

Sustainability policies

	Relevant area	Theme	Description	Target	SDGs and targets
Corporate governance and development	1. Mapping of risks, impacts and due diligence	<i>Description and assessment of risks, evaluation of impacts and interactions with key stakeholders.</i>	Broad identification of risks and impacts. Actions: Mitigation and/or elimination plan (2023).	Carry out a thorough assessment of the ESG and ERM risks of the elements influencing sustainability. Ensure compliance with regulatory and disciplinary developments (from an ESG perspective).	  2.4 13.1
	2. Competitiveness and efficiency	<i>Competitiveness and sustainability in investment and management choices.</i>	Energy and water efficiency and utilisation of waste with a view to the circular economy. Qualification in production, also with a view to greater sustainability.	Reduce CO ₂ emissions; concentration of treated volumes with lower energy consumption. Eliminate PET, increased volumes, reduced energy use.	   2.4 8.2/8.8 12.2
	3. Commercial policies: qualifying demand	<i>Improved positioning and economic sustainability; action on demand to contribute to its characterisation with a view to sustainability and consumerism.</i>	The preferences of customers and consumers match those of FruttageL in terms of greater product sustainability, which concerns the processed product, the packaging, and in general the guarantee of a high standard of quality.	For 2023 and 2024, carry out and consolidate: <ul style="list-style-type: none"> • moving away from plastic (PET) and film in packaging • development of products without added sugar • fully aseptic production operations 	  3.9 2.4
Healthy, sustainable consumption	4. Quality of the upstream supply chain	<i>Improved performance of ARM growers to produce increased value and a greater contribution of the entire supply chain to sustainability.</i>	FruttageL's growth prospects depend on two factors concerning growers: <i>aggregation and specialisation</i> , with a view to sustainability. On the horizon: a cohesive group, specialising in ARM for industrial processing.	Increase the quality and stability of members' contributions, with increased member loyalty and consistency of behaviour. Stabilise and increase organic production and the ethical quality of the supply chain ("quality businesses"). Qualify and increase efficiency of the aggregation of growers within the local area.	   6.3 8.4 2.4
	5. Development of Almaverde Bio	<i>Development of the brand as the first demonstration of the sustainability and strategic relevance of organic production.</i>	The brand and its development represent the first indication of the development of organic production and FruttageL's commitment to this sector. The issue is closely linked to the qualification of the growers in this sense.	Increase the volumes handled by setting specific targets for the years of the business plan. Plan a more effective marketing and communication policy for the period that is fit for purpose.	 3.9
	6. Innovation of products and processes	<i>Adaptation of products and processes in line with growth objectives and the vision of sustainability; consistent commercial and communication initiatives.</i>	The ability to continue innovating products and processes is an essential part of FruttageL's development. This must be accompanied by specific, qualified communication activities.	Involve the actors in the supply chain more deeply: from producers to customers. Qualify and develop the relationship between suppliers of innovation at various levels (from producer, to packaging, to customer-consumer) to increase the value of products. Develop sugar-free products. Consolidate research in cooperation with universities and specialised centres, setting specific targets per financial year.	 8.2
Work and people	7. Culture of sustainability	<i>Sustainability – in all its meanings – as a shared focus for employees at all levels.</i>	The overall sustainability of the company depends on awareness at all levels of the new and necessary logical and professional framework related to sustainability and business ethics.	In 2024, implement the excellent results already achieved with the creation of a group of "ambassadors", on the dissemination and knowledge of the new Code of Ethics.	 8.3/8.5
	8. Training: proactive spirit and loyalty among workers	<i>Professional awareness and social ethics. Digitisation and digitalisation as a necessary cultural and competitive environment.</i>	Staff training has always been a core focus for FruttageL, as a driver for a continuous improvement in skills. This now becomes even more indispensable in relation to future digitisation and digitalisation needs.	Increase loyalty and validate the work of employees by increasing skills. Strengthen prospects for integration into the leadership team through activities targeted at young people with high potential at all levels. Manage Industry 4.0 investment projects. Develop initiatives and practices (<i>talent attraction</i>) that help to build loyalty and a commitment to stay among new recruits.	 8.2/8.8
	9. Differences and equal opportunities	<i>Need for updating/adaptation in line with social and regulatory requirements.</i>	The issue of equal opportunities is considered an essential factor in sustainability policies and derives from the company's traditional sensitivity to gender issues and differences, typical of the cooperative tradition.	Initiate reflection on the institutional nature of the company and its difficulties in matching what is required by legal doctrine and regulatory guidelines. Highlight situations at all institutional and organisational levels concerning equal opportunities and diversity. Aim for greater parity in management and accountability (non-elective) areas where the process appears more feasible. Report the changes implemented and the results achieved by year.	  8.5/8.8 5.5
	10. Corporate welfare	<i>Application and development of FruttageL's policies on this issue.</i>	Corporate welfare at FruttageL, established through a trade union agreement in 2018, is seen as an essential tool for further commitment to the company and for improving people's lives.	Further implement the plan, knowledge and use of the corporate welfare system.	 8.3/8.5
Environment	11. Environment: a. emissions and wastes b. energy c. water	<i>Improvement in FruttageL's environmental balance sheet by setting and monitoring specific reduction targets for the indicators mentioned.</i>	The focus on environmental sustainability is now the most essential factor in FruttageL's strategy, fully integrated into its business plan and sustainability report.	Improve the company's carbon footprint in the <i>areas</i> indicated. Reduce energy consumption through specific investment choices and water consumption by implementing water recovery.	    7.2/7.3 13.1 6.3 8.4