



Commitment to the consumer

- ✓ **Food Safety First:** Food safety is our top priority. We obtained certification in 2015 according to the IFS (International Featured Standards), which ensures that our production processes meet strict safety and quality requirements. Additionally, our production is strictly GMO-free: we use only non-genetically modified ingredients to ensure the naturalness and safety of our candies.
- ✓ **Natural Flavors:** To offer an authentic and healthy taste experience, we use only natural flavors in our candy production. This means we do not use artificial flavors, relying exclusively on essences derived from fruits, herbs, and other natural sources. This commitment not only improves the taste of our products but also reduces environmental impact and promotes healthier, more conscious consumption.
- ✓ **Transparency and Traceability:** We are committed to maintaining maximum transparency with our consumers. Every ingredient in our candies is traceable from field to table, ensuring full transparency and reliability. We are proud to demonstrate the origins of our ingredients and our production process at every stage.



Commitment to the environment

- ✓ **Reduction of GHG (Greenhouse Gas) Emissions:** We are committed to reducing GHG emissions related to Scope 1 and 2 (direct emissions) in the coming years by using more efficient production technologies and adopting renewable energy sources. Our goal is to reduce total emissions by 15% by 2030, based on 2023 data. This target will be achieved through continuous improvement of our production processes and the implementation of innovative and sustainable energy solutions.
- ✓ **Optimization of Energy and Resource Consumption:** We are committed to optimizing the consumption of electricity, gas, and water in relation to the amount of product manufactured, reducing specific consumption. Our goal is to reduce electricity consumption by 3% by 2026 and by 7% by 2030, compared to 2023 as the reference year. Through the adoption of advanced technologies and efficient management practices, we will ensure that every stage of production is as sustainable as possible.
- ✓ **Waste Management and Recycling:** We apply the best standards for waste segregation, directing as much as possible to recycling. We believe that proper waste management is essential for reducing environmental impact and preserving natural resources.
- ✓ **Reduction and Simplification of Packaging Materials:** We have reduced the use of primary packaging materials by minimizing plastic film packaging. Furthermore, we are committed to simplifying packaging systems by using monomaterial packaging as much as possible to facilitate recycling.
- ✓ **Use of Recycled Materials:** Where possible, we promote the use of recycled materials, especially for secondary packaging. Our goal is to maximize the use of recycled materials for secondary packaging, reaching 90% by 2025.
- ✓ **Safe Chemical Management:** We manage chemicals and hazardous substances safely and in a controlled manner to prevent spills and environmental contamination. We adopt strict safety measures to ensure that all operations are carried out responsibly and securely.
- ✓ **Environmental Awareness and Training:** We promote awareness and attention to the environmental impacts generated by our activities by training our employees on various sustainability-related topics. The goal is to achieve a consistent result of zero environmental incidents through ongoing education and the implementation of sustainable daily practices.



Commitment to people

- ✓ **Child Labor:** We do not tolerate child labor. No employee under the age of 16 is hired in our company. We believe in every child's right to a safe childhood and the opportunity to pursue education.
- ✓ **Forced and Compulsory Labor:** We categorically reject forced and compulsory labor. All our employees work voluntarily and with dignity.
- ✓ **Freedom of Association and Right to Collective Bargaining:** We actively promote collective bargaining at the company level, aiming to eliminate strike hours. We respect employees' right to freely associate and collectively negotiate working conditions.
- ✓ **Discrimination:** We place great importance on discrimination and equal opportunity issues. Our goal is to have no internal reports related to discriminatory practices, ensuring an inclusive and respectful work environment for all.
- ✓ **Working Conditions:** We are committed to ensuring good working conditions for all employees by offering adequate salaries, working hours, and benefits. We encourage employees to take maternity/paternity leave, supporting work-life balance.
- ✓ **Career Management and Training:** We support the career development of our employees through adequate training. Our goal is to increase average training hours per employee by 20% by 2030, compared to 2020, to promote professional and personal growth.
- ✓ **Diversity, Equity, and Inclusion:** We are committed to ensuring fair and respectful treatment for all employees, whether temporary, part-time, or full-time. We aim to train 100% of employees on diversity, equity, and inclusion issues by 2025.
- ✓ **Health and Safety at Work:** We ensure a safe working environment for all employees by frequently assessing risks and providing appropriate personal protective equipment (PPE). Our goal is zero accidents and zero reports for failure to use PPE. Additionally, in 2024, we will implement a management system compliant with the ISO 45001:2023 standard.
- ✓ **Disciplinary Practices:** We aim to keep disciplinary actions to a minimum, fostering a respectful and collaborative work environment.
- ✓ **Working Hours:** We improve work efficiency by minimizing overtime hours to ensure a balance between work and personal life.
- ✓ **Human Rights:** We have a constant goal of having no reports related to human rights violations, ensuring the respect and dignity of all individuals involved in our activities.
- ✓ **Corruption:** We adopt a zero-tolerance policy towards corruption in business activities, bribery, or other improper payments. We aim to have no reports related to corrupt practices, maintaining integrity and transparency in all our operations.



SUSTAINABILITY CHARTER FINAZZI DOLCIARIA