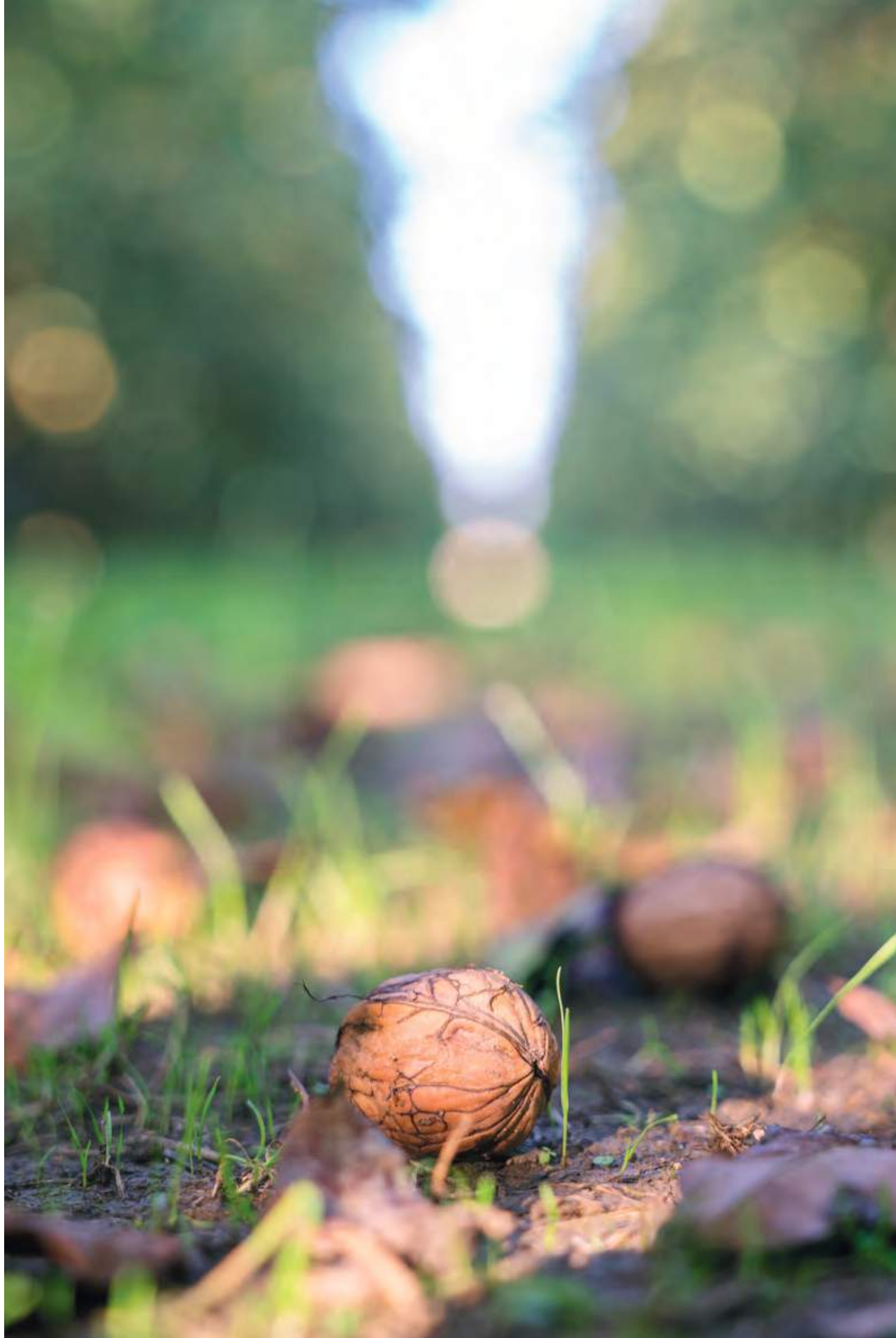
- As described before, we establish direct relationships with selected suppliers, measured and made responsible on our values of ethics and sustainability, **without going through intermediaries**. In this way, we ensure a truly traceable and transparent supply chain.
- We agree with growers upon a **purchase price** by means of which we are able to guarantee them the coverage of production costs and a fair profit. In this way their income is protected, because it is fixed independently of market fluctuations.
- We build solid relationships based on trust, signing **deals enduring at least three years** that allow growers to invest, to work with confidence, in a broader perspective.
- We develop several productivity improvement programs for farmers, providing them with **equipment**, **business expertise and financial support**. In so doing, the efficiency of their work and the resulting income definitely increase.

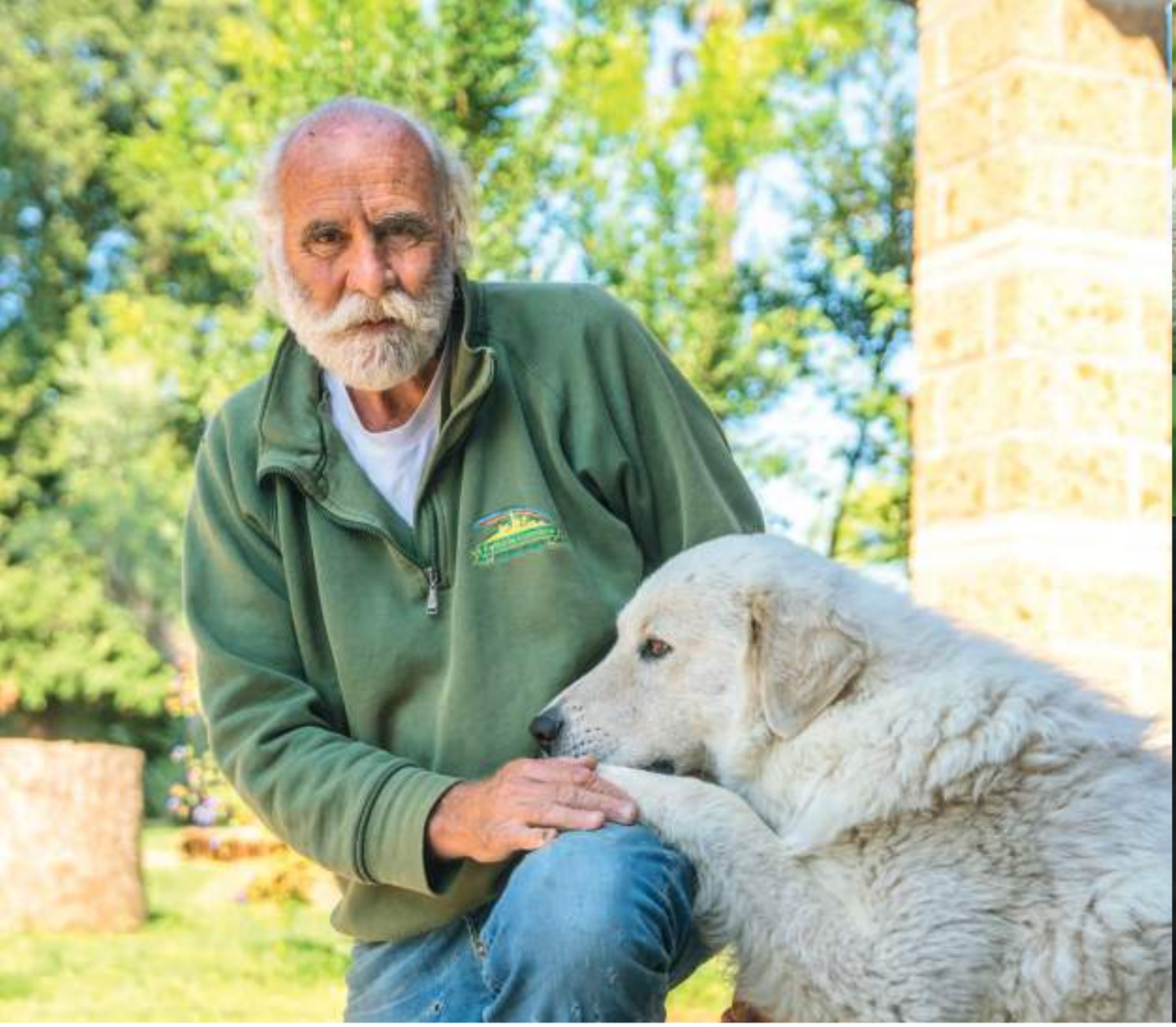
ETRUSCA
Autentica Nocciola della Tuscia

DOLCINA

Caruso
L'ANTICA NOCE DI SORRENTO

LA NOCE ITALIANA
BIANCANOCE
DAL GHERIGLIO BIANCO





ETRUSCA:
THE PERFECT HAZELNUT

This tale begins in an extraordinary place.
A unique place for tradition,
land and vocation:
It is Tuscia.

It is where this delicious round is grown.
A precious, fragrant fruit
with an indescribable flavour.
A gift from nature.

It has only one flaw, they told us:
it is impossible to peel.
That's why our dream was
to prove the opposite.

We got to work.

All our energy, our knowledge,
and technologies,
for a single purpose: the perfect peeling,
for a hazelnut from Tuscia.

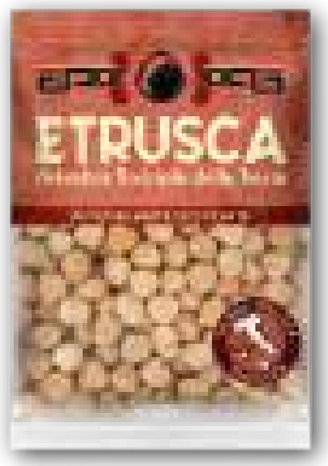
Alone, however, we did not succeed.
Was it really as impossible as they said?

Then, suddenly, a special meeting:
the right partner, the same vision,
the same passion in the eyes.

Etrusca was born like this,
like best friendships.

We shared insight, resources, enthusiasm:
a revolutionary processing of the product
was created,
never seen before,
making it possible to peel
this premium variety
exactly as we wished.

Today we share with you the fruit
of our dream:
we wanted perfection,
we got it.



ETRUSCA, THE FIRST TUSCIA HAZELNUT TOASTED AND PEELED IN A WORKMANLIKE MANNER

DOLCINA:
THE ITALIAN ALMOND

A delicious, crunchy fruit, lulled by the sun and the wind.
A precious gem.

Sometimes, however, a bitter-tasting almond occurs.
An unpleasantness breaking the enchantment,
because of a neglect in the selection,
or for grafts on wild almond trees.

What to do?
How to avoid that such a treasured fruit may leave bitterness in your mouth?

We went looking for suppliers able to offer us the best possible product, but the enigma of the bitter almond was never completely solved.

Italian almonds will always have this problem,
they told us.

Until the meeting with the ideal partner.
The one able to perfectly grow the *Tuono* variety,
which blooms later
giving large, full-flavored, delicious almonds.

One first tasting and we fell in love:
there was no need to think twice.

An unparalleled, natural sweetness:
we called it *Dolcina*.
.

DOLCINA, THE 100% ITALIAN ALMOND, NATURALLY SWEET, GIFT OF NATURE TO SAVOUR, OFFER AND SHARE

CARUSO:
THE ANCIENT LOST WALNUT

An enchanting, magical gulf.
Breathtaking vistas, intense scents.
Such is Sorrento.

For over two thousand years, its walnuts have been a precious and sophisticated fruit.
Strong and determined flavour.
A color so intense that the elders of the place defined it
Cloak of the Monk.

Then, the decline.
Local farmers had decided: off the Sorrento walnuts.
Space for other, easier, cheaper crops, less in need of care and love.

The fate of this extraordinary walnut seemed sealed.

Until the meeting with the perfect partner,
someone to share our Ethical Quality with.
No intermediary.
Long-term agreements.
A fair income established together.
And the sharing of knowledge and resources,
having a sole aim:
to give back value to Italian excellence.

Caruso was born this way:
an intense flavoured walnut, exquisite and already shelled.

At last, for everyone,
this precious, wonderful fruit.

CARUSO, THE ANCIENT SORRENTO WALNUT

BIANCANOCE:
THE ALL-ITALIAN CHANDLER WALNUT

Valorising the fruits of our land,
that spring from the deep passion of our farmers,
means telling places, traditions, symbols.

Just like the tales our grandparents told:
tales that traveled through time,
that have been handed down for generations.

Several chapters of a single great novel,
with the pride of a blank page
yet to be written.

This is the story of *Biancanoce*,
and of its white kernel.

This is the story of an amazing walnut,
picked and selected by hand.

This is the story of the Italian *Chandler*
with a thin and elegant shell,
housing a fleshy and delicate fruit,
like the most precious of jewels.

**BIANCANOCE,
THE ITALIAN WALNUT
WITH THE WHITE KERNEL**

Protection of excellence

GOALS FOR THE COMING THREE YEARS

SIGNING OF NEW SUPPLY CHAIN AGREEMENTS

Over the next three years, we want to sign an increasing number of multi-year supply chain agreements with Italian producers. For this reason, during the year 2020-2021 we will sign a substantial number of **new five-year deals**, and in the three years to come we plan to do the same with Italian producers of hazelnuts and almonds, increasingly aware that long-term supply relationships based on trust are an essential value and an absolute guarantee of security, characterizing ever more firmly the path of Euro Company.

UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda

United Nations

Through our **commitment to Suppliers**, we contribute to the achievement of **4** of 17 Goals set by the UN 2030 Agenda:

OUR MISSION
ROOT #06:

We choose customers and suppliers sharing our same values.

Choosing **suppliers and customers who share our values and respect our standards in terms of quality, social responsibility and ethics** is essential for us. In order to follow this point of our mission, over recent years we have made apparently controversial choices, deciding to **renounce significant turnover shares** and to **interrupt relations with customers and suppliers too distant from our value system**, only interested in the logic of the lowest price, at the expense of the product quality to be brought to consumers' tables.

Along our path, carried out with increasing conviction even during the last year, we have kept as cornerstones **those values that distinguish us**, signed and shared together with the entire staff:

COLLABORATION AND SHARING

We believe that **collaboration** is the only way to efficacy. We believe that preparing one's own meals and sharing them contributes to developing a **greater sensitivity** towards others, and that it represents a starting point towards **morality and altruism**.

NATURAL, HEALTHY AND CONSCIOUS DIET

Natural means non-artificial, not altered, natural means spontaneous and innate. Natural is **pure**. It is our way of experiencing food: **innovative**, **ethical**, **respectful for the seasonality**, **conscious**.

ART AND BEAUTY

Life without art and without the pursuit of beauty is incomplete, ephemeral: for us, **nourishment is itself beauty**, as well as nutrition is art. Art and beauty are *the promise of happiness*.

PERSONAL CARE AS A WAY TO BALANCE THE SPIRIT

Taking care of themselves is not a gift to be given in free time. It is dedicating themselves to their own **passions**, having **healthier life rules** and **living in a dynamic way**. It is a natural path that becomes **balance of body and soul**.

RESPECT FOR THE PEOPLE AND THE EARTH

Respecting one's own body, cultivating one's own soul, **consciously feeding oneself and the others** is our way to achieve a balance not only individual, but a target for the whole community.

AGAINST THE DESCENDING PRICE AUCTIONS

Enhancing the supply chain. For us, it is more than a commitment: it is part of our mission. We have created our **Ethical Quality Protocol** convinced that fair remuneration of the agri-food chain is the only way to guarantee the consumer the *best possible product*.

And how can the supply chain be enhanced, following the logic of the *lowest possible price*? How could we manage to give farmers a fair income, to pay wages, to guarantee the consumer the best product, if we should have to go *below cost*? It is for this reason that we are **against the descending price auctions**.

A descending price auction is a request for a commercial offer in which various suppliers are asked to formulate, online

or in any case simultaneously, a series of increasingly lower price proposals. The winner is the one who, at the end of a series of bids, has formulated the lower price. An **alienating mechanism, devoid of relationality**, in which in front of a monitor, without talking to your interlocutor, without knowing who your competitors are, you only need to do one thing: type in a number, as low as possible.

We have not partaken in auctions for four years now, because they are cause of the strangulation of entire agri-food supply chains. Because if those downstream, along the value chain, decide that it is necessary to *go out* at a certain price, which is always lower, **the real cost will be paid by someone else**. And that someone is always the weakest link in the chain, that is, the farmer. It starts with an absolutely insufficient remuneration, it continues with non-covered costs (often, already the direct ones), ending at the worst aspect, that is, poverty wages, unacceptable labor conditions, criminality.

For this reason, we only choose customers who share our same values: for a culture in which it's all about the money is not a true culture.

Sharing of values

GOALS FOR THE COMING THREE YEARS

ETHICAL QUESTIONNAIRES TO SUPPLIERS

Over the next three years, thanks to the joint work of the Quality together with the Raw Materials Purchasing departments, we will promptly collect from suppliers reports and analysis concerning **ethical**, **social**, **environmental and economic data**.

This will allow us to have an overall picture of the level of sustainability and consistency with our values for each and every supplier, and to make choices with a greater degree of awareness.

UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda

United Nations

Through our **commitment to Consumers and Customers**, we contribute to the achievement of **4** of 17 Goals set by the UN 2030 Agenda:

OUR MISSION
ROOT #07:

We promote a correct lifestyle through projects, routes and events aimed at the community.

Implementing **projects, routes and events aimed at the community** is part of our mission, also formalized within our own statute. For this reason, we constantly work to ensure development and well-being for the community in which we operate, convinced that companies must play an active role in the growth and progress of the area in which they work, in order to always **create shared value**.

EMPLOYER BRANDING

Carrying out Employer Branding activities is essential for us to establish a first dialogue with our **ideal candidates, hiring the best profiles sharing our same values**. At the same time, it represents an opportunity to create positive impacts on our schooling and training system. These activities are a way to make our company known externally and to transmit our values to the community, creating a strong bond with it through projects, internships, team work, information and cultural activities. Here are some of the **Employer Branding itineraries** implemented this year:

BOLOGNA BUSINESS SCHOOL MASTER - For years we have been collaborating with **BBS**, **the Business School of the University of Bologna**, entrusting students belonging to various Master's Degrees with some specific group workshops and hosting them within the company, to put in place curricular internships. This year, in particular, we hosted a student of the Food & Wine Master's Degree - **who has now joined our staff** - who participated in a group work having the task of developing two new products for an ultra-specialized distribution channel.

TECHNICAL GI-DAY WITH GI GROUP AT THE TECHNICAL INSTITUTE OF RAVENNA - Our commitment to the world of education does not stop with university. In fact, we are also committed to maintaining a continuous dialogue with the high schools in the area, including the **Nullo Baldini State Industrial Technical Institute in Ravenna**. Thanks to the collaboration with **Gi Group**, once again this year, for the second time, we introduced our reality to the students of the School, highlighting the possible professional opportunities for recent graduates wishing to enter soon the world of work.

SCHOOL-WORK ALTERNATION - Every year we host high school students engaged in **school-work alternation**, convinced that this opening is essential to create a bridge between the world of school and that of work, guaranteeing students the opportunity to test themselves in a working context, identifying their own attitudes and developing their own professional skills.

INCLUSION OF DISADVANTAGED CATEGORIES - Within the company, every year we activate several **internships for disadvantaged persons**, an important opportunity to create facilitating conditions for those involved. Over the last year, in particular, we have implemented **internships for applicants for international protection and for holders of refugee and subsidiary protection status**. This is because, and in Euro Company we are sure of that, **work is a powerful inclusive instrument**.

CURRICULAR AND DISSERTATION INTERNSHIPS - Every year we gladly welcome university students for the realization of **curricular and/or thesis internships**. This is because we want to actively contribute to the construction of a stable link between companies and universities, able to favor a **smooth transition from the world of education to that of work** for the new generations, allowing them to measure themselves in a working context and to better understand the dynamics of a great entrepreneurial reality.

PAID LEAVE FOR VOLUNTARY WORK - Also for the year 2019-2020, we decided to **give all collaborators eight hours per annum of paid leave, to carry out voluntary activities** at an association of their choice: a precious opportunity to cultivate the commitment of each of us towards the community, to never forget the importance of taking care of our roots.

OSSIGENO FOUNDATION

The common good is our main objective. This is why, last year, the **Ossigeno Foundation** was established, a non-profit organization belonging to the third sector - therefore, unwilling by its nature to distribute earnings.

The Foundation, with a board of directors consisting of three members, carries out those activities of general interest indicated in our mission, pursuing **civic, supportive and socially beneficial purposes** through the promotion and organization of events, conferences and meetings, the provision of prizes and scholarships, the offer of courses and seminars related to the sectors of interest indicated.

In recent months, through the Ossigeno Foundation, we decided to generate a strong impact on our community by making a **donation to the Romagna Local Health Unit for the purchase of intensive care machinery in favour of the hospitals in the province of Ravenna**.
This was done with the awareness of having a great duty:

- the duty to **help** people in difficulty;
- the duty to **give back** to our community what it generously gave us over the years;
- the duty to **concretize** our mission, the one written together.

€ 280,000
donation from the *Ossigeno Foundation* to the Romagna Local Health Unit
+
€ 220,000
donation from *Euro Company* to the Romagna Local Health Unit

for a total of
€ 500,000 donated
to the Romagna Local Health Unit

SUPPORTING THIRD SECTOR BODIES AND RESEARCH

Sustaining scientific research, voluntary associations and, more generally, third sector bodies is essential for us to **support the right to health**. A support that allows research and voluntary associations to **live**, and to **sustain life**.

The choice to support research and voluntary associations in their work is first of all, on our part, a certification of awareness of the priority vested in being able to help those who suffer, to support those who believe in progress every day, but also to give answers to those who have been waiting, for years, for a concrete guarantee of their right to health. We have donated **10% of our profits** to these initiatives. Our action is mainly addressed to the following beneficiaries:

Arteinte Social Project

St. John the Evangelist Parish

Megamark Non-profit Foundation

Libellula Foundation

Fight against cancer

Amount donated:
€ 10,299.78

Finally, during the year 2019-2020 we also concretely supported the Spanish **Food Aid Programme**, in our firm regard to be allies in the **fight against food waste** and in providing tangible help with the recovery of food and its consequent sharing with charity organizations.

SUPPORTING SPORT

Having a positive impact on society, on people and on the territory is part of our mission and of being a *B Corp*: this is where our support for the **Lucchesi Gym** - and the historic activity that it carries on every day, which has turned **one hundred years old in 2019** - comes from, with a prize list of absolute excellence.

Physical education is a key element in the development of children, both because it educates them to the importance of movement, coordination and psychophysical balance, and because it is the paradigm of society itself: **respect for others and for rules, collaboration, coexistence**.

The school system is not always able to guarantee the correct approach, often being content with just a ball and a net; but sport does not end with recreation. Sport means also sociability, it means also respect, it means also **inclusion**. That's where the activity of the Lucchesi Gym comes in: by bringing culture and values of sport into schools, through a journey that, gradually, also accompanies children with difficulties in performing apparently insurmountable movements, a somersault, a handstand, an obstacle course. A journey made up of movements, exercises, but above all made of respect.

This is the main reason that encouraged us to support this project, financing it with a **donation of € 30,000** and involving, since the end of 2019, **over 2,200 children and teenagers** in gymnastic circuits and coordination exercises, touching on topics such as the importance of nutrition, the metabolism and the social coexistence.

The involved school classes have been more than a hundred, divided between seven primary schools and five secondary schools, in the province of Ravenna and beyond. All this for a total of **over two hundred hours of training and activities**.

In March 2020 we should have sent a **nutritionist** specialized in child feeding, in the belief that exercise and proper nutrition represent two sides of the same coin: the pandemic prevented us from doing so, but it is a commitment that we only consider postponed.

In general, taking care of themselves is not an optional to be carved out in leisure time. It means focusing on your passions, having healthier rules of life, including exercise. For this reason, **supporting sport is fundamental**, and it represents an important part of what we do for the community.

In the last year we have also supported, with our products and our actions, also:

LEOPODISTICA FAENZA
donating our products

MAMELI ATHLETICS
giving bags of our products

AVIS FUSIGNANO FOOTRACE
donating our products

DIABETES MARATHON FORLÌ
realizing a sponsorship that included the donation of our bags

LIBELLULA FOUNDATION

In May 2019, we joined the **Libellula Foundation**, the **first network of companies united in combating violence against women and against gender discrimination**, born with the aim of connecting different business realities that place gender equality at the heart of their values, wishing to engage in concrete actions.

During the lockdown period, aiming to reduce the likelihood of experiencing difficulties related to isolation and to the new management of work and family rhythms, we shared with our collaborators the opportunity to participate in various **online meetings organized by the Foundation**, including:

- **#togetHer during the emergency**: the support and sharing group for women, led by a psychotherapist, created to spread good practices and increase the sense of efficacy, both individual and collective;
- **#staySafe, #stayStrong. Women's emotions in the COVID-19 era**: a webinar created to provide support to women in a situation of emotional overload, going beyond the stereotypes;
- **Asking is not enough! Mental workload of women and emergency:** to face situations of forced cohabitation;
- **Stay in the change. An opportunity for women**: to discover little incentives helpful in dealing with the situation caused by Coronavirus as an opportunity, for themselves and for the future.

We also asked our staff, and all those family members wishing to join, to fill out a Foundation survey in order to photograph COVID-19's emotional and relational implications, and to **promote a truly inclusive recovery**, identifying the priority actions to be taken.

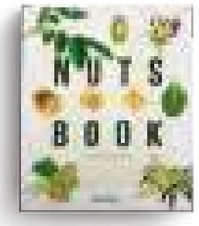
CAPITAN BANANAS' NEW MIXES TO SUPPORT THE PROJECT INTO SCHOOLS

During the year 2019-2020 we developed organic mixes of nuts and dried fruit featuring *Capitan Bananas*, designed specifically for the needs of children and ideal for a nutritious, tasty and fun snack. For each package purchased via the *Frutta e Bacche* website, **one euro was allocated to the *Capitan Bananas and the schools of the Healthyfood Planet* project**, created with the aim of educating primary school children to the healthy and correct nutrition, by means of the adventures of the cartoon characters.

Contributing to the food education of the little ones means allowing them to understand its importance. Euro Company has decided to do it **by speaking their language**, through a fictional character: the best way to bring them closer to reality.

SUPPORTING HIGH-QUALITY PUBLISHING PROJECTS

Ossigeno is the breath of a new thought, manifesto of the values of our company. It is the air that Euro Company wants to put into circulation, the tale of a journey undertaken to discover beauty. Quality, research and innovation are the salient features of our philosophy. For this reason, in the pages of *Ossigeno*, we are not talking about products but about art, music, scientific studies and ethical considerations, culinary innovation and sensory experiences. Through this six-monthly publication we are committed to telling great authors, and make great authors telling, the best, the good and the new, to draw our way of conceiving the craft, and the art, of living.



NUTSBOOK is an encyclopaedic work in which we collected and revised over ten years of studies, knowledge and insights into the world of nuts. By means of this volume, we set ourselves the goal of organizing the field of nuts, stimulating curiosity and passion around a theme, natural and nutritional, that must return to be important for us, in respect of ourselves and of the relationships we entertain one to each other, and towards nature. Starting from the planted seed, to reach the plant-reproduced one, this book informs about the main features of each species, their lands of origin, their related climatic and cultivation needs.

Macro and micro nutrients in dried fruit, nuts, oilseeds and ground products examines the chemical constituents of food, with a text that enriches the scientific focus with functional classifications, for a kind of information of professional and academic use. In fact, the book deals with the chemistry of macro and micro nutrients, the botanical origin and the chemical composition of fruit, crossed with the classification by nutrients.

Capitan Bananas and the Healthyfood Planet is a periodical comic book populated by superheroes living in distant galaxies, which entertains and amuses while bringing a message: eating healthy helps you grow and feel good. In fact, the *Capitan Bananas* project stems from the awareness that it is necessary to promote the culture of healthy nutrition, starting with children. Here are the numbers obtained by *Capitan Bananas* only last year:

- **125,000 copies released**
- **4,800 paediatricians involved and reached by the project**
- **1,800 nutritionists involved and reached by the project**
- **2,700 waiting rooms of medical offices and playrooms provided with the comic book**

for a **total investment of over € 50,000**.
The adventures of *Capitan Bananas* are downloadable from the website *www.capitanbananas.it*.

Well-being of the individual and welfare of the community

GOALS FOR THE COMING THREE YEARS

PROMOTING THE SOLIDARY VACATION

Over the next three years, we want to activate the possibility of donating, for anyone who wants, **part of their paid leave or holidays to colleagues in difficulty**, who do not have a number of vacation hours sufficient for being able to take time off work, to look after a family member in need of assistance.

SUPPORTING THE VOLUNTARY ASSOCIATIONS

We want to continue supporting our community through initiatives and donations to voluntary associations that, in line with our values, carry out projects and monitor the obtained results in order to improve the well-being and health of people and the planet, creating a positive impact and favoring the flow of best practice. For this reason, for example, also in the year 2020-2021, our support to the **Food Aid Programme** and to associations the likes of **Arteinte** will go on.

DISSEMINATION OF A DIVERSITY MANAGEMENT POLICY

At the beginning of the year 2020-2021, we will be going to define and disseminate a company policy on diversity management with the aim of **enhancing diversity within our working environment** - involving gender, sexual orientation, origins, culture and belief, physical abilities - interiorizing the fundamental truth that **diversity is a source of enrichment**, supporting different lifestyles and responding to the distinct needs of our collaborators. This is because we are convinced that the **culture of respect for rights and inclusion** must not only be at the basis of the daily actions of every company, but they also need to be used as an example for the community in which each company operates.

DEVELOPMENT OF A NEW VIRTUAL CERTIFICATION FOR GENDER EQUALITY

The goal of gender equality is present in the **UN 2030 Agenda for Sustainable Development** - goal 5, in particular, aims to accelerate the realization of gender equality and the empowerment of all women and girls. During 2020/2021, together with the Marco Biagi Foundation, the University of Modena and Reggio Emilia and the Job Pricing Observatory, we are going to adhere to the **design and validation of a new certification concerning gender equality**, in order to actively contribute to the achievement of this goal. For the fine tuning of the model, we will be part of the **field trial**. The result estimated to be achieved will be summarized in a **corporate gender equality index**, highlighting the best and the critical areas, and the subsequent **gender certification**, named **IDEM**, commensurate with the index level.

We firmly believe that gender equality is not just a fundamental human right, but a necessary condition for a prosperous and righteous world.

ATTENDANCE AT UNIBO VIRTUAL CAREER DAY

As in previous years, Euro Company confirms also for the next three years its participation in **Unibo Virtual Career Day**, the main **meeting point between students and graduates of the University of Bologna and the business realities in the area**. This is a fertile opportunity to introduce our company and to collect applications submitted by students and graduates, listening to their professional aspirations. For the search for the best talents, at Euro Company, never stands still.

RENEWAL OF THE NATIONAL COLLECTIVE BARGAINING AGREEMENT

In the coming months, together with the associations belonging to the National Assembly and with the trade union representatives, we are going to contribute to the renewal of the reference **National Collective Bargaining Agreement**. Our contribution appears as essential, in order to propose any improvements on a state scale, with the ultimate goal of ensuring greater clarity, greater protection of the workforce and easier interpretation of the document.

A NEW PUBLISHING PROJECT

Next year, we are going to release a new publication: a book about **microbiological risk for nuts.** Because food safety is crucial for our company.

UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda

United Nations

Through our **commitment to Community**, we contribute to the achievement of **4** of 17 Goals set by the UN 2030 Agenda:

ETHICS AND LEGALITY

Adoption of the 231/01 Organization, Management and Control Model and appointment of the Supervisory Board

Italian Legislative Decree no. 231/01 introduced the criminal liability of companies into our legal system upon the occurrence of certain crimes, including those of a culpable nature.
On July 14, 2018 the board of directors of Euro Company Ltd B-Corp approved the adoption of the **Organization, Management and Control Model** under Legislative Decree no. 231/01. The drafting of the model contemplated the prior mapping of risk areas, the identification of crimes that may be committed in the interest or to the advantage of the company, and guided us all in the implementation of behaviors aimed at nullifying those risks.
At the same time, a **Supervisory Board** was appointed, composed of two criminal lawyers, external and independent practitioners, having the task of supervising the correct observance of the model by all addressees, conferring directly with the chairman and with the board of directors whenever the opportunity becomes appropriate.

CODE OF ETHICS

Euro Company Ltd B-Corp has its own **Code of Ethics**, which guides it in relations with each stakeholder and which reflects our map of values. Our Code of Ethics is published on our website, in compliance with the utmost transparency.

WHISTLEBLOWING POLICY

Euro Company promotes the prevention and verification of any illegal conduct or, in any case, of any conduct that might result contrary to the Code of Ethics and to Model 231.
We are supporters of the **speak up culture**, i.e. of the liberty of consulting colleagues in any position of the company organigramme, in a dialogue perspective, whenever it is deemed appropriate to express doubts or concerns, to raise issues, to formulate proposals or, in general, to express opinions, in order to constantly improve the work within the organization.
We have also been determined to guarantee the **right of whistleblowing**, i.e. the possibility of reporting, even on a confidential basis, a possible crime, an offense or any irregular conduct committed by other colleagues, protecting those who report and always verifying, with profound rigor, the validity of each reporting.

UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda

United Nations

Through our **commitment to the Staff**, we contribute to the achievement of **14** of 17 Goals set by the UN 2030 Agenda:

www.eurocompany.it