

# SUSTAINABILITY REPORT

# 2018



La Qualità e il Rispetto.



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La Qualità e il Rispetto.



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# Letter to Stakeholders

It is my great pleasure to introduce the **seventh Generale Conserve Sustainability Report for 2018**, a year marking an important turning point for our business, which will henceforth focus exclusively on **canned fish**.

Over the next few years, we will concentrate more and more on a strategy of consolidating the company's market position in the Premium segment, moving towards **internationalisation** and relying on one of our most crucial assets: the **ASDOMAR** brand. This strategy will go hand in hand with the considerable visibility that Italian food products have enjoyed abroad since Expo 2015, which has led to a rise in demand and a **focus by foreign markets on the level of quality that Italian products can offer**.

This is a new development process which will, in any case, confirm and reinforce our approach, which has been historically geared towards integrating sustainability into our business along the entire value chain, from the procurement of fish raw material based on principles of sustainable fishing, to our commitment to strengthening our relations with consumers, not to forget production and our impact on the local area and the environment. This management approach, by its very nature, is closely linked to the **Agenda 2030 Goals (SDGs)** launched by the United Nations in 2015, which we have sought to highlight within this Sustainability Report.

Using facts and figures, we will shed light on a process that began almost ten years ago now, which fills us with pride, both as regards the positive economic impacts of our work on the territories which house our facilities, and due to the fact that we have re-established an ancient tradition in our fish processing which ensures, together with an outstanding production process, the quality and goodness that are our hallmarks. Over the last year, our production process has been characterised by the full entry into operation of the first **three industry 4.0 new plants and machinery** with key technological, digital and automation elements, in which the company has invested approximately 1.2 million. In addition, Generale Conserve has confirmed its **environmental policy** with production according to a circular economy approach, "**Zero Waste Tuna**", which was the victor of the third edition of the OASIS Ambiente prize in the "Process and Product Innovation" category. In addition, the Olbia facility has seen a significant fall in odour emissions, thanks to major extraordinary maintenance works. The levels are now one third that of the legal limits, an achievement that benefits the communities and environment around the facility.

The 2018 Sustainability Report features a special focus on our commitment to **responsible fishing**, confirmed as the fundamental factor in applying sustainability to our "core business": since 2009, for ASDOMAR brand products we have used only whole fish raw materials certified in accordance with the Friend of the Sea (FOS) standard, which imposes strict criteria on fishing vessels regarding fishing, respect for the environment and social responsibility. Since 2018, this has been the only sustainable fishing certification programme recognised and accredited by the European Accreditation Body for Italy - Accredia.

Our dedication to reinforcing relations with consumers and helping them to make more informed purchases has also seen us committed on the product innovation front. With this in mind, we are extremely proud to have launched new products on the market in line with the trends and evolving social dynamics. An example of this is the "**Le Buone Idee**" **well-being line**, tuna fillets in smaller formats to prevent food waste, and innovative products like the grilled tuna fillet, all products designed to satisfy the new lifestyles establishing themselves among responsible ASDOMAR consumers.

Last but not least, the company has made considerable strides as regards safeguarding, retaining and developing human capital through vocational training programmes, with particular focus on finding a work/life balance, through the granting of collective holidays and the closure of our facilities for long weekends and public holidays, together with an occupational health and safety management system inspired by the highest international standards.

These are some of the issues addressed in the 2018 Sustainability Report, which I hope will help our consumers and stakeholders to fully understand the environment in which Generale Conserve operates, the policy, sustainability strategy and the results achieved and strengthen their confidence in our company and our products.

I hope you enjoy reading it.

Giovanni Battista Valsecchi  
General Manager





# 1. About Us

1.1 - THE PROFILE OF GENERALE CONSERVE

1.2 - THE VALUE CHAIN

1.3 - OUR HISTORY



# THE PROFILE OF GENERALE CONSERVE

Generale Conserve is an Italian company specialized in canned fish; its presence on the market is ensured through **ASDOMAR**, a leading premium tuna, mackerel and salmon brand, and through other, minor own brands.

It is the joint leader in **Private Label** production, and, thanks to the contribution of both businesses through which it operates, has reached second place on the Italian canned fish production market, with a share of approximately 15% of the tuna market<sup>1</sup>.

It is the leading company as regards the production of **round tuna**, and represents a benchmark as regards **quality, innovation and sustainability**.

Launched at the end of the 1980s as a distribution company, in just a few decades the company has grown from a small firm to a production and sales company generating 20 million in turnover in 2001, with 611 employees in 2018<sup>2</sup>.

1 - Data source: Nielsen 2018 Tuna packed in oil market <300g Supermarket + Hypermarket channel, market shares in value. Includes the ASDOMAR brand and the Private Label products.

2 - Figure expressed as annual average resources. Also includes 27 employees from the headquarters in Genoa and employees with temporary contracts and seasonal employees working primarily during peak production periods at the group's facilities.



## QUALITY AND RESPECT

*Genuine actions and facts with regard to all stakeholders represent the concrete expression of the concepts of "Quality and Respect" – not just a claim, but the genuine strategy of Generale Conserve.*

*They are reflected in our real desire to offer consumers a top-quality product, by carefully selecting raw materials and ensuring sustainable fishing, while striking a balance between manual tradition and technological innovation.*

## THE "MADE IN" CONCEPT

Generale Conserve  
owns two production facilities:

Olbia  
**230**  
employees<sup>2</sup>

Generale Conserve has brought tuna processing back to Olbia, a facility which had previously ceased production, resulting in the redundancy of employees.



Vila do Conde  
**354**  
employees<sup>2</sup>

In 2006, Generale Conserve took over sole management of the facility from a local supplier that was subject to bankruptcy proceedings and was close to winding up the business.

2 - Data stated in Annual average resources, also includes employees with temporary contracts and seasonal employees working primarily during peak production periods.



FISH RAW MATERIALS  
PROCESSED IN 2018Yellowfin  
Tuna10,948  
tonnesSkipjack  
Tuna1,359  
tonnes

Mackerel

4,755  
tonnes

Salmon

667  
tonnes

## TURNOVER

€148.3 million

56.6% ASDOMAR brand

41.6% Private Labels

0.5% Pet food produced  
for private labels0.9% Fishmeal for  
livestock

0.4% Other

## PRODUCTION IN 2018

82  
million

Cans of tuna

7.9  
million

Jars of tuna

2.6  
millionSmall tubes of  
spreadable pâté6.8  
millionCans of mackerel<sup>4</sup>2.4  
million

Jars of mackerel

4.6  
million

Cans of salmon

15.3%

Generale Conserve's share of the tuna market<sup>1</sup>

6.3%

ASDOMAR's share of the tuna market<sup>2</sup>

over 200

Trade partners with whom the company has business relationships

4,422,000

Households that purchase tuna under the ASDOMAR brand name<sup>3</sup>

1 - Data source: Nielsen 2018 Tuna packed in oil market <300g Supermarket + Hypermarket channel, market shares in value. Includes the ASDOMAR brand and the Private Label products.

2 - Data source: Nielsen 2018 Tuna packed in oil market <300g Supermarket + Hypermarket channel, market shares in value.

3 - Data source: Nielsen Consumer Panel AT 03 December 2018.

4 - Of which 5.7 million for the well-being line



1.3

# OUR HISTORY



1940s

The ASDOMAR brand appears for the first time with large-format products (3-4 kg cans), distributed at first only in delicatessens and in grocery stores and then resold by weight.

1990s

In 1989, Generale Conserve S.p.A. is established for the purpose of marketing canned food under the name ASDOMAR, a brand exclusive to Italy, produced in the Azores (Portugal). The marketing of ASDOMAR in smaller 100g and 200g formats through large retailers also begins in the 90s. At the time, distribution of the brand is still limited only a few regions.

2000

The ASDOMAR brand, consisting exclusively of Premium products, begins to expand nationwide and has continued to grow ever since.

2008

The company becomes a producer of tuna through its decision to 'localise' in Italy, with the repair and recommissioning of the plants and machinery at the production facility in Olbia, which had previously ceased production under the management of a previous owner. The Medium line is launched, for more everyday consumption of tuna, alongside the traditional and 'historic' Premium line.

2006

The company takes over the management of the Vila do Conde facility in Portugal for its production of canned mackerel.

2005

The share capital of Generale Conserve becomes entirely Italian.

2015

The Torre Giulia, one of the most valued fishing vessels in the European fleet, and the first and only ship to fly the Italian flag, is integrated into the company's vertical supply chain. In autumn, ASDOMAR secures first place in the Italian classification compiled by "Il Rompicatole" Greenpeace for the sustainability of canned tuna, and is the only company to be awarded the green rating.

2016

Beginning of the vertical focus on the fishing industry through the abandonment of non-strategic businesses. The Manzotin brand is sold.

2014

This year marks the arrival of the Valsecchi family, with Adolfo Valsecchi taking a stake in the Group's share capital in February 2014 and being named CEO of the Company. Giovanni Battista becomes General Manager in May of the same year.

2017

Completion of the project leading to the internalisation of production (ASDOMAR and Private Labels). The focus on the premium segment also encompasses 'well-being' and 'organic' products, which are launched at the end of the year. Summer sees the official sale of the De Rica brand.

2013

Generale Conserve S.p.A. expands its position on the Italian food market, upholding its values and continuing the drive towards sustainability, quality and innovation, through the acquisition of the De Rica brand (Manzotin, acquired in 2013 and later sold in early 2016).

2012

The laboratory at the Olbia facility receives UNI CEI EN ISO/IEC 17025:2005 third-party certification from Accredia.

2018

The business focuses exclusively on canned fish. The strategy for the internationalisation of the ASDOMAR brand is also launched and the consolidation of the company's market position in the 'Premium Price' segment continues.

2010

The new facility in Olbia opens. The first round tuna is cut on 26 February 2010. The production site in Sardinia is now one of the most modern fish processing facilities in Europe, where innovation and traditional craftsmanship coexist. The same year sees the completion of the formal acquisition of the Vila Do Conde facility in Portugal, which had already been producing fish exclusively for Generale Conserve S.p.A. since 2006.





## 2. The ingredients of sustainability

2.1 - OUR SUSTAINABILITY PILLARS

2.2 - SUSTAINABILITY COMMUNICATION:  
LABELLING

2.3 - AWARENESS RAISING PROJECTS

2.4 - READING THE SUSTAINABILITY REPORT



# OUR SUSTAINABILITY PILLARS

## THE UN 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

On 25 September 2015, the United Nations General Assembly adopted the 2030 Agenda for sustainable development, containing guidelines for the activities over the following 15 years.

**The 17 Sustainable Development Goals (SDGs) which comprise the 2030 Agenda represent a global action plan to eradicate poverty, protect the planet and ensure prosperity for all.**

The Sustainable Development Goals refer to various areas of development relating to environmental, social, economic and institutional issues, while laying down a

global action plan<sup>1</sup>.

These goals represent tools for continuing with economic and social development, which will ensure the satisfaction of the needs of the current generation without jeopardising the possibility of meeting those of future generations.

**The distinguishing features of Generale Conserve are of fundamental importance for sustainable development connected with the SDGs**, such as tackling climate change, preserving and ensuring the sustainable use of oceans, seas and marine resources, reducing food and production waste and promoting well-being for all ages.



<sup>1</sup> - Istat definition <https://www.istat.it/it/benessere-e-sostenibilit%C3%A0/obiettivi-di-sviluppo-sostenibile>



### Sustainable fishing

We only use fish raw materials that have been certified as sustainable. We have chosen the Friend of the Sea certification scheme, which monitors the sustainability of raw materials and the chain of custody in accordance with strict criteria of sustainable fishing and social responsibility. [www.friendofthesea.org](http://www.friendofthesea.org).

ASSOCIATED SDGs



### Respect for the environment

Company policy is aimed at progressively reducing our environmental impact. Particular attention is paid to the containment of atmospheric emissions, and environmental waste, water and odour management. Generale Conserve has achieved the important goal of 'zero manufacturing waste' in its production process, thanks to the introduction of a modern system at the facility in Olbia for the production of fishmeal intended for animal husbandry and animal feed, as well as in Portugal, where waste is managed in the same way by a specialised, external company.

ASSOCIATED SDGs



### Respect for Work

We respect work and human rights along our entire value chain.

ASSOCIATED SDGs





## The local area

The re-establishment and permanence of the processing and production of yellowfin tuna in Italy, and mackerel and skipjack tuna in Portugal, help to support local employment and satellite industries, offering a real boost to the virtuous circle of increased employment, more purchasing power, more consumption and therefore more jobs, in areas considered 'deprived' as regards employment.

ASSOCIATED  
SDGs



## Transparency

ASDOMAR ensures maximum traceability of the tuna, mackerel and salmon used for its products, allowing consumers to make informed purchases.

The species, fishing zone and fishing method are indicated on the packaging of our tuna.

ASSOCIATED  
SDGs



## Safe, monitored and verified products

All processing is carried out in accordance with the Group's food safety management system certified according to international standards: IFS (International Food Standard) and BRC (British Retail Consortium). The production sites operate according to HACCP procedures (HAZARD ANALYSIS AND CRITICAL CONTROL POINTS). The Olbia site has secured third-party accreditation from Accredia and, after passing the strict checks envisaged, secured Kosher certification for the production of tuna in olive oil, which will also be extended to the Portuguese site.

ASSOCIATED  
SDGs



## Well-being and healthy eating

The New Benessere (well-being) Line and smaller formats satisfy the new 'zero waste' lifestyles which are taking hold among consumers. ASDOMAR products are rich in nutrients and low in calories and contribute to balanced, light nutrition in line with the Mediterranean diet, considered one of the healthiest in the world by the scientific community.

ASSOCIATED SDGs





# 2.2

## SUSTAINABILITY COMMUNICATION: LABELLING

The packaging of a product is the first point of contact for the Consumer, which, in most cases, occurs directly at the time of purchase, on the shelf.

Generale Conserve's dedication to reinforcing relationships with consumers, helping them to make more informed purchases, has also seen us committed to the **quality and completeness of information regarding the product characteristics printed on the label.**



**The label is crucial for consumers when it comes to choosing a product.**

A survey conducted by Nielsen<sup>1</sup> has shown that the label plays a fundamental role in choosing a product to purchase and that, in addition, consumers are increasingly aware of health and well-being.

In addition to the legal requirements (nutritional information, ingredients, etc.), **the packaging of all ASDOMAR products indicates the species** (common and scientific name), **fishing zone** (ocean and FAO area), **fishing method and details of the Friend of the Sea (FoS) certification.**



**Rise in the consumption of products in the Health and Well-Being sector**



**Growth in food products that mention Italian origin, representing 22% of food sales**

1- Data source: Nielsen "Purchasing behaviour and sales trends" - 1st quarter of 2017

**72%**

*consumers declare they want to know exactly what's in the food they buy*

**71%**

*consumers declare to appreciate company transparency on the origins and methods of production*

### READING THE LABEL

#### Species

- Yellowfin tuna
- Skipjack tuna



#### Nutrition

- Rich in protein
- Low in fat



#### Fishing

- Purse seine
- Pole & line fishing



#### Fishery Zone

- Ocean
- FAO zone



#### Certification

- Friend of the sea





# 2.3

## AWARENESS RAISING PROJECTS

“Quality and Respect” are also reflected in the company’s commitment to making consumers more aware of the industry and the product, through awareness-raising projects focusing on the ecosystem and marine resources.

“Amici del mare” is the new initiative launched by **ASDOMAR in cooperation with the Genoa Aquarium** to inform and raise the awareness of visitors with regard to the issue of **sustainable fishing and the protection of biodiversity**.

Guided by the experts at the Aquarium, children and adults will be invited to participate in themed visits organised by ASDOMAR, during which they will discover some key concepts connected with sustainable fishing. In this regard, particular attention will be paid to the illegal practice of **shark finning**, which, in addition to causing great suffering to the animals, which are thrown back into the sea without their fins, represents a serious environmental problem, since sharks are being driven to extinction, which will disturb the balance of the oceans.



Through the cooperation and experience of the experts at the Aquarium of Genoa, ASDOMAR, which is combating this practice, including through the Friend of The Sea certification (at the forefront against this phenomenon), has set itself the objective of **raising users’ awareness of the need to protect all animals**, by drawing attention to those which, while less popular and somewhat unloved, are of equal importance in maintaining the fragile balance of the ecosystem and biodiversity.



*ASDOMAR packaging dedicated to the initiative is already on sale across the whole of Italy, offering a coupon for free entry to the Aquarium of Genoa for one 4-12 year old.*





# 2.4

## READING THE SUSTAINABILITY REPORT

In order to make the information contained in the Sustainability Report more legible and user friendly for consumers, **ASDOMAR took part in a project promoted by the Study Centre at Codacons to make it easier to consult and read the Sustainability Report.**

Through a **“Letter to the Consumer”**, which includes the main elements of the Report interpreted and drafted more simply and without technical terms, we have managed to make the document immediately accessible and clear, as well as open to third parties.

This is a crucial prerequisite to enable everyone to make their own choices is the usability of the information.

**The Letter to the Consumer takes the elements from the Sustainability Report which have contributed to widespread well-being, which is of greatest interest to Consumers, enabling them to be informed more simply and directly, using appropriate language.**



**Between 22 and 24 January, 74,600 e-mails containing the “Letter to the Consumer” on the ASDOMAR Report were sent to a cluster of Consumers potentially interested in issues such as “diet, personal health/well-being, sustainable production and consumption”. The e-mail was read by 30,046 Consumers (around 40% of the cluster) and obtained 11,528 interactions.**

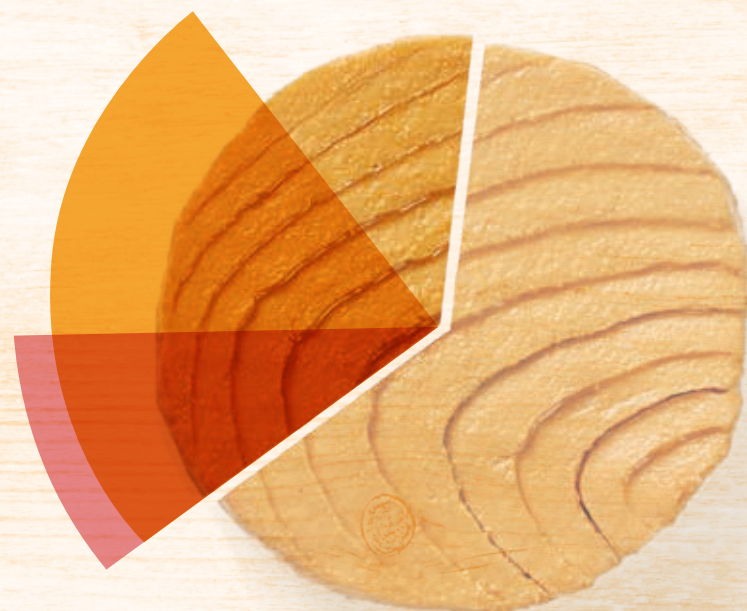
**63% (7,263) stated that they had opened the Letter through curiosity, having already “heard of” ASDOMAR. 39% of these (4,496 Consumers) gave a more in-depth reply, demonstrating their specific knowledge of the products and the company’s activities.**

**63%**

*of consumers stated that they had heard of Asdomar*

**39%**

*of consumers were familiar with Asdomar products and the company’s activities*



## EXTERNAL RECOGNITIONS: THE FUTURE RESPECT INDEX

**In 2018, another recognition of good practices** rewarded the work on communicating and disseminating the concepts of Sustainability conducted by the company ([www.asdomar.it/consumerlab](http://www.asdomar.it/consumerlab)).

Following an investigation on consumers conducted by the **CONSUMERLAB** study centre, the **Generale Conserve – ASDOMAR Sustainability Report** was assessed as clear and effective. Our management was acknowledged as respecting the future, sensitive to the common good, focused on the general interest and geared towards social cohesion.

According to Consumers, through its Sustainability Report, ASDOMAR – Generale Conserve has shown itself to be **a company that respects the future**, partly because it has adopted conduct within the Company (Communities/Institutions system), in the Local Area (Environment/Biodiversity system) and on the Market (Production/Consumption system) able to contribute to widespread well-being, by generating resources and opportunities for others, as well as for itself.



**CONSUMERLAB published the Generale Conserve – ASDOMAR Sustainability Report in the 2018 FUTURE RESPECT Index.**

**Over 570 sustainability reports were assessed and THAT OF ASDOMAR WAS RANKED AMONG THE 40 SELECTED as an example for everyone of how Consumers would wish to access information to determine whether a production activity deserves to be chosen.**

(<https://consumerlab.it/future-respect/>)





# 3. *Our recipe for sustainable fishing*

3.1 – STOCK CONSERVATION STATUS

3.2 – SPECIES USED

3.3 – FISHING METHODS AND AQUACULTURE

3.4 – FISHING ZONES

3.5 – OUR CRITERIA FOR SUSTAINABLE FISHING

3.6 – FRIEND OF THE SEA CERTIFICATION



# 3.1

## STOCK CONSERVATION STATUS

The sustenance of over 200 million people in developing countries depends, directly or indirectly, on fishing and the aquaculture.

However, excessive fishing, beyond sustainable levels, can reduce fish stocks and employment in many regions of the world.

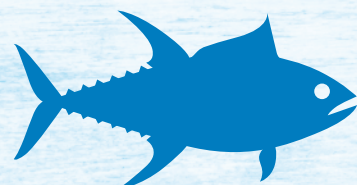
*A fish stock (or simply stock) is a sub-population of a species (fish or invertebrate) subject to commercial fishing and constitutes the basic unit of fishing biology.*



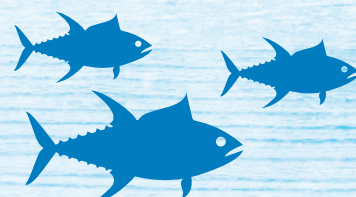
**58%**  
*Skipjack tuna*



**28%**  
*Yellowfin tuna*



**14%**  
*Other species*



**In 2017, the estimated global catch of tuna was 4.8 million tonnes<sup>1</sup>**

Of this total, **58% was composed of skipjack tuna**, 28% of yellowfin tuna and the remaining **14% of other species** (bigeye tuna, longfin tuna and bluefin tuna).

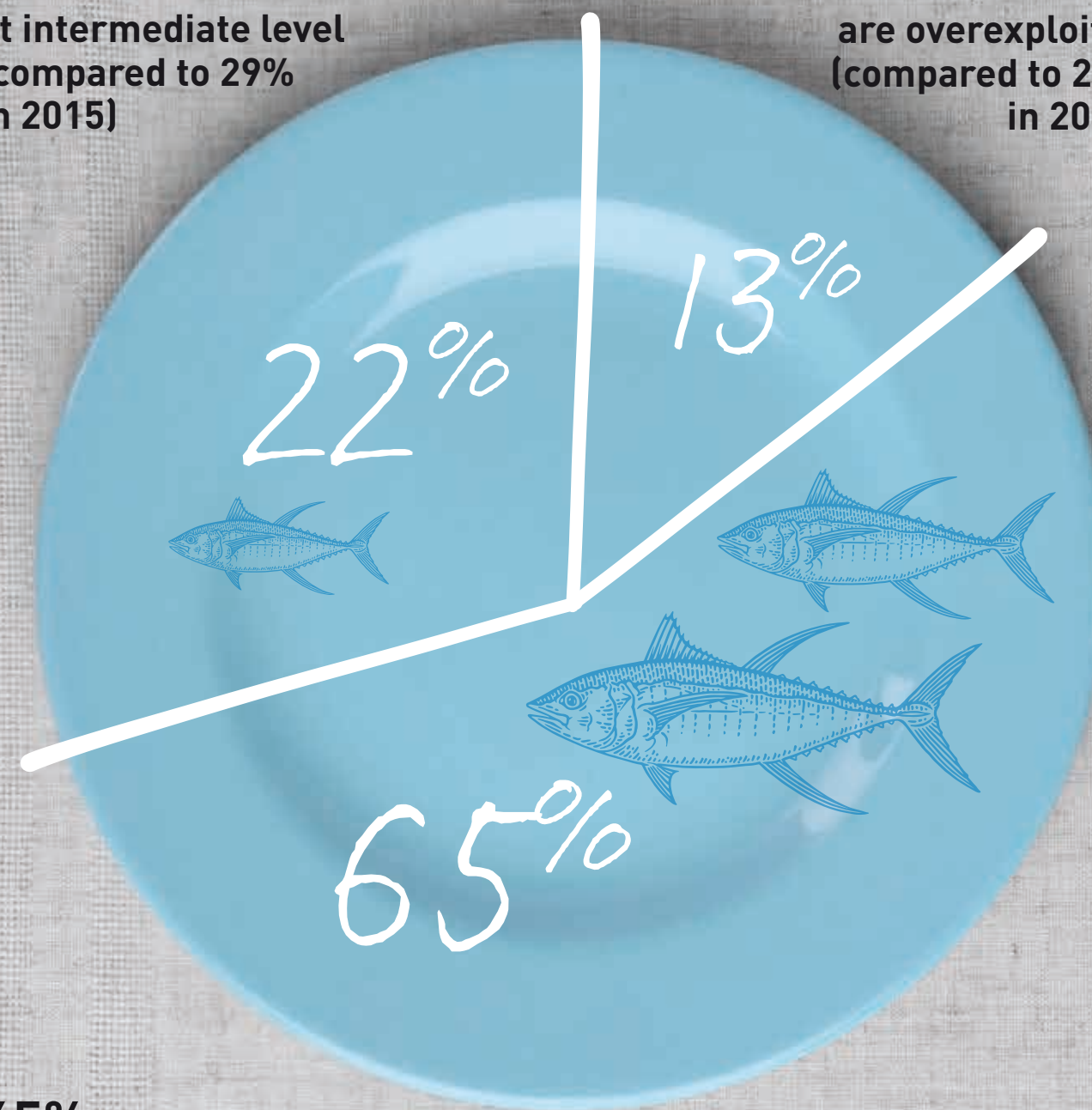
In terms of total catches, 86% come from healthy stocks. The most abundant stocks are those of skipjack tuna, which accounts for more than 50% of total global catches.

1 - Source: ISSF 2019-07: Status of the World Fisheries for Tuna. March 2019

## STATUS OF THE WORLD FISHERIES FOR TUNA<sup>1</sup>

**22% of stocks are at intermediate level (compared to 29% in 2015)**

**13% of stocks are overexploited (compared to 25% in 2015)**



**65% of stocks have a healthy level of abundance (compared to 52% in 2015)**

1 - Source: ISSF 2019-07: Status of the World Fisheries for Tuna. March 2019



## 3.2 SPECIES USED

Over a decade ago, Generale Conserve developed a business model based on principles of **sustainable fishing**. Our fish procurement policy has always stipulated that **species at risk of extinction, above all bluefin tuna, must not be purchased or sold.**



*Yellowfin Tuna*  
– *Thunnus albacares*

It gets its name from the distinctive bright yellow colour of its long fins and its black-bordered finlets. **Among tuna species, it is ranked second in terms of volume of fish and is particularly prized for its pink flesh and delicate flavour.**

It is widespread in tropical and sub-tropical seas, with the exception of the Mediterranean, and able to migrate over long distances thanks to its significant swimming capabilities. The features of this species are the second dorsal fin and the second anal fin which are very high and shaped like a sickle, representing roughly 20% of the total length of the fish. **Mature fish guarantee more compact and round slices.**



*Chub Mackerel*  
– *Scomber japonicus colias*

This is a pelagic fish belonging to the Scombridae family, distinguished by **soft, white meat and a strong flavour**. Its fusiform body characterised by large eyes measures 30 cm on average and it has a bright green-bluish colouring on its back, white-silvery colouring on its flanks and a white belly. One of its particular features is the blackish wavy and zig-zag oblique lines on its back. It is a cosmopolitan species which lives in warm and temperate waters of all oceans and adjacent seas.

This policy also requires companies **not to use fishing methods that harm the marine ecosystem**, such as fishing with longliners or large driftnets, which generate high percentages of bycatches.



*Skipjack Tuna*  
– *Katsuwonus pelamis*

The characteristic features of this species are the 4 to 6 longitudinal stripes along their bellies, their dark blue backs, the silvery parts of their bellies and their short fins. This is the **most fished tuna in the world and is most widespread for consumption from cans**. It owes this distinction to its meat, which has a **dark pink colour, a relatively tender consistency and a more distinctive flavour**.

It is a cosmopolitan species, which swims in the surface layers of tropical as well as temperate water.



*Atlantic Salmon*  
– *Salmo Salar*

The Atlantic Salmon (or simply Salmon) is **particularly prized due to the quality of its meat, its characteristic pink colour and its rich content of nutrients and Omega 3**. It has a slim, fusiform body and a small, pointed head with a large mouth and many teeth, making it a voracious predator. It is a species widespread in nature, in increasingly limited quantities, along the Atlantic coast of North America, in the North Sea, the Baltic Sea, Iceland and along the European Atlantic coast. **For its products, ASDOMAR uses salmon (Salmo Salar) from Friend of the Sea certified sustainable aquaculture.**

## 3.3 FISHING METHODS AND AQUACULTURE



### FISHING WITH PURSE SEINE ON FREE SCHOOLS

Fishing on free schools calls for the identification of the school of fish and its seining with a special large circular net which closes off the part of the sea where the fish are concentrated. When the school is surrounded, the lower part of the net is closed and the net is slowly withdrawn until the fish can be collected. **Fishing with purse seine on free schools does not use FADs and, together with pole and line fishing, is the only fishing method used to catch mature yellowfin tuna (weighing around 20 kg or 1 metre in length), since adult tuna of this species and size do not aggregate around FADs.** As for tuna, this type of fishing is carried out by large, modern fishing vessels with suitable freezing systems to allow for the industrial use of the tuna. On a more reduced scale, using smaller size vessels, **this is the same fishing method used for catching mackerel.**



### POLE & LINE FISHING

**In pole and line fishing, the tuna schools are identified by sight.** Bait is thrown to attract the fish and water sprayers are used to give the impression that there is a school of small fish close to the surface, creating, for example, the effect of a school of anchovies. **The fishermen throw in their lines and, a few seconds later, haul the tuna aboard one by one.** For the tuna to be used for industrial purposes, it is also essential for there to be fishing vessels dedicated to pole and line fishing, which are smaller than those used for purse seine fishing, equipped with modern freezing systems aboard. This is why, of the tuna caught by pole and line today (roughly 10% of the total fished in the world), only 3-5% is intended for industrial production, while the remainder is for local consumption.



### SUSTAINABLE AQUACULTURE

Tuna and mackerel are wild species that cannot be reproduced in fish farms. **As for salmon**, on the other hand, since the 1960s, in order to overcome the stock crisis and satisfy growing demand, **aquaculture methods have been developed which are now well established in various countries around the world.** For its products, ASDOMAR uses salmon (Salmo Salar) from **Friend of the Sea certified sustainable aquaculture**. The Friend of the Sea (FoS) certification standard for offshore aquaculture in the sea **requires suppliers to assess environmental impacts and continuously monitor the effects of fish farming on the sea floor and on wild fauna.** Companies must reduce the risk of fish escaping from the aquaculture operations to a minimum, so as to combat the negative effects on any wild salmon populations. **The use of growth hormones, GMOs, preventive antibiotics and chemical substances is prohibited by the certification.**

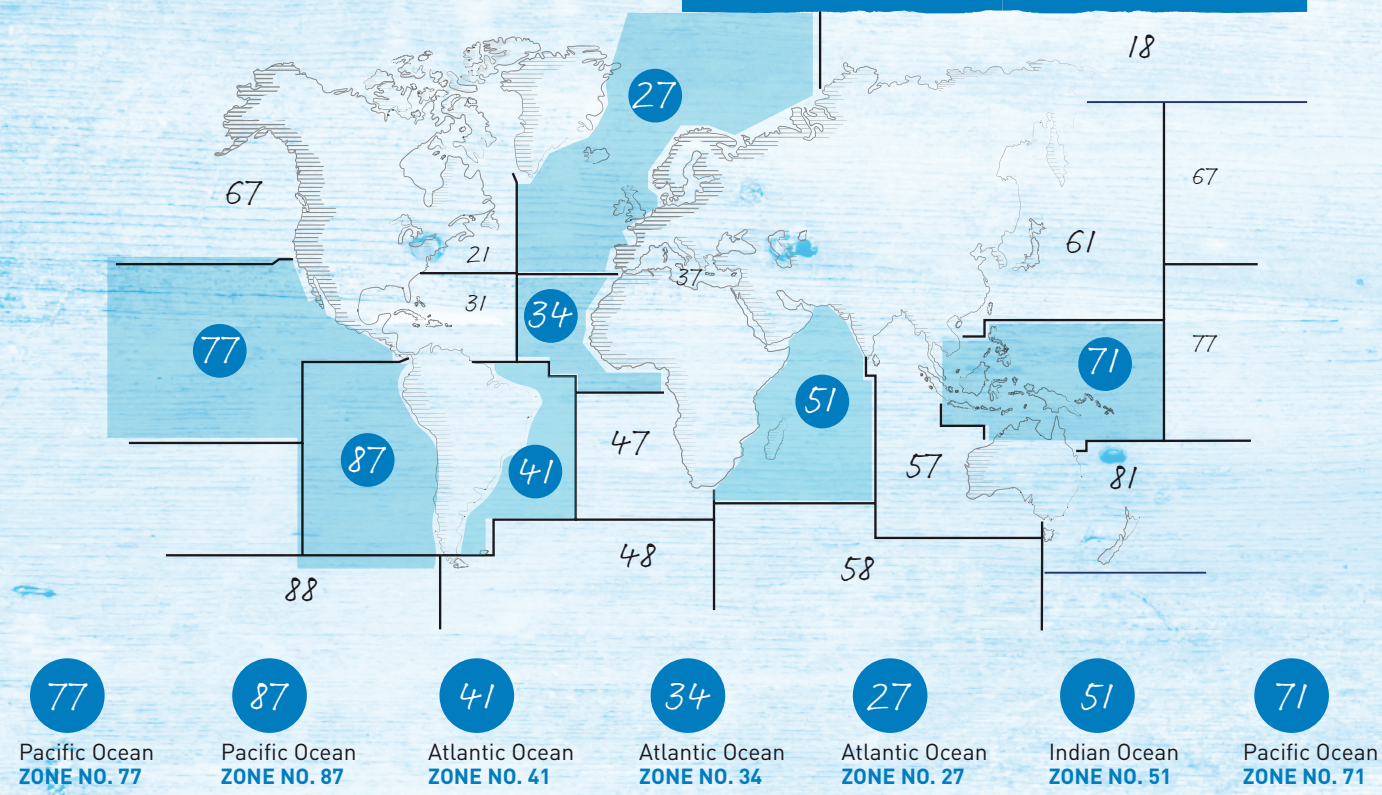




# 3.4

## FISHING ZONES

### PROCUREMENT ZONES



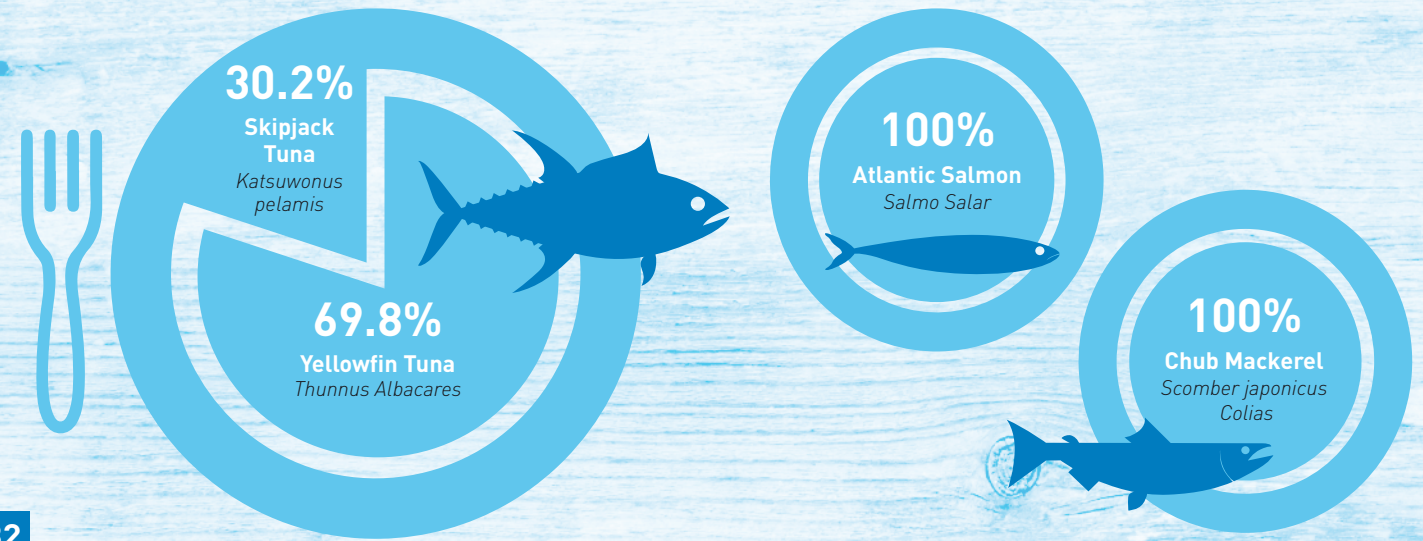
The ocean-going fishing vessel Torre Giulia, one of the most valued fishing vessels in the European fleet, has been integrated into the vertical supply chain of Generale Conserve Group with the goal of having direct control over the sustainability aspects of fishing and the supply chain.

**The Torre Giulia vessel is the first and only ocean-going tuna vessel flying the Italian flag.** In the past, the vessel has been host to important scientific research on **sustainable fishing**. Generale Conserve will be able to exploit this know-how and the ability to directly monitor certain phenomena, such as accidental bycatch, to start research and activities 'at sea' aimed at continually improving the commitment to sustainable fishing.

Torre Giulia, **built in 1997 and continuously updated according to the highest technological standards**, is a flagship of the Italian fleet, equipped with state-of-the-art equipment for the detection and documentation of fishing operations in the Indian Ocean. 25 crew members can be accommodated on board and it has 1,800 cubic metres of storage capacity.



### SPECIES USED



### Currently under assessment

A circular economy project calling for payment to fishermen for fish discards and their **reuse for the production of fishmeal intended for the pet food market.**



*More than 50% of fishing vessel fleets that supply the whole fish raw material have provided ASDOMAR with a "Captain's statement".*

This is the **official document compiled by the vessel's captain** which contains, for Yellowfin Tuna, the **declaration of fishing on free schools.**



## "IL ROMPISCATOLE"

### FOR THE FIRST TIME, A BRAND HAS ACHIEVED THE GREEN RATING: ASDOMAR

In the latest Greenpeace classification, ASDOMAR tuna is first to receive a green rating (the only company in Europe) based on specific criteria including product traceability, the presence of a written policy for sustainable supply, label transparency, the promotion of sustainable methods of fishing and the monitoring of its social accountability policy on vessels.

[www.greenpeace.it/tonnointrappola](http://www.greenpeace.it/tonnointrappola)

# TONNO IN TRAPPOLA

- latest update September 2015



# 3.5

## OUR CRITERIA FOR SUSTAINABLE FISHING



### ONLY IF FRIEND OF THE SEA CERTIFIED

All ASDOMAR brand products are certified according to the requirements for sustainable fishing and social responsibility, monitored by certification bodies and observers on board fishing vessels appointed by Friend of the Sea.



### DOLPHIN-SAFE

We ask all of our suppliers for whole fish raw material which is sourced only from vessels certified as Dolphin-Safe by the Earth Island Institute, as also required by the Friend of the Sea scheme.



### NO ENDANGERED SPECIES

We do not purchase bluefin tuna (thunnus thynnus) or any other endangered species.



### OCEANS AND SEAS WHOSE STOCK IS NOT OVERFISHED

We only use tuna and mackerel species from stocks whose biomass has not been overexploited.



### SELECTIVE FISHING METHODS

We only use fish caught using the most selective methods with lower impact (fishing with pole & line and with purse seine on free schools). We don't use tuna caught with longliners or large driftnets.



### BIODIVERSITY

Generale Conserve avoids sourcing from companies that have been the subject of proceedings for illegal activities linked to fishing or the trade in fish, or which have been involved in shark-finning. We do not purchase whole fish raw material from marine reserves, or from areas intended to become a reserve.



### ONLY REGISTERED VESSELS

We only purchase whole fish raw material from fleets and vessels not listed on the IUU (illegal fishing) list, and only from vessels identified by a European health register. We purchase whole raw fish material not transhipped at sea, unless with independent observers on board.



### MONITORING

We monitor every purchase to ensure it complies with the internal procedures and requirements of our specifications and we verify the traceability of the whole fish raw material.



1

**Fishing fleets or aquaculture facilities request Friend of the Sea certification** for the sustainability of their fishing and corporate social responsibility on board.

Leading international third-party certification bodies, appointed by FoS, send their expert auditors to conduct assessments and verifications for the issuing of the certification.

2

Within a year of the first certification audit, a 'monitoring' audit is conducted to check whether any non-compliances detected have been remedied. The monitoring audits are renewed every **18 months** (after the first monitoring audit) and the certification confirmed through an audit every 3 years.

3

The auditors verify that fishing by fleets which request certification **does not take place on over-exploited stocks** and with unsustainable catching techniques (such as those having a negative impact on the seabed). **Limits of bycatches** (the limit imposed by FoS is  $\leq 8\%$ ) and the **absence of fishing in protected habitats** are also monitored, and documentation is requested on the certified **training of the crew**. The following items are verified: release techniques of non-target species, **fishing equipment used**, which must be selective to reduce the impact on non-target species to a minimum, in particular on vulnerable species such as turtles, dolphins and sharks. Indeed, accidental bycatch should not include species on the **red list** of at-risk species of the IUCN (International Union for Conservation of Nature). In addition, the working conditions and well-being of the crew on board the fishing vessels are checked.

4

The documentation checked by the auditors during certification inspections includes an **analysis of fishing permits and authorisations, registration of the vessels**, logbooks which report catches, discards and bycatch. **Crew employment contracts and respect of human rights** are carefully and thoroughly checked. IDs are requested to exclude the possibility of child labour and checks are conducted to ensure that the requirements for **minimum wage, healthcare assistance, hygiene conditions and the level of quality of the workplace** are observed. The auditors check that there are no prohibited chemical substances or **fishing equipment on board**, that the net mesh is the minimum size allowed by domestic and international law and that **no fishing takes place during hours or in areas that are prohibited**. The crew can take advantage of **training** on the importance of saving endangered or protected fish species.

5

Purse seiner fleets (which fish with purse seines on free schools) that receive certification **agree to host an accredited FoS observer on each vessel**. These are scientists and marine biologists who, as regards the fleets from which ASDOMAR sources supplies, mainly belong to the Research Institute for Eastern Atlantic fisheries monitoring (AZTI) and the PNA (The Parties to the Nauru Agreement).

For more details, see  
[www.azti.es](http://www.azti.es) and [www.pnatuna.com](http://www.pnatuna.com)

FOS - ACCREDITATION  
AND CERTIFICATION

Friend of the Sea (FOS) is a non-profit association registered in Italy and active at international level in the certification of products from both fishing and sustainable aquaculture activities.

Launched in 2006 on the initiative of the European Director of the Earth Island Institute, FOS is now one of the leading international schemes for the certification of fish products. The basis of the certification is the 'European Common Fisheries Policy', founded on the principles of: respect for the environment, conservation and sustainable use of marine resources, selective

fishing methods and energy savings.

The Friend of the Sea logo on the packaging of a product guarantees that the fish production activities are conducted in a way that respects the environment. The certified products come from every corner of the globe and include the most sold species, feed and fish-based Omega 3 products.



Since 2018, the Friend of the Sea certification has been the only sustainable fishing certification programme recognised and accredited by the European Accreditation Body for Italy – Accredia.

The only certification bodies recognised by Friend of the Sea for certification audits



6

The certification bodies accredited for the FoS scheme then also conduct audits on traceability at the **facilities at Olbia and Vila do Conde**, checking the Custody Chain and tracing the finished product back through the chain to the fishing details of the fish raw material.





# 4. Our recipe for the local area

- 4.1 - OUR CHOICE OF LOCATION
- 4.2 - GENERALE CONSERVE'S ASSETS ARE COMPOSED OF MEN AND WOMEN
- 4.3 - TECHNOLOGY AND TRADITION: THE PHASES OF THE PRODUCTION PROCESS
- 4.4 - TECHNOLOGY, DIGITISATION AND TRADITION FOR A HIGHER-QUALITY PRODUCT
- 4.5 - OUR CONTRIBUTION TO THE LOCAL ECONOMY: OLBIA
- 4.6 - OUR CONTRIBUTION TO THE LOCAL ECONOMY: VILA DO CONDE



## OUR CHOICE OF LOCATION



### Number of permanent employees at the Olbia facility:

**59**  
[2010] → **186**  
[2018]

In Italy, in this period of extreme offshoring, **Generale Conserve** was one of the very few Italian companies to **decide to bring production into Italy** through the acquisition, in 2008, of machinery and equipment of a **tuna processing facility in Olbia**, which had previously ceased production, resulting in the redundancy of former employees. The company then built a **new facility** which opened its doors in 2010. The average number of employees has grown year on year, rising to **230** in 2018<sup>1</sup>, with the number of permanent staff increasing from 59 to 186.

**By going against the grain and choosing to carry out its processing in Italy, during some particularly difficult years, the company has managed to preserve the valuable experience and tuna processing skill of the Sardinian workers, which have been handed down from generation to generation.**

1 - Data stated in Annual average resources, also includes employees with temporary contracts and seasonal employees working primarily during peak production periods.



*By bringing the yellowfin tuna processing cycle to Italy and the skipjack tuna, mackerel and salmon processing cycle to Portugal, the company has revived an ancient tradition which gives considerable value to our product.*



### Average number of employees at Vila do Conde:

**163**  
[2015] → **354**<sup>1</sup>  
[2018]

In 2006, **Generale Conserve** assumed exclusive management of the processing facility in **Vila do Conde in Portugal**, taking over the production of canned mackerel from a local supplier which had previously carried out production for the company and was near bankruptcy. In 2010, the facility was **bought outright** by Generale Conserve and is now used for the processing of **mackerel, salmon and, since 2016, also skipjack tuna**.

In this case, as well, the operation enabled the experience of approximately **150 specialised workers**, skilled in the traditional processing of whole fish raw material, particularly mackerel, to be preserved. Had the production facility been closed, this tradition would have probably been lost. **With the insourcing of production, the average number of employees has more than doubled over the last four years.**

1 - Data stated in Annual average resources, also includes employees with temporary contracts and seasonal employees working primarily during peak production periods.





## GENERALE CONSERVE'S ASSETS ARE COMPOSED OF MEN AND WOMEN

**Behind our quality are the hands, attention and passion of so many people. This is a priceless wealth of experience and professionalism, of which we are incredibly proud.**

Bolstered by this belief, **the company pays great attention to the health, safety, training and job satisfaction of employees in the workplace.**

The facilities in Olbia and Vila do Conde are equipped with a system of rules and procedures whose aim is to minimise, as much as possible, accidents in the workplace and ensure compliance with national and European laws, regulations and directives. The company provides professional training courses whose main focus is on issues of safety in the workplace, and hygiene and food safety.

The company constantly engages in dialogue with trade unions to implement flexible work shifts to reconcile, on the one hand, the requirements dictated by the increase in production and, on the other, the requirements of workers in Olbia, who have been granted, for example, collective holidays with the closure of the facility on specific days such as long weekends and prior to bank holidays.

**Generale Conserve has adopted its own Code of Ethics, which may be viewed at <http://www.ASDOMAR.it/pdf/CodiceEtico.pdf>**

1 - Data stated in Annual average resources, also includes employees with temporary contracts and seasonal employees working primarily during peak production periods.

# 2018

## 611<sup>1</sup>

average number of employees



# 84%

women



# 16%

men

2014	Follow up Audit Audit	Label manufacturing company Manufacturer of tinsplate for cans Supplier of finished products for the Manzotin brand
2015	Audit Follow up	Intermediary for the import/export of tuna raw materials Storage and logistics warehouse
2016	Follow up	Sunflower oil mill
2017	Audit Audit	Company that deals with the packaging, sorting, repackaging and loading/unloading of goods at the Olbia facility Company that deals with the plant and office cleaning services at the Olbia facility
2018	Follow up Follow up	Company that deals with the packaging, sorting, repackaging and loading/unloading of goods at the Olbia facility Company that deals with the plant and office cleaning services at the Olbia facility

**In Italy, Generale Conserve has implemented its own corporate social responsibility management system. For 2018, this is governed according to international standard SA8000.**

**The management system provides oversight for aspects connected with:**

- Employment contracts
- Health and safety
- Disciplinary practices
- Working hours and remuneration
- Respect for Human Rights

Within the framework of its management system and on these same issues, Generale Conserve conducts assessments of its most important suppliers as regards risk profile, number and repetitiveness of invoices and turnover.



# 4.3

## TECHNOLOGY AND TRADITION: THE PHASES OF THE PRODUCTION PROCESS



### 1. Receipt and storage of raw materials

The raw materials are unloaded in the appropriate areas outside the facility, weighed and transported to the different storage areas, with a specific identification lot to ensure their internal traceability. Sample checks are performed on each lot for food safety.

### 2. Cutting and preparation for cooking

The tuna is taken from the cells and transported to the area dedicated for the various cuts (head/tail, pelvic fins, spines, bellies).

### 3. Cooking

Cooking takes place in steam ovens and is monitored electronically through probes for controlling the temperature that send the data to a control panel. There is a cooling phase at the end of cooking.

### 4. Treatment

Treatment starts with a water shower system and is then completed in the Chill Room, where the tuna is kept in the dark for one night and brought to a temperature of 15°-18°C to harden, in order to remain intact and compact.

### 5. Cleaning

Each cleaning line is composed of two stations, one where the first cleaning phase takes place (removal of skins, underskins, bones, red meat, etc.) linked via a conveyor belt to the second phase, where trimming and quality grading takes place.

For each cleaning line, there is a dual waste separated recovery system (skin and bones through a fishmeal line and red meat through the pet food line).

### 6. Packing into cans/jars

The facility contains separate sectors for packing the various products into cans or jars. For example, in Olbia, where the greatest variety of packaging and references may be found, the tuna is sorted for packaging in the following materials: tinplate cans, glass jars, cans for mixed products, tubes for pâté, etc.

### 7. Sterilisation

After the dosing of the preserving liquids, the next stage is sterilisation. This is the zone that comes after packing, where products are sterilised in steam autoclaves (tinplate cans) and water autoclaves (glass jars).

### 8. Packaging

Once sterilised, the products are washed, dried, labelled and packaged.





# 4.4

## TECHNOLOGY, DIGITISATION AND TRADITION FOR A HIGHER-QUALITY PRODUCT

**Our experience in processing tuna and mackerel, which has been handed down from generation to generation, is what makes the difference.**

Ancient traditions are hard to preserve and pass on. In order to stay competitive on the market, Generale Conserve has chosen to invest in human capital, new technologies and digitisation.

Even if the technologies used at the facilities are among the most modern and advanced, Generale Conserve is an industry that relies heavily on manpower.

The care and attention used during selection determine which portions are sent to the various processing operations, the precision of our cutters makes it possible to process the fish as efficiently as possible, the craft of the cleaners makes the tuna flesh both look and taste perfect and **the hands of our experienced workers enable us to ensure optimal processing and guarantee the highest quality of our products.**



**With the goal of marrying technology and tradition, 1.2 million were invested in 2018 to complete 3 industry 4.0 projects:**



### "Cuocitore" (cooker) Project

2018 saw the completion of the development of the tuna cooking oven, alongside brand-new software that guides the temperatures within the oven. It is now possible to ensure uniform cooking of all the meat. This process has enabled us to generate a greater quantity of cooked meat which leaves the oven and must be sent for cleaning - equal to the amount of raw material introduced from the previous cutting phase.



### "Controllo Qualità e Sicurezza" (quality and safety control) Project

The introduction of new, safer and more efficient machines for the x-ray verification of products, which, by scanning the finished product, check that there are no foreign bodies.



### "Linea Insalate" (salad lines) Project

The new line for producing tuna-based salads.



*In 2018, thanks to its 'Zero Waste Tuna' circular economy project, ASDOMAR was named the winner of the 3rd edition of the OASIS Ambiente award in the 'Process and Product Innovation' category for its genuine commitment to safeguarding sustainability.*

Source: [https://engagemint.it/2018/11/07/premio\\_oasis\\_ambiente\\_2018/](https://engagemint.it/2018/11/07/premio_oasis_ambiente_2018/)  
<https://www.oasisweb.it>



4.5

## OUR CONTRIBUTION TO THE LOCAL ECONOMY: OLBIA

The activities of the Olbia facility are carried out mainly through the use of companies that operate in Italy and Sardinia. This helps us to develop the area in which the facility is located and to showcase outstanding local products.

### ANOTHER YEAR OF GROWTH FOR PRODUCTION AND JOBS

2018 saw the definitive launch of focusing the business exclusively on the fish sector, based on ultra-fast lines which use cutting-edge technology and technological developments through the adoption of facilities with industry 4.0 characteristics and processes never before used in the fish industry. In 2018, the Olbia facility processed roughly 10,948 tonnes of yellowfin tuna, creating new direct jobs and downstream activities in an employment-deprived area.

### COORDINATED INTERVENTIONS ON EMPLOYMENT

During the 2015-2018 four-year period, 28 local young people took a training apprenticeship of at least 6 months in partnership with the Employment Services Centre (CSL), the Sardinian Agency for active working policies (ASPAL) and private bodies. Over the last four years, Generale Conserve has recruited 17 trainees with various contracts, each with a minimum duration of one year. Generale Conserve has signed up to the Regional Green & Blue programme for training in the food sector, aimed at hiring people who have never worked. Within the framework of the programme, 34 people attended over 220 hours of training and 100 hours of work placements at the company in 2017 and 8 of them were recruited on seasonal contracts at the end of the programme in 2018.

1 - Data stated in Annual average resources, also includes employees with temporary contracts and seasonal employees working primarily during peak production periods.

230<sup>1</sup>

average number  
of employees  
in 2018



73%  
women



27%  
men



45

average number  
of employees from contracting  
companies that work at the  
Olbia facility



- 16 Facility and office cleaning
- 20 Packaging, sorting, repackaging and loading/unloading of goods
- 4 Canteen staff
- 5 Security staff



### Short-term objectives:

To make the new warehouse adjacent to the facility operational for the storage and direct delivery of packaging materials and finished products for specific requests from customers.



Over €5  
million

in purchases from  
local Sardinian  
companies, the  
main ones being:



over  
€ 1,129,000  
Packaging



over  
€ 749,000  
Investments in plant and  
equipment



over  
€ 871,000  
Transport



over  
€ 885,000  
Loading/unloading of goods,  
cleaning, security, canteen

## PURCHASES IN 2018<sup>1</sup>

in Italy | of which in Sardinia | abroad  
85% | 25% | 15%

1 - The figure includes purchases directly linked to production (for example, raw materials, plant maintenance, electricity consumption) and investments for plant and property made in 2018 and excludes the fish raw material.



4.6

## OUR CONTRIBUTION TO THE LOCAL ECONOMY: VILA DO CONDE

Our supply chain for the production of mackerel, salmon and skipjack tuna is composed of various companies that operate in Portugal and in the Porto region and provide materials for packaging, machinery and services for transport and plant maintenance. This contributes to the development of the area in which our Vila Do Conde facility is located and to the enhancement of high quality local products.

2018 saw the continuation of intense industrial development activities, targeted at increasing the efficiency of the productive capacity and the diversification of production and the constant progression of the global safety of the production processes.

Alongside the traditional processing of mackerel and salmon, the Vila do Conde facility has launched a new project for the processing of skipjack tuna in various formats, thus creating new jobs and a rise of around 703 tonnes in raw material processed compared with the previous year.

1 - Data stated in Annual average resources, also includes employees with temporary contracts and seasonal employees working primarily during peak production periods.

354<sup>1</sup>

average number  
of employees  
in 2018



94%  
women



6%  
men



€2.4  
million

purchases from local  
companies in the  
Porto area, the main  
ones being:

### PURCHASES IN 2018<sup>1</sup>

Portugal 34% | of which in the Porto area 76% | abroad 66%

1 - The figure refers to purchases made by the facility in Vila Do Conde and excludes fish raw material.



over  
€ 520,000  
Packaging



over  
€ 210,000  
Investments in plant and  
equipment



over  
€ 500,000  
Transport



over  
€ 85,000  
Maintenance of  
various facilities







# 5. Our recipe for the environment in which we work

5.1 - THE OLBIA ENVIRONMENT

5.2 - THE VILA DO CONDE ENVIRONMENT





Over  
**€ 726,000**  
spending and  
environmental  
investments

*No formal complaint or litigation regarding the environmental impact of the facility has arisen.*

*Once again in 2018, there were no significant fines or penalties imposed for non-compliance with environmental regulations and laws.*

## ZERO WASTE TUNA

Tuna processing generates more than 50% of waste that is normally disposed of in landfills. **Generale Conserve reuses 100% of this waste for the production of pet food and fishmeal used for animal feed for animal husbandry.**



5.1

## THE OLBIA ENVIRONMENT

Newly built in 2010, **the Olbia facility**, which already uses technologies that guarantee extremely high levels of energy efficiency and environmental performance, is nonetheless constantly seeking to develop its efficiency and production lines.

The main environmental impacts attributable to the production cycle of **yellowfin tuna processing** at the Olbia facility consist of:

- Energy consumption 71,508 GJ
- Emissions of CO<sub>2</sub> (Scope 1 + Scope 2 Market-based) 4,043 t
- Waste 6,402 t tonnes, of which 4.6 tonnes hazardous
- Odour emissions: average value of 106 units per cubic metre (ouE/m<sup>3</sup>)



### WATER

The Olbia facility reused about 30% of the water drawn. In 2018, the replacement of the cooling towers at the fishmeal plant and the refrigeration plant led to savings of both water and energy



### GREEN ENERGY

The Olbia facility used 100% renewable energy provided by the Romagna Energia consortium



### RECYCLING

100% of Plastic, Wood, Paper and Cardboard are normally sent for recycling\* and 100% of Steel waste was sent for recycling



### ODOUR EMISSIONS

Thanks to the development of our odour elimination system, odour emissions from the fishmeal production plant fell from an average of 290 units in 2015 to 106 units in 2018, i.e. 1/3 of the legal limit of 300 per cubic metre (ouE/m<sup>3</sup>)



**In 2018, for the Olbia facility, 79% of expenditures for purchases of packaging and 29% of those relating to secondary ingredients for products were paid to suppliers with an environmental management system certified in accordance with international standard ISO 14001**



### REACTIVE ENERGY

Work has been carried out to develop the production lines through extraordinary maintenance and investments in new machinery, which have made it possible to process a greater percentage of raw material and improve the productivity per hourly period, resulting in energy savings. The reactive energy coefficient (COSφ) achieved was 0.95



### COLD STORAGE CELLS

Investments have been made to improve the cold storage cells and a greater quantity of product (around 200 tonnes) can now be stored using the same energy as in 2017



### FINE PARTICLES

Thanks to the purchase of a chemical agent, it has been possible to limit emissions of fine particles from boilers, which are currently less than half of the legal limit

\* Since the end of July 2018, it has not been possible to recycle them due to a fire which has temporarily blocked the Olbia landfill.



## THE VILA DO CONDE ENVIRONMENT

The Vila do Conde facility was modernised between 2012 and 2014 to enable the improvement of industrial processes and the reduction of environmental impacts related to energy consumption, emissions into the atmosphere and water consumption.

The main environmental impacts attributable to the production cycle of **mackerel, salmon and skipjack tuna processing** at the Vila do Conde facility consist of:

- Energy consumption 19,647 GJ
- Emissions of CO2 (Scope 1 + Scope 2 Market-based) 1,323 t
- Waste 3,641 tonnes, none of which are classified as hazardous



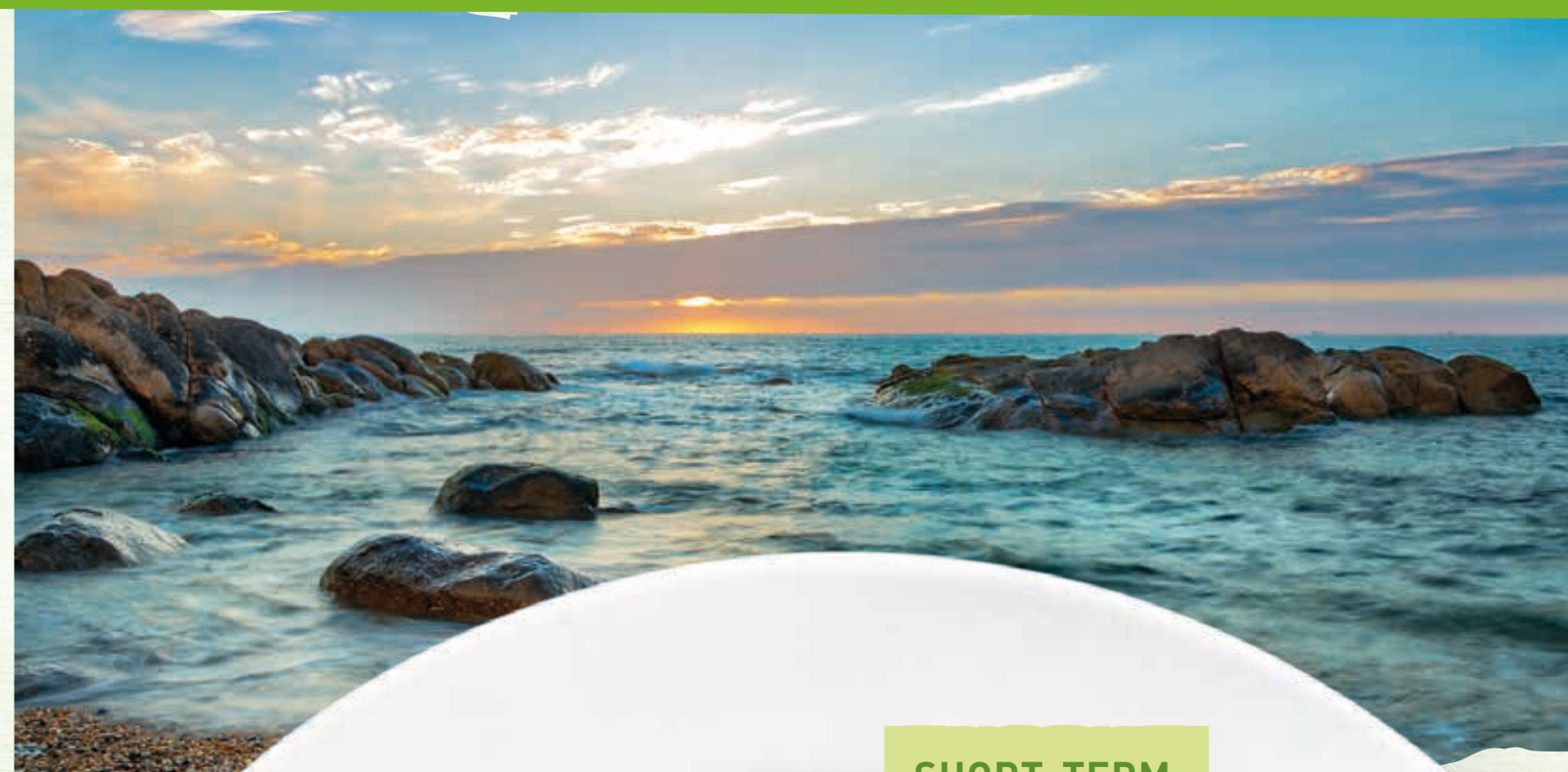
Over  
**€ 248,000**  
expenditure and  
investments for the  
mitigation of  
environmental  
impacts in 2018

*No formal complaint or litigation related to the environmental impact of the facility has arisen.*

*Once again in 2018, there were no significant fines or penalties imposed for non-compliance with environmental regulations and laws.*



The mackerel, skipjack tuna and salmon processed in Vila do Conde generate “Zero processing waste” thanks to the transfer of waste to the facilities of external suppliers for the production of **fishmeal intended for animal husbandry and the production of animal feed** (pet food).



### SHORT-TERM OBJECTIVES



#### PURIFIER

Over €150,000 invested to increase the capacity and efficiency of the purification facility for treating wastewater from the cooking of the raw material. This investment has made it possible to achieve greater quality of wastewater



#### RECYCLING

100% of recyclable Plastic, Steel, Wood, Paper and Cardboard has been recycled



#### FLUORESCENT LIGHTING

All fluorescent lighting for the external illumination of the entire facility has been replaced with LED technology to guarantee lower energy consumption



In 2018, for the Vila do Conde facility, 64% of expenditures for purchases of packaging and 87% of those relating to secondary ingredients for products were paid to suppliers with an environmental management system certified in accordance with international standard ISO 14001



#### COMPRESSED AIR

To make investments and carry out work to modernise the compressed air facility, in order to generate energy savings and ensure greater efficiency to handle the highest daily production peaks



#### FLUORESCENT LIGHTING

To complete the replacement of the fluorescent lighting within the facility with bulbs using LED technology for greater energy efficiency



#### ENERGY AUDIT

During the first half of 2019, an energy audit was conducted by a specialised company, which made it possible to define an improvement plan for the coming years





## 6. *Our recipe for being good, sustainable and safe*

6.1 - FOOD SAFETY

6.2 - EXCELLENCE IN CONTROLS - OLBIA

6.3 - EXCELLENCE IN CONTROLS - VILA DO CONDE

6.4 - HEALTH AND NUTRITION

6.5 - LE BUONE IDEE: TASTE AND AUTHENTICITY

6.6 - PACKAGING: SUSTAINABILITY  
AND TRACEABILITY THROUGH LABELLING



# FOOD SAFETY

## THE MOST RIGOROUSLY CONTROLLED FOOD IN EUROPE

The **RASFF** is the EU food and feed safety alerts system that makes it possible to communicate direct and indirect risks for public health in real time.

**Food produced and consumed in Italy is the most rigorously controlled food in Europe.** This was the finding of the European early warning system\*. According to these figures, in 2017 Italy produced the most alerts in 2017 (over 1,400), showing the high level of controls conducted in our country. Italy's leading position in using the EU tool for the exchange of information between national authorities on measures adopted in response to such risks arises from the greater number of first notifications and responses to reports from other member states.

This shows the very high level of oversight employed by the Italian authorities with regard to food safety.

## THE INTERNAL CONTROLS SYSTEM

In addition to the controls required by the European, national and local authorities, paying constant attention to the requirements of reassuring consumers represents the premise behind the company policy at Generale Conserve.

The company has made product controls and guaranteeing healthiness a genuine 'mission' by choosing to subscribe to various optional certification schemes and guidelines, in addition to legal requirements.

The quality of the finished product is also derived from the attention with which the organoleptic and food safety tests are carried out.

## FOOD SAFETY CERTIFICATION

The food safety management system implemented by Generale Conserve at the Olbia and Vila do Conde facilities has been certified for several years according to internationally recognised standards:



The International Food Standard (IFS) created by the French and German food retailers



The British Retail Consortium (BRC), a voluntary standard developed by the consortium of British retailers to ensure food quality and safety



The facility in Olbia has also received HACCP (hazard analysis and critical control points) certification for the hygiene self-monitoring management system in compliance with UNI 10854



The Olbia facility is Kosher certified with regard to the production of tuna in olive oil. The highly strict regulations that govern this certification represent a safeguard for consumers regardless of their religion and, over time, have made Kosher certification a mark of 'quality' and 'purity' recognised all over the world



\* RASFF (Rapid Alert System for Food and Feed) 2017 Annual Report/ <https://www.agrifoodtoday.it/filiera/controlli-sicurezza-alimenti.html>



# EXCELLENCE IN CONTROLS OLBIA

Once again in 2018, Generale Conserve's internal laboratory at Olbia has been recognised as one of the best in Europe in seven competitions (ring challenges) on the accuracy in creating analyses of the fish raw material promoted by FAPAS\*\* International organisation for proficiency tests for the Food and Water industry.

## THE TESTS ON YELLOWFIN TUNA

The facility in Olbia is equipped with its own laboratory, accredited by Accredia\* as an external body for analysis on the food safety of tuna as regards mercury, chlorides (salt) and the moisture of the raw materials, on which more than 220 controls per day are performed.

This ensures Generale Conserve, compared to its competitors, has a higher **sampling and analysis frequency on the incoming raw material, during production and on the finished product.**

In addition to the safety checks, quality analyses are also performed, which include: sensory evaluation on the whole fish raw material, through an initial 'cooking test' and on the finished product, presentation of the product, net weight and drained weight, free water tests and thermostatic stability tests, centesimal analysis (moisture, ash, total lipids and proteins).

The analyses performed by the laboratory of Olbia have official legal status at international level and allow access to foreign markets without having to undergo additional tests.

In addition, other analyses are conducted by accredited external laboratories, including those to detect the level of cadmium, volatile basic nitrogen (TVB-N), histamine and biogenic amines (which provide the freshness index of the raw material) and to confirm the quality and safety of the oil.

In 2018, the Olbia facility saw the start of the replacement of the entire x-ray checking equipment, able to scan the finished product to check that there are no foreign bodies within it. A new machine has been introduced, which has enabled expansion of the range of non-compliances that may be detected and a greater viewing capacity, including in the most sensitive parts of the can (on the edges and around the easy-open tab, where the tinplate is thinner).



## NUMBER OF FOOD SAFETY TESTS ON YELLOWFIN TUNA IN 2018

# 11,280

Sample inspections carried out on each lot of incoming yellowfin tuna (histamine, mercury, TVB-N)

# 39,430

Tests on finished tuna product (histamine, mercury, TVB-N)

## NUMBER OF CONTROLS ON OIL IN 2018

# 950

Quality and safety analyses carried out on oil samples

## AVERAGE VALUES MEASURED IN 2018 FOR YELLOWFIN TUNA

TYPE OF ANALYSIS ON YELLOWFIN TUNA	AVERAGE VALUES MEASURED IN 2018 ON FINISHED PRODUCTS	EUROPEAN LEGAL LIMITS
HISTAMINE	Less than 20 mg per Kg of tuna	100 mg per Kg of tuna
MERCURY	0.27 mg per Kg of tuna	1 mg per Kg of Tuna
TOTAL BASIC NITROGEN (TVB-N)	20 mg (NH <sub>3</sub> ) per 100 g of tuna	there are no legal limits for tuna
CADMIUM	20 micrograms per Kg of tuna	100 micrograms per Kg of tuna

\* Entity appointed by the Italian Government to certify the proficiency, independence and impartiality of bodies and laboratories that verify the compliance of goods and services with the regulations (definition on Accredia website <https://www.accredia.it/chi-siamo/>)

\*\* (<https://fapas.com/>)



## EXCELLENCE IN CONTROLS VILA DO CONDE

**Sample checks on all lots of incoming skipjack tuna, mackerel and salmon raw material** concerning the level of histamine, volatile basic nitrogen (TVB-N), PH and oil are also performed in Portugal by the **internal lab at Vila do Conde**. Organoleptic controls are carried out on the finished product, with regard to levels of salt and PH, to ensure product quality and excellence.

**Heavy metal** levels, particularly mercury, lead and cadmium, are tested by an independent lab on samples taken from incoming batches of fish from different areas of origin at different times of the year, frozen and stored for annual analysis. The average mercury level found in lots of skipjack tuna analysed in 2018 was 0.13 mg per kg.

The levels of heavy metals in the mackerel and salmon are negligible both for the former, given the size and different position it holds in the food chain, and for salmon, due to the type of controlled diet in the Friend of the Sea certified sustainable fish farms from which they come.

As regards salmon, every year since 2016 a specific analysis has been conducted on the **levels of antibiotics**. Once again in 2018, the analyses did not reveal traces of antibiotics, confirming the Friend of the Sea 'Antibiotic free' policy for salmon farming.



The following shows the number of controls and average levels measured for the Skipjack Tuna, Mackerel and Salmon produced at Vila Do Conde in 2018 on the incoming and finished product:

### VALUES MEASURED IN 2018 ON SKIPJACK TUNA

TYPE OF ANALYSIS ON SKIPJACK TUNA	AVERAGE VALUES MEASURED IN 2018 ON FINISHED PRODUCTS	EUROPEAN LEGAL LIMITS
HISTAMINE	Less than 10 mg per Kg of skipjack tuna	100 mg per Kg
MERCURY	0.13 mg per Kg of skipjack tuna	1 mg per Kg
TOTAL BASIC NITROGEN (TVB-N)	18 mg (NH3) per 100 g of skipjack tuna	there are no legal limits for skipjack tuna
CADMIUM	20 micrograms per Kg of skipjack tuna	100 micrograms per Kg

### VALUES MEASURED IN 2018 ON MACKEREL

TYPE OF ANALYSIS ON MACKEREL	AVERAGE VALUES MEASURED IN 2018 ON FINISHED PRODUCTS	EUROPEAN LEGAL LIMITS
HISTAMINE	Less than 20 mg per Kg of mackerel	100 mg per Kg
MERCURY	0.1 mg per Kg of mackerel	0.5 mg per Kg
TOTAL BASIC NITROGEN (TVB-N)	17 mg (NH3) per 100 g of mackerel	there are no legal limits for mackerel
CADMIUM	20 micrograms per Kg of mackerel	100 micrograms per Kg

### VALUES MEASURED IN 2018 ON SALMON

TYPE OF ANALYSIS ON SALMON	AVERAGE VALUES MEASURED IN 2018 ON FINISHED PRODUCTS	EUROPEAN LEGAL LIMITS
HISTAMINE	Less than 10 mg per Kg of salmon	100 mg per Kg
TOTAL BASIC NITROGEN (TVB-N)	13 mg (NH3) per 100 g of salmon	35 mg (NH3) per 100 g of salmon
ANTIBIOTICS	less than 0.6 micrograms per Kg of salmon	there are no legal limits for salmon



# HEALTH AND NUTRITION

## MACRONUTRIENTS

Tuna, mackerel and salmon are a **versatile** and cost-effective source of **first-class proteins** which contribute a sufficient quantity of amino acids for tissue repair and for the synthesis of protein-based substances like hormones and enzymes.

The **lipid** (fat) content of mackerel and salmon in particular, but also of tuna, is important due to the contribution of **Omega 3 polyunsaturated fatty acids** which, along with healthy eating habits and lifestyles, have beneficial effects on the body, particularly in the **prevention and fight against chronic cellular inflammation**, which dozens of scientific studies have for some time now strictly correlated with the main neurological, metabolic and cardiovascular diseases and tumours that characterise twenty-first century western society.

## MICRONUTRIENTS

Tuna, mackerel and salmon contain a good quantity of **iodine**, an important element for the proper functioning of the **thyroid gland**. They are also rich in **potassium and phosphorus**. Potassium is part of the cell membranes and is fundamental for **muscular contraction and for the transmission of nerve impulses**. Phosphorus is also part of cell membranes and is a component of **bone tissue and genetic material**.

Lastly, tuna, mackerel and salmon contain **B vitamins** (including B12, which is not present in vegetables but is necessary for the body) which are important for numerous biological functions, and iron, a necessary element for the **synthesis of red blood cells**.

## TUNA *packed in olive oil*



218  
kcal



### AVERAGE NUTRITIONAL VALUES (per 100 gr of drained product)

Energy 909 kJ	218 kcal
Fats	14 gr
(of which saturated fats)	2.2 gr
Carbohydrates	0 gr
(of which sugars)	0 gr
Fibres	0 gr
Proteins	23 gr
Salt	1.1 gr

## SALMON FILLETS *packed in olive oil*



196  
kcal



### AVERAGE NUTRITIONAL VALUES (per 100 gr of drained product)

Energy 818 kJ	196 kcal
Fats	12 gr
(of which saturated fats)	2.0 gr
Carbohydrates	0 gr
(of which sugars)	0 gr
Fibres	0 gr
Proteins	22 gr
Salt	0.8 gr

## MACKEREL FILLETS *packed in olive oil*



203  
kcal



### AVERAGE NUTRITIONAL VALUES (per 100 gr of drained product)

Energy 849 kJ	203 kcal
Fats	11 gr
(of which saturated fats)	1.8 gr
Carbohydrates	0 gr
(of which sugars)	0 gr
Fibres	0 gr
Proteins	26 gr
Salt	0.8 gr





6.5

## LE BUONE IDEE: TASTE AND AUTHENTICITY

"Le Buone Idee" is the ASDOMAR line dedicated to customers seeking food that is 'good' in every sense: i.e. tasty and healthy. Products from this line are processed using **outstanding ingredients**, extra virgin organic olive oil and whole salt.

Grilled mackerel in olive oil or brine, Tuna in brine - these are just some of the earliest products in this line.

5.7  
milioni

Products in the  
"Le Buone Idee" well-being  
line produced in 2018



### ORGANIC EXTRA VIRGIN OLIVE OIL

Thanks to its characteristics and antioxidant properties, consuming extra virgin olive oil helps reduce bad cholesterol, helping to reduce and prevent the risk of heart attack and other cardiovascular diseases. Unsaturated fatty acids, especially oleic acid, are considered the best defences for our arteries. Products from agricultural cultivation which uses only natural substances ensures authenticity, while preserving taste and nutritional characteristics.



### UNREFINED SEA SALT

This is a precious ally which purifies and protects the intestine, kidneys and circulation. Obtained through the evaporation of seawater, subjected only to superficial washing and purification treatments, not subject to chemical refinement methods, whole salt keeps its natural wealth of trace elements intact, thus helping the physiological processes of cells. Its use, together with adequate hydration and a healthy and balanced diet, helps maintain the right electrolyte balance in our bodies, reducing the need for taking salt supplements and trace elements.



## SO MANY FORMATS, LESS WASTE

New single portion formats  
or in portions for  
'zero waste' consumption

250 g glass jar  
in portions



105 g glass jar  
in olive oil



Generale Conserve always pays close attention to consumers' requirements. In particular, over the last few years, **the issue of formats and reducing waste has become of great significance**, while also supporting the need for **different basis weights, from single-portion to family-sized**. Socio-demographic trends show changes to households which value the introduction of innovative formats to satisfy new **'zero waste lifestyles'**, with smaller sizes designed as individual portions, perhaps for single people.

**ISTAT HAS INDICATED THAT  
THERE ARE 8.5 MILLION  
SINGLE PEOPLE IN ITALY,  
1.8 MILLION MORE THAN  
10 YEARS AGO\***



\* Source: ISTAT 2017 report



# PACKAGING: SUSTAINABILITY AND TRACEABILITY THROUGH LABELLING

Packaging is an important component of a product, since it represents the most immediate vehicle for conveying information which is often the decisive factor for consumers when it comes to choosing their purchases, as well as being **a factor which contributes to the overall environmental impact of the company.**

## RECYCLABLE & RECYCLED PACKAGING

The main characteristic of the materials used for the packaging of ASDOMAR products is that they are **100% recyclable** and can thus be considered sustainable par excellence, while making it possible to keep the original characteristics intact. A significant part of the steel and aluminium used for packaging is composed of recycled raw materials.

## ECO-FRIENDLY PAINT

The packaging for ASDOMAR products uses eco-friendly water-based paints, free of any oils and toxic substances.

## CERTIFIED SUPPLIERS

Generale Conserve pays particular attention to choosing its packaging, including through **careful selection of suppliers of aluminium, the glass in which the products are kept, the paper of the clusters, cardboard and plastic for packaging, stretch film and shrink wrapping, with certified suppliers always preferred.**

71% Expenditure in 2018 for purchases of packaging materials was made from suppliers with an environmental management system certified in accordance with international standard ISO14001, who have made a public declaration that they implement policies to protect the environment.



## PRODUCT PACKAGING

**75%** ISO 14001 certified suppliers

**1,719** tonnes Glass for jars

**2.590** tonnes Aluminium for cans

**786** tonnes Paper and cardboard for labels and packaging

*The main packaging materials are as follows:*

- Glass for jars
- Aluminium/Steel for cans
- Paper/Cardboard for product packs and packaging

## TRACEABILITY

In addition to the legal requirements (nutritional information, ingredients, etc.), **all packaging of ASDOMAR products lists the species (common and scientific name), fishing zone (ocean and FAO area), fishing method and FoS certification.**

And if this is not enough, such information is also available on the ASDOMAR website: <http://storieinscatola.ASDOMAR.it/> the automatic "storie in scatola" (potted histories) service.

The tool allows consumers to learn about the entire traceability of the product they have purchased: fishing areas and methods, production sites, workers, production process, all with insights and detailed information.





# 7. Appendix



# METHODOLOGICAL NOTE

The 2018 Sustainability Report, now in its seventh edition, presents the results achieved in 2018 (from 1 January to 31 December) and certain qualitative information relating to the initial months of 2019. When possible, a comparison with data from the last three years is provided.

The Sustainability Report, prepared on a yearly basis, aims to illustrate the sustainability strategies of the Generale Conserve Group and the associated performance relating to the Italian locations in Genoa and Olbia and the Portuguese facility in Vila do Conde.

The reporting scope is the same as that of the Consolidated Financial Statements of the Generale Conserve Group, consisting of Generale Conserve S.p.A. and its wholly owned subsidiary: Gencoal S.A.

However, with respect to information relating to sustainable fishing, the communication to consumers and initiatives in favour of the local community, the focus is exclusively on ASDOMAR branded products (indicated in the document by the term "ASDOMAR"). Moreover, as regards the qualitative information and quantitative data relating to the social and environmental aspects, the reporting scope does not include the private label brands not produced at Group facilities which, as a result of the internationalisation process, are of minor significance.

In this document, the terms "Group" and "Company" refer to the Generale Conserve Group. The 2018 Sustainability Report has been prepared in compliance with the "GRI Sustainability Reporting Standards" (2016) and the "Food Processing Sector Disclosures" (2014), both published by the Global Reporting Initiative (GRI), according to the "in accordance – Core" option. The appendix to the document shows the table of GRI indicators reported on and a table of reconciliation between the material topics of the Group and the United Nations Sustainable Development Goals (SDGs), which act as a compass for readers.

The content and indicators subject to reporting were defined starting from the results of the materiality analysis updated in 2019, which led to the identification of material sustainability topics for the Generale Conserve Group. This document also indicates whether the figure reported has been generated by means of estimates. So as to improve the effectiveness of the reporting process and the reliability of the information reported, the Report was subjected to external auditing by Deloitte; this activity was completed with the issue of the external assurance.

**FEEDBACK**  
For further information and suggestions, please write to the email address: [info@generaleconserve.it](mailto:info@generaleconserve.it) or visit the website [www.ASDOMAR.it/en/home-en/](http://www.ASDOMAR.it/en/home-en/)

# MATERIALITY ANALYSIS

The content and indicators subject to reporting in this report were defined starting from the results of the materiality analysis carried out in 2019.

The materiality matrix is the result of a process structured into multiple phases, which starting from a study of the external scenario meant to understand the point of view and the main pressures of stakeholders, also involved the management of Generale Conserve in the definition of priority aspects for the company.

The process was broken down into the steps described below.

## Step 1. Identification of potentially material topics for the company and stakeholders through an analysis of internal and external documentary sources, especially:

- Trends in sustainability reporting: documents from the main stock exchanges, sustainability rating agencies (DJS, MSCI, etc.), international organisations (GRI), influencers (World Economic Forum, etc.);
- Sector analyses: international sources (Robecosam, SASB, etc.) for the food and fish sectors (FAO, ISSF, Greenpeace, etc.);
- Benchmarks: international sources, sustainability and social responsibility reports and the websites of comparable companies and retail customers (Esselunga, Coop).

## Step 2. Prioritisation by stakeholders of potentially material topics identified in Step 1.

In determining relevance, stakeholders considered 5 levels of aspect significance, assigned on the basis of:

- Results of the survey conducted through the issuing of a questionnaire to employees;
- Results of the survey conducted through the issuing of a questionnaire to certain associations (environmental protection, consumer, consumer goods associations, bodies for the promotion of CSR);
- Analysis of contracts and audit reports from certain retail chains;
- Analysis of studies and research into the purchasing behaviour of consumers (Nielsen, Censis, etc.).

## Step 3. Internal prioritisation of potentially material topics identified in Step 1.

The definition of relevance for the company considered 5 levels of significance of the issue based on a survey conducted through the issuing of a questionnaire to the Management Committee on the impact of such issues on strategy, costs and revenue, sales, business continuity, reputation, operating licence.

## MATERIALITY MATRIX





OUR STAKEHOLDERS:

involvement procedures

STAKEHOLDER	INVOLVEMENT PROCEDURES
Shareholders	<ul style="list-style-type: none"> <li>• Institutional website</li> <li>• Disclosure upon request</li> <li>• Annual financial statements</li> <li>• Half-year report</li> <li>• Shareholders' meetings</li> </ul>
Staff	<ul style="list-style-type: none"> <li>• Meetings/SA 8000 interviews</li> <li>• Presentations on sustainability and strategy</li> <li>• Periodic meetings with the sales force</li> <li>• Communications from the company's top management</li> <li>• Notices affixed on the bulletin board</li> <li>• Performance assessment</li> </ul>
Trade Unions	<ul style="list-style-type: none"> <li>• First and second level contract negotiations</li> <li>• Meetings</li> <li>• SA 8000 interviews</li> </ul>
Financial Community	<ul style="list-style-type: none"> <li>• Institutional website</li> <li>• Conference calls</li> <li>• Disclosure upon request</li> <li>• One-to-one meetings</li> <li>• Press releases</li> <li>• Periodic meetings</li> <li>• Guided presentations</li> <li>• Sharing of documentation</li> </ul>
Large retailer customers	<ul style="list-style-type: none"> <li>• Dedicated website area</li> <li>• Periodic customer satisfaction surveys</li> <li>• Institutional website</li> <li>• Complaint management</li> <li>• Commercial documentation</li> <li>• Customer service</li> <li>• Communication campaigns</li> <li>• Facility visits</li> <li>• Seminars</li> </ul>

STAKEHOLDER	INVOLVEMENT PROCEDURES
Consumers and Consumer Associations	<ul style="list-style-type: none"> <li>• Institutional website</li> <li>• Communication campaigns</li> <li>• Targeted initiatives and one-to-one meetings</li> <li>• Participation in their initiatives and events</li> <li>• Management of complaints and customer requests</li> </ul>
Suppliers and commercial partners	<ul style="list-style-type: none"> <li>• Institutional website</li> <li>• Specific meetings</li> <li>• Meetings with company top management</li> <li>• SA 8000 visits</li> <li>• Thematic meetings with the management</li> </ul>
Public Administration and Trade Associations	<ul style="list-style-type: none"> <li>• Institutional website</li> <li>• Specific meetings</li> <li>• Participation in trade association meetings</li> <li>• Technical roundtables with Institutions</li> <li>• Meetings with local authorities</li> <li>• Meetings with local and regional institutions</li> <li>• On-site visits with institutional representatives</li> </ul>
Community	<ul style="list-style-type: none"> <li>• Institutional website</li> <li>• External communications</li> <li>• Press releases</li> <li>• Initiatives at Italian universities</li> <li>• Collaborations with universities and the research community</li> <li>• Relationships with local institutions</li> <li>• Technical roundtables with Institutions</li> <li>• Sponsorships and donations</li> </ul>
Certification bodies	<ul style="list-style-type: none"> <li>• Audit activities</li> <li>• Meetings</li> <li>• Certification training courses</li> </ul>



# MATERIAL ASPECTS FOR THE COMPANY

*and connection with GRI Standards*

MATERIAL ASPECT	DESCRIPTION OF THE ASPECT AND WHY IT IS RELEVANT FOR GENERALE CONSERVE	RELATED GRI STANDARDS ASPECTS	PERIMETER OF IMPACTS	TYPE OF IMPACTS
Product quality: excellence, health and food safety	Selling high-quality products, in taste and organoleptic terms. Conducting controls to ensure the healthiness of the products through a certified management system and constant analyses and controls on the incoming raw material and finished products. Developing communication initiatives and activities to promote healthy lifestyles.	Consumer health and safety	Generale Conserve	Caused by the Group
Product labelling and traceability	Reporting information on the origin of the fish raw material, on aspects connected with product safety (e.g. levels of heavy metals present in the tuna) and fishing methods.	Marketing and labelling	ASDOMAR	Caused by the Group
Sustainable packaging	Using, where possible and economically sustainable, packaging of reduced size, weight and thickness and recycled and innovative materials with a lower environmental impact.	Materials	Generale Conserve	Caused by the Group
Communication to stakeholders and responsible marketing	Providing information on the company's values, ensuring responsible and transparent product communication and avoiding messages and commercial practices that are misleading for consumers.	Marketing and labelling	ASDOMAR	Caused by the Group
Legality of fishing	Ensuring that the fish raw material is fished and managed according to the law and undertaking to avoid illegal fishing through policies, codes, procedures, contractual requirements and control systems.	Social evaluation of suppliers Evaluation of human rights	ASDOMAR/ fish suppliers	To which the Group contributes and is directly connected through a business relationship
Sustainable fishing	Avoiding procurement from over-exploited seas with destructive fishing methods, obtaining certification according to internationally recognised schemes (e.g. Friend of the Sea)	Biodiversity	ASDOMAR/ fish suppliers	To which the Group contributes and is directly connected through a business relationship
Sustainable aquaculture	Ensuring that aquaculture is conducted in a way that minimises negative impacts on the marine ecosystem and the well-being of animals.	Biodiversity	ASDOMAR/ fish suppliers	To which the Group contributes and is directly connected through a business relationship

MATERIAL ASPECT	DESCRIPTION OF THE ASPECT AND WHY IT IS RELEVANT FOR GENERALE CONSERVE	RELATED GRI STANDARDS ASPECTS	PERIMETER OF IMPACTS	TYPE OF IMPACTS
Protection of biodiversity and the marine ecosystem	Promoting projects and initiatives aimed at protecting the marine ecosystem and increasing the knowledge and awareness of consumers.	Biodiversity	ASDOMAR/ fish suppliers	To which the Group contributes and is directly connected through a business relationship
Occupational health and safety	Preventing and limiting workplace accidents and occupational diseases.	Workplace Health and Safety	Generale Conserve/ Contractors	Caused by the Group and to which the Group is directly connected through a business relationship
Supporting the local economy	Keeping production in Italy and Portugal, thus contributing to supporting employment and promoting local purchases where feasible and economically sustainable.	Procurement Practices Employment Market Presence	Generale Conserve/ Suppliers	Caused by the Group and to which the Group is directly connected through a business relationship
Working practices and human rights in the supply chain	Monitoring suppliers to promote respect for human rights and decent working conditions with particular reference to the fish sector.	Evaluation of human rights Social evaluation of suppliers Non-discrimination, child labour and forced labour	Suppliers	Directly connected with the Group's activities
Energy	Containing and correctly managing energy consumption and, where possible, using directly connected renewable energy or energy sources with a lower environmental impact.	Energy/Emissions	Generale Conserve	Caused by the Group and to which the Group is directly connected through a business relationship
Waste	Correctly managing waste, promoting recycling and/or reuse and, where economically sustainable, developing circular economy practices and processes.	Effluents and waste	Generale Conserve	Caused by the Group
Odour emissions	Limiting odour emissions to reduce impacts on the communities around the Group's facilities.	-	Generale Conserve	Caused by the Group



MATERIAL ASPECTS

and SDGs

MATERIAL ASPECT	DESCRIPTION OF THE ASPECT	GOAL	TARGET
Product quality: excellence, health and food safety	Selling high-quality products, in taste and organoleptic terms. Conducting controls to ensure the healthiness of the products through a certified management system and constant analyses and controls on the incoming raw material and finished products. Developing communication initiatives and activities to promote healthy lifestyles.	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>3 GOOD HEALTH AND WELL-BEING</div> <div>2 ZERO HUNGER</div>	<p>Goal 12: Ensure sustainable consumption and production patterns</p> <p>Goal 3: Ensure healthy lives and promote well-being for all at all ages 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.</p> <p>Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture 2.1: By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round. 2.2: By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons</p>
Product labelling and traceability	Reporting information on the origin of the fish raw material, on aspects connected with product safety (e.g. levels of heavy metals present in the tuna) and fishing methods.	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	<p>Goal 12: Ensure sustainable consumption and production patterns</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>
Protection of biodiversity and the marine ecosystem	Promoting projects and initiatives aimed at protecting the marine ecosystem and increasing the knowledge and awareness of consumers.	<div>14 LIFE BELOW WATER</div>	<p>Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development 14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans 14.5 By 2020, conserve at least 10 per cent of coastal and marine areas, consistent with national and international law and based on the best available scientific information 14.6 By 2020, prohibit certain forms of fisheries subsidies which contribute to overcapacity and overfishing, eliminate subsidies that contribute to illegal, unreported and unregulated fishing and refrain from introducing new such subsidies [...] 14.7 By 2030, increase the economic benefits to small island developing States from the sustainable use of marine resources, including through sustainable management of fisheries, aquaculture and tourism 14.C Enhance the conservation and sustainable use of oceans and their resources by implementing international law as reflected in the United Nations Convention on the Law of the Sea [...]</p>

MATERIAL ASPECT	DESCRIPTION OF THE ASPECT	GOAL	TARGET
Energy	Containing and correctly managing energy consumption and, where possible, using directly connected renewable energy or energy sources with a lower environmental impact.	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div>	<p>Goal 12: Ensure sustainable consumption and production patterns 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.</p> <p>Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all 7.3 By 2030, double the global rate of improvement in energy efficiency.</p>
Working practices and human rights in the supply chain	Monitoring suppliers to promote respect for human rights and decent working conditions with particular reference to the fish sector.	<div>8 DECENT WORK AND ECONOMIC GROWTH</div>	<p>Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p>
Sustainable fishing	Avoiding procurement from over-exploited seas with destructive fishing methods, obtaining certification according to internationally recognised schemes (e.g. Friend of the Sea)	<div>14 LIFE BELOW WATER</div>	<p>Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development 14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans 14.5 By 2020, conserve at least 10 per cent of coastal and marine areas, consistent with national and international law and based on the best available scientific information 14.6 By 2020, prohibit certain forms of fisheries subsidies which contribute to overcapacity and overfishing, eliminate subsidies that contribute to illegal, unreported and unregulated fishing and refrain from introducing new such subsidies [...] 14.7 By 2030, increase the economic benefits to small island developing States from the sustainable use of marine resources, including through sustainable management of fisheries, aquaculture and tourism 14.C Enhance the conservation and sustainable use of oceans and their resources by implementing international law as reflected in the United Nations Convention on the Law of the Sea [...]</p>
Waste	Correctly managing waste, promoting recycling and/or reuse and, where economically sustainable, developing circular economy practices and processes.	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	<p>Goal 12: Ensure sustainable consumption and production patterns 12.2 By 2030, achieve the sustainable management and efficient use of natural resources 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>



MATERIAL ASPECTS

and SDGs

MATERIAL ASPECT	DESCRIPTION OF THE ASPECT	GOAL	TARGET
Occupational health and safety	Preventing and limiting workplace accidents and occupational diseases.		Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
Sustainable packaging	Using, where possible and economically sustainable, packaging of reduced size, weight and thickness and recycled and innovative materials with a lower environmental impact.		Goal 12: Ensure sustainable consumption and production patterns 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
Legality of fishing	Ensuring that the fish raw material is fished and managed according to the law and undertaking to avoid illegal fishing through policies, codes, procedures, contractual requirements and control systems.	  	Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development 14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution 14.4 By 2020, effectively regulate harvesting and end overfishing, illegal, unreported and unregulated fishing and destructive fishing practices and implement science-based management plans, in order to restore fish stocks in the shortest time feasible, at least to levels that can produce maximum sustainable yield as determined by their biological characteristics 14.6 By 2020, prohibit certain forms of fisheries subsidies which contribute to overcapacity and overfishing, eliminate subsidies that contribute to illegal, unreported and unregulated fishing and refrain from introducing new such subsidies [...]  Goal 12: Ensure sustainable consumption and production patterns 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
Supporting the local economy	Keeping production in Italy and Portugal, thus contributing to supporting employment and promoting local purchases where feasible and economically sustainable.	  	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.  Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

MATERIAL ASPECT	DESCRIPTION OF THE ASPECT	GOAL	TARGET
Odour emissions	Limiting odour emissions to reduce impacts on the communities around the Group's facilities.		Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
Communication to stakeholders and responsible marketing	Providing information on the company's values, ensuring responsible and transparent product communication and avoiding messages and commercial practices that are misleading for consumers.		Goal 12: Ensure sustainable consumption and production patterns 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
Sustainable aquaculture	Ensuring that aquaculture is conducted in a way that minimises negative impacts on the marine ecosystem and the well-being of animals.		Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development 14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans 14.5 By 2020, conserve at least 10 per cent of coastal and marine areas, consistent with national and international law and based on the best available scientific information 14.6 By 2020, prohibit certain forms of fisheries subsidies which contribute to overcapacity and overfishing, eliminate subsidies that contribute to illegal, unreported and unregulated fishing and refrain from introducing new such subsidies [...] 14.7 By 2030, increase the economic benefits to small island developing States from the sustainable use of marine resources, including through sustainable management of fisheries, aquaculture and tourism 14.C Enhance the conservation and sustainable use of oceans and their resources by implementing international law as reflected in the United Nations Convention on the Law of the Sea [...]



# CORPORATE GOVERNANCE

The BOD is composed of members with executive roles that represent the first lines of the organisation.

THE BOARD OF DIRECTORS OF GENERALE CONSERVE S.P.A. AS AT 31 DECEMBER 2018\*

Name and Surname	Office	Executive Director	Independent Director
Ruggero Bogoni	Director	X	
Adolfo Valsecchi	Chief Executive Officer and Chairman	X	
Giovanni Battisa Valsecchi	Director	X	

*\*Directors are selected on the basis of experience, qualifications and skills. For Generale Conserve, it is fundamental for members of the Board of Directors to have specific knowledge of and skills in the company's area of operations.*

THE BOARD OF DIRECTORS OF GENERALE CONSERVE S.P.A. AS AT 31 DECEMBER 2018 BY AGE BRACKETS

35-44 years of age	1
>59 years of age	2

# ECONOMIC RESULTS

and value added

ECONOMIC RESULTS

2018 is the first full year in which the **Generale Conserve business focused exclusively on canned fish**. The economic data for 2017, on the other hand, contained a not insignificant component connected with the Marchio De Rica canned tomato business, which was terminated during the second half of 2017, but which also conditioned the result for 2018 with a non-recurring negative component of a significant amount.

Compared with the previous year, **with the same fish scope, turnover was almost constant**, but with **significant growth in the ASDOMAR brand products segment**, which reached a share of turnover<sup>(1)</sup> of 57% (+7.3% compared with 2017), compared with a drop in private label turnover,

and the **Income Statement result** (net of the non-recurring components connected with the decommissioned business) consequently bolstered the **focus on the premium price market** and the continuing loyalty of our customers and consumers in this segment.

This focus was also reflected in 2018 through **the launch of a new international strategy**, which seeks to explore, with new determination, the most interesting foreign markets which might generate growth margins and incremental profit margins for the company. The **internationalisation strategy** will be rooted in gaining market shares in the premium segment, by relying on the company's most historical asset and most important driver: **the ASDOMAR brand**.

THE GENERATED AND REDISTRIBUTED ECONOMIC VALUE OF THE GENERALE CONSERVE GROUP

The calculation for the year 2018, which was made using a new and more advanced method than in the past\*, shows that the economic value generated by the Generale Conserve Group was 128,609 thousand euros. This value is distributed amongst the various stakeholders, broken down into: "Supplier Remuneration" (this item includes purchases of external materials and services and miscellaneous operating expenses); "Personnel Remuneration" (this

item includes wages, post-employment benefits, other personnel costs and social security costs); "Remuneration of loan capital" (this item includes financial expenses); "Remuneration of the Public Administration" (this item includes current taxes net of deferred tax assets and liabilities); "Community" (this item includes donations, sponsorships and social collaborations promoted to support cultural and sports events); "Remuneration of risk capital" (this item is zero as a result of the loss for the year) and "Economic value withheld by the Group" (this item includes amortisation and write-downs net of the loss for the year).

	2018 thousands of euros
Supplier Remuneration	106,464
Personnel Remuneration	15,344
Remuneration of loan capital	2,269
Remuneration of the Public Administration	289
Community	22
Remuneration of risk capital	0
Economic value withheld by the Group	4,221
<b>Economic Value generated by the Group</b>	<b>128,609</b>
<b>Economic Value distributed by the Group</b>	<b>124,388</b>

<sup>(1)</sup> Turnover gross of price adjustments for discounts, premiums and commercial services rendered by retailers.  
\*For data published previously, refer to the 2017 Sustainability Report, published in the "press releases" section on the <https://www.generaleconserve.it/> website.



# PERSONNEL DATA

## TOTAL NUMBER OF EMPLOYEES BY COUNTRY, GENDER AND CONTRACT TYPE AS AT 31 DECEMBER

	2016			2017			2018		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>ITALY*</b>	104	141	<b>245</b>	93	138	<b>231</b>	92	134	<b>226</b>
of which:									
temporary	11	5	<b>16</b>	9	3	<b>12</b>	8	5	<b>13</b>
permanent	93	136	<b>229</b>	84	135	<b>219</b>	84	129	<b>213</b>
<b>PORTOGALLO</b>	18	277	<b>295</b>	19	341	<b>360</b>	24	358	<b>382</b>
of which:									
temporary	8	130	<b>138</b>	11	199	<b>210</b>	14	227	<b>241</b>
permanent	10	147	<b>157</b>	8	142	<b>150</b>	10	131	<b>141</b>
<b>GROUP TOTAL</b>	<b>122</b>	<b>418</b>	<b>540</b>	<b>112</b>	<b>479</b>	<b>591</b>	<b>116</b>	<b>492</b>	<b>608</b>
of which:									
temporary	19	135	<b>154</b>	20	202	<b>222</b>	22	232	<b>254</b>
permanent	103	283	<b>386</b>	92	277	<b>369</b>	94	260	<b>354</b>

\*As at 31/12/2018 there were no seasonal workers. During 2018, the company called on 40 seasonal workers (expressed as annual average resources) in Italy and 10 seasonal workers in Portugal who worked during production peaks.

## AVERAGE NUMBER OF EMPLOYEES\*

	2016			2017			2018		
	Italy	Portugal	Group	Italy	Portugal	Group	Italy	Portugal	Group
<b>WOMEN</b>	181	233	<b>414</b>	202	317	<b>519</b>	180	334	<b>514</b>
<b>MEN</b>	131	15	<b>146</b>	126	18	<b>144</b>	77	20	<b>97</b>
<b>Total</b>	<b>312</b>	<b>248</b>	<b>560</b>	<b>328</b>	<b>335</b>	<b>663</b>	<b>257</b>	<b>354</b>	<b>611</b>

\*Expressed in annual resources. Includes seasonal workers and apprentices. In 2018, there were no apprentices.

## PERSONNEL BY EMPLOYEE CATEGORY AS AT 31 DECEMBER

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
Executives	14	1	<b>15</b>	12	1	<b>13</b>	14	1	<b>15</b>
Middle managers	12	7	<b>19</b>	10	7	<b>17</b>	8	8	<b>16</b>
White-collar workers	33	6	<b>39</b>	27	10	<b>37</b>	26	12	<b>38</b>
Manual workers	186	281	<b>467</b>	182	342	<b>524</b>	178	361	<b>539</b>
<b>Total</b>	<b>245</b>	<b>295</b>	<b>540</b>	<b>231</b>	<b>360</b>	<b>591</b>	<b>226</b>	<b>382</b>	<b>608</b>

## FEMALE PERSONNEL BY EMPLOYEE CATEGORY AS AT 31 DECEMBER

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
Executives	4	1	<b>5</b>	4	1	<b>5</b>	4	1	<b>5</b>
Middle managers	5	4	<b>9</b>	5	4	<b>9</b>	5	4	<b>9</b>
White-collar workers	17	5	<b>22</b>	16	9	<b>25</b>	15	11	<b>26</b>
Manual workers	115	267	<b>382</b>	113	327	<b>440</b>	110	342	<b>452</b>
<b>Total</b>	<b>141</b>	<b>277</b>	<b>418</b>	<b>138</b>	<b>341</b>	<b>479</b>	<b>134</b>	<b>358</b>	<b>492</b>

## TOTAL NUMBER OF EMPLOYEES BY EMPLOYEE CATEGORY AND AGE GROUP AS AT 31 DECEMBER

	2016					2017					2018				
	<35 years	35-44 years	45-54 years	>54 years	Totale years	<35 years	35-44 years	45-54 years	>54 years	Totale years	<35 years	35-44 years	45-54 years	>54 years	Total years
<b>ITALIY</b>															
Executives	0	5	4	5	<b>14</b>	0	5	4	3	<b>12</b>	0	6	4	4	<b>14</b>
Middle managers	1	1	4	6	<b>12</b>	1	1	2	6	<b>10</b>	0	2	2	4	<b>8</b>
White-collar workers	13	5	11	4	<b>33</b>	10	4	9	4	<b>27</b>	10	6	8	2	<b>26</b>
Manual workers	24	72	63	27	<b>186</b>	21	68	62	31	<b>182</b>	21	62	59	36	<b>178</b>
<b>PORTUGAL</b>															
Executives	0	0	0	1	<b>1</b>	0	0	0	1	<b>1</b>	0	0	0	1	<b>1</b>
Middle managers	1	3	2	1	<b>7</b>	0	3	3	1	<b>7</b>	0	4	3	1	<b>8</b>
White-collar workers	3	3	0	0	<b>6</b>	5	5	0	0	<b>10</b>	6	5	1	0	<b>12</b>
Manual workers	68	55	84	74	<b>281</b>	86	80	92	84	<b>342</b>	101	88	85	87	<b>361</b>
<b>GROUP TOTAL</b>															
<b>Total</b>	<b>110</b>	<b>144</b>	<b>168</b>	<b>118</b>	<b>540</b>	<b>123</b>	<b>166</b>	<b>172</b>	<b>130</b>	<b>591</b>	<b>138</b>	<b>173</b>	<b>162</b>	<b>135</b>	<b>608</b>

## PERSONNEL BY GENDER AND CONTRACT TYPE AS AT 31 DECEMBER

	2016*			2017			2018		
	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total
<b>ITALY</b>									
Women	131	5	<b>136</b>	135	3	<b>138</b>	130	4	<b>134</b>
Men	92	1	<b>93</b>	92	1	<b>93</b>	92	0	<b>92</b>
<b>Total</b>	<b>223</b>	<b>6</b>	<b>229</b>	<b>227</b>	<b>4</b>	<b>231</b>	<b>222</b>	<b>4</b>	<b>226</b>
<b>PORTOGALLO</b>									
Women	146	1	<b>147</b>	340	1	<b>341</b>	357	1	<b>358</b>
Men	10	0	<b>10</b>	19	0	<b>19</b>	24	0	<b>24</b>
<b>Total</b>	<b>156</b>	<b>1</b>	<b>157</b>	<b>359</b>	<b>1</b>	<b>360</b>	<b>381</b>	<b>1</b>	<b>382</b>
<b>GROUP TOTAL</b>									
<b>Total</b>	<b>379</b>	<b>7</b>	<b>386</b>	<b>586</b>	<b>5</b>	<b>591</b>	<b>603</b>	<b>5</b>	<b>608</b>

\*Data only include permanent employees.



EVOLUTION OF PERMANENT PERSONNEL BY LOCATION AS AT 31 DECEMBER

	2012	2013	2014	2015	2016	2017	2018
Olbia	85	117	132	199	194	192	186
Genoa	34	31	33	31	35	27	27
Vila do Conde	137	153	147	163	157	150	141
<b>Total permanent staff</b>	<b>256</b>	<b>301</b>	<b>312</b>	<b>393</b>	<b>386</b>	<b>369</b>	<b>354</b>

NEW PERSONNEL HIRED BY GENDER AND AGE GROUP\*

	2016			2017			2018		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>ITALY</b>									
Age <35 years	6	3	9	1	1	2	4	2	6
Age 35-44 years	2	1	3	1	1	2	2	1	3
Age 45-54 years	1	2	3	1	1	2	2	0	2
Age > 54 years	0	0	0	1	0	1	0	0	0
<b>Total</b>	<b>9</b>	<b>6</b>	<b>15</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>3</b>	<b>11</b>
<b>Incoming turnover (%)</b>	<b>8.65%</b>	<b>4.26%</b>	<b>6.12%</b>	<b>4.30%</b>	<b>2.17%</b>	<b>3.03%</b>	<b>8.7%</b>	<b>2.2%</b>	<b>4.87%</b>
<b>PORTUGAL</b>									
Age <35 years	1	82	83	1	53	54	7	44	51
Age 35-44 years	5	44	49	4	36	40	3	25	28
Age 45-54 years	1	40	41	2	19	21	1	8	9
Age > 54 years	0	0	0	1	4	5	0	6	6
<b>Total</b>	<b>7</b>	<b>166</b>	<b>173</b>	<b>8</b>	<b>112</b>	<b>120</b>	<b>11</b>	<b>83</b>	<b>94</b>
<b>Incoming turnover (%)</b>	<b>38.90%</b>	<b>59.90%</b>	<b>58.64%</b>	<b>42.11%</b>	<b>32.84%</b>	<b>33.33%</b>	<b>45.83%</b>	<b>23.18%</b>	<b>24.61%</b>
<b>GROUP</b>									
Age <35 years	7	85	92	2	54	56	11	46	57
Age 35-44 years	7	45	52	5	37	42	5	26	31
Age 45-54 years	2	42	44	3	20	23	3	8	11
Age > 54 years	0	0	0	2	4	6	0	6	6
<b>Total</b>	<b>16</b>	<b>172</b>	<b>188</b>	<b>12</b>	<b>115</b>	<b>127</b>	<b>19</b>	<b>86</b>	<b>105</b>
<b>Incoming turnover (%)</b>	<b>13.11%</b>	<b>41.15%</b>	<b>34.81%</b>	<b>10.71%</b>	<b>24.01%</b>	<b>21.49%</b>	<b>16.38%</b>	<b>17.48%</b>	<b>17.27%</b>

\* The data relating to new recruits do not include seasonal personnel.

OUTGOING PERSONNEL BY GENDER AND AGE GROUP\*

	2016			2017			2018		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>ITALY</b>									
Age <35 years	0	1	1	3	1	4	1	1	2
Age 35-44 years	0	0	0	3	2	5	2	1	3
Age 45-54 years	1	3	4	3	2	5	2	0	2
Age > 54 years	1	1	2	7	0	7	3	3	6
<b>Total</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>16</b>	<b>5</b>	<b>21</b>	<b>8</b>	<b>5</b>	<b>13</b>
<b>Outgoing turnover (%)</b>	<b>1.92%</b>	<b>3.55%</b>	<b>2.86%</b>	<b>17.20%</b>	<b>3.62%</b>	<b>9.09%</b>	<b>8.70%</b>	<b>3.73%</b>	<b>5.75%</b>
<b>PORTUGAL</b>									
Age <35 years	0	24	24	2	28	30	1	27	28
Age 35-44 years	0	6	6	3	9	12	5	14	19
Age 45-54 years	0	8	8	1	6	7	1	9	10
Age > 54 years	1	7	8	1	5	6	0	16	16
<b>Total</b>	<b>1</b>	<b>45</b>	<b>46</b>	<b>7</b>	<b>48</b>	<b>55</b>	<b>7</b>	<b>66</b>	<b>73</b>
<b>Outgoing turnover (%)</b>	<b>5.56%</b>	<b>16.25%</b>	<b>15.59%</b>	<b>36.84%</b>	<b>14.08%</b>	<b>15.28%</b>	<b>29.17%</b>	<b>18.44%</b>	<b>19.11%</b>
<b>GROUP</b>									
Age <35 years	0	25	25	5	29	34	2	28	30
Age 35-44 years	0	6	6	6	11	17	7	15	22
Age 45-54 years	1	11	12	4	8	12	3	9	12
Age > 54 years	2	8	10	8	5	13	3	19	22
<b>Total</b>	<b>3</b>	<b>50</b>	<b>53</b>	<b>23</b>	<b>53</b>	<b>76</b>	<b>15</b>	<b>71</b>	<b>86</b>
<b>Outgoing turnover (%)</b>	<b>2.46%</b>	<b>11.96%</b>	<b>9.81%</b>	<b>20.54%</b>	<b>11.06%</b>	<b>12.86%</b>	<b>12.93%</b>	<b>14.43%</b>	<b>14.14%</b>

\* The data relating to outgoing personnel do not include seasonal personnel.

RATE OF ABSENTEEISM BY COUNTRY\*

	2016	2017	2018
<b>ITALY</b>	<b>2.89%</b>	<b>3.75%</b>	<b>4.48%</b>
Women	2.95%	4.41%	4.68%
Men	2.81%	2.72%	4.17%
<b>PORTUGAL</b>	<b>14.49%</b>	<b>13.87%</b>	<b>17.93%</b>
Women	15.01%	14.39%	18.64%
Men	7.59%	4.97%	6.46%
<b>GROUP</b>	<b>7.86%</b>	<b>8.66%</b>	<b>12.20%</b>
Women	9.55%	8.76%	14.14%
Men	3.28%	3.18%	4.55%

\*Number of days of absence due to accident, illness and unpaid leave/workable days x 100.



NUMBER OF INJURIES BY GENDER AND COUNTRY\*

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
Women	15	85	100	8	119	127	3	93	96
Men	6	10	16	10	5	15	3	10	13
TOTAL	21	95	116	18	124	142	6	103	109

\*No fatal injuries occurred in the last three-year period. Injuries, which also include apprentices (3 in Portugal), were primarily minor in nature (i.e. fewer than ten days of absence), and due for the most part to the movement of weights, cuts, slipping, failure to comply with procedures and inattention and regarded contusions, crushing, abrasions and wounds. During 2018, the contracting firms operating at the Olbia facility disclosed that 1 injury occurred related to the works carried out on-site. In addition, no cases of occupational illness were observed in Italy in 2018, while 1 case was identified in Portugal.

NUMBER OF INJURIES BY TYPE AND GENDER AS AT 31 DECEMBER 2018

	Italy			Portugal		
	Men	Women	Total	Men	Women	Total
Movement of basins/baskets	2	0	2	1	2	3
Movement of weights	0	0	0	3	37	40
Failure to comply with procedures	0	0	0	1	3	4
Inattention	1	3	4	1	15	16
Knife wounds	0	0	0	1	14	15
Slipping on the floor	0	0	0	2	14	16
Injuries while commuting	0	0	0	0	4	4
Other	0	0	0	1	4	5
TOTAL	3	3	6	10	93	103

INJURIES FREQUENCY INDEX\*

	2016	2017	2018
ITALY	40.85	31.18	13.20
Women	46.78	35.51	10.94
Men	31.01	28.41	16.64
PORTUGAL	247.66	247.12	198.22
Women	237.23	252.23	191.91
Men	395.35	166.78	285.55
TOTAL	130.33	131.59	111.90
Women	147.29	182.18	126.52
Men	77.70	39.27	60.39

\* These data are calculated as no. of injuries/hours worked x 1,000,000

INJURIES SEVERITY INDEX\*

	2016	2017	2018
Italy	1.00	0.29	0.33
Women	1.01	0.27	0.33
Men	0.98	0.31	0.34
Portugal	1.93	1.03	1.20
Women	1.79	1.04	1.22
Men	4.25	0.76	1.04
Total	1.43	0.64	0.83
Women	1.45	0.72	0.93
Men	1.38	0.36	0.46

\* These data are calculated as no. of days of absence per injury/workable hours x 1,000



# ENVIRONMENTAL DATA

## ELECTRICITY

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
Electricity consumption (Kwh)	6,306,164	983,130	7,297,245	6,163,462	1,096,881	7,260,343	5,205,362	1,259,028	6,464,390
Electricity consumption (GJ)*	22,702	3,539	26,270	22,188	3,949	26,137	18,739	4,533	23,272
Of which consumption from renewable sources (GJ)*	22,702	1,124	23,823	22,188	1,627	23,816	18,739	1,331	20,070
CO <sub>2</sub> e Emissions and Scope 2 Market-based (t)***		364	364	-	420	420	0	495	495

\*Conversion factor: 0.0036 GJ/kwh [Source: GRI G3.1].  
\*\*The portion of renewable electricity for Portugal was estimated on the basis of the national energy mix noted on the bill [Source: supplier EDP].  
\*\*\*The Olbia facility acquired guarantee of origin certificates for a share equal to 100% of its electricity consumption for 2018. The GRI Sustainability Reporting Standards include two methodologies for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method". The Market-based method is based on the CO<sub>2</sub> emissions of energy suppliers from which the organisation purchases electricity through a contract and may be calculated considering: guarantee of origin certificates of the energy and direct contracts with suppliers (methodology used for Italy), specific emission factors of the supplier, emission factors relating to the "residual mix", or the energy and the unmonitored or unclaimed emissions (methodology used for Portugal, 2018 emission factor: 393 gCO<sub>2</sub>e/kWh - source: AIB - European Residual Mixes 2017 [Vers. 1.13], emission factor 2017: 382.93 gCO<sub>2</sub>e/kWh - source: AIB - European Residual Mixes 2017; emission factor 2016: 367.05 gCO<sub>2</sub>e/kWh - source: AIB - European Residual Mixes 2015); average emission factors relating to the generation of energy at regional, sub-national or national level. Scope 2 emissions - Market-based emissions are expressed in tonnes of CO<sub>2</sub>e. However, as can be deduced from the reference technical literature, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions.  
On the other hand, the Location-based method is based on average emission factors relating to the generation of energy at regional, sub-national or national level. Applying the Location-based method, total Group Scope 2 emissions in 2018 is equal to 2,278 tonnes of CO<sub>2</sub> (2018 Italy emission factor: 360 grams CO<sub>2</sub>/kWh - source: Terna Confronti Internazionali (2016); Portugal conversion factor: 321 grams CO<sub>2</sub>/kWh - source: Terna Confronti Internazionali (2016)); in 2017, 2,739 tonnes of CO<sub>2</sub> (Italy 2017 emission factor: 375 grams CO<sub>2</sub>/kWh - source: Terna Confronti Internazionali (2015); Portugal conversion factor: 390 grams CO<sub>2</sub>/kWh - source: Terna Confronti Internazionali (2015)); in 2016, 2,576 tonnes of CO<sub>2</sub> (Italy emission factor: 359 grams CO<sub>2</sub>/kWh - source: Terna Confronti Internazionali (2014); Portugal conversion factor: 315 grams CO<sub>2</sub>/kWh - source: Terna Confronti Internazionali (2014)).

## FUEL OIL

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
Fuel oil consumption (t)	1,654	-	1,654	1,624	-	1,624	1,284	-	1,284
Fuel oil consumption (GJ)	66,485	-	66,485	66,615	-	66,615	52,660	-	52,660
Scope 1 CO <sub>2</sub> Emissions (t)**	5,198	-	5,198	5,105	-	5,105	4,036	-	4,036

\*For the 2018 data, the conversion factor was updated: 41.023 GJ/t [Source: National standard parameters table ISPRA 2018]. For the 2017 data, the following conversion factor was adopted: 41.025 GJ/t [Source: National standard parameters table - ISPRA 2017]. For 2016, the following conversion factor was used: 40.19 GJ/t [Source: GRI G3.1].  
\*\* For the 2018 data, the emission coefficient remained unchanged compared with 2017: 3.144 tCO<sub>2</sub>/t of fuel oil [Source: National standard parameters table - ISPRA 2018]. For the 2016 data, the following emission coefficient was used: 3.142 tCO<sub>2</sub>/t of fuel oil [Source: National standard parameters table - ISPRA 2016].

## LPG

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
LPG consumption (m³)	708	-	708	600	-	600	1,185	-	1,185
Fuel oil consumption (GJ)*	65.21	-	65.21	55.37	-	55.37	109.35	0.00	109.35
Scope 1 CO <sub>2</sub> emissions (t)**	4.28	-	4.28	3.63	-	3.63	7.17	-	7.17

\* For 2018, the conversion factor is 46.141 GJ/t, unchanged compared to 2017 [source: ISPRA 2018]. For the 2016 data, the following conversion factor was used: 46.11 GJ/t [Source: IPCC 1996].  
\* For 2018, the emission factor is 3.026 tCO<sub>2</sub>/t of LPG, unchanged compared to 2017 [source: ISPRA 2018]. For the 2016 data, the following emission coefficient was used: 3.024 tCO<sub>2</sub>/t of LPG [Source: National standard parameters table - ISPRA 2016].

## NATURAL GAS\*

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
NATURAL GAS consumption (m³)	-	308,117	308,117	-	364,048	364,048	-	377,438	377,438
NATURAL GAS consumption (GJ)**	-	12,228	12,228	-	14,921	14,921	-	15,114	15,114
Scope 1 CO <sub>2</sub> emissions (t)***	-	664	664	-	790	790	-	828	828

\* For improved reporting of the Group's energy consumption, natural gas consumption figures have been shown and the associated conversion factors updated, compared with the figures published in the previous Sustainability Report. For data published previously, refer to the 2017 Sustainability Report, published in the "press releases" section on the <https://www.generaleconserve.it/website>.  
\*\* For the year 2018 , the conversion factor is 0.745 kg/m³, 53.751 GJ/t [source: DEFRA 2018]. \*\* For the year 2017 , the conversion coefficient is 0.745 kg/m³, 55.008 GJ/t [source: DEFRA 2017]. \*\* For the year 2016 , the conversion coefficient is 0.747 kg/m³, 53.137 GJ/t [source: DEFRA 2016].  
\*\*\* For 2018, the emission factor was updated: 0.1885 kgCO<sub>2</sub>/kWh [source: EDP Portugal, local Natural Gas supplier]. For 2017 and 2016, the following emission factor was used: 0.184 kgCO<sub>2</sub>/kWh of Natural Gas [Source: EDP Portugal, local Natural Gas supplier].

## TOTAL ENERGY CONSUMPTION

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
Total energy consumption (GJ)*	89,252	15,796	105,048	88,859	18,870	107,728	71,508	19,647	91,155
of which:									
from renewable sources (GJ)**	22,702	1,121	23,823	22,188	1,627	23,816	18,739	1,331	20,070
from non-renewable sources (GJ)	66,550	14,467	81,017	66,670	16,523	83,193	52,769	18,316	71,085

\* For improved reporting of the Group's energy consumption, natural gas consumption figures have been shown and the associated conversion factors updated, compared with the figures published in the previous Sustainability Report. For energy consumption data published previously, refer to the 2017 Sustainability Report, published in the "press releases" section on the <https://www.generaleconserve.it/website>.  
\*\*The portion of renewable electricity for Portugal was estimated on the basis of the national energy mix noted on the bill [Source: supplier EDP].

## TOTAL CO<sub>2</sub> EMISSIONS

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
Indirect emissions - Scope 1 (t)	5,202	664	5,866	5,109	790	5,898	4,043	828	4,871
Indirect emissions - Scope 2									
Market based (t)*	0	364	364	0	420	420	0	495	495
Total emissions - Scope 1 + 2 (t)									
market-based method**	5,202	1,028	6,230	5,109	1,210	6,318	4,043	1,323	5,366

\*Total Group Scope 1 and 2 emissions calculated with the Location-based method in 2018 total 2,278 tonnes of CO<sub>2</sub>; in 2017, the figure was 2,739 tonnes of CO<sub>2</sub> and in 2016 2,576 tonnes of CO<sub>2</sub>. Scope 2 emissions - Market-based emissions are expressed in tonnes of CO<sub>2</sub>e. However, as can be deduced from the reference technical literature, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions.  
\*Total Group Scope 2 emissions calculated with the Location-based method in 2018 total 7,149 tonnes of CO<sub>2</sub>; in 2017, the figure was 8,637 tonnes of CO<sub>2</sub> and in 2016 8,442 tonnes of CO<sub>2</sub>.

## WASTEWATER DISCHARGES

	2016			2017			2018		
	Italy*	Portugal	Total	Italy*	Portugal	Total	Italy*	Portugal	Total
Total wastewater (m³)**	247,088	11,545	258,633	219,611	15,655	235,267	254,086	0	254,086

\*Data calculated equal to 100% of abstractions in Italy in 2018 and 2017 and 80% in 2016.  
\*\* Water discharges come primarily from plant washing activities and in Italy are sent to the purification plant managed by the municipality of Olbia industrial consortium and in Portugal are pre-treated by an owned purification plant and subsequently conveyed to the urban water network.



WASTE

	OLBIA FACILITY								
	2016			2017			2018		
	Disposal method			Disposal method			Disposal method		
	Landfill	Reuse/ Recycling	Total	Landfill	Reuse/ Recycling	Total	Landfill	Reuse/ Recycling***	Total
Broths (t)	12,404.2	-	12,404.2	4,202.7	-	4,202.7	5,146.8	-	5,146.8
Solid municipal waste (t)*	512.0	-	512.0	561.6	7.6	569.2	410.0	-	410.0
Other Special (t)	699.3	144.7	844.0	1,163.8	1,260.4	2,424.2	761.0	84.5	845.5
<b>Total (t)</b>	<b>13,615.5</b>	<b>144.7</b>	<b>13,760.2</b>	<b>5,928.1</b>	<b>1,268.0</b>	<b>7,196.1</b>	<b>6,317.8</b>	<b>84.5</b>	<b>6,402.3</b>
<b>of which hazardous** (t)</b>	<b>1.2</b>	<b>6.7</b>	<b>7.9</b>	<b>0.5</b>	<b>13.2</b>	<b>13.7</b>	<b>2.2</b>	<b>2.3</b>	<b>4.6</b>

*\*Solid urban waste consists for the most part of sludge from washing/cleaning activities, unseparated urban waste and unusable scraps for consumption and transformation.*  
*\*\* In 2018, the significant fall in special hazardous waste is connected with the decision to outsource to external accredited laboratories a part of the chemical analyses on health and safety conducted on incoming fish raw material and outgoing finished products. 2017 saw intense activities involving the reclamation of a lot adjacent to the Olbia facility which generated an increase in the waste produced. In addition, the full operational status of the purification plant generated intense production of sludge and a related decrease in broths produced. In 2016, as part of the facility modernisation project, some machinery was replaced and extraordinary maintenance was carried out which resulted in a significant increase in hazardous waste generated.*  
*\* Since the end of July 2018, it has not been possible to recycle plastic, paper, cardboard and wood due to a fire which has temporarily blocked the Olbia landfill.*

WASTE

	VILA DO CONDE FACILITY											
	2016				2017				2018			
	Disposal method				Disposal method				Disposal method			
	Landfill	Reuse/ Recycling	Incineration	Total	Landfill	Reuse/ Recycling	Incineration	Total	Landfill	Reuse/ Recycling	Incineration	Total
Broths (t)*				0.0				0.0	0.0			0.0
Solid municipal waste (t)**				0.0				0.0	0.0			0.0
Other Special (t)	8.9	2,445.2		2,454.1	8.9	3,151.2	-	3,160.1	0.0	3,641.2		3,641.2
<b>Total (t)</b>	<b>8.9</b>	<b>2,445.2</b>	<b>-</b>	<b>2,454.1</b>	<b>8.9</b>	<b>3,151.2</b>	<b>-</b>	<b>3,160.1</b>	<b>0.0</b>	<b>3,641.2</b>	<b>-</b>	<b>3,641.2</b>
<b>of which hazardous** (t)</b>								<b>0.0</b>	<b>0.0</b>	<b>0.0</b>		<b>0.0</b>

*\*In Portugal, broths are not included in the category of waste as they are pre-treated by a company-owned purification plant and then conveyed to the urban water network. Therefore, they are counted in the wastewater landfill data.*  
*\*\* The weight of similar urban waste in Portugal is not reported as it is subject to the municipal tax not calculated based on the weight of the waste generated.*

FISH SCRAPS REUSED FOR FISHMEAL OR ANIMAL FEED

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
	100%	100%	100%	100%	100%	100%	100%	100%	100%
Percentage (%)	100%	100%	100%	100%	100%	100%	100%	100%	100%

GEOMETRIC MEAN OF ODOUR EMISSIONS

	2016		2017		2018	
	Italy	Portugal	Italy	Portougale	Italy	Portugal
	140	n.d.	107	n.d	106	n.d.
Average post-scrubber (Cod*)	140	n.d.	107	n.d	106	n.d.
Limits permitted by law	300	n.d.	300	n.d	300	n.d.

*\*Cod = Odour unit per cubic metre (ouE/m³).*

EXPENSES FOR ENVIRONMENTAL PROTECTION INVESTMENTS

	2016			2017			2018		
	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
	1,272,280	24,449	1,296,729	873,513	30,934	904,447	689,325	174,679	864,004
Waste and emission management (Euro)*	1,272,280	24,449	1,296,729	873,513	30,934	904,447	689,325	174,679	864,004
Prevention and environmental management costs (Euro)**	159,655	-	159,655	45,085	-	45,085	37,958	73,716	111,674
<b>Total expenses (Euro)</b>	<b>1,431,935</b>	<b>24,449</b>	<b>1,456,384</b>	<b>918,598</b>	<b>30,934</b>	<b>949,532</b>	<b>727,283</b>	<b>248,395</b>	<b>975,678</b>

*\*Includes costs for the treatment and disposal of waste and water, the treatment of emissions and expenses for equipment, maintenance, services and operating materials and relating to personnel costs including new boilers.*  
*\*\*Includes environmental analyses carried out by external laboratories and the total estimated costs for the management of the system for the production of fishmeal and the relative personnel.*

MATERIALS\*

	2016	2017	2018	Rinnovabile
Glass for jars (t)	1,800	1,750	1,719	0%
Aluminium for cans (t)	3,370	3,473	2,590	0%
Paper and cardboard for labels and product packaging (t)	895	930	786	100%
<b>Total (t)</b>	<b>6,065</b>	<b>6,153</b>	<b>5,095</b>	<b>100%</b>

*\* All materials shown in the table are 100% recyclable.*



# GRI CONTENT INDEX

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GENERAL GRI STANDARD INDICATORS - 101: FOUNDATION 2016				
GRI 102: General disclosures (2016)	102-1 Name of the organisation	Letter to stakeholders	3	
	102-2 Activities, brands, products and services	The profile of Generale Conserve	6-7	
		The value chain	8-9	
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	102-4 Location of operations	The profile of Generale Conserve	6-7	
	102-5 Ownership and legal form	Corporate Governance	82	
	102-6 Markets served	The profile of Generale Conserve	6-7	
		Fishing zones	30-31	
	102-7 Scale of the organisation	Generale Conserve's assets are composed of men and women	40	
		The value chain	8-9	
	102-8 Information on employees and other workers	Generale Conserve's assets are composed of men and women	40	
		Personnel data	84-85	
	102-9 Supply chain	Our contribution to the local economy - Olbia	46-47	
		Our contribution to the local economy - Vila do Conde	48-49	
	102-10 Significant changes to the organisation and its supply chain	Letter to stakeholders	3	
		Our contribution to the local economy - Olbia	46-47	
		Our contribution to the local economy - Vila do Conde	48-49	
	102-11 Precautionary Principle or approach	The environment - Olbia	52-53	
		The environment - Vila do Conde	54-55	
	102-12 External initiatives	Sustainability communication: labelling Awareness-raising projects	18-19 20-21	
		FOS - Accreditation and certification	34-35	

GRI STANDARD	INDICATORS	REFERENCES, LINKS AND NOTES	PAGE	OMISSIONS
GENERAL GRI STANDARD INDICATORS - 101: FOUNDATION 2016				
GRI 102: General disclosures (2016)	102-13 Membership of associations	Generale Conserve periodically enters into dialogue with various bodies, e.g.: Federpesca, Confindustria Genova, Centromarca, IBC, Ancit, Associazione degli Industriali del Nord Sardegna, Codacons, CIPNES, ASSALCO, Association of Portuguese Cannerys, Eticlab, Universities and Associations for sustainability dissemination activities		
	102-14 Statement from senior decision-maker	Letter to stakeholders	3	
	102-15 Key impacts, risks, and opportunities	Letter to stakeholders	3	
	102-16 Values, principles, standards and norms of behaviour	Letter to stakeholders	3	
	102-18 Governance structure	Corporate Governance	82	
		No committees present apart from Board of Directors and Board of Statutory Auditors of Generale Conserve SpA		
	102-40 List of stakeholder groups	Our stakeholders: involvement procedures	74-75	
	102-41 Collective bargaining agreements	In Italy, all employees are covered by national collective agreements of the food industry and in Portugal by the fish canning industry agreement; in addition, the right to participate in union activities is also respected		
	102-42 Identifying and selecting stakeholders	The company meets with stakeholders based on the principles of relationship legitimacy, the power that they have to influence the company's objectives and on the basis of the positive and negative impacts that the business and the decisions of Generale Conserve have on them		
	102-43 Approach to stakeholder engagement	Our stakeholders: involvement procedures	74-75	



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<b>GENERAL GRI STANDARD INDICATORS - 101: FOUNDATION 2016</b>				
	102-44 Key topics and concerns raised	Our stakeholders: involvement procedures	74-75	
		In 2018, no critical concerns were raised by the stakeholders with which the company has relationships		
	102-45 Entities included in the consolidated financial statements	Methodological note	72	
	102-46 Defining report content and topic boundaries	Materiality analysis	73	
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	102-53 Contact point for questions regarding the report			
	102-54 Claims of reporting in accordance with the GRI Standrads			
	102-55 GRI Content Index	GRI Content Index	96-104	
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Market presence				
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	103-2 The management approach and its components	Letter to stakeholders	3	
	103-3 Evaluation of the management approach			
GRI 202: Market presence (2016)	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Salary of ASDOMAR new recruits is in line with the contents of the National Collective Agreement of the Food Industry in Italy and the Association of Portuguese Canners		
Procurement practices				
GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	Letter to stakeholders	3	
	103-3 Evaluation of the management approach			
GRI 204: Procurement practices (2016)	204-1 Proportion of spending on local suppliers	Our contribution to the local economy - Olbia	46-47	
		Our contribution to the local economy - Vila do Conde	48-49	
GRI-G4: Food Processing Sector Disclosures (CATEGORY: ECONOMIC)				
G4 Aspect: Procurement practices (2014)	FP1 Percentages of purchased volume from suppliers compliant with company's sourcing policy	The value chain	8-9	
G4 Aspect: Procurement practices (2014)	FP2 Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	Our criteria for sustainability fishing	33	
		Our contribution to the local economy: Vila do Conde	49	



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GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	<i>The company is committed to the efficient use of materials and a constant search for alternative, sustainable solutions</i>		
	103-3 Evaluation of the management approach	The environment - Olbia	52-53	
		The environment - Vila do Conde	54-55	
GRI 301: Materials (2016)	301-1 Materials used by weight or volume	Packaging: sustainability and traceability through labelling	68-69	
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GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	<i>The company conducts periodic checks and monitoring of energy consumption by evaluating, with the involvement of the Management, the most cost-effective and sustainable solutions</i>		
	103-3 Evaluation of the management approach	The environment - Olbia	52-53	
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GRI 302: Energy (2016)	302-1 Energy consumption within the organisation	Environmental data	90-91	
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GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	Our criteria for sustainable fishing	33	
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GRI 304: Biodiversity (2016)	304-2 Significant impacts of activities, products, and services on biodiversity			

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Emissions				
GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	<i>The company performs periodic checks and monitoring of atmospheric emissions; the facilities are also subject to assessment by local institutions for the issuing of the Integrated Environmental Authorisation</i>		
		The environment - Olbia	52-53	
	103-3 Evaluation of the management approach	The environment - Vila do Conde	54-55	
GRI 305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	Environmental data	91	
		The environment - Olbia	52-53	
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Effluents and Waste				
GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	<i>The company manages waste in accordance with legal requirements and periodically conducts, with the involvement of the Management, an assessment of the most cost-effective and sustainable solutions for the reuse of waste, in accordance with a circular economy approach</i>		
		The environment - Olbia	52-53	
	103-3 Evaluation of the management approach	The environment - Vila do Conde	54-55	
GRI 306: Effluents and Waste (2016)	306-1 Water discharge by quality and destination	Environmental data	91-93	
		The environment - Olbia	52-53	
	306-2 Waste by type and disposal method	The environment - Vila do Conde	54-55	
	306-3 Significant spills	There were no spills in the soil in 2018		



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	103-2 The management approach and its components	<i>The company is committed to conducting all evaluations and verifications necessary for promoting purchases in the territory in operates: Olbia and Vila do Conde.</i>		
	103-3 Evaluation of the management approach	Technology, digitisation and tradition for a higher quality product	42-43	
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	Our choice of location	38-39	
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	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	The benefits provided to full-time employees are also provided to seasonal/temporary workers		
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GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	<i>The company conducts monitoring of all aspects connected with safety, including in terms of keeping its SA8000 certification</i>		
	103-3 Evaluation of the management approach	Technology, digitisation and tradition for a higher quality product	42-43	
GRI 403: Occupational Health and Safety (2016)	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Personnel data	87-89	
	403-3 Workers with high incidence or high risk of diseases related to their occupation	<i>There are no jobs with a high incidence of occupational illnesses; in the last three years, only one case was recognised in Italy and one in Portugal</i>		

GRI STANDARD	INDICATORS	REFERENCES, LINKS AND NOTES	PAGE	OMISSIONS
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GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	Generale Conserve’s assets are composed of men and women	40-41	
	103-3 Evaluation of the management approach			
GRI 406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	ASDOMAR Code of Ethics: <a href="http://www.asdomar.it/pdf/CodiceEtico.pdf">http://www.asdomar.it/pdf/CodiceEtico.pdf</a>		
		The checks performed as part of the SA8000 certification did not identify any cases of discrimination in the company or at its suppliers and there are no disputes underway or sanctions imposed on the company due to the discrimination of personnel		
Child Labour				
GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	Friend of the Sea certification	34-35	
	103-3 Evaluation of the management approach	Generale Conserve’s assets are composed of men and women	40-41	
GRI 408: Child Labour (2016)	408-1 Operations and suppliers at significant risk for incidents of child labor	ASDOMAR Code of Ethics: <a href="http://www.asdomar.it/pdf/CodiceEtico.pdf">http://www.asdomar.it/pdf/CodiceEtico.pdf</a>		
		The checks performed as part of the SA8000 and Friend of the Sea certification did not identify significant risks of child labour within the company or at its suppliers and there are no disputes underway or sanctions imposed on the company due to the discrimination of personnel		



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	103-2 The management approach and its components	Friend of the Sea certification	34-35	
	103-3 Evaluation of the management approach	Generale Conserve's assets are composed of men and women	40-41	
GRI 409: Forced labour (2016)	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<i>ASDOMAR Code of Ethics:</i> <a href="http://www.asdomar.it/pdf/CodiceEtico.pdf">http://www.asdomar.it/pdf/CodiceEtico.pdf</a>  <i>The checks performed as part of the SA8000 and Friend of the Sea certification did not identify significant risks of forced labour within the company or at its suppliers and there are no disputes underway or sanctions imposed on the company due to the discrimination of personnel</i>		
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	103-3 Evaluation of the management approach	Generale Conserve's assets are composed of men and women	40-41	
GRI 412: Human Rights assessment (2016)	412-1 Operations that have been subject to human rights reviews or impact assessments	Friend of the Sea certification  Generale Conserve's assets are composed of men and women	34-35  40-41	

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MATERIAL TOPICS OF GRI STANDARDS FOR GENERALE CONSERVE				
Supplier evaluation according to social criteria				
GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 2 The management approach and its components	Generale Conserve’s assets are composed of men and women	40-41	
	103-3 Evaluation of the management approach	Friend of the Sea certification	34-35	
GRI 414: New suppliers subject to evaluation according to social criteria (2016)	414-1 New suppliers that were screened using social criteria	Generale Conserve’s assets are composed of men and women	40-41	
		Suppliers of whole fish raw material assessed as part of the Friend of the Sea certification process.		
Consumer health and safety				
GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	<i>The company conducts a periodic evaluation of the environmental laws and regulations, with the involvement of the Management and external consultants</i>		
	103-3 Evaluation of the management approach			
GRI 416: Consumer Health and Safety (2016)	416-1 Assessment of the health and safety impacts of product and service categories	<i>100% of the main categories of products/services are subject to evaluation of impacts on health and safety</i>		
		Excellence in controls – Olbia	60-61	
		Excellence in controls – Vila do Conde	62-63	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no cases of non-compliance with the regulations in 2018		



# GRI CONTENT INDEX

## INDEPENDENT AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

### To the Board of Directors of Generale Conserve S.p.A.

We have carried out a limited assurance engagement on the Sustainability Report of the Generale Conserve Group (hereinafter "Group") as of December 31, 2018.

### Responsibility of the Directors for the Sustainability Report

The Directors of Generale Conserve S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" established by GRI – Global Reporting Initiative (hereinafter "GRI Standards"), as stated in the paragraph "Methodological note" of the Sustainability Report.

The Directors are also responsible, for such internal control as they determine is necessary to enable the preparation of the Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for the definition of the Group's objectives in relation to the sustainability performance and the reporting of achieved results, for the identification of the stakeholders and the significant aspects to report.

### Auditor's Independence and quality control

We have complied with the independence and other ethical requirements of the *Code of Ethics for Professional Accountants* issued by the *International Ethics Standards Board for Accountants*, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our auditing firm applies *International Standard on Quality Control 1 (ISQC Italia 1)* and, accordingly, maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Sustainability Report with the GRI Standards. We conducted our work in accordance with the criteria established in the "International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000 Revised"), issued by the *International Auditing and Assurance Standards Board* (IAASB) for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement.

GRI STANDARD	INDICATORS	REFERENCES, LINKS AND NOTES	PAGE	OMISSIONS
MATERIAL TOPICS OF GRI STANDARDS FOR GENERALE CONSERVE				
GRI-G4: Food Processing Sector Disclosures (CATEGORY: SOCIAL _ SUB CATEGORY PRODUCT RESPONSIBILITY)				
G4 Aspect: Consumer Health and Safety (2014)	FP5 Percentage of production volume manufactured in sites certified by an independent third-party according to internationally recognised food safety management system standards	100% of the production volume produced is certified according to internationally recognised food management system standards		
		Food safety	58-59	
Marketing and labelling				
GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	Sustainability communication: labelling	18-19	
	103-3 Evaluation of the management approach	Packaging: sustainability and traceability through labelling	68-69	
GRI 417: Marketing and labelling (2016)	417-1 Requirements for product and service information and labeling			
	417-2 Incidents of non-compliance concerning product and service information and labeling	There were no incidents or monetary or non-monetary sanctions in 2018		
	417-3 Incidents of non-compliance concerning marketing communications	There were no incidents or monetary or non-monetary sanctions in 2018		
Odour emissions				
GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its Boundary	Material aspects for the company and connection with GRI Standards	76-77	
	103-2 The management approach and its components	The company performs periodic checks and monitoring of odour emissions; the facilities are also subject to assessment by local institutions for the issuing of the Integrated Environmental Authorisation		
	103-3 Evaluation of the management approach	The environment - Olbia	52-53	

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Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised, and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report are based on our professional judgement and included inquiries, primarily with company personnel responsible for the preparation of information included in the Sustainability Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically we carried out the following procedures:

- analysis of the process relating to the definition of material aspects disclosed in the Sustainability Report, with reference to the methods used for the identification and prioritization of material aspects for stakeholders and to the internal validation of the process results;
- comparison between the financial data and information included in the paragraph "Economic results and value added" of the Sustainability Report with those included in the consolidated financial statements of the Group;
- understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the Sustainability Report.

In particular, we carried out interviews and discussions with the management of Generale Conserve S.p.A. and with the personnel of Gencoal S.A. and we carried out limited documentary verifications, in order to gather information about the processes and procedures which support the collection, aggregation, elaboration and transmittal of non-financial data and information to the department responsible for the preparation of the Sustainability Report.

In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the parent company's and subsidiaries' level:
  - a) with regards to qualitative information included in the Sustainability Report, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
  - b) with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data.
- for the following companies and sites, Genova headquarters and the production site of Olbia for Generale Conserve S.p.A and the production site of Vila Do Conde for Gencoal S.A., which we selected based on their activities, their contribution to the performance indicators at the consolidated level and their location, we carried out site visits, during which we have met their management and have gathered supporting documentation with reference to the correct application of procedures and calculation methods used for the indicators.

## Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the Generale Conserve Group as of December 31, 2018 is not prepared, in all material aspects, in accordance with the GRI Standards as stated in the paragraph "Methodological note" of the Sustainability Report.

DELOITTE & TOUCHE S.p.A.

Signed by  
**Franco Amelio**  
 Partner

Milan, Italy  
 July 15, 2019

*This report has been translated into the English language solely for the convenience of international readers.*



Certifications:



The laboratory of the Olbia facility  
is third-party accredited by ACCREDIA  
[www.accredia.it](http://www.accredia.it)

Methodological support  
EY - Climate Change and Sustainability Services

Layout and graphics services Frog adv





La Qualità e il Rispetto.

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