

ANNUAL REPORT

Sustainability
report

2024

L'insalata
dell'ORTO



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Letter to Stakeholders

GRI 2-22

Dear Stakeholders,

It is with great enthusiasm that I present the updated **Sustainability Report of L'Insalata dell'Orto**, a document that marks an important milestone in our journey towards responsible growth. We have chosen to embark on this path with full transparency, to share with you our daily commitment to a model of development that respects the environment, people and the local area.

Since its foundation, our company has been guided by strong values that continue to shape our decisions: **care, ethics and a forward-looking vision**. Care for the quality of our products and the wellbeing of those who work with us; **ethics** that drive us to act fairly and respectfully in every area; and a **long-term vision** that inspires us to innovate responsibly, leaving a positive legacy over time.

The year 2024 was one of consolidation and new challenges, during which we launched important projects to make our business increasingly sustainable. We focused, for example, on reducing energy consumption, strengthening sustainable farming practices and improving working conditions. Each initiative stems from the awareness that, in the agri-food sector, it is essential to combine efficiency, quality and respect for both the environment and people.

Our choice to prepare this Report in line with internationally recognised **GRI Standards** reflects a clear commitment: to measure our impacts, communicate them transparently and work consistently to improve. This represents the first step towards a more structured approach to reporting and accountability, in which we are active players in an ever-evolving context.

This document is therefore not only a snapshot of what we have achieved, but also the beginning of a new phase. A phase in which we intend to be even more open to dialogue with all of you, building together a future where sustainability is fully embedded in the way we do business.

I extend my sincere thanks to everyone who contributes each day to the growth of L'Insalata dell'Orto: our employees, clients, suppliers, partners and the communities with whom we interact. It is thanks to your trust and support that we can look to the future with determination, ready to face new challenges and act responsibly.

Cinzia Busana
CHIEF EXECUTIVE OFFICER
L'Insalata dell'Orto



01.

A Company with Strong Roots

Identity and Mission

GRI 2-28

L'Insalata dell'Orto was born from the union of a deep passion for the land and an entrepreneurial vision driven by innovation. For 25 years, from our headquarters in Mira, in the province of Venice, we have stood out for our ability to combine agricultural tradition, technological innovation and enhancement of the local area, as well as for a strong orientation towards innovation and internationalisation.

Our mission is to promote healthy and natural nutrition by offering fresh, ready-to-eat, high-quality salads and vegetables. Through the processing and packaging of fresh-cut (First-Range and Fresh-cut Produce) products, we cater both to the retail market and to the professional sector, with the aim of combining flavour, convenience and respect for nature.

Our agricultural supply chain, developed in collaboration with the Producers' Organisation (OP) La Maggiolina, extends across 370 hectares distributed between Veneto, Lombardy and Campania. Particularly significant is the share of organic cultivation, which has reached around 70%, a clear demonstration of our commitment to protecting the environment and consumers' health.

Over time, we have established ourselves as **European leaders in the production of edible flowers¹**, a niche segment that we have successfully promoted also in international markets, reaching in 2024 the important milestone of exporting to the United States. Today, 65% of our turnover comes from exports.

Our bond with the local territory is a cornerstone of our corporate identity. This commitment is reflected in the promotion of local crops, especially those recognised with **Protected Geographical Indication (PGI)**, a true expression of agricultural excellence and Italy's agri-food heritage.

L'Insalata dell'Orto **is led by a team with a strong female presence**, composed of Cinzia Busana (Chief Executive Officer and Management Representative) and Raffaella Busana (General Manager). The BoD includes, in addition to the Busana sisters, Luigi Busana (Chairman) and Maurizio Busana, who play representative and strategic support roles. Starting from formal gender parity within the Board, the day-to-day management of the company is firmly entrusted to Cinzia and Raffaella Busana who, with competence, vision and determination, embody a concrete example of female leadership in the agricultural sector.

¹ Fresh edible flowers set a European record - Il Sole 24 ORE

L'Insalata dell'Orto in 2024 – Key Figures:

We supply 22
countries:
19 EU 3 non-EU

94% of our
suppliers are
Italian

Over €50 million
in economic value
generated

7000 m² di
production
facility

43% of waste is
organic and directed
to biogas production

20% of our
products are
certified organic

20% of our
products comply
with GLOBALG.A.P.
standards

We are now in the
3rd generation of our
family business

7 active certifications
reflect our commitment
to excellence and
responsibility



Our Story

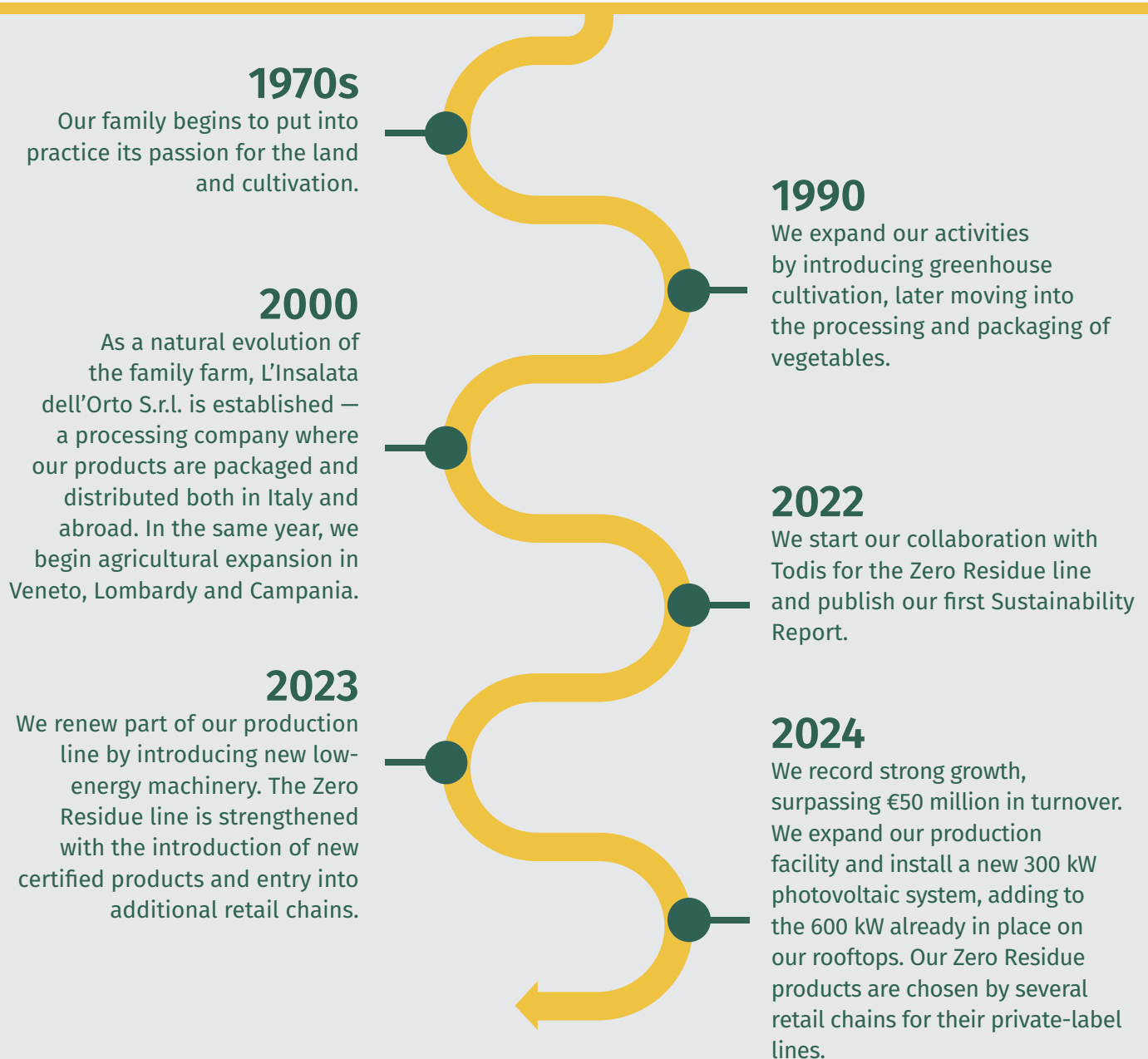
Our story is rooted in tradition and nourished by innovation. From the first family cultivations in the 1970s to today's business reality, **every step has been guided by a passion for the land and a commitment to evolving responsibly towards people and the local area.**

Over time, we have transformed agricultural knowledge, built on experience and respect for nature, into a broader project. In 1990, the intuition to integrate traditional techniques with greenhouse cultivation marked the start of a new phase, introducing product processing and packaging.

In recent years, the company has strengthened its presence in the B2B market and launched significant collaborations, such as the partnership with **Todis** for the **Zero Residue** line, which led to a 273% increase in sales of baby lettuce. This demonstrates the effectiveness of an offer that is mindful of both people and the environment.

For 25 years, **L'Insalata dell'Orto** has continued to grow by investing in innovation and quality, while maintaining strong agricultural roots and a craft-based care for every stage of the process.

The year 2022 marked an important milestone with the publication of our first **Sustainability Report** — tangible proof of our daily commitment to the environment, people and consumers. Our agricultural approach has since evolved, integrating practices such as **integrated pest management** and **natural growth**, reducing the use of pesticides and respecting nature's rhythms. This balance between innovation and tradition is the foundation of our success.



The Values that Guide Us

Our values are simple, yet deeply rooted:



Passion for the land

We cultivate with respect, following natural rhythms and choosing varieties that guarantee flavour and freshness.



Quality and safety

Our processes are fully governed by certified management systems (BRC, IFS, ISO 22005), with rigorous controls and internal traceability, to ensure the highest standards of control, quality and safety.



Respect for the environment

We are committed to careful resource management, with the aim of reducing our environmental impact using thinner plastic, reusable crates, recovery of waste for biogas production and investments in photovoltaics. Our choices are all geared towards protecting the environment, from waste management to energy savings.



Innovation and responsible partnerships

We are dedicated to developing new projects, such as the Zero Residue line created with Todis, to enhance products that are more environmentally friendly and healthier for consumers. Our goal is to promote more conscious consumption by collaborating with organisations that share our values, convinced that unity truly is strength.



Transparency and communication

Every label is verified by our quality department to ensure clarity and compliance with regulations; this guarantees the highest respect and transparency towards the end consumer.

Products and Value Chain

GRI 2-6, GRI 416-1

L'Insalata dell'Orto offers a wide and diversified range of vegetables, with a focus on quality, sustainability and innovation. Below is an overview of the main **product categories**:

• Baby leaf salads² – mixed or single variety:

First-Range

tender leaf vegetables (e.g. rocket, lamb's lettuce, baby spinach, baby lettuce), fresh, whole and unprocessed

Fresh-cut Produce

the same varieties, but washed, packaged and ready to eat



• Headed salads³ – Fresh-cut Produce

head lettuces such as romaine, iceberg, radicchio, endive, etc., ready to eat

• Mixes of baby leaf and headed salads

(both First-Range and Fresh-cut Produce)

• Herbs

basil, chives, mint, parsley, rosemary, sage, celery, thyme, etc.

• Sprouts

mung bean (also known as green soya bean sprout), alfalfa, red chard, leek, red radish, pea, etc.

• Vegetables

ready-to-eat (sauerkraut, white and red cabbage, carrots) and cooking vegetables (minestrone with or without legumes, spinach, pumpkin, savoy cabbage, etc.)

• Edible flowers

fresh or dried

² For baby leaf we mean leafy vegetables cut at the base, harvested mechanically or manually, which grow back after each cut.

³ Headed lettuces such as curly and broad-leaved endive, sugarloaf chicory, red and variegated radicchio.

Our range includes products available both as single varieties and in selected mixes. Many categories — baby leaf (First-Range), baby leaf (Fresh-cut Produce), edible flowers — in addition to being grown and sold using conventional methods, are also cultivated and available in Organic and *Zero Residue* versions. The baby leaf First-Range is also available under the *Naturland* line.

Beyond fully complying with European regulations for conventional production, L'Insalata dell'Orto has chosen to go further, developing **two production lines that place environmental protection and food safety at the core**. These lines, which are now expanding significantly, account for most crops marketed:



Zero Residue Line

This line includes products certified by an independent body, ensuring that at the time of harvest, residues of synthetic plant protection products are less than or equal to the analytical quantification limit (0.01 mg/kg). At present, this line represents just under 2% of the finished product.



Organic Line

Organic production accounts for a significant share of our turnover, particularly in exports. In 2024, approximately 20% of our production was certified organic.

Paniere Zero Residui

The ***Paniere Zero Residue* project** was created through the collaboration between L'Insalata dell'Orto and the Evergreen Group, with the goal of enhancing the fruit and vegetable offering in large-scale retail through a network of companies promoting products grown without residues of synthetic plant protection products at the time of harvest.

The official presentation of the project took place at Fruit Logistica in Berlin, where it was launched as a new brand designed to grow with the participation of other operators. The project also responds to the growing consumer demand for products that guarantee greater environmental care and food safety, in a context where there is often confusion between different farming methods (organic, integrated, conventional).



WHAT IS THE ZERO RESIDUE?

A new certified guarantee: a “zero residue” fruit and vegetable product has no residues of chemical treatments inside it.

THE PROJECT

The network of Paniere Zero Residui companies can offer retail a dedicated island in the point of sale, where the final consumer can find all the items with the unique “PANIERE ZERO RESIDUI” brand. A way to give visibility to the exhibition, transmitting the value of an innovative and sustainable commercial proposal.

Todis was among the first retailers to believe in the project, stocking Zero Residue products in its stores and contributing to their growth, which led to the creation of the Zero Residue line under its own brand Bontà dell’Orto.

Value Chain



UPSTREAM OPERATIONS

Suppliers and growers of raw materials from the OP La Magliolina.

Other suppliers of packaging and services.

OWN OPERATIONS

Within L'Insalata dell'Orto's facility, employees work alongside cooperative workers to process and package the products.

DOWNSTREAM OPERATIONS

Distribution entrusted to third-party carriers.

Exports managed in collaboration with exporters, importers and logistics partners across large-scale retail, HoReCa and the food industry.

Upstream Operations: Our Suppliers

The quality of our products begins with the land and the people who cultivate it. For this reason, we place great value on the careful selection and long-term consolidation of relationships with suppliers who are reliable, transparent and aligned with our principles of quality, safety and social responsibility. Our approach to supply chain management is based on direct and in-depth knowledge of our agricultural partners, with whom we share common objectives and high standards.

Among these, a central role is played by the **OP La Maggiolina**, our main supplier and strategic partner, with whom we have developed over time a virtuous model of integrated supply chain management.

A Virtuous Collaboration: L'Insalata dell'Orto and OP La Maggiolina

OP La Maggiolina is a key component of our supply chain, made up of **18 farms** located across **Veneto, Lombardy and Campania**.

This network ensures the availability of raw materials throughout the year and represents a virtuous example of a short supply chain and extended traceability, thanks to close collaboration with the group's agronomists and the possession of numerous international certifications.

It is the **main supplier and strategic partner of L'Insalata dell'Orto**, with which it shares values rooted in the agricultural and family histories of their respective founders, a strong bond with the Veneto region and a common vision focused on quality and sustainability. Thanks to close operational integration, organisational proximity and long-standing collaboration, OP La Maggiolina is subject to a specific control system, distinct from the standard analytical monitoring applied to other partners. This approach reflects a model based on mutual trust, transparency and operational continuity.

With a cultivated area of 350 hectares, 70% of which is dedicated to organic farming, and a geographic distribution covering three regions, OP La Maggiolina ensures production continuity and a wide assortment of fresh vegetables. This allows L'Insalata dell'Orto to respond promptly and flexibly to market demands, while maintaining high quality standards.

The collaboration between the two organisations represents a model of integrated and transparent supply chain management, combining local roots, innovation and shared responsibility. Moreover, since 2024, L'Insalata dell'Orto has become a subsidiary of OP La Maggiolina.

Own Operations: What Happens When Products Arrive at Our Facility



After harvesting, products are immediately transferred into state-of-the-art cold storage units with a total capacity of 6,000 cubic metres. This system enables a rapid reduction of vegetable temperature, which is essential to best preserve their **organoleptic qualities**. Raw materials are processed quickly after harvesting to ensure **freshness, quality** and **food safety**.

The processing and packaging stage takes place inside our facility, where salads and leafy vegetables are cleaned, selected, cut and packaged with great care to quality and product yield. These activities are entrusted to **two external service cooperatives** operating directly on site. We maintain direct control over every stage of the process by setting clear objectives, providing operational guidelines and conducting monthly inspections to ensure continuous improvement in both production and quality.

Downstream Outsourced Activities

Finished product storage and truck loading are managed internally, while distribution is entrusted to third-party carriers. We mainly serve the domestic market, particularly large-scale retail, but we are also present in Europe and, to a lesser extent, in non-EU markets such as the United Kingdom and the United Arab Emirates. Exports are managed in collaboration with exporters, importers and logistics partners, ensuring efficient distribution beyond national borders.



02.

Our Sustainability Journey

Mapping and Engagement of Our Stakeholders

GRI 2-29

L'Insalata dell'Orto recognises the value of transparent dialogue with its stakeholders, to manage mutual expectations and address sustainability issues in a structured and effective way.

Since 2022, we have implemented a process of mapping and engaging both internal and external *stakeholders* — those who operate along the value creation chain as well as those indirectly influenced by, or interested in, company activities. Stakeholder mapping and materiality analysis were updated for the 2024 Report to continue our engagement journey, refreshing the expectations and themes considered most relevant. Engagement activities were conducted in line with the methodology outlined in the AA1000 Stakeholder Engagement Standard (AA1000-SES), a framework for the design, implementation, quality assurance and communication of stakeholder inclusion processes.

In 2025, on publishing our second Sustainability Report, we updated the materiality analysis to identify and represent the changes and new developments that have emerged since 2022. This activity involved a thorough review of the reference context to detect any evolutions in the economic, environmental and social impacts linked to company activities.

Consistent with a participatory and inclusive approach, we submitted a questionnaire to our main *stakeholders* to gather their views on the significance of the identified impacts, thereby ensuring an assessment that is as shared and representative as possible. All employees, as well as the identified external *stakeholders*, were invited to take part in the evaluation of material impacts.

This approach reflects our commitment to embedding *Environmental, Social and Governance (ESG)* principles ever more deeply into our business model, promoting a corporate culture based on transparency, responsibility and continuous improvement.

For 2024 we identified and engaged the following stakeholder categories:



**Owner/
Shareholders**



Employees



Clients



Suppliers



**Financial
Institutions**



**Associations/
Third Sector
Organisations**

Materiality Analysis: Key Topics and Priority Impacts

GRI 2-14, GRI 3-1/2/3

This Sustainability Report has been developed starting from material topics, with particular attention to the concept of impact and risk analysis. In line with the GRI Standards, material topics are defined as those that reflect the organisation's most significant economic, environmental and social impacts, including effects on human rights.

During 2023, the company carried out its first materiality analysis in compliance with the requirements set out by the relevant international standards (GRI 3, 2021 edition). This was subsequently updated and further developed in 2025 to ensure its relevance and alignment with the constantly evolving context in which we operate.

The materiality analysis was conducted in four main phases:

PHASE 1	Analysis of the organisational context A thorough analysis of the operating ecosystem was carried out, examining in an integrated way the business model, services offered, target markets and relationships with clients and suppliers. This process also included an assessment of developments in the ESG context and the identification of key <i>stakeholders</i>, both internal and external. Through this mapping, the company obtained a clear and structured view of its activities, commercial dynamics and sustainability context, laying the foundations for identifying impacts along the entire value chain.
PHASE 2	Identification of potential and actual impacts Based on the context analysis, the main ESG topics of interest to <i>stakeholders</i> were identified, along with the impacts – actual and potential, positive and negative – generated by the company on the economy, the environment and people, including human rights. Each impact was linked to one or more relevant topics. Where possible, the reporting also refers to GRI 13 – Agriculture, Forestry and Fishing (2022).
PHASE 3	Assessment of relevance The link between impacts and topics was evaluated by both management and <i>stakeholders</i>. The process directly involved ownership and the main categories of <i>stakeholders</i>, both internal and external, previously identified. Engagement took place through a questionnaire in which <i>stakeholders</i> were asked to assign each topic a level of priority for company action, on a scale from 1 (“Not very relevant”) to 4 (“Highly relevant”).
PHASE 4	Prioritisation of topics and impacts Topics and impacts were prioritised according to their importance, to determine the material topics to be reported. Impacts were grouped into themes and a threshold was set to define which topics would be included in the reporting. The threshold was set at 3.6. We then decided to include, among the material topics, certain issues of relevance to the company: supply chain control; diversity, equal opportunities and non-discrimination; emissions and climate change. Ownership validated and approved the identified impacts, thus defining the material topics on which reporting is focused.

The topics considered material, for which reporting has therefore followed the GRI requirements, cover the 13 issues identified. For other GRI topics, information and data were collected quantitatively and qualitatively wherever possible.

Table 1 provides the list of impacts and topics considered most relevant for L'Insalata dell'Orto and its stakeholders.

IMPACTS 2024	MATERIAL TOPIC	ESG DIMENSION	IMPACT TYPE	IMPACT STATUS	IMPACT SCORE	SDGs
Impacts linked to non-compliance with human rights in all company activities	Respect for human rights in company activities	Social	Positive	Current	3,87	 
Impacts generated by compliance with laws and regulations	Regulatory compliance	Governance	Positive	Current	3,86	
Impacts resulting from compliance with rules and the promotion of best practices in workplace safety, prevention and hygiene	Worker health and safety	Social	Positive	Potential	3,73	
Impacts generated by the supply of safe and high-quality products	Product safety and quality	Social	Positive	Current	3,71	 
Impacts linked to the provision of effective remedies in cases of human rights violations	Ability to remedy human rights violations	Social	Negative	Potential	3,67	
Impacts caused by the responsible use and proper disposal of chemical substances	Control over chemical substances	Environment	Positive	Current	3,66	 
Impacts generated by adopting measures to optimise and limit water consumption	Responsible water management	Environment	Positive	Potential	3,63	
Impacts caused by the provision of clear and complete product information	Clear product communication	Social	Positive	Current	3,63	
Impacts generated by adopting ethical and transparent decision-making practices	Ethics and transparency	Governance	Positive	Current	3,61	
Impacts linked to adopting measures to reduce energy consumption	Energy consumption management	Environment	Positive	Current	3,61	 
Impacts linked to incomplete monitoring of the supply chain	Supply chain control	Governance	Negative	Potential	3,56	 

IMPACTS 2024	MATERIAL TOPIC	ESG DIMENSION	IMPACT TYPE	IMPACT STATUS	IMPACT SCORE	SDGs
Impacts linked to attention to diversity and equal opportunities, removing all forms of discrimination	Diversity, equal opportunities and non-discrimination	Social	Positive	Current	3,47	 
Impacts caused by reducing CO ₂ emissions through efficiency measures to tackle climate change	Emissions and climate change	Environment	Positive	Potential	3,40	

Table 1: List of Impacts and the Most Relevant Topics for L'Insalata dell'Orto and its Stakeholders (2025 Update)

The 2030 Agenda and the Sustainable Development Goals (SDGs)

Approved in 2015 by more than 150 countries, the 2030 Agenda for Sustainable Development is a global initiative that marks a paradigm shift compared with previous approaches. Rather than focusing, as in the past, on the problems of developing countries and how developed economies could assist them, it sets out a programme of challenges common to all, based on the principle of universality.

In this document, L'Insalata dell'Orto's sustainability commitments have, wherever possible, been linked to the relevant SDGs, to give readers a clear understanding of the ESG pathway undertaken by the company.



Our Sustainability Goals and the 2030 Agenda (SDGs)

GRI 2-22/25

Building on the priority topics identified through the materiality analysis, we have defined a series of goals and commitments to be achieved in the short term (0–1 year), medium term (1–3 years) and long term (3–5 years), with the aim of developing a sustainability strategy that is increasingly solid, consistent and structured.

MATERIAL TOPIC	COMMITMENT DESCRIPTION	TIMEFRAME	SDGs
Respect for human rights in company activities	Train employees on the principles underpinning the Code of Ethics, which will be revised in 2025	Medium	 
Ability to remedy human rights violations	Activate a whistleblowing channel for reporting, collecting and monitoring potential misconduct	Short	

MATERIAL TOPIC	COMMITMENT DESCRIPTION	TIMEFRAME	SDGs
Regulatory compliance	Train employees on the principles underpinning the Code of Ethics, which will be revised in 2025	Medium	
Worker health and safety	Continue to ensure a safe working environment and working conditions, with the goal of achieving zero accidents	Short	
Product safety and quality	Maintain certifications on food safety and traceability, and continue to provide staff training on food safety	Short	 
Control over chemical substances	Comply with increasingly stringent requirements of national and international retail chains regarding the use of plant protection products	Short	 
Responsible water management	Implement a process of periodic monitoring of consumption, with precise readings of well extraction meters and discharge points	Medium	
Clear product communication	Provide every retail client with all the necessary information to support full communication to the end consumer	Short	
Ethics and transparency	Update the Code of Ethics to integrate ESG principles and commitments more explicitly	Medium	
Energy	Reduce reliance on fossil fuels by progressively increasing the share of hybrid/electric company vehicles	Long	 
	Assess the implementation of smart meters to monitor machine performance, ensuring maximum energy efficiency and reducing extraordinary maintenance interventions	Short	
Supply chain sustainability	Draft a supplier Code of Conduct to be signed by suppliers	Medium	 
Equal opportunities and non-discrimination	Consider providing staff training on diversity and inclusion topics	Long	 
	Strengthen the company's commitment to employees and respect for diversity by assessing the achievement of ISO 30415 certification (<i>Human Resource Management – Diversity and Inclusion</i>)	Long	
Emissions and climate change	Launch collaboration with Treedom to contribute to CO ₂ emissions reduction	Short	
	Formalise the company's commitment to energy efficiency and reducing environmental impact by adopting an environmental policy	Medium	
	Further reduce dependence on fossil fuels by selecting company vehicles with higher environmental performance	Long	

Table 2: L'Insalata dell'Orto's Sustainability Commitments



03.

Our Governance

Strength and Transparency

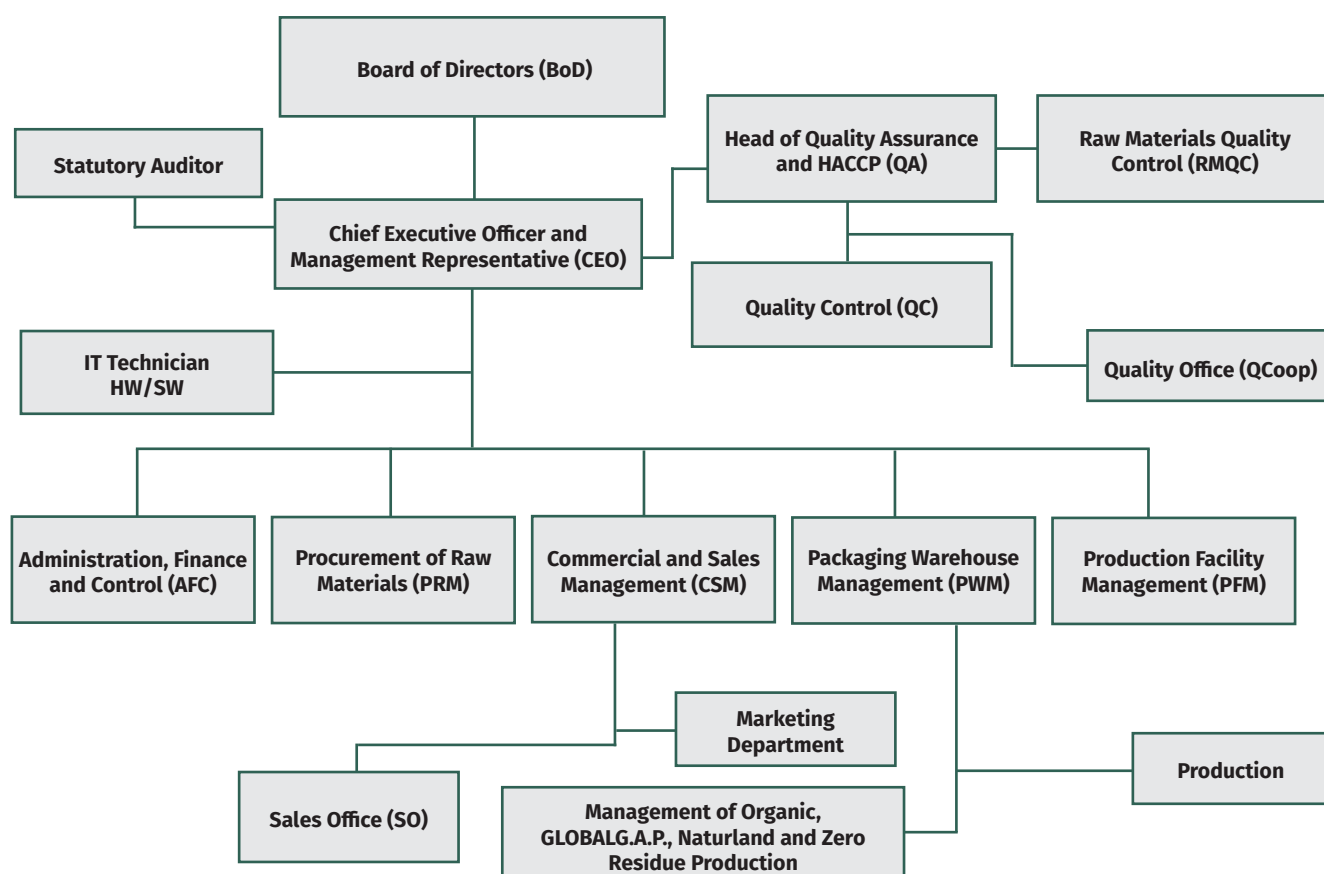
GRI 2-9/10/11/12/13/14/15/16/17/18/24/26, GRI 3-3

The governance structure of L'Insalata dell'Orto S.r.l. is designed to contribute concretely to the company's competitiveness and the solidity of its long-term growth. As a family-run business, it is founded on corporate governance principles that clearly define roles, responsibilities and decision-making processes, while promoting an effective internal control system and sound risk management.

The company's leadership team is directly involved in day-to-day management, with a functional distribution of responsibilities. Cinzia Busana oversees economic and financial management as well as structural investments, while Raffaella Busana coordinates purchasing and sales activities, drawing on her experience in the commercial sector.

The Board of Directors (BoD) is the main decision-making body and is composed of four shareholders: Luigi Busana, founder and Chairman of L'Insalata dell'Orto; Cinzia Busana, Chief Executive Officer and Management Representative; Maurizio Busana; and Raffaella Busana. As of 2024, the composition of the Board reflects gender balance, with equal representation of men and women.

To support transparency and proper administration, L'Insalata dell'Orto relies on the role of the Statutory Auditor, responsible for accounting review and supervisory activities. This is an external and independent figure, whose work is carried out in accordance with principles of impartiality and autonomy. As highlighted in the financial statements for the year ended 31 December 2023, the Statutory Auditor acts as an external guarantor of proper administration and faithful financial reporting, thereby strengthening the control system and stakeholder confidence.



The members of the BoD are appointed by the Shareholders' Meeting based on managerial skills and their ability to contribute to the development of the company. At present, no formal criteria have been established regarding diversity, independence, or the direct involvement of *stakeholders* in the appointment process.

Corporate governance is designed to ensure **accountability and consistency with company values**, including its sustainability commitments. Although there is no role dedicated exclusively to sustainability, the **operational leadership of the BoD and management is actively involved** in defining ESG strategies, policies, and objectives, as well as in the development and updating of the company's purpose, values, and mission statements.

The Board also oversees **due diligence** processes and the management of economic, environmental, and social impacts, ensuring alignment with stakeholder expectations. It has approved the contents of this Sustainability Report, including the material topics, while the Chief Executive Officer validated the results of the materiality analysis, confirming its consistency with the company's strategy.

L'Insalata dell'Orto S.r.l. has implemented several channels for identifying and reporting issues, including anonymous suggestion boxes, direct communications to Management, internal and external audits, and the supervision of the Statutory Auditor. Such reports are assessed and discussed during internal management meetings.

“ *Our values guide every decision: we are committed to generating a positive impact on people and the environment, creating shared and lasting value. These principles shape our ethical goals, grounded in integrity, accountability, transparency, and responsible and inclusive development.* ”

A cornerstone of the company's governance is our **Code of Ethics**, which defines the values that guide every choice, relationship, and activity, both inside and outside the company. It applies to everyone who works with us or on our behalf – directors, employees, suppliers, clients, partners, institutions, and media – providing a clear compass for acting with integrity, responsibility, and respect.

The Code promotes a management approach that balances the legitimate interests of *stakeholders* with the collective good, with particular attention to **social responsibility and environmental protection**.

It is structured in three sections:

1. General principles, expressing the company's core values

2. Rules of conduct, for relations with *stakeholders*

3. Implementation methods, to ensure application and continuous improvement

We believe ethics must extend throughout our entire value chain. For this reason, we ask suppliers, partners, and collaborators to share and respect our principles, adhering to the **UN Declarations on human rights** and **International Labour Organisation (ILO) Conventions**. We oppose all forms of discrimination, child or forced labour, and promote safe, inclusive, and dignified workplaces.

The Code sets out key values such as legality, fairness, non-discrimination, confidentiality, diligence, and loyalty. It promotes respect for human rights, the value of people, and the dignity of work. L'Insalata dell'Orto rejects all forms of discrimination related to age, gender, ethnicity, sexual orientation, health status, political or religious opinions, culture, and nationality.

Among the central topics addressed, the Code specifically covers conflict of interest, requiring all **Recipients** – including directors – to refrain from activities that conflict with company interests and to promptly report potentially critical situations. In case of violation, the company commits to adopting adequate corrective measures.

Currently, there are no separate processes for conflict-of-interest management by the highest governance body, nor is there a formal assessment of its performance in managing impacts.

These principles guide the daily work of all parties involved, whether internal or external to the company. The Code represents a benchmark for transparent, responsible, and sustainable management across the entire value chain.

Certifications

Our integrated risk management system is completed and strengthened through the adoption of **certifications recognised at both local and international level**, attesting compliance with rigorous standards in **food safety, environmental protection, working conditions, and labour rights**. These certifications represent a guarantee for clients and an additional tool for control and continuous improvement.

In the agri-food sector, certifications are an essential element to ensure quality, safety, and transparency throughout the supply chain. For L'Insalata dell'Orto, they are not merely technical requirements, but a strategic commitment that reflects the company's determination to operate according to the highest international standards, offering products that respect the environment, people, and current regulations.

Quality and responsibility are central pillars of our strategy. Every stage of the production process is subject to thorough controls: from the selection of raw materials to process monitoring, and up to the verification of finished products. This rigorous approach ensures transparency, reliability, and value for clients, partners, and communities.

	IFS Food (International Featured Standards)	Standards that promote a management system focused on quality and food safety, taking the HACCP system as a reference.
	BRCGS (British Retail Consortium Global Standard)	

 GLOBALG.A.P. Chain of Custody	Standard that ensures the traceability of GlobalG.A.P. certified products throughout the entire distribution chain. Certification according to the GLOBALG.A.P. Chain of Custody (CoC) standard guarantees the segregation, traceability, and integrity of the certified status of products along the entire life cycle, from the farm to the point of sale. This standard ensures transparency across the supply chain, protects food integrity, and strengthens consumer trust. Only products from GLOBALG.A.P. certified companies can display the logo or be marketed as certified.
UNI EN ISO 22005:2008 - Traceability in Food Supply Chains	Standard that ensures the traceability of internal flows of raw materials, semi-finished, and finished products.
 BIO (Organic Farming)	Certification that confirms production methods based on the use of natural substances and processes, promoting a high level of biodiversity.
 Naturland	Certification that combines the principles of organic farming with strict environmental and social standards, promoting responsible agricultural practices, fair working conditions, and transparent trade relations.
 Zero Residue	Certification that guarantees products with residues of synthetic chemical pesticides below the detection limit (0.01 mg/kg).

In 2024, a significant share of our production was certified according to recognised standards, confirming the company's commitment to offering safe, traceable, and responsible products. Regarding our finished product:

- 20% is certified **Organic (BIO)**
- 26% is certified **GLOBALG.A.P.**
- 1.8% is certified **Zero Residue**
- 2.1% is certified **PGI (Protected Geographical Indication)**
- 1% is certified **Naturland**

These results clearly demonstrate the company's determination to promote responsible farming practices and to meet the expectations of a market that is increasingly attentive to quality, safety, and sustainability.

Anti-Corruption and Integrity

GRI 2-27, GRI 205-3

L'Insalata dell'Orto promotes a corporate culture based on **transparency, fairness, and legality**, considering these as fundamental values for building trust-based relationships with all *stakeholders*. The commitment to combat all forms of corruption is an integral part of the company's strategy and is reflected in the dissemination of the Code of Ethics, in carefully designed internal procedures, and in control measures that govern relations with clients, suppliers, public authorities, and business partners.

Within the **Code of Ethics**, the issue of integrity is extensively addressed through general principles and specific rules of conduct, designed to prevent behaviours such as corruption and to ensure transparency and fairness in both internal and external relations.

During the three-year period 2022–2024, no cases of corruption occurred, nor were any proceedings initiated, or reports received in this regard. The company has not been subject to sanctions, nor has it been involved in disputes related to unlawful conduct.

In addition, during the reporting period, there were no significant cases of non-compliance with laws or regulations. The only exception is one ongoing proceeding, which had not been concluded at the time of reporting. Overall, the effectiveness of the internal control system and the company's ongoing commitment to ensuring compliance with current regulations are confirmed.

L'Insalata dell'Orto will continue to invest in tools, practices, and initiatives that foster an ethical, transparent, and responsible working environment, consistent with its values and with stakeholder expectations.

Economic Aspects Through the Lens of Responsibility

GRI 201-1

For L'Insalata dell'Orto, the strength of economic performance is the essential foundation for ensuring the long-term sustainability of the company. This vision translates into an integrated business model in which economic, social, and environmental objectives reinforce one another. Economic robustness enables the company to invest in innovation, quality, and the development of people, while at the same time attracting *stakeholders* and strategic partners. In this context, the integration of ESG factors is recognised as a key driver for conscious, responsible, and lasting growth.

During the three-year period 2022–2024, L'Insalata dell'Orto recorded steady growth, confirming the solidity of its business model and its capacity to adapt to an evolving economic environment. The year 2022 represented a phase of consolidation, with revenues laying the foundation for subsequent expansion. In 2023, the company experienced a significant acceleration, driven by investments in technological innovation, expanded production capacity, and stronger presence in international markets. The year 2024 confirmed the positive trend, with revenues exceeding €50 million, marking further growth, albeit at a slower pace compared to the previous year. The context proved more challenging due to a slowdown in consumption in the Fresh-cut Sector and a general increase in production costs. Nevertheless, the company managed to maintain its competitiveness thanks to direct control over the supply chain, diversification of production segments, and a strategy focused on corporate responsibility and operational efficiency.

The analysis of **economic value generated and distributed** is a key tool for assessing the company's ability to create wealth and to redistribute it responsibly throughout the value chain. This value includes the economic and financial benefits allocated to *stakeholders* such as suppliers, employees, local communities, and public authorities, reflecting the company's commitment to principles of fairness and social responsibility.

Euro	2024	2023	2022
Economic value directly generated: revenues	50.048.276 €	47.514.543 €	43.865.197 €
Economic value distributed to:			
- Operating costs	47.853.090 €	45.263.280 €	42.145.869 €
- Employee salaries and benefits	1.096.432 €	1.005.375 €	944.205 €
- Capital providers	321.634 €	273.091 €	126.964 €
- Public administration	18.186 €	29.415 €	20.624 €
- Community investments	900 €	4.342 €	0
Total economic value distributed	49.290.243 €	46.575.502 €	43.237.662 €
Economic value retained	758.033 €	939.041 €	627.535 €

Table 3: Economic value directly generated and distributed

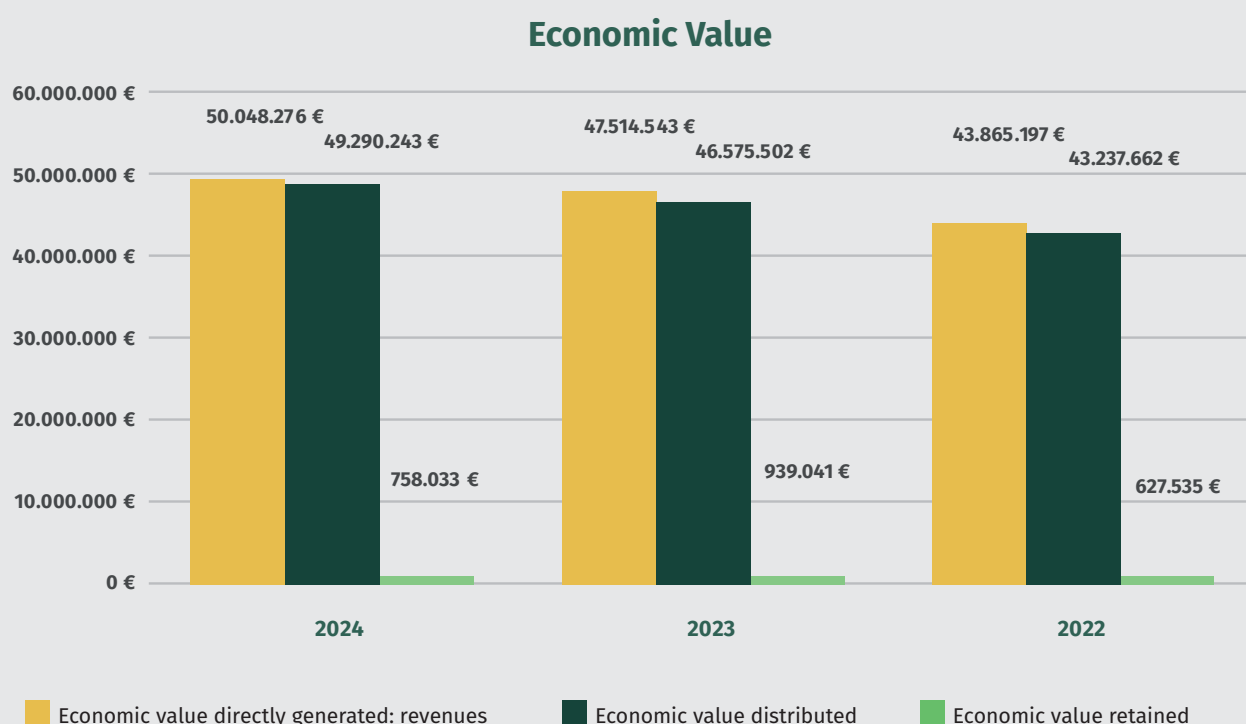


Figure 1: Economic value generated, distributed and retained by L'Insalata dell'Orto

Over the past five years, L'Insalata dell'Orto has pursued a targeted investment strategy, both structural and production-related, with the aim of strengthening operational capacity and improving product quality. Key initiatives include the introduction of new machinery for the detection of foreign bodies, the reinforcement of verification processes, and increasing attention to organic production.

These measures, combined with a consistent commitment to communication, have helped enhance the company's competitiveness. In 2024, approximately 65% of revenues came from abroad, with Germany, Austria, and Slovenia among the main markets. Exports are driven by organic products.

Large-scale retail remains the main channel, both in Italy and abroad, absorbing almost the entirety of production. A significant share of revenues comes from partnerships with leading retail chains, for which the company produces private-label products (MDD), confirming the strength and trust built over time.

At the same time, we have expanded our presence in high-potential niche segments, such as supplying ingredients for the food industry (e.g. pizza toppings and filled pasta), the HoReCa channel with dedicated formats, and tailored offerings for cruise ship menus. Wholesale markets are also covered, often serving as an indirect access channel to large-scale retail.

Creating Shared Value with Our Community

We believe deeply in the value of our bond with the local area, and for this reason we actively engage in social and cultural initiatives that benefit local communities.

In 2023 we supported the **restoration project of the Church of San Lazzaro in Venice**, launching for the occasion the salad pack "**Rinascere San Lazzaro**", featuring packaging entirely dedicated to the initiative. Thanks to collaboration with several Veneto-based large-scale retail chains, citizens were able to take part directly in the project: a percentage of the value of each pack sold was donated to the organising committee to contribute to the restoration works.

Also in 2023, we donated to **Associazione La Cometa** of Mira (VE), active since 1996 in supporting adolescents and young adults with special needs. Through an approach based on curative pedagogy and social therapy, the association fosters personal development, autonomy and social inclusion, offering educational and therapeutic programmes in a welcoming environment immersed in nature.

In 2024 our support for La Cometa was confirmed and complemented by a new contribution to the **Veneto Foundation for Diabetes Care**, based in Padua. Founded in 2022, the Foundation works to promote research, training and awareness on type 1 diabetes, with particular focus on the development of cellular and transplant therapies.

These initiatives reflect a broad and concrete vision of corporate social responsibility, in which the creation of economic value goes hand in hand with a positive, lasting and tangible impact on the local area and the people who live there.



04.

Our Concrete Commitment to the Environment

Responsible Energy Management

GRI 3-3, GRI 302-1

In 2024 we recorded the highest overall energy consumption of recent years: 12,516.31 GJ, an increase compared to 2023 (12,083.61 GJ) and 2022 (11,809.51 GJ). This rise was mainly due to greater reliance on purchased electricity, which reached 10,635.2 GJ, marking a 12% increase compared to 2022.

At the same time, we significantly reduced the use of diesel, which in 2024 fell to 79.22 GJ, a 44% decrease compared to 2023. This result reflects our commitment to progressively reduce the use of fossil fuels in favour of more sustainable energy solutions.

A cornerstone of our energy strategy continues to be the company-owned solar PV system, located at the L'Insalata dell'Orto facility. In 2024, the energy self-produced and self-consumed amounted to 1,801.88 GJ, a slight decrease compared to previous years (2,145.98 GJ in 2023 and 2,276.33 GJ in 2022). Despite the decline, the plant remains central to our energy transition pathway, also thanks to its integration within a regional operational project in collaboration with the Sustainable Energy Purchasing Group, which requires procurement exclusively from certified renewable sources.

Looking ahead, as of 1 January 2025 we have been officially registered as an energy-intensive company. This step, supported by an energy audit of the facility, will allow us to benefit from reductions in electricity supply costs, with the aim of optimising energy expenditure and reinvesting in innovative, low-impact environmental solutions. An additional step towards making our energy management increasingly efficient and sustainable.

Source	2024		2023		2022	
Purchased Electricity	2.954.224 kWh	10.635,21 GJ	2.721.094 kWh	9.795,94 GJ	2.616.663 kWh	9.419,99 GJ
Solar PV System (Self-Consumption)	500.523,38 kWh	1.801,88 GJ	596.106,00 kWh	2.145,98 kWh	632.315,00 kWh	2.276,33 GJ
Diesel	2.216,65 l	79,22 GJ	3.967,22 l	141,69 GJ	3.138,39 l	113,19 GJ
Total Energy		12.516,31 GJ		12.083,61 GJ		11.809,51 GJ
Solar PV System Sold	8.720 kWh	31,39 GJ	11.200 kWh	40,32 GJ	19.200 kWh	69,12 GJ

Table 4: Energy consumed and produced within the organisation (GRI 302-1)

A Commitment to Tracking Emissions

GRI 3-3, GRI 305-1/2

In 2024 we generated a total of 670.60 tonnes of CO₂ equivalent, resulting from our energy consumption, namely electricity (purchased and self-produced) and fuels. This corresponds to a total consumption of 3,476,913.88 kWh, equal to 12,516.31 GJ.

Source	Quantity	UoM	Quantity	UoM
Purchased Electricity	2.954.224,00	kWh	10.635,21	GJ
Electricity from Solar PV	500.523,38	kWh	1.801,88	GJ
Subtotal Electricity	3.454.747,38	kWh	12.437,09	GJ
Diesel	22.166,50 ⁴	kWh	79,22	GJ
Total (Electricity + Diesel)	3.476.913,88	kWh	12.516,31	GJ

Table 5: Energy consumed within the organisation in 2024

These data allow us to better understand how much energy is associated with each tonne of salad we purchase and process. We are proud to say that our specific consumption is consistently lower compared to that reported by multinational companies operating in the same sector, where average values are 894 kWh/t for total energy and 328 kWh/t for electricity consumption alone.

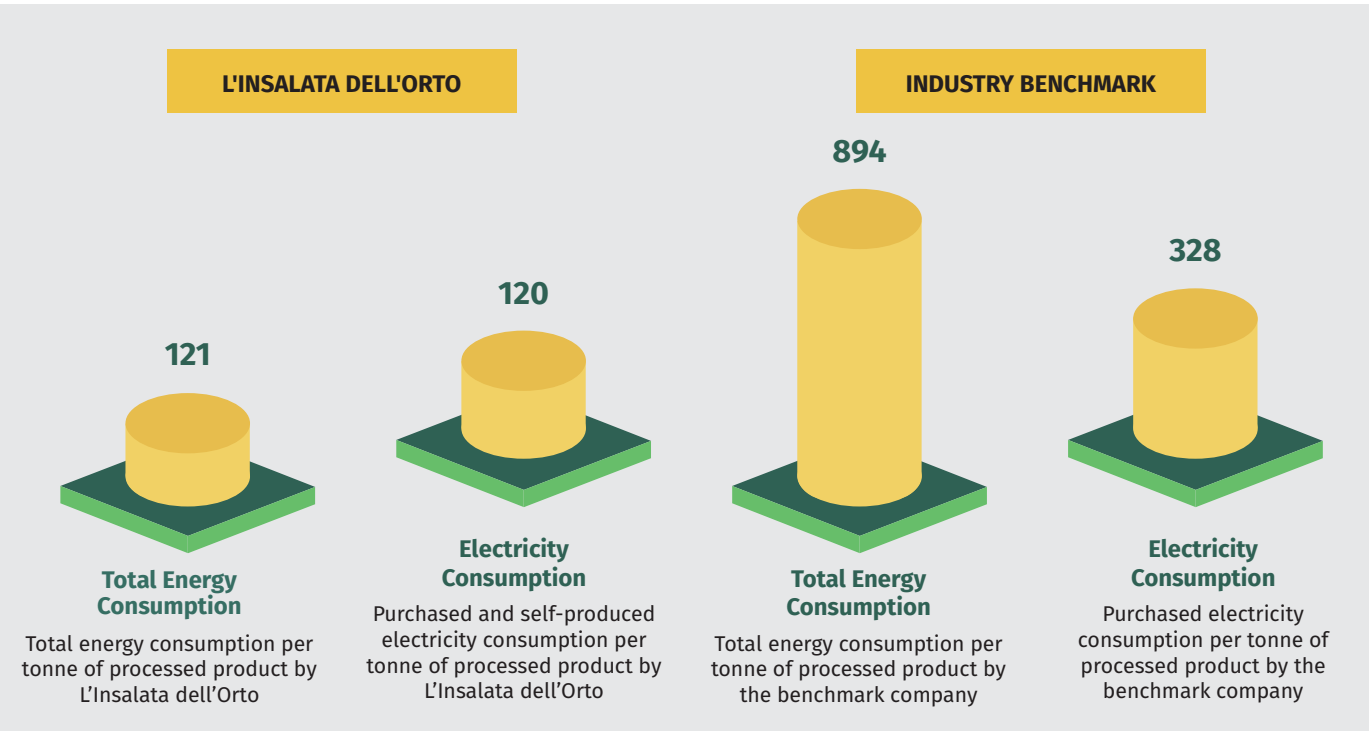


Figure 2: Comparison of energy consumption per tonne of product purchased and processed

⁴ Conversion value used: 10.00 kWh/l, source: ISPRA

The comparison highlights a significantly lower energy consumption per tonne compared to industry benchmarks, for the same type of purchased and processed product. This result reflects greater efficiency in the company's energy use throughout its processes.

In addition, our limited reliance on fossil fuels and the important contribution of our solar PV system enables us to self-produce and self-consume a significant share of renewable energy, helping to reduce greenhouse gas emissions associated with our processes.

The analysis of greenhouse gas emissions over the 2022–2024 period shows a trend consistent with the actions we have taken on energy sustainability. Scope 1 emissions, mainly linked to the direct use of diesel, peaked in 2023 at 10.55 tCO₂e, before falling sharply in 2024 to 5.90 tCO₂e (–44%). In 2022 they were 8.47 tCO₂e, showing a steady downward trend and tangible evidence of our commitment to reducing the use of fossil fuels.

Total Scope 1 and Scope 2 (location-based) emissions fell from 667.87 tCO₂e in 2022 to 622.80 tCO₂e in 2023, before rising again to 670.60 tCO₂e in 2024. Although a slight increase is observed in the last year, we continue to record positive signals thanks to renewable self-production and the gradual reduction of traditional fuels.

We are confident that, also thanks to our recent registration in the register of energy-intensive companies (effective 1 January 2025), as mentioned earlier, we will be able to strengthen our investments in energy efficiency and renewable sources, further improving our climate performance and contributing to the transition towards a more sustainable production model.

Type	Source	2024	2023	2022
SCOPE 1 ⁵	Diesel	5,90 t/CO ₂ e	10,55 t/CO ₂ e	8,47 t/CO ₂ e
SCOPE 2	Purchased Electricity (Location based)	664,70 t/CO ₂ e	612,25 t/CO ₂ e	659,40 t/CO ₂ e
	Purchased Electricity (Market based)	1.303,39 t/CO ₂ e	1.362,09 t/CO ₂ e	1.196,20 t/CO ₂ e
TOTAL (Location Based)		670,60 t/CO ₂ e	622,80 t/CO ₂ e	667,87 t/CO ₂ e
Year-on-Year Change % (Location Based)		+7,67%	-6,75%	/

Table 6: Emissions generated within the organisation - GRI 305-1, 305-2

⁵ During the reporting years, no fugitive refrigerant emissions were detected



Treedom Collaboration

In 2025 we wanted to celebrate an important milestone for us: the 25th anniversary of L'Insalata dell'Orto. To do so in line with our values, we started a collaboration with Treedom, choosing to plant trees as a concrete gesture of our commitment to reducing CO₂ emissions and actively promoting environmental sustainability.

We planted 200 trees, including olive and poplar trees, in selected areas of Campania. According to Treedom's estimates, these trees will be able to absorb up to 15 tonnes of CO₂ over their lifecycle.

For us, this initiative goes beyond symbolism: it represents the will to make a tangible contribution to mitigating climate change, complementing our reporting efforts with actions capable of generating positive impacts for the environment.

25 YEARS TOGETHER
A Commitment that grows!



200

TREES PLANTED



-15

TONNES OF CO₂

DISCOVER OUR FOREST

Water: A Resource to be Protected

GRI 3-3, GRI 303-3

In the years 2022–2024 we continued to manage responsibly and consistently a resource that is essential for us: water. We operate in an area characterised by a medium-high level of water stress⁶, a factor that drives us to approach every decision concerning its use with even greater awareness.

Water is used primarily for washing vegetables, a crucial phase to guarantee the high hygiene and safety standards that distinguish our products. During this three-year period, the withdrawal of freshwater from underground aquifers remained constant, with an annual volume estimated at around 108,000 m³.

At the same time, we have progressively supplemented our water needs through the purchase of water from external suppliers, reaching 26,883 m³ in 2022, 29,568 m³ in 2023 and 32,852 m³ in 2024.

This choice was not accidental: the gradual increase in purchased water reflects on the one hand, the growth in production volumes and, on the other, a conscious strategy of diversifying sources, aimed at safeguarding the aquifer and ensuring operational continuity even in a challenging water context.

⁶ Source: WRI – World Resources Institute

Waste Management and Reduction

GRI 3-3, GRI 306-1/2

In 2024 we took an important step in our environmental responsibility journey by launching a structured activity for the collection and classification of waste according to EWC (European Waste Catalogue) codes. This work has enabled us to significantly improve the monitoring of waste flows and increase efficiency in our environmental management. For us at L'Insalata dell'Orto, waste management is a material topic, closely linked to the environmental impacts of our production cycle, particularly for Fresh-cut Produce products and packaging materials.

The most significant flow concerns the vegetable residues generated during the processing of vegetables, which in 2024 amounted to 236.51 tonnes. In line with the principles of the circular economy, we do not consider these residues as waste but as by-products. The processing residues, resulting from trimming adult head lettuces and the selection and sorting of cut leaves, are shredded and sent to an external plant for biogas production. This allows us to recover energy from the organic fraction, avoiding traditional disposal and contributing to the overall reduction of emissions. The data recorded in January 2025, equal to 184.75 tonnes on an annual basis, confirm the continuity and effectiveness of this virtuous process.

Also, regarding non-organic waste, we have maintained a careful approach aimed at reducing impact. The main fractions managed include paper and cardboard (98.04 t), recyclable plastic (47.44 t), mixed packaging (62.29 t), non-recyclable plastic (73.29 t) and wooden packaging (28.54 t). Thanks to the use of internal compactors, we have been able to reduce the volumes handled, optimising logistics and containing disposal costs.

For packaging materials, we continue to use plastic, a necessary choice to ensure the efficiency of our machinery and the safety of our products. However, we are actively moving towards more sustainable solutions. For example, we have reduced the thickness of packaging and introduced reusable closed-loop plastic crates, which allow us to avoid the use and disposal of cardboard. Thanks to this system, we have been able to accurately monitor the savings in cardboard achieved over the past three years.

We have also paid attention to the correct management of hazardous waste, albeit in limited quantities. This mainly consists of spent toner and obsolete electronic equipment (1.09 t), including some hazardous components such as power converters (0.29 t), as well as aqueous liquid waste (2.06 t) from tank washing. Undifferentiated municipal waste, amounting to 6.59 t, represents a residual share, on which we are planning further awareness-raising and prevention actions.

Overall, in 2024 we tracked a total of 556.14 tonnes of waste, of **which around 43% consisted of organic by-products destined for anaerobic digestion to produce renewable energy**. For us, this represents a baseline year, from which to build increasingly robust and systematic waste reporting. We look to the future with the intention of continuing to invest in circularity, logistics efficiency and packaging innovation, in collaboration with our supply chain.



People at the Centre

Employment, Growth and Turnover

GRI 2-7/8/30, GRI 401-1

People are the beating heart of L'Insalata dell'Orto. Every day we cultivate authentic and constructive relationships, as we are convinced that a **positive and inclusive working environment** is the key to stimulating motivation, strengthening the sense of belonging, and fostering continuous professional growth. We are committed to building a **company culture based on respect, fairness and active listening**. We value the individual needs of every employee and work to create the conditions that allow each person to fully express their potential. A constant focus on the future guides us in passing on our values to new generations.

As of 31 December 2024, our employees numbered 20: 10 women and 10 men, in perfect gender balance, plus one agency worker. In addition, to ensure operational efficiency and flexibility in human resource management, L'Insalata dell'Orto relies on the collaboration of two cooperatives that provide qualified personnel for production and logistics activities, contributing significantly to the company's daily operations. Overall, 276 workers are employed through these cooperatives, demonstrating an organisational model that values cooperation and shared work, while at the same time promoting inclusion and employment in the local area.

In the three-year period 2022–2024, all direct employees of L'Insalata dell'Orto were covered by the National Collective Agreement for Fruit and Vegetable and Citrus Workers, which guarantees fair and transparent rights and working conditions. Staff hired through cooperatives are instead covered by the Multiservice National Collective Agreement.

As of 31 December 2024, 75% of our employees had permanent contracts (15 people), while the remaining 25% had fixed-term contracts (5 people).

90% of staff (18 workers) were employed full-time — specifically 10 men and 8 women — while the remaining 10% (2 women) were employed part-time.

The company does not employ staff classified as executives or middle managers. The only two professional categories currently present are office staff and manual workers, distributed by gender and age group as shown in the following chart.

The age groups considered are:

- **Under 30**
- **Between 30 and 50**
- **Over 50**

⁷ In 2022 and 2023, no agency workers were employed. However, in 2023 there was one intern

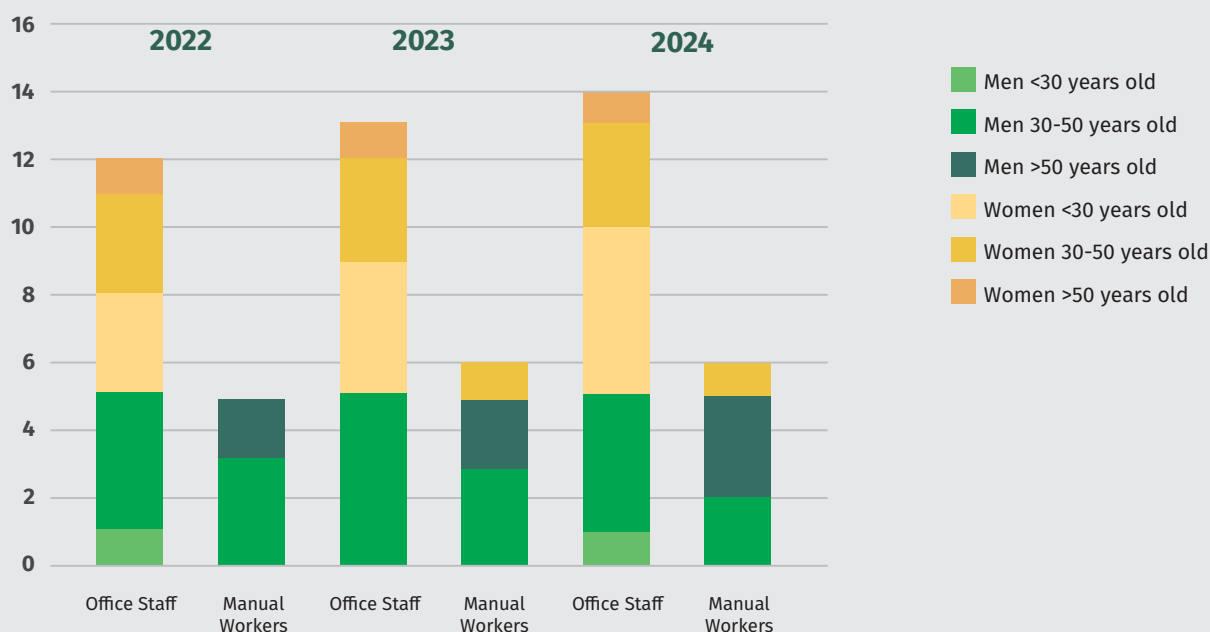


Figure 3: Distribution of employees by gender and type of employment over the three-year period

L'Insalata dell'Orto recorded a low staff **turnover during the 2022–2024 three-year period**, a sign of good employment stability and long-term relationships with its employees. During this period, new hires were limited and targeted: 3 in 2022, 2 in 2023, and 3 in 2024, with only 2 departures recorded in the last year and none in the previous two. These figures indicate that changes in the workforce were mainly linked to the company's gradual growth rather than staff replacement. In fact, the company benefits from the presence of employees with long tenure, a sign of a stable and positive working environment.

	Formula	2024	2023	2022
Overall Turnover	$(\text{entries} + \text{exits}) / \text{average workforce during the period} \times 100$	25,64%	11,11%	19,35%
Positive Turnover	$(\text{entries during the period} / \text{workforce at beginning of period}) \times 100$	15,79%	11,76%	21,43%
Negative Turnover	$(\text{exits during the period} / \text{workforce at beginning of period}) \times 100$	10,53%	0,00%	0,00%

Table 7: Turnover at L'Insalata dell'Orto 2022-2024

Health, Safety and Wellbeing

GRI 13-19, GRI 401-2/3, GRI 403-1/2/3/4/5/7/8/9/10

We adopt a structured and proactive approach to safeguarding the Health and Safety (H&S) of our workers. An external H&S Manager has been appointed, tasked with providing mandatory and specific safety training to all new employees, with regular updates.

The cornerstone of the prevention system is the Risk Assessment Document, drawn up in compliance with Legislative Decree 81/2008 and updated in February 2019. The DVR systematically analyses a wide range of risks — physical, chemical, biological, ergonomic, psychosocial and environmental — and defines preventive and protective measures for each, with particular attention also to specific categories such as pregnant workers. Among the risks assessed are, for example, noise, vibrations, manual handling of loads, work-related stress and operational interferences.

A specific focus is given to the Interference Risk Assessment Document, issued on 24 February 2020, which identifies and manages risks arising from the simultaneous presence of multiple companies in the same workplace. The document describes the contracted activities, safety responsibilities, and the preventive and protective measures adopted, and includes coordination reports between the company and external contractors, ensuring effective management of operational interferences.

The physical and psychological wellbeing of employees is monitored through regular medical check-ups carried out by the appointed doctor and the presence of trained first-aid staff. Two anonymous reporting boxes are available, one in the office area and another in the production area, alongside the support of the HR Department.

We have adopted a structured internal communication system that ensures effective outreach to all workers, both direct and indirect. Operational, organisational and management information is shared through various channels, including company notice boards, intranet, payslips and leaflets. Regarding the assessment of work-related stress, we use targeted tools such as meetings, information sessions, classroom training and written communications, thus ensuring a constant and transparent flow of information. This approach fosters awareness, participation and active involvement of workers in matters relating to workplace H&S.

In the event of an accident, we carefully analyse the dynamics of the incident to introduce corrective actions if necessary. Although the management system is not certified, the technical documentation and practices adopted demonstrate L'Insalata dell'Orto's ongoing commitment to ensuring a safe working environment, compliant with regulations and attentive to the wellbeing of its employees.

In the 2022–2024 period, the average accident frequency rate was 19.91. No accidents occurred in the first two years, but an increase was recorded in 2024, equal to 54.51 per million hours worked. This increase is attributable to two separate incidents: a commuting accident and a hand injury sustained during manual work, linked to improper use of Personal Protective Equipment (PPE). Following the incident, we considered it appropriate to strengthen preventive measures, once again raising employee awareness of the importance of correctly using the leather gloves required for the role, in line with the Risk Assessment Document. While still below the alert threshold in many sectors, the 2024 figure highlights the importance of analysing the causes of the increase and further reinforcing preventive measures. No cases of occupational disease were recorded during the three-year period.

Year	Hours worked	Accidents ⁸	Number of days of work lost	Annual frequency rate ⁹	Three-year average frequency rate ⁹
2024	36.692	2	58	54,51	19,91
2023	32.998	0	0	0	
2022	30.713	0	0	0	

Table 8: Hours worked, accidents, days lost and accident frequency rate in the 2022–2024 three-year period

From 2022 to 2024, no parental leave requests were made or taken by employees of L’Insalata dell’Orto. In any case, in full compliance with the provisions of the National Collective Labour Agreement for the Fruit and Vegetable and Citrus sector and current legislation, we guarantee access to all social protection measures provided for workers, regardless of contract type, whether full-time or part-time.

These include:

- Parental leave, guaranteed within the limits and conditions provided by law.
- Compulsory insurance cover against accidents and occupational diseases through INAIL, with job security for up to 180 days and progressive economic treatment.
- Regular pension contributions and participation in supplementary pension schemes and integrated healthcare assistance, through the bilateral bodies provided for by the contract.

⁸ Over the three-year period, there were no cases of fatalities or work-related accidents with serious consequences among the company’s employees; all recorded accidents therefore fall outside these categories.

⁹ The three-year average frequency rate is calculated using a weighted average based on hours worked.

¹⁰ The recordable work-related accident rate = (Number of recordable work-related accidents/Number of hours worked) × 1,000,000

Equal Opportunities and Non-Discrimination as Core Values

GRI 3-3, GRI 405-1, GRI 406-1

We actively promote a fair, inclusive and respectful working environment, basing our company culture on the principles of equal opportunities and non-discrimination. In the three-year period 2022–2024, no cases of discrimination, harassment or rights violations related to gender, age, ethnicity, religion or other personal factors were reported.

For 2023–2024, we employed one member of staff belonging to a vulnerable category. The BoD is currently composed equally of two women and two men, reflecting gender balance also at the highest levels. However, our governance is distinguished by strong female leadership: the Chief Executive Officer, the General Manager and the Head of Marketing and Communication are all women, testifying to our concrete commitment to recognising and enhancing female talent and skills.

In addition, our HR management policies include training, engagement and active listening initiatives for all staff, including cooperative workers.

Naturland Certification

The **Naturland** certification, originally developed as a standard for organic farming, is distinguished by an integrated approach that also includes **rigorous social and ethical requirements** recognised at international level.

In addition to environmental and production aspects, Naturland requires a **detailed social checklist** covering issues such as **non-discrimination, H&S at work, contractual conditions and respect for human rights**. In the case of L'Insalata dell'Orto, the company has voluntarily chosen to **extend the social audit to all staff**, not only to those directly involved in the certified production line. This serves as a useful tool for monitoring and improving its ethical and social performance. The approach also includes cooperative workers involved in production and logistics processes, who are audited against Naturland standards.

During the social inspection required by the Naturland certification, numerous aspects relating to social responsibility are verified, in line with **standards that go beyond the minimum European requirements**. The audit includes interviews with employees and managers, full access to company documentation, and checks on contractual compliance and social security coverage for all workers. Compliance with working hours and pay in relation to the national collective contract is also assessed.

Particular attention is paid to H&S at work, with checks on documentation, training, protective equipment and working conditions. The inspection also verifies the absence of discrimination, child labour or forced labour, and the existence of grievance procedures that are accessible, transparent and anonymous. This reflects our company's commitment to a model of organic farming that goes beyond environmental aspects and integrates **rigorous social standards**, in line with the founding principles of Naturland.



06.

Commitment to Clients, Suppliers and Partnerships

A SHARED IMPACT

Quality and Food Safety

GRI 2-25, GRI 3-3, GRI 416-1/2, GRI 417-2, GRI 13-10.5

For L'Insalata dell'Orto, this choice is part of a broader vision, in which quality and safety are not merely regulatory requirements but founding values that guide every business decision. The goal is to offer safe, fresh and reliable products, building trust day after day and consolidating the company's reputation as a synonym for transparency, sustainability and responsibility.

With this spirit, we work to prevent any possible non-compliance, constantly investing in the improvement of our food safety management system and promoting a culture of quality that extends across every stage of the supply chain, from field to table.

This commitment translates into a systemic and integrated approach, built on five operational pillars of quality and food safety:

- 1 | Assessment of Impacts on Consumer H&S**
We have identified 9 product categories, each of which has undergone a full (100%) assessment of H&S impacts. This proactive approach allows for the targeted management of risks specific to each type of product, throughout its life cycle.
- 2 | Adoption of International Standards and Certifications**
We maintain the most rigorous certifications in the sector (as detailed in Chapter 3), which confirm the robustness of our management system and compliance with safe and socially responsible agricultural practices.
- 3 | Strategic Supplier Selection and Management**
We build long-term relationships with selected suppliers, based on dialogue, transparency and respect. Suppliers of raw materials are required to adhere to our Social and Ethical Responsibility Charter and to hold specific certifications. Each supply is subject to a thorough risk analysis (including contamination by allergens, GMOs, foreign bodies, microbiological, chemical and food fraud risks) for both raw materials and primary packaging. Strategic suppliers are regularly monitored through audits and inspections, which also cover environmental and workplace safety aspects.
- 4 | Rigorous Internal Controls and Prevention of Non-Conformities**
We apply strict hygiene and safety standards, with constant checks on facilities and infrastructure. Periodic audits, both internal and external, allow us to promptly identify and correct any issues. This system is supported by a quality manual and operating protocols that ensure consistency and traceability.
- 5 | Monitoring and Performance Indicators**
The effectiveness of our supplier management system is reflected in continuous and rigorous control across the entire supply chain. Through structured monitoring and the analysis of key indicators, L'Insalata dell'Orto guarantees high standards of quality and safety. This approach enables the timely identification of critical issues and the activation of targeted corrective actions.

Our daily commitment translates into tangible results, as shown by the data on complaints and non-conformities, which represent an important indicator of the reliability of our supply chain. We adopt a structured and proactive approach to risk management, ensuring regulatory compliance, food safety and the protection of all *stakeholders*, through an internal control system that constantly monitors production and distribution processes.

In the 2022–2024 period, with over 187 million units sold, the incidence of non-conformities¹¹ with potential impacts on consumer H&S (GRI 416-2) remained extremely low. Specifically, the rate of non-conformities per million units was kept at the following levels:

- **0,17 in 2022**
- **0,27 in 2023**
- **0,23 in 2024**

As for non-conformities relating to labelling and product information, no sanctions were recorded over the three-year period. Formal notices from the authorities were progressively reduced, from 26 in 2022 to 13 in 2024. Any internal non-conformities are identified and corrected before products leave the plant and are therefore not accounted for.

We also managed several complaints from customers, mainly linked to printing errors or missing labels, often attributable to language or formatting issues. Reports were dealt with promptly according to company procedures.

These results confirm the effectiveness of the controls in place and our continuous commitment to ensuring the highest product quality, in full compliance with current regulations and in the interests of consumer health protection.

Supplier Relationships: A Value Chain

GRI 3-3, GRI 13-23, GRI 414-1

We consider our relationship with suppliers a strategic element to ensure quality, safety and responsibility throughout the value chain. For this reason, we promote solid and transparent partnerships based on mutual trust, collaboration and continuous improvement, in line with our Food Quality and Safety Policy.

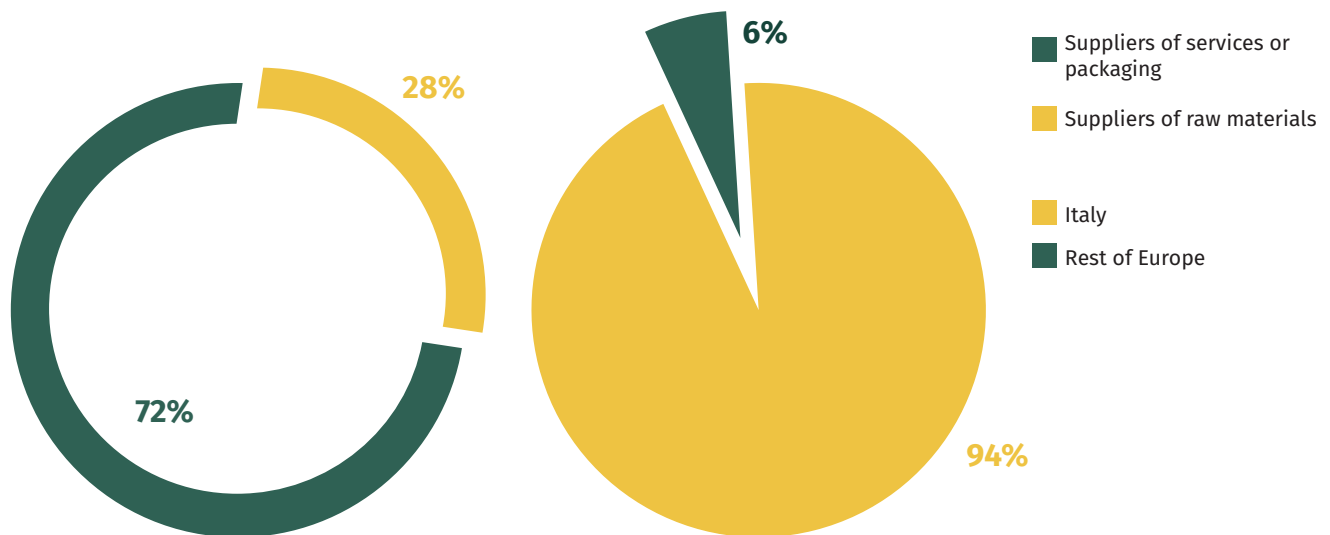
To support these principles, a structured procedure has been adopted for supplier management, clearly defining the methods for selection, qualification, monitoring and, if necessary, revocation. The process is coordinated by the Purchasing Department, in collaboration with the relevant company functions, and applies to suppliers of fresh produce, finished products, packaging materials, sanitation services, maintenance, transport and laboratory analysis.

Selection takes place in response to market or production needs and is based on objective criteria: product availability and quality, economic conditions and the results of trial supplies. Qualification is subject to a risk assessment that considers potential hazards (allergens, GMOs, contamination, food fraud) and the verification of technical documentation and certifications (GLOBALG.A.P., BRC, IFS, GRASP). Specific declarations are also required on allergens, origin, cultivation method and suitability for food contact.

¹¹ *Non-conformity rate = (Number of NC cases / Number of units sold) × 1,000,000*

In 2024, **56% of newly qualified suppliers held GRASP certification**, the GLOBALG.A.P. module that attests to compliance with social practices and ethical working conditions in farms. This figure confirms the shared commitment towards responsible production.

Considering the entire pool of active suppliers, 72% are **vegetable raw material** suppliers, while the remaining 28% concern packaging materials and ancillary services. In addition, **94% of total suppliers are Italian**, reflecting the company's commitment to enhancing the local area and shortening the supply chain.



Framework Agreements are signed with key suppliers, defining legal and quality parameters. Where necessary, on-site audits are carried out to verify compliance with good manufacturing practices, traceability and Hazard Analysis and Critical Control Points (HACCP) protocols. **All suppliers are also required to adhere to principles of social and ethical responsibility, including the exclusion of child and forced labour, workplace safety, equal treatment and compliance with collective agreements.**

Once qualified, suppliers are subject to continuous monitoring: quality checks on raw materials, rotating analytical monitoring, and documentary updates at least every three years. Suppliers are classified as *qualified*, *under evaluation* or *occasional*, and their reliability is also assessed in terms of food fraud prevention, with a risk classification system (A, B, C) based on criteria of severity, probability and detectability.

Protection of Human Rights and Working Conditions Along the Value Chain

GRI 2-23/24/26, GRI 3-3, GRI 13-16/17/23, GRI 408-1, GRI 409-1

We recognise respect for human rights as a fundamental and non-negotiable principle of our business. **We are committed to ensuring decent, safe and inclusive working conditions for all workers, both within the company and across the entire value chain.** In the 2022–2024 period, no cases of forced, compulsory or child labour, nor any other violations of fundamental rights, were identified.

We maintain a **close and transparent relationship with our suppliers**, promoting dialogue and direct knowledge of the realities with which we collaborate, with the goal of building a virtuous supply chain based on respect for human rights and shared responsibility. In this context, the **collaboration with the OP La Magliolina** represents a strength, thanks to the sharing of common values and ongoing dialogue focused on social and environmental sustainability.

We adopt a preventive and responsible approach, equipping ourselves with concrete tools to identify and manage any critical issues. Among these is an **anonymous reporting system accessible to all personnel, including cooperative workers**. To facilitate reporting, we have set up two physical boxes – one in the production area and one in the office area – as well as the possibility of communicating directly with Management via meetings, telephone or e-mail. Reports received are assessed by Management, which instructs the Quality Assurance (QA) department to initiate, where necessary, the most appropriate corrective or preventive actions, in full respect of confidentiality, attentive listening and continuous improvement.

Aware of the critical issues affecting the agricultural sector, such as illegal gangmastering and labour exploitation, we extend our commitment upstream in the supply chain. To this end, we have drafted and shared with our suppliers a **Letter on Social and Ethical Responsibility**, which requires compliance with key labour rights across the entire fruit and vegetable supply chain. By signing the letter, suppliers commit not to employ child or forced labour, to comply with H&S regulations (Legislative Decree 81/2008 and 106/2009), to ensure non-discrimination, respect for collective agreements, and correct management of wages and worker documentation, including that of foreign workers. In addition, they are required to support trade union representation and to extend these responsibilities to their own agricultural subcontractors, in line with a cascading responsibility approach.

We also promote the adoption of **voluntary certifications** such as **GRASP (GLOBAL G.A.P. Risk Assessment on Social Practice)**, which assess social practices within companies, with particular attention to workers' rights, freedom of association, contractual conditions and protection against abuse and exploitation.

Particular attention is given to workers from external companies and cooperatives operating within or in relation to our activities. The *Interference Risk Assessment Document (DUVRI)* sets out coordination and shared training measures with suppliers to ensure that their workers are also informed and protected against potential risks. The *Risk Assessment Document (DVR)* integrates these aspects, confirming an extended approach to safety and prevention.

Through the *Quality Manual* and related protocols, we exercise active oversight of the activities carried out by cooperatives providing labour and logistics services, monitoring complaints, non-conformities and the effectiveness of operator training. Training in safety, hygiene and quality is guaranteed for all our personnel, regardless of contractual status, while the Chief Executive Officer fosters collective commitment through direct involvement and internal communication.

This integrated approach reflects our determination to extend ethical principles and protections beyond company boundaries, contributing to the creation of a more just, transparent and respectful agricultural supply chain that safeguards the dignity of every worker.



07.

Methodological Note

GRI 2-1/2/3/4/5

In the spirit of transparency, L'Insalata dell'Orto's Sustainability Report provides *stakeholders* with a clear and comprehensive overview of the company's activities, strategies, performance and results achieved.

The document reflects our company's ongoing commitment to responsible economic growth and the sustainable development of its business, in line with stakeholder expectations and aimed at the continuous improvement of the environmental and social impacts generated by its activities.

The Report has been prepared in accordance with the *GRI Standards* (Global Reporting Initiative Sustainability Standards), published in 2021 by the Global Reporting Initiative (GRI), the independent body that defines guidelines for non-financial reporting. Where possible and deemed relevant, reference has also been made to GRI 13 – *Agriculture, Forestry and Fishing* to integrate additional information useful for understanding impacts. The detailed list of reported indicators is available in the "GRI Content Index" section, which enables clear identification of the information disclosed in compliance with the standards.

This Sustainability Report covers results for the **financial year 2024 (1 January – 31 December)**, encompassing the economic, social and environmental dimensions, in line with the financial statements.

The **reporting boundary** covers only L'Insalata dell'Orto S.r.l., whose registered and operating office is at Via Giare 144/A, Mira (Venice). It includes all activities managed directly by the company during the year. Any other business entities attributable to the same owners are excluded from the boundary, as they are not part of the company's legal structure.

To maximise the reliability of the data and information in the Report, we have prioritised directly measurable figures, keeping the use of estimates to a minimum. Where estimates were necessary, available methodologies were applied to ensure consistency, transparency and robustness in reporting. In some areas where estimates were used (for example, well water abstraction), a monitoring system has been put in place so that precise figures can be disclosed in future reporting periods. Where available, comparisons with previous years have been included, in line with the GRI Standards' principle of comparability.

In accordance with the principle of materiality, the contents reported were defined by the company based on an analysis that identified the most significant impacts and topics for the company and its *stakeholders*.

The 2024 Sustainability Report of L'Insalata dell'Orto S.r.l. was published in October 2025 and is available on the company website (www.linsalatadellorto.it) under "Sustainability Report". For further information or to share comments on this document, please write to info@linsalatadellorto.it.

08.

GRI Content Index

Statement of Use	L'Insalata dell'Orto S.r.l. has reported in accordance with the GRI Standards for the period 1 January 2024 – 31 December 2024.		
GRI 1 Used	GRI 1: Foundation 2021		
Applicable GRI Sector Standard	GRI 13 - Agriculture, Forestry and Fishing 2022		
GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organisational details	1 A Company with Solid Roots	
		7 Methodological note	
	2-2 Entities included in the organisation's sustainability reporting	7 Methodological note	
	2-3 Reporting period, frequency and contact point	7 Methodological note	
	2-4 Restatements of information	7 Methodological note	
	2-5 External assurance	7 Methodological note	External assurance not provided
	2-6 Activities, value chain and other business relationships	1 Products and value chain	
	2-7 Employees	5 Employment, growth and turnover	
	2-8 Workers who are not employees	5 Employment, growth and turnover	
	2-9 Governance structure and composition	3 Strength and transparency	
		Annex – Table	
	2-10 Nomination and selection of the highest governance body	3 Strength and transparency	
	2-11 Chair of the highest governance body	3 Strength and transparency	

GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 2: GENERAL DISCLOSURES 2021	2-12 Role of the highest governance body in overseeing the management of impacts	3 Strength and transparency	
	2-13 Delegation of responsibility for managing impacts	3 Strength and transparency	
	2-14 Role of the highest governance body in sustainability reporting	3 Strength and transparency	
	2-15 Conflicts of interest	3 Strength and transparency	
	2-16 Communication of critical concerns	3 Strength and transparency	
	2-17 Collective knowledge of the highest governance body	3 Strength and transparency	
	2-18 Evaluation of the performance of the highest governance body	3 Strength and transparency	
	2-19 Remuneration policies		Omission due to confidentiality
	2-20 Process for determining remuneration		Omission due to confidentiality
	2-21 Annual total compensation ratio		Omission due to confidentiality
	2-22 Statement on sustainable development strategy	Letter to <i>stakeholders</i>	
		2 Our sustainability objectives and the 2030 Agenda (SDGs)	
	2-23 Policy commitments	3 Strength and transparency	
		6 Protection of human rights and working conditions along the value chain	

GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 2: GENERAL DISCLOSURES 2021	2-24 Embedding policy commitments	3 Strength and transparency	
		6 Protection of human rights and working conditions along the value chain	
	2-25 Processes to remediate negative impacts	2 Our sustainability objectives and the 2030 Agenda (SDGs)	
		6 Food quality and safety	
	2-26 Mechanisms for seeking advice and raising concerns	3 Strength and transparency	
		5 Health, safety and wellbeing	
		6 Protection of human rights and working conditions along the value chain	
	2-27 Compliance with laws and regulations	3 Anti-corruption and integrity	
	2-28 Membership of associations	-	No memberships of associations identified
	2-29 Approach to stakeholder engagement	2 Mapping and engagement of our <i>stakeholders</i>	
	2-30 Collective bargaining agreements	5 Employment, growth and turnover	
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	2 Materiality analysis: material topics and priority impacts	
	3-2 List of material topics	2 Materiality analysis: material topics and priority impacts	
	3-3 Management of material topics	2 Materiality analysis: material topics and priority impacts	The GRI Disclosure 3-3 is addressed across all chapters of this Report.
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	3 Economic aspects in terms of responsibility	

GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 205: ANTI-CORRUPTION 2016	205-3 Confirmed incidents of corruption and actions taken	3 Anti-corruption and integrity	
GRI 302: ENERGY 2016	302-1 Energy consumption within the organisation	4 Our concrete commitment to the environment	
GRI 303: WATER AND EFFLUENTS 2018	303-3 Water withdrawal	4 Our concrete commitment to the environment	
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	4 Our concrete commitment to the environment	
	305-2 Energy indirect (Scope 2) GHG emissions	4 Our concrete commitment to the environment	
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	4 Our concrete commitment to the environment	
	306-2 Management of significant waste-related impacts	4 Our concrete commitment to the environment	
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	5 Employment, growth and turnover	
	401-2 Benefits provided to full-time employees not provided to temporary or part-time employees	5 Health, safety and well-being	
	401-3 Parental leave	5 Health, safety and well-being	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	5 Health, safety and well-being	
	403-2 Hazard identification, risk assessment, and incident investigation	5 Health, safety and well-being	
	403-3 Occupational health services	5 Health, safety and well-being	

GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 403: SALUTE E SICUREZZA SUL LAVORO 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	5 Health, safety and well-being	
	403-5 Worker training on occupational health and safety	5 Health, safety and well-being	
	403-6 Promotion of worker health	5 Health, safety and well-being	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5 Health, safety and well-being	
	403-8 Workers covered by an occupational health and safety management system	5 Health, safety and well-being	
	403-9 Work-related injuries	5 Health, safety and well-being	
	403-10 Work-related ill health	5 Health, safety and well-being	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity in governance bodies and among employees	5 Equal opportunities and non- discrimination as intrinsic values	
GRI 406: NON- DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	5 Equal opportunities and non- discrimination as intrinsic values	
GRI 408: CHILD LABOUR 2016	408-1 Operations and suppliers at significant risk of incidents of child labour	6 Protection of human rights and working conditions along the value chain	
GRI 409: FORCED OR COMPULSORY LABOUR 2016	409-1 Operations and suppliers at significant risk of incidents of forced or compulsory labour	6 Protection of human rights and working conditions along the value chain	

GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	6 Supplier relations: a value chain	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	6 Food quality and safety	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	6 Food quality and safety	
GRI 417: MARKETING AND LABELLING 2016	417-2 Incidents of non-compliance concerning product and service information and labelling	6 Food quality and safety	
GRI 13: AGRICULTURE, AQUACULTURE AND FISHING SECTORS 2022	13.10 Food safety	6 Food quality and safety	
		Annex Tables	
	13.16 Forced or compulsory labour	6 Protection of human rights and working conditions along the value chain	
	13.17 Child labour	6 Protection of human rights and working conditions along the value chain	
	13.19 Occupational health and safety	5 Health, safety and wellbeing	
	13.23 Traceability in the supply chain	6 Supplier relations: a value chain	
		6 Protection of human rights and working conditions along the value chain	

Annex 1: Tables

Composition of governance bodies (BoD) by age group and gender, in the three-year period ¹²	Age group: <30			Age group: 30 - 50			Age group: >50		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
n	0	0	0	0	1	1	2	1	3
%	0%	0%	0%	0%	100%	100%	67%	33%	100%

Table 9: Composition of the BoD by age and gender in the three-year period – GRI 405-1

Total number of employees by type of contract (open-ended and fixed-term), by gender									
Type of contract	2024			2023			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Open-ended	9	6	15	10	5	15	10	4	14
Fixed-term	1	4	5	0	4	4	0	3	3
Total	10	10	20	10	9	19	10	7	17

Table 10: Total number of employees by contract type and gender – GRI 2-7

Total number of employees by working time arrangement (full-time and part-time), by gender									
Type of employment	2024			2023			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	10	8	18	10	8	18	10	7	17
Part-time	0	2	2	0	1	1	0	0	0
Total	10	10	20	10	9	19	10	7	17

Table 11: Total number of employees by working time arrangement and gender – GRI 2-7

Total number of employees by employment category (executives, managers, employees, and workers), by gender									
Employment category	2024			2023			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	0	0	0	0	0	0	0	0	0
Managers	0	0	0	0	0	0	0	0	0
Employees	5	9	14	5	8	13	5	7	12
Workers	5	1	6	5	1	6	5	0	5
Total	10	10	20	10	9	19	10	7	17

Table 12: Total number of employees by category and gender – GRI 2-7

¹² The table is not broken down by year as the data is the same across 2022-2024.

Water Withdrawal	UoM	2024	2023	2022
Surface water	ML	0	0	0
Groundwater ¹³	ML	108,00	108,00	108,00
Seawater	ML	0	0	0
Produced water	ML	0	0	0
Third-party water	ML	32,85	29,57	26,88
Total	ML	140,85	137,56	134,88

Table 13: Water withdrawal in the three-year period – GRI 303-3

Waste Generated	UoM	2024
Wooden packaging	t	28,54
Paper and cardboard	t	98,04
Mixed packaging	t	62,29
Recyclable plastic	t	47,44
Non-recyclable plastic	t	73,29
Decommissioned equipment	t	1,09
Decommissioned equipment containing hazardous components	t	0,288
Aqueous liquid waste containing hazardous substances	t	2,06
Mixed municipal waste	t	6,59
Processing waste	t	236,51
Total	t	556,14

Table 14: Waste generated in the three-year period – GRI 306-3

New Hires									
Age group:	2024			2023			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years old	1	1	2	0	2	2	0	2	2
30 - 50 years old	0	1	1	0	0	0	0	0	0
>50 years old	0	0	0	0	0	0	1	0	1
Total	1	2	3	0	2	2	1	2	3

Table 15: New hires in the three-year period – GRI 401-1

¹³ Groundwater: estimated data.

New Suppliers			
	2024	2023	2022
Total new suppliers	27	44	11
New suppliers assessed using social criteria	15	24	6
% of new suppliers assessed using social criteria	56%	55%	55%

Table 16: New suppliers in the three-year period – GRI 414-1

Cases of Non-Conformities (regarding potential impacts on consumer health and safety)			
	2024	2023	2022
Number of cases of non-conformity with regulations regarding impacts on the health and safety of products and services that resulted in a fine or penalty	1	0	0
Number of cases of non-conformity with regulations regarding impacts on the health and safety of products and services that resulted in a warning	11	11	9
Number of cases of non-conformity with voluntary codes regarding impacts on the health and safety of products and services	3	6	1

Table 17: Cases of product non-conformities regarding potential impacts on consumer health and safety – GRI 416-2

Cases of Non-Conformities (in product information and labelling)			
	2024	2023	2022
Number of cases of non-conformity with regulations and/or self-regulation codes on product and service information and labelling that resulted in a fine or penalty	0	0	0
Number of cases of non-conformity with regulations that resulted in a warning ¹⁴	13	17	26
Number of cases of non-conformity with self-regulation codes ¹⁵	0	0	0

Table 18: Cases of non-conformity in product information and labelling – GRI 417-2

¹⁴ Warning refers to a customer complaint.

¹⁵ The number of cases of non-conformity with self-regulation codes is zero for the three-year period because the company intercepts internal non-conformities before shipment, resolving them promptly and not currently proceeding with registration.

Annex 2: Coefficients

Conversion Factors

Conversion Factor						Source		
			2024	2023	2022	2024	2023	2022
Diesel	Density	l/t	1204	1205	1189	DEFRA 2024	DEFRA 2023	DEFRA 2022
	Lower calorific value	GJ/t	43,03	43,04	42,88	DEFRA 2024	DEFRA 2023	DEFRA 2022

Fattore di emissione					Fonte		
		2024	2023	2022	2024	2023	2022
Electricity (location-based)	gCO ₂ /kWh	225	225	252	European Environment Agency (EEA) 2024 (emission factors 2023)	European Environment Agency (EEA) 2023	European Environment Agency (EEA) 2022
Electricity (market-based)	gCO ₂ /kWh	441,19	500,565	457,148	Association of Issuing Bodies (AIB) 2024	Association of Issuing Bodies (AIB) 2023	Association of Issuing Bodies (AIB) 2022
Diesel	kgCO ₂ e/l	2,66	2,659	2,699	DEFRA 2024	DEFRA 2023	DEFRA 2022

Annual Report

Sustainability Report

2024

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