

PIZZA  
**RONCADIN**  
*dal 1968*

# SUSTAINABILITY **REPORT** 2021



# SUSTAINABILITY REPORT 2021



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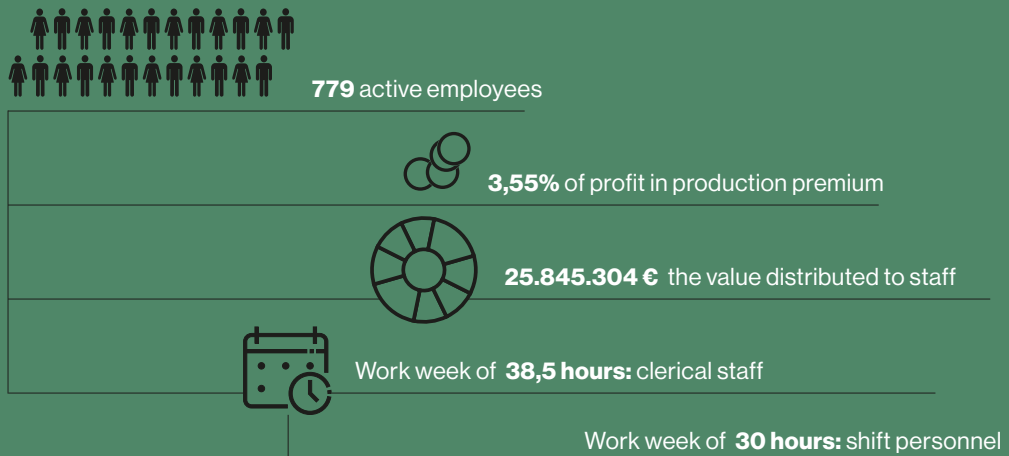


# THE COMPANY IN NUMBERS

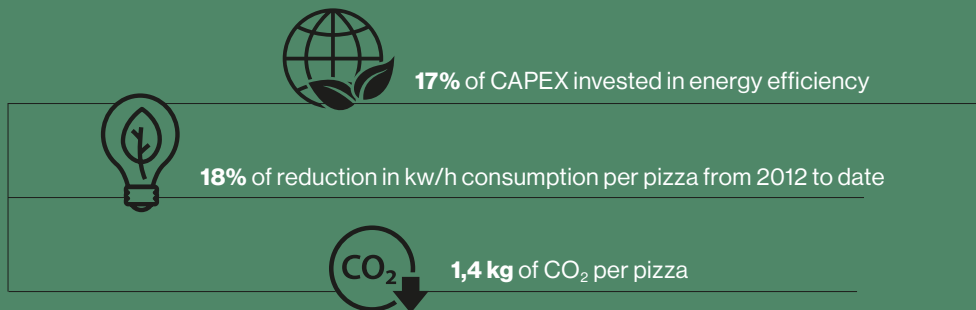
profit



people



planet





# LETTER OF THE STAKEHOLDER





**Pizza is a food full of meaning.**

It represents Italy, our desire to eat with taste and the constant **search** for the best ingredients.

But it is also sharing, a symbol of togetherness and friendship.

The simplicity of flour, kneaded with water from our mountains, tomatoes made red and sweet by the sun and mozzarella: these are ingredients that speak of us, of our land, of laughter around the table, of the **traditions** that make us proud to be Italian.

That's why we realised that the most important thing for Roncadin is **relationships**: our business model must be centred on people, relationships and enhancing the territory.

We want to be a reference point in our sector, we want to reach everywhere and create a community united around a few, simple values: **innovation, respect for the territory, constant search for goodness and quality**.

2021 was a very important year, during which we wanted to reaffirm these values.

In 2020, despite the difficulties caused by the pandemic, household consumption increased.

This positive trend has not stopped, and last year our production line allowed us to surpass the **100 million pizzas** milestone: we continuously supplied **38 countries, on four different continents**, registering an 8% increase in our production.

This means that many people have believed in us, deciding to buy our products, and **thanks to our employees we have been able to cope with this growth**.

The community of Roncadin workers is our first source of success: that is why, during the year, we have increased services for our employees, confirmed and expanded moments of dialogue and sharing, and increased projects aimed at occupational **well-being**, safety and health.

We are very grateful to our territory, to which we want to give back at least a small part of all that it has given us. By becoming a **Benefit Corporation**, we have chosen to include in our mission goals that are of common benefit, both for our local area and for our entire community, consisting of customers, workers and our entire supply chain.

Given our way of doing business and our history, this choice was a natural step for us.

The aspects we will be working on are the **development of circular economy projects, energy efficiency and sustainable procurement**, increasingly convinced that we must play our part in averting the climate crisis and the environmental impact of human beings on nature. Some goals in this respect have already been achieved: the company's facilities are, for example, powered by electricity from **100 per cent renewable sources**, including the photovoltaic plant in the factory.

In addition to this, **we will focus on job creation, labour welfare, and the enhancement of land and human capital**.

**Inclusiveness, sustainability and innovation**: these are the values that guide our production.

This has led us, during 2021, **to minimise waste**, search for new baking solutions and focus on **satisfying all our customers' food needs**.

The following impact report is an important step for Roncadin.

In fact, we have decided to take **responsibility** and constantly analyse our progress against the goals we have set ourselves, constantly looking for new goals to strive towards.

And in the meanwhile is there, for everyone, wherever there is a craving for pizza.



Dario Roncadin

# CORPORATE IDENTITY

1



**OUR PIZZA  
EVERYWHERE.**



# THE COMPANY

Roncadin was born out of the vision of a 16-year-old shop assistant who, far from his home, Friuli-Venezia Giulia, grasped a need shared by many: to find a little piece of Italy wherever you are in the world.

The same spark pervades his entire family. Thus it was that in **1992**, the plant in **Meduno** was established, where the first Roncadin pizza was produced.

While embarking on large-scale production, the family has a clear corporate identity from the outset. RONCADIN isn't an industry. Roncadin is an excellent craft workshop. An excellent pizzeria that, thanks to the meticulous care devoted to the dough, raw materials and research, brings the taste of tradition to tables worldwide.

Today, the **Roncadin Group** consists of three companies: **Roncadin S.p.A. SB** (hereinafter "Roncadin"), **Zero S.r.l.** and **Roncadin USA Inc.** in the United States.

## Roncadin SpA SB

**Friuli-Venezia Giulia** is a region in which sea, mountains and plains merge into an area rich in places to discover.

In the western part lies the **Val Meduna**, wild and characterised by the icy emerald pools of the stream of the same name.

Right here, amidst pristine forests and crystal-clear waters, lies the small village of **Meduno**, home of the **Roncadin** factory.

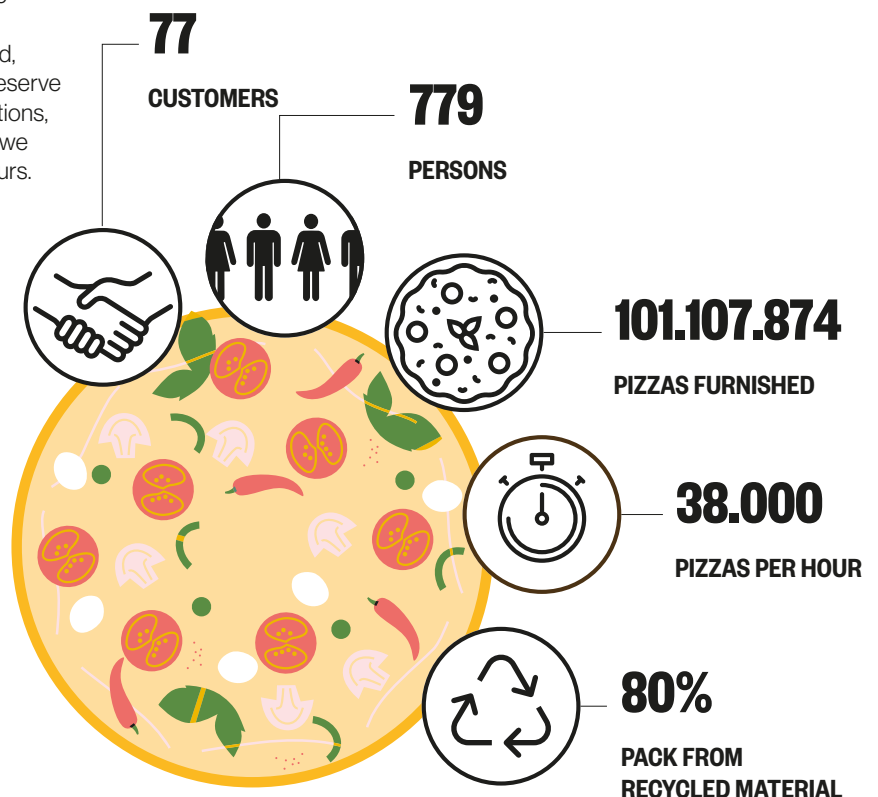
Our identity is rooted in the land, made up of nature, which we reserve at all costs, of culture and traditions, which are precious and which we share because they are also ours.

## Roncadin Usa Inc

In **2013** Roncadin landed overseas. A sales office was opened in the United States, in Chicago, Illinois.

## Zero srl

In **2022** Roncadin acquired Ada Food S.r.l., which was renamed **Zero S.r.l.**, thus opening up a new market: refrigerated counter products. More than thirty years of experience in the fresh food sector proves invaluable for the Roncadin Group, where new and promising projects are being considered.



# VISION, MISSION, VALUES



## VISION

*THINK BIG.. BUILD WITH PASSION.*

Passion and willpower: these are the characteristics that drive us to look far ahead. Thinking big. We believe that sometimes the smell of a good pizza is enough to turn a day around because pizza is never just a pizza. It becomes sharing, laughter, and pleasure.

## MISSION

*OUR PIZZA IS EVERYWHERE.*

We set no limits to taste and try to please just about everyone. We are there wherever there is a craving for pizza.

## VALUES

### 1. SHARING

*In our company all suggestions are valuable. That is why we value opinions of those around us: we know that from listening and sharing come winning ideas.*

### 2. COMPLICITY

*Sometimes a glance is enough to understand each other. This is exactly what we want for our team: it is when we are united that we give our best.*

### 3. FUN FACTS

*We are creative. We are not afraid to dare. We do not settle for the obvious. We experiment, we try new things, we are guided by instinct and a bit of imagination. Because, if there is one phrase we really don't like, it is 'we have always done it this way'. We are looking for and we will always try to surprise those who rely on our products.*

### 4. ENTHUSIASM

*The love for our work, the climate in the company, the knowledge that there will always be someone somewhere in the world that counts on us to taste a piece of Italy. For all this we get out of bed in the morning. Enthusiastic, because we know that we will do something beautiful, all together.*

### 5. PERSEVERANCE

*Nothing can stop us. We have proved it, it is not a catchphrase. We have shown this with our recent history, with the strength with which we have faced obstacles and setbacks. We proved this with our story further back in time: with a 16-year-old boy who starts out in Friuli-Venezia Giulia and, one step at a time, builds a company. Only to return and start again with new ideas. New ideas, but always the same spirit, the same tenacity. That tenacity we inherited, which we carry forward. The tenacity of those who do not give up and do not give in. Never.*

### 6. AMBITION

*Our biggest challenge is to convince even the most sceptical to try us. We are ready to rewrite the rules and unhinge commonplaces. We want to get in wherever there is a craving for pizza, to surprise with our quality and flavours.*



# HISTORY

Roncadin history tells the story of a family. A family that, starting from Friuli-Venezia Giulia, holds its values close, ready to share them with the rest of the world.

Roncadin also tells the story of a dream. A dream that, slice by slice, has become a reality. The dream of always bringing a little piece of Italy everywhere for everyone.

Fearless. Without hesitation. With a strong desire for growth and change.

1968

Our adventure begins in Germany. After leaving Friuli Venezia Giulia at the age of 16, Edoardo Roncadin decided to open a pizzeria, which he calls 'Vesuvio'.

1985

Encouraged by the enthusiasm of compatriots and the curiosity of German citizens, Edoardo Roncadin decided to take his business a step forward. The decision is natural: he returns to Italy with his wife and children. His vision can only be realised in his homeland.

1992

The Roncadin brothers are ready to take the plunge. The 'Vesuvio' pizzeria is transformed into the Plant 'Pizza e Pasta'. Here, the most innovative technologies are experimented with to produce a high-quality frozen pizza on a large scale, fragrant as tradition demands.

1995

The business continues to grow unstopably. They reach 30 million pizzas.

1999

The Roncadin Group is listed on the stock exchange.

2003

Production increases steadily and reaches the goal of 47 million pizzas.

2004

In a takeover bid, Arena Holding S.p.A. acquired the Roncadin Group.



2005

Arena Holding S.p.A. sells the Meduno plant to the Malavolta Foodinvest Pizza S.r.l. Group.

2008

The Roncadin family is back at the helm of the factory of Meduno. A significant investment plan is launched.

2009

Roncadin S.r.l. becomes the new owner.

2010

The path to becoming a 100% company begins  
**GREEN ENERGY:**  
5,416 solar panels are installed, these can produce most of the energy needs.

2011

Italian Annual Awards 2011: best product innovation - pizza

2012

Roncadin celebrates 20 years of activity (1992/2012). A great opportunity, shared with employees and their families.

2013

Production expands. The **SNACK LINE:** is inaugurated from July, calzoncelli and small pizzas are produced. Soon afterwards, the following were also introduced to the market panzerotti and pala pizzas.

**RONCADIN USA Inc.** is founded.





**2014**

A year marked outstanding achievements for the Group. Turnover reached Eur 78 million, an absolute record for Roncadin. 23 million euros are invested for the construction of new lines and for the optimisation of cogeneration plants. Roncadin ranked first in the "100% Sustainable Energy" category at Coop for Kyoto.

**2015**

The fifth line of the Meduno plant was inaugurated, which now covers an area of 22,000 square metres. 1 worker now number more than 400 and 350,000 pizzas are produced per day.

**2016**

Roncadin starts cooperation with AR S.r.l. - The Gluten Free Company. The line of pizzas is thus extended, meeting the needs of allergy and intolerance sufferers to gluten.

**2017**

**22 September** a huge fire ravaged a large part of the factory.

**26 September** Roncadin, a few days after the fire, it is ready to start again.

**26 the October** reclamation work on the complex officially began.

**3 December** the dismantling phase of the fire-damaged areas was completed.

**2018**

**12 February** the **new factory** project is ready. This is where we start to increase production further, using the latest innovations technology, safety and environmental sustainability.

**6 March** the project for the construction of the new plant.

**8 August** the seventh line of the plant is completed and about to be started up. The second one begins the phase of the reconstruction plan, which includes a series of new service buildings, will be ready by the end of 2018.

**2019**

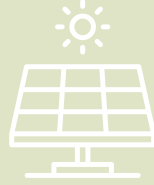
**13 February** start-up of the new production line 8.

**30 October** completion of new raw material warehouses and finished product. Start-up of the new production line 9.

**2022**

**March 2022** Roncadin acquires Ada Food s.r.l., renamed **Zero S.r.l.**, thus opening up to the market for over-the-counter products.

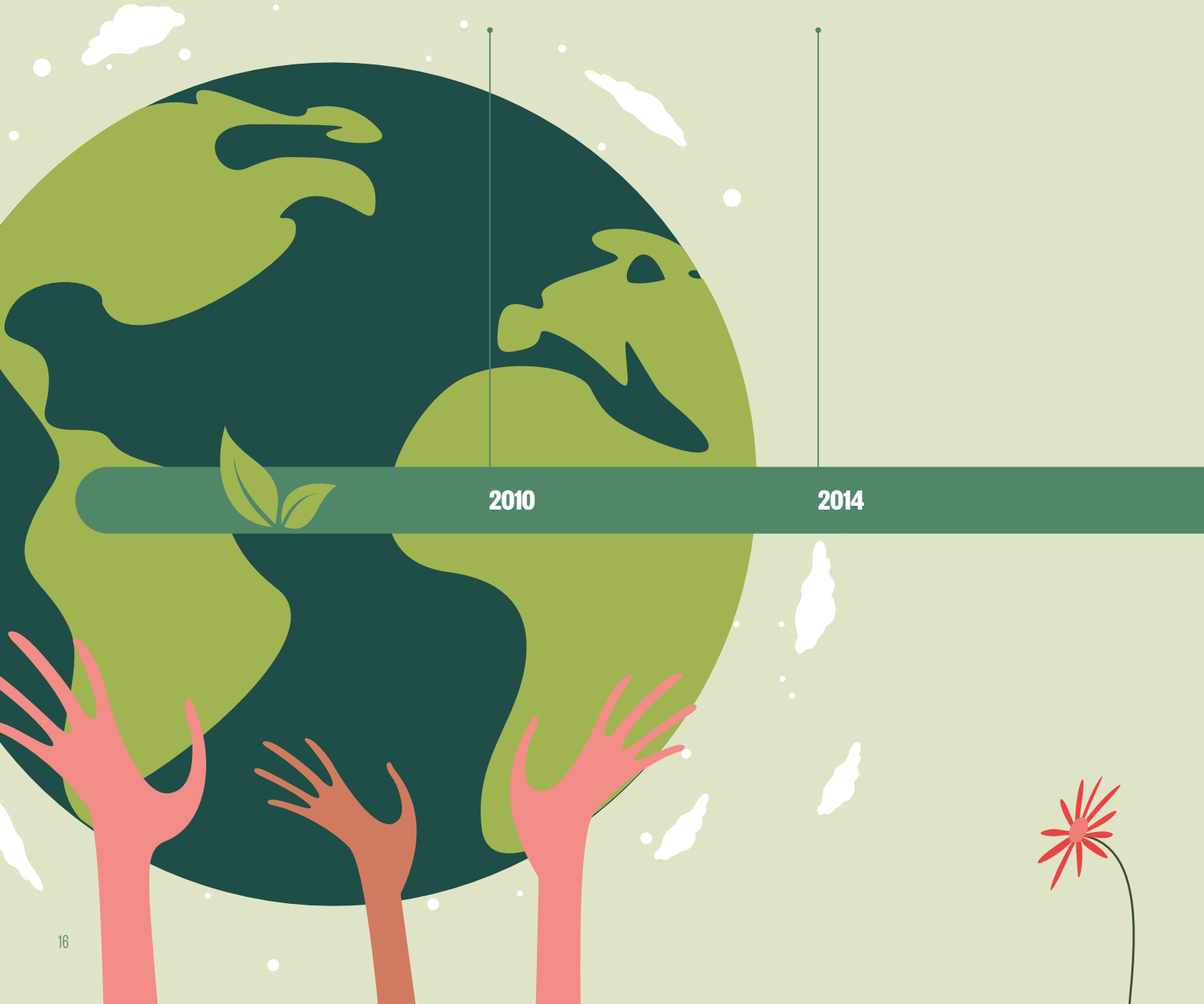
# THE PATH OF SUSTAINABILITY



We install 5416 solar panels:  
the transformation begins  
in the company  
**100% GREEN ENERGY.**



We are **the first classified**  
in the category 100% sustainable  
energy at Coop for Kyoto.



2010

2014



Construction of the **new plant begins**. It will be the engine of sustainable development of our production.



We buy the **first electric cars** companies.

We install a **new photovoltaic system** and go from 1 MWh to 1,5 MWh.

We construct the **new storage cell** of finished product.



We activate the new system to **recover wastewater** from the sewage plant.

**WE ARE BENEFIT COMPANY**

2018

2020

2021



# GOALS FOR SUSTAINABLE DEVELOPMENT

## SDGS

On **25 September 2015** the governments of the 193 member states of the United Nations signed the 2030 Agenda with the **17 Sustainable Development Goals (SDGs)** with the approval of the UN General Assembly. These goals are developed into 169 other targets to be achieved in the environmental, economic, social and institutional fields **by 2030**.

We strongly believe in this programme: in our small way, we want to be an active part of a necessary change. Necessary because everyone has the right to live in an economically sustainable world, social and environmental.

- GOAL 1.** End poverty in all its forms everywhere in the world.
- GOAL 2.** End hunger, ensure universal access to food, improve nutrition and promote sustainable agriculture.
- GOAL 3.** **Ensuring health and well-being for all, at all ages.**
- GOAL 4.** **Providing quality, equitable and inclusive education and learning opportunities for all, all the time.**
- GOAL 5.** Achieve gender equality and emancipate all women and girls.
- GOAL 6.** **Ensuring access to and sustainable management of water and sanitation for all.**
- GOAL 7.** **Ensuring universal access to cheap, reliable, sustainable and modern energy sources.**
- GOAL 8.** **To promote lasting, inclusive and sustainable economic growth, full and fulfilling employment and decent work for all.**
- GOAL 9.** **To promote lasting, inclusive and sustainable economic growth, full and fulfilling employment and decent work for all.**
- GOAL 10.** **Reducing inequalities between nations.**



- GOAL 11. Making cities and settlements inclusive, safe, durable and sustainable.
- GOAL 12. **Ensuring sustainable patterns of production and consumption.**
- GOAL 13. **Promote all necessary actions to combat climate change.**
- GOAL 14. **Safeguarding the oceans, seas and marine resources for their sustainable development.**
- GOAL 15. Safeguard and restore the balance of the Earth's ecosystem and promote the sustainable use of resources.
- GOAL 16. Promoting peaceful and inclusive societies for sustainable development.
- GOAL 17. **Reinforcing and renewing peaceful global partnerships for sustainable development.**

## OUR GOALS FOR A SUSTAINABLE FUTURE



# OUR PRODUCTS

We would not be Roncadin without our products and without the care we put into each of them. The same care we also devote to people, the environment and the economic context in which we operate.

Our research and development department started out as a true **craft workshop**. Here we meticulously study each of our products, with the same attention that has always characterised us. Because we want everyone who chooses Roncadin to feel just like in a pizzeria.

Our products are born out of listening to consumers' needs. These show us the direction to take. This is the starting point of our research, which we develop by balancing taste, quality ingredients and aesthetics. The result is a pizza with attention to the smallest detail, whose final approval is always reserved for our most important collaborator: the consumer.



## OUR LINES:



Roncadin has a clear objective: to bring a pizza with an unmistakable taste and high quality into homes worldwide.

Currently, **ExtraVoglia** is our consumers' best-known and most popular line. The **Veracemente** line, with its definite high edge and baking on lava stone, has also significantly impacted our reputation.

Our flagship product is the '**ExtraVoglia - Classica a Bordo Alto**' pizzas, part of the premium line and made exclusively in Italy, according to traditional recipes.

The pizzas born from the collaboration with chef **Renato Bosco** to date are two: the Margherita and the Parmigiana. We have decided to extend a very successful partnership to develop two new flavours, which we plan to bring into consumers' homes by 2022.

While taking care of the quality of our products is crucial for us, it is equally important to make them accessible to everyone. From this vision was born the **Per Te!** line, created with those with special dietary needs in mind. They are part of it:

**Gluten-free pizza:** for those with an allergy or intolerance or who prefer a gluten-free diet. The line is produced in a more than 2000 square metres dedicated plant located in Genoa, which was created in collaboration with AR S.r.l. - The Gluten Free Company. A flexible line capable of adapting to varying production needs in terms of format and quantity.

**Vegan pizza:** for those who want to savour the taste of tradition without consuming any components of animal origin. Because Roncadin supports anyone who cares about sustainability and ethics in their food choices.

**Wholemeal pizza:** for those seeking the taste of the classic Margherita in a highly digestible dish. Wholemeal flour is a variant on the traditional dough that makes our pizza fragrant, light and healthy, with an unmistakable rustic flavour.

# MARKETS

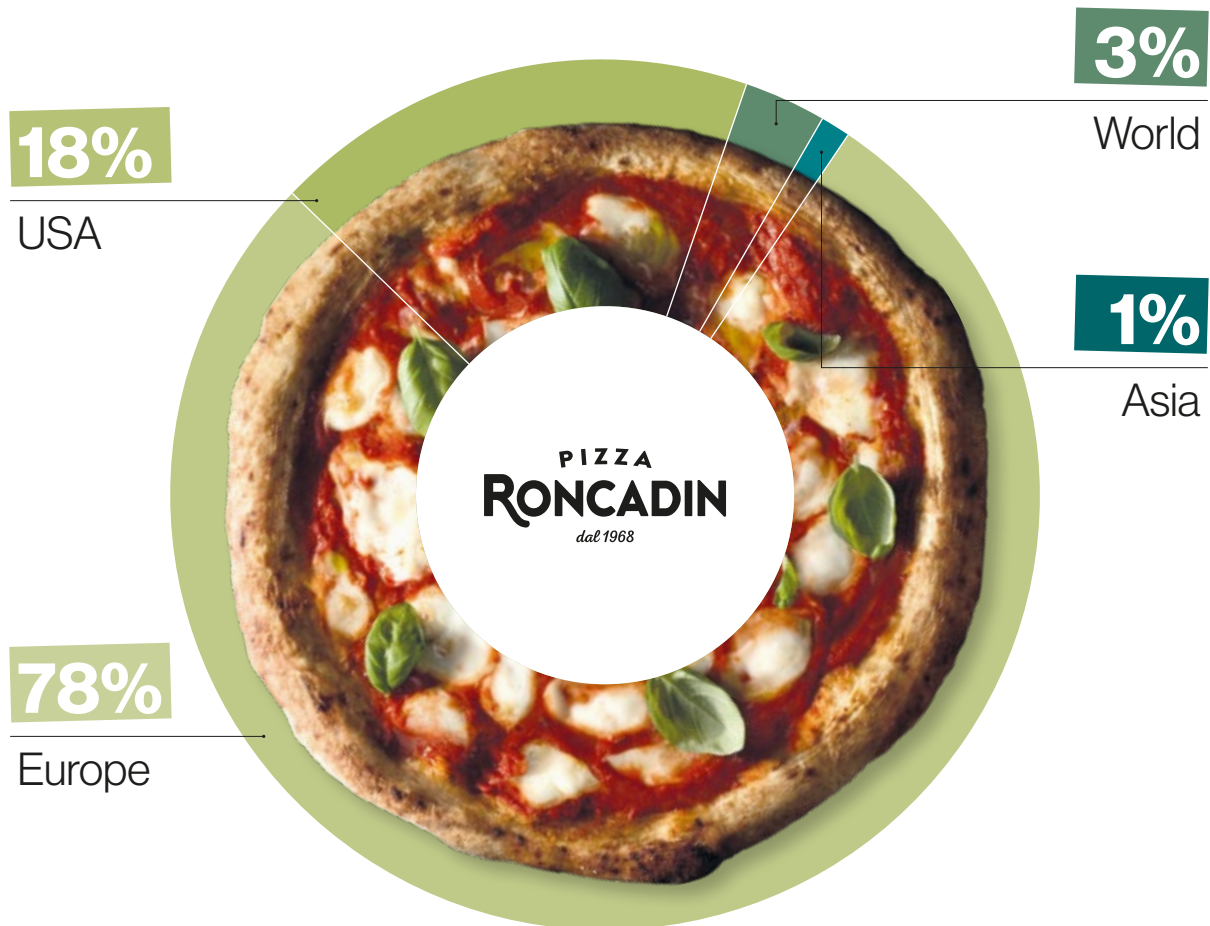
The value of our production is the result of sales in no less than **38 countries** located on four continents.

The primary market is **Europe**. Being appreciated in our country, the home of pizza fills us with pride: Italy accounts for 28% of the total turnover.

In the **United States**, we realise 18% of our sales, while England and Germany contribute more than 10% each.

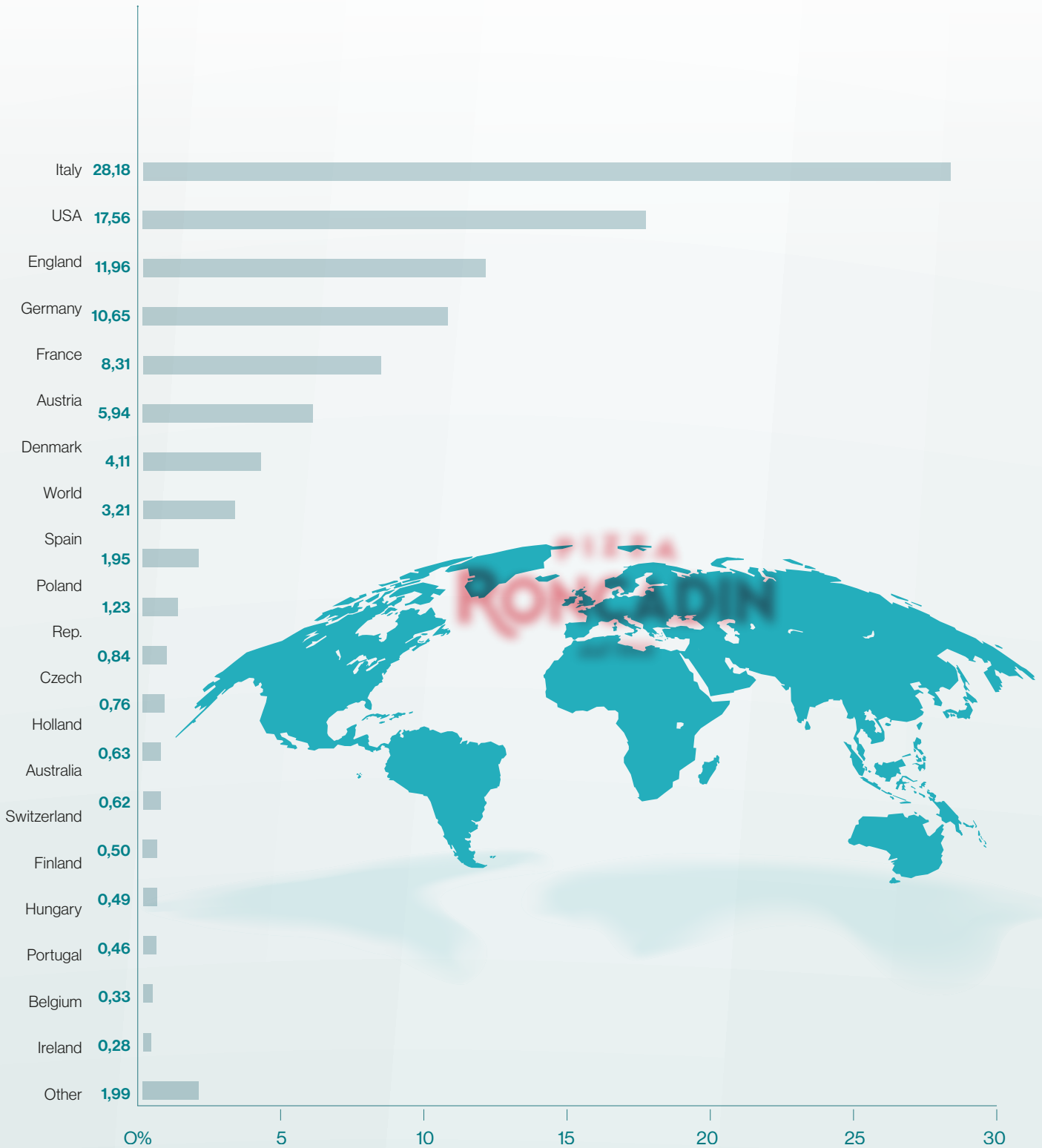
The rest of the turnover is spread over **34 countries**, thanks to widespread distribution and essential partnerships with logistics providers.

## TURNOVER DISTRIBUTION BY CONTINENT

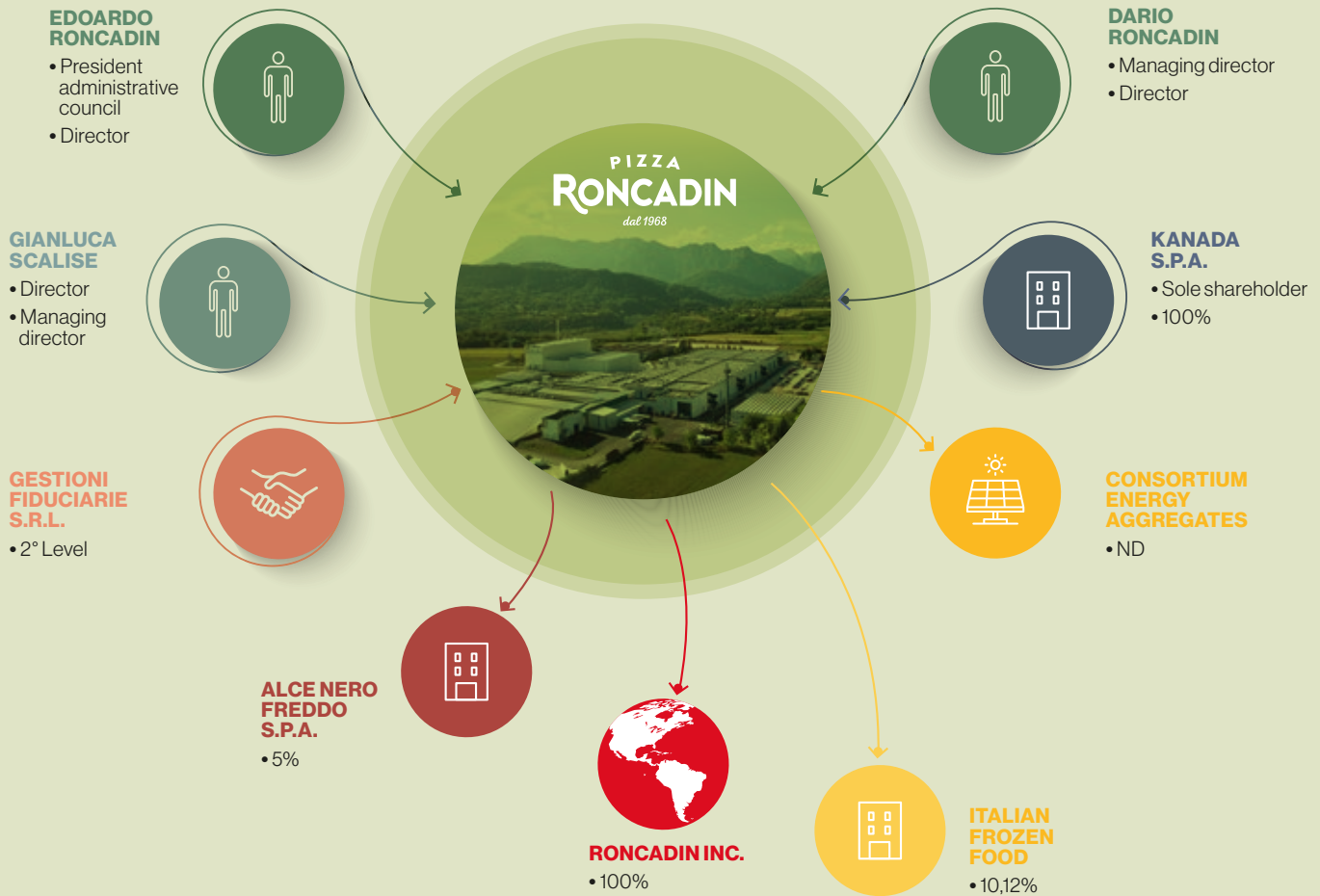




## WHERE RONCADIN PIZZA IS AT HOME



# THE ENTERPRISE GOVERNANCE COMPANY ORGANIGRAM 2021



# RONCADIN BECOMES A **BENEFIT COMPANY**

**2021** was a significant year for us. In fact, we decided to transform ourselves into a **Benefit Society**.

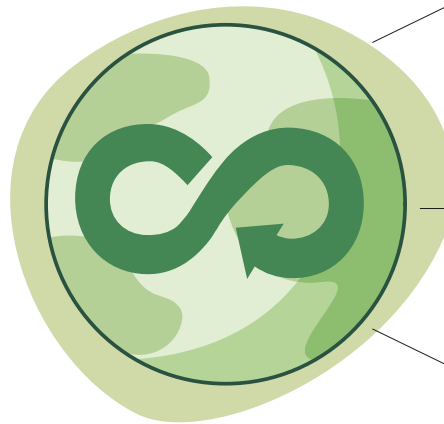
The Benefit model was introduced in Italy in 2016 and is consciously adopted by those companies that, in addition to carrying out their economic activity, also pursue one or more purposes of common benefit.

Given our history, choices, way of doing business, and focus on human resources and the territory, this choice was a natural step for us. It is a decision that represents continuity and, at the same time, a new beginning.

We have put a fixed point to focus even more on what we can give back to our territory, which has given us so much.

The areas on which we intend to focus on pursuing specific goals of common benefit are:

## Circular economy and innovation



Develop energy and production efficiency projects. This is to encourage the reduction of energy and raw material waste in the production process through research and using best practices, technologies and innovative solutions.



Increasing the use of renewable energy.



Promoting respect for the environment also through the use of supply chains, sustainable sourcing, helping to conserve ecosystems and biodiversity while respecting people's rights.

## Territorial enhancement people's well-being and employment



Promote initiatives that meet the needs of employees.



Contributing to generating value for the territory by creating new jobs.



Attracting, training and developing new talent.



Divulging and strengthening the culture of wellbeing, health and safety of people, including outside the working environment.

Our activities will be aimed at and benefit all individuals and citizens, regardless of gender, ethnicity, language, religion, political opinion, or personal and social conditions.

# GOVERNANCE STRUCTURE

We are a traditional family business. This is reflected in our system of administration and control, which consists of the following:

- **BOARD OF DIRECTORS:** Provides for the ordinary and extraordinary management of the company, defines strategic policy guidelines, assesses the adequacy of the organisational, administrative and accounting structure, and is responsible for the broadest assessment of management performance. In addition, it has the task of balancing the interest of the members with the pursuit of purposes of common benefit;
- **DELEGATED ADMINISTRATOR:** has been delegated by the board of directors to take care of the ordinary management of the company;
- **ON THE BOARD OF AUDITORS:** supervises the activities of the directors and checks that the management and administration activities are carried out following the law and the articles of association.

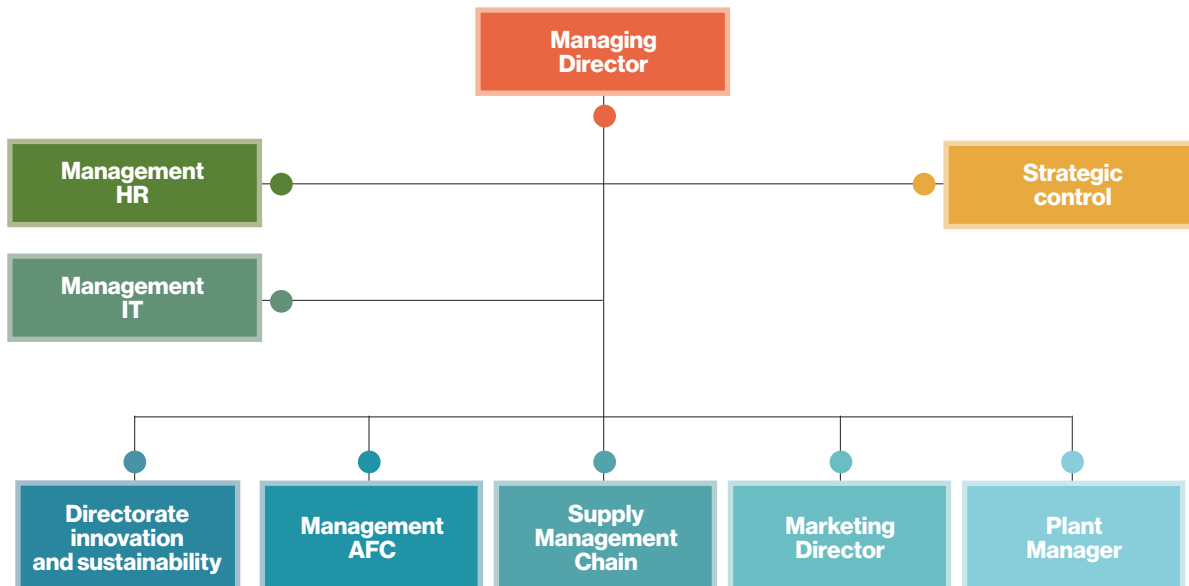
Following applicable laws, the auditing of the accounts is entrusted to an external, independent auditing company.

We adopt a M.O.G. - **Organisational and Management and Control Model**, which complies with the requirements of Law decree 231/2001, to:

- Monitor and verify the possibility of reducing the residual risks of incurring fines and disqualifications that could jeopardise ordinary operations and business continuity to the detriment of all stakeholders;
- enable management to have greater control over all areas of the company and assurance that activities are carried out in compliance with current regulations and the company's ethical principles.

The Model provided for the appointment of the Supervisory Board, with the task of monitoring the functioning, effectiveness and observance of this System document, as well as overseeing its updating.

## THE RONCADIN ORGANIGRAMME



## OUR ETHICS

We firmly believe that the company is the community that makes it up. Roncadin's well-being is the well-being of its employees, workers, suppliers, customers and territory: the best economic and commercial results are achieved for everyone and with everyone's cooperation. In full compliance with the law, within a framework of fair competition.

That is why we have a **Code of Ethics**, the first pillar on which our Organisational Model is based. Our Code of Ethics presents the guidelines and principles by which we are guided in our daily activities to support sustainable growth and affirm our identity.

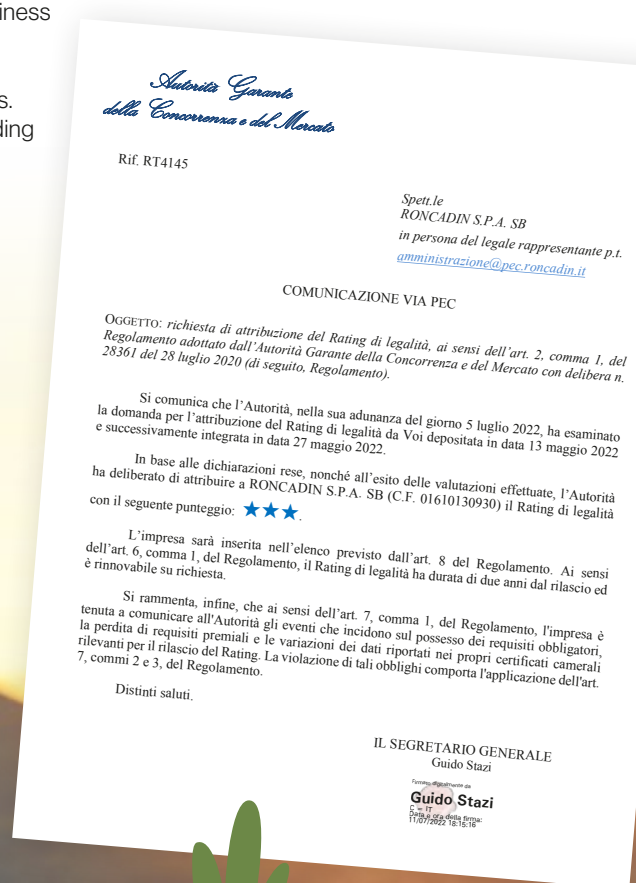
**Correctness, fairness, integrity, loyalty, transparency and professional rigour.** These are the values that drive us every day. These values drive all the people who work with us, who are committed to observing and enforcing them within the scope of their functions and responsibilities. In no way can the belief that one is acting for the company's benefit justify the adoption of conduct contrary to these principles.

This is why we adopted the **whistleblowing** system. We ask all our colleagues and collaborators to report any irregular behaviour through the appropriate internal channels. Confidential channels allow us to safeguard the confidentiality of communications. And, at the same time, to empower everyone who works with us.

In our world, the person comes first, just as the common good comes first for our economic activities. We, therefore, profess respect for all those involved in the company's business without prevarication and privileges of any kind.

The issue of environmental protection is fundamental for us. We pay close attention to the impact of our activities, including through the development of alternative energy resources.

Our commitment led us to obtain the highest Legality Rating score following the Competition and Market Authority assessment.



# STAKEHOLDER & MATERIALITY ANALYSIS

Our choices have the power to influence those around us. Likewise, we are continually influenced by their actions and needs. This report is instrumental in understanding the key actors we encounter in our business activities, i.e. our stakeholders, and the issues we care most about.

To prepare this report, we followed the following steps:



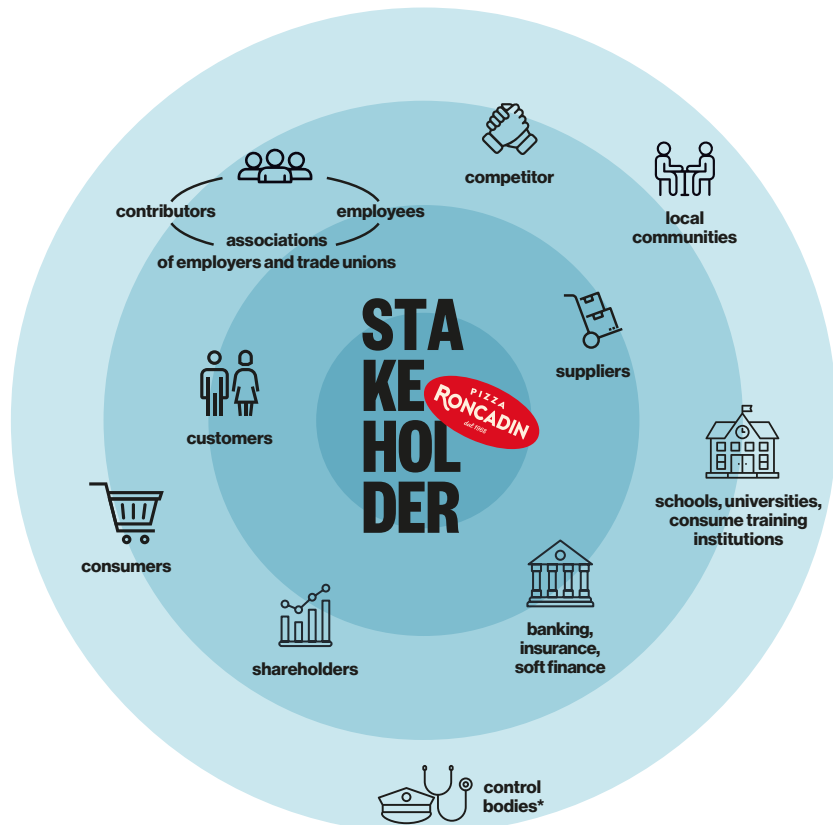
**1**  
**STAKEHOLDER MAPPING**  
identification  
of all stakeholders.



**2**  
**MATERIALITY ANALYSIS**  
determination of significant issues  
for us and our stakeholders in the economic,  
environmental and social spheres.

## OUR STAKEHOLDERS

**Stakeholder mapping** was fundamental to the drafting of the sustainability report because they have a significant impact on the life of the company. The next step was to divide the stakeholders into different categories.



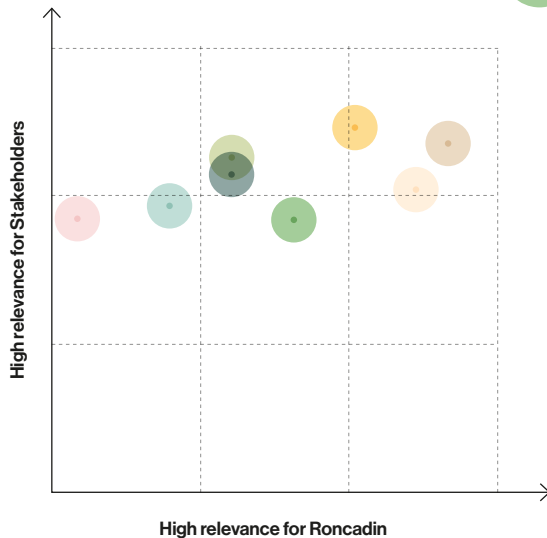
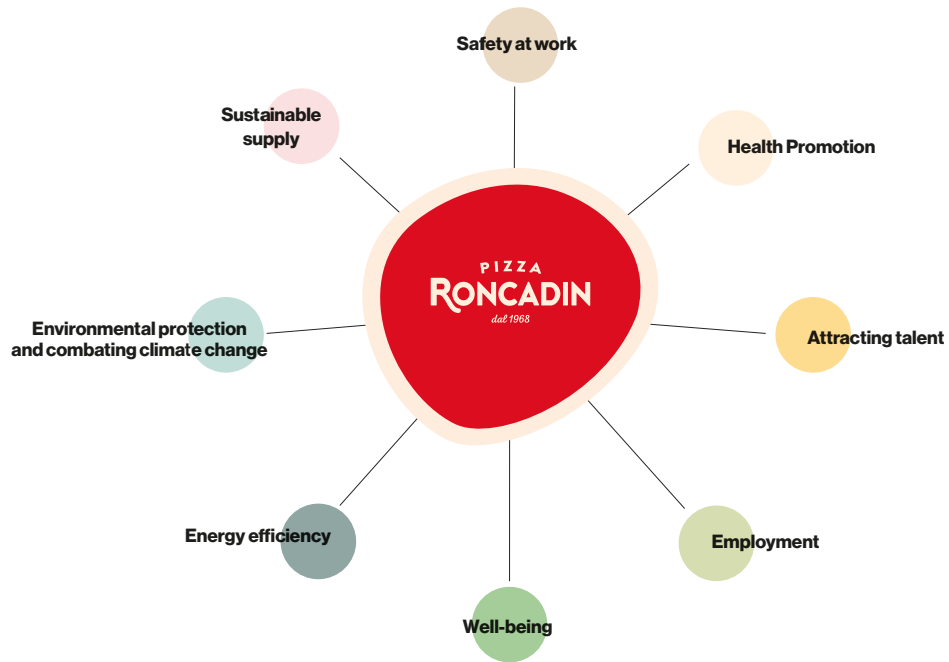
In 2020 we defined our first materiality analysis, in line with the requirements of the GRI Standards, which allows us to identify the most relevant sustainability aspects, both for our company and our stakeholders. The course developed in several stages.

We started by identifying all potential aspects, analysing:

- our company, through internal documentation, which includes, for example, the Code of Ethics;
- the food sector in general;
- other like-minded realities.

We then asked the internal functions to submit some issues to us as spokespersons for the vision of the company. Finally, we considered problems expressed by diverse stakeholders outside the company. This has allowed us to identify our strategic priorities in the social and environmental fields in line with our business strategy.

**THE THEMES THAT EMERGED ARE:**







# THE INTEGRATED RONCADIN

Our **business model** has always reflected our values. Because Roncadin is founded on a solid principle of respect: for people, the environment, and the market.

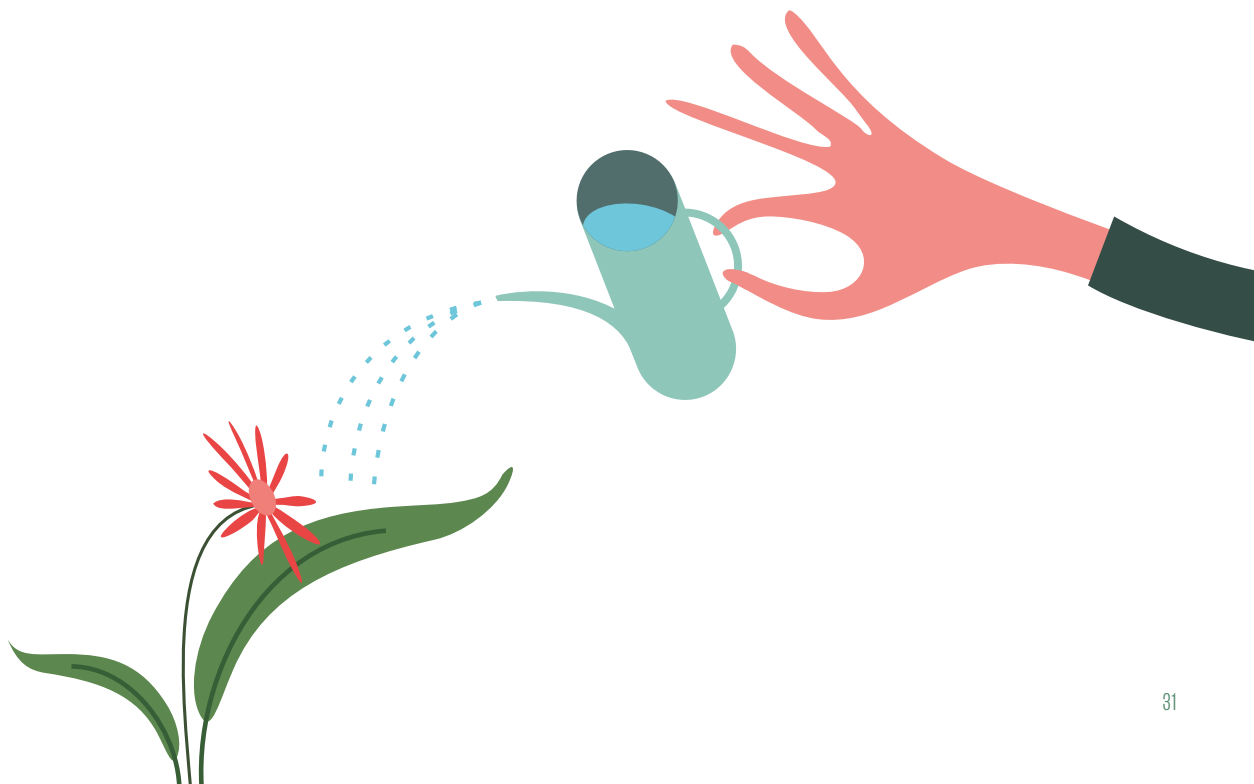
We aim to contribute to the social, cultural and economic development of the area of which we are a part, in the knowledge that without its tradition and resources, we would not be what we are today.

Our business model considers **all resources** that contribute to the creation and distribution of value, which may be tangible, intangible, natural or social.

In contrast, **capital** identifies the availability of value at a specific point in time, which by its nature may increase or decrease over time.

In our reflection, we would like to emphasise some aspects of business management in particular:

- the **inputs**, which will represent all the tangible and intangible resources that contribute to the creation of value;
- the **business activities**, which are the concrete actions we take, day in and day out, to increase the value of each capital stock;
- the **outputs**, which are the results we achieve, through our activities, for each capital stock;
- the **outcomes**, which are the final results we achieve through the attainment of the outputs, and which have an impact on our stakeholders;
- the **impacts**, which correspond to the effect that output and outcome have on our stakeholders.



## 2021: THE CONTEXT

2021, in Italy, was a year of strong **economic recovery**, albeit marked by a significant **increase in inflation** of +1.9% (the highest figure since 2012). The natural consequence was an increase in raw material costs, which significantly impacted consumer prices.

At the same time, there was also considerable growth in the volume of GDP at national level, registering +6.6%.

**The increase in household consumption in 2020** positively impacted the company, a trend that was also confirmed in 2021.



### VALUE PROPOSITION



We want to bring the tradition of **Italian pizza everywhere** through a wide range of affordable, accessible, quick-to-prepare products.

400 grams of pizza dressed by expert hands and produced with renewable energy, encapsulating all the characteristics of an area that tells our story.

A story that has always placed the well-being and satisfaction of the individual at its centre, both inside and outside our company.

### POSITIVE IMPACTS

Our work stems from a careful **listening to the needs** of the area and its people. Therefore, through our activity, we aim to **value environmental and human resources**.

We are the first industrial point in the Meduna Valley, and over the years, we have **contributed to our area's economic development**. We are constantly looking for solutions that allow us to safeguard resources such as energy, water and raw materials.

Our priority is the well-being of our employees. This has prompted us to pay special attention to **female employment** and to **encourage work-life balance** through specially designed contracts.

### PARTNERS

From our desire to raise the quality and visibility of our products, we decided to open a collaboration with **chef Renato Bosco**.

We also rely on **partner companies** that allow us to complete our offer by supplying complementary products.

Thanks to our **logistic partners** for storing products, we can guarantee their worldwide distribution.

### ACTIVITIES

Our business is based on values that we share with our **consumers**, whom we constantly listen to.

We work tirelessly on projects of **energy efficiency, production and product innovation**.

Our production process combines **typical craftsmanship**, such as hand dressing, with **innovative, industrial-type processing**, guaranteeing continuity of supply and high levels of quality.

### NEGATIVE IMPACTS

The **size of our production** implies a **high need for raw materials**, hence an environmental and economic impact.

As in any production process, there is also production waste, which we try to minimise through valorising the second choice and donations to the community.

We are also working to reduce the impact of product storage, transport and packaging processes.

In 2021, the plant allowed us to exceed 100 million pizzas. This confirms the strength of our vision, which has always driven us to merge technological research and the spirit of craftsmanship: our production efficiency derives precisely from the state-of-the-art equipment and the experience and dedication of our employees.

Despite the complexity of the global scenario, we have successfully ensured **continuity of supply in 38 countries** on **four different continents** through 2021.

We were also able to do this thanks to the solid and enduring links with our raw material suppliers and logistics partners.

#### CUSTOMER RELATIONS

The **continuous listening** to the customer and his needs is a fundamental aspect of our work. Thanks to this constant attention, we are **able to bring innovative products** to tables all over the world. At the same time, we seek to establish a relationship of confidence and conviviality with our consumers. Our primary goal is to guide them towards ethical recycling practices to reduce the end-of-life impacts of products and packaging.

#### CUSTOMER SEGMENTS

Our target audience is the **people who eat pizza at home**. At the same time, an essential segment of our customer base is also made up of **prominent retail players, bars and restaurants**. We are chosen for the goodness and quality of the product, along with the speed of preparation.

#### KEY RESOURCES

Our critical assets are the **production lines** and **experience of our employees**.

In particular, we benefit from modern, recently installed equipment that allows us to use state-of-the-art technology.

The territory in which we are located is also an essential resource for us, a distinctive feature of our company and an element of differentiation from our competitors.

#### CHANNELS

We transport our products to **38 countries**, spread over **4 continents**. We use means that guarantee the safety and preservation of the product, along the supply chain until it reaches the distributors (large-scale retail trade, bars and restaurants).

#### COST STRUCTURE

The **purchase of raw materials** has the most significant economic impact on our business model.

Essential for incidence are also the **transport** and **storage** of finished products.

#### REVENUE STREAMS

1. Sales from **private label**.
2. Sales from Roncadin-branded pizzas: **ExtraVoglia** and **ExtraSottili**
3. Sales from pizza **ExtraVoglia 'classic high edge'** (100% Italian) in collaboration with **Renato Bosco**.

#### OUR ENVIRONMENTAL GOALS

We aim, **by 2030**, to:

- Increasing the share of renewable energy.
- Doubling the overall rate of energy efficiency improvement.
- Work with all countries, considering their capacities and development levels, to implement sustainable consumption and production programmes.
- Achieving sustainable management and efficient use of natural resources.
- Substantially reducing waste generation through prevention, recycling and re-use.
- Strengthening resilience and adaptability to climate-related risks and natural disasters in all countries.
- Integrating climate change measures into national policies, strategies and plans.



#### OUR ECONOMIC GOALS

We aim, **by 2030**, to:

- Optimising economic productivity levels through diversification, technological upgrading and innovation.
- Promote policies aimed at supporting productive activities, creating micro, small and medium-sized enterprises, and supporting fair working conditions, including access to financial services.
- Improve resource efficiency to separate economic growth from environmental pollution, starting with developed countries.
- Achieve full and productive employment for all people, including young people and people with disabilities, with equal pay for work of equal value.
- Develop safe, sustainable and durable infrastructure to support economic development and community well-being, focusing on making it accessible to all.
- Promote inclusive and sustainable industrialisation and increase the employment rate parallel to the gross domestic product.
- Optimising infrastructure with the help of new technologies to make industries sustainable and more efficient and reduce their environmental impact.



#### OUR SOCIAL GOALS







We aim, **by 2030**, to:

- Ensure universal access, without discrimination, to quality and affordable education, including university studies.
- To increase the number of people with high technical and professional skills for satisfactory employment and to increase entrepreneurial capacity.
- Ensure universal education concerning sustainable development, human rights, gender equality, and promoting a culture of peace and global citizenship.



## BUSINESS MODEL AND VALUE CREATION:

The model is based on our vision and mission. The inputs in the table feed our key activities.  
This is based on our BUSINESS MODEL CANVAS.

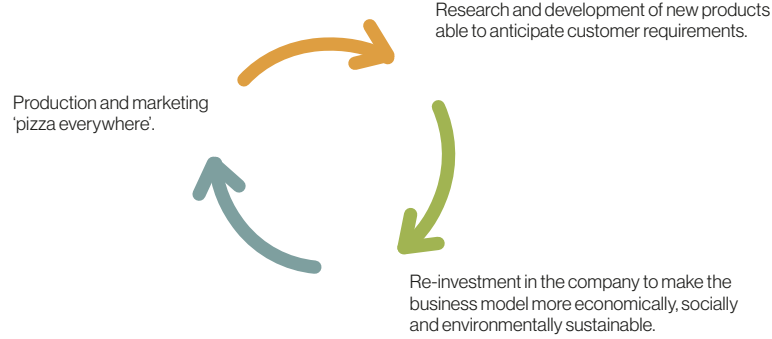
	KPI INPUT		KPI OUTPUT		DELTA 2020
	<b>REGISTERED CAPITAL FINANCIAL</b>		<b>2021</b>	<b>2021</b>	<b>%</b>
	net sources	82.734.937 €	total revenues	149.838.538 €	6%
	net invested capital	82.734.937 €	roi	3,4%	7%
	<b>REGISTERED CAPITAL PRODUCTIVE</b>				
	property, plant and equipment (non-recurrent tangible assets)	69.075.297 €	total production (n°)	103.231.139	8%
	capex	112%	% net internal non-compliance	1,4%	-7%
	raw materials from local suppliers	88%	km travelled	1.032.443	13%
	pallets handled	13.443			
	average supplier rating	97%			
	average supplier seniority	8,5			
	<b>REGISTERED CAPITAL INTELLECTUAL</b>				
	hours R&S%	0,4%	revenues from new products	37.534.282 €	3%
	investment in research and development	6%	% new products	38%	28%
	<b>REGISTERED CAPITAL HUMAN</b>				
	hours worked	1.060.000	€/hour worked	24,4	1%
	N° of employees	779	personnel costs/total revenue	17,2%	1%
	training hours	5	turnover rate	9%*	190%**
	€ training	45.118 €	accident frequency (h worked/total number of accidents)	25.238	37%
	% reinvestment of profits in safety	5%	value distributed to staff	25.845.304 €***	7%
	number of activities in favour of employees	13			
	production premium	3,55%			
	children participating in the company summer centre	25			
		<b>SHARE AND RELATIONAL CAPITAL</b>			
€ events		95.000 €	value added	35.423.449 €	5%
trade fairs - company profile distributed		150	No. of active customers	76	3%
advertising costs		207.950 €	average revenue per customer	1.971.560 €	3%
people reached through social media		89.042	complaints % from the consumer	0,0002%	-38%
	<b>NATURAL CAPITAL</b>				
	energy efficiency investment % on capex	17%	Co2/pizza	1,4	-
	felectric company fleet	55%			
	waste for recovery	99,99%			
	by-products sold and reused in other production processes	365 ton			

\*9% turnover rate in 2021 shows an increase compared to 2020 but confirms the link between Roncadin and its employees, at 165% lower than the national average. Survey conducted by Assolombarda on a sample of 1,500 companies from different regions: 'the numbers for human resources, handout 06/2022 by the study centre area'

\*\*Roncadin's turnover figure is still well below the Italian average of 23.9% in 2021

Survey conducted by Assolombarda on a sample of 1,500 companies from different regions: 'the numbers for human resources, handout 06/2022 by the study centre area'

\*\*\*Euro 17,456,413 for gross wages and salaries to employees, Euro 8,388,891 for social safety and insurance contributions borne by the company



OUTCOME / RESULTS

SCOPE (AND INTENSITY) OF IMPACT\*

		employees	local	management	customers
	<p><b>FINANCIAL CAPITAL</b></p> <p>Thanks to a substantial increase in sales, the financial capital increased overall. Due to the general rise in costs, profitability increased less than proportionally. The company also decided to expand the corporate structure by investing in new human resources. Overall, the change in capital had a moderately positive impact on employees, territory, customers and management.</p>	3	2	1	2
	<p><b>PRODUCTION CAPITAL</b></p> <p>The value of productive capital has increased substantially. This results from growing demand, combined with the company's constant reinvestment of profits in new technologies and automation. This has enabled us to improve production efficiency, partly through recruiting highly qualified employees, and increase stock, positively affecting all key stakeholders.</p>	2	2	2	3
	<p><b>INTELLECTUAL CAPITAL</b></p> <p>Thanks to the continuous investments to improve the company, the value of intellectual capital has increased. This allows us to have constant growth over the years and to ensure business continuity.</p>	2	2	3	4
	<p><b>HUMAN CAPITAL</b></p> <p>The well-being of employees has improved overall. The value shared per employee by the company also increased slightly. The company community has grown, with 16 new human resources joining the company. Phenomena exacerbated by the pandemic scenario, such as a sharp rise in the turnover rate and an increase in accidents, had a negative impact on the company. Overall, therefore, the scenario was slightly positive for employees, positive for the community and negative for management.</p>	1	3	-3	1
	<p><b>SOCIAL AND RELATIONAL CAPITAL</b></p> <p>The company's policy of continuous improvement has had a decidedly positive impact on its social and relational capital. The growing number of customers and the increase in average revenue are signs of the increase in brand value and the development of consumer relations. Investments dedicated to community and employee relations were partially curtailed due to the pandemic environment.</p>	1	1	3	4
	<p><b>NATURAL CAPITAL</b></p> <p>The company's commitment to measure, control and reduce emissions has improved the natural capital stock. Our objective, in the years to come, is to reduce the impact of every single pizza, already starting from a very good situation, thanks to our investments in renewable energy sources.</p>	3	4	1	3

\* Scope and intensity of impact express the stakeholder category on which the business results analysed in the capital in question spill over and with what intensity (quantified on a scale of -5 to +5) these results impact that stakeholder category.

Impact size legend:

Maximum positive impact	5
Neutral	0
Maximum negative impact	-5

# RISK ASSESSMENT

An essential part of our work is preventing and managing risks. To do so, we carefully consider all variables related to our business model. We pay particular attention to what could threaten business continuity and our ability to create value.

To do this, we identified a set of variables based on the **materiality matrix**. Each of these variables is constantly monitored and managed using special tools.

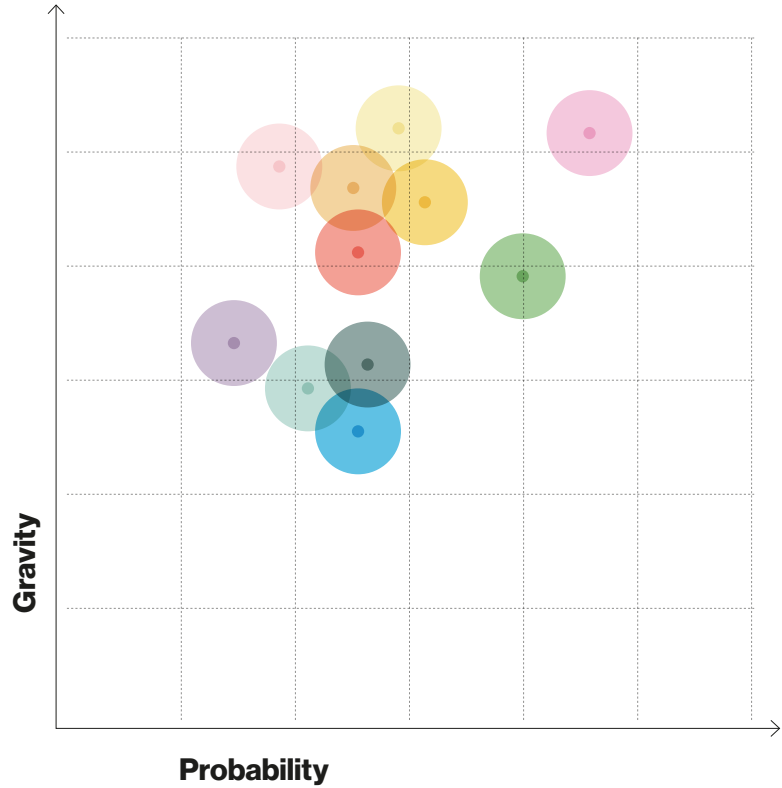
We carried out the risk assessment taking into account two variables:

- **the probability** of the adverse event occurring (denoted by 'P');
- **the severity** of the event (indicated by 'G').

For each risk class, we identified **mitigation actions** to be implemented. By working on these variables, we can reduce risk factors overall.



- 1. Occupational and non-occupational accidents
- 2. Occupational and non-occupational accidents
- 3. Chronic or serious illnesses, work-related and non-work-related
- 4. Ageing of the corporate population and slowing innovation, research and development
- 5. Depopulation of the territory and loss of values
- 6. Absence or poor efficiency of the workforce
- 7. Loss of know-how and skills
- 8. Increased waste and loss of marginality.
- 9. Loss of added value conferred by the environment surrounding
- 10. Poor availability of raw materials and consequent price increases
- 11. Reputation



We have divided the identified risks into four categories. This made it easier for us to devise hazard mitigation strategies:



- **STRATEGIC RISKS:** are risks related to business changes or inadequate response to changes in the competitive environment. This also includes sustainability risks.



- **OPERATIONAL RISKS:** are risks related to the business sector, business operations, organisational structure, information systems and control and reporting processes.



- **FINANCIAL RISKS:** these are the risks linked to the economic sustainability and financial management of the company. In particular, liquidity and profitability risks of the business model fall within this scope.



- **RISKS OF COMPLIANCE:** These are risks associated with non-compliance with applicable national and international laws and regulations in the conduct of business activities. This category also includes non-compliance with the Code of Ethics and internal procedures.



SPECIFIC RISK	TYPE OF RISK	MITIGATION ACTIONS
<b>AGEING POPULATION BUSINESS AND SLOWDOWN OF INNOVATION, RESEARCH AND DEVELOPMENT</b>	Strategic	<ul style="list-style-type: none"> <li>• Develop a talent attraction and training plan through collaboration with universities.</li> <li>• Organising events with high school children and universities to present the company.</li> <li>• Use digital tools to communicate and publicise business processes and search for new talent.</li> <li>• Seeking new talent through local initiatives such as participation in fairs, prizes and awards.</li> </ul>
<b>DEPOPULATION OF THE TERRITORY AND LOSS OF TRADITIONS</b>	Strategic	<ul style="list-style-type: none"> <li>• Implement a recruitment and business growth plan through the communication of local values.</li> <li>• Open collaborations with local institutions and organisations.</li> </ul>
<b>LOSS OF KNOW-HOW AND SKILLS</b>	Strategic	<ul style="list-style-type: none"> <li>• Implement a plan for continuous training and employee welfare initiatives.</li> </ul>
<b>LOSS OF ADDED VALUE CONFERRED BY THE ENVIRONMENT</b>	Financial and strategic	<ul style="list-style-type: none"> <li>• Continue to purchase and produce energy from renewable sources.</li> <li>• Optimising energy resources.</li> </ul>
<b>REPUTATION</b>	Strategic and financial	<ul style="list-style-type: none"> <li>• Establish solid and lasting relationships with suppliers.</li> <li>• Mapping the sustainability of suppliers and the supply chain.</li> </ul>
<b>INCREASE IN WASTE AND LOSS OF MARGINALITY</b>	Financial	<ul style="list-style-type: none"> <li>• Research and innovation in the production process to map waste and implement actions to their decrease.</li> <li>• Implement actions to optimise energy resources.</li> </ul>
<b>POOR AVAILABILITY OF RAW MATERIALS AND CONSEQUENT PRICE INCREASES</b>	Operational and financial	<ul style="list-style-type: none"> <li>• Establish partnership relations with suppliers.</li> <li>• Mapping the sustainability of suppliers and the supply chain.</li> </ul>
<b>OCCUPATIONAL AND NON-OCCUPATIONAL ACCIDENTS</b>	Operational	<ul style="list-style-type: none"> <li>• Develop a plan to disseminate health culture outside the work context.</li> </ul>
<b>SEVERE OR CHRONIC ILLNESSES WORK-RELATED AND NON-WORK-RELATED</b>	Operational	<ul style="list-style-type: none"> <li>• Develop a plan to disseminate health culture outside the work context.</li> <li>• Carry out analyses to prevent possible disorders arising from the repeated use of limbs.</li> </ul>





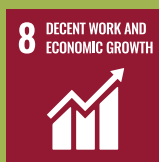
# FINANCIAL CAPITAL

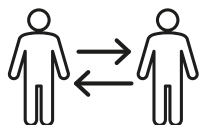




When we talk about financial capital, we mean the **value our company creates and shares** thanks to our business model and our inputs.

Financial capital is the natural **result of the sum of all other capital** in the company: productive capital, intellectual, human, social and relational and natural.

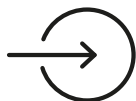




## PURPOSES OF COMMON BENEFIT

Roncadin is a for-profit company by definition.

This is why economic sustainability is the basis that allows us to pursue our significant goals: social sustainability and environmental sustainability.



## THE INPUT

**82.734.937 €** - total net sources feeding Roncadin



## THE OUTPUT

**149.838.538 €** - the value created by our business model

**+6%** - the increase over 2020

**3,4%** - return on net invested capital in 2021, a 7% improvement over the 2020 result.



## THE OUTCOMES

The financial capital outputs confirm that we are on the right path.

The increase in corporate profitability was not proportional to the increase in turnover.

A key role in this was played by the sharp rise in costs in the last period, both in the industrial than in general services.

Corporate decisions aimed at sharing the value created also contributed to this situation.

Thus, the management results for the year 2021 were moderately positive for employees, the territory, consumers and management.



## FUTURE GOALS

Our wish is to continue in the direction we have already taken.

- Therefore, we aim to continue on our path of growth, through a model of increasingly sustainable business.

# ECONOMIC RESULTS

In 2021, we approached 150 million in total revenue: turnover for the year was 149,838,538 €.

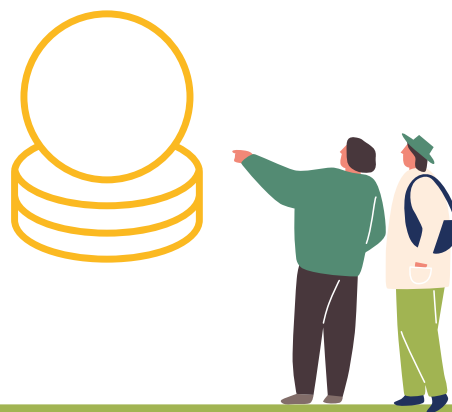
This is the second year in a row marked by solid growth for us after the critical period following the fire and the plant rebuilding. Already in 2020, we recorded +10.1% for the value of production. This confirms the stability of Roncadin's turnover, with excellent prospects for future growth.

EBITDA, on the other hand, suffered a minor setback, dropping from +6.9% in 2020 to +6.4% in 2021. After a careful analysis of what happened, we can say that it was the result of two main factors:

1. the actions we have put in place to avoid significant repercussions on the sales price to consumers. We decided to absorb, as far as possible, the increased costs compared to 2020, generated by inflationary dynamics;
2. the growth of the corporate structure in terms of human resources led to an increase in the stock of shared value.

These dynamics led us to make an informed decision. We, therefore, opted for a slight shift in the distribution of the value created in favour of the supply chain and human resources.





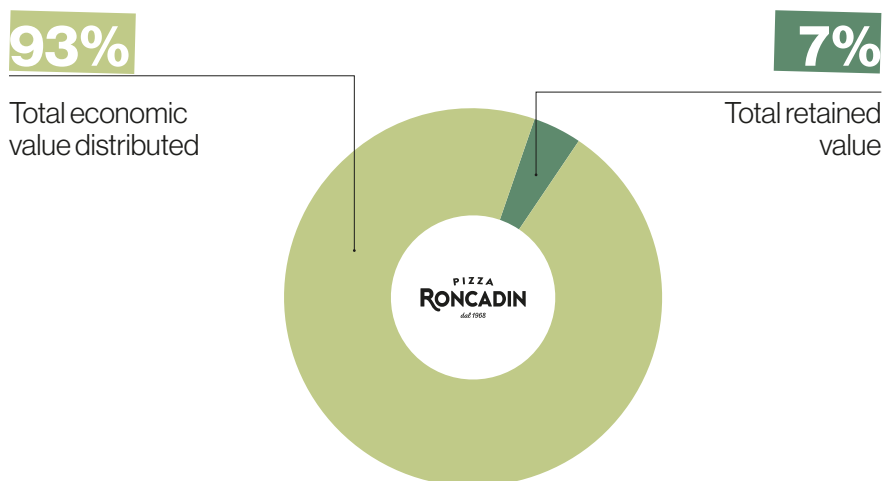
## ECONOMIC RESULTS

ECONOMIC VALUE GENERATED	2019	2020	2021
<b>A) Value of production</b>	<b>128.127.338</b>	<b>141.008.788</b>	<b>149.838.538</b>
1. Revenues from sales and services - revenue adjustments	117.095.941	140.208.473	148.787.890
2. Change in inventories of work in progress, semi-finished and finished products	3.111.449	590.452	47.693
3. Additions to fixed assets work in progress	206.278	65.042	66.214
4. Other income	7.713.670	1.325.725	936.741
<b>Revenues from typical production</b>	<b>128.127.338</b>	<b>141.008.788</b>	<b>149.838.538</b>
<b>B) Accessory and extraordinary components</b>	-	-	-
1. +/- Ancillary management balance	-	-	-
1. +/- Ancillary management balance	-	-	-
<b>TOTAL ECONOMIC VALUE GENERATED</b>	<b>128.127.338</b>	<b>141.008.788</b>	<b>149.838.538</b>

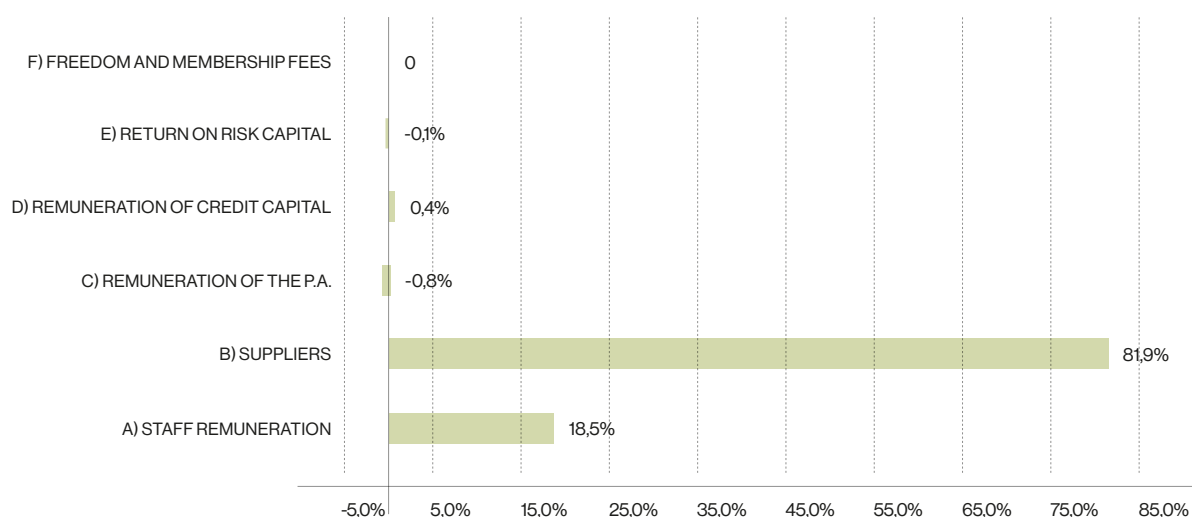
DISTRIBUTED ECONOMIC VALUE	2019	2020	2021
<b>A) Staff Remuneration</b>	<b>21.913.718</b>	<b>24.125.761</b>	<b>25.845.304</b>
<b>B) Suppliers</b>	<b>98.085.287</b>	<b>107.566.766</b>	<b>114.415.089</b>
1. Consumption of raw materials, consumables, goods	74.521.054	82.145.836	87.433.011
2. Costs for services	23.201.542	25.004.746	26.982.078
3. Costs for leased assets	362.691	416.184	-
<b>C) Remuneration of the P.A.</b>	<b>(1.041.473)</b>	<b>(1.222.973)</b>	<b>(1.082.008)</b>
<b>D) Remuneration of credit capital</b>	<b>529.945</b>	<b>889.429</b>	<b>613.791</b>
<b>E) Remuneration of risk capital</b>	<b>10.911</b>	<b>135.520</b>	<b>(78.480)</b>
<b>F) Donations and membership contributions</b>	-	-	-
<b>TOTAL ECONOMIC VALUE DISTRIBUTED</b>	<b>119.498.388</b>	<b>131.494.503</b>	<b>139.713.696</b>
<i>% Nominal Value economic distributed</i>	93%	93%	93%

ECONOMIC VALUE RETAINED	2019	2020	2021
<b>A) Depreciation and Amortisation</b>	<b>5.733.697</b>	<b>6.918.342</b>	<b>7.211.968</b>
<b>B) Undistributed profit</b>	<b>2.895.253</b>	<b>2.595.943</b>	<b>2.912.873</b>
<b>TOTAL ECONOMIC VALUE RETAINED</b>	<b>8.628.950</b>	<b>9.514.285</b>	<b>10.124.841</b>

## ECONOMIC VALUE 2021



## DISTRIBUTION OF DISTRIBUTED ECONOMIC VALUE 2021



The largest share of the value created by Roncadin in 2021 was allocated to the remuneration of the **production supply chain** (62.6%) and operational and **management service providers** (19.3%), totalling 81.9%.

18.5% of the value we created was allocated to the remuneration of **human resources**.

The **credit capital** and **risk capital** together absorb 0.3%, which is the result of a negative remuneration granted to shareholders (-0.1%) and the payment of credit capital amounting to 0.4% of the total distributed value.

Towards the **Public Administration** the company has a credit deriving from the tax relief guaranteed by hyper and super depreciation and originating from the investments for post-fire reconstruction.



# PRODUCTIVE CAPITAL



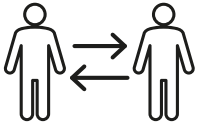


Our productive capital tells a story.

The story of how, day after day, we manage to create value in an economically, socially and environmentally sustainable way.

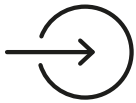
This is possible thanks to all the material and **technological structures**, as well as the **strong collaborative relationships** that we have created, bit by bit.





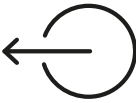
## PURPOSES OF COMMON BENEFIT

Through our productive capital, we want to evolve and make those around us develop. Our goal is to **foster the emergence and development of sustainable supply chains.**



## THE INPUT

- 69.075.297 €** - net capital invested in tangible fixed assets
- 112%** - the percentage of 2020 profit that we reinvested in the company in 2021
- 97%** - the average result of the vendor rating (the evaluation of satisfaction with our suppliers) that we estimated
- 13.443** - pallets we manage on average in 15 different European warehouses  
This figure is +5% compared to 2020
- 8,5 anni** - the average duration of collaborations with our leading suppliers



## THE OUTPUT

- 103.231.139** - the pizzas we produced in 2021. We recorded +8% over 2020 in our production
- 1.032.443 km** - the total distance we travelled to supply the warehouses in Europe.  
This figure is +13% compared to 2020



## THE OUTCOMES

The outputs of the production capital express the desire to bring tradition, friendliness and the values of Italian excellence to the tables of **all the world**. Production growth follows this desire while maintaining a company dimension highly linked to our territory and environment. In short, we are interested in expanding and getting Roncadin pizza everywhere, but we want to do this by investing primarily in **sustainable sourcing**, as well as improving our efficiency and logistics. These goals have a positive effect on our stakeholders and allow us to constantly reinvest profits in technological innovation, automation and the selection of the best suppliers. Our business model has enabled us to increase our sales. This steady growth has also been reflected in our ecological footprint: our commitment to environmental sustainability also stems from the knowledge that we have to compensate for our emissions.



## FUTURE GOALS

- Assessing our suppliers based on new criteria, including environmental, social and governance assessments.
- Decrease production non-conformities, in particular:
  - minimise the amount of 'calibration mix' needed to start the line, already reduced by 66%.
  - zero dropping of vegetables and dressing during the process
  - further, reduce line jams
- Identifying modes of transport with a smaller ecological footprint
- Improving oil metering
- Acquire ISO 14001 Certification

# OUR CHAIN OF SUPPLY

To produce a quality product, the **raw material** plays a fundamental role. This is why prompted us to rewrite the rules of the supply chain. Our relationship with our suppliers is a true partnership.

This choice has a high strategic value for us: it allows us to **establish long-lasting and stable relationships**, which are synonymous with of reliability and safety. This is how we are prepared even in times of most significant uncertainty.



**Average supplier historicity**  
**> 8,5 YEARS OLD**



## THERE ARE TWO RESOURCES THAT ARE MOST IMPORTANT TO US: FLOUR AND WATER.



**Flour** is undoubtedly the raw material that significantly influences the quality of our pizzas. This awareness has driven us to seek stable partnerships with the realities we rely on. We base these relationships on a set of variables that are carefully examined. We know that our choice cannot and should not be based simply on a logic of economic convenience. A flour non-conformity only emerges 24 hours after its use and eliminates the entire production concerned. Problem we are trying to remedy by selecting exclusively quality resources.



If flour plays a fundamental role in the creation of our products, **water** is certainly no less. It is, in fact, one of our distinguishing features, an element that binds us deeply to our territory. The water we use for our pizzas gushes out 590 metres above sea level, next to the Friulian Dolomites Natural Park, a UNESCO heritage site. Our pizzas are such precisely because they carry a little of our land within them. Earth that we strive to protect every day, using new technologies. In 2020, we installed a sophisticated recirculation system that allows us to recover a large part of the water needed for defrosting our machinery: this means savings of about 25,000 cubic metres per year. In addition, in 2021, we built a new system to filter and recover water from the sewage plant.

## QUALITY CONTROL

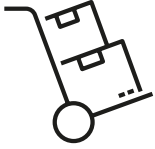


We require our suppliers to comply with **protocols that are much more restrictive** than the regulations. By doing so, we can immediately detect rare non-conformities in raw materials and keep them out of production.

We carry out internal audits but also require external audits:

- Suppliers of our flours are required to analyse incoming grain and outgoing flour. This gives us product guarantees, which we then verify through internal checks.
- The other raw materials are examined from an organoleptic and dimensional point of view, in compliance with the parameters indicated in the supplier's technical data sheet, and are also monitored from an analytical (microbiological and chemical) point of view at a frequency determined by the control plan drawn up on the basis of the risk analysis.
- The most delicate raw materials are carefully examined for each individual batch.

## THE EVALUATION OF SUPPLIERS



We perform continuous evaluations of our suppliers. To do this, we devised a performance analysis model of three indicators. We assign each of these a different weight, which allows us to weigh the results according to our goals.

Our indicators are:

- **Service:** is calculated on the basis of punctuality of delivery.
- **Quality:** is calculated on the basis of internally detected non-conformities.
- **Price:** is calculated from the differential between the purchase price of the products of the supplier under consideration and the target price.

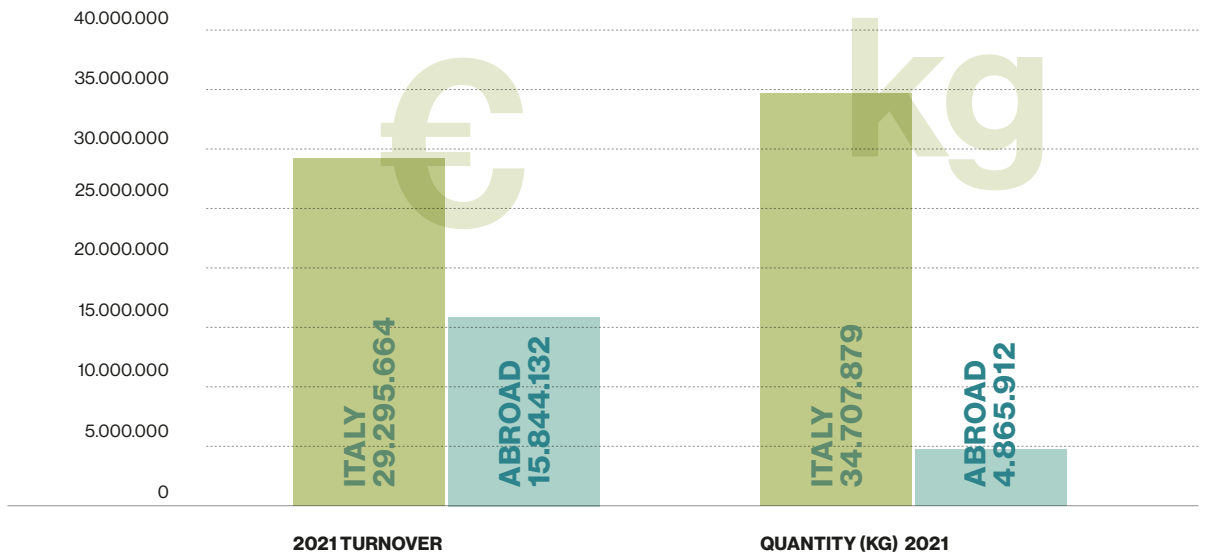
We introduced this evaluation tool in mid-2019 and have updated it **monthly** ever since. However, the pandemic period and the fluctuating price trend in recent months have led us to consider introducing a **fourth variable**. In this way, the price-related indicator will rely on new data, accounting for market fluctuations and making our forecasts more accurate.

- We have not yet explicitly defined what criteria will be used. Still, our aim is to also consider the **social and environmental aspects** that may influence our suppliers. In particular, we will focus on the following aspects;
  - relations and working conditions;
  - correct management practices;
  - environmental protection;
  - biodiversity;
  - respect for human rights.






## SUPPLY IN NUMBERS

● ABROAD  
● ITALY

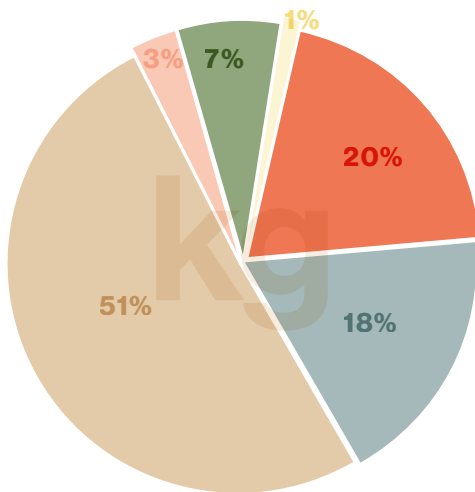




## QUANTITIES PURCHASED IN 2021

	<b>MEAT/FISH</b>	1.489.000 kg
	<b>FLOUR</b>	20.176.532 kg
	<b>DAIRY PRODUCTS</b>	7.172.000 kg
	<b>TOMATO</b>	7.849.531 kg
	<b>MISCELLANEOUS</b>	2.392.802 kg
	<b>VEGETABLES</b>	2.771.000 kg

## QUANTITY DISTRIBUTION ON PIZZA



## VALUE DISTRIBUTION ON PIZZA

### MEAT AND CURED MEAT

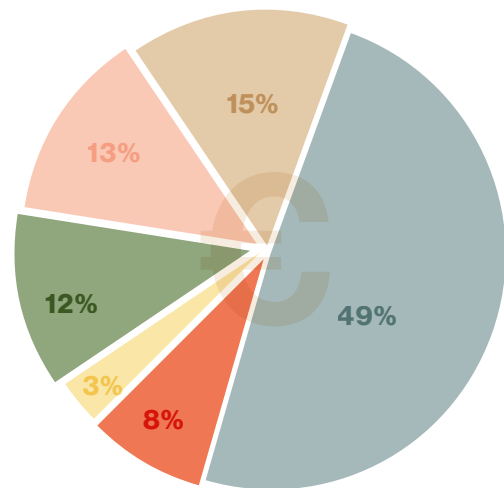
FLOUR

CHEESE

TOMATO

SPICES

VEGETABLES



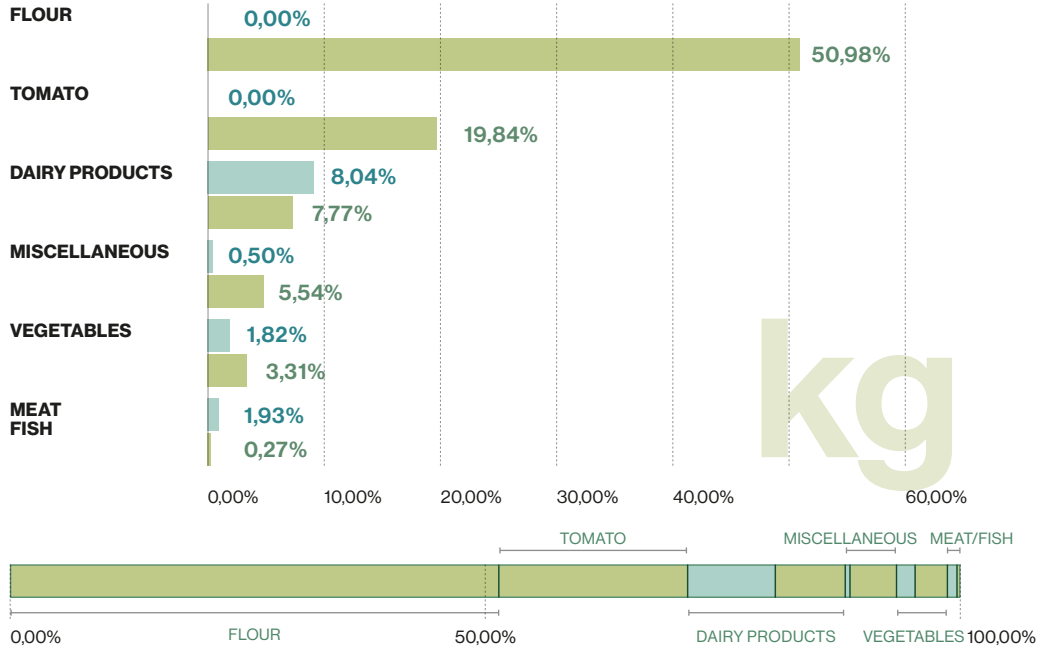
The **cheese**, which weighs 18% of the total amount of ingredients we use on a pizza, has an economic value of as much as 49%. The opposite is true for **flour**. It is the main ingredient in our pizzas, accounting for 51% of the total, with an economic value of 15%.

Other components, such as **vegetables, meat** and **cured meat**, weigh more in value than in quantity.

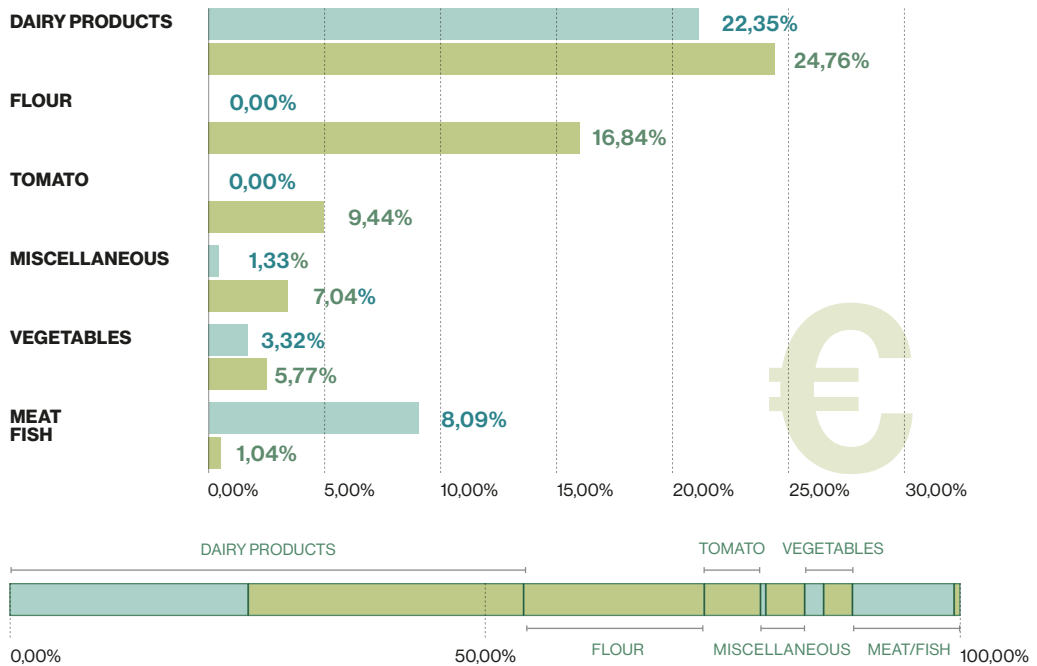
## ORIGIN OF OUR OF RAW MATERIALS

● ABROAD  
● ITALY

### QUANTITY IN KG



### QUANTITY IN EUROS SPENT



\*Data refer to the location of the registered office of the supplier company.

**10,5%** 10,5% of raw materials are purchased locally, specifically within our region, Friuli Venezia Giulia.

# PRODUCTION



**1**  
preparation  
dough

**2**  
24 hours  
leavening

**3**  
forming

**4**  
laying the  
tomato



## FROM THE DOUGH TO THE OVEN AT HOME

Roncadin is not an industry.

It is a large-scale craft workshop. This is the philosophy we have always followed.

We make our pizzas as if they were handmade, but with the help of machines that allow us to arrive on everyone's tables, anywhere in the world. This is the hallmark that makes us unique.

Behind every step of the production process lies years of research backed by our knowledge and expertise.

Our business model is based on this.





**5**  
precooking

**6**  
enrichment  
with mozzarella

**7**  
hand  
topped

**8**  
deep-freezing



**9**  
packaging





### THE UNIQUE HOT-ROLLING

To succeed, we designed, built and patented a system that allows us to replicate a product similar to the pizzeria. We work the dough gently, without subjecting it to tension, by dividing it into small balls, each corresponding to the portion of a pizza.

**Hot forming**, which also allows us to optimise time by being able to produce up to 8,000 pieces per hour. The resulting paste is waterproof, which is of great value as it results in a true protective barrier against the moisture in the tomato sauce. This is the secret that makes our crisp and fragrant pizza.

### LONG LEAVENING AND LOW YEAST CONTENT



Yeast is another crucial ingredient. We use it exactly as tradition teaches us, which makes our pizzas light and highly digestible. We aim to use organic yeasts, such as brewer's yeast and natural sourdough.

And we dose it with meticulousness: we only use **0.8** per cent, allowing the natural leavening process time to do its work. Indeed, our pizzas rest for **24 hours**. Because, you know, things done right take time.

### HAND-DRESSING



All our pizzas are **hand dressed**, using only **quality ingredients**. Ingredients that will only be cooked in our consumers' ovens. The eye also wants its part: this allows us to take care of the appearance of our products, the ingredients of which are dosed under the watchful eyes of our employees.

### WOOD-FIRED COOKING ON STONE



Just like in a restaurant, cooking takes place on **wood-fired oven** made of **refractory stone**, which ensures a gradual release of heat. In this way, not only do our products taste better, but they are also good for the environment.

Wood is a natural and renewable fuel, entirely environmentally friendly and free of glues and hydrocarbons. The benefit is, therefore, twofold: heat output is high, while greenhouse gas emissions are limited.

### ITALIAN PRODUCTION



The entire manufacturing process occurs within **Italian facilities**. This allows us to bring the true tradition of our country to tables all over the world.



### OGM FREE

We have always appreciated what nature offers us. This prompted us to exclusively select suppliers who certify **GMO-free all products for our pizzas**. The same applies to our raw materials of animal origin. We only rely on farms that use **100% GMO free feed**.



### WATER OF THE CARNIC PRE-ALPS

The **Carnic Pre-Alps**, which surround and protect the Meduna Valley with a tight embrace, where our plant is located, they provide us with the water we use for our pizzas. It is located near the **Natural Park of the Friulian Dolomites**, a UNESCO heritage site, 590 metres above sea level. Thus, through our products, we take a little piece of our territory everywhere in the world.



### THE COLD CHAIN

To guarantee the quality of our pizzas, we use **state-of-the-art deep-freezing systems**. These allow us to slow down chemical and enzymatic reactions and preserve the organoleptic characteristics of our products. In less than thirty minutes, we reach a temperature of -18°C and are immediately ready for the storage phase.



### PACKAGING

A crucial stage of production is the packaging. Diversifying the process according to the destination of our products. Pizzas made for the **Italian and European markets** are packed with plastic film in variable batches to form the bundle. in variable batches to form the bundle.

These burdens, appropriately palletised, are therefore ready for transport. Our pizzas, branded **ExtraVoglia**, are packaged in a similar way to those destined for the European market, but with one crucial difference: the primary film that wraps the pizza is made of organic material of vegetable origin, which is entirely compostable and easily disposed of in the wet waste.



## WE ALWAYS WANT TO GIVE OUR BEST

### INVESTMENTS 2021

Between 2020 and 2021, we implemented a series of investments, which became operational in 2021. In particular, we decided to focus on improving two stages of production: the dressing process and packaging processes.

#### THE PIZZA DRESSING PROCESS

Between 2020 and 2021, we invested € 350,000 to optimise this production phase.

The results were highly positive. We made significant improvements in the production phase of the **sauce**, with a decrease in over-consumption and the risk of production downtime.

#### THE PACKAGING PROCESS

We purchased two machines, with a combined value of €770,000.

This allowed us to **automate the process at the pizza wrapping stage**.

#### SQUARE/RECTANGULAR PIZZA: NEW PROCESSES FOR NEW PRODUCTS

All our products result from listening carefully to consumers' needs. This is how we identified interest in a new format: the square or rectangular pizza. The process that led us to realise this vision required an investment of €35,000. A process that, at least in the early stages, was characterised by numerous difficulties due to the characteristics of our lines, which were designed to produce round pizzas.

#### OTHER INVESTMENTS

We did not stop there. We also decided to invest in improving other production processes. In detail:

- we dedicated €30,000 to the implementation of new spice dosing machines, to reduce waste;
- 105,000 € were invested in the renovation of the cooling tunnel of the 5 x line with a consequent reduction in consumption;

## PRODUCTION NON-CONFORMITIES, OBSOLESCENCE AND OVER-CONSUMPTION



As in all activities, there are margins for error at every stage of the production cycle.

The main risks that we have identified are:

- The **obsolescences**, i.e. all those finished products in stock and not taken back by customers
- **Over-consumption**, which occurs when more raw materials are used than the standard required by the market. Over-consumption does not lead to production non-compliance, but it does lead to a greater need for supply, resulting in food wastage.
- **Production nonconformities**, on the other hand, arise from errors in production. These result in non-compliance with the standards required by the customer



Fractionation of production non-compliances in 2021:

	<b>FORMING</b>	<b>1,5%</b>
	<b>DRESSING</b>	<b>0,6%</b>
	<b>PACKAGE</b>	<b>1,0%</b>

We work on these aspects daily to minimise them and optimise our processes. In fact, we have a **dedicated team** that, on a daily basis, compiles a production report and reports any discrepancies to the management. This allows us to identify systematic inaccuracies in individual departments.

### MANAGEMENT OF BUSINESS MODEL NON-CONFORMITIES

Non-marketable products, which the end user can consume, are resold within the **company shop in Meduno**. The price charged is equal to the cost incurred by us. In this way, we try to reduce food waste as much as possible and to spread ethical consumption practices among all local citizens.

We handle separately products that are not marketable and cannot be consumed by the end-user but have the characteristics to be classified as by-products. Although they are considered production waste, we recover them.

Specifically, the categories of materials that we manage as by-products are two:

- **Products of non-animal origin**, such as cooked pizzas, with or without tomato. These are used in the production of biogas or animal feed, amounting to 7,500 tonnes in total.
- **Dressed products**, which we use to produce biogas, totalling 365 tonnes

From the sale of the by-products, in 2021, we earned € 93,000.

Finally, there is also a part of the waste that must necessarily be handled as waste. Expired pizzas fall into this category, with packaging, which cannot be classified as a by-product.





# OUR CERTIFICATIONS

We were the first to obtain *Accredia's* **ISO 28000** certification related to **safety along the supply chain in the food sector.**

This ensures that we minimise the risk of counterfeiting and sabotage. Our focus is not limited to the production phase but extends to product distribution.

Our trucks and containers leave the Meduno plant with seals and padlocks that can only be opened once they reach their destination.

By doing so, we avoid damaging cargoes or introducing other contraband goods or materials.



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**ISO  
28000**

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# FINANCIAL INTELLECTUAL

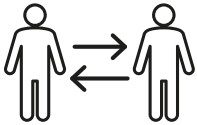




Intellectual capital identifies the **intangible elements** that bring an **added value** to the company, such as **professionalism, know-how** and **experience**.

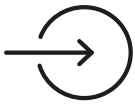
In building our intellectual capital, we have focused primarily on enhancing research and development activities concerning products and processes. The aim is to keep up with market requirements while ensuring business continuity.





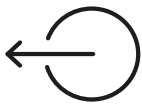
## PURPOSES OF COMMON BENEFIT

The aim is to develop energy and production efficiency projects that, through innovative technologies and better day-to-day practices, promote the reduction of wasted energy and raw materials used in the production process.



## THE INPUT

**3,731** - hours invested in research and development, or 0.4% of total hours worked  
**Approximately € 200,000** - the investment in research and development, a value equal to 6% of the CAPEX.



## THE OUTPUT

**269** - new products accounted for 38% of the total number of codes sold, up 28% year-on-year  
**€ 37,534,282** - what comes from the sale of new codes, +3% compared to 2020.



## THE OUTCOMES

The data show that our investments in responding to market needs have been effective. In our research and development activities, we pay particular attention to the study of products that are more inclusive because we want to meet all consumer needs.

We try to listen and anticipate market needs to meet large retailers' demands. This business model keeps the company alive through continuous growth, significantly impacting the community and the region.



## FUTURE GOALS

- Continuous improvement of products and processes
- Investing in company image
- Making our business model better able to support our growth
- Identifying and satisfying all market trends

# RESEARCH AND DEVELOPMENT: TOWARDS MORE SUSTAINABLE AND INCLUSIVE PRODUCTS

**Research and development activities** are the pillars of our business model: they keep our company competitive on the market and ensure business continuity. It is about trying to overcome constantly pushing our limits and raising our products' quality and innovation level.

Two strongly interconnected macro-trends are part of research and development:

- The development of new recipes, aimed at presiding over new markets, entering market segments new and to meet the constantly changing needs of consumers.
- The research to optimise processes to make them more sustainable in economic, human and environmental sustainable in economic, human and environmental terms.

Our company structure develops each project using



**1. LISTENING TO NEEDS AND MARKET ANALYSIS**



**2. PRODUCT DEVELOPMENT**



**3. PRODUCT VERIFICATION INVOLVING THE END CUSTOMER**



**4. REALISATION OF THE FINAL PRODUCT AND MARKET LAUNCH**

The research and development area for new products follows our mission: Roncadin, pizza for everyone, everywhere. This always makes us find new solutions so that everyone, but really everyone, can eat our pizza, even in the presence of particular dietary choices or regimes.

The two values that guide our planning are **inclusiveness** and **innovation**.

Especially as of 2021, this allowed us to focus on satisfying all food needs on the one hand and to develop new baking solutions on the other.





# INCLUSIVE PRODUCTS: PIZZA EVERYWHERE FOR EVERYONE



## GO VEGAN

More and more people try a **vegan diet**. To meet the **resulting market demand**, the food industry has expanded the quality and quantity of vegan products.

As far as frozen pizzas are concerned, targeted research is needed, as there are critical issues that may penalise consumers due to the taste and appearance of the products.

With quality and the satisfaction of those who choose us as our goals, we have researched new ingredients and new recipes in order to market a product that is inviting in every respect.



## HIGH-PROTEIN PASTES AND LOW-CARB

Pizza consists mainly of carbohydrates. People who have to follow **hypoglycaemic** and **ketogenic diets** know this very well. But why deprive someone of this pleasure? For years, we have been searching for new doughs, starting with studying an innovative mix of raw materials to vary the nutritional characteristics of the world's best-known Italian food and reach everyone who craves pizza.



## LOW SALT DOUGHS

One of the most critical points of our charter is the pursuit of goals of common benefit, including the promotion of **healthy lifestyles**. Precisely for this reason, research aimed at producing **low-salt mixtures** has become essential. This reduction affects both the dough and the dressing and involves technical experiments for proper dough leavening and maximisation of flavour against a decline in salt.



# BAKERY PROJECTS: PRODUCT INNOVATION FOR NEW MARKET SEGMENTS





### **RICHER FLOURS**

In 2021, our constant research and testing of new flours led to the development of new dough mix. Hence, a new product was born, the grain crush. Its characteristics are a long leavening time, high fibre content and 'special' flours. Characteristics of the whole unique compared to what is already available on the market.

Also, the dough of the 'ExtraVoglia - Classica a Bordo Alto' line created in collaboration with Renato Bosco has been developed solely with 100% Italian flours, allowing the creation of a product with distinctive characteristics. The search for the flour mix went toward dough with a more satisfying taste and texture while maintaining high production performance.



### **THE NEW PINSA**

Our range of pizzas and snacks could not miss the pinsa romana, a light and tasty product that has gained great popularity in recent years, characterised by a high hydration, little yeast and a long leavening time.



### **SOURDOUGH**

Our **dough with sourdough** was an innovation our consumers clamoured for. Not only is it more digestible, but it also tastes better. The path was not easy: whoever had to do with sourdough knows that it requires care, dedication and continuous experimentation. After various tests, we have succeeded in creating the perfect yeast for us, which combines authenticity with stability in production.



### **NEW MULTIGRAIN BASES WITH SEEDS**

We never stop, and we always continue to experiment: this is one of the pillars of our vision. Our latest endeavour is the **new bases for pizza with added cereals**: the project was launched during 2021, it is still in its infancy and will be developed in 2022. We are concentrating on the search for a mix of fermented and sprouted cereals suitable for enriching pizza with fibre, with an eye regard to appearance and taste.

# FINANCIAL HUMAN



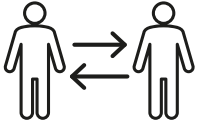
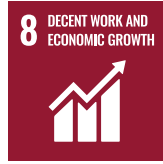


When we speak of human capital, we refer to the value **people can bring into the organisation.**

We take a long-term view and focus on how our employees ensure the proper functioning of the company, its prosperity and continuity. For this reason, our human resources management focuses on the **added value** that our employees represent and not on the mere control of their activities. This leads us to create a working environment that develops and fosters that value, focused on the **wellbeing** of all human capital.

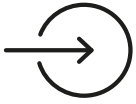
We, therefore, invest in the health and safety of our employees, inside and outside the workplace. We are guided by indicators that we have specifically identified.





## PURPOSES OF COMMON BENEFIT

- Disseminating and strengthening the culture of health also outside the work context.
- Promoting initiatives that accommodate the needs of employees.
- Helping to create value for the territory through new jobs.



## THE INPUTS

**779** - the number of employees reached in 2021.

**1,060,000** - the total working hours in 2021.

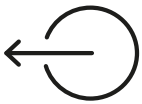
**5** - the per capita hours of training we have made available.

**45.118€** - our investment in staff training.

**5%** - the profit we reinvested in safety measures within the company.

**3.55%** - the profit we paid, as a production bonus, to employees.

**25** - the children of our employees who took advantage of the summer centre with bakery workshop, which we made available to them completely free of charge.



## THE OUTPUTS

**17.2%** - the percentage of the created value distributed to our employees, with a 1% improvement over 2020.

**+1%** - the increase in average compensation to our employees per hour worked.

**9%** - the turnover rate in 2021, +190% compared to 2020.

**1** - accidents per 25,238 hours, +37% compared to 2020.

**25,845,304€** - the value distributed to staff, +7% compared to 2020\*.



## THE OUTCOMES

Even in the case of human capital, the data signal that the path taken is the right one.

The well-being of employees has increased overall. The shared value per individual employee by the company, albeit slightly, increased (+0.1% compared to 2020).

In 2021, the company community expanded, welcoming 16 new employees.

These data compensate for two less positive aspects for our organisation, also accentuated from the pandemic scenario: the rising turnover rate and the increase in accidents.



## FUTURE GOALS

- Implement a plan that will enable us to achieve a zero accident rate.
- Growing in parallel with the value shared with the territory.

\*On the personnel cost accounting component, the economic value distributed is broken down as follows: euro 17,456,413 for gross salaried employees, euro 8,388,891 for social security and insurance contributions borne by the company

# THE PERSON AT THE CENTRE

## MORE PLACES, BETTER PLACES

Our company is made up of people. People who, with their skills and knowledge, make us who we are today. People who are invaluable to us.

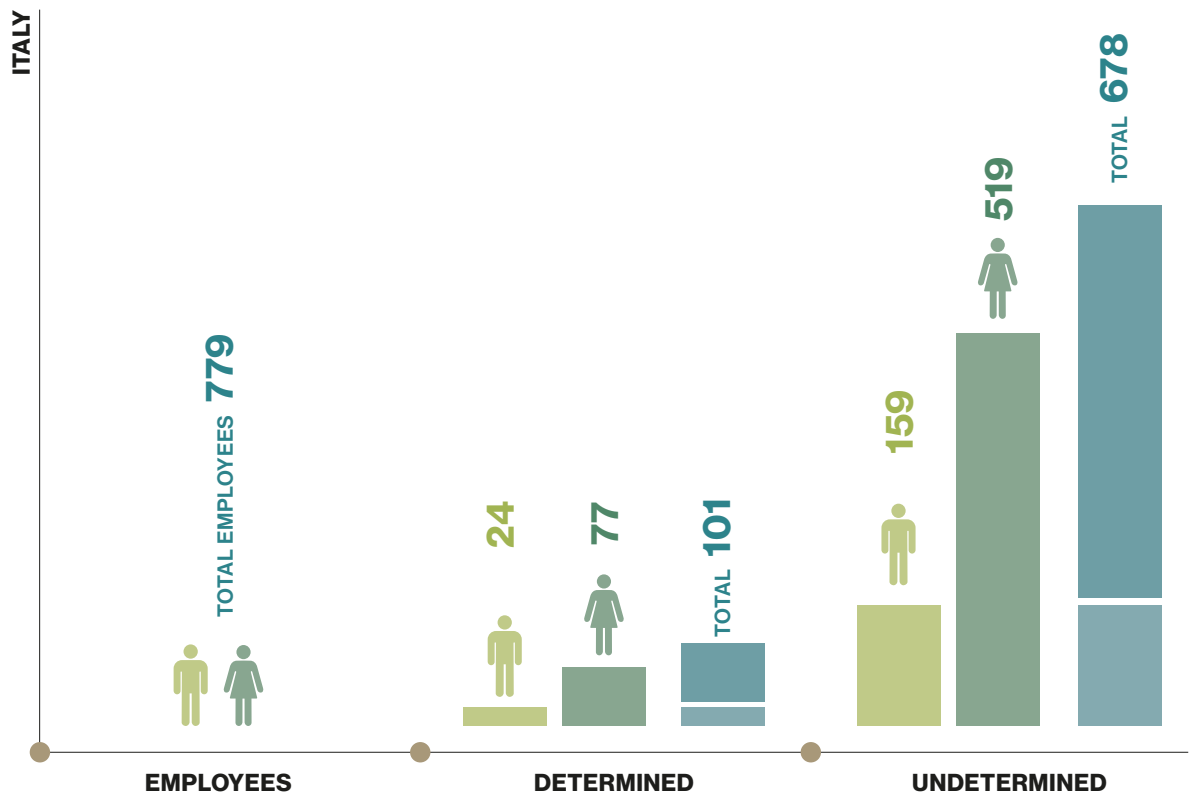
That is why we are committed to fostering the personal and professional well-being of those who work alongside us every day. We do this by safeguarding their safety, health and well-being. We do this by valuing professionalism and recognising and giving space to the merits of our employees.

We have invested a lot in our enterprise. We have grown up. We created new jobs. But we never lost sight of the importance of the people who made it all possible.

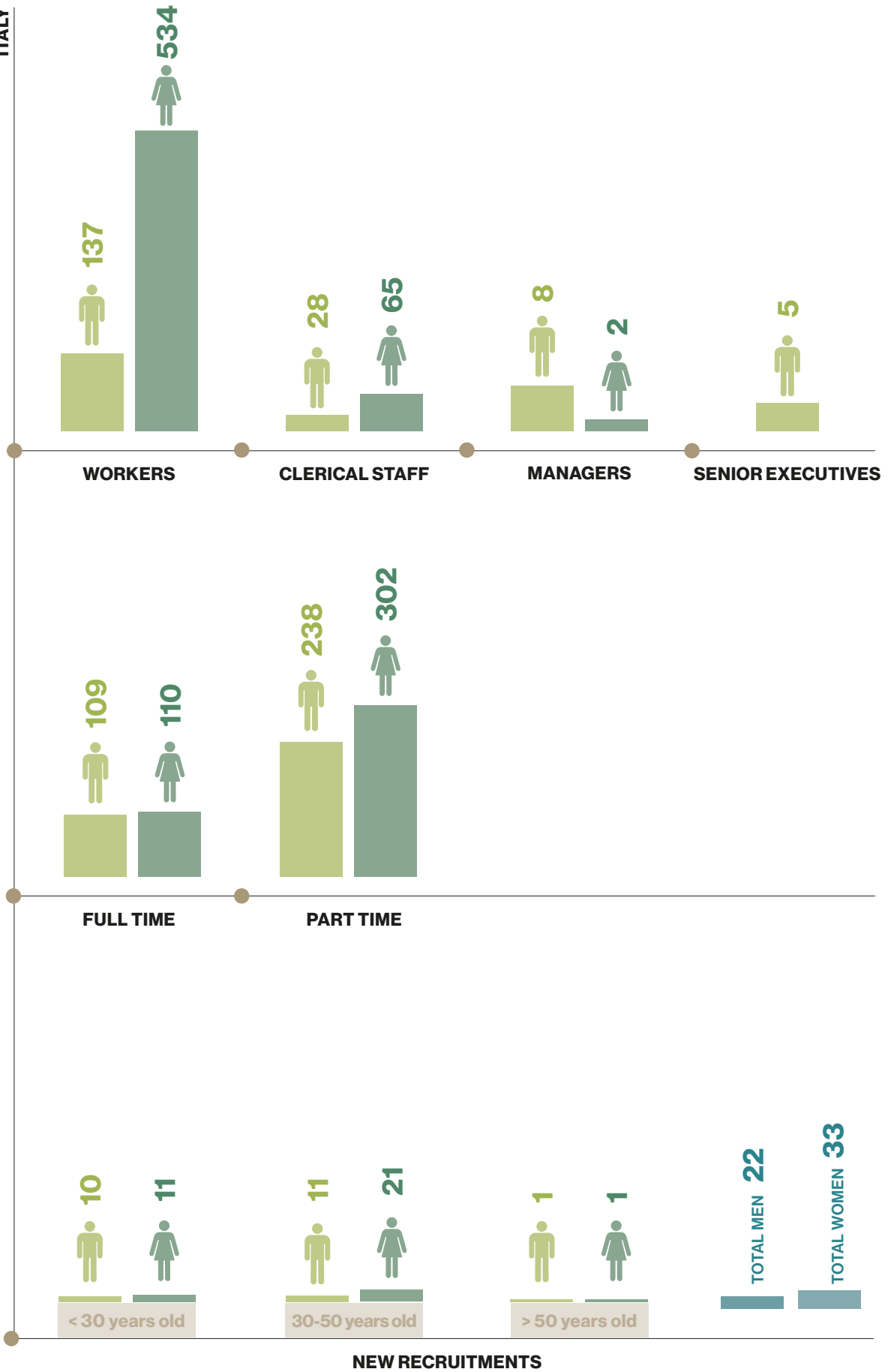
Our human capital management policy is based on ethical values that are fundamental to us:

**fairness, inclusiveness and no tolerance for any form of discrimination.**

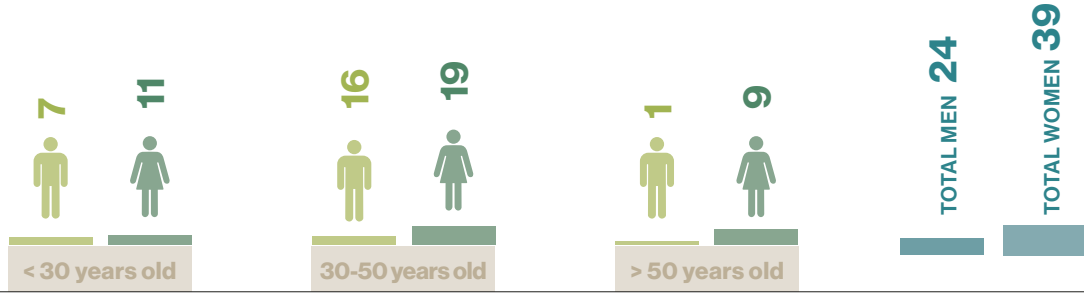
At the same time, we are committed to caring for our working environments, designing them to protect our employees' psychophysical health and enable them to reach their full potential.



ITALY



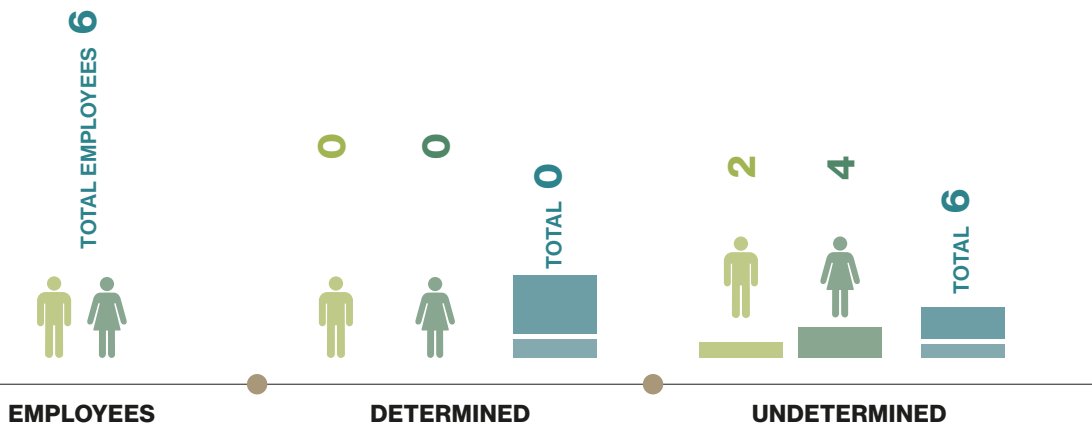
ITALY

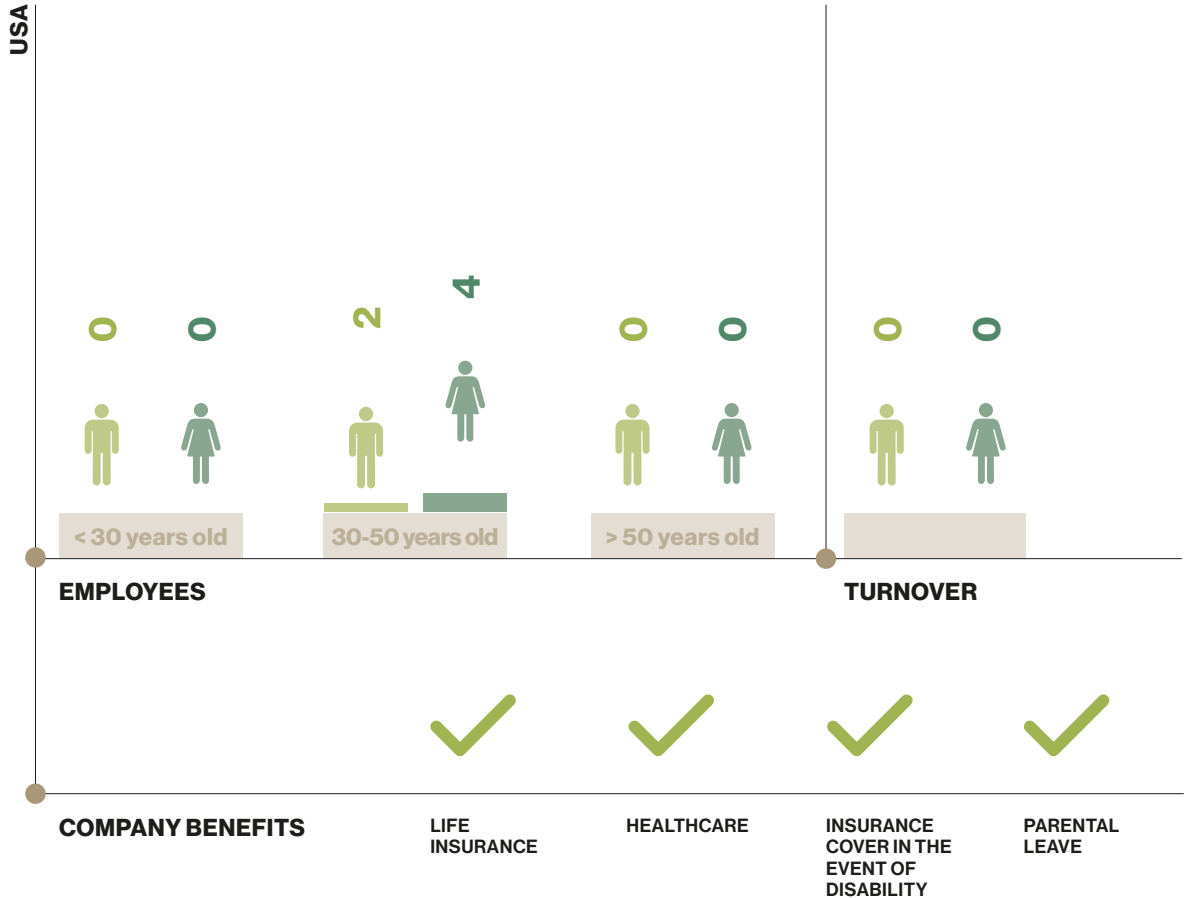


TURNOVER



USA





## THE RONCADIN TALENT PLAN

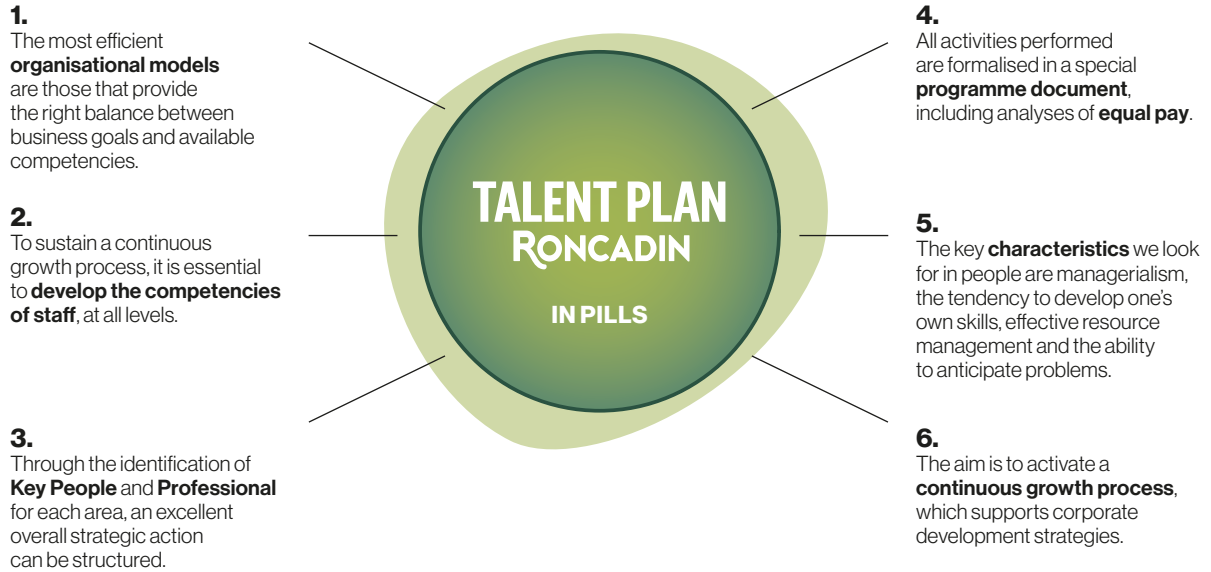
Our business development programme consists, to a large extent, of fostering **skills growth of our collaborators**. We aim to develop a network of human resources that travels hand in hand to a constantly evolving business strategy.

We are looking for problem-solving, leadership and flexible thinking skills, characteristics that unite those who work at Roncadin. To make this possible, we devised a real talent selection and development plan, which we called **'RoncadinTalent Plan'**.

We have identified critical figures for each area of our company, whom we have appointed **'Key People'** and **'Professional'**. This allowed us to draw up and formalise all the activities carried out in a policy document. We have defined a solid starting point to make our equally tangible goals: a future marked by continuous development.

We were thus able to identify characteristics of particular value to us. Characteristics that, within Roncadin, can be expressed to their full potential:

1. **STRUCTURED VISION** 
2. **ORIENTATION TO CHANGE AND INNOVATION** 
3. **EFFECTIVE COMMUNICATION** 
4. **ORIENTATION TO THE INTERNAL CUSTOMER AND EXTERNAL** 
5. **ENERGY** 
6. **EMOTIONAL LEADERSHIP** 





## TRAINING

Training is the key that allows us to improve every day. It is the most powerful tool we have at our disposal to achieve our goals.

This is why we have devised several **development plans**, diversified according to tasks and functions carried out in the company and continuously provided to our employees.

**HOURS OF TRAINING PROVIDED (NON-SAFETY RELATED):**

		
<b>WORKERS</b>	70	200
<b>CLERICAL STAFF</b>	393.5	457
<b>MANAGERS</b>	336	38
<b>SENIOR EXECUTIVES</b>	88	-

# HEALTH PROMOTION

## OUR PRIMARY ASSET

Health is our most precious asset.

We, as a company, know that we have a great responsibility: **generate awareness** among our employees with commitment, perseverance and working on several fronts.

We have created, for this reason, a **supplementary regulation**, which builds on the provisions of the contract and complements it with health-related topics that are close to our hearts.

This is how we have become active promoters of healthy lifestyles that improve the general state of health. In particular, we spoke on:

- **Conscious use of energy:** the electricity we use is 100% green.  
This has positive impacts not only on the environment but also on our health, due to less pollution.
- **Combating smoking:** we have instituted a smoking ban within the company perimeter.  
Prohibition that has already been put in place in 2020.
- **Nutrition:** The vending machines within our structure are stocked with foodstuffs suitable for all nutritional needs, even of the intolerant.
- **Physical activity:** movement is encouraged and promoted in the company.  
It is our own employees who organise group walks.
- **Awareness campaigns:** we conducted an endometriosis awareness campaign through our digital channels.
- **Quality products:** we continuously strive to ensure the high quality of our products, which we produce with controlled raw materials.





As we see it, health and **prevention** are two intrinsically linked concepts. Our employees enjoy a **welfare service**, through which they can access various packages of checks and medical treatment.

We have a document that identifies the risk factors present in the company. This allowed us to define a **health protocol** which sets out the schedule of medical checks for each worker according to the tasks performed. The plans put in place at the company level depend heavily on the input of the health personnel. All visits are essential to us, and what emerges from them guides our decision-making process.

It is the desire to continually, constantly improve that drives us to look to the future. The project we are working, as far as health is concerned, on activating conventions with local facilities to facilitate access to health services for our personnel. We plan to include specific medical courses and prevention plans.

## WELL-BEING

When a person is well at work, he/she can express himself/herself to the fullest. Both professionally and in private life.

One of our sustainability goals is to create an environment within Roncadin that ensures our employees' **physical and psychological well-being**.

Among the various programmes we have put in place, there is one that we find particularly valuable. We submitted this **questionnaire** to our employees. We firmly believe that people around us should feel free to express themselves to communicate without constraints on what goes and what does not. And we are ready to listen. Thanks to a series of targeted questions, we were able to get an overview of the climate in the company and the level of work-related stress.

The signals we have gathered are overall more than positive. Our employees demonstrated great mastery of soft skills such as integrity, emotional control, conflict management, proactivity towards work, participation and empathy.

It also emerged that the predisposition of workers of the younger generation is different from that of those who have been part of the corporate community for the longest time. Hence our willingness to dedicate ourselves to them, to create moments of **conviviality and involvement**.

In this regard, we have developed several initiatives:

- **Communication and Relationship:** We use and promote, on a corporate level, the MyNet application. This platform lets all staff stay informed about our activities.
- **Covid-19 awareness:** We organised meetings with specialists on pandemic issues. This helped us dispel doubts and provide reliable guidance concerning public and personal health protection.
- **Welcome on Board project:** new resources are welcomed into the company through a three-day training session, dedicated to safety issues, the code of ethics and our values.
- **CRAL - the Workers' Recreational Club:** a group of employees involved in organising recreational activities outside working hours. Here, we discuss projects of social relevance for the area, such as GREST, the summer centres dedicated to the youngest children, which we organise every year.
- **Corporate bookcrossing:** an initiative that originated during the lockdown and that we have introduced permanently at Roncadin. This is a book exchange project, in collaboration with Pordenonelegge, which allows those who wish to do so to combine culture with moments of pleasant sharing.
- **Distribution of water bottles:** each employee was given a personalised water bottle. In parallel, we installed water columns, saving about one thousand plastic bottles daily.
- **Refreshment areas:** we have created dedicated areas for breaks to encourage moments of sharing. Here workers can taste our new pizzas and use the vending machines.
- **Welcome to the newborn:** we give a Trudi soft toy to all newborn babies in the company. A small gesture to welcome the new members of the sizeable Roncadin family, of which there are some 25 each year.
- **Open day:** Every year, starting in 2012, we organise an event that opens our doors to the families of employees.
- **Welfare plan:** is aimed at all employees who have donated part of their bonus to company welfare benefits. The figures for 2021 are:
  - € 100,725.50 paid by the company in the form of Ticket Compliments;
  - € 273,538.23 of corporate welfare used by users (the amount refers to the amount disbursed by Roncadin in 2021, together with the amounts accumulated in previous years).

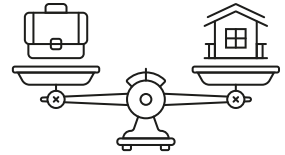


PIZZA  
**RONCADIN**  
 dal 1968

## FAMILY-ORIENTED MANAGEMENT

We implemented a weekly schedule of **38 and a half hours** for the clerical staff, which has been highly positive from the outset.

With this approach, our employees can add a piece to the quest **for work-life balance**, increasing overall satisfaction. We encourage those around us to develop their interests and cultivate their passions. This not only has an impact on people's well-being but also on their productivity and professionalism.



### FAMILY-ORIENTED MANAGEMENT - 38½ HOURS

	week type 1	week type 2	ADVANTAGES
MONDAY	8	9	1. Work-life balance
TUESDAY	8	7	2. Working time flexibility
WEDNESDAY	8	8	3. Business process evolution
THURSDAY	8	6,5	4. More team involvement
FRIDAY	6,5	8	5. Increased professionalism
<b>TOTAL HOURS WORKED</b>	<b>38,5</b>	<b>38,5</b>	6. New approach to work
Difference	-	-	7. Growing soft skills



# SAFETY


To manage the safety of our employees, the beating heart of our large family, we rely on on the principles expressed in our **Code of Ethics**. Our major goal is to reach **zero injuries**. We take a proactive approach and use all available technologies to do so.

We know, however, that this is not enough. A significant role in this is played by **training**, through which we try to raise the awareness and sense of responsibility of each member of our team.

We use specific metrics to measure our safety efforts:

- hours of training;
- investments made;
- monitoring and measuring repetitive movements.

## HOURS OF SAFETY TRAINING PROVIDED (MANDATORY AND NON-MANDATORY)



	2021		2020	
<b>WORKERS</b>	844	1314	900	1620
<b>CLERKS AND MANAGERS</b>	38	70	62	150

In addition to the **hours of training** reported in the table, in 2021, we invested **€142,109** in activities for the improvement of safety measures.

In the world of work, musculoskeletal injuries due to repetitive movements and manual handling of loads are some of the main causes that can lead to occupational disease. As a preventive measure, therefore, we plan carefully the activities assigned to each resource using tools that help to respect constraints frequency and type of movement.

The report on health and safety issues is based on the activities carried out at the Meduno plant.

In the **United States** our employees work mainly remotely, and the relevant regulations are applied for the US market, OSHA (Occupational Safety and Health Administration). This regulation the provision of a safe and healthy workplace.

In the **Meduno facility**, we use a health and safety management system as suggested by the INAIL guideline, following the reference standards Legislative decree no. 81/2008, Legislative decree 196/2003 and Legislative decree no. 231/01.

The corporate approach is one of prevention, which translates into a comprehensive involvement of all human resources present in the company.

The risk analysis is, in fact, carried out involving all company actors: the Employer, the Special Prosecutor for Safety and the Environment, the Head of the Prevention and Protection Service, the Competent Doctor, the Workers and the Workers' Safety Representatives.

For the risk assessment, all tasks present in the company were taken into account, evaluating specific characteristics and analysing the risks. The evaluation allowed us to identify the best measures of prevention to eliminate or limit the worker's exposure to risk as much as possible.

The evaluation took place in three stages:

**HAZARD IDENTIFICATION**



**RISK WEIGHTING**



**RISK ESTIMATION**



The *Risk Protection Prevention Service* (SPP) constantly monitors working conditions. If dangerous situations and/or behaviour arise, these are recorded as required by existing procedures, the data collected is analysed, and any changes to work instructions are shared and/or behaviour liable to disciplinary action is reported to the HR Department. Should an accident occur, we investigate the causes, all persons present are involved, the causes are analysed,



and solutions are produced so that the fact does not recur. The main types of injury for Roncadin Spa SB employees are crushing, slipping on the floor, impact and muscle pain. In 2021, crushing and slipping on the floor were the leading causes of severe injuries to employees. To eliminate these events, the company has reinforced training activities, especially the so-called 'on-the-job' ones.

Involvement, awareness and sensitisation are central elements of our accident prevention policy to protect health. Everyone, depending on their role in the company, is called upon to bring awareness of aspects that may have an impact on the safe performance of activities.

**NUMBER OF ACCIDENTS**

	n. of deaths	n. of serious injuries (non-fatalities) > 40 g	n. of accidents not serious	average days of illness by injury	accidents in progress
2021	0	8	29	1,1	5
2020	0	5	20	0,77	0

The index of average sick days from accidents increased (from 0.77 in 2020 to 1.1 in 2021). One component we considered influential in this regard is the Covid-19 pandemic, which tended to lengthen injury days.

**EMPLOYEE HOURS WORKED**

	employee hours worked	administered hours worked
2021	1.060.000	115.000
2020	998.000	137.000

## INVOLVEMENT OF PEOPLE IN SAFETY MATTERS

We consider it essential to involve our employees in the management of health and safety protection systems. We constantly try to make them active participants in this process through activities involving them directly or through Workers' Safety Representatives.

Our commitment also extends to the organisation and formalisation of **regular meetings** concerning health and safety in the workplace.

There are also **formal joint** health and safety **committees** in the company. Each of them has specific responsibilities:

- the continuous analysis of safety impacts;
- certification of machinery and training of operators;
- the redefinition of workspaces and their layout, to make them safer;
- general support for work activities (such as in the introduction of new tasks);
- the establishment and formalisation of operational procedures and instructions;
- the definition of fire regulations;
- emergency management (e.g. indication of escape routes and changes to compartmentalisation);
- the verification of compliance with legislative requirements (authorisations, permits, concessions);
- the definition of collective and individual protective equipment;
- interference management (e.g. relating to third-party contractors or internal interventions);
- health surveillance and changes in the health protocol;
- risk analysis and assessment;
- the updating and variation of prevention and protection measures.

# COVID-19 EMERGENCY MANAGEMENT

During the Covid-19 emergency, one of our health and safety priorities was to safeguard employees' psychological and physical well-being.

The starting point, again, was the active involvement of workers and the creation of awareness. This prompted us to activate a series of initiatives, particularly dedicated **awareness-raising campaigns**.


We provided **all employees** guidelines to reduce contagion. At the same time, **listening and meeting points** were opened, involving 150 people. Here, we wanted to provide information on the decree laws and protocols relating to the pandemic.

We adopted an **integrated communication model** on vaccination, using all the channels at our disposal. In particular, information was disseminated via the MyNet application and company notice boards.

Finally, we proposed a series of ad hoc activities:

- **Meeting with Prof. Bomben**, director of the Pordenone Health Service - ASFO (Azienda Sanitaria Friuli Occidentale). The risks and benefits of Covid-19 vaccination were outlined, and the usefulness and reliability of swabs were discussed.
- **Communication campaign** with clear guidelines on how to deal with the emergency.
- **Free swabs** for employees until 15 October 2021, to monitor pandemic trends within the corporate environment and facilitate contagion containment.
- **Contracted swabs** following the Green Pass requirement for access to workplaces. We provided a buffer centre run by a third party, whose service was partially paid for by the company. This allowed our employees to access the service on-site at the same price as in pharmacies.
- **Free provision of masks and disinfectant hand gel**, a service particularly appreciated by workers during the period of shortage of such devices.





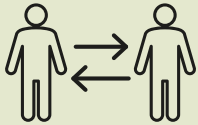
# FINANCIAL SOCIAL AND RELATIONAL





Relational and social capital recounts the **relationships that make up the Roncadin Spa SB** community, made up of all stakeholders, with particular attention to external stakeholders such as customers, suppliers and the local community. It is a concept that can be measured by analysing the external perception of our brand.





## PURPOSES OF COMMON BENEFIT

Attracting, developing and training new talent.



## THE INPUTS

**2** - trade fairs in 2021 where 150 company profiles were distributed to present our company.  
This is a partial recovery after 2020

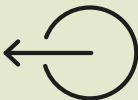
**95,000 €** - the investment for participation in trade fairs

**13** - activities and events promoted by the company for the benefit of employees, our first brand ambassadors

**207,950 €** - the investment in marketing, to make our brand and quality known.

**89,042** - users reached through our social activity 2021

**1** - the student of the "Origins" course of the MIB - School of Management of Trieste hosted for an internship training. We are members of Confindustria Alto Adriatico and Unionfood, associations that enable us to grow the Roncadin community larger and share experiences and know-how with other professionals in the field.



## THE OUTPUTS

**35,423,449 €** - the added value created by Roncadin, +5% compared to 2020

**76** - the number of active customers in Roncadin's customer portfolio as at 31 December 2021, 2 more than in 2020

**€ 1,971,560** - the average expenditure of each customer on Roncadin products, +3% compared to 2020

**0.0002%** - the percentage of complaints out of the total pizzas sold, -38% compared to 2020



## THE OUTCOMES

The past year has undoubtedly been a complicated one.

We strongly believe in the value of encounters, which improve brand perception and customer relations: this is why we welcome with great relief the possibility of once again being able to share some experiences with the territory and our stakeholders, by participating again in events, fairs, meetings.



## FUTURE GOALS

In the short term, social and relational capital investments will be increased to increase the average customer expenditure and the company's added value.

# THE RELATIONSHIP WITH OUR CUSTOMERS

The basis of the customer relationship is **collaboration**. Our primary market is currently represented by the large-scale retail trade, to whom we supply *private label* products. It goes without saying that the success of this type of production is based on the creation of innovative, quality products and, above all, designed in specific way depending on the target group and territory.

We do our best, in short, to provide a product that, driven by the communication of supermarkets, can satisfy consumer needs through products of equal or higher quality than branded products. It is, to all intents and purposes, a team effort. This collaboration is the key that drives us to constant improvement and that leads us to new relationships. The objective is the growth of all actors in the supply chain, aimed at consumer satisfaction.



On the other hand, **12%** of our turnover is represented by **marketed products**. Marketed products have a fundamental role because they expand the offer and contribute to customer loyalty. In fact, at Roncadin Spa SB, we guarantee our customers the quality of our products, even if they are not processed in our factories. This is thanks to meticulous research, development and industrialisation work carried out alongside our suppliers.

Next to the *private labels* and marketed products, there are the **Roncadin branded products**. They are contained within the **ExtraVoglia** line, launched on the market in September, for which we are committed to developing, also thanks to the partnership with bakery chef Renato Bosco, an identity of a unique and recognisable brand. Much of the social, marketing and advertising activities are concentrated on increasing knowledge and conveying the quality of the line and the company.

# RELATIONS WITH OUR STAKEHOLDERS

The collaboration and constant and direct relationship with our stakeholders is fundamental to the Roncadin business model. The creation makes an outstanding contribution in this respect of a virtual community: the involvement of users within our social platforms represents an opportunity to monitor the needs of our customers and increase the sense of community attached to our brand.



## EXTERNAL COMMUNICATION

Our communication must be open and direct. To achieve this, we make use of two fundamental elements: the **website** and **social media**.

We are present on **Instagram, Facebook and TikTok** to reach our customers and establish the direct and informal relationships typical of social media. Collecting suggestions and opinions from our community, we constantly aim to improve our products. We currently have 1,664 followers on Instagram and over 12,000 likes on Facebook and are taking our first steps on TikTok with 62 followers and over 640 likes. The numbers of our fanbase are growing steadily on all three platforms, and this year saw a significant increase over previous years. Through **LinkedIn**, on the other hand, we cultivate relationships with the different partners in our business.

On the **company website**, there is a dedicated e-mail address through which our customers can forward any reports, make suggestions or submit special requests. Every year, this tool is used by more than 150 people: in most cases, we are asked where to buy our products. We also receive many compliments about the quality of the pizzas, which we are as pleased about as the suggestions for changes. We want to reach everyone's tables, and the fact that someone makes suggestions is the first step towards customer satisfaction.



## INTERNAL COMMUNICATION

The relationship between those who work daily to contribute to our success is one of the pillars of Roncadin Spa SB. With this in mind, we have activated an internal communication channel, which takes the form of **acompany application** called "**MyNet**". The platform is used to publish valuable materials for day-to-day work and to promote initiatives designed to enhance the well-being of our employees. Of all of them, the **Bulletin Board** is the most used section: it allows us to communicate information, planned activities and new initiatives.

This system is also a tool to measure the effectiveness and quality of internal communication: based on how many people interact with the application. We understand the level of involvement of the tool.

To enhance the sense of belonging, we carry out a number of activities aimed at supporting our employees:

- **We share festive moments**, just like one big family: at Christmas there is never a lack of aperitifs, raffles and baskets full of presents; at Easter everyone gets an egg and Carnival is the perfect occasion to get together and eat pancakes. In addition, each new recruit is welcomed with a **welcome kit**.
- At the **farm shop** the offer is constantly being expanded to include fresh products. This way, when leaving work, our employees always know that for bread, milk and other essentials, they can count on us.
- No new product is launched on the market before **hearing the opinion of those who work with us**: new pizzas are always available in the restaurant area, and opinions are welcome.
- Our employees have at their disposal a **company library**, to borrow books or to read in the company during their lunch break.
- We share the joy of **each new birth** with a personalised teddy bear.
- We have established **moments of dialogue and discussion between our employees and the CEO**. Over coffee, discussing internal dynamics and possible problems and finding possible solutions together is much easier.
- We know how difficult it is for parents to have access to recreational services for children. For this very reason, we organised a **free summer centre for our employees' children**. The campus lasts two weeks and takes place before school starts in September: as many as 25 children participated in 2021.

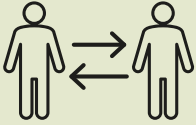


# FINANCIAL NATURAL



Our natural capital is composed of **all environmental processes and resources** - renewable and non-renewable - that support and enable us to develop our business model.





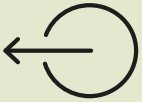
## PURPOSES OF COMMON BENEFIT

Through our work, we aim to develop **projects that favour using renewable energy sources**. We want to promote and spread respect for the environment and make everyone responsible for caring for it. We do this through daily actions that have become integral to our business model. We source exclusively through sustainable supply chains that guarantee respect for ecosystems and biodiversity.



## THE INPUTS

More than **€500,000** - investment in the environmental field, amounting to 17% of total annual investments (CAPEX)  
**365** - tonnes of waste avoided and sold as by-products in 2021  
**99.999%** - the percentage of our waste going to recovery  
**25,328,328 kWh** - electricity used in 2021 from 100% renewable sources



## THE OUTPUTS

**1.4 kg** of CO2 emitted for each pizza we produce



## THE OUTCOMES

The results, from the point of view of the environmental capital stock, are not comparable with the 2020 data and, therefore, can only be partially evaluated. However, we consider it essential to emphasise that **investments** in energy efficiency, use of natural resources and new technologies to reduce emissions amount to **17% of CAPEX**. The energy that powers our activities comes 100% from renewable sources and is partly self-generated. In addition, 55% of our car fleet is fully electric. This significantly impacts the well-being of employees and the local community. Our commitment in this respect also positively influences the relationship with our customers. Indeed, consumers are incentivised to buy our products, aware of the company's effort to limit emissions.



## FUTURE GOALS

We intend to continue the policy of investments dedicated to environmental protection. Our objective is to limit our emissions, and in particular to steadily and determinedly reduce CO2 emitted for each pizza.



# OUR ENERGY CONSUMPTION

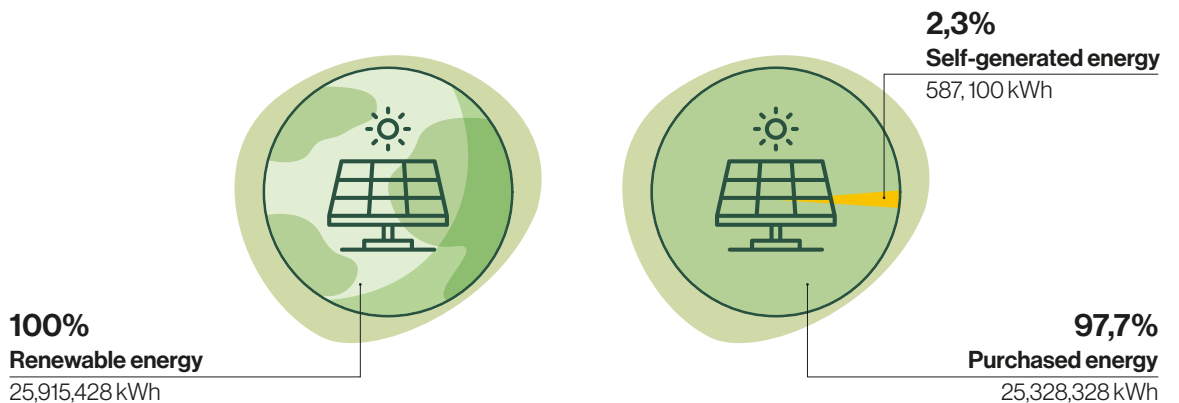
We believe that it is our responsibility and duty as a company to contribute to the environment by conscious use of resources. We are going down this road by working on several fronts: we try every day to increase the **efficiency of facilities** and spread a **correct corporate culture**.

**We aim to reduce road transport and increase the use of self-generated electricity.**  
**Our sources are 100% sustainable and renewable.**

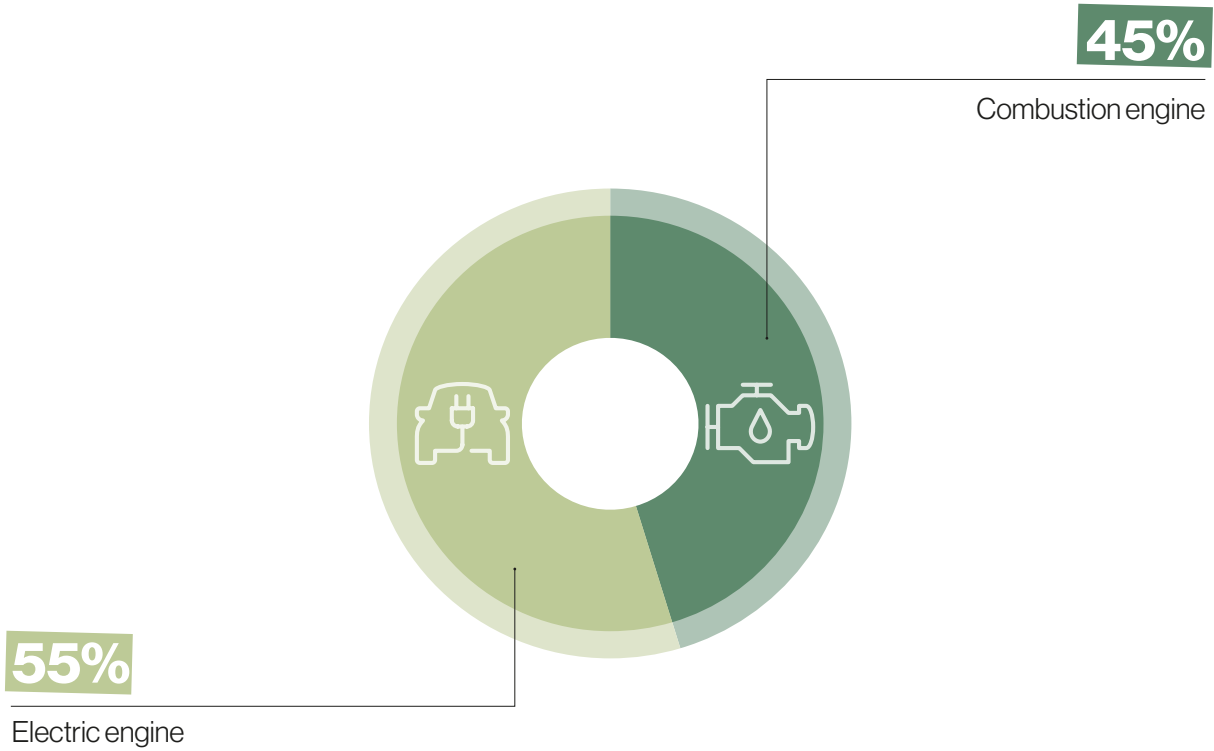


Our plants are powered by electricity from **100% renewable sources**. Part of this energy is produced directly within the company, thanks to the **photovoltaic plant** in Meduno. We intend to continue in this direction, continuing to make exclusive use of *green energy* and increasing the self-produced portion.

In 2021, thanks to a dedicated investment, we were able to expand the number of solar panels we have; thus, we will be able to provide around 400 kWh more clean energy than in previous years. The installation of a different plant with a capacity of 2.2 MWp is already planned for 2022.



The primary source used in the production process is **electricity**, followed by **methane**. In 2021, 2,382,784,00 m<sup>3</sup> were used for heating the plant and industrial ovens.

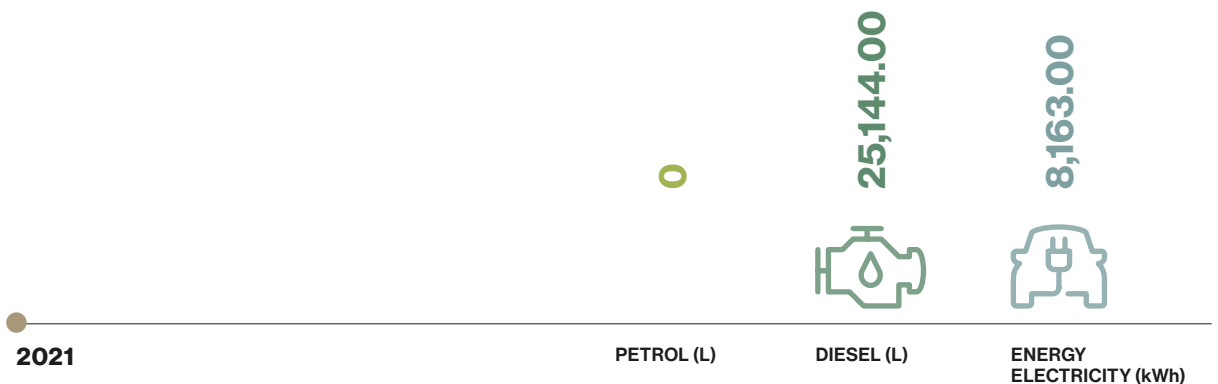


We are aware of the number of kilometres travelled every day by our managers to reach the workplace. This drove us, along with the desire to **reduce the impact of our movements**, to opt for the conversion of the company car fleet to electric.

In 2020, we, therefore, started the fleet renewal process with the purchase of five **electric cars**, to which we added one in 2021. To date, 55% of our fleet is fuelled by electricity. We aim to reach 100 per cent in the coming years.

We can guarantee that the journeys of employees with electric cars to and from the plant of Meduno are at **zero emission**. We have, in fact, installed recharging columns powered exclusively from renewable energy.

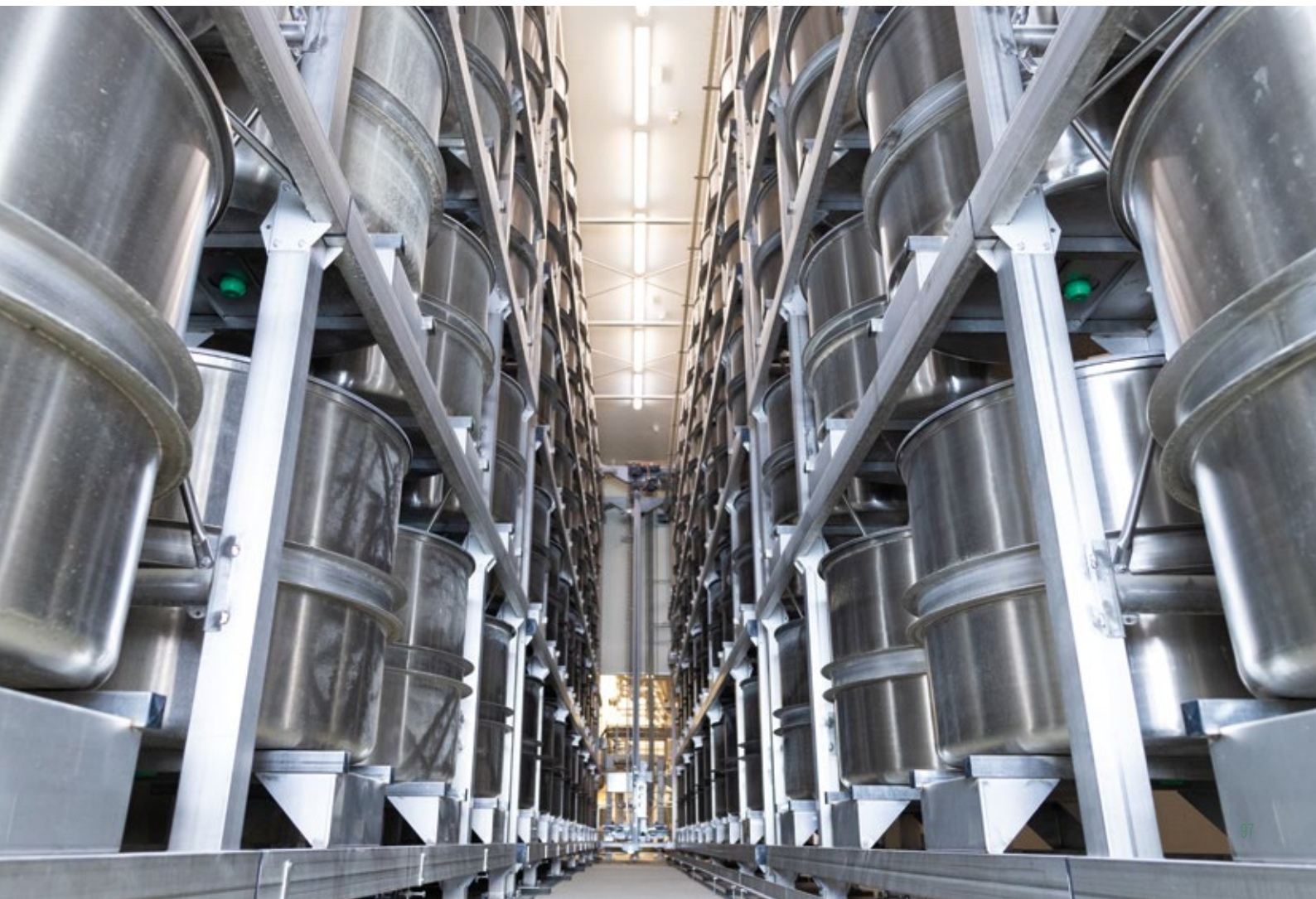
**THE ANNUAL CONSUMPTION OF THE COMPANY FLEET**



In order to further reduce logistics-related impacts, a **new finished product storage cell** was created within our plant in 2019. This allows us to limit the use of external warehouses and consequently reduce road transport.

In 2021, a **well** was constructed, from which it will be possible to draw water at depth to feed the plant. The investment will enable us to approach zero risk in the event of water emergencies and the resulting emissions from supply via tankers transported by trucks in and out every three hours. The result is a considerable decrease in emissions released into the atmosphere.

These are just some of the projects we carry out every day within Roncadin to improve our ecological impact. We already have new plans for the future, including increasing the efficiency of the lines of production, heat recovery from baking oven emissions and devote more attention to the consumption of ancillary activities.



# OUR EMISSIONS

We now know that **climate change** represents one of humanity's most important and urgent challenges. This is a real threat not only to the future but also to the present. In this regard, we decided to follow the **Paris Agreement** framework. This envisages a series of actions aimed at limiting the increase in the average global temperature to below 2°C compared to pre-industrial levels.

The first step in this direction was to make the **calculation of our carbon footprint**. This innovation we introduced in 2021 allows us to take a snapshot of the current situation with a view to reducing company emissions.

The carbon footprint is a parameter used to estimate an organisation's greenhouse gas emissions. To carry out this calculation, emissions are considered on three levels, which we have linked to as many targets:

## GOAL 1:

### **direct emissions of the organisation.**

This includes, for example, those from heating, company cars or refrigerant gases;

## GOAL 2:

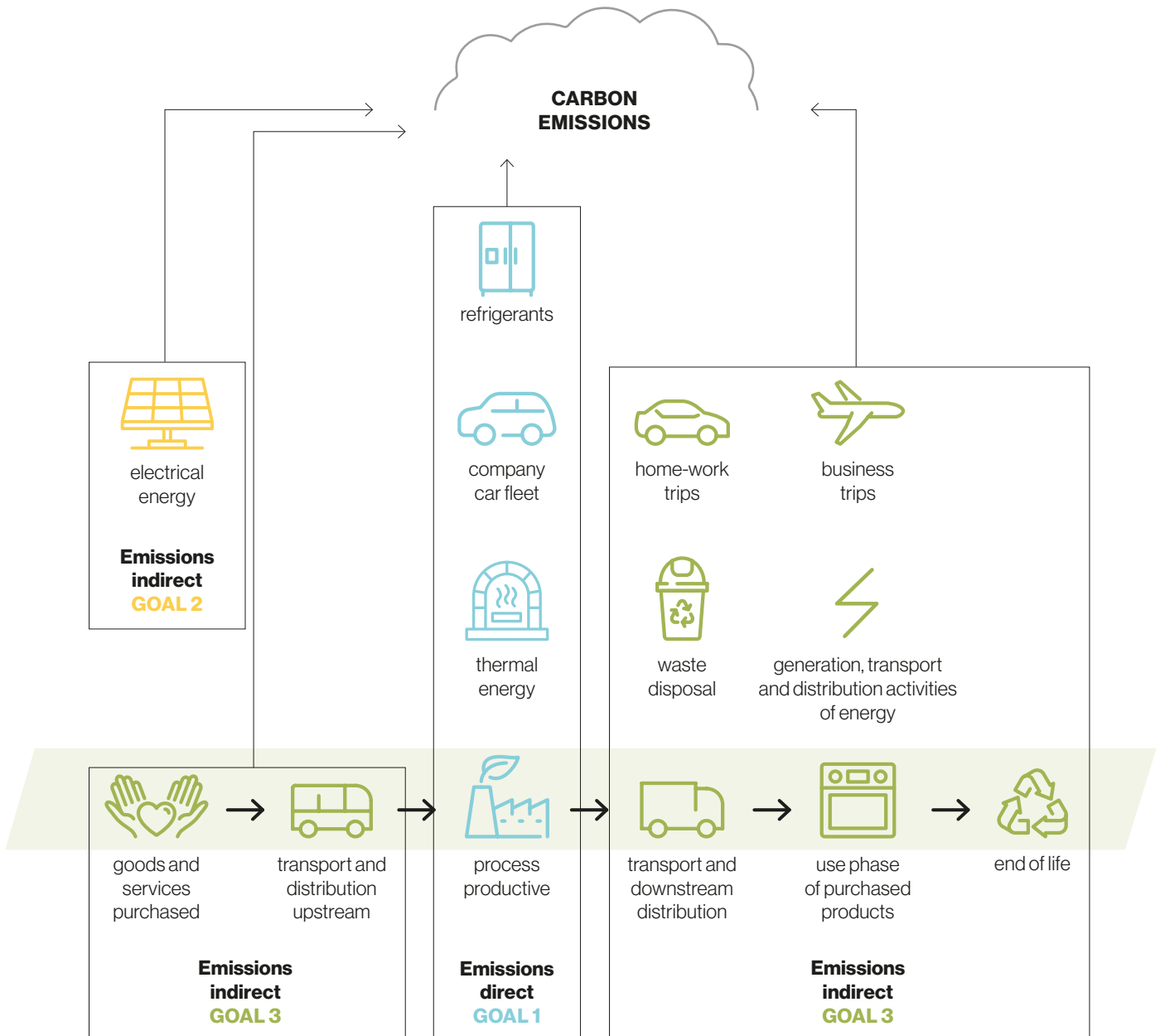
**indirect emissions generated by third parties** and resulting from the organisation's energy needs;

## GOAL 3:

the **organisation's indirect emissions**, related to consumption of raw materials, use of third-party transport, travel, waste, use and life cycle of products sold (recycling, incineration, landfill), commuting of employees.

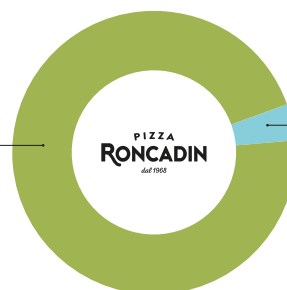


# CARBON EMISSIONS

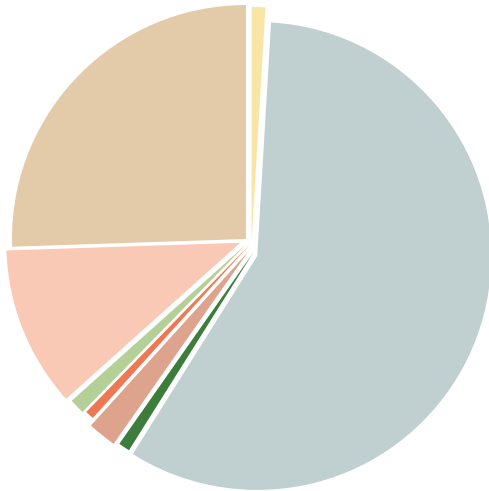


**OUR EMISSIONS ARE DISTRIBUTED AS FOLLOWS:**














**96,8%**  
GOAL 3



**3,2%**  
GOAL 1



<b>60,9%</b>	goods and services purchased
<b>25,6%</b>	use of products
<b>9,4%</b>	downstream transport and distribution
<b>1,8%</b>	upstream transport and distribution
<b>0,8%</b>	travel home-work
<b>0,7%</b>	end-of-life products
<b>0,5%</b>	generation activities, transport and energy distribution
<b>0,3%</b>	waste

Direct emissions GOAL 1		
	Company car fleet	87 ton CO <sub>2</sub> q
	Thermal energy	4839 ton CO <sub>2</sub> q
	refrigerants	0 ton CO <sub>2</sub> q
<b>4.926 ton CO<sub>2</sub>q</b>		
Indirect Emissions GOAL 2		
	Electricity	0 tonCO <sub>2</sub> q <i>Breakdown of emissions based on the use of the mix energy. Location based = 7130 tonCO<sub>2</sub>q Market based = 0 ton CO<sub>2</sub>q</i>
<b>0 ton CO<sub>2</sub>q</b>		
Indirect Emissions GOAL 3		
	Home-work trips	1121 ton CO <sub>2</sub> q
	Business trips	29 ton CO <sub>2</sub> q
	Energy generation transport and distribution activities	696 ton CO <sub>2</sub> q
	Waste disposal	515 ton CO <sub>2</sub> q
	Upstream transport and distribution	2690 ton CO <sub>2</sub> q
	Goods and services purchased	89935 ton CO <sub>2</sub> q
	Downstream transport and distribution	13896 ton CO <sub>2</sub> q
	Product use phase	37750 ton CO <sub>2</sub> q
	End of life	1071 ton CO <sub>2</sub> q
<b>147.703 ton CO<sub>2</sub>q</b>		

**152.629 ton CO<sub>2</sub>q**

We also want to make our contribution by positively influencing consumer habits. We try to spread the culture of clean energy through a campaign dedicated to green energy. This will be sponsored on all packs of our ExtraVoglia pizzas, inviting to make increasingly conscious choices.

Internally, however, we act on several fronts to achieve the three sustainability targets related to our direct and indirect emissions:

### GOAL 1



Our direct emissions come mainly from the furnaces of our production lines, fuelled by natural gas, and from the company car fleet, including forklifts. To improve the current situation, we intend to evaluate alternatives to fossil fuels in 2022. One of the possibilities, in particular, is the use of biomethane. This would allow us to cut emissions, limiting them to transport only.

### GOAL 2



We have been working for years to minimise our indirect impact and are proud of our achievements. In particular, our emissions related to electricity use are zero, which has enabled us to fulfil target 2. This was made possible by self-generated energy through our photovoltaic system and the purchase of certified, 100% renewable energy.

### GOAL 3



Indirect emissions related to the supply, distribution, use and disposal of the product are those that have the most significant impact overall in our business model. The two areas that stand out in terms of emissions are related to the use of the product by the end consumer (indirect use) and procurement.

By calculating our carbon footprint, we have become aware of the impact that our supply chain has on the environment. That is why we work with electricity and gas suppliers that offer 100 per cent renewable energy.

Our commitment to reducing emissions will continue in the coming years. We are committed to establishing new parameters to measure our partners, considering their environmental impact.





# SYSTEM IMPROVEMENTS

## TUNNEL

As stated in objective 9 of the SDGs, **technological progress** is a fundamental part of the process of improving the current environmental situation. Without technology and innovation, there is no industrialisation, and without automation, there can be no development.

In fact, we have been collaborating with our **supplier partners** in this direction for a long time. Together we are constantly studying new ways to optimise our performance, starting with deep awareness. Our constant monitoring allows us to carry out preventive maintenance and have precise control over consumption.

Specifically, we have partnered with leading companies in the industry to install two-stage compression freezing systems. The latest findings indicate that this **new system** adopted is much better than the previous one.

This intervention was of great importance to us, because freezing and cold chain maintenance facilities are a sensitive area. These alone require about 32% of the productive energy.

Even more relevant in this respect is the **freezing tunnel**, the proper functioning of which leads to considerable savings. This system can bring the temperature of products down from room temperature to -25°C in just 30 minutes. This prompts us to invest in new technologies that increase the energy efficiency of the freezing tunnel. Thanks to our actions, we have estimated a saving of about 1.7 million kWh per year (equivalent to 600 tonnes less CO<sub>2</sub> released into the atmosphere\*).

Subsequent analyses certified **savings exceeding 40%**, a result thanks to which Roncadin was named "*Best Case in the Industrial Freezing Sector*" by Enel X. This allowed us to obtain **White Certificates**, tradable securities dedicated to energy efficiency. This is an essential incentive for investment in this field.

The investment in the deep-freeze tunnel was only the latest step in a long journey that has been underway for years. With a curious and attentive eye, we are constantly looking for innovations technology, knowing that they can help us reduce consumption and increase sustainability.

*\*savings calculated on conversion values ISPRA - Report 257/2017*



# STANDARD

# 8

PIZZA  
**RONCADIN**  
dal 1968

We feel responsible for our actions. We are aware of the impact our activities and relationships can have on the region's sustainable development.

This led us to Make a decision.  
We want our impact to be positive.

# METHODOLOGICAL NOTE AND FRAMEWORK USED

We feel responsible for our actions. We are aware of the impact that our activities and relations can have on the sustainable development of the territory.

This led us to Make a decision. We want our impact to be positive. And we want to be completely transparent about it: that is what leads us to make this document public.

The first big step that made our commitment even more tangible was the transformation of Roncadin, to November 2021, in **Company Benefit**. In parallel, we started to give more structure to our system of reporting. This **Integrated Report** is part of it and represents its culmination.

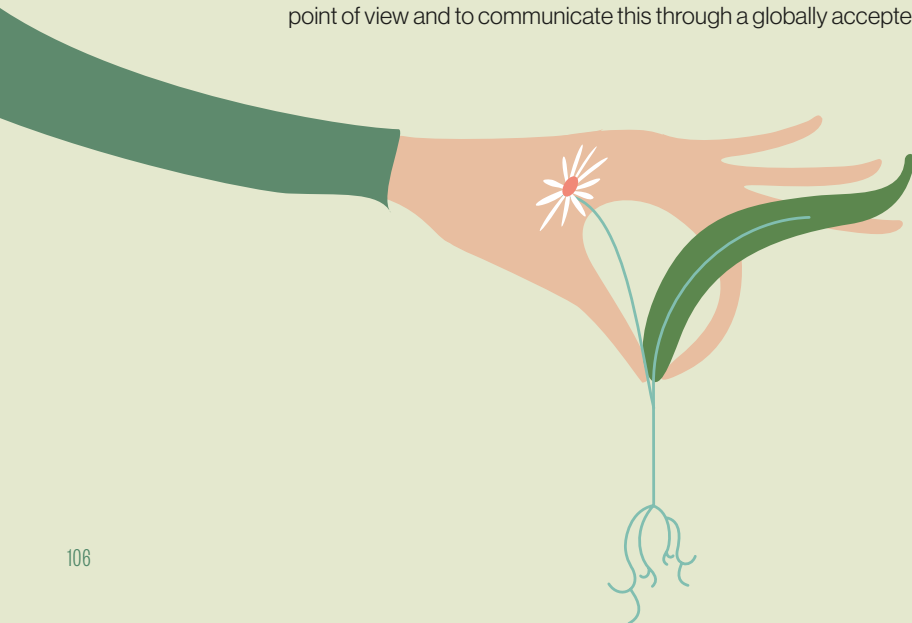
This is our first sustainability report, a testament to our commitment to making accessible this information to all stakeholders. In a simple, direct and transparent way.

In preparing this document, we have followed the reporting principles dictated by the standards published in 2016 by the **Global Reporting Initiative** (GRI). In particular, we operated according to the "In accordance - core" option, and we followed the 2021 framework of the **International Integrated Reporting Council** (IIRC).

GRI standards promote a mode of reporting that is based on public reporting of the company's work on sustainable development.

At the same time, our actions are guided by the 17 Sustainable Development Goals (**SDGs**, Sustainable Development Goals), signed in 2015 by the 193 member countries of the UN.

This allows us to identify what kind of impact we have from an economic, social and environmental point of view and to communicate this through a globally accepted standard.



# REPORTING PERIMETER AND ANALYSED PERIOD

The period we analysed to create our first integrated report is **2021**.

We felt it was necessary to present some data by comparing them with others previously collected.

These indicators, therefore, show not only the situation in 2021 but also the situation in 2020.

Being at the beginning of our reporting process, data collection is still a work in progress.

The exact figure is unavailable in some cases, which will be appropriately indicated.

The reporting data refer to Roncadin S.p.A. SB, located at Via Monteli 3 in Meduno (PN) and Roncadin Inc.

The integrated report will be prepared on an **annual basis**.



## Contact:

*The **occasions for discussion** are always welcome.*

*Comments, requests, opinions and suggestions for improvement in sustainability activities of Roncadin S.p.A. SB and the information contained in this Report, can be sent to the following contacts:*

**luigi.villalta@roncadin.it**





# GRI TABLE

## GLOBAL REPORTING INITIATIVE

### GRI 102 GENERAL INFORMATION

#### ORGANISATION PROFILE

Indicator	Description of the indicator	Report section	Notes or omissions	N. Pag
102-1	Name of organisation	The company		11
102-2	Primary activities, brands, products and/or services	Our Products		20
102-3	Location of head office	The company		11
102-4	Location of activities	The company		11
102-5	Ownership and legal form	The company		11
102-6	Markets served	Markets		22
102-7	Size of the organisation	The company in numbers		5
102-8	Information on employees and other workers	The person at the centre		73
102-9	Supply chain	Our supply chain		49
102-10	Significant changes to the organisation and its supply chain		There were no significant changes	
102-11	Precautionary Principle		Not applied	
102-12	External Initiatives	The relationship with our customers		89
102-13	Membership of associations	Social and relational capital		87
102-14	Statement by a senior manager	Letter to Stakeholders		6
102-15	Key impacts, risks and opportunities	Risk assessment		36

#### ETHICS AND INTEGRITY

Indicator	Description of the indicator	Report section	Notes or omissions	N. Pag
102-16	Values, principles, standards and norms of behaviour	Our Ethics		27

#### GOVERNANCE

Indicator	Description of the indicator	Report section	Notes or omissions	N. Pag
102-18	Governance structure of the organisation	Governance Structure		26

#### STAKEHOLDER INVOLVEMENT

Indicator	Description of the indicator	Report section	Notes or omissions	N. Pag
102-40	List of stakeholder groups	Stakeholders and materiality analysis		28
102-41	Collective Bargaining Agreements		100% of employees are covered by collective bargaining agreements	
102-42	Identification and selection stakeholders	Stakeholders and materiality analysis		28
102-43	Ways of involving stakeholders	Stakeholders and materiality analysis		28
102-44	Key issues and criticalities raised	Stakeholders and materiality analysis		28

REPORTING PRACTICES				
Indicator	Description of the indicator	Report section	Notes or omissions	N. Pag
102-45	Persons included in the consolidated financial statements	Methodological notes and framework used		106
102-46	Definition of report content and perimeters of topics	Stakeholders & materiality analysis		28
102-47	List of material topics	Stakeholders & materiality analysis		28
102-48	Review of information		Non applicable	
102-49	Changes in Reporting		Non applicable	
102-50	Reporting Period	Methodological notes and framework used		106
102-51	Date of the most recent report		Not applicable, as the first sustainability report	
102-52	Reporting Periodicity	Methodological notes and framework used		106
102-53	Contact for enquiries regarding the report	Methodological notes and framework used		106
102-54	Statement on reporting in accordance with GRI Standards	Methodological notes and framework used		106
102-55	GRI Table of Contents	Methodological notes and framework used		106
102-56	External Assurance		No external assurance	

GRI 204: PROCUREMENT PRACTICES				
Indicator	Description of the indicator	Report section	Notes or omissions	N. Pag
103-1 103-2 103-3	Management mode	Our supply chain		49
204-1	Proportion of spending on local suppliers	Our supply chain		49

GRI 302: ENERGY				
Indicator	Description of the indicator	Report section	Notes or omissions	N. Pag
103-1 103-2 103-3	Management mode	Our energy consumption		95
302-1	Energy consumed within the organisation	Our energy consumption		95

GRI 401: EMPLOYMENT				
Indicator	Description of the indicator	Report section	Notes or omissions	N. Pag
103-1 103-2 103-3	Management mode	The person at the centre		73
401-1	New recruitment and turnover	The person at the centre		73
401-3	Parental leave	The person at the centre		73





### GRI 403: OCCUPATIONAL HEALTH AND SAFETY

Indicator	Description of the indicator	Report section	Notes or omissions	N. Pag
103-1 103-2 103-3	Management mode	Human capital		71
403-1	Occupational Health and Safety Management System	Safety		82
403-2	Hazard identification, risk assessment and accident investigation	Safety		82
403-3	Occupational health services	Safety		82
403-4	Worker participation and consultation, and communication on health and safety at work	Safety		82
403-5	Worker training in occupational health and safety	Safety		82
403-6	Workers' health promotion	Health Promotion		78
403-7	Prevention and mitigation of occupational health and safety impacts within business relationships	Safety		82
403-9	Accidents at work	Safety		82
403-10	Occupational Diseases	Safety		82

### GRI 404: TRAINING AND EDUCATION

Indicator	Description of the indicator	Report section	Notes or omissions	N. Pag
103-1 103-2 103-3	Management mode	The person at the centre		73
404-1	Average annual training hours per employee	The person at the centre		73



# IMPACT REPORT



Our choice to become a **Benefit Company** translates into a concrete and constant commitment to the pursuit of actions that have as their **objective a common benefit.**

# IMPACT REPORT

Our choice to become a **Benefit Company** translates into a concrete and constant commitment to the pursuit of actions that have a **common benefit as objective**. This means operating responsibly, sustainably and transparently towards all our stakeholders, such as customers, employees, community groups, the territory and environment, cultural and social assets and activities, organisations and associations.

According to Paragraph 378 of Article 1 of Law 208/2015 (the law establishing Benefit Societies), an impact assessment must be prepared to demonstrate our commitment. The areas of analysis must include the following:



## 1. CORPORATE GOVERNANCE

It assesses the degree of transparency and accountability of the company in the pursuit of its goals of common benefit, with a focus on society, stakeholder involvement and the level of transparency of all policies implemented.



## 2. WORKERS

The relationship with employees and collaborators is evaluated in several aspects: remuneration and benefits, personal and professional training and growth plans, quality of the environment work, internal communication, flexibility, and safety.



## 3. COMMUNITY

A Benefit Society must relate to the outside world, taking into consideration suppliers, the territory and the local communities in which it operates. For this reason, all actions to support the supply chain and land development, such as volunteering, donations, and cultural and social activities.



## 4. ENVIRONMENT

In carrying out its activities, the company must assess its impact in terms of utilisation of energy, resources and raw materials. At the same time, assessing the entire product cycle is necessary, considering production, logistics and distribution processes, use, consumption and end-of-life. To comply with these legal obligations, we use the international third-party standard B Impact Assessment.



## 5. CUSTOMERS

Customer relations are also expressed through the quality of products and services, ethical marketing, data privacy and safety, and feedback channels. Hence our commitment to seek always new products that meet all dietary requirements.



The law does not expressly require a certification of the generated impact. However, when this report was prepared, we decided to also embark on the path towards **B Corp certification**, following the audit process to be carried out by the B Lab certification body. The summary of the generated impact for the year 2021 is expressed with a score of 109.7 (on a scale of 0 to 200).

# THE MATRIX OF COMMON BENEFIT OF RONCADIN

Our company operates in the food sector through the industrial production of frozen pizza and snacks and their marketing and wholesale distribution.

Roncadin, as a Benefit Company and in the exercise of the economic activity indicated above, in addition to the purpose of making a profit and creating economic value, also intends to pursue objectives of common benefit and to operate in a responsible, sustainable and transparent manner towards people, communities, the territory and environment, cultural and social assets and activities, bodies and associations and other stakeholders.

In particular, it is intended to pursue specific aims of common benefit in the following areas:

#### **Circular Economy and Innovation**

- develop energy and production efficiency projects that encourage the reduction of wasted energy and raw materials used in the production process through the use of best practices, technologies and innovative solutions;
- develop projects that favour the use of renewable energy;
- promote respect for the environment through sustainable supply chains that help conserve ecosystems and biodiversity and respect people's rights.

#### **Land development, people's well-being and employment**

- promote initiatives that meet the needs of employees;
- contribute to the creation of value for the territory through new jobs;
- attract, train and develop new talent;
- disseminate and strengthen the culture of health and safety of people outside the workplace.

All individuals and citizens, without distinction of gender, race, language, religion, political opinion, personal condition and taking into account their social status, will benefit from the benefit activities of the Society.

We mapped the goals of common benefit concerning material issues, stakeholders, risks, capital, the SDGs and the responsible function:

THEME MATERIAL	OBJECTIVE OF COMMON BENEFIT	STAKEHOLDERS INVOLVED	RISK	CAPITAL/I	SDGs	FUNCTION SUPERVISOR
<b>Safety</b>	Disclose and strengthen the safety culture also outside the work environment	Employees, Visitor outside	Accidents Accidents at work and otherwise	Human/relational and social/intellectual	3	Human resources/ production
<b>Health</b>	Disseminating and strengthening the culture of health also outside the work context.	Employees	Chronic/severe work-related and non-work-related illnesses	Human/relational and social/intellectual	3	Human Resources
<b>Attraction Talents</b>	Attracting, forming and develop talents	Employees, company and communities	Ageing of the corporate population and innovation slow R&D	Intellectual/ relational and social	4,8	Human resources/ management
<b>Employment</b>	Creating value for the territory	Community, employees	Depopulation and loss of land values	Intellectual/ relational and social/ human	8	Human resources/ management
<b>Well-being</b>	Promoting initiatives in favour of employees	Employees and communities	Lack of or low labour efficiency. Loss of know-how and skills	Human/relational and social	3	Human resources/ management
<b>Efficiency</b>	Reduction of energy waste and process raw materials	Company, environment	Increased waste, loss of marginality	Productive/ capital	7,8,9,12	Manufacturing
<b>Climate change</b>	Use of renewable energy and promotion of respect for the environment	Environment, community	Loss of added value conferred by the surrounding environment	Environmental/ relational and social	7,12,13	Production direction
<b>Sustainable Procurement</b>	Chains of sustainable sourcing	Environment, customers, community	Poor availability of raw materials and consequent price increases; Reputation	Environmental/ relational and social/ intellectual	12,13	Shopping/ production / marketing Director

# ACTIVITIES AND GOALS



**Roncadin became a Benefit Corporation in November 2021.**

**The first impact report will define the specific targets for the year 2022.**



## **FIRST OBJECTIVE of common benefit:**

*Disseminating and strengthening the culture of health also outside the work context.*

As a food company, we are convinced that adopting a healthy lifestyle is crucial for everyone's well-being. This is why we promote events and activities to raise awareness of proper diet and the benefits of physical activity. Our goal is to be able to involve as many people as possible: by 2022, we strive to organise promotion events that reach at least 2 per cent of all people who work with us.



## **SECOND OBJECTIVE of common benefit:**

*attracting, training and developing talent.*

Our reality is located at the foot of the Carnic Pre-Alps, in a village of about 1500 inhabitants, 40 km from the largest population centres in the area. It is, therefore, crucial for us to be an attractive company from a professional point of view to ensure our business continuity. With this in mind, we are constantly collaborating with high schools and universities and are committed to 2022, to propose four new collaborations.



## **THIRD OBJECTIVE of common benefit:**

*creating value for the territory.*

We are very attached to our local area and community. This link has been realised not only in the constant offer of jobs but also through the organisation of initiatives and sponsorships. At particularly heartfelt events, we usually distribute our pizzas. In 2022 we commit ourselves to five initiatives that have as their objective of creating value for the territory.



**FOURTH OBJECTIVE of common benefit:**

*promote initiatives in favour of employees.*

Our employees are vital resources: hence our commitment to promoting the well-being of those who work alongside us. We promote various team-building initiatives for our employees, but also to facilitate the reconciliation of work and family life.

To this end, we provided a summer group, GREST, during the school closure period, for the children of employees. In 2022, we are committed to promoting at least six such initiatives.

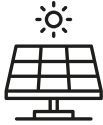


**FIFTH OBJECTIVE of common benefit:**

*reduction of wasted energy and process of raw materials.*

By its very nature, our production process requires a lot of energy and raw materials. Every year we set ourselves the goal of reducing the electricity we use for each pizza produced and input resources. By the year 2022, we are committed to achieving 0.242 kWh/pizza, improving our products in energy terms by 3.6%.

We also intend to reduce the over-consumption of raw materials by improving production.



**SIXTH OBJECTIVE of common benefit:**

*use of renewable energy and promoting respect for the environment.*

To reduce our impact, for several years now, we have been using only 100% sourced energy from renewable sources, part of which is self-generated by photovoltaic panels installed on our roofs. Our goal for 2022 is to continue in this direction.

We are also aware that to be more sustainable, the company's action must be complemented by that of the individual. This is why we promote initiatives that raise our community's awareness of environmental protection and a sustainable lifestyle. For 2022 we commit ourselves to five promotion of environmental protection initiatives.



**SEVENTH OBJECTIVE of common benefit:**

*Sustainable supply chains.*

During 2021, we calculated our carbon footprint, and it turned out that a large part of our emissions comes from the supply chain. This is why we decided, that starting 2022, to also consider social and environmental aspects when selecting suppliers. We aim to supplement our supplier evaluation system with indicators measuring their social and environmental sustainability.



# OVERALL SCORE: B IMPACT SCORE

## RONCADIN SPA SB

End date of the fiscal year: **December 31st, 2021**



### Company

Minimum score B Corp



### GOVERNANCE

Find out how the company can improve policies and practices relevant to its mission, ethics, accountability and transparency.

Questions/Answers

**25/25**

Overall score

**13.6**



### WORKERS

Find out how the company can contribute to its workers' financial, physical, professional and social well-being.

Questions/Answers

**55/55**

Overall score

**24.3**



### COMMUNITY

Find out how the company can contribute to the economic and social well-being of the communities in which it operates.

Overall score

**56/56**

Overall score

**14.9**



### ENVIRONMENT

Find out how the company can contribute to the economic and social well-being of the communities in which it operates.

Overall score

**80/80**

Overall score

**53.5**



### CUSTOMERS

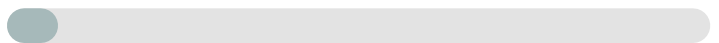
Find out how the company can improve the value it creates for its customers and direct consumers of its products and services.

Overall score

**39/39**

Overall score

**3.2**



This first impact report marks an essential step for Roncadin. The first step towards becoming, year after year, a benchmark in our industry for a sustainable business model in many respects.

**We take responsibility for constantly analysing our progress against the goals we have set in our charter, always finding new goals to strive for to create a future for the next generation.**

CONCONDI PIATTI

SNACK

CONTORNI PRONTI

PIZZE



OTTILE MARGHERITA  
OTTILE CAPRICCIOSA  
OTTILE SALAMINO  
OTTILE FUNGO E CIPOLLA

# PIZZA



la Velocità

ALFREDO

SUSTAINABILITY

MEZZE

PASTA

PIZZE

EXTRASOTTILE MARRONE  
EXTRASOTTILE CAPRESE  
EXTRASOTTILE SALSA  
EXTRASOTTILE TOPPING

€ 4,99

3,99

3,99

3,29

ZAZA

PIZZA  
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