

SUSTAINABILITY REPORT 2022

TINAZZI
REVOLUTION



TINAZZI

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◆ A letter to stakeholders

Dear Reader

The months of 2022, which were characterized by uncertainty and perceived by all of us as dark, if not dramatic, saw our company react. Tinazzi's leading values stood out and, in the second half of 2022, supported a growing turnover. Our story is characterized by commitment and consistency: we do not put together artefacts made by others, we do not assemble other people's products. Our product is born in the Veneto, Tuscany and Puglia. However, we need glass, cork, labels, capsules, packaging and fuel: our company is alive and is organising itself to use light-weight bottles, favour recyclable and recycled materials for capsules and packaging, and rationalize the commercial and supply chains. We are aware of the difficulties linked to procuring energy and dry raw materials but, at the same time, we know that the heart of our work resides in the land, from which our raw material is born and which must be preserved by returning to it what it gave us. The critical approach that Tinazzi insists on pursuing aims at turning the company business into a sustainable venture.

The good sustainable practices and the quality of our wines guided the Tinazzi choices in a coherent manner and now we can reward ourselves as our salaries and sales grow in a way that we can tackle increases in the cost of living and inflation. By doing so, we confirm the original choice of the family even before that of Tinazzi Srl i.e. that of paying the utmost attention to the people who are part of it. All this is no small thing and is not something done by anyone.

By publishing the second edition of the Sustainability Report 2022, we therefore confirm our propensity to stay ahead of the game.

The company has always privileged respect for the environment so as to implement the search for material recycling and the opportunities provided by technological innovation. These conditions are useful and even of fundamental importance within the current scenario, which sees rising procurement costs for the materials necessary for wine production. Glass, packaging, diesel and fertilizers represent a consistent part of the increase in production costs (+35% on average on a national level compared with 2022). By using light-weight bottles, recycled and recyclable

packaging materials, employing electrical energy as well as aiming towards a more sustainable agriculture and exporting to countries not affected by conflict, the wine-making sector can overcome this uncertainty. It can do so thanks to the increased awareness of consumers, especially the younger ones, who tend to privilege products from companies that feel responsible for the environment.

The excellency of Italian wine, recognised all over the world, enabled high-quality wine producers to compensate the commercial halt due to the war with larger sales in other markets.

The challenge within the challenge that awaits us and the entire agricultural market is however currently represented by the global emergency that is climate change. Vines are sensitive to small changes in climate parameters. In order to tackle climate change, growers need to focus on varieties resistant to drought and heat waves: it will be necessary to promote genetic varieties that withstand the increase in extreme weather events but, at the same time, grape varieties must remain local. Energy procurement and vineyard and cellar operations will need to contain atmospheric emissions as much as possible, a measure that does not actually concern just wine but agriculture in general.

Climate change will also transform the wine we drink and it might be necessary to educate consumers to new flavours, tastes and aromas. The key phrase of this huge process is adaptation to change and with this in mind, as usual, Tinazzi intends to react by doing its utmost right away with coherence, humility and trust.

Have a good read

Gian Andrea, Giorgio e Francesca Tinazzi

Partners - Tinazzi Srl

Gian Andrea Tinazzi *Giorgio Tinazzi* *Francesca Tinazzi*



◆ Il 2022 at Tinazzi Srl in figures

Economic values



4.730.000

Bottles



17.7 Mil€

Turnover

46

Countries **worldwide** that
drink our wines:

2.4 Mil€

Ebtda

13.9%

% Ebtda

+9.3%

% Growth in turnover
compared to 2021

◆ Il 2022 at Tinazzi Srl in figures

Environmental values

194.830 €

Total investments in
environmental projects

77 %

% of suppliers who have
signed the Tinazzi Code
of Conduct

4

No. of certifications

% of packaging
suppliers analysed

63 %

with recognized
environmental
certifications



110.759 kWh

Energy produced by solar panels



90 hectares ◆ 100 %

Vineyards converted to
organic cultivation techniques

◆ Highlight

Social values

6

No. of social projects
sponsored



34.564 €

Investment in social
projects

35

Employees



43 %

Women

94 %

Employees with
open-ended contracts

30.721 €

Investment in training



01



Origin and
business model



The origins

For **54 years**, the **Tinazzi family**, located on the Verona side of Lake Garda, has been producing wines inextricably linked with the territory of origin.

The entire family in the winery: the founding father **Eugenio Tinazzi** started working in the wine world in the early 1960s and in 1968 founded the wine cellar, then started exporting the first wines in 1984.

Gian Andrea Tinazzi works alongside the founding father **Eugenio** and now, with the **third generation** represented by the children **Giorgio and Francesca**, the cellar produces and sells high-quality wines commercialized in over 46 countries worldwide. Tinazzi is one of the most dynamic Italian wine producers **with over 5 million bottles a year**.

The company **exceeds 100 hectares** of vineyards, but does not forget the traditional farming culture that constitutes its roots. The respect for that world translates into respect for the production environment and sustainable development.

◆ The history of Gruppo Tinazzi

Year of establishment
of **Cantina Tinazzi
Eugenio & Figli Srl** in
Cavaion Veronese

1968

Tinazzi begins
to take its **first**
steps into the
world of
exports

1984

1986

Purchase of
Tenuta Valleselle in
Bardolino

Set up of the
headquarters
in Lazise

2002

Purchase of
Feudo Croce
in Puglia.

2011

Acquisition and
renovation of
Cantine San
Giorgio in San
Giorgio Ionico

Construction
of a **pressing**
cellar in
Sant'Ambrogio
di Valpolicella

2014

Purchase
of **Poderi**
Campopian in
Sant'Ambrogio
di Valpolicella

First wine
made in
Sant'Ambrogio
di Valpolicella

2015

2017

Purchase of
Cascina Montelupo
in Sona (VR)

Renovation
of an **19th-**
century building
and planting
of **Poderi**
Campopian
vineyards

2018

Renovation
and planting
of **Cascina**
Montelupo
vineyards

2019

Construction
of new **San**
Giorgio
headquarters
in Faggiano

2020

2021

Purchase of **Pian**
del Gallo in the
Tuscan region of
Chinati

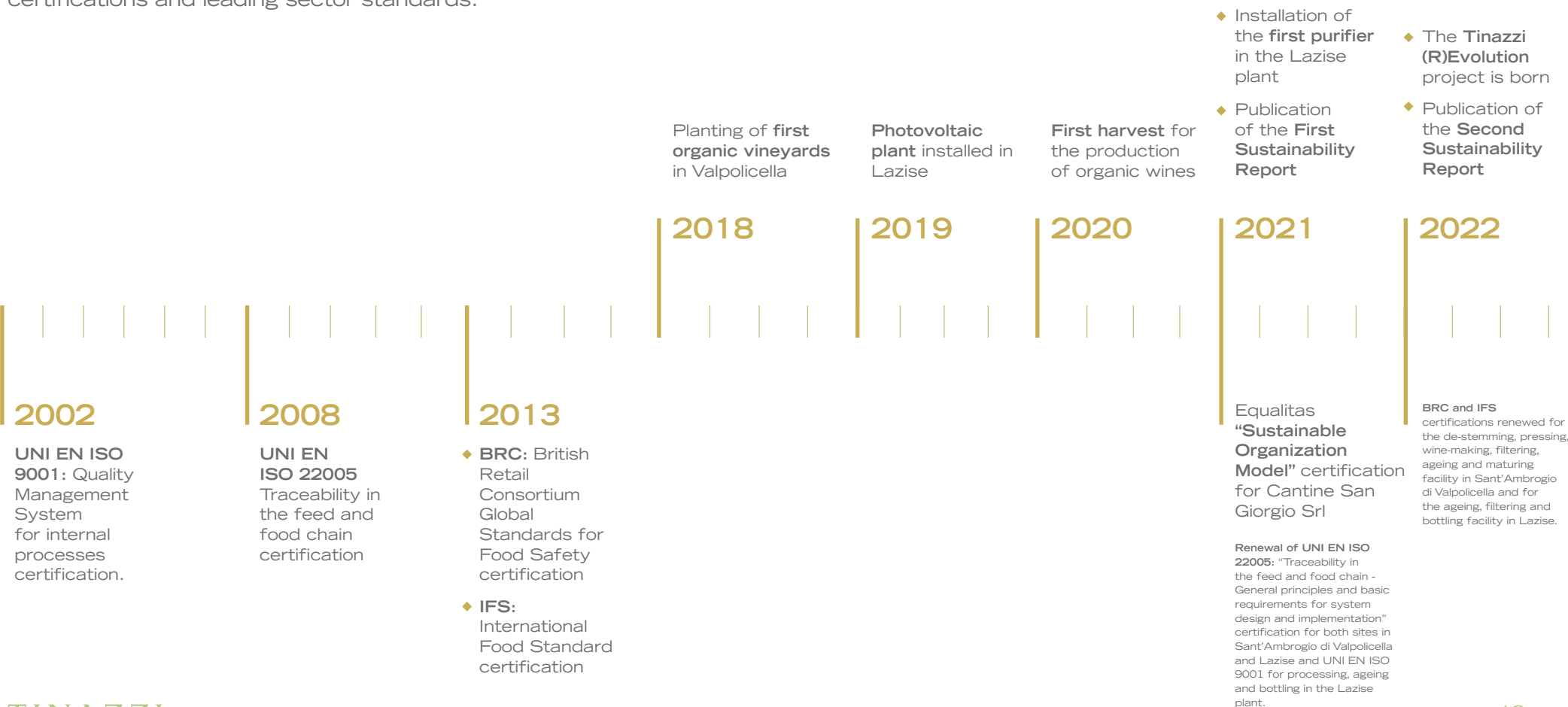
Primitivo di
Manduria
Imperio
recognised
among the
first 50
best wines
worldwide
by Decanter

2022

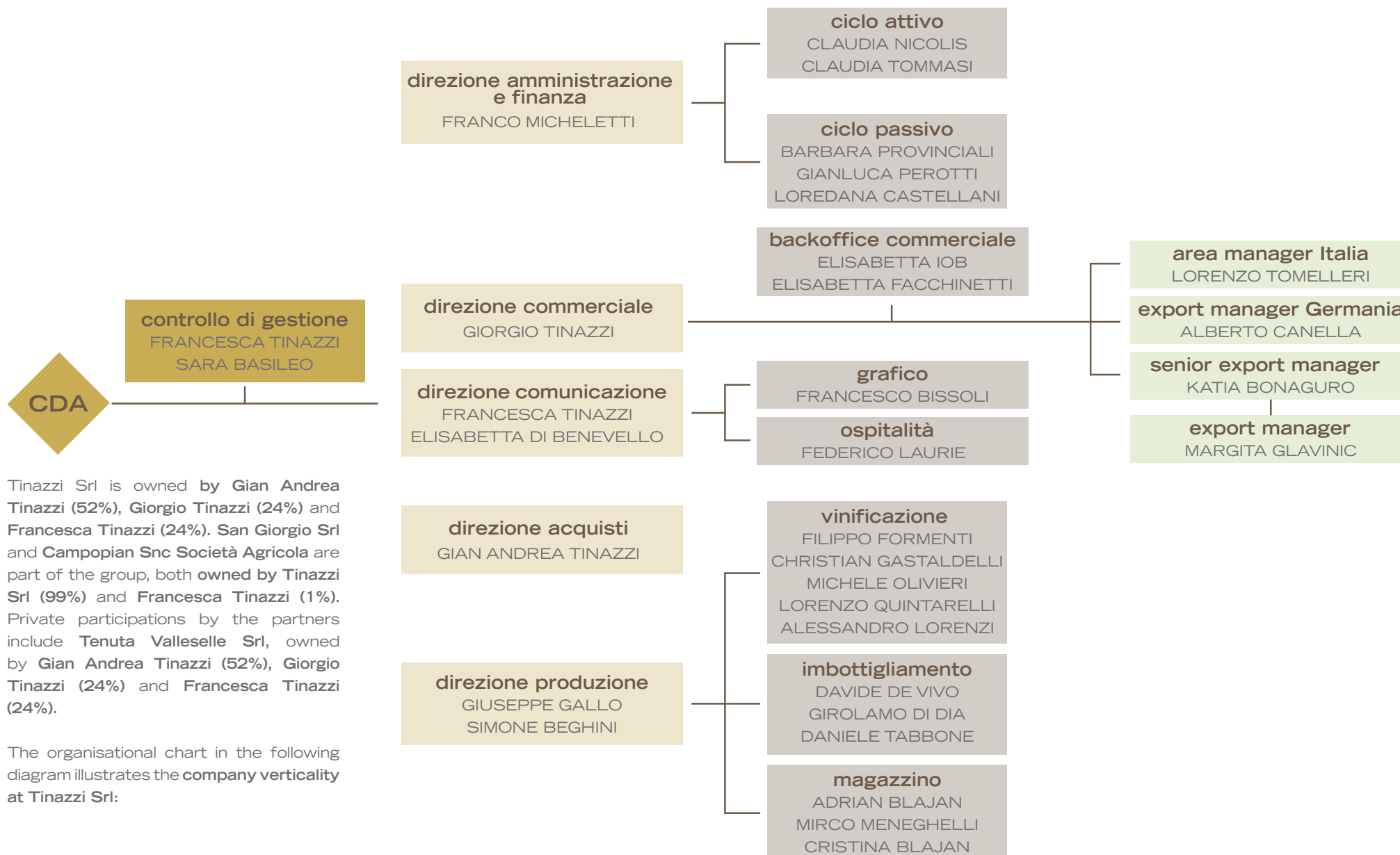
◆ The history of Gruppo Tinazzi

Sustainability journey

For over **twenty years**, **Tinazzi Srl** has undertaken to safeguard the environment and workers, developing projects and obtaining the following certifications and leading sector standards:



◆ Profile of the group



Tinazzi Srl is owned by **Gian Andrea Tinazzi (52%)**, **Giorgio Tinazzi (24%)** and **Francesca Tinazzi (24%)**. **San Giorgio Srl** and **Campopian Snc Società Agricola** are part of the group, both owned by **Tinazzi Srl (99%)** and **Francesca Tinazzi (1%)**. Private participations by the partners include **Tenuta Valleselle Srl**, owned by **Gian Andrea Tinazzi (52%)**, **Giorgio Tinazzi (24%)** and **Francesca Tinazzi (24%)**.

The organisational chart in the following diagram illustrates the **company verticality** at **Tinazzi Srl**:

◆ Vision, Mission and Value

Tinazzi maintains the aim to **combine respect for the territory** at the base of the product with change following productive sustainability at the base of research and innovation.

Product Quality

Values include Product Quality, which stems from respect for the territory of origin, the selection of the land and varieties, the excellency of raw materials and the coherence of wine-making processes

Sustainability

Tinazzi also allocates resources and passion to the pursuit of Sustainability. It is tantamount to a considerable assumption of responsibility towards the productive environment and the socio-economic context of all collaborators and interlocutors, intended as those who help the company commercialize its products and not just the consumers.

Agrobiodiversity

Another fundamental value for Tinazzi Srl is the protection of Agrobiodiversity: safeguarding the eco-system is essential to enhancing the value of the various cultivation environments. Preserving the species and animal and vegetable varieties linked to the productive habitat is at the base of a possible reduction of the impact on the climate change under way and self-selecting genetic strains capable of dealing with drought and abnormal heat waves.

Responsible Chain

Finally, the daily commitment of Tinazzi also includes a continued improvement of the Responsible Chain, especially focusing on aspects that are not just economic, but also on the compliance with environmental certifications and on checks within the supply chain itself.

◆ Presence on the market

Tinazzi Srl caters to a global heterogeneous market positioning itself on the medium/high-end market. It therefore sells **96% of its wines abroad** and **4% in Italy** and is constantly busy **inaugurating new markets**. Currently, the most significant markets are **Russia (34.7% of the company turnover)**, **USA (21.4%)** and **Europe** - especially **Germany, Switzerland and Holland (21.1%)**.

Only **4% of the turnover comes from the domestic market**, though the company strategy envisages entering the Italian market with determination thanks to the setting up of the **hospitality division** at the Tinazzi properties: **Pian del Gallo in Tuscany, Tenuta Valleselle on Lake Garda and Masseria Feudo Croce in north Salento**. It will be possible to sojourn in farmsteads among the vineyards, a way to enable wine lovers to enjoy the wine experience in an involving way. Wine will be increasingly linked to the territory and also an occasion **to obtain further environmental and cultural knowledge**.

In **2021**, Tinazzi launched the **Tinazzi Bio line of Venetian and Apulian organic wines**, a confirmation of its great commitment to safeguarding diversity in wine-making. Each wine is the product of its territory of origin, organically Italian and with a sustainable packaging, characterized by Bordeaux bottles with a thin glass and Stelvin caps.

San Giorgio Srl has been present in the growing market of the Italian bulk wine sector for two years with a project to promote the quality and traceability of the product.

Importers and foreign distributors specialized in this sector operate directly with the company, which also operates online.





02



Governance
model

◆ Company governance

The **company and decision-making structure** is articulated to best manage the operational and management activities of Tinazzi Srl.

◆ BODY

BOARD OF DIRECTORS

PRESIDENT
BOARD MEMBER
BOARD MEMBER
STATUTORY AUDITOR :

◆ COMPOSITION

G.A. TINAZZI
F. MICHELETTI
G. TINAZZI
C. ZARDINI

◆ MISSION

The highest executive governing body within the company, appointed by the shareholders. In the CDA, the CEO has full powers and together with the directors periodically carries out performance evaluations and decides on improvement actions when necessary. Furthermore, it evaluates monthly and collectively the critical issues relating to the riskiness of any investments, strategic corporate decisions, production efficiency and sales and marketing strategies.

MANAGEMENT COMMITTEE

MANAGEMENT, ADMINISTRATION AND FINANCE
MANAGEMENT CONTROL
MANAGEMENT
PRODUCTION

F. MICHELETTI
F. TINAZZI, S. BASILEO
G.A. TINAZZI, G. TINAZZI
G. GALLO

It carries out planning and economic and financial control, providing guidance to the Board's decision-making bodies; it carries out analyses, reports and medium/long-term project assessments.

COMMERCIAL COMMITTEE

SALES MANAGEMENT
PROCUREMENT MANAGEMENT
COMMUNICATIONS MANAGEMENT

G. TINAZZI
G.A. TINAZZI
F. TINAZZI

It collects and monitors commercial data, assesses short and long term commercial projects and deals with communications & marketing.

TECHNICAL OPERATIONAL

PRODUCTION DIVISION
MANAGEMENT
MANAGEMENT, ADMINISTRATION AND FINANCE
MANAGEMENT CONTROL

G. GALLO, S. BEGHINI
G.A. TINAZZI, G. TINAZZI
F. MICHELETTI, A. MICCHI
F. TINAZZI, S. BASILEO

It takes short-term operational decisions

◆ Tools to support Governance

Within Tinazzi Srl, planning and monitoring are guaranteed by the following support tools:

- ◆ **Three-yearly Business Plan:** economic and financial strategic plan.
- ◆ **Annual budget:** the budget includes CE, SP and RF. The sales part is detailed by client, country and type of product.
- ◆ **Quarterly fixed cost monitoring:** every quarter, the variance of fixed costs compared with the previous year is analysed.
- ◆ **Monthly economic budget:** the report highlights the variance of results compared with the budget and the previous year.

Concerning the Company Policy for purchases, mediators historically part of the market manage the procurement of grapes, de-stemmed product, must and bulk wine at Tinazzi. Bottles, cardboard boxes and cork are purchased multiple times throughout the year from different suppliers after a supplier assessment and approval process that involves quantitative and qualitative assessments prepared by Company

- ◆ **Monthly margin report for Client/Product/Area Manager:** the report highlights the margin per client, client type and also highlights the average discount applied.
- ◆ **Monthly financial situation:** the situation of financial revenues/expenditures is reviewed every month with an outlook of the twelve months following the current one. Company crisis indicators are monitored.
- ◆ **Weekly Sales report and Orders by Country/Client/Area Manager:** the report highlights the variance of the results compared with the budget and the previous year.
- ◆ **Weekly Earnings/Customer Credit report:** the report highlights the trend of payments and any breach of the credit limit.

Management. The supplier assessment at Tinazzi Srl examines the sustainability practices, management of quality and environmental aspects, internal company policies concerning work safety and ethical aspects, common standard certifications in the sector of reference detained by each supplier and verified by third-party bodies, their performances to reduce costs, mitigate risks and guide improvement.

◆ Performance and economic results

Turnover Tinazzi Srl
in 2022

17.708.000 €

So far, the company activity has registered **constant increases in turnover and profit**, proof of a correct economic management and commercial dynamism.

In 2022, Tinazzi Srl achieved an impressive **turnover of €17,708,000**. The following are some of the most significant economic data for 2021-2022:

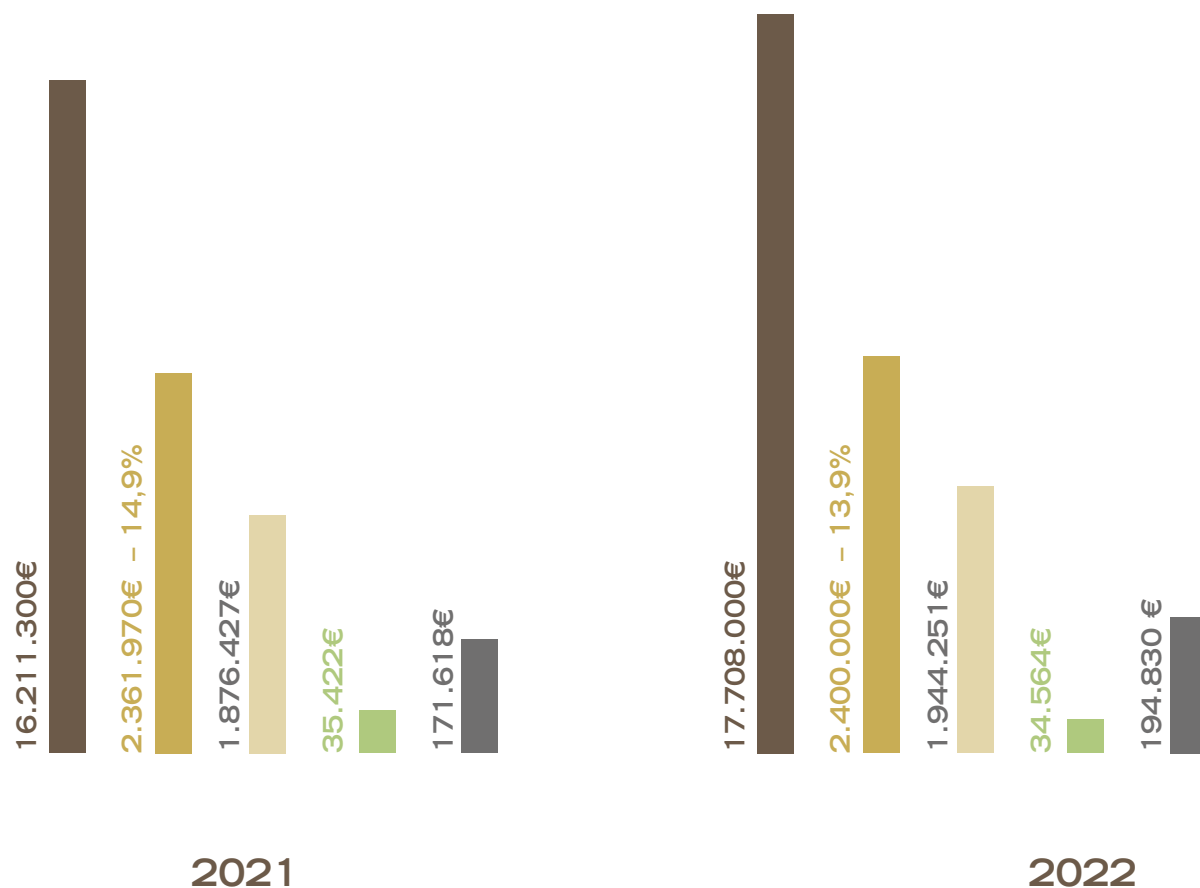
◆ AMOUNT

◆ EBITDA

◆ SALARIES AND
EMPLOYEE BENEFITS

◆ COMMUNITY
INVESTMENTS

◆ ENVIRONMENTAL
PROJECT INVESTMENTS



◆ Policies and commitments in the field of sustainability

Environmental project investments

194.830 €

SUSTAINABILITY STRATEGY

the company's attention to this topic is confirmed both by the **analysis of the investments made during 2022** and with the issue of the second edition of the Sustainability report as attested by this report

COMPLIANCE WITH THE REGULATIONS AND RESPECT FOR

the company policy **focuses on the progressive containment of environmental impact. Particular attention is given to company progress in reducing environmental impact** by: extending the drain water purification system installed at the Lazise facility; investing in the automatic palletizer for grouping boxes on pallets and connected to a software the checks energy consumption; using the electricity self-produced by the photovoltaic plants and extending the plant at the Lazise facility; renewing machinery and modifying some parts of the production line, improving

This year too, the company's **environmental project investments concerning sustainability and environmental management** remain part of the Tinazzi Srl company policy. During the reporting period, the company made investments in these fields worth **€194,830**, including:

the production process as a whole, including an investment in the automatic orthogonal micro-filter in line with other wine-making machines that do not use chemical filtering aids.

SUPPLIER CODE OF CONDUCT

a sustainable final product is guaranteed by the sustainability of the individual components of the supply-chain, as evidenced **by the guidelines in the Tinazzi Srl Code, signed by its suppliers**. Compliance with the basic principles and requirements define the assumption of responsibility towards Tinazzi Srl, the environment and the people involved in the production of the product and/or service.

PRODUCT QUALITY, SAFETY AND TRACEABILITY

by virtue of the **organic conversion of all vineyards** managed and of the production of the line of organic wines with great attention to sustainable packaging.



03



Materiality analysis



◆ Involvement of stakeholders



When performing their activities, companies interact with the context in which they operate: **organisational, economic, environmental and socio-economical**. Interaction with internal and external stakeholders are therefore constant and ongoing.

The purpose of this analysis is to determine **how much and in what way the company affects the environmental and social dimension**, involving stakeholders and creating engagement. The process has involved both stakeholders within Tinazzi Srl and external stakeholders relevant for company activities and sustainability topics. **The main internal and external stakeholders involved in the process were: banks, consultants, employees, managers, suppliers and clients.**

They were involved through: **interviews with Company Management, paper and digital questionnaires, surveys and technical and training meetings**. Company Management was interviewed to investigate the main elements of the company, assess the interest for sustainability topics and identify relevant projects and initiatives that could be the object of specific reports. In addition, anonymous multiple-answer questionnaires were prepared for internal and external stakeholders to establish the perception of company activities and understand the interest in sustainability topics. **Finally, the outcomes of questionnaires were shared with Company Management.**

In line with what occurred in **2021 for the issue of the first edition of the Sustainability Report**, which combined the data acquired and pre-existing data for all other categories of internal and external stakeholders involved, no new detection was performed, so the data was updated and aggregated.

◆ The materiality matrix

Dopo una **prima fase di identificazione** del contesto aziendale, compresa di tipo di attività, relazioni commerciali e stakeholder, la quale offre una panoramica ad alto livello degli impatti effettivi e potenziali generati dalla medesima organizzazione, segue una fondamentale fase di valutazione della significatività.

La determinazione di una lista degli impatti generati, analizzati e valutati secondo un principio soglia fissato dalla medesima organizzazione, permette al management aziendale di **definire delle priorità di azione**, risolvendo, in primis, gli impatti negativi ed effettivi e successivamente, mitigando o prevenendo quelli potenziali.

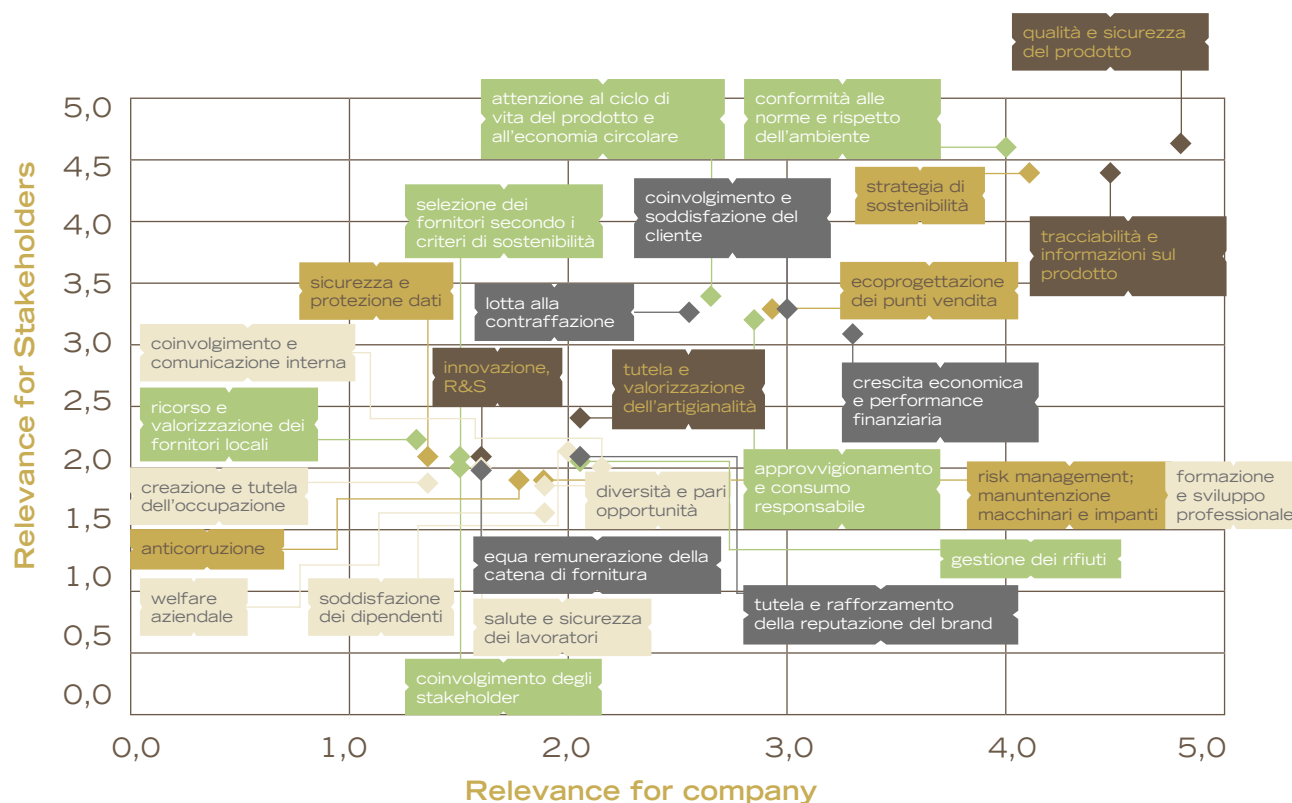
La fase di **valutazione della significatività**, aiuta l'azienda a valutare il modo in cui essa contribuisce, o potrebbe contribuire, allo sviluppo sostenibile attraverso le sue attività o i suoi obiettivi futuri. La significatività di un impatto negativo effettivo è determinata dalla sua gravità, o meglio, dalla combinazione gravità/probabilità che viene comunemente definita "rischiosa" e per questo, prioritaria.

La **significatività di un impatto** è l'unico criterio per determinare se un argomento è materiale per la propria rendicontazione. La matrice di materialità rappresenta i temi materiali determinati da Tinazzi Srl e dai suoi stakeholder a seguito di un'analisi globale di identificazione dei propri impatti, effettivi e potenziali, rispetto al settore di appartenenza.

Nella **prima fase di valutazione**, l'organizzazione tiene conto della rilevanza della propria attività, delle proprie relazioni commerciali, delle parti interessate e del contesto di sostenibilità di tutte le entità che controlla o per cui ha interesse, utilizzando informazioni provenienti da valutazioni proprie o di terze parti sui temi ESG.

The materiality matrix represents "material" i.e. **Relevant topics according to the principle of Materiality for Tinazzi and its stakeholders**. Its graphic representation is the outcome of a path of consultation, analysis and assessment of the relevance of sustainability aspects **or topics defined based on a list drafted by Progres S.p.A. in 2021** as a list of topics suitable for company activities that guarantee the covering of all sustainability aspects. The topics that have turned out to be relevant after considering the interest for the organization and stakeholders are those designated as worth reporting.

Overall Materiality Matrix (0-5)



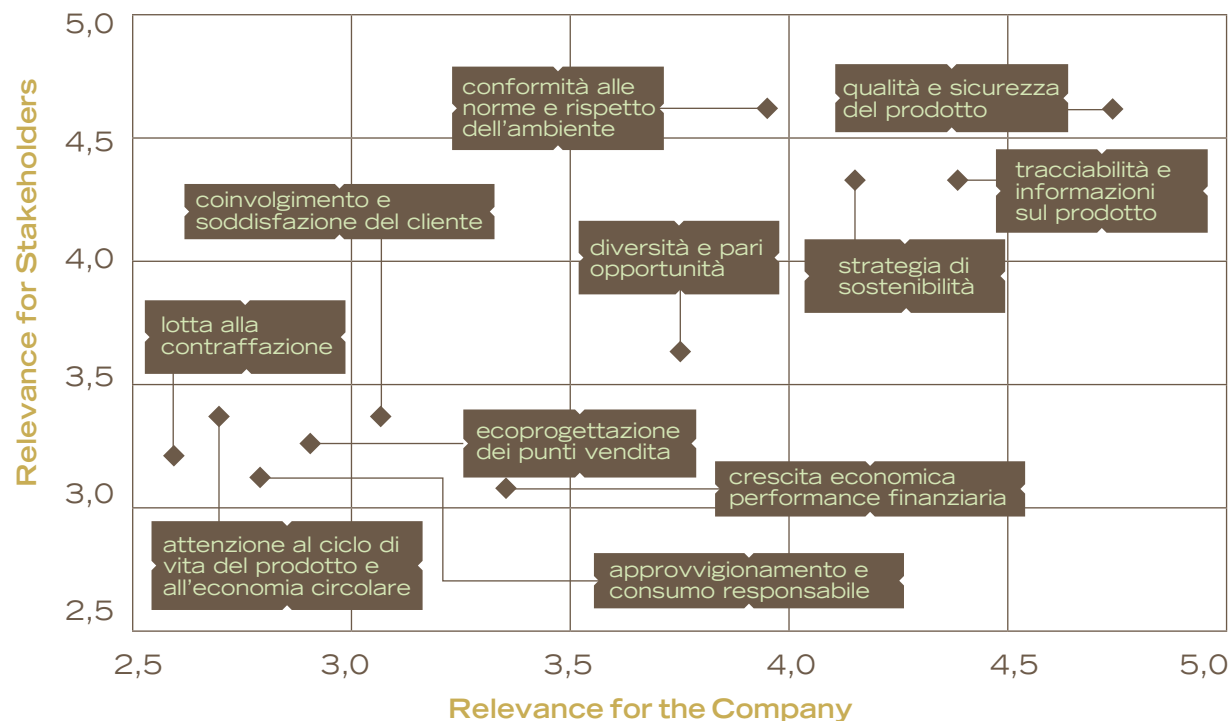
◆ Relevant topics for Tinazzi and its stakeholders

The topics that have turned out to be relevant after considering the interest for the organization and stakeholders are reported and represented on the Focus Matrix 2.5 - 5.

The analysis of materiality follows the “GRI Standard Inspired” approach that uses the requirements of the **Global Reporting Initiative** as reference for sustainability reporting. In addition, in some cases, further data with respect to the detail requested by GRI standard was entered for some of Tinazzi Srl’s peculiarities.

The Global Reporting Initiative (GRI) is an international body established with the aim of defining the sustainability reporting standards of organisations and the **GRI Standards constitute the reporting framework for organisations**. GRI Standards are made up of the universal standards and three specific standards for the economic, environmental and social topics.

Focus Materiality Matrix (2.5-5)



Below is a list of topics that emerged as relevant from the questionnaires filled in by stakeholders and from talks with Company Management on the material aspects of GRI Standards.

◆ RELEVANT TOPIC

◆ IMPACT ASSESSMENT AND MANAGEMENT

◆ RESULTS ACHIEVED (RA) AND EXPECTED (RE)

QUALITY, SAFETY AND TRACEABILITY OF THE PRODUCT

By virtue of the organic conversion of all the vineyards and the consequent production of the new line of organic wines, Tinazzi demonstrates that it invests in the quality, safety and traceability of the product, with great attention to sustainable packaging and the adoption of all sector certifications. Furthermore, traceability makes it possible to measure the environmental and social impact associated with the production of Tinazzi wines, making it possible for the company to identify areas for improvement.

✓ **RA:** UNI EN ISO 9001, UNI EN ISO 22005, BRC, IFS CERTIFICATIONS.

⌘ **RE:** MONITORING AND CONTINUOUS IMPROVEMENT OF THE SUSTAINABLE SUPPLY CHAIN.

SUSTAINABILITY STRATEGY

The company's attention towards sustainability is confirmed by analysing the investments of Company Management and by the issuing of the second edition of the Sustainability Report 2022, which accounts for the investments made in this field.

✓ **RA:** ISSUE OF THE SUSTAINABILITY REPORT FOR 2021 AND 2022.

⌘ **RE:** ISSUE OF SUSTAINABILITY REPORT ON 2023; OBTAINING THE ECOVADIS CERTIFICATION AND THE GENDER EQUALITY CERTIFICATION.

COMPLIANCE WITH REGULATIONS AND RESPECT FOR THE ENVIRONMENT

The company policy is oriented towards a progressive reduction of environmental impact by: extending the drain water purification system installed at the Lazise facility; investing in the automatic palletizer for grouping boxes on pallets, which is connected to a software that checks energy consumption; using the electricity self-produced by the photovoltaic plants and extending the plant at the Lazise facility; renewing machinery and modifying some parts of the production line, improving the production process as a whole, including an investment in the automatic orthogonal micro-filter in line with other wine-making machines that do not use chemical filtering aids.

✓ **RA:** THE TECHNOLOGICAL IMPLEMENTATION OF PLANTS AND MACHINERY OF SIGNIFICANT IMPORTANCE ON THE ENVIRONMENTAL IMPACTS SAVED (CAP. TECHNOLOGIES AT THE SERVICE OF THE ENVIRONMENT).

⌘ **RE:** EXPANSION OF THE PHOTOVOLTAIC SYSTEM IN 2023 FOR THE LAZISE SITE.

Below is a list of topics that emerged as relevant from the questionnaires filled in by stakeholders and from talks with Company Management on the material aspects of GRI Standards.

◆ RELEVANT TOPIC

◆ IMPACT ASSESSMENT AND MANAGEMENT

◆ RESULTS ACHIEVED (RA) AND EXPECTED (RE)

ECONOMIC GROWTH AND FINANCIAL PERFORMANCE

Following all the investments made in the organic field, systems and eco-friendly wine shop, it can be said that the company aims for a considerable growth both in economic terms and with a view to the environment and sustainability. The Group has also set up a systematic governance planning and monitoring structure based on: a three-yearly business plan, monitoring of costs, reporting on margins/sales/orders/strategic projects and a defined corporate governance.

✓ **RA** : THE ECONOMIC-FINANCIAL OBJECTIVES FOR 2022 HAVE BEEN ACHIEVED, WITH A TURNOVER AND PROFIT SHOWING REMARKABLE RESULTS.

⌘ **RE**: INCREASES IN TURNOVER AND PROFIT ARE EXPECTED, THEREFORE AN OVERALL INCREASE IN MARGINS.

FIGHT AGAINST COUNTERFEITING

The company intends to keep producing and commercializing wines from the Veneto and Puglia. A line of organic wines was introduced last year to meet the increasingly pressing market demand for sustainability and guarantees of traceable and certified products that could help fight counterfeiting, which is very frequent in this sector.

✓ **RA**: BEING THE COMPANY A MEMBER OF THE MAJOR CONSORTIA OF WINES FROM THE VENETO AND PUGLIA, WE CONTINUE TO INSIST ON THE PRODUCTION OF D.O.C.

⌘ **RE**: MORE EMPHASIS WILL BE PLACED ON THE SALE OF D.O.C. WINES, COMPARED TO I.G.T. OR FROM THE TABLE, CONSIDERED LESS TRACEABLE.

CUSTOMER INVOLVEMENT AND SATISFACTION

Considering the store is laid out according to eco-design principles, the "Hospitality projects - hospitality division" at the Tinazzi properties, the marketing activities, the organic wine line and all the investments also made with regards to environmental matters, it can be said that the company aims at increased satisfaction when it comes to the overall products and services supplied to customers.

✓ **RA**: CUSTOMER COMMUNICATION AND INVOLVEMENT IN THE TINAZZI R-EVOLUTION PROJECT, ALSO AND ABOVE ALL THROUGH THE SOCIAL MEDIA TOOL.

⌘ **RE**: GREATER COMMUNICATION AND INTERACTION WITH CUSTOMERS THROUGH SOCIAL MEDIA AND OTHER TOOLS SUCH AS THE NEWSLETTER.

Below is a list of topics that emerged as relevant from the questionnaires filled in by stakeholders and from talks with Company Management on the material aspects of GRI Standards.

◆ RELEVANT TOPIC

◆ IMPACT ASSESSMENT AND MANAGEMENT

◆ RESULTS ACHIEVED (RA) AND EXPECTED (RE)

PROCUREMENT AND RESPONSIBLE CONSUMPTION

Considering the store is laid out according to eco-design principles, the “Hospitality projects - hospitality division” at the Tinazzi properties, the marketing activities, the organic wine line and all the investments also made with regards to environmental matters, it can be said that the company aims at increased satisfaction when it comes to the overall products and services supplied to customers.



RA: SUPPLIER CODE OF CONDUCT



RE: THE COMPANY WILL MAKE AN INCREASING SELECTION OF SUPPLIERS, NOT ONLY FOR BUSINESS REASONS BUT ALSO FOR ENVIRONMENTAL AND SOCIAL COMMITMENTS.

ATTENTION TO THE LIFECYCLE OF PRODUCTS AND A CIRCULAR ECONOMY

Thanks to an increasingly sustainable procurement on all fronts, the company aims at focusing in the long term on analysing how the finished product can impact on the environment via qualitative and quantitative analyses (LCA, PEF or PEFO studies and other certifications).



RA: ATTENTION TO THE STUDY OF MATERIALS.



RE: LONG-TERM PLANNED LCA, PEF AND OTHER CERTIFICATION STUDIES.

DIVERSITY AND EQUAL OPPORTUNITIES

Tinazzi believes the social impact and support of “diversity and equal opportunities” to be of essential importance. That is why it has been involved in a series of projects over the years:

- since 2018 it has been partner of an important training project to help GPs recognise neurological disorders;
- it stands by the Associazione genitori di Taranto Onco Ematologia Ets - Odv, supporting the “Nadia Toffa” Paediatric Oncohematology ward in Taranto;
- it supports the volunteer organisation Comunità dei Giovani Oltre il Confine Odv with the Città in Fiore project promoting all forms of housing first and co-housing, providing lodging to disadvantaged adults and asylum seekers and has contributed to the Farmaci per l’Ucraina initiative by the same association;
- starting as of this year, it has begun a five-year sponsorship with the Jonian Dolphin Conservation ETS, a scientific association that aims to study cetaceans in the Gulf of Taranto and which works on projects concerning environmental/marine impact and the safeguarding of dolphins;
- the cleaning and maintenance of green areas, the company uses the social Cooperative La Quercia which employs disadvantaged people and people with disabilities.



RA: PROJECTS IMPLEMENTED IN THE CHAPTER RELATING TO SOCIAL RESPONSIBILITY.



RE: ACHIEVEMENT OF GENDER EQUALITY CERTIFICATION.

ECO-DESIGN OF STORES

Tinazzi Srl designed and built the Eco-sustainable Wine Shop at the Lazise headquarters, in collaboration with an innovative team of designers, which saw the conclusion of the works in June 2021.



RA: ECO-SUSTAINABLE WINE SHOP.

A man is driving a tractor with a trailer on a dirt road through a forest. The tractor is kicking up a large cloud of dust. The scene is bathed in a warm, golden light, suggesting late afternoon or early morning. The trees are dense and leafy, framing the road.

04



Tinazzi for Sustainable
Development Goals SDGs
2030 and applicability

◆ Tinazzi's commitment

On a global level, **the increasingly stringent challenges deriving from the effects of climate change** have generated widespread awareness regarding environmental topics.

In 2015, the United Nations approved the **Global Agenda for Sustainable Development** and 17 Sustainable Development

Goals (SDGs) articulated in **169 Targets to be reached by 2030**.

Tinazzi Srl is currently working **mainly on 13 of the 17 SDGs**.

Below are the actions taken to create shared value:

- ◆ it is committed to an ongoing improvement of the working environment aimed at enhancing health and physical, social and economic well-being of employees as set out in goal 3, as well as to individual improvement thanks to training courses offered to employees as contemplated in goal 4;
- ◆ it promotes gender equality, developing the capabilities of single employees and ensuring equal access to leadership roles thus contributing to achieving goals 5 and 10;
- ◆ it tries to reduce water consumption through policies, the installation of plants and short- and long-term strategic choices, objectives which can have an effect on goals 6 and 14;
- ◆ thanks to all the investments made towards environmental sustainability, such as the photovoltaic system, the company shows its commitment to reducing the consumption of energy from non-renewable sources: this important innovation,

combined with the constant commitment towards an energy-efficient production, can contribute to goal 7;

- ◆ it promotes the improvement of the workplace by guaranteeing an increasing involvement of employees and a better work environment, increasing the welfare and thus improving the work carried out and the economic growth within the community required in goals 8 and 11;
- ◆ through chain certifications, the company guarantees the sustainability and quality of the raw material produced and the transparency of the value chain as envisaged in goals 9 and 12;
- ◆ it promotes, studies and acts to safeguard agro-biodiversity as well as the animal and vegetable species and varieties found within the productive habitat of the vines, at the base of a possible reduction of the impact of climate change under way and thus acting on goals 13 and 15.

SDGs

	3 GOOD HEALTH & WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION & INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND
COMMITMENT TO SDGS GOAL	GOOD HEALTH & WELL-BEING	QUALITY EDUCATION	GENDER EQUALITY	CLEAN WATER AND SANITATION	AFFORDABLE AND CLEAN ENERGY	DECENT WORK AND ECONOMIC GROWTH	INDUSTRY, INNOVATION & INFRASTRUCTURE	REDUCED INEQUALITIES	SUSTAINABLE CITIES AND COMMUNITIES	RESPONSIBLE CONSUMPTION AND PRODUCTION	CLIMATE ACTION	LIFE BELOW WATER	LIFE ON LAND
QUALITY, SAFETY OF THE PRODUCT						◆	◆			◆			
INFORMATION & TRACEABILITY OF THE PRODUCT						◆	◆			◆			
ECO-DESIGN OF STORES					◆				◆		◆	◆	◆
SUSTAINABILITY STRATEGY	◆		◆			◆	◆	◆	◆	◆			
ATTENTION TO THE LIFECYCLE OF PRODUCTS AND A CIRCULAR ECONOMY				◆	◆				◆		◆	◆	◆
COMPLIANCE WITH REGULATIONS AND RESPECT FOR THE ENVIRONMENT	◆			◆	◆				◆		◆	◆	◆
PROCUREMENT AND RESPONSIBLE CONSUMPTION				◆	◆				◆		◆	◆	◆
FIGHT AGAINST COUNTERFEITING						◆				◆			
CUSTOMER INVOLVEMENT AND SATISFACTION						◆				◆			
ECONOMIC GROWTH AND FINANCIAL PERFORMANCE						◆				◆			
DIVERSITY AND EQUAL OPPORTUNITIES	◆	◆	◆					◆					



05



Our Products

◆ The wineries and vineyards

The Venetian wine culture currently interprets a glorious tradition in a modern way, based on the numerous and excellent local grapes - both red and white - grown in the region.

Over the years, the **Tinazzi family has acquired new facilities and vineyards** in both the **Veneto** and **Puglia** regions covering approximately 90 hectares in total: 7 hectares in the Bardolino Classico area, 5 hectares in Valpolicella, 16 hectares in Custoza and 65 hectares in Puglia.

95 hectares of vineyards:



7 hectares

Bardolino Classico

16 hectares

Custoza

5 hectares

Valpolicella



65 hectares

Puglia



5 hectares

Toscana

◆ The wineries and vineyards

Veneto

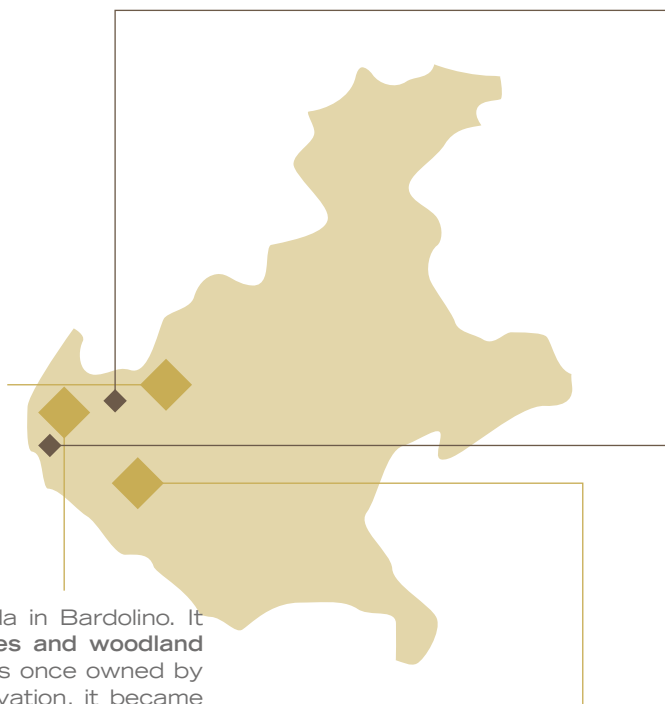
◆ Vineyards ◆ Wineries

PODERI CAMPOPIAN – SANT'AMBROGIO DI VALPOLICELLA

Poderi Campopian is the Cantine Tinazzi property located in Sant'Ambrogio di Valpolicella (VR) in the heart of the Valpolicella Classico area which, at 670 m a.s.l., is the highest producer in the area. The Poderi Campopian main villa underwent careful restoration and, as of 2023, it will enable visitors and wine tourists to enjoy the unique local panorama thanks to the new Bed & Breakfast facility. Tinazzi's hospitality project consists in investing in the properties owned, welcoming tourists and wine lovers in line with the company's core business. **The property covers 16 hectares of organic vineyards, 5 of which were planted between 2019 and 2020 with red grape varieties (mainly Corvina and Rondinella).**

TENUTA VALLESELLE – BARDOLINO

Tenuta Valleselle is a farmhouse overlooking Lake Garda in Bardolino. It is **surrounded by 15 hectares of vineyards, olive groves and woodland and was purchased by the Tinazzi family in 1986.** It was once owned by the Camaldolese monk community. After accurate renovation, it became the Tinazzi facility dedicated to hospitality. On the estate, it is possible to visit the vineyard and taste the wines. Italian cooking classes and team-building activities for businesses are also organised there. What is more, the location is available for elegant events and weddings. The vineyards in Tenuta Valleselle include: **2.5 productive hectares of organic Pinot Grigio and 4.2 hectares of mainly Corvina and Rondinella** which started being converted using organic cultivation techniques in 2020 and which will become productive in 2023.



CANTINA DI PIGIATURA – SANT'AMBROGIO DI VALPOLICELLA

The new Tinazzi Pressing Cellar has been active in Sant'Ambrogio di Valpolicella (Verona) **since 2015. Equipped with modern drying and wine-making systems as well as a laboratory to monitor all the delicate production phases in real time**, it is the place where the prestigious Valpolicella and Venetian red wines have always been produced. As of 2019, the Sant'Ambrogio Winery also started making Venetian white and rosé wines.

TINAZZI – LAZISE

The Lazise cellar, i.e. **the Tinazzi headquarters**, is the company's main facility and represents a considerable example of state-of-the-art technology. It includes the processing, bottling and storage of wines produced in the Veneto. Production is supervised by winemaker Giuseppe Gallo and his team throughout all the stages - from the vineyard to the bottle. All barrels - both steel and wooden - are monitored via a computerised system and the facility also boasts its own modern analysis laboratory.

CASCINA MONTELUPO – SONA

Cascina Montelupo covers **19 hectares in the heart of the Custoza area and is the Tinazzi facility dedicated to the production of Custoza and Corvina.** 16 hectares of vineyards were planted in the Cascina Montelupo area in 2022. As for the organic production, of the 10 hectares currently planted to vine, 7 ha planted in 2020 and 3 ha planted in 2021 are still not productive: the former will be productive in 2023 and the latter in 2024.

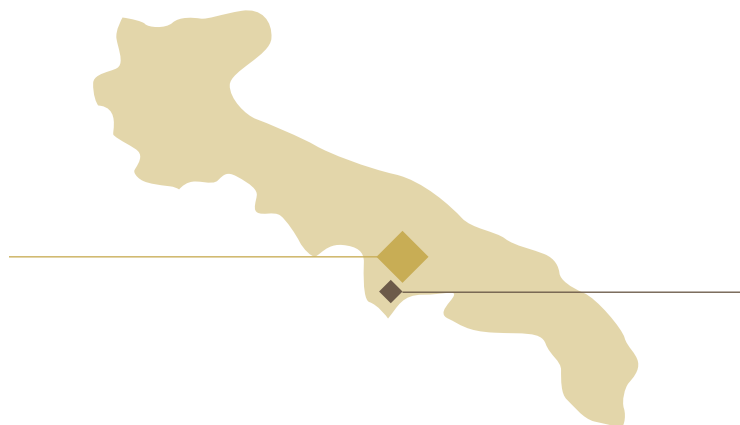
◆ The wineries and vineyards

Puglia

◆ Vineyards ◆ Wineries

FEUDO CROCE – CAROSINO

Feudo Croce is a beautiful estate located in Carosino in north Salento: Puglia's leading wine-making region. **The Tinazzi family purchased the estate in 2001** and, over the years, have planted the vineyards and built the masseria. It is used to grow the traditional grapes of north Salento employing the espalier and local bush-training techniques on approximately 65 hectares, which started being converted using organic cultivation techniques in 2020 and productive as organic as of 2022. Production is focused on renowned wines such as **Primitivo del Salento and Primitivo di Manduria, Negroamaro, Malvasia Nera and Malvasia Bianca**. **The estate is open for tours, tasting sessions and other hospitality activities**. The photographic museum illustrating the wine-making process also makes Feudo Croce an interesting destination for educational field trips.



SAN GIORGIO – FAGGIANO

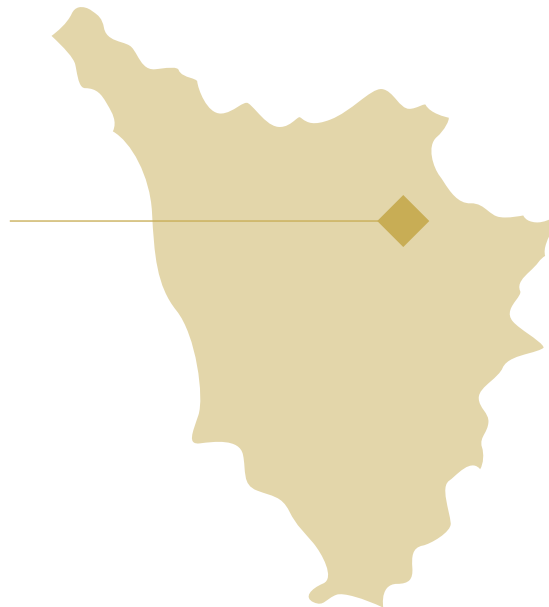
Cantina San Giorgio was founded **by the Tinazzi family in 2011 in San Giorgio Jonico, Taranto**. The main objective was to stimulate the local wine production by promoting the potential of native grape varieties. In 2020, to further support the local production, Tinazzi moved Cantina San Giorgio to the nearby town of Faggiano, where it has set up a modern pressing cellar where **Tinazzi Apulian wines are processed and bottled**. Barrels are made of stainless steel to maintain the freshness of the grapes and the equipment is technologically-advanced. In fact, the Cellar was built to produce increasingly good wine, an expression of a territory where quality is in constant development. An archaeological site was recently discovered near the cellar.

◆ The wineries and vineyards

Toscana ◆ Vineyards ◆ Wineries

PIAN DEL GALLO – COLLINE DEL CHIANTI

The 5-hectare plot in the Chianti area currently produces 10,000 bottles (2022 harvest) but, most of all, it boasts two small buildings currently being turned into a country house with pool to broaden the Group's offering to wine tourists.



◆ Our wines



Tinazzi, the cellar with its historic headquarters overlooking Lake Garda in the Veneto and also present in Puglia as of ten years ago through subsidiary Cantine San Giorgio (Taranto), **firmly believes in the rediscovery of rosé wine**. This type of wine boasts numerous characteristics that make it an excellent choice: it is easy-drinking, **it does not have a high alcoholic strength, it can be paired off with both meat and fish dishes and it can even be enjoyed as an aperitif**.

One of the territories that has traditionally expressed the best production of rosé wine is **Bardolino**, a small town on the Verona side of Lake Garda, from where the Tinazzi family originated. This is where one of the most famous Italian rosé wines was born in 1800: Chiaretto di Bardolino DOP “Campo delle Rose”, which Tinazzi Srl has been producing for over 50 years. The property’s vineyards line the hills around Bardolino, made up of traditional Corvina, Rondinella and Molinara varieties that benefit from the micro-climate created by the nearby Lake, which enables ripening unaffected by sudden temperature changes. Chiaretto comes from the vinification as rosé of mainly Corvina grapes. It is fresh, with a light structure, acidic and aromatic. Floral and fruity aroma with notes of strawberry, raspberry and cherry.

If we look at **Puglia, and at north Salento** in particular where Tinazzi has found a new home over the past ten years, Negroamaro Rosato Salento IGP stands out. Rosé is one of the most traditional expressions of the Negroamaro grape variety, which is vinified separately and which conveys the wine with an elegant coral pink colour with a bright brilliance. Aroma of fruits of the forest, blackberry and pomegranate, with floral hints and mineral notes. Fresh and savoury on the palate, with an excellent balance and pleasant softness.

Rosé wines produced by Tinazzi include:

In the Veneto: Chiaretto di Bardolino DOP “Campo delle Rose” - Ca de’ Rocchi

In Puglia: Negroamaro Rosato Salento IGP “Kleio” – Cantine San Giorgio, Negroamaro Rosato Salento IGP “Amarosè” – Feudo Croce, Negroamaro Rosato Salento IGP – Sentieri Infiniti.



◆ Product quality and safety

To safeguard consumers and in compliance with the sector's leading quality standards, Tinazzi holds the following certifications:

- ◆ **Since 2002 - UNI EN ISO 9001:** Quality Management System for internal processes, processing, ageing and bottling for the Lazise facility.
- ◆ **Since 2008 - UNI EN ISO 22005:** Traceability in the feed and food chain "General principles and basic requirements for system design and implementation" for the Sant'Ambrogio di Valpolicella and Lazise facilities.
- ◆ **2013 - BRC certification:** British Retail Consortium Global Standard for Food Safety to guarantee that branded products are obtained following well-defined quality standards and in compliance with minimum requirements.
- ◆ **2013 - IFS certification:** International Food Standard, with the objective of favouring an effective selection of food suppliers for the big retail chain based on their ability to offer safe products that comply with contractual specifications and requirements of the law.
- ◆ **2021 - Equalitas "Sustainable Organization Model"** certification for Cantine San Giorgio Srl.
It is a set of indicators of good practices and requirements necessary for an integrated approach to sustainability within the wine-making sector. Environmental, economic and social standards are identified: it is therefore a three-fold certification that combines the interests of businesses, society and the market. The three pillars are combined in a collective mark that safeguards consumers and concern businesses (organisation standard), consumer product (product standard) and the territory (territorial standard). The business will adopt an internal sustainability management system and an external scientific committee will guarantee compliance with the regulation and its updates.
- ◆ **2022 -** Above-mentioned BRC and IFS certifications were renewed for the de-stemming, pressing, wine-making, filtering, ageing and maturing facility in Sant'Ambrogio di Valpolicella and for the ageing, filtering and bottling facility in Lazise.

Considering Tinazzi's recent introduction of organic cultivation techniques and the new Tinazzi Bio line made up of fully-organic wines from the Veneto and Puglia, the company acquired the following titles from the European official certification body ICEA:

- ◆ **Tinazzi Srl:** BIO certification for processing and bottling since 2017;
- ◆ **Campopian SNC:** BIO certification for production since 2018;
- ◆ **Valleselle Srl:** BIO certification for production since 2020;
- ◆ **Cantine San Giorgio srl:** BIO certification for production, processing and bottling since 2020

◆ Supply chain and responsible chain



A sustainable final product is guaranteed by the **sustainability of the single components of the supply chain**.

This is the assumption Tinazzi started off from to set up a **Code of Conduct to be submitted for approval and as an assumption of responsibility** for single suppliers. It refers to an Integrated Management System that includes data collection with the aim of establishing the current condition of suppliers and any updates. This way, production downstream is affected by the improvement upstream of means, methods and essential services.

The lines **present in the Tinazzi Srl code vouch**, upon signature of the suppliers, for the respect of the basic principles and requirements and at the same time define the assumption of responsibility towards society. What is more, the guidelines also admit responsibility towards the environment and people involved in the production of the product and/or service.

Signing the code of conduct means acquiring a conduct in line with the principles supported by the Tinazzi Group.

It thus **goes beyond the concept for respecting the environment**, which remains at the base of the extension of the code itself, meaning it also refers to people who take part in a single link of the production chain or service. Respect for human rights in the workplace must therefore be guaranteed by the supplier, who undertakes to safeguard the dignity, health and equality of all workers in compliance with the rules that the State sets out to safeguard adolescents, those forming part of protected categories, those from different religions or of a different race or gender, people with disabilities and those sexually discriminated against.



◆ Supply chain and responsible chain

Tinazzi also intends to support ethical procurement and production methods.

Therefore, suppliers are requested to comply with state rules on anti-corruption, corruption, unfair competition and data protection. The same applies to the environment and the supplier formally undertakes to respect the environment with an active conduct: massively supporting technologies that reduce environmental impact during the production cycle; preserving from and actively preventing risks for the natural resources and eco-systems where production is carried out. When it comes to the environment, the supplier undertakes to reduce carbon emissions and water consumption, similarly undertaking to promote energy saving and recycling.

Finally, Tinazzi Srl also encourages and has always encouraged suppliers to provide their employees with training.

Suppliers who have signed the code of conduct: 77% covering purchases for a value of 85%

◆ TYPE	MAIN CERTIFICATIONS/ SUSTAINABILITY REPORT	KPI	%
PRODUCERS	EQUALITAS SQNPI	CERTIFIED SUPPLIERS/ TOTAL SUPPLIERS	18,4%
PAPER AND CARDBOARD LABELS	FSC PEFC	CERTIFIED SUPPLIERS/ TOTAL SUPPLIERS	100%
GLASS	CARBON FOOTPRINT SUSTAINABILITY REPORT	CERTIFIED SUPPLIERS/ TOTAL SUPPLIERS	50%
CORKS AND CAPSULES	SUSTAINABILITY REPORT	CERTIFIED SUPPLIERS/ TOTAL SUPPLIERS	40%

A few KPI taken from the sustainability reports of our suppliers: In its sustainability report, O-I (Glass) states that the share of recycled raw materials used is 38% In a self-declaration, **Vetrobalsamo (glass)** states that the share of recycled raw materials used is between 30 and 70% In its sustainability report, **Amorim Cork** states that the share of recycled raw materials used is 82%; **DS smith (paper cardboard)**: self-declaration that its products are 100% recyclable; **Smurfit Kappa** (paper cardboard: its sustainability report states that the share of recycled raw materials used is 76%. **The remaining 24% are natural wooden fibres, so the product is 100% recyclable.**

◆ Research, development and care for materials

Tinazzi's dedication to creating high-quality wines is easily proved thanks to the standards that have been regulating its production for quite some time: quality certifications concerning the content - wine attest to the good work of growers. It is less immediate and more difficult to ascertain the quality of the container - packaging. Tinazzi proves its commitment to contain environmental impact by checking the type of materials used: from the packaging materials, glass and corks, to capsules and labels.

The analysis of materials, based on specific indicators, also concerns their composition, whether it be paper, wood, metal, cork or plastic.

Both the type and composition of the materials chosen by Tinazzi come from **suppliers who comply with specific certifications concerning both the product and the processing.**

Glass has great relevance and prevalence: the emission of CO₂ and the energy necessary to produce glass are contained by favouring producers who manufacture their glass using recycled material in whole or in part. If we think about it, the choice of using a lighter glass, as well as being recyclable or recycled, is a green packaging choice: a "returnable" bottle can be used up to twenty and thirty times and glass

can be reused indefinitely. This in turn means less material sent to the landfill and less energy used to produce glass, thus reducing CO₂ emissions. We also envisage using even more lightweight bottles in 2023 thanks to the partial replacement of the current "imperial" bottles with the "T" logo weighing around 1,200 gr each with logoed "Prince" bottles weighing 55gr each.

The same can be said, at least partly, for the cycle and recycling of paper and cardboard: our suppliers undertake via specific certifications (PEFC and FSC) to guarantee timber management that is as responsible as possible.

These choices translate into considerable electricity savings and in lower CO₂ emissions, in addition to avoiding trees being cut down and water being wasted.



◆ Research, development and care for materials

Labels themselves are obtained from the processing of their sub-products (silicone paper) into new paper or, if this is not possible, into composite material or in energy with recovery of the cellulose which will be converted into paper for newspaper thus avoiding trees being cut down

Materials by Type - Tinazzi Srl

VALUES EXPRESSED IN TONS	2021	2022
BOTTLES	3.297,5	3.335,5
CAPSULE	2,68	2,53
LABEL	1,8	1,7
CORK	26,49	25,07
PAPER AND CARDBOARD PACKAGING	239,2	332,2
WINE MATERIAL	22,27	22,59
OTHER MATERIALS	4,6	4,25
TOTAL	5.615,5	5.745,9

The set of processes and choice of materials that **determined lower CO2 emissions** also goes hand in hand with the recycling and energy recovery of the waste produced by Tinazzi, which is committed to reducing waste destined for the landfill compared to that destined for recycling.

Specifications of the technical sheets for the two bottles with the Tinazzi emblem - the heavier and the new lighter one - that will be introduced as replacements in 2023 upon customer request:



	"IMPERIAL" TYPE BOTTLE WITH "T" LOGO	"PRINCE" TYPE BOTTLE WITH "T" LOGO
WEIGHT OF GLASS	1.175 GR	550 GR
CAPACITY	750 CC	750 CC
HEIGHT	325 MM	300 MM
MAX DIAMETER	85,6 MM	80,6 MM

Use of bottles per weight category in 2022:

	"IMPERIAL" TYPE BOTTLE WITH "T" LOGO	"PRINCE" TYPE BOTTLE WITH "T" LOGO
BOTTLE WEIGHT CATEGORY 1	360 GR	47,8%
BOTTLE WEIGHT CATEGORY 2	FROM 500 GR TO 680 GR	15,6%
BOTTLE WEIGHT CATEGORY 3	FROM 1.200 GR	36,6%

◆ Research, development and care for materials

As for packaging, environmental impact containment at Tinazzi means privileging Italian companies to reduce transport costs and related emissions in addition to implementing chain transparency and traceability. Tinazzi assesses packaging suppliers with periodic checks on the environmental and social sustainability of the chain.

SUPPLIERS BY PROVENANCE (2022)	NUMBER	%	VALUE DISTRIBUTED (€)	%
	25	56,8%	2,799 _{mln}	38,9%
	19	43,2%	4,388 _{mln}	61,1%
TOTALE	44	100%	7,187 _{mln}	100%

◆ Product marketing and communication strategy

In 2019, Gruppo Tinazzi decided to invest more in communication so that the “Tinazzi” brand can become even more recognisable and synonymous with quality for final consumers.

We changed our **communication agency in 2022, opting for Adiacent in Tuscany** with the objective of overhauling the company’s communications and focus on these topics:

- ◆ conveying the company's sustainability efforts;
- ◆ promoting the Tinazzi (R)Evolution project
- ◆ sponsoring a consumption of wine more on a “human scale” with more intimate and familiar images and copy
- ◆ favouring stays at the group's estates;

From the end of 2021, in fact, the **increasing commitment of Tinazzi towards sustainability also took shape, from a communicative point of view with the creation of the Tinazzi (R)Evolution project**. The project combines all the initiatives concerning environmental sustainability as well as the projects focused on corporate social responsibility, and took on a name in line with the company’s increasing need for evolution, change, revolution and commitment for the future.



Besides, communication must always be pursued and innovated, **as we need to keep the interest of the market alive not only for our products, but also for the process with which they are made**, i.e. following the company philosophy found behind every single wine.



06



Social
Responsibility

◆ Tinazzi and its collaborators

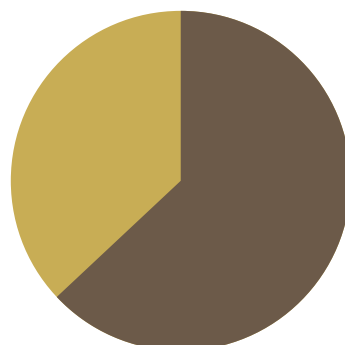
The corporate workforce is made up of **35 employees**, mostly workers above 30 and this is mainly due to the fact that the company requires skilled personnel, who therefore needs suitable preliminary training and preparation.

Women represent around **43% of the workforce**, **20% hold top positions**. As a result, they supply almost half of the total contribution of company activities and the trend is substantially stable.

The ratio between men's-women's basic salary (gender GAP) is 40%.

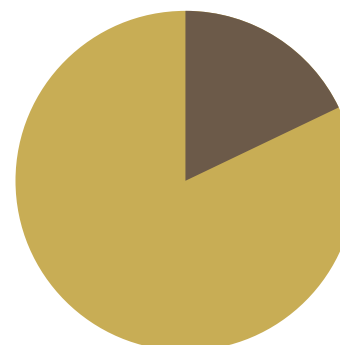


Gender GAP



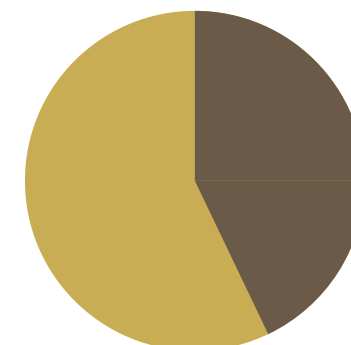
◆ men's basic salary
◆ women's basic salary

women top positions



◆ n° women workforce / top position
◆ n° top position (men / women)

% women workforce



◆ n° women workforce (no top position)
◆ n° total workforce (no top position)

◆ Safeguarding the health and safety of workers

Tinazzi considers the health and safety of its collaborators of primary importance: **Safety First**.

Safeguarding the health and safety of workers is the direct responsibility of the company, as this does **not just mean zeroing accidents at work and occupational diseases, but also minimising any unsafe conditions at the workplace**.

- ◆ guarantee that **workers take care of their health and safety in compliance with the training**, instructions and means provided by the employer,
- ◆ together with the Employer, **Top Management and Supervisors**, contribute to the fulfilment of the obligations set out to safeguard health and safety in the workplace:
- ◆ a **correct use of work equipment, dangerous substances and preparations**, means of transport, as well as the safety devices made available;
- ◆ the immediate **reporting of any dangerous situation** come across, as well as providing maximum availability in case of inspections and checks by the Authorities.

Even Tinazzi's **Company Manual for the Self-control of Hygiene (M.A.A.I.)** complies with Chapter VIII of the Annex to Law Decree 155/97. The procedure on personal hygiene lists the rules of conduct for the personnel and the checks carried out to verify their compliance.

All employees involved in activities that can affect the hygiene safety of the product are aware of and informed as regards the hygienic risks for the health of consumers.

Over the past decade, thanks to the procedures, DVRs, courses for employees and the presence of rigorous and competent Health and Safety Officers, the company has not registered any accidents at work.

This testifies to the great attention to the safeguarding of the health and safety of workers at Tinazzi.

◆ Incentive system and company welfare

Tinazzi actively **promotes the well-being of workers and invests in improving professional satisfaction.**

At Tinazzi, collaborators are encouraged to develop their professional culture and sense of belonging: the strategic key is the proactive participation of managers, technicians and operators, as **demonstrated by the numerous training programmes.**

In addition to training activities, the company offers a contribution of €2.77/meal on an agreed cost of €5.50 (Gestione Mai Srl) and the Fasa fund is also active, with a **contribution of €13/month per employee. Production bonuses of €300/700 per person are set up without fixed objectives**, incentive bonuses for commercial employees linked to sales targets.

Company bonuses increased in 2022, with a total investment of approximately €120,000. Employee benefits also include company cars and apartments with the rent paid by the company.

As **evidence of Tinazzi's commitment to the welfare of its employees**, next year the company will work to obtain the **Gender Equality Certification**, which certifies the measures

implemented by the employers to reduce the gender gap. The certification process for virtuous companies that decide to invest in their organisational culture by **bringing it in line with the values of equality, diversity and inclusion has the purpose of creating an environment inclusive of diversity and supporting equality.**

The report on Gender equality will later be **integrated in the next edition of the SUSTAINABILITY REPORT 2023**, drafted with reference to GRI Indexes.



◆ Personnel training and development

At Tinazzi, the development of all employees is **indispensable**. We must enable their attitudes and talents to emerge, stimulating the sharing of ideas and company strategies. **The professional development of Tinazzi** resources has been promoted over many years thanks to training courses for employees.

Through the agreement **stipulated by G&A Group Srl consultants in Lavis (TN), the Commercial Workshop** activities continue this year too - a two year commitment dedicated to all commercial figures, area managers and back office employees. The project consists in an in-depth analysis of the situation of the sales network, its methods, materials, technical means for product communication and its capability of analysing and interpreting results. It also has the objective of defining a standard sales method that can be replicated **throughout the Tinazzi sales network, an actual "Sales Manual"**. A method shared by the ownership and personnel that codifies Tinazzi's values and mission and is therefore the best tool available to the commercial department to reach its budget objectives.



◆ Personnel training and development

In addition, the **“Selling Value”** course, also directed by **G&A Group Srl**, has been active since **2022**, offering a further analysis of the market and the role of sellers, followed by the planning of a sales strategy and the identification of customer needs. The course’s main innovative phase consists in a communication and public speaking workshop that introduces the final training phase.

The aim is to stimulate selling skills thereby optimizing customer retention.

The ideal sales model that the course intends to focus on is the analysis of **customer requirements, especially in relation to the growth of the international wine market where sales networks, strategies and customer requirements vary greatly.**

In relation to the domestic market, however, **PZ di Paolo Zampieri** located in **Monteforte D’Alpone (VR)** provides one to one consulting and coaching activities by means of a series of arranged meetings. Topics discussed include the analysis of markets and consumption, in addition to **competition and the capability of planning commercial development in relation to opportunities and corporate economic resources** with particular attention towards

operational management such as the ability to control the sales channel, favour team work and effectively monitor the front and back offices. Paolo Zampieri’s consultancy aims at **strengthening the domestic position of Gruppo Tinazzi by defining investments, commercial objectives, planning, strengthening of corporate resources and analysis of competitors:**

the start of a long-term journey therefore for Tinazzi that initiated in the Veneto and its family roots, which it wishes to adhere to, to compete and become a brand recognised on the domestic wine market.



◆ Support for the development of local communities

Tinazzi Srl has been collaborating with institutions, universities and local associations for years. The purpose is to support the territory and strengthen a lifestyle that is in harmony with the environment. **The message is fundamental for the company, which stands out not only because it produces high-quality wine, but especially high-quality local wines.**

NEUROSCIENCE PROJECT

DEPARTMENT OF NEUROSCIENCE, BIOMEDICINE AND MOVEMENT OF THE UNIVERSITY OF VERONA DIRECTED BY PROFESSOR MICHELE TINAZZI AND WITH THE SCUOLA VENETA DI MEDICINA GENERALE,

In collaboration with the Department of Neuroscience, Biomedicine and Movement of the University of Verona directed by Professor Michele Tinazzi and with the Scuola Veneta di Medicina Generale, since 2019, Tinazzi Srl has been contributing annually towards Neuroscience Project focusing on the recognition of functional neurological disorders by general practitioners. These are signs and early symptoms of neurological disorders, in mainly motion and speech. The purpose is to spread the knowledge related to new approaches in functional neurological disorders among health professionals mainly involved in the management of such disorders. In 2022, psychologists and physiotherapists involved in the treatment of functional neurological disorders were involved.

Associazione genitori di Taranto Onco Ematologia Ets - Odv

PAEDIATRIC ONCOHEMATOLOGY WARD "NADIA TOFFA" IN TARANTO

Part of the company is located in Faggiano (Taranto), so Tinazzi Srl stands by the Associazione genitori di Taranto Onco Ematologia Ets - Odv, supporting the "Nadia Toffa" Paediatric Oncohematology ward in Taranto.

Project "Città in Fiore"

COMUNITÀ DEI GIOVANI OLTRE IL CONFINE ODV

With the volunteer association Comunità dei Giovani Oltre il Confine Odv of Costermano sul Garda (VR), Tinazzi continues to support the Città in Fiore project promoting all forms of housing first and co-housing to put a roof over the heads of the homeless under the direction of Don Paolo Bolognani. The company also contributes to the Farmaci per l'Ucraina initiatives from the same association.

◆ Support for the development of local communities

La Quercia Cooperativa Sociale A.R.L.

PENSIERO SOLIDALE ONLUS

The commitment in favour of the community also translates into a collaboration with La Quercia Cooperativa Sociale A.R.L. In Cavaion Veronese, people from the Cooperative take care of the ordinary maintenance of the gardens of the Lazise facility and, this year too, two new operators from the Cooperative have been hired by Gruppo Tinazzi.

Jonian Dolphin Conservation ETS

Tinazzi Srl, has known the **Jonian Dolphin Conservation ETS** and its deserving activities for years: this year, it has formalized the partnership between the two entities with an actual five-year sponsorship contact. Considering that San Giorgio Srl, our producer in Puglia, was born and has grown as a company that boasts passion and creativity as its trademarks, Tinazzi Srl has decided to extend its mission.

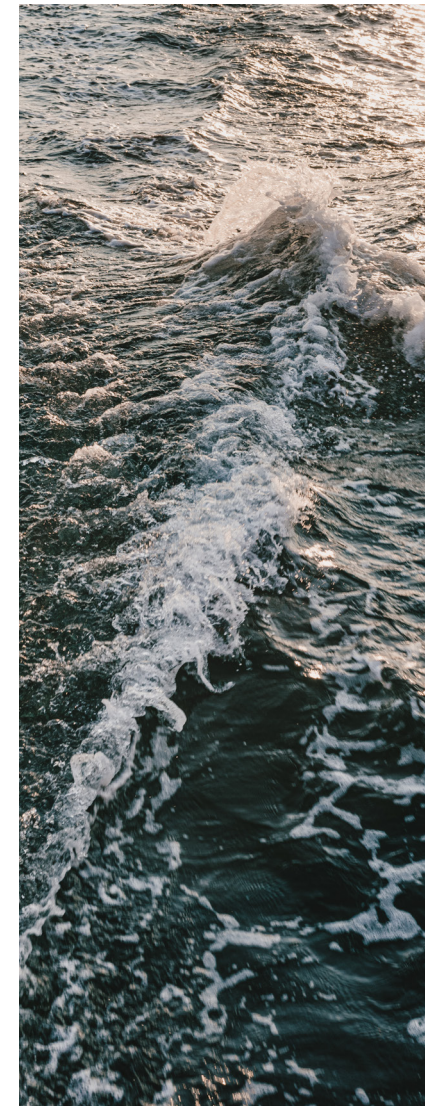
Jonian Dolphin Conservation is a scientific association aimed at studying cetaceans in the Gulf of Taranto. It is made up of researchers who dedicate their lives to getting to know the marine environment and to the development of projects concerning the environmental impact on the northern Ionian Sea. The primary objective is **safeguarding the dolphins that inhabit that sea.**

Technical equipment and skilled personnel are employed to monitor that environment and the studies aim at integrating scientific research on the one hand and raising awareness as regards the condition of the Italian coast on the other.

Over the years, the foundation has pursued its objectives by promoting training courses on the cetaceans in our seas in collaboration with the Italian Navy. It organizes guided excursions in the open sea for tourists and marine biologists, using three boats specifically equipped for research activities with a fish-finder and multi-parameter probes, hydrophones for marine bioacoustic studies, HD photo and video systems, as it is convinced that dolphin watching activities, especially as regards the younger generations, are at the base of the respect for and therefore the safeguard of cetaceans.

The Jonian Dolphin Conservation does not only share knowledge on the life of dolphins: it provides the means to present participants with actual excursions, an experience in getting to know the life of dolphins in their natural habitat.

This peculiarity is very different from the many, albeit praiseworthy, initiatives that study dolphins in aquariums, and that is what convinced Tinazzi Srl to encourage the efforts of researchers economically. Observing cetaceans and their life in the open sea is at the same time educational from a scientific point of view, but it also goes beyond this and becomes actual environmental education: safeguarding the Jonian sea also means safeguarding the land where Tinazzi chose to root its wine-making activities.



◆ Support for the development of local communities

Jonian Dolphin Conservation ETS Vision

The vision of the Tinazzi founder and the current collaborators also aims at integrating the current production activities with the environment: in this way, the distinction between marine and terrestrial environment is only arbitrary. One depends on the other and vice-versa. In this such extremely modern perspective, the company decided to take part in the work of a non-profit organization from Puglia that focuses mainly on the Gulf of Taranto, a city whose environment has been tormented and abused for years, thus becoming an active part of the rebirth of the city.

On a more concrete level, the partnership involves sponsorship contracts, **the qualification as sponsor and exclusive wine partner**, the recognition of a **royalty to the foundation for each Jonian Dolphin bottle sold**, **promotional and advertising initiatives**, storytelling and customisation of dedicated labels, advertising banners, promotional activities on the official social channels, tasting sessions of wines supplied by San Giorgio Srl during catamaran excursions, distribution of postcards with QR code and discount code for the purchase of San Giorgio wines as well as annual outings as part of the “Researcher for a Day” Citizen Science activities and at Feudo Croce in Carosino.



◆ Sustainability scenarios



The opinion of Fanizza, President of Jonian Dolphin Conservation

Wine has put down its roots in the sea as well: tell us about your story and the connection with Tinazzi

- ◆ At Jonian Dolphin Conservation, we have been working on the “Researcher for a Day” Citizen Science project for over ten years, which focuses on the marine animals most similar to Man, i.e. dolphins, the symbol of the city of Taranto.

An actual community project that rests on sturdy scientific bases which directly involves over 14,000 people every year thanks to two dolphin-watching catamarans, a research boat and the technological cetacean and sea research centre Ketos.

Our work relies on three main pillars: scientific research with the publication in international journals of articles useful to define the correct strategies to safeguard the sea and cetaceans; education about sustainability and freedom, intended

as the observation of animals in their natural environment, without confining and affecting them. Tinazzi has been supporting our project for three years and shares with us this vision of territorial development linked to a sustainable development of operators.

How does Tinazzi support your organization?

- ◆ The care for biodiversity and a reduction of impacts are two concepts that deeply link Jonian Dolphin Conservation and Tinazzi. The company has come up with three new wine labels dedicated to the world of cetaceans, whose commercialization will contribute to financing important projects for the research on and safeguarding of these extraordinary inhabitants of our sea.

The connection between Land and Sea: what are the new shared challenges for safeguarding land and marine biodiversity?

- ◆ Humans are used to imagining the environments in which they operate as separate compartments within which the impact produced by their actions remains confined without affecting the overall functioning of the system.

There is no distinction between Land, Air and Sea - it is a single complex environment. The items on the agenda are in fact the problems linked to global warming and plastic pollution, which have no bounds. Plastic, in particular, is one of the most serious environmental emergencies of the modern age.

The oceans and seas are invaded by plastic, which shows how maritime and land-based pollution cannot be distinguished. Safeguarding portions of the sea, such as the Gulf of Taranto in our case, means intervening directly to safeguard our planet. Agenda 2030 talks about “conserving and sustainably using the oceans, seas and marine resources for sustainable development.”

The new challenge we have set ourselves through this collaboration is to intervene through the innovation and redesigning of some production processes by applying re-use models where possible to eliminate the need for superfluous and/or disposable packaging. Small actions that will produce great benefits to reach our sustainability goals.



07



Environmental responsibility

◆ Renewable energy

The electricity self-produced by the company's photovoltaic panels covers the energy necessary for the bottling line and cooling system. In addition, in 2019, Tinazzi installed photovoltaic plants in the Lazise facility for an overall rated power of 91.20 kWp and, in 2020, they were installed them in the Campopian facility producing an overall rated power of 16.8 kWp.

As of **2023**, another photovoltaic system will be completed in Lazise reaching a power of **191.20 kWp** compared with the current 91.20 kWp. The new system will mainly be used to supply the purification system and the pressing and wine-making equipment.

Taking into account the period since the installation date, we can consider that the company, as of 31st December 2022, has produced **110.759 kWh** in total, therefore **avoiding 47,9 Ton of CO₂**.



110.759 kWh

Energy produced

by the company's photovoltaic panels

47.900 kg

Kg of CO₂ avoided

from 31 - 12 - 2022

◆ Energy consumption and emissions

Based on the type of work carried out, **Tinazzi Srl does not feature systems or activities that produce relevant atmospheric emissions**, intended as emissions for which the competent authorities have prescribed monitoring. In addition, no equipment contains substances harmful to the ozone layer. Emissions are caused by the company vehicles used by workers and by the use of methane to heat the facilities and the bottling area.

SCOPE 1

emissions part of the Scope 1 category are made up of greenhouse gas emissions due to the combustion of natural gas to heat the facilities and fuel for company vehicles used to and from active sites (direct emissions). To calculate the CO₂eq emitted, the natural gas and fuel consumption based on invoices concerning the last two years were used.

SCOPE 2

refers to greenhouse gas emissions due to the consumption of electricity in the facilities (indirect emissions). In this case too, the data on the energy consumption of buildings taken from invoices concerning the last two years were used.

Over the past year, the company **has reduced its direct and indirect CO₂ emissions by around 21,86%** and aims at improving this percentage over the next three years through targeted investments for sustainability and by monitoring consumption.

EMISSIONS

◆ SCOPE 1

	UNIT	2021	2022
VEHICLE DIESEL CONSUMPTION	l/year	11.867	13.114
CONVERSION FACTOR FOR DIESEL FUEL		2,61	2,61
METHANE CONSUMPTION FOR SPACE HEATING + METHANE FOR BOTTLING	mc/year	20.358	19.833
CONVERSION FACTOR FOR METHANE		1,8	1,8
TONS OF CO ₂ EQ/YEAR - VEHICLES	ton CO ₂ eq/year	30,97297	34,22847
TONS OF CO ₂ EQ/YEAR - HEATING METHANE	ton CO ₂ eq/year	36,6444	35,6988
TOT TURNOVER	M€	16,192	17,708
TOTAL ANNUAL SCOPE 1 EMISSIONS	ton CO ₂ eq/year	67,61737	69,92726
SCOPE 1 EMISSIONS - TURNOVER	ton CO ₂ eq/tur	4,175974	3,948908

◆ SCOPE 2

ELECTRICITY CONSUMPTION	kwh/year	506.735	716,526
TONS OF CO ₂ EQ/YEAR - ELECTRICITY	ton CO ₂ eq/year	219,52	310,40
TOTAL SCOPE 1 ANNUAL EMISSIONS	ton CO ₂ eq/year	219,52	310,40
SCOPE 1 EMISSIONS - TURNOVER	ton CO ₂ eq/tur	13,55716	17, 52875

◆ Water

8.810 m³

Water consumption in 2022

At Tinazzi, water is used to wash and clean the facilities and machinery as well as to wash the systems, pipes, tanks and barrels. **The water used for these activities is taken from the aqueduct system.**

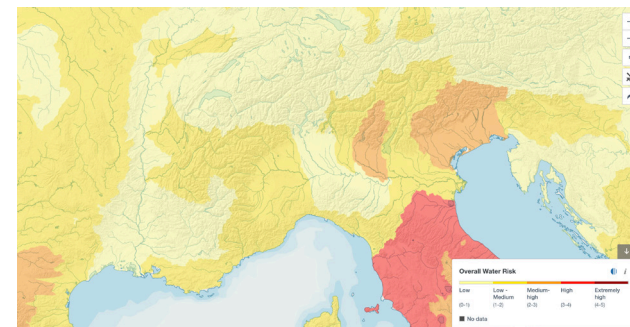
In 2022, the company consumed approximately 8.810,54 m³ of water, equal to 0,0018 m³ per bottle produced. All the water used in the Lazise and Sant'Ambrogio facilities goes through purifiers and is subjected to a treatment that enables its circular entry into the eco-system.



0,0018 m³

Water per bottle produced
by Tinazzi

 AQUEDUCT

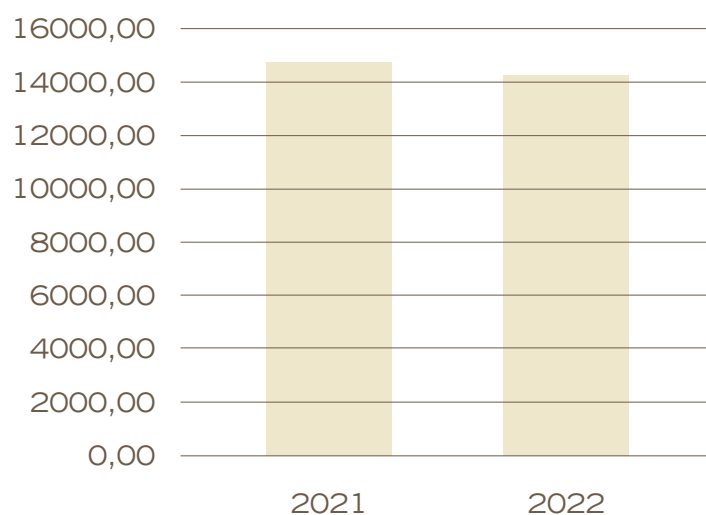


◆ Waste management

The intrinsic value of any material considers the energy used to source, process and dispose of it. The company has always been aware of the importance of disposing the waste produced.

The quantities of waste produced over 2022 expressed in kg, identified per type according to the EWC code (European Waste Catalogue), were the following:

Waste (kg/M€) produced **non-hazardous**



In 2022, non-hazardous waste represented 100% : non-hazardous waste amounted to 253.545 kg. Tinazzi works at **guaranteeing considerable attention to the reduction of scrap to reduce the production of waste and promote its reuse with circularity**

EWC CODE	TYPE	2022
20705	SLUDGES FROM ON-SITE EFFLUENT TREATMENT	177.380
80318	WASTE PRINTING TONER OTHER THAN THOSE MENTIONED IN 08 03 17	105
150101	PAPER AND CARDBOARD PACKAGING	26.430
150106	MIXED PACKAGING	35.880
150107	GLASS PACKAGING	13.720

The activities implemented by the company for waste recovery include sustainable packaging for the organic wine range from the Veneto and Puglia, characterized by Bordeaux bottles with a thin glass and Stelvin caps.

Another initiative that concerns both the environmental **and social sector is the Re-candle bottle project carried out in collaboration with a company from Lombardy. Tinazzi created a candle by recycling the bottoms of Ripasso di Valpolicella DOP Montere gold label bottles**, giving new life to a product that had reached the end of its own life cycle.

The wax is soy wax so, unlike paraffin candles, these are natural and non-polluting. 200 bottles were used and the candles were donated to all employees of Gruppo Tinazzi, journalists, clients and friends as Christmas gifts in 2022.

◆ Technologies at the service of the environment

When it comes to the environmental impact of the processing cycle and to emissions into the environment, **the company employs its extensive experience as well as the Best Available Techniques - BAT** to guarantee that all types of effluent, emissions or water discharge are treated sustainably and so safeguarding the environment that surrounds its facilities, employees and local communities.

In **2022**, the technological implementation that enabled **compliance with the BAT in company facilities** concerned systems and machinery of significant importance when it comes to the environmental impact saved:



company facilities concerned systems and machinery of significant importance when it comes to the environmental impact saved:

EFFLUENT TREATMENT PLANT WITH A MEMBRANE SYSTEM

Extension of the effluent treatment plant with a membrane system starting from December 2022. The treatment plant, installed at the Lazise facility in 2021 and supplied by S.T.A. Società Trattamento Acque Srl, consists in an innovative system of membranes placed in steel tanks. The extension concerns the supply of a new sedimentation compartment that enables a higher and better-performing purifying efficiency as double the amount of sludge can be sedimented.

THE BABYPAL CARTESIAN AXES AUTOMATIC PALLETIZER

The Babypal Cartesian axes automatic palletizer was installed in December 2022 to replace the 2001 palletizer by APE Impianti Srl. The machine deals with the orientation, grouping and palletization of cardboard on pallets. It guarantees maximum control, flexibility and reliability thanks to the technology based on the moving axes and the gripping head. In addition to guaranteeing fewer breakages and less downtime for maintenance reasons, the machine is compatible with 4.0 and connected with a software that enables the monitoring of energy consumption and remote start-up and stopping, allowing operators to minimise energy consumption in case of downtime.

MFH ORTHOGONAL MICROFILTER

MFH Orthogonal Microfilter to be installed in February 2023, designed by supplier JU.CLA.S. S.r.l., an orthogonal filtering technology that optimizes wine clarification before the microbiological stabilization. The solution guarantees the high-quality of products and their aromas as well as environmental protection. In fact, the filter is entirely automatic and in line with other wine-making machines, rendering obsolete powder filters and cardboards without the need for chemical filtering aids.

ADDITIONAL PHOTOVOLTAIC SYSTEM

The photovoltaic system set up in 2019 in Lazise by Manni Energy Srl with a rated power of 91.20 kWp will be extended. An additional photovoltaic system in the same facility with a power of 100 kWp will become operational in 2023. The new system will be used mainly to supply the purification system and the pressing and wine-making equipment.



Appendix



The **second edition of the Sustainability Report of Tinazzi Srl** is drafted on a voluntary basis and contains information on economic, environmental and social issues considered useful to ensure the understanding of the activities carried out by Tinazzi Srl, its trend, its results and the impact produced. Starting from this document, the scope of the report refers to the performance of Tinazzi Srl, presenting the results reached in the year 2022 (between 1st January and 31st December) and, wherever possible, a comparison with the data from the last two years was included. The document is drafted annually and has the objective of illustrating the company's sustainability strategies aimed at demonstrating a sensitivity towards sustainability issues and not merely economic ones.

The **2022** Sustainability Report was prepared in compliance with the “**Global Reporting Initiative Sustainability Reporting Standards**” defined in 2021 by the GRI-Global Reporting Initiative according to the “with reference to the GRI Standards” option and the appendix to the document contains the table of reported GRI contents (**GRI CONTENT INDEX**).

The contents and indicators covered by the reporting of these financial statements were defined starting **from the results of the materiality analysis carried out in 2021 and updated in 2022**.

The materiality matrix is the fruit of a process that involves multiple phases and which, starting from a study of the external scenario aimed at understanding the point of view and main pressures of stakeholders, also involved the Tinazzi Srl management for the definition of the company's priority topics. The process includes

two phases: the first identifies the potentially-material topics for the company and stakeholders through the analysis of internal and external document sources (questionnaires, surveys, interviews, technical and training meetings); the second involves an internal and external prioritisation of potentially-material topics for the company identified during the first phase through the materiality method. The definition of the relevance for the company considered 5 levels of significance of topics, then analysing the score focus between 2.5 - 5. This document was presented to the Tinazzi Srl Board and was not subjected to revision (“assurance”).

For this edition too, **the Sustainability Report is published on the Tinazzi (R)Evolution institutional website at <https://www.tinazzi.it/>**

GRI CONTENT INDEX

The following chart lists the indicators reported in the Tinazzi Srl Sustainability Report 2022. A reference to the chapter in the report is given for each GRI indicator.

EXTERNAL ACCREDITATION BY A CERTIFYING BODY

The second edition of the Tinazzi Srl Sustainability Report 2022 was not subjected to assessment by third parties but, seeing that it is something strongly desired by Company Management, the next objective is to achieve a certification for the content of the document. The Report is formally approved and signed by the Company Management and by the Members through the initial letter to stakeholders. With a view to continuously improving the next editions, the company undertakes to provide increasingly precise data concerning the reporting period chosen.

◆ Methodological note

Informazioni Generali (Serie 2)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
GRI 2: INFORMATIVA GENERALE 2021	2.1	Dettagli organizzativi	Denominazione legale Natura e forma giuridica Ubicazione della sede Paesi di attività	"Nota Metodologica Cap. 1.5 "
	2.2	Entità incluse nel reporting di sostenibilità dell'organizzazione	Elenco delle entità incluse nella rendicontazione di sostenibilità Info finanziarie archiviate (se bilancio consolidato) - differenza tra entità incluse nella rendicontazione non finanziaria ed entità incluse nella rendicontazione di sostenibilità Se più entità, spiegare l'approccio utilizzato per consolidare le info	"Nota Metodologica Cap. 2.2"
	2.3	Periodo di rendicontazione, frequenza e punto di contatto	Periodo di rendicontazione di sostenibilità e frequenza della stessa	Nota Metodologica
	2.4	Riformulazione delle informazioni	Riportare le rideterminazioni delle informazioni ottenute dai precedenti periodi di rendicontazione	Nota Metodologica
	2.6	Attività, catena di valore e altre relazioni commerciali	Settore di attività Descrizione catena di valore* Rapporti commerciali rilevanti (clienti e beneficiari)	"Cap. 1.5 Cap. 5.1-5.2-5.3 Cap. 5.5-5.6"
	2.7	Dipendenti	N° totale dei dipendenti per genere/regione N° tot dipendenti per contratto (ind./det.), per genere/area geografica N° tot dipendenti per tipo di impiego (t.pieno/part-time), per genere Informazioni contestuali necessari Descrizione delle fluttuazioni significative del numero dei dipendenti	Cap. 6
	2.9	Struttura e composizione della governance	Struttura della governance dell'organizzazione e descrizione del più alto organo e dei comitati Comitati responsabili delle decisioni e della supervisione degli impatti relative ai temi economici, ambientali e sociali.	Cap. 2

Informazioni Generali (Serie 2)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
	2.10	Nomina e selezione del massimo organo di governo	Processi di nomina e selezione per il massimo organo di governo e i relativi comitati; I criteri utilizzati per la nomina e la selezione dei membri del massimo organo di governo, compreso se e come (vedere di fianco)."	Cap. 2
	2.11	Presidente del massimo organo di governo	Se chi ricopre la presidenza del massimo organo di governo è anche un amministratore delegato all'interno dell'organizzazione; Se il presidente è anche un amministratore delegato, descrivere la sua funzione all'interno della gestione dell'organizzazione, le ragioni di tale decisione e come mitigare e prevenire i conflitti di interesse	Cap. 2
	2.16	Comunicazione di criticità	Descrizione di come le criticità vengono comunicate all'alto organo di governo N° totale e natura di criticità che sono state comunicate "	Cap. 2
	2.17	Conoscenza collettiva del massimo organo di governo	Le misure adottate per sviluppare e migliorare la conoscenza del massimo organo di governo relativa ai temi economici, ambientali e sociali.	Cap. 6.4
	2.18	Valutazione della performance del più alto organo di governo	Descrizione dei processi per la valutazione delle prestazioni del più alto organo di controllo nella gestione degli impatti Riferire le valutazioni (indipendenti o meno) e la frequenza delle valutazioni eserzioni intraprese in risposta alle valutazioni	Cap. 2
	2.19	Politiche retributive	Le politiche retributive per il massimo organo di governo e i senior manager per i seguenti tipi di retribuzione*: (vedere di fianco) Come i criteri di performance nelle politiche retributive sono collegati agli obiettivi del massimo organo di governo e dei senior manager per temi economici, ambientali e sociali.	Vincoli di riservatezza per motivi di privacy

Informazioni Generali (Serie 2)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
	2.20	Processo per determinare la retribuzione	<p>Il processo per determinare la retribuzione;</p> <p>Se i consulenti in materia di retribuzione sono coinvolti nella determinazione della retribuzione e se sono indipendenti dal management;</p> <p>Qualsiasi altro rapporto che i consulenti in materia di retribuzione hanno con l'organizzazione;</p> <p>I risultati delle votazioni degli stakeholder (compresi gli azionisti) sulle politiche e proposte di remunerazione</p>	Vincoli di riservatezza per motivi di privacy
	2.21	Rapporto di compensazione totale annuale	<p>Rapporto tra la retribuzione annuale per il soggetto più pagato dell'organizzazione e la retribuzione totale annuale media per tutti i dipendenti</p> <p>Rapporto tra l'aumento percentuale della retribuzione totale annuale per l'individuo più pagato dell'organizzazione e l'aumento percentuale mediano della retribuzione totale annuale per tutti i dipendenti*</p>	Vincoli di riservatezza per motivi di privacy
	2.23	Impegni politici	<p>Impegni per una condotta aziendale responsabile</p> <p>Presenza di policy nel rispetto dei diritti umani</p> <p>Collegamenti a policy pubblicate o non pubblicate (se non, spiegare il motivo)</p> <p>Livello per cui ciascuna policy è stata approvata all'interno dell'organizzazione</p> <p>Descrizione di come le policy vengono comunicate ai lavoratori</p>	Cap. 6.1
	2.24	Incorporamento degli impegni politici	Descrivere le modalità di impegno in termini di policy per una condotta aziendale responsabile	Cap. 6.1
	2.25	Processo per rimediare agli impatti negativi	<p>Descrivere gli impegni dell'azienda volti alla correzione degli impatti negativi casuati</p> <p>Descrivere l'approccio utilizzato per identificare ed affrontare i reclami</p> <p>Descrivere altri processi mediante il quale l'azienda si adopera nella correzione degli impatti negati generati</p> <p>Descrivere come le parti interessate (utenti previsti dai meccanismi di reclamo) siano coinvolti nei processi di ripristino degli impatti</p> <p>Descrivere come l'azienda tiene traccia dell'efficacia di tali meccanismi adottati.</p>	Cap. 5.4

Informazioni Generali (Serie 2)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
	2.27	Conformità a leggi e regolamenti	<p>L'organizzazione deve:</p> <p>Segnalare il numero tot di casi significativi di non conformità a leggi o regolamenti durante il periodo di rendicontazione (sanzioni monetarie e non)</p> <p>Riportare il numero e valore monetario delle sanzioni per non conformità a leggi e regolamenti</p> <p>Descrivere casi significativi di non conformità</p> <p>Descrivere come si sia determinata la significatività per i casi di non conformità</p>	Vincoli di riservatezza per motivi di privacy
	2.28	Associazioni di appartenenza	<p>L'organizzazione deve:</p> <p>Segnalare associazioni di categoria, altre associazioni di appartenenza e organizzazioni nazionali o internazionali di advocacy in cui partecipa in un ruolo significativo.</p>	Cap. 6.5
	2.29	Approccio al coinvolgimento degli stakeholder	<p>L'organizzazione deve descrivere il suo approccio al coinvolgimento degli stakeholder indicando:</p> <p>Le categorie di stakeholder con cui interagisce e come vengono identificate</p> <p>Lo scopo del coinvolgimento degli stakeholder</p> <p>Come l'organizzazione coinvolge le parti interessate</p>	Cap. 3.1

Temi Materiali (Serie 3)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
GRI: TEMI MATERIALI	3.1	Processo per determinare i temi materiali	<p>Descrivere il processo svolto per determinare i temi materiali*</p> <p>Specificare le parti interessate e gli esperti le cui opinioni hanno informato il processo di determinazione dei temi materiali "</p>	Cap. 3
	3.2	Elenco degli argomenti materiali	<p>L'organizzazione deve:</p> <ul style="list-style-type: none"> - elencare i temi materiali - segnalare le modifiche all'elenco dei temi materiali rispetto al periodo di rendicontazione precedente 	Cap. 3.3
	3.3	Gestione dei temi materiali	<p>Per ciascun argomento materiale l'organizzazione deve:</p> <p>Descrivere gli impatti effettivi e potenziali negativi e positivi sull'economia, l'ambiente e le persone compresi i diritti umani</p> <p>Riferire se l'organizzazione è coinvolta negli impatti negativi attraverso le sue attività o come risultato dei suoi rapporti d'affari e descriverle</p> <p>Descrivere le sue politiche e impegni rispetto ai temi materiali</p> <p>Descrivere le azioni intraprese per gestire l'argomento e i relativi impatti</p> <p>Riportare le seguenti informazioni sul monitoraggio delle azioni intraprese</p> <p>Descrivere come sono state comunicate agli stakeholder le azioni intraprese e la loro efficacia</p>	Cap. 3.3

Aspetti economici materiali (serie 200)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
GRI 201: PERFORMANCE ECONOMICHE	201-1	Valore economico direttamente generato e distribuito	Ricavi;	Cap. 2.2
			Valore economico distribuito;	Cap. 2.2
			Valore economico trattenuto.	Cap. 2.2
	201-2	Implicazioni finanziarie e altri rischi e opportunità dovuti al cambiamento climatico	Descrizione rischi /opportunità	Cap. 4
			Descrizione impatto del rischio/opportunità	Cap. 4
			Implicazioni finanziarie del rischio/opportunità	Cap. 4
			Metodi utilizzati per la gestione del rischio/opportunità	Cap. 4
GRI 203: IMPATTI ECONOMICI INDIRETTI	203-1	Investimenti infrastrutturali e servizi finanziari	Portata dello sviluppo degli investimenti infrastrutturali significativi e dei servizi finanziari	Cap. 3.3 Cap. 7.1-7.2 Cap. 7.5
		Impatti economici indiretti significativi	Impatti attuali o previsti sulle comunità/economie locali (positivi/negativi)	Cap. 3.3 Cap. 6.5
GRI 204: PRATICHE DI APPROVVIGIONAMENTO	204-1	Proporzione di spesa verso fornitori locali	% del budget di approvvigionamento utilizzato per la spesa per i fornitori locali	Cap. 5.6

Aspetti economici materiali (serie 300)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
GRI 301: MATERIALI	301-1	Energia consumata all'interno dell'organizzazione	Peso/volume materiali utilizzati per produrre/confezionare prodotti/servizi primari divisi in materiali rinnovabili e non rinnovabili	Cap. 5.5-5.6
GRI 302: ENERGIA	302-1	Implicazioni finanziarie e altri rischi e opportunità dovuti al cambiamento climatico	Consumo totale di combustibile proveniente da fonti di energia rinnovabili e non rinnovabili (+tipologie di combustibile)	Cap. 7.1-7.2-7.5
			Consumo di elettricità	Cap. 7.1-7.2-7.5
			Energia per il riscaldamento consumata / venduta	Cap. 7.1-7.2-7.5
			Energia per il raffreddamento consumata / venduta	Cap. 7.1-7.2-7.5
			Consumo di vapore	Cap. 7.1-7.2-7.5
			Consumo totale energia org.	Cap. 7.1-7.2-7.5
	302-3	Intensità energetica	Calcolo intensità energetica	informazione non disponibile in quanto non compreso nel calcolo
			Denominatore utilizzato per il calcolo dell'intensità energetica	informazione non disponibile in quanto non compreso nel calcolo
			Tipologia di energia: combustibile, elettricità, riscaldamento, raffreddamento vapore etc.	informazione non disponibile in quanto non compreso nel calcolo
			Indicare se il calcolo di intensità energetica include il consumo di energia interna/esterna dell'org.	informazione non disponibile in quanto non compreso nel calcolo
	302-5	Riduzione del fabbisogno energetico di prodotti e servizi	Riduzione dei requisiti energetici di prodotti/servizi venduti	Cap. 5.6

Aspetti economici materiali (serie 300)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
GRI 303: ACQUA E SCARICHI IDRICI	303-1	Interazione con l'acqua come risorsa condivisa	Descr. Di come l'org interagisce con le risorse idriche (dove l'acqua viene prelevata, consumata, scaricata + impatti correlati alle risorse idriche)	Cap. 7.3
			Approccio utilizzato per identificare impatti risorse idriche	informazione non disponibile
			Come vengono gestiti impatti risorse idriche	informazione non disponibile
			Obiettivi e target per risorse idriche	Cap. 7.3
	303-2	Interazione con l'acqua come risorsa condivisa	Descr standard minimi di qualità fissati per gli scarichi idrici	Cap. 7.5
	303-4	Scarico di acqua	Scarico idrico totale	informazione non disponibile in quanto non compreso nel calcolo
			Sostanze potenzialmente pericolose per le quali gli scarichi sono oggetto di trattamento	Cap. 7.5
	303-5	Consumo di acqua	Consumo totale di acqua	Cap. 7.3
GRI 305: EMISSIONI	305-1	Emissioni dirette di GHG (Scope 1)	Emissioni dirette di GHG in tonnellate di CO2 eq	Cap. 7.2
	305-2	Emissioni indirette di GHG da consumi energetici (Scope 2)	Emissioni indirette di GHG da consumi energetici in tonnellate di CO2 eq	Cap. 7.2
	305-3	Altre emissioni indirette di GHG (Scope 3)	Altre emissioni indirette lorde di GHG in tonnellate di CO2 eq	informazione non disponibile in quanto non compreso nel calcolo
	305-4	Intensità delle emissioni di GHG	Tasso di intensità delle emissioni GHG	informazione non disponibile in quanto non compreso nel calcolo
			Tipologie di emissioni GHG incluse tasso di intensità delle emissioni	informazione non disponibile in quanto non compreso nel calcolo
	305-5	Riduzione delle emissioni di GHG	Riduzione delle emissioni di GHG come risultato diretto di iniziative di riduzione in tonnellate di CO2 eq	Cap. 7.2

Aspetti economici materiali (serie 300)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
GRI 306: SCARICHI IDRICI E RIFIUTI	306-1	Scarico idrico per qualità e destinazione	Volume complessivo di scarichi idrici pianificati e non pianificati per destinazione, qualità dell'acqua	informazione non disponibile in quanto non compreso nel calcolo
	306-2	Rifiuti per tipo e metodo di smaltimento	Peso totale dei rifiuti pericolosi/ non pericolosi con suddivisione secondo metodi di smaltimento: riutilizzo, riciclaggio, compostaggio, ecc	Cap. 7.2
			Modalità di smaltimento dei rifiuti	Cap. 7.2
GRI 308: SCARICHI IDRICI E RIFIUTI	308-1	Nuovi fornitori che sono stati valutati utilizzando criteri ambientali	% nuovi fornitori valutati mediante criteri ambientali	Cap. 5.5-5.6
	308-2	Impatti ambientali negativi nella catena di fornitura e azioni intraprese	N° fornitori valutati per impatti ambientali	Cap. 5.5-5.6

Aspetti economici materiali (serie 400)

GRI 401: OCCUPAZIONE	401-1	Nuove assunzioni e turnover	N° totale e tasso di nuove assunzioni dell'anno di rendicontazione (per età, genere, area geografica)	Cap. 6.1
			N° totale e tasso di turnover dell'anno di rendicontazione (per età, genere, area geografica)	Cap. 6.1
	401-2	Benefit previsti per i dipendenti a tempo pieno, ma non per i dipendenti part-time o con contratto a tempo determinato	Benefit riconosciuti ai dipendenti assunti a tempo pieno, suddivisi per sede operative più significative (no benefit per dipendenti part-time a tempo determinato) *	Cap. 6.3

Aspetti economici materiali (serie 400)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
GRI 401: OCCUPAZIONE	401-3	Congedo parentale	N° tot dipendenti che hanno avuto diritto al congedo parentale, per genere	GRI content index
			N° tot dipendenti che hanno usufruito del congedo parentale, per genere	GRI content index
			N° tot dipendenti che dopo aver usufruito del congedo parentale, per genere, sono tornati a lavoro nello stesso periodo di rendicontazione	GRI content index
			N° tot dipendenti che dopo aver usufruito del congedo parentale, per genere, sono ancora dipendenti dell'org dei 12 mesi successivi al rientro	GRI content index
			Tasso di rientro al lavoro e tasso di retention in azienda per dipendenti che hanno usufruito del congedo parentale, per genere	informazione non disponibile in quanto non compreso nel calcolo
GRI 403: SALUTE E SICUREZZA SUL LAVORO	403-2	Identificazione dei pericoli, valutazione dei rischi e indagini sugli incidenti	Descr. Processi utilizzati per individuare pericoli sul lavoro, valutare rischi, gerarchia controlli, segnalazione pericoli*	Cap. 6.2
	403-3	Servizi di medicina del lavoro	Descr. Delle funzioni dei servizi di medicina del lavoro, ai fini dell'identificazione/eliminazione dei pericoli e riduzione dei rischi.	Cap. 6.2
	403-4	Partecipazione e consultazione dei lavoratori e comunicazione in materia di salute e sicurezza sul lavoro	Descr. Processi di coinvolgimento dei lavorarotori ai fini di partecipazione e consultazione per lo sviluppo/implementazione dei SG sulla SS dei lav.	Cap. 6.2-6.4
			Descr. Della resp, frequenza di incontro, autorità decisionale di un comitato ad hoc. Se presente, se non, motivazione	Cap. 6.2-6.4
	403-5	Formazione dei lavoratori in materia di salute e sicurezza sul lavoro	Descr. Tutte attività formative in materia di SS erogate ai lavoratori (gen/spec)	Cap. 6.2-6.4

Aspetti economici materiali (serie 400)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
GRI 403: SALUTE E SICUREZZA SUL LAVORO	403-6	Promozione della salute dei lavoratori	Spiegazione dei metodi utilizzati dall'org per facilitare l'accesso ai lavoratori ai servizi di assistenza medica e sanitaria non relativi al lavoro	Cap. 6.2-6.4
			Descr di qualsiasi servizio o programma di promozione della salute offerto dall'org ai lavoratori	Cap. 6.2-6.4
	403-7	Prevenzione e mitigazione degli impatti in materia di salute e sicurezza sul lavoro all'interno delle relazioni commerciali	Descr dell'approccio adottato dall'org per evitare e mitigare impatti negativi significativi in materia di SS, direttamente connesse alle attività operative	Cap. 6.2
	403-9	Infortuni sul lavoro	N° e tasso di decessi a seguito di infortuni sul lavoro per dipendenti e non dipendenti	Cap. 6.2
			N° e tasso di infortuni sul lavoro con gravi conseguenze	Cap. 6.2
			N° e tasso di infortuni sul lavoro registrabili	Cap. 6.2
			Tipologie principali di infortuni sul lavoro	Cap. 6.2
			N° ore lavorate	Cap. 6.2
			Pericoli presenti, come sono stati determinati, azioni intraprese per mitigare rischi*	Cap. 6.2
	403-10	Malattie professionali	N° di decessi per malattie professionali per dipendenti e non dipendenti	Cap. 6.2
			N° casi di malattie professionali registrabili	Cap. 6.2
			Tipologie principali di malattie professionali	Cap. 6.2
			Pericoli che costituiscono rischio di malattie professionali	Cap. 6.2

Aspetti economici materiali (serie 400)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
GRI 404: FORMAZIONE E ISTRUZIONE	404-1	Ore medie di formazione annua per dipendente	Ore medie di formazioe erogate ai dipendenti, per genere e categoria	Cap. 6.4
	404-2	Programmi di aggiornamento delle competenze dei dipendenti e programmi di assistenza alla transizione	Tipologia e ambito dei programmi implementati e assistenza fornita per accrescere le competenze dei dipendenti, ai fini di agevolare la continuità lavorativa	Cap. 6.4
	404-3	Percentuale di dipendenti che ricevono una valutazione periodica delle performance dello sviluppo professionale	% totale dei dipendenti per genere/categoria che hanno ricevuto valut. Periodica delle performance e dello sviluppo professionale	Cap. 6.4
GRI 405: FORMAZIONE E ISTRUZIONE	405-2	Rapporto tra stipendio base e retribuzione delle donne rispetto agli uomini	Rapporto dello stipendio base/retribuzione delle donne rispetto agli uomini, per sedi operative	Cap. 6.1
GRI 406: NON DISCRIMINAZIONE	406-1	Episodi di discriminazione e misure correttive adottate	N° totale di episodi di discriminazione, tipo, piano di azione attuato con risultati verificati, episodi non più soggetti a provvedimenti *	Cap. 6.3
GRI 413: COMUNITÀ LOCALI	413-1	Attività che prevedono il coinvolgimento delle comunità locali, valutazioni d'impatto e programmi di sviluppo	% di attività che prevede il coinvolgimento della comunità locale, valutazioni di impatto e programmi di sviluppo*	Cap. 6.5
GRI 414: VALUTAZIONE SOCIALE DEI FORNITORI	414-1	Nuovi fornitori che sono stati sottoposti a valutazione attraverso l'utilizzo di criteri sociali	% dei nuovi fornitori che sono stati valutati mediante criteri sociali	Cap. 5.5
	414-2	Impatti sociali negativi sulla catena di fornitura e azioni intraprese	N° fornitori valutati per impatti sociali	Cap. 5.5
			N° fornitori che hanno impatti sociali negativi, significativi, potenziali e attuali	Cap. 5.5
			Impatti sociali negativi, significativi, potenziali e attuali, identificati nella catena di fornitura*	Cap. 5.5

Aspetti economici materiali (serie 400)

GRI STANDARD			RENDICONTARE	UBICAZIONE (CAP.)/ MOTIVO OMISSIONE
GRI 416: SALUTE E SICUREZZA DEI CLIENTI	416-1	Valutazione degli impatti sulla salute e sulla sicurezza per categorie e prodotto e servizi	% espressa in termini di categorie di prodotto e servizio significative su cui vengono valutati gli impatti sulla SS in ottica di miglioramento	Cap. 5.4
	416-2	Episodi di non conformità riguardanti impatti sulla salute e sicurezza di prodotti e servizi	N° tot di casi di non conformità con le normative e/o codici di autoregolamentazione riguardanti impatti sulla salute e sicurezza di prodotti e servizi*	Cap. 5.4
GRI 417: MARKETING ED ETICHETTATURA	417-1	Requisiti in materia di informazione ed etichettatura di prodotti e servizi	L'approvvigionamento dei componenti dei prodotti o servizi	Cap. 5.4-5.5-5.6-5.7
			Il contenuto, in riferimento alla presenza di sostanze che possono generare un impatto ambientale e sociale	Cap. 5.4-5.5-5.6-5.7
			Utilizzo sicuro di prodotti e servizi	Cap. 5.4-5.5-5.6-5.7
			Lo smaltimento dei prodotti e i relativi impatti ambientali e sociali	Cap. 5.4-5.5-5.6-5.7
			% di prodotti o categorie di servizi significativi trattati o valutati in materia di conformità rispetto a tali procedure	Cap. 5.4-5.5-5.6-5.7
	417-2	Episodi di non conformità in materia di informazione ed etichettatura di prodotti e servizi	N° tot di casi di non conformità con le normative/codici di autoregolamentazione in materia di informazione ed etichettatura di prodotti e servizi *	Cap. 5.4
	417-3	Casi di non conformità riguardanti comunicazioni di marketing	N° tot di casi di non conformità con le normative/codici di autoregolamentazione in materia di marketing	Cap. 5.4



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