

La Qualità e il Rispetto.

Sustainability REPORT 2020



La Qualità e il Rispetto.

Sustainability REPORT 2020

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The material aspects for the company ______

Report of the independent auditors _____

LETTER TO **Stakeholders**

Dear Stakeholders

We are pleased to present our ninth Sustainability Report, referring to the year 2020. With this document inspired by the principles of Integrated Reporting, we choose to transparently communicate our commitment in the field of sustainability and provide an overview of our strategy, our operating and governance model and the results achieved, as well as how the integrated management of the relevant aspects of an economic-financial, productive, intellectual, human, environmental and relational nature allow Generale Conserve to create sustainable value over time, for the benefit of all stakeholders.

All in this year, within the broader context of the Covid-19 pandemic which forced us to rethink every aspect of daily and working life: just consider, for example, physical distancing and staggered access to offices, the replanning of shifts on production lines implemented at our plants that never stopped, or remote working, intensively adopted for all employees whose activities could be carried out remotely, the introduction and application of every precaution and prevention measure to protect the health of people.

At the macroeconomic level, the food sector demonstrated all its strategic value and intrinsic ability to cope with even the most radical upheavals, such as those generated by the pandemic; in particular, our company and our people have shown a great ability to respond to change and difficulties, tightening the ranks in an effort that has allowed us to maintain full production and distribution continuity, as well as the high quality of products, even in the most complicated moments of the first lockdown, as well as to seize the opportunities that presented themselves in the face of off-season sales peaks. The timely operational and commercial reorganisation and the spirit of adapting not only allowed us to never have to stop the production circuits, but also to inject new life into the engine and intensify production activities at the facilities, thus contributing even more decisively to the economic development of the territory in serious crisis in 2020. As always, our people were the heart of this process. With courage, passion, a sense of responsibility and belonging, they made production possible that responded to the growing demand of Italian families, despite uncertainties, articulated work shifts and restrictions. The data, events and numbers that will be discussed in this Report demonstrate exactly this: a company made up of people who did not give up and who put themselves at stake to face, in the workplace, unusual challenges to support the organisation in a delicate context. Even in this challenging 2020, we never lost sight of our goals and our way of being and doing business: we pursued our projects and achieved renewed goals, all animated and united by our strategy: "Quality and Respect". The supply of raw seafood ingredients based on sustainable fishing principles, the quality and food safety of products, the responsible use of natural resources with a view to a circular economy, relations with consumers, the commitment to generate positive economic impacts on the territory and the environment: these are the constants that have continued to distinguish our work over the past year as well.

The achievement of our objectives, the ability to respond to the increase in demand for canned fish during 2020 was also possible thanks to the considerable investments in facilities and machinery, research and development, industrial and technological innovation at our facilities, experimenting with new technologically advanced production processes. In fact, we have successfully benefited from the cycle of investments made in the last three years: with the availability of more innovative and efficient production plants on average, able to ensure performance at the highest levels in our sector, it was possible to achieve the objectives of production capacity efficiency, improved environmental performance, enhance byproduct processing, production flexibility, production diversification and global process safety.

These are the issues that we will address through the facts and figures of the 2020 Sustainability Report, which we hope will help our consumers and stakeholders fully understand the environment in which our company operates. We will describe all this while also recounting the complexities and particular details, graphically using lines that express the sense of depth, understood as the direction for deepening and interiority.

Enjoy the report,

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____ pag 138

__pag 159

Greaken Q.

Giovanni Battista Valsecchi General Manager

THE COVID-19 EMERGENCY OF 2020

Following the onset of the Covid-19 epidemic and its rapid spread globally, Generale Conserve implemented a series of measures in its facilities and offices to address and mitigate the risks associated with the emergency.

THE SCENARIO

The emergency due to the spread of the Coronavirus hit our country hard, and not only, forcing companies in every sector to massively reorganise themselves in order to continue operating. This was also the case for **Generale Conserve**, which **was never forced to close and which immediately worked to apply every hygiene and prevention regulation to first and foremost guarantee a safe working environment.**

Moreover, from the perspective of business performance, the company's activity was characterised by an **increase in demand for the products of the Canned Fish line**, in general, and tuna in particular. This phenomenon was conditioned by what is now generally called the "hoarding period", in which all the goods with long shelf life experienced weekly increases compared to the previous year, with a trend that gradually settled down, until late spring.

GENERALE CONSERVE'S WINNING STRATEGY: TRANSFORMING THE EMERGENCY INTO EMPLOYMENT

Reactivity and the ability to find innovative and timely solutions, reinterpreting and responding to customers' needs, team spirit: these are some of the key levers that allowed Generale Conserve to successfully face the national crisis situation. This result was possible thanks to the

timeliness of the interventions put in place, a **strong flexibility** that allowed to suddenly understand the needs and possibilities of action.

Indeed, while Italy was stopping, Generale Conserve began **hiring to increase its workforce at the Olbia facility** which, in the maximum peaks, was more than doubled (about 450 workers compared to about 200 fixed, and of which almost 150 trained for the first time during 2020). While simultaneously seeking new resources, the company's priority was **to secure the production plants, both in Olbia and in Portugal.**

At this stage, the speed with which structural and organisational changes were implemented was crucial, including through very fruitful contacts with ATS Sardinia, which validated and confirmed the quality of the company's safety plan. Subsequently, these best practices were discussed and approved by the Portuguese Health Authorities.

Protective devices, additional sanitation, reorganisation of work shifts and in the canteen, widespread and centralised communications: these are just some of the examples of the actions that Generale Conserve implemented to face the risk. The Vila do Conde plant in Portugal had to cope with periods of low employment levels due to the measures put in place by the Portuguese government to deal with the pandemic, such as the closure of schools which forced the majority of the



workforce, mainly female staff, to stay at home. Despite this, the plant managed to reorganise with the insertion of temporary resources, guaranteeing a production level similar to that of 2019.

Generale Conserve was able to quickly adapt and successfully cope with the crisis situation, demonstrating to all stakeholders that it is a solid business where people engage, resist and work as a team.



Although tuna normally lives mostly in the first 100 metres of depth, some have also been recorded diving down to **1,100 metres** and beyond.

THE IDENTITY OF Generale Conserve

Launched at the end of the 1980s as a distribution company, in just a few decades Generale Conserve grew from a small firm to a production and sales company generating €20 million in turnover in 2001 and today can count on 751 employees¹.



It is present on the market with ASDOMAR, a leading brand in the premium segment of tuna, mackerel and salmon whose products, thanks to the quality that distinguishes them, are consumed by over 5 million families².

The company is also a **co-leader in the production of Private Labels**.

Both the businesses in which it operates, the Asdomar brand and the production of Private Labels, contribute to its achievement of second position in the Italian market among producers of canned fish, with a share of about 12.7% in the tuna market³.

In over forty years of activity, the company has gained a foothold in the market as a reference model for its quality, innovation and sustainability. It offers consumers excellent products, achieved by carefully selecting its raw materials in compliance with fishing sustainability and by combining traditional craftsmanship and technological innovation.

1- Figure expressed as annual average resources. Also includes 23 employees from the headquarters in Genoa, employees with fixed-term contracts, seasonal employees and staff on temporary contracts, working primarily during peak production periods at the Group's facilities.

2- Data source: GfK - Families buying tuna <300g delivery report December 2020.

3- Data source: IRI - Market Overview Tuna updated 27 Dec 20. Tuna in oil market <300g Supermarket + Superstore + Free Service channel - Includes the brand ASDOMAR and products for Private Labels.

The strategic stages of the history of GENERALE CONSERVE

1940s

The ASDOMAR brand appeared 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. was established for the purpose of marketing canned food under the name ASDOMAR. Its marketing in smaller formats through large retailers also began in the 90s, but only in some regions.

2000

The ASDOMAR brand, consisting exclusively of Premium products, began to expand nationwide in large retailers, and has continued to grow ever since.

2006 2008 The company became a producer, thanks to the management of the Vila do Conde facility and through the choice to produce in Italy, with the recovery and commissioning of facilities and machinery of the Olbia plant. The Medium line was created, placed alongside the "historic" Premium line. The new Olbia facility was inaugurated and the acquisition of the Vila do Conde facility in Portugal for the production of mackerel and other fish was completed.

Completion of the internalisation production process (ASDOMAR and Private Labels). The focus on the premium segment also encompasses "well-being" and "organic" products.

The business focused exclusively on canned seafood; the strategy for the internationalisation of the ASDOMAR brand also began (in 2019 it obtained accreditation for the sale of products in the USA, Brazil and Australia).

2020

2010

2017

2018

2019

Product quality, a territorial calling and good relations with stakeholders allowed Generale Conserve to successfully face the Covid-19 Pandemic.

COMPANY numers



Π





61.5% **ASDOMAR** brand



0.7%

1.2%

Private Labels

Pet Food produced for private labels

Fishmeal for livestock

Other

6	.5%



Generale Conserve's share of the tuna market⁴

ASDOMAR's share

of the tuna market³



Trade partners with whom the company has business relationships

5,119,000

HOUSEHOLDS **PURCHASE TUNA** UNDER THE ASDOMAR **BRAND NAME⁵**

Special bonus SOCIAL RESPONSIBILITY LIBRARY

In 2020, Asdomar was awarded the special Social Responsibility Library Award* for the category **«ENVIRONMENT»** for environmental protection, in particular thanks to projects linked to the productive supply for the benefit of all, the use of the marine resource seen as a collective asset, without processing any species at risk, banning longliners and reaching zero waste.

This is one of the most authoritative awards, for historicity and competence, testifying to the commitment of Generale Conserve in the adoption of sustainable behaviours and the effectiveness of the Social Report as a communication tool.

*referring to the 2019 Sustainability Report



1- Figure expressed as annual average resources. Also includes 23 employees from the headquarters in Genoa, employees with fixed-term contracts, seasonal employees and staff on temporary contracts, working primarily during peak production periods at the Group's facilities.

2- Turnover gross of price adjustments for discounts, premiums and commercial services rendered by retailers.

3- IRI data source - Market Overview Tuna updated 27 Dec 20 Tuna in oil market <300g Supermarket + Superstore + Free Service channel- brand ASODMAR. 4- Data source: IRI - Market Overview Tuna updated 27 Dec 20. Tuna in oil market <300g Supermarket + Superstore + Free Service channel- Includes the brand

ASDOMAR and products for Private Labels. 5- Data source: GfK - Families buying tuna <300g delivery report December 2020.



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Business model AND STRATEGY

Quality and Respect

The products we offer are of the highest quality, sustainable and in line with emerging trends main strategic line pursued by Generale Conserve.

In an increasingly complex context characterised by global challenges affecting every business sector, such as the growing world population, the scarcity of resources and the increase in global temperature, Generale **Conserve promotes a business model** that integrates quality, innovation and sustainability as pillars for the development of its activities, in order to guarantee growth over time in favour of its stakeholders.

For this reason, through the 2020 Sustainability Report, Generale Conserve aims to share an overview of its strategy, operating and governance model and the results achieved with its stakeholders, and to provide a key to understanding the company's ability to create sustainable and shared value, also in light of the challenges posed by the Covid-19 pandemic.

This capacity derives from the interdependencies and integrated management of the relevant aspects of an economic-financial, productive, intellectual, human and environmental nature and from the social and relationship context within which the company operates and on which it has invested over the years.

The strategic approach to the creation of sustainable and shared value - which can therefore last over time - requires, on the part of companies, the ability to identify and respond to the needs and expectations of their stakeholders, with the aim of generating a **positive impact** not only on an economic level, but also for the environment and society in the short, medium and long term.



Ongoing climate and demographic changes are leading and will lead to significant changes in eating habits. This is also a challenge for the fishing industry.

The most important characteristic that companies sensitive to sustainable development should have, according to post-Covid19 public opinion, is the high quality of the goods and services provided, followed by respect for the environment and for the territory. The food sector is also perceived by stakeholders as the most committed to the issues of sustainability, together with the energy sector¹.



TRENDS

TRADITION AND INNOVATION IN THE FISHERY SUPPLY CHAIN

QUALITY IS SUSTAINABILITY

1- Meeting between ASviS and FERPI "Communicating sustainability: environmental policy" - Giovannini speech, https://www.ferpi.it/news/comunicare-lasostenibilita-un-dovere-imparare-a-farlo



Business model AND STRATEGY

The creation of value and the interconnections that underlie it: an organisation's core consists of its business model which, based on the company strategy and the pillars of sustainability, leverages input capital (financial, productive, intellectual, human, relational, natural) and increases the value of the company.



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FINANCIAL VALUE

• Generated and redistributed

PRODUCTIVE VALUE

• Flexibility and efficiency • Products that meet consumers' needs

• Employee protection • Employee satisfaction

INTELLECTUAL VALUE

• Development and strengthening of distinctive

• Protection of sealife • Minimising environmental impacts of production activities

• Development of the network Consolidation of collaborative and trusting relationships with our stakeholders (suppliers, large-scale retailers and associations, consumers)

Material aspects

• Supporting the local economy

• Product quality: excellence, health and food safety Product labelling and traceability

• Working practices and human rights in the supply chain

• Occupational health and safety

• Product guality: excellence, health and food safety

• Product labelling and traceability

• Sustainable fisheries, sustainable aquaculture

• Protection of biodiversity

and marine ecosystem

• Energy, Waste, Sustainable packaging

- Legality of fishing
- Communication to

stakeholders and responsible marketing

• Supporting the local economy



AGENDA 2030

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

The 17 Sustainable Development Goals (SDGs) that make up the 2030 Agenda refer to different domains of development related to environmental, social, economic and institutional issues, outlining a global action plan allowing the pursuit of economic and social development, which ensures the satisfaction of the needs of the present generation without compromising the satisfaction of future ones.

contribute to their achievement.



Sustainability pillars



WELL-BEING AND HEALTHY EATING

The New Benessere (well-being) Line and smaller formats satisfy the new 'zero waste' lifestyles and use top-quality ingredients 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.



THE LOCAL AREA

The re-establishment and maintenance of the processing and production of yellowfin tuna in Italy, and mackerel, skipjack tuna and salmon 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.



RESPECT FOR WORK

The company works to ensure that its employees can be satisfied.



SAFE, MONITORED AND VERIFIED PRODUCTS

All processing is carried out in accordance with the food safety management system implemented by Generale Conserve at the Olbia and Vila do Conde facilities, certified according to internationally recognised 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 facility has secured third-party accreditation from Accredia and, after passing the strict checks envisaged, Kosher certification. Recently, the company's products have secured accreditation from the US Food and Drug Administration and the competent Ministry in Brazil.



RESPECT FOR THE ENVIRONMENT

Our company policy is aimed at progressively reducing 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 wet pet food, as well as in Portugal, where waste is managed by a specialised, external company.



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.



SUSTAINABLE FISHING

ASDOMAR only uses fish raw materials that have been certified as sustainable. It has 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

IV Governance Model

The **Board of Directors** is entrusted with the strategic management of Generale Conserve. The body is composed of members with executive roles that represent the first lines of the organisation.

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 Statutory Auditors** is the supervisory body and oversees compliance with the law and the Articles of Association.

The company undertakes to provide its shareholders with accurate, truthful and timely information and to ensure the best conditions for their participation in corporate decisions, in full compliance with current legislation and the Articles of Association.

The Code of Ethics and company

policies represent a pillar of the corporate governance system of Generale Conserve and regulate the decisions and the way the company, its employees and suppliers operate.

The Code of Ethics represents the set of values and principles of conduct that the company recognises, shares, promotes and follows in the management of its business activities and in relations with all those who interact with it; it was updated in 2020, and will be published in 2021. In this document, the company requires its employees and collaborators, as well as suppliers and all subjects who carry out activities in the name and on behalf of the company, to act according to principles such as legality, loyalty and fairness, mutual respect.

STATUTORY AUDITORS OF GENERALE CONSERVE S.P.A.

at 31 December 2020

Name and Surname	Office	Age
Paolo Fasce	Chairman	> 50
Elio Giacomo Castaldini	Auditor	> 50
Paolo Ravà	Auditor	> 50
Enrico Pezzini	Alternate Auditor	30-50
Monica Lopez Y Royo	Alternate Auditor	30-50

THE BOARD OF DIRECTORS OF GENERALE CONSERVE S.P.A.

at 31 December 2020

Name and Surname	Office	
Ruggero Bogoni	Director	
Adolfo Valsecchi	Chief Executive Officer and Chairman	
Giovanni Battista Valsecchi	Director	

Executive director	Independent director	Age
Х		> 50
Х		> 50
Х		30-50

DIALOGUE WITH Stakeholders

Dialogue with stakeholders is fundamental for Generale Conserve, which, to this end, is committed to making communication as continuous and bi-directional as possible, with the aim of **understanding** new trends, needs and expectations of its interlocutors, so as to respond to them in a timely manner and ensure the satisfaction of the main stakeholders.

With the aim of creating and maintaining collaborative and trusting relationships, the company implements proactive and multi-channel communication, carrying out listening, dialogue and communication activities through various tools: from events and meetings dedicated to communication, to interaction through Internet channels (website, intranet, social media, pages dedicated to communication).



- 10,916 m:

the maximum depth ever reached by man on board the Bathyscaphe Trieste, in the Mariana Trench

The core of the strategy:

people



OUR team

Behind the quality of our products are the hands and attention of the workers who, with their experience and passion, give shape and value to the products that come to the tables of millions of families. The events related to the **Covid -19 pandemic have further** demonstrated the importance of our people and their valuable contribution.

Average number OF EMPLOYEES¹

in 2019

in 2020

A team composed of porters, cooks, cleaners, laboratory technicians and many others preserves the ancient art of working with fish and combines it with new technologies with a view to continually evolving towards everincreasing quality and attention to the product. People are the fulcrum of our growth and business strategy, and at the same time represent the input that allows to increase, year after year, the value of other capitals.

For this reason, Generale Conserve is committed to ensuring that its collaborators operate in a stimulating and positive working environment where dialogue and the dissemination of skills are an indispensable constant.

The relationships of trust and the collaborative climate that the company has been able to establish with its workers over time has allowed us to successfully face the challenges posed by Covid-19: while Italy stopped in lockdown, our people continued to support the company and give their contribution to ensure production that met the growing demand of Italian families, in a safe environment.

In particular, in the Olbia facility, our production and distribution activities did not suffer even a single day of **downtime**, confirming the dedication of our people and their trust in the organisation, also with reference to the effectiveness of the measures adopted

	Average number of collaborators	Women	Men
Italy	321	204	117
Portugal	430	391	39
тот	751	595	156

of the managerial roles





for safety. This trust has gone beyond simply maintaining employment levels: during 2020, to cope with the increased production volume, the average number of employees in Olbia increased significantly.



27

1.2 OUR CHOICE OF localisation

The value of our products has its origins in the places where processing has been carried out for many years. Local knowledge of the fisheries sector allows for the creation of a quality product which, together, helps to support the local industry and enhance traditions. The "Made In" calling and the strong link with the local area have always been distinctive and focal elements of Generale Conserve's strategy, whose relevance has been renewed and reinforced following the events related to the Covid-19 pandemic.

Generale Conserve has been betting on "Italianness" since 2008, acquiring machinery and plants of a tuna processing facility in Olbia that had liquidated its employees, thus ceasing production. The decision to put it back into operation has allowed, on the one hand, to preserve and protect the employment systems and, on the other, to draw on the knowledge of local workers, some of whom have decades of experience in tuna processing. A bet that, over the years, has proved to be a winner: **the number of employees has increased to almost 187** permanent workers in 2020. In 2010, the Vila do Conde facility in Northern Portugal was definitively acquired after Generale Conserve had already taken over its exclusive management in 2006 from a local supplier which had produced for the company and would have ceased operations. The tradition in the processing of mackerel, to which about 150 women are dedicated, and once again preserved, has made a difference allowing to produce a product of the utmost quality.

The same quality is found in the salmon and, since 2016, in skipjack tuna, also produced in the Portuguese facility.

1- Figure expressed as annual average resources. Also includes employees with fixed-term contracts, seasonal employees and staff on temporary contracts, working primarily during peak production periods at the Olbia facility.

OLBIA

Number of permanent employees

in 2020

59

in 2010

_87



GENCOAL SA

VILA DO CONDE

Average number of employees





in 2020

1.3 we take care of people

Our growth projects are closely linked to the well-being of our people and we protect their health and safety with this awareness, promoting the balance between professional and private life and training in the workplace.

WORKPLACE HEALTH AND SAFETY

Generale Conserve recognises the crucial importance of protecting the health and safety of its employees, and in doing so is inspired by the best international standards. In the facilities in Olbia and Vila do Conde, the company implements 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.

To identify the hazards and risks associated with work, at the Olbia facility the company provides workers with a **form for near-misses** that provides important information to avoid accidents or injuries, and a **mailbox accessible to all staff for the anonymous reporting of any dangerous situations**. In addition, for workers in Olbia, Generale Conserve facilitates access to medical and healthcare services not related to work, through registration with the **FASA** (Food Health Care Fund), and, thanks to a negotiation initiated this year with Mater Olbia, will provide a series of agreements for employees in 2021. Furthermore, a questionnaire is distributed annually in Vila do Conde which asks workers for their opinions on occupational health and safety. This improves the training the Portuguese facility provides to its employees on these issues.

EMPLOYEE WELL-BEING

The company constantly engages in dialogue with trade unions to implement flexible work shifts to reconcile, on the one hand, production requirements and, on the other, employees' work-life balance needs who have also been granted, for example, collective holidays with the closure of the facilities during long weekends. Generale Conserve offers **working mothers** the option to work reduced hours, so that they can look after their children during their first years of life, by granting part-time

TRAINING AND DEVELOPMENT

Training plays a key role in supporting and strengthening productivity and enhancing human capital. It is about creating prepared professionals, ready to support the growth and strategic plan of the company. In 2020, in continuity with previous years, courses were provided to Olbia and Vila do Conde employees mainly focused on occupational safety, hygiene and food safety and the management of plants, machinery and technology.

With particular reference to that on safety and food defence, the training is especially for all new hires, who can only work within the facilities once the training course has been completed. In Portugal, there has been a shift from more extensive classroom training to training of staff within the plants with a greater focus on safety at work and practical aspects.



employment contracts. At the end of the year, the company also decided to give employees in Olbia **vouchers** to spend in the main food chains in the area as a small sign of thanks for the work done during the pandemic. **During the holidays** (Easter and Christmas), **it also distributed masks not only to workers but also to families** to ensure greater safety also in everyday life.

For Olbia staff, training instead continued remotely also and above all for workers hired to manage peak demand. In order to enhance talent and encourage the creation of a merit-based environment, **performance evaluations of all employees** are carried out at least once a year. The process, which also seeks to promote and reward the achievement of the company's goals, is formally conducted using specific individual forms, differing according to the type of classification.

STAFF INVOLVED IN THE COURSE ON FOOD DEFENCE

279¹ Olbia **31**¹ VILA DO CONDE

Occupational health and safety and Covid-19

THE PROTECTION MEASURES AGAINST COVID-19

Olbia Facility



Provision of personal protective equipment

Thermo-scanner acquired to measure workers' temperature upon entry

- Installation of plexiglass separators in the production area to ensure movement while respecting social distancing
- Constant sanitisation of indoor and outdoor spaces
- Installation of air purifiers





Organisation of eight different work schedules and two separate work shifts

Reorganisation of changing rooms to ensure distancing and the rental of new spaces

Modification of spaces and shifts in the canteen

Rotation of video messages and information signs in social areas



Covid insurance policy

Genoa offices



Indoor and outdoor tracking system

Additional sanitisation

Installation of air purifiers

Limiting entry to the dining area, meeting rooms and common areas

Possibility of voluntary Covid tests

Provision of personal protective equipment

Remote working for activities that can be carried out remotely

Drafting and application of Covid protocols

Covid insurance policy

Vila Do Conde Facility



10

12

Placement of physical barriers to protect employees on the production line



Frequent disinfection of spaces carried out by a certified external company

Installation of air purifiers and sanitisers

Thermo-scanner acquired to measure temperature upon entry



Rotation of video messages and information signs in social areas

2020 projects for the protection of health and safety at work

OLBIA

• New footpath traced to prevent the movement of goods from crossing that of pedestrians.

VILA DO CONDE

• New production line equipped with automatic belt that allows workers to avoid lifting weights

- New trolleys for thawing fish
- Installation of new doors with proximity sensor to inform employees near freezing and cooking areas
- New work uniforms



ig Pla em

- Improved and modified lighting system
- New warehouse and new flooring in the packaging warehouse
- New signs to inform workers of the various work areas and changes in the system
- Maintenance carried out on the safety system for lifts, trolleys and fire extinguishers.

- 4,280 m

the average depth of the Pacific Ocean, the largest and deepest in the world, which reaches the maximum depth of - 10,924 m in the Mariana Trench

The added value of products:

tradition





21 The craftsmanship THAT DISTINGUISHES US

The craftsmanship skills, inherited tradition and consolidated experience in the field of fish processing make the difference in both the production process and the product itself, guaranteeing an excellent and constant quality on the tables of consumers.

Knowledge and tradition are at the heart of our intellectual capital.

Standing 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 and which allows us to stand out on the market.

The skills of our employees are the result of a centuries-old tradition

of craftsmanship, preserved and encouraged to best translate into the goodness of our products. The care and attention of those who select the materials 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.

Craftsmanship and tradition are accompanied by new technologies and **digitisation** for growth in the name of efficiency and competitiveness on the market, but without sacrificing guality. The manpower component remains essential and the choice to locate the production of yellowfin tuna in Italy and of mackerel, salmon and skipjack tuna in Portugal testify to the will to root the production process in tradition and experience.

However, there is no shortage of investments in technologies and infrastructure, in particular in the Olbia facility, where resources are expected to continue to focus on completing the intense investment programme implemented in recent years.



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

The women who work at the Vila Do Conde facility are in their fifth generation.

This translates into an artisan tradition and a unique knowledge that is delivered from mother to daughter for processing mackerel.

2.2 BETWEEN TRADITION AND INNOVATION: the production process

The multi-year know-how of management in the canned fish sector, the tradition of the know-how of our collaborators and the set of working methods represent the intellectual capital of Generale Conserve and are a distinctive lever which makes the production process artisanal, technological and sustainable.

Receipt and storage of raw materials

The **raw materials** are unloaded in the appropriate areas of the facility, weighed and transported to the different storage areas with a specific identification lot to ensure their internal traceability. Checks are carried out on each lot according to a predefined and validated food safety plan.

Cutting and preparation for cooking

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

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.

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 0°-5°C to harden, in order to remain intact
- and compact.

Cleaning

- Each cleaning line is composed of two stations, one where the
- first cleaning phase takes place (elimination 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).

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 products
- can be found, the tuna is sorted for packaging in the
- following materials: tinplate cans, glass jars, cans for
- mixed products, tubes for pâté, etc.

Sterilisation

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

Packaging

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



2.3 BEYOND TRADITION: **ECONOMY PROJECTS**

The efficiency of our production lines is fundamental for greater competitiveness on the market, but also to enhance those by-products whose origin is inspired by the principles of the circular economy: potential waste deriving from fish processing scraps finds a second life in new applications, such as pet food and fishmeal.

ZERO WASTE TUNA

Tuna processing generates more than 50% waste that is usually disposed of in landfills. Through circular economy processes and working methods, Generale Conserve **reuses 100%** of this waste giving it new life and using it for the production of wet pet food and fishmealfor animal husbandry.

The Olbia facility transforms all the solid waste from the tuna production process (guts, bones, red meat, skin, etc.) into marketed by-products.

Furthermore, the tuna cooking broths are filtered to recover the protein-based parts which are added to the fishmeal, creating value and intercepting them before they become waste water pollutants. A part of the fish broths is also extracted and used to produce the vitamin-rich gel in pet food cans.

ZERO PROCESSING WASTE: VILA DO CONDE

Even 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 specialised external suppliers for the production of fishmeal intended for animal husbandry and the production of animal feed (pet food). Waste is reduced, therefore, and all parts are reused.



"ZERO WASTE TUNA" Award

Thanks to the circular economy project "Zero Waste Tuna", ASDOMAR was awarded the **3rd edition of the OASIS Environment Award in the Process** and Product Innovation category for its concrete commitment to protecting sustainability (3rd edition, 2018).

ODOUR EMISSIONS

odours by fermenting.





Thanks to the **fishmeal production plant**, the impact in terms of odour emissions for this production line is limited, since **no** waste is generated that would produce



- 200 m

the approximate depth that can be reached by light in an oceanic environment, the so-called euphotic zone where plant organisms (micro and macro-algae) grow and carry out photosynthesis

the value chain:

respect for the environment



Sustainability along

SUSTAINABILITY OF RAW MATERIALS: Sustainable FISHING

The sea is a precious resource, the source of all our raw material: respecting it is a duty and a necessary requirement to operate according to the values of "Quality and Respect". Our daily actions speak of 100% sustainable fishing, the protection of the seas and the biodiversity of the species processed.

ONLY IF CERTIFIED

ASDOMAR products are **Friend of the Sea certified**. All ASDOMAR brand products are certified according to the requirements for sustainable fisheries and social responsibility, verified by accredited external certification bodies.



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.

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. We do not use tuna caught with longliners or large driftnets.

ONLY REGISTERED VESSELS

We only purchase whole fish raw material from fleets and vessels not listed in 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.



NO ENDANGERED SPECIES

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



Stock conservation status

The exploitation of fish resources leads to the impoverishment of the world's seas and oceans, already severely tested by pollution and global warming.

ACCORDING TO

AN ESTIMATE OF 2019, WORLDWIDE TUNA CATCHES

REACH

5.3 million

tonnes

The livelihoods of 200 million people in developing countries depends on the achievement of sustainable fisheries in the long term; to date, they are directly or indirectly impacted by fishing and aquaculture.

SKIPJACK TUNA

YELLOWFIN TUNA

[%] OTHER SPECIES

Status of the world fisheries for tuna¹

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.





Of this total, **60% was composed of** skipjack tuna, 28% of yellowfin tuna and the remaining 12% of other species (bigeye tuna, longfin tuna and bluefin tuna). In terms of total catches, 88% come from healthy stocks.

This is attributable to the fact that skipjack tuna accounts for more than half of total tuna catches and is a species in good condition.



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

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

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

1- ISSF: Status of the world fisheries for Tuna March 2021

The species used

The sustainability of fisheries is a fundamental principle around which we have developed our business model for almost 15 years now. Our fish procurement policy has always stipulated that species at risk of extinction must not be purchased or sold.

SKIPJACK TUNA

Katsuwonus pelamis

The characteristic features of this species are the four to six 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.

YELLOWFIN TUNA

Thunnus albacares

It gets its name from the distinctive bright yellow colour of its long fins and its black-bordered finlets. It is the second species of tuna in the world in terms of fishing volumes, particularly appreciated for its pink meat and delicate flavour. It is widespread in all tropical and subtropical seas except the Mediterranean and, due to its high swimming capacity, is able to make large migrations.

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 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.

ATLANTIC SALMON

Salmo salar

Atlantic salmon (or simply salmon) is particularly appreciated for the quality of the meat, the characteristic pink colour, and for the rich supply of nutrients and Omega 3. It has a spindle-shaped, slender body and a small and pointed head, characterised by a large mouth opening and by the presence of many teeth, which make it a voracious predator.

The species is widespread in nature, in increasingly limited quantities. For its products, ASDOMAR uses salmon (Salmo Salar) from certified sustainable aquaculture.

Fishing methods

We do not use fishing methods that harm the marine ecosystem, such as fishing with longliners or large driftnets, which generate high percentages of bycatches.



PURSE SEINE FISHING

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 - i.e., spotting and then surrounding the school of tuna - does not use FADs.

It is a fishing method used to catch mature yellowfin tuna (weighing around 15-20 kg or 1 metre in length), since adult tuna of this species and size do not aggregate around FADs. Purse seine fishing is carried out by large, modern fishing vessels with suitable freezing systems to allow for the industrial use of the tuna. On a highly 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 spravers 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

countries around the world. from sustainable aquaculture. prohibited by the certification.

"IL ROMPISCATOLE"

In the latest Greenpeace¹ ranking, ASDOMAR tuna achieved first place in the green rating 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.

1- www.greenpeace.it/tonnointrap TRAPPED TUNA, September 2015 (date of the last update of the classification)

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

For its products, ASDOMAR uses salmon (Salmo Salar)

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. Farms should minimise the risk of fish escape from farms in order to counteract the negative effects on any wild populations of salmon. The use of growth hormones, GMOs, preventive antibiotics and chemical substances is



Friend of the Sea certification

Friend of the Sea is an international programme that provides leading sustainability certification for products that respect and protect the marine environment. Generale Conserve was the first Italian company to obtain the certification.

2

Fishing fleets or aquaculture and processing facilities request Friend of the Sea certification for the sustainability of their fishing / breeding and corporate social responsibility on board and on land. Primary international independent third-party certification bodies, accredited by Friend of the Sea, send their expert auditors to conduct verifications of compliance with the requirements of the Sustainability Protocols registered for the issuance of the certification. Within a year of the first certification audit, a 'monitoring' audit is conducted to check whether any minor non-compliances detected have been remedied. The audits are then renewed every 18 months (after the first monitoring audit).

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). The following items are also monitored: **limits of accidental catches** (the limit imposed by Friend of the Sea is 8%) and the absence of fishing in protected habitats 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. In this regard, the use of non-engaging Fish Concentration Devices (FADs) is envisaged. Accidental bycatch must 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 and on land are checked. Finally, waste and energy management are evaluated, as well as compliance with legal requirements. 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 periods or in areas that are prohibited. The crew can take advantage of training on the importance of saving endangered or protected fish species.

Purse seiner fleets (which fish with purse seines on free schools) that receive certification agree to host an independent observer approved by Friend of the Sea on each vessel. These are scientists and marine biologists who, as regards the fleets from which ASDOMAR takes 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 and www.pnatuna.com.

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 certification bodies accredited for the Friend of the Sea sustainability 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.





3.2 SUSTAINABILITY OF PRODUCTION PROCESSES: **Olbia** FACILITY

OVER

€ 543.000

SPENDING AND

ENVIRONMENTAL INVESTMENTS

No formal complaint or litigation

regarding the environmental impact

of the facility has arisen. Once again

non-compliance with environmental

in 2020, there were no significant fines or penalties imposed for

regulations and laws.

The processing facility in Olbia, newly built in 2010, employs technological systems and machinery that ensure high levels of energy efficiency, consistently pursuing and implementing a policy aimed at optimising energy consumption and raw materials.

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

Energy consumption: 84,242 GJ
Emissions of CO₂ (Scope 1 + Scope 2 Market-based): 4,831 t
Waste: 7,863 tonnes, of which 18 classified as hazardous
Odour emissions: average value of 174 units per cubic metre (ouE/m3)

SUSTAINABILITY ALONG THE SUPPLY CHAIN

In 2020, for the Olbia facility, 87% of expenditures for purchases of packaging and 19% of those relating to secondary ingredients for products were paid to suppliers which have an environmental management system certified in accordance with international standard ISO 14001.

WATER

The Olbia facility reused about 30% of the water drawn. This is achieved by using a vacuum system, thanks to which the ovens where the tuna is cooked are saturated with steam, and by cooling the vacuum pumps. The water is also reused for cooling sterilisation water and fishmeal plant water. In addition to an increase in production of about 30%, there was an increase in water consumption of about 20%, which emphasises an increasingly efficient management of the water resource. In addition, the flooring of the sewage system is properly maintained, which makes it possible to prevent groundwater contamination.

GREEN ENERGY

The Olbia facility used **100% renewable energy** provided by Ecoservice consortium branch of the Romagna Energia consortium.

RECYCLING

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



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 174 units in 2020, i.e., about one half of the legal limit of 300 per cubic metre (ouE/m3).

REACTIVE ENERGY

Work was carried out to **develop the production lines through extraordinary maintenance**, which have made it possible to improve the productivity per hourly period. In addition, **a number of LPG systems were disposed of**, which enabled further energy savings. The reactive energy coefficient ranges from 0.92% to 0.93%.

FINE PARTICLES

Chemical agents are used to **limit the emissions of fine particles** from the boilers. These parameters are also checked to comply with current regulations and were about half the legal limit last year.

3.2 SUSTAINABILITY OF PRODUCTION PROCESSES: **Olbia** FACILITY

Interventions to reduce water consumption

Carried out in 2020, they will be fully operational in 2021

Purchase of **new dechlorinator and new softener** that improve the management efficiency of the water used to produce steam.

Purchase of **two new** sterilisation autoclaves with a heat exchanger,

which allows heating only the water actually necessary for sterilisation with consequent saving of water resources and improvement of technological performance, working at lower temperatures.

Extraordinary maintenance of the evaporative towers,

3

to efficiently recover the water used for sterilisation, for the cooking vacuum cooling systems and for the fishmeal plant.

Interventions to reduce energy consumption

Carried out in 2020, they will be fully operational in 2021

Optimisation of the frozen tuna stock, thanks to the storage in a **new high-efficiency cold room** that replaces the old temporary storage method in more energy-efficient containers, from which thermal dispersions were generated.

Purchase of a **new pressurised** water unit with the latest generation control with inverter that allows a reduction in electricity consumption with the same water supply.

2

Reconstruction of the pre-existing electrical cabinet

whose capacity has almost doubled and thanks to which it will be possible to work on several lines at the same time and better manage production peaks. **Efficiency of the use of boilers used for purging:** previously, the bottom of the boiler was purged every hour; this intervention instead allows doing so with a lower frequency with consequent energy savings and less use of fuel oil.

INTERVENTIONS CARRIED OUT IN 2019 WITH AN IMPACT ON 2020

• Overhaul of the **refrigerator compressor** for raw material storage.

• Extraordinary maintenance of the **air compressors**.

• Purchase of a fillet cutting machine that replaces the existing one and allows to work a greater amount of raw material and recover a work shift with consequent energy savings.



IN THE FUTURE

The objective of **implementing the use of natural gas**, instead of BTZS, in the Olbia facility is being studied



• Connection of two power lines that now work as a single line for packaging boxes of tuna cans, allow electricity and labour saving with the same production quantity, also allowing to manage a faster and more efficient response to sales.

3.2 SUSTAINABILITY OF PRODUCTION PROCESSES: Vila do Conde FACILITY

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: 21,003 GJ
 Emissions of CO₂ (Scope 1 + Scope 2 Market Based): 1,088 t
 Waste: 4,054 tonnes, of which 719 tonnes classified as hazardous

In 2020, for the Vila do Conde facility, 83% of expenditures for purchases of packaging and 30% of those relating to secondary ingredients for products was paid to suppliers which have an environmental management system certified in accordance with international standard ISO 14001.

RECYCLING

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

In addition, the initiatives planned in 2019 and fully implemented in 2020 include:

FLUORESCENT LIGHTING

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

COMPRESSED AIR

Investments were made and work was carried out to modernise the compressed air facility, in order to **generate energy savings and ensure greater efficiency** to handle the highest daily production peaks

OVER

€ 128,000 EXPENDITURE AND INVESTMENTS

GENCORL SR

FOR THE MITIGATION OF ENVIRONMENTAL IMPACTS IN 2020

No formal complaint or litigation regarding the environmental impact of the facility has arisen. Again in 2020, there were no significant fines or penalties imposed for noncompliance with regulations and environmental laws.



INSTALLATION OF PHOTOVOLTAIC PANELS

A multi-year project to make part of the energy production autonomous has begun. With the installation of **photovoltaic panels** in 2020, it was possible **to cover the compressor's energy needs.**



3.3 Packaging

Packaging is an important product component because it preserves its integrity and guality and is also a factor that contributes to the company's overall environmental impact.



MATERIALS

GLASS

ALUMINIUM/STEEL

PAPER/CARDBOARD/LABELS

for product packs and packaging

for jars

for cans

2,363

3,340

tonnes

tonnes

tonnes

60

RECYCLABLE & RECYCLED PACKAGING

The main characteristic of the materials used for the packaging of ASDOMAR products is that they are **100% recyclable**; for this reason, they can be considered sustainable because they maintain their original characteristics for other uses at the end of their lifecycle. A significant part of the packaging (steel, aluminium, paper and glass) is also made up of incoming recycled raw materials.

ECO-FRIENDLY PAINT

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

ISO 14001 CERTIFIED SUPPLIERS

Generale Conserve pays particular attention to choosing its packaging, including through the 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.

In 2020, 86% of expenditure 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.







CURRENTLY **UNDER ASSESSMENT**

During 2020, the study for the project for the use of extensible and thermo-retractable films which are thinner than the current ones continued. This will reduce the amount of plastic used and the energy consumption of the furnaces in which they are used, allowing lower temperatures to be used.

- - 7,300 m

the maximum depth at which a living fish has been found: the Pseudoliparis amblystomopsis, commonly known as the hadal snailfish

PROCESSES



4.1 **Industry 4.0:** DIGITALISATION AND AUTOMATION OF PRODUCTION PROCESSES

Machinery, plant, equipment, infrastructure and processes are at the heart of our production facilities in Olbia and Vila do Conde, where raw material inputs are transformed into finished products that reach consumers' tables. Industry 4.0 machinery and fast lines, efficiency of production capacity and technological investments: these are the main levers of an unprecedented process for the fishery sector that allows optimising times, costs and raw material management while ensuring the highest quality of outgoing products.

The **innovation of production processes**, as well **as that of the product**, plays a **central role within the sustainable growth strategy of Generale Conserve**; the attention to technological innovation, with the availability of production plants which are on average younger and more efficient than those in the sector, allows

to increase production efficiency and environmental performance.

In 2020 the production process was consolidated, during which the benefits expected from the cycle of investments made in the last years were obtained, in a year in which there were no new investments or projects for the Olbia and Vila do Conde facilities.



Innovations introduced in 2020



OLBIA *facility*

Manufacturing Management System;

Two weight control scales that allow an improvement in production control performance;

Third X-ray machine for production quality control and contamination prevention;

Extraordinary maintenance: renovation work related to the roof of a cold room, and resin floors.





VILA DO CONDE facility

Automatic belt for the transport of raw fish material that prevents staff from lifting loads, improving well-being and safety;

Improved internal lighting of the facility for greater worker well-being.

4.1 Industry 4.0: DIGITALISATION AND AUTOMATION OF **PRODUCTION PROCESSES**

Industry 4.0 machinery and investments aimed at improving or increasing technology are fully obtained and enhanced through work practices and methodologies, attributable to three main categories:

1. CONSTANT MONITORING

One of the key points for ensuring the effectiveness of the technological innovation strategy of Generale Conserve lies in the **monitoring**, **measurement** and analysis, on a constant basis, of the effects of company choices in terms of production process efficiency and final product quality.

Moreover, through the "Right first time" philosophy, the company aims to accurate implement procedures, standards and technologies from the first application, at every stage of the process.

This ensures compliance with applicable laws and regulations, reaching process effectiveness and efficiency objectives and product standards, to ensure the high quality positioning promised to consumers.



2. ONGOING, PREVENTIVE AND PREDICTIVE MAINTENANCE

In 2020, Generale Conserve carried out routine and extraordinary maintenance operations for a total value of €75,147. Maintenance is essential for optimising the added value of production capital, since it makes it possible to avoid production stoppage and to reduce malfunctions and related intervention costs. Excellent plant maintenance also improves productivity because it improves speed standards and increases machinery running time, leading directly to longer availability of production lines.

3. ENHANCING THE VALUE OF OUR BY-PRODUCTS

On the subject of enhancing the waste from which by-products are obtained, research is being carried out on the nutritional standards of fishmeal for greater homogenisation and protein concentration and the introduction of new machinery for its processing is under study.

For Generale Conserve, scheduling maintenance in advance is fundamental in order to maintain high quality standards: the company ensures that the 'threshold value' of the devices, beyond which an alert or alarm is triggered, is not only set in advance by technicians or by manufacturer recommendations, but is also estimated over time using the data and carrying out continuous checks.



Focus

THE INNOVATIVE Manufactoring Management **System**

The main investment made in 2020 in the Olbia facility concerns a Manufacturing Management System project, i.e., a Dashboard aimed at integrating and monitoring all the company's initiatives, which will represent a management and IT revolution.

The **BI** (Business Intelligence) project arose from Generale Conserve's desire to rationalise and integrate the amount of data produced, already reported on Excel spreadsheets and other management systems, within a single dedicated software programme through a summary dashboard, serving internal key users (production, maintenance, quality, planning and management).

The objective is to anticipate, read and systematically understand the evolutionary phenomena of industry 4.0 and digitalisation applied to the industrial process in the fisheries sector. Thanks to this investment, the company will constantly monitor, measure and analyse the effects of its choices in terms of production process efficiency and final product quality.

All line technicians will have the opportunity to monitor production KPIs in real time and promptly implement corrective actions with a view to constantly optimising processes.



The new Dashboard will allow:

Efficient data collection, consolidation and consultation:

Provide a comprehensive scorecard through which to focus the key performance factors and their correlations;

Improve the speed of data acquisition and accessibility to support decisions;



Lay the foundations for greater integration between the design, planning and execution processes through data analysis;

Support management in the decision-making process of defining specific actions;

Create a performance monitoring system able to highlight the main critical issues and opportunities for improvement..


- 1,000 m

the maximum depth below sea level from the mesopelagic zone. Little light can reach these depths. This is where squid, swordfish, wolf eels, cuttlefish and other semi-abyssal creatures live.





5.1 Food safety **OF PRODUCTS**

Attention to the needs of stakeholders and transparency have always characterised the strategy of Generale Conserve.

Over the years, they have made it possible to establish strong relations and a relationship of trust, responding to the growing needs of consumers in terms of quality, sustainability and products that respect health and well-being.

Generale Conserve offers safe products, guaranteeing controls well beyond those required by the regulations. Quality **assurance** is a real "mission" for the Group, achieved through adherence to certification schemes and international guidelines and constant organoleptic and food safety controls.

Food safety

certification

The food safety management system implemented by Generale Conserve at the Olbia and Vila do Conde1 facilities is certified 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 also received the HACCP (hazard analysis and critical control points) certification of 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.

LISTENING TO CUSTOMERS TO ENSURE TOP QUALITY PRODUCTS

The art of listening is of key importance to Generale Conserve, since it allows the company to monitor and keep the quality levels of its products high compared to consumers' perceptions. With this in mind, in 2019, the company conducted an in-depth study on the perceived sensory quality of its product, involving panels of consumers and trained judges. The aim was to verify performance and detect any areas for further improvement.













1- Due to the impossibility of carrying out the audits necessary to renew the certifications because of the pandemic, the IFS certification remained suspended for the Vila do Conde facility for about six months and the BRC certification for two months in 2020.

Excellence in controls – Olbia

The facility in Olbia is equipped with its **own laboratory, accredited by Accredia**² for **analysis on the food safety of tuna** as regards mercury, chlorides (salt) and the moisture of the raw materials, on which **more than 215 controls per day** are performed.



Verification of any free water and thermostatic stability, hundredths analysis (humidity, ashes, total lipids and proteins).

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

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), internal histamine and biogenic amines (which provide the freshness index of the raw material) and to confirm the quality and safety of the oil.

The short-term goal is to complete the accreditation for the entire nutritional part, then accredit another four methods of control on moisture, ash, fats and proteins.

> 2 - 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 the Accredia website https://www. accredia.it/chi-siamo/)

Average values measured in 2020 for yellowfin tuna

Type of analysis on yellowfin tuna	Average values measured in 2020 on finished products	European legal limits
HISTAMINE	Less than 20 mg per Kg of tuna	100 mg per Kg of tuna
MERCURY	0.19 mg per Kg of tuna	1 mg per Kg of tuna
TOTAL BASIC NITROGEN (TVB-N) 20 mg (NH ₃) 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

THE ACCURACY OF OUR TESTS

Once again in 2020, Generale Conserve's internal laboratory at Olbia has been recognised as one of the best in Europe in several competitions (ring challenges) on the **accuracy in creating analyses** of the fish raw material (moisture, chlorides and mercury) promoted by **FAPAS³ International organisation for proficiency tests for the Food and Water industry.**

3 - (https://fapas.com/)

NUMBER OF FOOD SAFETY TESTS ON YELLOWFIN TUNA IN 2020



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

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



X-RAY SAFETY

The Olbia facility was equipped with an X-Ray control system that is able to scan the finished product and **check there are no foreign bodies inside it**. This enables 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 thicker). **From 2020**, thanks to the **purchase of a third X-ray machine, the entire production of the finished product is analysed.**

NUMBER OF CONTROLS ON OIL

1,050

Quality and safety analyses carried out on oil samples

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 2020 was 0.14 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.**

Again in 2020, the analyses did not detect any traces of antibiotics.

The following shows the number of controls and average levels measured for the Skipjack Tuna, Mackerel and Salmon produced at Vila Do Conde in 2020 on the incoming and finished product:

Values measured in 2020 on skipjack tuna

Type of analysis on skipjack tuna	Average values measured in 2020 on finished products	European legal limits
HISTAMINE	Less than 10 mg per Kg of skipjack tuna	100 mg per Kg
MERCURY	0.14 mg per Kg of skipjack tuna	1 mg per Kg
TOTAL BASIC NITROGEN (TBV-N)	No analyses have been carried out	there are no legal limits for skipjack tuna
CADMIUM	0.01 micrograms per Kg of skipjack tuna	100 micrograms per Kg

Values measured in 2020 on mackerel

Type of analysis on mackerel	Average values measured in 2020 on finished products	European legal limits		
HISTAMINE	Less than 10 mg per Kg of mackerel	100 mg per Kg		
MERCURY	0.10 mg per Kg of mackerel	0.5 mg per Kg		
TOTAL BASIC NITROGEN (TBV-N)	14 mg (NH $_{ m s}$) per 100 g of mackerel	there are no legal limits for mackerel		
CADMIUM	0.02 micrograms per Kg of mackerel	100 micrograms per Kg		

NUMBER OF SKIPJACK,	NUMBER OF CONTROLS	Values
MACKEREL AND SALMON SAFETY TESTS IN 2020	FOOD ON OIL IN 2020	Type of a on salr
		HISTAM
		TOTAL BASIC NIT
Sample inspections of out on each incomin (histamine, mercury, T	carried og lot TVB-N) 40 safety analyses carried out on oil samples	ANTIBIO
130 Tests on finished tur product (histamine, r cadmium)	na nercury,	

Values measured in 2020 on salmon

Type of analysis on salmon	Average values measured in 2020 on finished products	European legal limits		
HISTAMINE	Less than 10 mg per Kg of salmon	100 mg per Kg		
TOTAL BASIC NITROGEN (TBV-N)	10 mg (NH ₃) per 100 g of salmon	35 mg (NH $_3$) per 100g		
ANTIBIOTICS	less than 5.0 micrograms per Kg of salmon	there are no legal limits for salmon		







HEALTH AND NUTTED

Tuna, mackerel and salmon are essential ingredients for a healthy and balanced diet thanks to their noble proteins, iodine, potassium and phosphorus.

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.



Tonno

Tuna packed in olive oil





AVERAGE NUTRITONAL VALUES (per 100 gr of drained product)

Energy	909 kJ - 218 kcal
Fats	14 gr
- of which saturated fatty acids	s 2.2 gr
Carbohydrates	0 gr
 of which sugars 	0 gr
Fibres	0 gr
Proteins	23 gr
Salt	1.1 gr

AVERAGE NUTRITONAL VALUES (per 100 gr of drained product)

Energy 8	812 kJ - 195 kcal
Fats	11 gr
- of which saturated fatty acids	1.9 gr
- of which mono unsaturated fa	itty acids 7.9 gr
- of which poly unsaturated fatt	y acids 3.5 gr
Carbohydrates	0 gr
 of which sugars 	0 gr
Fibres	0 gr
Proteins	23 gr
Salt	1.0 gr
Omega3 (DHA + EPA)	0.81 g

AVERAGE NUTRITONAL VALUES (per 100 gr of drained product)

Energy	849 kJ - 203 kcal
Fats	11 gr
- of which saturated fatty acid	s 1.8 gr
Carbohydrates	0 gr
 of which sugars 	0 gr
Fibres	0 gr
Proteins	26 gr
Salt	0.8 gr

5.3 Attention TO NEW TRENDS AND LIFESTYLES

Generale Conserve focuses on product innovation to better respond to changes in the needs and lifestyles of its consumers. In a market increasingly sensitive to refined and practical products, the company has developed high-guality products that are sustainable and in line with the health and well-being needs of its consumers, expanding its product range: from the "Le Buone Idea" (Good Ideas) line to less wasteful formats.



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 - which include oil grilled Mackerel in brine and Tuna in brine, just to name the first products created for this line - are processed using outstanding ingredients, organic extra virgin olive oil and whole salt.

On the other hand, the **less wasteful formats** testify to the company's attention to new consumer needs. 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. To this end, Generale Conserve has, over the last few years, given great significance to the issue of increasing the range of formats and reducing waste, while also supporting the need for different basis weights, from single-portion to family-sized.



TUNA IN EXTRA VIRGIN OLIVE OIL

Entirely processed by hand, knife cut and packaged one by one, they are simply accompanied by the finest, organic extra virgin olive oil, and a pinch of whole sea salt. i.e. not chemically refined. The tuna fillets in extra virgin olive oil are also Friend of the Sea certified, ensuring sustainable fishing. All to offer the consumer a super premium product which contains only the best of the market.

NEW SINGLE PORTION FORMATS OR IN PORTIONS FOR "ZERO WASTE" CONSUMPTION

Our tuna fillets in smaller formats were conceived to prevent food waste and to satisfy the new lifestyles that are gaining ground among responsible ASDOMAR consumers.





NEW IN 2020: LESS OIL

The "meno olio" (less oil) olive oil tuna line sits alongside the standard line, offering the typical ASDOMAR guality, with less oil. It is a product for consumers looking for **practicality**, without sacrificing the sustainability and guality that distinguishes ASDOMAR branded products. The tuna is Friend of the Sea certified and the quantity remains the same as in the classic can. They do not need to be drained, allowing to taste the goodness in any place and at any time. This year it recorded sales of approximately 3.5 million boxes, ranking among the best products offered.



105 g glass jar in olive oil



250 g glass jar in portions

5.4 FOR THE **COMMUNITY**: SUPPORT AND INFORMATION

General Conserve has always been committed to supporting the local economy and the territory and, in the difficult period of the COVID-19 emergency, has confirmed this inclination. The consequences of the pandemic have affected many families, not only from a health point of view, but also from an economic point of view: for this reason the company, leveraging the network and its stakeholders, has decided to be at the forefront to support local communities and the most vulnerable people, donating part of its proceeds to associations in the territory through products.

Insieme per la Sardegna (Together for Sardinia)

The "Insieme per la Sardegna" (Together for Sardinia) project is an important sign of the collaboration and unity between Sardinian companies that have teamed up, through the coordination of Confindustria Sardegna, with a common goal of great value: to support families in a time of crisis, such as that generated by the Covid pandemic.

Under the initiative of Confindustria Centro Nord Sardegna, the project "Insieme per la Sardegna", in which Generale Conserve participated together with 11 other companies in the territory, has generated a basket of local products with discounted prices at some distribution chains in Sardinia (SuperEmme, Ibba Srl, Isa, Scs, Sardgna Più and Conad), allowing consumers to benefit from products with more affordable prices. In addition, 5% of the proceeds from the sales of these baskets were donated, in value or product, to Caritas and the Red Cross, who distributed it to the people and families most in need. Teamwork focused on solidarity and support for the local economy.

ASDOMAR for the territory

Following the "Insieme per la Sardegna" initiative, Generale Conserve decided to extend the boundaries of its activities to several regions, to make its contribution to support the Italian population experiencing hardships caused by the pandemic.

The **solidarity initiatives** promoted by the company have involved important players in terms of distribution, such as **Multicedi in Campania, Gross Market in Lazio and the Arena Group in Sicily**. Other activities have also been proposed in Sardinia with the collaboration of the major brands in the area, through a new initiative called **"Il nostro Cuore è in Sardegna"** (Our Heart is in Sardinia).





The activity **"ASDOMAR PER IL TERRITORIO"** (ASDOMAR for the territory), including all these collaborations, has been created for each Region, **devoting 5% of the proceeds to non-profit associations in support of the local population.**

The community has enthusiastically responded to the various initiatives and, thanks to this further contribution, **the company supported the Emergency association in Lazio with the "Nessuno Escluso"** (None Excluded) project to help families in difficulty in the region, **the community of Sant'Egidio in Sicily, Caritas in the Campania Region and the Red Cross and Caritas of Olbia**, with further donations in products.

Reading the Sustainability Report

To make the information contained in the Sustainability Report more readable and accessible to the consumer, ASDOMAR participated in **2020** in a **project promoted by the Studies Centre of CONSUMERLAB for the enhancement of the consultation and reading of 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. A crucial prerequisite to enable everyone to make their own choices is indeed the usability of information. The Letter to the consumer takes the elements from the Sustainability Report which have contributed to widespread well-being and is of greatest interest to consumers, enabling them to be informed more simply and directly, using appropriate language.

10,488 emails were sent containing the 2019 Letter to qualified clusters of consumers, potentially interested in the topics "Wellness, Health, Nutrition".

The content was read by 3,853 recipients, equal to 37% of the clusters.

The qualification of the cluster made it possible to achieve this **above-average result** in the reference sector. In total, it was possible **to gather more than 2,000 opinions.**

OK

ODACONS

Compared to previous Reports, the percentage of readings and responses has increased.

The good participation confirms the request for information relating to the reference sector; it also highlights the brand's high reputation, a significant interest and a growing sensitivity of consumers on the transparency and accessibility of information. Most of the opinions collected concern issues such as: the satisfaction of "zero waste" lifestyles, the "zero processing waste" goal, production in Italy and food safety certified according to international standards.



THE TRACEABILITY OF OUR PRODUCTS: ENSURING TRANSPARENCY

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, **the automatic** service "stories in the can" is available on the website of ASDOMAR: storieinscatola.ASDOMAR.it/

Labelling and transparent communication to enable trust-based relationships

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, and is the most direct vehicle for transmitting the information that influences the purchase decision. 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 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.



– - 4,000 m

the maximum depth of the Bathypelagic zone. Light cannot penetrate at these depths, and most of the species that live in this area have no eyes and are characterised by scarce or no colouration; bioluminescent organisms are present here. The creation of

shared value



6.1 Economic Results

The ability to secure and generate financial resources lays the foundations for the Group's continued presence in the market and is a driver ensuring the economic sustainability and development. In 2020, a year full of challenges, this capacity was enhanced by flexibility

and responsiveness, elements through which Generale Conserve was able to rethink its modus operandi in very little time.

In a context as particular as that of 2020, the food sector has demonstrated its strength: food is an essential commodity, its consumption is the last to be given up. The first and most significant effect for the food sector was therefore growth in demand.

The good economic performance of Generale Conserve during the year is certainly partly attributable to this growth in consumption and the decrease in sales seasonality.

However, the increase in production was only possible thanks to the **consolidation** of a production and organisational process on which the company has been investing for years, aiming for constant improvement. The reorganisation of the operational management and supply chain; the greater diversification, including geographical diversification, of the suppliers of raw materials and the huge investments in process technologies and in the automation of packaging lines and the excellent relationships with the distribution network to which the company has always been able to guarantee adequate supplies, have supported the positive sales trend.

The results for the year consolidate the positive trend tracked from the end of the 2019 financial year and **significantly increase its economic effects, with a significant growth in revenues and** margins that project a positive and consistent final result.



Revenues from sales, confirmed with the same exclusive fish boundary, have increased, showing a positive growth of ASDOMAR and the premium lines, which results in a profit in terms of marginality.

Given the need to face the risks and seize the opportunities associated with the particular situation of 2020, the inventories of finished products have also increased.





On the other hand, **the increase in production costs is less marked due to production and purchasing dynamics.** These are mainly attributable to the growth of production with an increase in costs for purchases, personnel costs and industrial costs.

It follows that the difference between the production value and the related costs increased significantly compared to 2019.

6.2 Value added Generated and distributed

The calculation for year 2020, in continuity with the method used last year, shows that the economic value generated by the Generale Conserve Group was

145,890 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" and "Economic value withheld by the Group" (this item includes amortisation and write-downs net of the loss for the year).



Supplier Remuneration Personnel Remuneration Remuneration of Ioan capital Remuneration of the Public Administration Community Remuneration of risk capital Economic value withheld by the Group

Economic value generated by the Group

Economic value distributed by the Group





2020
thousands of euros
113,170
19,148
1,536
1,090
36
0
10,909
145,890
134,981

6.3 OUR CONTRIBUTION TO THE LOCAL ECONOMY: Olbia

Generale Conserve contributes to the development of the territory, enhancing its excellence through the purchases made by the Olbia facility from companies that mainly operate in Italy and in Sardinia.

Purchases in 2020

42% in Italy

of which: 22% in Sardinia

58% abroad

Choosing Italy means supporting the development the local area and contributing to the enhancement of local excellence. A strategic line adopted by Generale Conserve over the years, which has assumed renewed importance in light of the crisis generated by the pandemic.

Over €4 million

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

over € 160,000 Packaging over € 1,173,000 over € 1,650,000

Investments in plant and equipment

Transport

 $over \in 38,000$ Maintenance of various facilities

Focus Covid:

employment in Olbia

General Conserve has focused

- on employment as an antidote to the
- pandemic, with the highest number
- of workers ever reached in the Olbia
- facility. In 2020, the Olbia plant
- processed around 3,047 more tonnes

COORDINATED INTERVENTIONS ON EMPLOYMENT

In addition, Generale Conserve has joined the job rotation programme with ADECCO, which allows trainees to periodically change their job in order to identify which job is closest to their inclinations and passions, and have an overview of the operations in the production process, before being hired

> average number of employees

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

36% 64% women men 4 Canteen personnel **15** Facility and office cleaning Packaging, sorting, 5 Security personnel 18 repackaging and loading/unloading of goods

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 2020 and excludes the fish raw material. 2- Figure expressed as annual average resources. Also includes employees with fixed-term contracts, seasonal employees and personnel on temporary contracts, working primarily during peak production periods at the Group's Olbia facility.



of yellowfin tuna than in 2019, allowing the creation of 77 new medium and secondary direct **jobs** in an employment-depressed area, further affected by the Covid pandemic.

as seasonal workers in the most suitable context. In 2020 Generale Conserve also joined the regional TVB programme (traineeships, vouchers and bonuses), activating the first part dedicated to traineeships. Currently two of the trainees have joined the seasonal workers.

6.4 OUR CONTRIBUTION TO THE LOCAL ECONOMY: Vila do Conde

Our supply chain also extends to companies operating in Portugal and in the Porto region, and contributes to the development of the local industry related to the production of the Vila do Conde facility.

Purchases in 2020

56% abroad

of which:

44% in Portugal

= 70% in the Porto area

More than €1 milli∩n

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

over € 334,500 Packaging

Investments in plant and over € 291,800 equipment

over € 25,900 Transport

The purchases made in

Portugal mainly concern

packaging materials, services

a view to the constant efficiency of production capacity and the

safety of production processes.

for transport and plant maintenance, and the purchase of machinery, with

continuous progression in the global

 $_{over} \in 48,000$ Maintenance of various facilities

Focus Covid:

employment in Vila do Conde

To cope with the school closures due to the pandemic, the Portuguese State allowed mothers to stay home from work to take care of the children at home. Heavily relying on a female workforce and expertise, the Vila Do Conde facility recorded a lower presence than ordinary.

> average number of employees

1- The figure refers to purchases made by the facility in Vila do Conde and excludes whole fish raw material. 2- Figure expressed as annual average resources. Also includes employees with fixed-term contracts, seasonal workers and personnel on temporary contracts, working primarily during peak production periods at the Group's Vila do Conde facility



Despite this, the facility never

stopped operating: we focused on production, decreasing the processed part of tuna in favour of the production of salmon and mackerel, to meet the needs of millions of families who choose the ASDOMAR brand to bring a quality, genuine product to their tables.





Appendix

- In 2017

the Seabed 2030 project was launched at the United Nations Oceanic Conference. It aims to map and create a high-resolution map of all the world's seabed and make it available to everyone. It is a global project that will allow us to better know what is hidden under the depths of the waves.



Methodological NOTE

The 2020 Sustainability Report, now in its ninth edition, presents the results achieved in 2020 (from 1 January to 31 December) and certain qualitative information relating to the initial months of 2021. 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. In 2020 there were no significant changes in the Group's size, ownership structure and supply chain.

The 2020 Sustainability Report has been prepared in compliance with the "GRI Sustainability Reporting Standards" and the "Food Processing Sector Disclosures", defined respectively in 2016 and 2014 and published by the Global Reporting Initiative (GRI), in accordance with the "Core" option.

The appendix to the document shows the table of GRI contents reported on and a table of reconciliation between the material aspects of the Group and the United Nations Sustainable Development Goals (SDGs), which act as a compass The content and indicators subject to reporting were defined starting from the results of the materiality analysis updated in 2020, which led to the identification of material sustainability aspects 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 "Report of the independent auditors".

The 2020 Sustainability Report is the ending point of a process that has developed over the past years, aimed at showing our sensitivity to sustainability issues that are not strictly economic.



For further information and suggestions, please write to the email address: **info@generaleconserve.it** or visit the website **www.asdomar.it**

		Stakeholders	Involveme
Stake	eholders	Large retailers customers	Dedicated websit Periodic custome Institutional webs Complaint manag Commercial docu Customer service Communication of Facility visits Seminars
Stakeholders	Involvement procedures	Consumers and Consumer associations and Environmental associations	Institutional webs Communication of Targeted initiative Participation in the
Shareholders	Institutional website Disclosure upon request Annual financial statements Half-year report Sharaholdors' montings	Suppliers and commercial partners	Institutional webs Specific meetings Meetings with co Thematic meeting
Personnel	Presentations on sustainability and strategy Periodic meetings with the sales force Communications from the company's top management Notices affixed on the bulletin board Performance assessment	Public Administration and Trade Associations	Institutional webs Specific meetings Participation in tr Technical roundta Meetings with loc Meetings with loc On-site visits with
Trade Union organisations and meetings	First and second level contract negotiations Meetings	Community and other	Institutional webs
Financial Community	Institutional website Conference calls Disclosure upon request One-to-one meetings Press releases Periodic meetings	- local producers	External commun Press releases Initiatives at Italia Collaborations wi Relationships with Technical roundta Sponsorships and
	Guided presentations Sharing of documentation	Certification bodies	Audit activities Meetings Certification train

ent procedures

- te area
- er satisfaction surveys
- osite
- gement
- umentation
- campaigns
- site
- campaigns
- es and one-to-one meetings
- heir initiatives and events
- complaints and customer requests
- site
- ompany top management
- ngs with the management
- site
- rade association meetings
- ables with Institutions
- cal authorities
- cal and regional institutions
- th institutional representatives
- site
- nication
- an universities
- vith universities and the world of research
- th local institutions
- ables with Institutions
- donations

ning courses

our Numbers

ENVIRONMENTAL DATA

	2018			2019				
Electricity	Italy	Portugal	Total	Italy	Portugal	Total		
Electricity consumption (Kwh)	5,205,362	1,259,028	6,464,390	5,151,207	1,280,897	6,432,104		
Electricity consumption (GJ)*	18,739	4,533	23,272	18,544	4,611	23,156		
From renewable sources (GJ)**	18,739	1,331	20,070	18,544	1,819	20,363		
Market-based CO _{2e} emissions (t)***	-	495	495	-	405	405		

* 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 for 2018 and 2019 and supplier Galp Power for 2020).

*** The Olbia facility acquired Guarantee of Origin certificates for a share equal to 100% of its electricity consumption for 2020. The GRI Sustainability Reporting Standards include two methodologies for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method".

Market-based is based on the CO₂ emissions emitted by the energy suppliers from which the organisation purchases electricity through a contract, and can be calculated considering: certificates of Guarantee of Origin of the energy and direct contracts with the suppliers (methodology used for Italy), specific emission factors of the supplier, emission factors related to the "residual mix", or to the energy and emissions not monitored or not claimed (methodology used for Portugal, emission factor 2020: $256 \text{ gCO}_{2e}/\text{kWh}$ - source: AlB 2020 - European Residual Mixes 2019 (Vers. 1.2); emission factor 2019: 316 $\text{gCO}_{2e}/\text{kWh}$ - source: AlB 2019 - European Residual Mixes 2018 (Vers. 1.2); emission factor 2018: 393 $\text{gCO}_{2e}/\text{kWh}$ - source: AlB 2019 - European Residual Mixes 2018 (Vers. 1.2); emission factor 2018: 393 $\text{gCO}_{2e}/\text{kWh}$ - source: AlB 2019 - European Residual Mixes 2018 (vers. 1.2); emission factor 2018: 393 $\text{gCO}_{2e}/\text{kWh}$ - source: AlB 2019 - European Residual Mixes 2018 (vers. 1.2); emission factor 2018: 393 $\text{gCO}_{2e}/\text{kWh}$ - source: AlB 2019 - European Residual Mixes 2018 (vers. 1.2); emission factor 2018: 393 $\text{gCO}_{2e}/\text{kWh}$ - source: AlB 2019 - European Residual Mixes 2018 (vers. 1.2); emission factor 2018: 393 $\text{gCO}_{2e}/\text{kWh}$ - source: AlB 2019 - European Residual Mixes 2017 (vers. 1.13); average emission factors related to the generation of energy at regional, subnational or national level. Scope 2 emissions - Market-based emissions are expressed in tonnes of CO_{2e}.

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, the total Group emissions of Scope 2 in 2020 amounted to 2,374 tonnes of CO_2 (Italy 2020 emission factor: 336 grams CO_2/kWh , source: Terna International Comparisons (2018)); Portugal emission factor: 328 grams CO_2/kWh , source: Terna International Comparisons (2018)); in 2019 it amounted to 2,355 tonnes of CO_2 (Italy 2019 emission factor: 359 grams CO_2/kWh , source: Terna International Comparisons (2017); in 2018 emission factor: 359 grams CO_2/kWh , source: Terna International Comparisons (2017); portugal emission factor: 321 grams CO_2/kWh , source: Terna International Comparisons (2017); Portugal emission factor: 321 grams CO_2/kWh , source: Terna International Comparisons (2017); Portugal emission factor: 321 grams CO_2/kWh , source: Terna International Comparisons (2017); Portugal emission factor: 321 grams CO_2/kWh , source: Terna International Comparisons (2017); Portugal emission factor: 321 grams CO_2/kWh , source: Terna International Comparisons (2017); Portugal emission factor: 321 grams CO_2/kWh , source: Terna International Comparisons (2017); Portugal emission factor: 321 grams CO_2/kWh , source: Terna International Comparisons (2017); Portugal emission factor: 321 grams CO_2/kWh , source: Terna International Comparisons (2017); Portugal emission factor: 321 grams CO_2/kWh , source: Terna International Comparisons (2017); Source: Terna International Comp

	2018			2019		
Fuel Oil	Italy	Portugal	Total	Italy	Portugal	Total
Fuel oil consumption (t) Fuel oil consumption (GJ)* Scope 1 emissions CO ₂ (t)**	1,284 52,660 4,036	- -	1,284 52,660 4,036	1,344 55,113 4,226	- -	1,344 55,113 4,226

* For the 2020 data, the conversion factor 41.009 GJ/t was used (source: ISPRA 2020 national standard parameters table). For the 2019 data, the conversion factor was updated: 41.007 GJ/t (Source: ISPRA 2019 national standard parameters table). For the 2018 data, the conversion factor 41.023 GJ/t was used (Source: ISPRA 2018 national standard parameters table).

**For the 2020 data, the emission factor remained unchanged compared to 2019 and 2018: 3.144 tCO₂/t of fuel oil (Source: National standard parameters table - ISPRA 2020). Scope 1 emissions are expressed in tonnes of CO₂, however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO₂ equivalent), as can be deduced from the reference technical literature.

2020

Italy	Portugal	Total
5,894,722	1,198,850	7,093,572
21,221	4,316	25,537
21,221	2,515	21,221
-	233	-

Italy	Portugal	Total
1,535	-	1,535
62,949	-	62,949
4,826	-	4,826

		2018	2018 2019			
LPG	Italy	Portugal	Total	Italy	Portugal	Total
LPG consumption (m ³)	1,185	-	1,185	894	-	894
LPG consumption (GJ)*	109.35	-	109.35	82.50	-	82.50
Scope 1 emissions CO ₂ (t)**	7.17	-	7.17	5.41	-	5.41

*The conversion factor, equal to 46.141 GJ/t, remained unchanged over the three-year period (Source: National standard parameters table - ISPRA 2020, 2019, 2018).

**The emission factor is 3.026 tCO,/t of LPG, unchanged compared to the three-year period (source: ISPRA 2020, 2019, 2018). Scope 1 emissions are expressed in tonnes of CO,, however,

the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO₂ equivalent), as can be deduced from the reference technical literature.

	2018			2019			
Natural gas	Italy	Portugal	Total	Italy	Portugal	Total	
NATURAL GAS consumption (m ³) NATURAL GAS consumption (GJ)* Scope 1 Emissions CO ₂ (t)**	- - -	377,438 15,114 828	377,438 15,114 828	- - -	380,809 15,145 824	380,809 15,145 824	

*For the year 2020, the conversion factor is 0.799 kg/m³, 49.60 GJ/t (source: DEFRA 2020). For the year 2019, the conversion factor is 0.799 kg/m³, 49.78 GJ/t (source: DEFRA 2019). For the year 2018, the conversion factor is 0.745 kg/m³, 53.751 GJ/t (source: DEFRA 2018).

**For the year 2020, the conversion factor is 0.745 kg/m², 53.73 kg/m²

		2018	8 2019				
Total energy consumption	Italy	Portugal	Total	Italy	Portugal	Total	
Total energy consumption (GJ) of which:	71,508	19,647	91,155	73,740	19,756	93,497	
from renewable sources (GJ)*	18,739	1.331	20,070	18,544	1,819	20,363	
from non-renewable sources (GJ)	52,769	18,316	71,085	55,196	17,937	73,133	

* The portion of renewable electricity for Portugal was estimated on the basis of the national energy mix noted on the bill (Source: supplier EDP for 2018 and 2019 and supplier Galp Power for 2020).

		2018		2019			
Total emissions of CO ₂	Italy	Portugal	Total	Italy	Portugal	Total	
Direct emissions - Scope 1 (t)	4,043	828	4,871	4,231	824	5,055	
Indirect emissions - Scope 2 Market based (t)*	-	495	495	-	405	405	
Total emissions - Scope 1 + Scope 2 Market based (t)**	4,043	1,323	5,366	4,231	1,229	5,460	

*The total Group Scope 2 emissions calculated with the Location-Based method is equal: in 2020 to 2,374 tonnes of CO₂, in 2019 to 2,355 tonnes of CO₂ and in 2018 to 2,278 tonnes of CO₂. ** The total Group Scope 1 and Scope 2 emissions, calculated with the Location-based method is equal: in 2020 to 8,060 tonnes of CO₂ in 2019 to 7,411 tonnes of CO₂; in 2019 to 7,411 tonnes of CO₂; in 2018 to 7,149 tonnes of CO₂. Scope 1 emissions and Location-based Scope 2 emissions are expressed in tonnes of CO₂, since the source used does not include the emission factors of gases other than CO₂.

2020

Italy	Portugal	Total
779	-	779
72	-	71.89
5	-	4.71

2020

Italy	Portugal	Total
-	421,109	421,109
-	16,687	16,687
-	855	855

2020

Italy	Portugal	Total
84,242	21,003	105,245
21,221 63,021	2.515 18,488	21,221 79,708

Italy	Portugal	Total
4,831	855	5,686
-	233	233
4,831	1,088	5,919

	2018		2019			2020			
Wastewater discharges	Italy*	Portugal	Total	Italy*	Portugal	Total	Italy*	Portugal	Total
Total wastewater (m³)**	254,086	-	254,086	199,820	58,467	258,287	236,320	59,051	295,371

*Three-year period figure referring to 100% of withdrawals in Italy. **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		2018 Disposal method			2019 Disposal method		2020 Disposal method		
Туре	Discharge	Reuse/Recycling	Total	Discharge	Reuse/Recycling	Total	Discharge	Reuse/Recycling	Total
Broth (t) Solid urban waste (t)* Other special (t) Total (t) of which hazardous (t)	5,146.8 410.0 761.0 6,317.8 2.2	- 84.5 84.5 2.3	5,146.8 410.0 845.5 6,402.3 4.6	6,262.3 450.3 467.7 7,180.3 8.0	- 74.0 74.0 7.3	6,262.3 450.3 541.7 7,254.4 15.3	6,610.6 732.7 446.3 7,789.5 10.4	- 74.0 74.0 7.6	6,610.6 732.7 520.3 7,863.5 18.0

*Solid urban waste consists for the most part of sludge from washing/cleaning activities, unseparated urban waste and unusable scraps for consumption and transformation.

Waste - Vila Do Conde Facility	2018 Disposal method		2019 Disposal method				2020 Disposal method					
Туре	Discharge	Reuse/Recycling	Incineration	Total	Discharge	Reuse/Recycling	Incineration	Total	Discharge	Reuse/Recycling	Incineration	Total
Broth (t)*	-	-	-	-	-	-	-	-	-	-	-	-
Solid urban waste (t)**	-	-	-	-	-	-	-	-	-	-	-	-
Other special (t)	-	3,641.2	-	3,641.2	1.76	3,814.4	-	3,816.2	-	4,054.3	-	4,054.3
Total (t)	-	3,641.2	-	3,641.2	1.76	3,814.4	-	3,816.2	-	4,054.3	-	4,054.3
of which hazardous (t)	-	-	-	-	1.66	0.1	-	1.8	-	718.8	-	718.8

* In Portugal, broth is not included in the category of waste as it is pre-treated by a company-owned purification plant and then conveyed to the urban water network.

It is therefore considered in the wastewater discharge 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.

Total waste - Group	2018 Disposal method			2019 Disposal method				2020 Disposal method				
Туре	Discharge	Reuse/Recycling	Incineration	Total	Discharge	Reuse/Recycling	Incineration	Total	Discharge	Reuse/Recycling	Incineration	Total
Broth (t)	5,146.8	-	-	5,146.8	6,262.3	-	-	6,262.3	6,610.6	-	-	6,610.6
Solid urban waste (t)	410.0	-	-	410.0	450.3	-	-	450.3	732.7	-	-	732.7
Other special (t)	761.0	3,725.7	-	4,486.7	469.5	3,888.5	-	4,357.9	446.3	4,128.3	-	4,574.6
Total (t)	6,317.8	3,725.7	-	10,043.5	7,182.1	3,888.5	-	11,070.6	7,789.5	4,128.3	-	11,917.8
of which hazardous (t)	2.2	2.3	-	4.6	9.7	7.4	-	17.1	10.4	726.4	-	736.8

Fish scraps reused for		2018		2019			
fishmeal or animal feed	Italy	Portugal	Total	Italy	Portugal	Total	
Percentage (%)	100%	100%	100%	100%	100%	100%	

Geometric mean	
of odour emissions	

20	2018		19	2020		
Italy	Portugal	Italy	Portugal	Italy	Portugal	
106 300	n.a n.a	111 300	n.a n.a	174 300	n.a n.a	

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

Limits permitted by law

Average post-scrubber (Cod*)

Expanses for environmental		2018		2019			
protection investments	Italy	Portugal	Total	Italy	Portugal	Total	
Waste and emissions management (Euro)*	689,325	174,679	864,004	490,853	108,012	598,865	
Costs for prevention and environmental management (Euro)**	37,958	73,716	111,674	71,514	22,771	94,285	
Total expenses (Euro)	727,283	248,395	975,678	562,367	130,784	693,151	

* 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*	2018	2019	2020	Renewable
Glass for jars (t)	1,719	1,960	2,363	0%
Aluminium for cans (t)	2,590	2,583	3,340	0%
Paper and cardboard for labels and product packaging (t)	786	824	1,026	100%
Total (t)	5,095	5,367	6,729	100%

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

	2020							
Italy	Portugal	Total						
100%	100%	100%						

Italy	Portugal	Total
490,019	83,638	573,657
53,076	44,731	97,807
543,095	128,369	671,464

HUMAN RESOURCES

PERSONNEL DATA

Total number of employees		2018		2019			
by country, gender and type of contract as at 31 December	Men	Women	Total	Men	Women	Total	
ITALY*	92	134	226	88	128	216	
of which:							
fixed-term	8	5	13	3	0	3	
permanent	84	129	213	85	128	213	
PORTUGAL	24	358	382	35	366	401	
of which:							
fixed-term	14	227	241	24	168	192	
permanent	10	131	141	11	198	209	
GROUP TOTAL	116	492	608	123	494	617	
of which:							
fixed-term	22	232	254	27	168	195	
permanent	94	260	354	96	326	422	

*As at 31/12/2020 there were no seasonal workers. During 2020, the company called on 98 seasonal workers (expressed as annual resources) in Italy who worked during production peaks.

	2018			2019			
Average number of employees*	Italy	Portugal	Group	Italy	Portugal	Group	
Women	180	334	514	177	373	550	
Men	77	20	97	67	28	95	
Total	257	354	611	244	401	645	

*Expressed in annual resources. Includes employees with fixed-term contracts, seasonal employees and personnel on temporary contracts.

2020

Men	Women	Total
89	128	217
5 84	3 125	8 209
30	343	373
19 11	117 226	136 237
119	471	590
24 95	120 351	144 446

Personnel by job	2018			2019			2020		
classification as at 31 December	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
Executives	14	1	15	13	1	14	10	1	11
Managers	8	8	16	6	8	14	6	11	17
Office workers	26	12	38	24	14	38	31	13	44
Facility workers	178	361	539	173	378	551	170	348	518
Total	226	382	608	216	401	617	217	373	590

Personnel women		2018			2019		2020		
as at 31 December	Italy	Portugal	Total	Italy	Portugal	Total	Italy	Portugal	Total
Executives	4	1	5	4	1	5	3	1	4
Managers	5	4	9	4	4	8	4	7	11
Office workers	15	11	26	13	11	24	17	11	28
Facility workers	110	342	452	107	350	457	104	324	428
Total	134	358	492	128	366	494	128	343	471

Total number of employees	2018					2019				2020			
at 31 December*	Age <30 years	Age 30-50	Age > 50 years	Total	Age <30 years	Age 30-50	Age > 50 years	Total	Age <30 years	Age 30-50	Age > 50 years	Total	
ITALY	-								-				
Executives	0	7	7	14	0	6	7	13	0	5	5	10	
Managers	0	3	5	8	0	3	3	6	0	3	3	6	
Office workers	4	16	6	26	4	13	7	24	8	16	7	31	
Facility workers	13	107	58	178	9	104	60	173	8	100	62	170	
PORTUGAL													
Executives	0	0	1	1	0	0	1	1	0	0	1	1	
Managers	0	5	3	8	0	5	3	8	1	6	4	11	
Office workers	4	8	0	12	5	8	1	14	5	7	1	13	
Facility workers	56	169	136	361	62	182	134	378	45	175	128	348	
GROUP TOTAL													
Total	77	315	216	608	80	321	216	617	67	312	211	590	

*For 2020, it was decided to proceed with the reporting of data relating to employees by job classification and age group according to the age groups defined by the GRI Standards (<30; 30-50 and >50). For comparison purposes, the data relating to 2018 and 2019 have therefore been restated compared to those published in the previous Sustainability Report. For the previously published data, refer to the 2019 Sustainability Report, published on the website www.asdomar.it, in the "Respect" section.

Personnel by gender and type		2018			2019			2020		
of contract as at 31 December	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	
ITALY										
Women	130	4	134	125	3	128	121	7	128	
Men	92	0	92	87	1	88	88	1	89	
Total	222	4	226	212	4	216	209	8	217	
PORTUGAL										
Women	357	1	358	364	2	366	340	3	343	
Men	24	0	24	27	8	35	25	5	30	
Total	381	1	382	391	10	401	365	8	373	
GROUP TOTAL										
Total	603	5	608	603	14	617	574	16	590	

Evolution of permanent	2012	2013	2014	2015	2016	2017	2018	2019	2020
as at 31 December									
Olbia	85	117	132	199	194	192	186	189	187
Genova	34	31	33	31	35	27	27	24	22
Vila do Conde	137	153	147	163	157	150	141	209	237
Total permanent personnel	256	301	312	393	386	369	354	422	446

	2018				2019		2020		
by gender and age group*	Men	Women	Total	Men	Women	Total	Men	Women	Total
ITALY									
Age < 30 years (30 excluded)	3	1	4	0	1	1	3	3	6
Age 30-50	4	2	6	0	1	1	3	2	5
Age > 50 years	1	0	1	0	0	0	1	0	1
Total	8	3	11	0	2	2	7	5	12
Incoming turnover (%)	8.7%	2.2%	4.87%	0.00%	1.56%	0.93%	7.87%	3.91%	5.53%
PORTUGAL									
Age < 30 years (30 excluded)	5	25	30	6	42	48	2	5	7
Age 30-50	6	50	56	13	65	78	2	15	17
Age > 50 years	0	8	8	1	11	12	0	8	8
Total	11	83	94	20	118	138	4	28	32
Incoming turnover (%)	45.83%	23.18%	24.61%	57.14%	32.24%	34.41%	13.33%	8.16%	8.58%
GROUP									
Age < 30 years (30 excluded)	8	26	34	6	43	49	5	8	13
Age 30-50	10	52	62	13	66	79	5	17	22
Age > 50 years	1	8	9	1	11	12	1	8	9
Total	19	86	105	20	120	140	11	33	44
Incoming turnover (%)	16.38%	17.48%	17.27%	16.26%	24.29%	22.69%	9.24%	7.01%	7.46%

*The data relating to new recruits do not include seasonal personnel. For 2020, it was decided to proceed reporting data relating to hiring according to the age groups defined by the GRI Standards (<30; 30-50 and >50). For comparison purposes, the data relating to 2018 and 2019 have therefore been restated compared to those published in the previous Sustainability Report. For the previously published data, refer to the 2019 Sustainability Report, published on the website www.asdomar.it, in the "Respect" section.

	2018				2019			2020		
and age group*	Men	Women	Total	Men	Women	Total	Men	Women	Total	
ITALY										
Age < 30 years (30 excluded)	1	0	1	1	1	2	2	1	3	
Age 30-50	4	2	6	1	4	5	1	3	4	
Age > 50 years	3	3	6	2	3	5	2	2	4	
Total	8	5	13	4	8	12	5	6	11	
Outgoing turnover (%)	8.70%	3.73%	5.75%	4.55%	6.25%	5.56%	5.62%	4.69%	5.07%	
PORTUGAL										
Age < 30 years (30 excluded)	0	14	14	3	33	36	4	6	10	
Age 30-50	7	33	40	5	61	66	5	21	26	
Age > 50 years	0	19	19	1	16	17	0	24	24	
Total	7	66	73	9	110	119	9	51	60	
Outgoing turnover (%)	29.17%	18.44%	19.11%	25.71%	30.05%	29.68%	30.00%	14.87%	16.09%	
GROUP										
Age < 30 years (30 excluded)	1	14	15	4	34	38	6	7	13	
Age 30-50	11	35	46	6	65	71	6	24	30	
Age > 50 years	3	22	25	3	19	22	2	26	28	
Total	15	71	86	13	118	131	14	57	71	
Outgoing turnover (%)	12.93%	14.43%	14.14%	10.57%	23.89%	21.23%	11.76%	12.10%	12.03%	

* The data relating to outgoing personnel do not include seasonal personnel. For 2020, it was decided to proceed reporting data relating to turnover according to the age groups defined by the GRI Standards (<30; 30-50 and >50). For comparison purposes, the data relating to 2018 and 2019 have therefore been restated compared to those published in the previous Sustainability Report. For the previously published data, refer to the 2019 Sustainability Report, published on the website www.asdomar.it, in the "Respect" section

NUMBER OF INJURIES AT WORK

EMPLOYEES AND EXTERNAL COLLABORATORS*

Number of injuries	2018				2019		2020		
Number of injuries	Italy	Portugal	Group	Italy	Portugal	Group	Italy	Portugal	Group
Total number of deaths due to workplace injuries									
Employees	-	-	-	-	-	-	-	-	-
Temporary	-	-	-	-	-	-	-	-	-
Total number of serious workplace injuries (excluding deaths)**									
Employees	-	-	-	-	-	-	-	-	-
Temporary	-	-	-	-	-	-	-	-	-
Total number of workplace injuries recorded***									
Employees	6	99	105	10	96	106	8	42	50
Temporary	-	2	2	-	2	2	-	9	9

*For 2020, it was decided to proceed reporting data relating to injuries using the new GRI 403 Standard, published by the Global Reporting Initiative (GRI) in 2018 to replace the version

used so far, published in 2016. For comparison purposes, the data relating to 2018 and 2019 have therefore been restated compared to those published in the previous Sustainability Report, excluding injuries occurring during the home-work commute not organised by the Group, as required by the new Standard 403. For the previously published data, refer to the 2019 Sustainability Report, published on the website www.asdomar.it, in the "Respect" section.

**Injuries at work that have led to damage from which the worker cannot recover, does not recover or it is unrealistic to expect that he/she will recover, completely returning to the state of health prior to the injury within 6 months.

***Injury rate was calculated as the ratio of the total number of injuries to the total hours worked, using a multiplication factor of 1,000,000. The data includes injuries on the commute from home to work only if the transport has been managed by the organisation.

Accident rate	2018			2019			2020		
Accident rate	Italy	Portugal	Group	Italy	Portugal	Group	Italy	Portugal	Group
Employees	-	-	-	-	-	-	-	-	-
Temporary	-	-	-	-	-	-	-	-	-
Serious workplace injury rate (excluding deaths)									
Employees	-	-	-	-	-	-	-	-	-
Temporary	-	-	-	-	-	-	-	-	-
Rate of workplace injuries recorded									
Employees	13.2	196	110	23.4	172	107	13.9	80	45
Temporary	-	127	127	-	176	174	-	135	135

Type of accident	2018				2019			2020		
Type of accident	Italy	Portugal	Group	Italy	Portugal	Group	Italy	Portugal	Group	
Movement of Basins-Baskets Employees Temporary	2 -	3 1	5 1	1 -	2	3 -	1 -	0 -	1 -	
Movement of Weights Employees Temporary		40 -	40 -	1 -	42 1	43 1	1	7 3	8 3	
Failure to comply with procedures Employees Temporary		4 -	4 -	- -	2	2 -	1 -	4 -	5 -	
Inattention Employees Temporary	4 -	16 -	20	7 -	24 1	31 1	4 -	17 2	21 2	
Knife wound Employees Temporary		15 -	15 -		12	12 -		1 1	1 1	
Slipping on the floor Employees Temporary	-	16 1	16 1	1 -	12	13 -	1 -	12 3	13 3	
Other Employees Temporary		5 -	5 -		2 -	2 -	-	1 -	1 -	

HOURS WORKED

Hours	2018	2019	2020
Hours worked			
Employees	958,326	987,155	1,101,665
Temporary	15,711	11,467	66,613

OCCUPATIONAL ILLNESSES

EMPLOYEES AND EXTERNAL COLLABORATORS

Number of ecoupational illnesses	2018		2019			2020			
Number of occupational linesses	Italy	Portugal	Group	Italy	Portugal	Group	Italy	Portugal	Group
Number of occupational illnesses recorded									
Employees	-	1	1	-	1	1	-	3	3
Temporary	-	-	-	-	-	-	-	-	-
Number of deaths due to occupational illnesses									
Employees	-	-	-	-	-	-	-	-	-
Temporary	-	-	-	-	-	-	-	-	-

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 and updated during 2020.

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 during 2019.

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

a. Trends in sustainability reporting: documents from the main stock exchanges, sustainability rating agencies (DJS, MSCI, etc.), international organisations (GRI), influencers (World Economic Forum, etc.);

- b. Sector analyses: international sources (Robecosam, SASB, etc.) for the food and fish sectors (FAO, ISSF, Greenpeace, etc):
- c. Benchmarks: international sources. sustainability and social responsibility reports and the websites of comparable companies and large distribution retail customers.

Step 2. External prioritisation of potentially material aspects 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 guestionnaire to around 50 employees;

Results of the survey conducted through the issuing of a guestionnaire to certain associations (environmental, consumer, consumer goods and CSR promotion associations);

Analysis of contracts and audit reports from certain retail components. Analysis of studies and research into the purchasing behaviour of consumers (Nielsen, Censis, etc.).





Step 3. Internal prioritisation of potentially material aspects 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.

With the update of the materiality analysis of 2020, the mapping of the potentially material topics for the company and the stakeholders (phase 1) was reviewed through the analysis of the main trends, sector analysis, benchmark analysis in the field of sustainability.

Following this analysis, Generale Conserve considered it appropriate to confirm the relevant issues already identified in 2019, since they are suitable to represent the main impacts produced by the Group and influence the decisions of its stakeholders. with the exception of the issue of "odour emissions", which is no longer material. In addition, the new scenarios defined by the Covid-19 emergency and its impacts were taken into account, which are reflected within the materiality matrix in the greater relevance of the field of human resources, product and supply chain, from the following topics: product guality, good health and food safety, support for the local economy, work practices and human rights along the supply chain and workers' health and safety.

THE MATERIAL ASPECTS for the company

AND CONNECTION WITH GRI STANDARD ASPECTS

Material aspect	Description of the aspect and why it is relevant for Generale Conserve	Topic of the related GRI Standards	Scope of impacts	Group involvement
Product quality: goodness, health and food safety	Selling high-quality products, in terms of flavour and organoleptic properties. Performing controls to ensure the healthiness of products through a certified management system and constant analyses and controls on 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 fish raw material on product safety aspects (e.g. levels of heavy metals in tuna) and on fishing methods.	Marketing and labelling	ASDOMAR	Caused by the Group
Protecting biodiversity and the marine ecosystem	Promoting projects and initiatives aimed at protecting marine biodiversity and increasing consumer knowledge and awareness.	Biodiversity	ASDOMAR/Fish suppliers	To which the Group contributes and directly connected through a business relationship
Energy	Containing and correctly managing energy consumption and where possible using renewable energy or energy sources with less environmental impact.	Energy/Emissions	Generale Conserve	Caused by the Group and directly connected through a business relationship
Working practices and human rights in the supply chain	Monitoring suppliers to promote the respect for human rights and of the correct working conditions with particular reference to the fisheries sector.	Evaluation of human rights Supplier social assessment Non-discrimination, child labour and forced labour	Suppliers	Directly connected the Group's activities

Material aspect	Description of the aspect and why it is relevant for Generale Conserve	Topic of related GRI Standards	Scope of impacts
Sustainable Fishing	Avoiding procurement from overfished seas with destructive fishing methods (e.g. that use FADs or trawling), obtaining certification according to internationally recognised schemes (e.g. Friend of the Sea).	Biodiversity	ASDOMAR/Fish suppliers
Waste	Correctly managing waste, promoting recycling and/or reuse and where economically sustainable, developing circular economy practices and processes.	Effluents and waste	Generale Conserve
Occupational health and safety	Preventing and limiting workplace accidents and occupational	Occupational health and safety	Generale Conserve/ Contractors
Sustainable packaging	Using, where possible and economically sustainable, packaging with reduced size, weight and thickness, and recycled and innovative materials with a lower environmental impact.	Materials	Generale Conserve
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
Support for the local economy	Keeping production in Italy and in Portugal, thus contributing to supporting employment and promoting local purchases where feasible and economically sustainable.	Procurement practices Employment Market presence	Generale Conserve /Suppliers
Communication to stakeholders and responsible marketing	Providing information on the company's values, ensuring responsible and transparent product communication, avoiding messages and commercial practices that are misleading for consumers.	Marketing and labelling	ASDOMAR
Sustainable aquaculture	Ensuring the aquaculture is conducted in a way that minimises the negative impacts on the marine ecosystem and on the well-being of animals.	Biodiversity	ASDOMAR/Fish Suppliers

	Group involvement
iers	To which the Group contributes and is directly connected through a business relationship
	Caused by the Group
	Caused by the Group and directly connected through a business relationship
	Caused by the Group
iers	To which the Group contributes and is directly connected through a business relationship
	Caused by the Group and directly connected through a business relationship
	Caused by the Group
iers	To which the Group contributes and directly connected through a business relationship

MATERIAL ASPECTS AND **SDGS**

Material aspect	Description of the aspect	Goal	Target
Product quality of product: goodness, health and	Selling high-quality products, in terms of flavour and organoleptic properties. Conducting controls to ensure	12 RSFORMENT CONSUMPTION NO FOODCEEN	Goal 12: Ensure sustainable consumption and production path
loou salety	management system and constant analysis and controls on incoming raw material and on finished products. Developing communication initiatives and activities	3 6000 HALTH AND WILLEBRG	Goal 3: Ensure healthy lives and promote well-being for all at 3.9 By 2030, substantially reduce the number of deaths and ill and air, water and soil pollution and contamination.
	to promote nealthy lifestyles.		Goal 2: End hunger, achieve food security and improved nutri sustainable agriculture. 2.1: By 2030, end hunger and ensure access for all people, in p including infants, to safe, nutritious and sufficient food all yea 2.2: By 2030, end all forms of malnutrition, including achievin stunting and wasting in children under 5 years of age, and add and lactating women and older persons.
Product labelling and traceability	Reporting information on the origin of fish raw material, on aspects connected with product safety (e.g. levels of heavy metals present in tuna) and on fishing methods.	12 ESCRETE CONSIMPLE AD RESECTA	Goal 12: Ensure sustainable consumption and production path 12.6 Encourage companies, especially large and transnational and to integrate sustainability information into their reporting
Protecting biodiversity and the marine ecosystem	Promoting projects and initiatives aimed at protecting the marine ecosystem and increasing the knowledge and awareness of consumers.	14 EECO WATE	 Goal 14: Conserve and sustainably use the oceans, seas and mathematical and protect marine and coardinal data and protect marine and coardinal data and protect of the productive oceans. 14.5 By 2020, conserve at least 10% of coastal and marine aread based on the best available scientific information. 14.6 By 2020, prohibit certain forms of fisheries subsidies whice eliminate subsidies that contribute to illegal, unreported and the such subsidies [] 14.7 By 2030, increase the economic benefits to developing comarine resources, including through sustainable management 14.C Enhance the conservation and sustainable use of oceans as reflected in the United Nations Convention on the Law of the subsidies in the United Nations Convention on the law of the subsidies in the United Nations Convention on the law of the subsidies in the United Nations Convention on the law of the subsidies in the United Nations Convention on the Law of the subsidies is the subsidies convention on the law of the subsidies is the subsidies convention on the law of the subsidies is the subsidies convention on the law of the subsidies is the subsidies convention on the law of the subsidies is the subsidies convention on the law of the subsidies is the subsidies convention on the law of the subsidies is the subsidies convention on the law of the subsidies is the subsidies convention on the law of the subsidies convention convention on the law of the subsidies convention c
Energy	Containing and correctly managing energy consumption and, where possible, use renewable energy or energy	12 ASSYMBLE CONSUMPTION AND PRODUCTION	Goal 12: Ensure sustainable consumption and production path 12.2 By 2030, achieve the sustainable management and efficie
	sources with a tower environmental impact.	7 Attornet and Classes	Goal 7: Ensure access to affordable, reliable, sustainable and r 7.3 By 2030, double the global rate of improvement in energy



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all ages Inesses hazardous from chemicals

ition, and promote

particular the poor and people in vulnerable situations, ar round.

ng, by 2025, the internationally agreed targets on dress the nutritional needs of adolescent girls, pregnant

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companies, to adopt sustainable practices cycle

arine resources for sustainable development astal ecosystems to avoid significant adverse impacts, or their restoration in order to achieve healthy and

as, consistent with national and international law and

ch contribute to overcapacity and overfishing, unregulated fishing and refrain from introducing new

countries small islands from the sustainable use of at of fisheries, aquaculture and tourism and their resources by implementing international law the Sea [...]

terns ent use of natural resources.

modern energy for all. v efficiency.

Material aspect	Description of the aspect	Goal	Target
Working practices and human rights in the supply chain	Monitoring suppliers to promote the respect for human rights and decent working with particular reference to the fish sector.	8 SECISIT WORK AND ECONOMIC GODITH	Goal 8: Promote sustained, inclusive and sustainable econom and decent work for all 8.3 Promote development-oriented policies that support pro- entrepreneurship, creativity and innovation, and encourage the medium-sized enterprises, including through access to finance
Sustainable Fishing	Avoiding procurement from over-exploited seas with destructive fishing methods (e.g. that use FADs or trawling), obtaining certification according to internationally recognised schemes (e.g. Friend of the Sea).	14 UT.	 Goal 14: Conserve and sustainably use the oceans, seas and ma 14.2 By 2020, sustainably manage and protect marine and coa adverse impacts, including by strengthening their resilience, a achieve healthy and productive oceans. 14.5 By 2020, conserve at least 10% of coastal and marine are based on the best available scientific information 14.6 By 2020, prohibit certain forms of fisheries subsidies while eliminate subsidies that contribute to illegal, unreported and the such subsidies [] 14.7 By 2030, increase the economic benefits to developing couse of marine resources, including through sustainable manage 14.C Enhance the conservation and sustainable use of oceans as reflected in the United Nations Convention on the Law of the subsidies in the United Nations Convention on the law of the subsidies in the United Nations Convention on the law of the subsidies is a strength of the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the United Nations Convention on the law of the subsidies is the subsidies in the united Nations Convention on the law of the subsidies is the subsidies in the united Nations Convention in the law of the subsidies is the subsidies in the united Nations Convention in the law of the subsidies is the subsidies in the united Na
Waste	Correctly managing waste, promoting recycling and/or reuse and, where economically sustainable, developing circular economy practices and processes.	12 SOCIENT	Goal 12: Ensure sustainable consumption and production path 12.2 By 2030, achieve the sustainable management and efficient 12.5 By 2030, substantially reduce waste generation through recycling and reuse.
Occupational health and safety	Preventing and limiting workplace accidents and occupational	8 BEENT WORK AND ECONOMIC COMPTR	Goal 8: Promote sustained, inclusive and sustainable econom professional productive employment and decent work for all. 8.8 Protect labour rights and promote safe and secure workin including migrant workers, in particular women migrants, and
Sustainable packaging	Using, where possible and economically sustainable packaging of reduced size, weight and thickness and recycled and innovative material with a lower environmental impact.	12 REPORTER AND PROCEED	Goal 12: Ensure sustainable consumption and production pat 12.6 Encourage companies, especially large and transnational 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.	14 UF RECH NATE	Goal 14: Conserve and sustainably use the oceans, seas and m 14.1 By 2025, prevent and significantly reduce marine pollution including marine debris and nutrient pollution 14.4 By 2020, effectively regulate harvesting and end overfish and destructive fishing practices and implement science-base in the shortest time feasible, at least to levels that can produc characteristics 14.6 By 2020, prohibit certain forms of fisheries subsidies white eliminate subsidies that contribute to illegal, unreported and m such subsidies []
		12 ASPORTER ACROWNING COO	Goal 12: Ensure sustainable consumption and production path 12.6 Encourage companies, especially large and transnationa integrate sustainability information into their reporting cycle.

ic growth, full and productive employment

ductive activities, decent job creation he formalization and growth of micro-, small- and cial services.

rine resources for sustainable development. astal ecosystems to avoid significant and take action for their restoration in order to

as, consistent with national and international law and

ch contribute to overcapacity and overfishing, unregulated fishing and refrain from introducing new

countries small islands from the sustainable gement of fisheries, aquaculture and tourism s and their resources by implementing international law the Sea [...]

terns ent use of natural resources. prevention, reduction,

ic growth, full and

ng environments for all workers, d those in precarious employment.

terns

companies, to adopt sustainable practices and to

narine resources for sustainable development on of all kinds, in particular from land-based activities,

ing, illegal, unreported and unregulated fishing ed management plans, in order to restore fish stocks e maximum yield as determined by their biological

ch contribute to overcapacity and overfishing, unregulated fishing and refrain from introducing new

terns

l companies, to adopt sustainable practices and to

Material aspect	Description of the aspect	Goal	Target
Support for the local economy	Keeping production in Italy and in Portugal, thus contributing to supporting employment and promoting local purchases where feasible and economically sustainable.	8 BECENT WORK AND ECONOME GROWTH	Goal 8: Promote sustained, inclusive and sustainable econom decent work for all 8.1 Sustain per capita growth in accordance with national circ domestic product growth per annum in the least developed of 8.5 By 2030, achieve full and productive employment and developed of including for young people and persons with disabilities, and
		4 COLLITY EDUCATION	Goal 4: Ensure inclusive and equitable quality education and for everyone 4.4 By 2030, substantially increase the number of youth and ad including technical and vocational skills, for employment, de
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.	12 REFERENCE	Goal 12: Ensure sustainable consumption and production pat 12.6 Encourage companies, especially large and transnationa integrate sustainability information into their reporting cycle.
Sustainable aquaculture	Ensuring that aquaculture is conducted in a way that minimises negative impacts on the marine eco-system and on the well-being of animals.	14 HE REALEY HAVE	 Goal 14: Conserve and sustainably use the oceans, seas and mathematical sy 2020, sustainably manage and protect marine and compacts, including by strengthening their resilience, and take in order to achieve healthy and productive oceans 14.5 By 2020, conserve at least 10% of coastal and marine are based on the best available scientific information 14.6 By 2020, prohibit certain forms of fisheries subsidies whi and overfishing, eliminate subsidies that contribute to illegal, introducing new such subsidies [] 14.7 By 2030, increase the economic benefits to developing of use of marine resources, including through sustainable mana 14.C Enhance the conservation and sustainable use of oceans by implementing international law as reflected in the United



nic growth, full and productive employment and

- cumstances least and, in particular, at least 7% gross countries.
- ecent work for all women and men,
- l equal pay for work of equal value.

promote lifelong learning opportunities

dults who have relevant skills, ecent jobs and entrepreneurship.

tterns al companies, to adopt sustainable practices and

arine resources for sustainable development bastal ecosystems to avoid significant adverse e action for their restoration

eas, consistent with national and international law and

ich contribute to overcapacity , unreported and unregulated fishing and refrain from

- countries small islands from the sustainable agement of fisheries, aquaculture and tourism is and their resources
- Nations Convention on the Law of the Sea [...]

GRI content

Gri Standard	Indicators	References, links and notes		
GENERAL GRI STANDARD INDICAT	FORS - 101: REPORTING PRINCIPLES 2016			
GRI 102: General disclosures (2016)	102-1 Name of the organisation	Letter to stakeholders		

)	102-1 Name of the organisation	Letter to stakeholders	3	
	102-2 Activities, brands, products and services	The identity of Generale Conserve Company numbers	8-9 10-11	
	102-3 Location of headquarters	Back cover		
	102-4 Location of operations	The identity of Generale Conserve Our choice of location	8-9 28-29	
	102-5 Ownership and legal form	Governance model	20-21	
	102-6 Markets served	The identity of Generale Conserve Fishing zones	8-9 52	
	102-7 Scale of the organisation	Our team Company numbers	26-27 10-11	
	102-8 Information on employees and other workers	Our team Our numbers: human resources	26-27 110-125	
	102-9 Supply chain	Our contribution to the local economy - Olbia Our contribution to the local economy - Vila do Conde	94-95 94-95	
	102-10 Significant changes to the organisation and its supply chain	Letter to stakeholders Our contribution to the local economy - Olbia Our contribution to the local economy - Vila do Conde	3 92-93 94-95	
	102-11 Precautionary principle or approach	Sustainability of production processes: Olbia facility Sustainability of production processes: Vila do Conde facility	54-57 58-59	



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Omissions

Gri Standard	Indicators	References, links and notes	Page	Omissions
GENERAL GRI STANDARD INDICA	TORS - 101: REPORTING PRINCIPLES 2016		1	
	102-12 External initiatives	For the community: support and information The Friend of the Sea certification	82-85 53	
	102-13 Membership of associations	Generale Conserve periodically enters into dialogue with various organisations, merely by way of example: Federpesca, Confindustria Genova, Centromarca, IBC, Ancit, Associazione degli Industriali del Nord Sardegna, Codacons, CIPNES, ASSALCO, Association of Portuguese Canners, 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 Strategy and business model	3 12-19	
GRI 102: General disclosures 2016	102-16 Values, principles, standards and norms of behavior	Letter to stakeholders Governance model	3 20-21	
	102-18 Governance structure	Governance model There are no committees aside from the Board of Directors and the Board of Statutory Auditors of Generale Conserve SpA	20-21	
	102-40 List of stakeholder groups	Our stakeholders: involvement	98-99	
	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	100-101	
	102-44 Key topics and concerns raised	Our stakeholders: involvement procedures In 2020, no critical concerns were raised by stakeholders with which the company has relationships.	100-101	
Gri Standard	Indicators	References, links and notes	Page	Omissions
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GENERAL GRI STANDARD INDICA	TORS - 101: REPORTING PRINCIPLES 2016	1	1	
	102-45 Entities included in the consolidated financial statements	Methodological note	98-99	
	102-46 Defining report content and topic boundaries	Materiality analysis	126	
	102-47 List of material topics	Materiality matrix	127	
	102-48 Restatements of information	Methodological note	98-99	
	102-49 Changes in reporting			
	102-50 Reporting period			
	102-51 Date of most recent report			
	102-52 Reporting cycle			
	102-53 Contact point for questions regarding the report			
	102-54 Claims of reporting in accordance with the GRI Standards			
	102-55 GRI Content Index	GRI Content Index	138-157	
	102-56 External assurance	Report of the independent auditors	159	
Market presence				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	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 Ratio 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.		

Gri Standard	Indicators	References, links and notes	Page	Omissions
MATERIAL TOPICS OF GRI STAND	ARDS FOR GENERALE CONSERVE			
Procurement practices				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	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 Our contribution to the local economy - Vila do Conde	92-93 94-95	
GRI-G4: Food Processing Sector E	Disclosures (CATEGORY: ECONOMIC)			
Aspect G4: Procurement practices (2014)	FP1 Percentage of purchased volume from suppliers compliant with company's procurement policy	Company numbers	10-11	
Aspect G4: Procurement practices (2014)	FP2 Percentage of purchased volume verified according to responsible production standards that are credible and internationally recognised, broken down by standard	Sustainability of the raw material: sustainable fishing Our contribution to the local economy - Vila do Conde	44-53 94-95	
Materials				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	103-2 The management approach and its components	The company is committed to the efficient use of materials and a constant search for alternative, sustainable solutions		
	103-3 Evaluation of the management approach	Sustainability of production processes: Olbia facility Sustainability of production processes: Vila do Conde facility	54-57 58-59	
GRI 301: Materials (2016)	301-1 Materials used by weight or volume	Our packaging Our numbers: environmental data	60-61 102-109	

Gri Standard	Indicators	References, links and notes	Page	Omissions
MATERIAL TOPICS OF GRI STAND	ARDS FOR GENERALE CONSERVE			
Energy				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	103-2 The management approach and its components	The company is committed to the efficient use of materials and a constant search for alternative, sustainable solutions		
	103-3 Evaluation of the management approach	Sustainability of production processes: Olbia facility Sustainability of production processes: Vila do Conde facility	54-57 58-59	
GRI 302: Energy (2016)	302-1 Energy consumption within the organisation	Our numbers: environment Sustainability of production processes: Olbia facility Sustainability of production processes: Vila do Conde facility	102-109 54-57 58-59	
Biodiversity				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	103-2 The management approach and its components	Sustainability of the raw material: sustainable fishing	44-53	
	103-3 Evaluation of the management approach			
GRI 304: Biodiversity (2016)	304-2 Significant impacts of activities, products and services on biodiversity	Sustainability of the raw material: sustainable fishing Fishing zones	44-53 52	
Emissions				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	103-2 The management approach and its components	The company performs periodic checks and monitoring on atmospheric 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	Sustainability of production processes: Olbia facility Sustainability of production processes: Vila do Conde facility	54-57 58-59	

Gri Standard	Indicators	References, links and notes	Page	Omissions
MATERIAL TOPICS OF GRI STAND	ARDS FOR GENERALE CONSERVE			
GRI 305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	Sustainability of production processes: Olbia facility Sustainability of production processes: Vila do Conde facility Our numbers: environmental data	54-57 58-59 102-109	
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability of production processes: Olbia facility Sustainability of production processes: Vila do Conde facility Our numbers: environmental data	54-57 58-59 102-109	
Effluents and waste				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	103-2 The management approach and its components	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 Sustainability of production processes: Olbia facility	54-57	
	103-3 Evaluation of the management approach	Sustainability of production processes: Olbia facility Sustainability of production processes: Vila do Conde facility	54-57 58-59	
GRI 306: Effluents and Waste	306-1 Water discharge by quality and destination	Our numbers: environmental data	102-109	
(2016)	306-2 Waste by type and disposal method	Our numbers: environmental data Sustainability of production processes: Olbia facility Sustainability of production processes: Vila do Conde facility	102-109 54-57 58-59	
	306-3 Significant spills	There were no spills in the soil in 2020		
Employment				
GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
	103-2 The management approach and its components	The company is committed to conducting all evaluations and verifications necessary for promoting purchases in the territory in which it operates: Olbia and Vila do Conde.		
	103-3 Evaluation of the management approach	Industry 4.0: digitalisation and automation of production processes	64-69	

Gri Standard	Indicators	References, links and notes	Page	Omissions
MATERIAL TOPICS OF GRI STANDA	ARDS FOR GENERALE CONSERVE			
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	Our choice of location Our numbers: human resources	28-29 110-125	
	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 workers/apprentices		
Workplace 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 standard aspects	128-131	
	103-2 The management approach and its components	We take care of people	30-33	
	103-3 Evaluation of the management approach	- Industry 4.0: digitalisation and automation of production processes	64-69	
GRI 403: Occupational health	403-1 Occupational health and safety management system	We take care of people	30-33	
and safety (2018)	403-2 Hazard identification, risk assessment and incident investigation			
	403-3 Occupational health services			
	403-4 Worker participation, consultation and communication on occupational health and safety			
	403-5 Worker training on occupational health and safety			
	403-6 Promotion of worker health			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			
	403-9 Work-related injuries	Our numbers: number of accidents at work	120-123	
	403-10 Work-related ill health	Our numbers: work-related ill health	124-125	

Gri	Standard
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Gri Standard	Indicators	References, links and notes	Page	Omissions
MATERIAL TOPICS OF GRI STAND	ARDS FOR GENERALE CONSERVE			
Non-discrimination				
GRI 103: Management approach (2016)	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
	103-2 The management approach and its components	Our team	26-27	
	103-3 Evaluation of the management approach	We take care of people	30-33	
GRI 406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	ASDOMAR Code of Ethics: http://www.asdomar.it/pdf/CodiceEtico.pdf No cases of discrimination in the company or at suppliers were identified 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 standard aspects	128-131	
	103-2 The management approach and its components	The Friend of the Sea certification	53	
	103-3 Evaluation of the management approach	Our team We take care of people	26-27 30-33	
GRI 408: Child Labour (2016)	408-1 Operations and suppliers at significant risk for incidents of child labor	ASDOMAR Code of Ethics: http://www.asdomar.it/pdf/CodiceEtico.pdf Considering the operating environment in which the Group works and the checks carried out as part of the Friend of the Sea certification, no significant risks of child labour were identified 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.		
Forced Labour				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	103-2 The management approach and its components	The Friend of the Sea certification	53	
	103-3 Evaluation of the management approach	Our team We take care of people	26-27 30-33	
GRI 409: Forced Labour (2016)	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	ASDOMAR Code of Ethics: http://www.asdomar.it/pdf/CodiceEtico.pdf Given the operational context in which the Group operates and the checks carried out as part of the Friend of the Sea certification, no significant risks of forced labour were identified 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.		

Gri Standard	
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Gri Standard	Indicators	References, links and notes	Page	Omissions
MATERIAL TOPICS OF GRI STAND	ARDS FOR GENERALE CONSERVE		·	
Human rights assessment				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	103-2 The management approach and its components	Friend of the Sea certification	53	
	103-3 Evaluation of the management approach	Our team We take care of people	26-27 30-33	
GRI 412: Human rights assessment (2016)	412-1 Operations that have been subject to human rights reviews or impact assessments	Our team We take care of people Sustainability of raw materials: sustainable fishing	26-27 30-33 44-53	
Supplier evaluation according to s	ocial 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 standard aspects	128-131	
	103-2 The management approach and its components	Our team We take care of people	26-27 30-33	
	103-3 Evaluation of the management approach	Our team We take care of people Sustainability of raw materials: sustainable fishing	26-27 30-33 44-53	
GRI 414: Supplier social Assessment (2016)	414-1 New suppliers that were screened using social criteria	Our team We take care of people Suppliers of whole fish raw material are assessed in their Friend of the Sea certification process.	26-27 30-33	

Gri Standard	Indicators	References, links and notes	Page	Omissions
MATERIAL TOPICS OF GRI STAND	ARDS FOR GENERALE CONSERVE		1	
Consumer health and safety				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	103-2 The management approach and its components	The company conducts a periodic evaluation of the environmental laws and		
	103-3 Evaluation of the management approach	regulations with the involvement of Management and external consultants.		
GRI 416: Consumer health and safety (2016)	416-1 Assessment of the health and safety impacts of product and service categories	100% of the main categories of products/services are subject to impact evaluation on health and safety. Excellence in controls – Olbia Excellence in controls - Vila do Cond	74-75 76-77	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no cases of non-compliance with laws concerning impacts on the health and safety of products in 2020.		
Marketing and labelling				
GRI 103: Management approach	103-1 Explanation of the material topic and its boundary	Material aspects for the company and connection with GRI standard aspects	128-131	
(2016)	103-2 The management approach and its components	For the community: support and information	82-85	
	103-3 Evaluation of the management approach	For the community: support and information	82-85	
GRI 417: Marketing and labelling (2016)	417-1 Requirements for product and service information and labeling	Our Packaging For the community: support and information	60-61 82-85	
	417-2 Incidents of non-compliance concerning product and service information and labeling	There were no incidents or monetary or non-monetary sanctions in 2020		
	417-3 Incidents of non-compliance concerning marketing communications	There were no incidents or monetary or non-monetary sanctions in 2020		
GRI-G4: Food Processing Sector D	Disclosures (CATEGORY: SOCIAL_SUB CATEGORY PRODUCT RESPONSIBILITY)			
Aspect G4: Consumer Health and Safety (2014)	FP5 Percentage of production volume produced in sites certified by an independent third-party according to internationally recognised food management system standards	100% of the production volume produced is certified according to internationally recognised food management system standards. Product food safety		

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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 also "Group") as of December 31, 2020.

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 ("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 Generale Conserve Group's objectives in relation to the sustainability performance, 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.

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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.

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:

- 1) 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;
- 2) comparison between the economic and financial data and information included in the paragraph "Value added generated and distributed" of the Sustainability Report with those included in the consolidated financial statements of the Group;
- 3) 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;

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 remote meetings, during which we have met the management and have gathered supporting documentation on a sample basis 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, 2020 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 Silvia Dallai Partner

Bologna, Italy July 12, 2021

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

for the following companies and sites, Genova headquarters and the production site of Olbia for

Certifications:



The laboratory of the Olbia facility is third-party accredited by ACCREDIA www.accredia.it

Methodological support EY - Climate Change and Sustainability

Layout and graphics services Frog adv



ASDOMAR GENERALE CONSERVE

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