

SUSTAINABILITY REPORT 2022



SECOND EDITION

SUSTAINABILITY REPORT - 2022



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THE COMPANY IN NUMBERS



PROFIT:

94,531,280 pizzas 



18,294,053 kg of flour

7,969,777 kg of tomatoes 



5,772,653 kg of mozzarella

€160,368,431 value

created by the business model 

PEOPLE:

743 active employees 

3.46% of profit 

in production bonus

38.5-hour working week: 

office staff

30-hour working week:

shift personnel

PLANET:

34%* of CAPEX invested 

in energy efficiency

↳ of which **+17%** compared to 2021

24,467,000 kWh 

of electricity used

1.5 kg of CO₂ per pizza 

LETTER TO THE STAKEHOLDERS



[GRI 2-22]

It is with great pride that I present to you Roncadin's second Sustainability Report. It is an important document for us, because it reflects the extent of our commitment to sustainability and illustrates how responsibly we conduct our business.

As you are aware, pizza, for us and for all those who love it like we do, is much more than a food. It is a symbol: it represents our Italian identity, our passion for good food and, for those of us who make it, the constant search for ingredients that will bear the best result. It is sharing, conviviality and tradition, and it has the power to bring us together around a table and make us feel proud of our roots. That's why we care so much about it: a food that is so important to our culture always deserves the utmost attention.

2022 has been a very satisfying year for Roncadin: the positive trend of 2021 has been confirmed and this is something that can only make me happy. Also because the socio-political situations that influenced the market inevitably cast some shadows on economic growth: the outbreak of war, the interruption of supply chains, rising energy costs and inflationary pressures were reflected in the company's production dynamics.

However, we faced each challenge with determination and tamed the complexities of the market: today we find ourselves drawing

the balance and the balance is positive, which is a source of great pride for me. Every challenge brings with it a valuable lesson, and 2022 taught us, once again, that we must intensify our efforts to build a more sustainable future for the entire community.

This year we completed the acquisition of Zero srl, the new artisanal laboratory in which we seek out flexible processes and methodologies that allow us to constantly explore new possibilities and experiment with the highest quality ingredients.

We increasingly recognise that Roncadin's community of workers is our main source of success and, during the year, we consolidated our commitments to our employees, strengthening dialogue and sharing, as well as implementing new projects aimed at their well-being, safety and health. We are one big family and we firmly believe that every employee must feel at home in order to perform at their best.

We are enthusiastically renewing our commitment to reducing our impact on the environment and promoting environmentally friendly production. We have expanded the photovoltaic system already present in the plant: this allows us to further increase our energy production from renewable sources and enables us to power the company's facilities 100% with clean and sustainable electricity.

As a charitable company, we have chosen to include in our mission objectives that promote the common good, both for our territory and for the entire community. The impact report incorporated in the Sustainability Report highlights the commitment achieved in 2022 and defines new common benefit goals for 2023.

We want to thank you for your support and trust in our brand. We will continue to work hard to offer you high-quality products, meet your needs and exceed your expectations.

Dario Roncadin

CORPORATE IDENTITY





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 he was in the world.

The same spark permeates his entire family. And so it was in 1992 that the Meduno plant was founded, where the first Roncadin pizza was produced.

Although embarking on large-scale production, the family's corporate identity is clear from the outset. Roncadin is not an industry. Roncadin is a large artisan workshop. A great pizzeria that, thanks to the meticulous care dedicated to dough, raw materials and research, brings the flavour of tradition to tables all over the world.

Today the Roncadin Group consists of 6 companies, of which the manufacturing ones are: Roncadin S.p.A. SB [GRI 2-1] (hereinafter abbreviated to "Roncadin"), Zero S.r.l. and Roncadin USA Inc. in the United States.

[GRI 2-1]

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 Meduna Valley, wild and characterised by the emerald and icy pools of the Meduna stream. Right here, amidst pristine woods and crystal-clear waters, lies the small town of Meduno, home to the Roncadin factory. Our identity is rooted in the territory, made up of nature, which we preserve at all costs, of culture and traditions, which are precious and which we share because they are also our own.

Roncadin Usa Inc

In 2013, Roncadin lands overseas. A sales office is open in the United States, in Chicago, Illinois. This new location represents a significant step for the company, reflecting the increase in demand and the ever-growing need to serve the large American market.

Zero srl

In 2022, Roncadin acquires Ada Food S.r.l., renamed Zero S.r.l., thus opening up to a new market: that of refrigerated counter products. The experience of over thirty years in the fresh food sector proves invaluable to the Roncadin Group, which is thinking of new and promising projects. The experts at the Zero factory work to develop innovative solutions in line with consumer needs, balancing taste, quality ingredients and aesthetics.

← Dough area - divider line 7
→ Roncadin Extravoglia - La Sottile - Tuna and Onion



VISION, MISSION, VALUES

VISION

THINK BIG. BUILD WITH PASSION.

Passion and willpower: these are the characteristics that drive us to look far ahead. To think 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, it becomes laughter, it becomes pleasure.

MISSION

OUR PIZZA, EVERYWHERE.

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

VALUES

1. SHARING

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

2. COMPLICITY

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

3. CURIOSITY

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 pinch of imagination. Because, if there is one phrase we really don't like, it is: "We have always done it this way". We try and will always try to surprise ourselves and those who trust in 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, who is counting on us to savour a piece of Italy. This is why we get out of bed in the morning. Enthusiastic, because we know that we are doing something beautiful, all together.

→ "Objective Zero Accidents" manifesto - communication campaign 2022



5. PERSEVERANCE

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

6. AMBITION

Our greatest challenge is to convince even the most sceptical to give us a try. We are ready to rewrite the rules and break down clichés. We want to enter the heart of anyone who craves pizza: we are ready to surprise with our quality and our flavours.

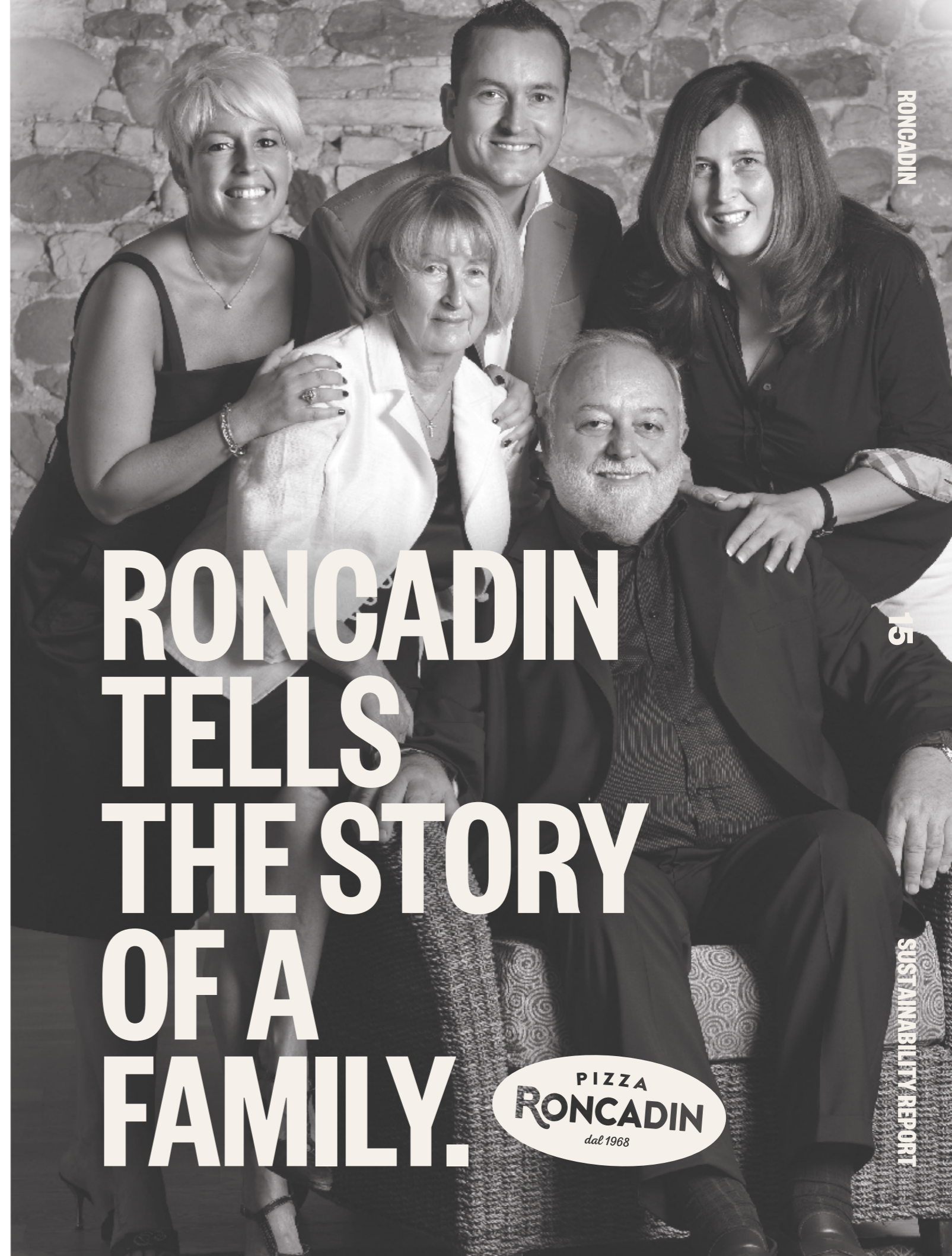
OUR STORY... OF SUSTAINABILITY

Roncadin 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 after slice, has become reality. The dream of bringing a little piece of Italy everywhere, always, for everyone. This dream has been fuelled by the vision of a new generation that, starting in 2009, entered the company and looked ahead, ready to guide the path of growth and innovation, integrating sustainability into the corporate strategy

Enter major milestones in history: proposed starting in 2009. These important milestones led us to acquire Benefit Company status in 2021, a recognition of our commitment not only to profit but also to the wellbeing of the community and the environment. Roncadin continues to grow with determination and passion, pursuing its dream of sharing a piece of Italy everywhere, always, for everyone, without fear and with a strong will for growth and sustainable change.



↑ Electric bike tours - 18 June 2022
→ Roncadin Family



RONCADIN TELLS THE STORY OF A FAMILY.





Our journey towards sustainability, undertaken in 2010, was a milestone in our history. In that year, we installed **5416 solar panels**, thus initiating our **transformation into a 100% GREEN company**. This was the beginning of our commitment to a sustainable future.



In 2014, we proudly took **first place in the 100% Sustainable Energy category at the Coop for Kyoto**. This award confirmed our efforts to reduce our environmental impact and promote sustainable energy.



2018 marked the start of the construction of our **new factory**, which has become the driving force behind the sustainable development of our production. This new facility has enabled us to implement further innovative solutions to **reduce environmental impact and improve energy efficiency**.



2020 was another significant year in our journey towards sustainability. We purchased our **first electric company cars**, demonstrating our commitment to sustainable mobility. In addition, we installed a **new photovoltaic system**, increasing our capacity from 1 MWh to 1.5 MWh. We also built a new finished product storage cell, thereby optimising the production process in a sustainable way.



In 2021, we activated a new system to recover waste water from the sewage treatment plant, once again demonstrating our dedication to **responsible water management**.

In 2022, we installed an additional system that allowed us to increase our energy consumption from 1.5 MWh to 3.5 MWh.



2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
------	------	------	------	------	------	------	------	------	------	------	------	------	------

The Roncadin family returns to run the factory.



Italian Annual Awards 2011: best product innovation - pizza

Roncadin celebrates 20 years in business (first property in 1992). A great occasion, shared with employees and their families.



Production expands. The **SNACK LINE** is inaugurated: from July, calzoncelli and pizzette are produced. Soon afterwards, panzerotti and pizza pala were also introduced to the market. **Roncadin USA Inc.** is established.

A year marked by great achievements for the Group. Turnover of €78 million is reached, an absolute record for Roncadin. €23 million was invested in the construction of new lines and the optimisation of cogeneration plants.



The fifth line of the Meduno plant was inaugurated, reaching a surface area of 22,000 square metres. There are now more than 400 workers and 350,000 pizzas are produced per day.

Roncadin begins a partnership with AR S.r.l. - The Gluten Free Company. The line of pizzas is thus extended, meeting the needs of allergy sufferers and those intolerant to gluten.

On **22 September**, a huge fire devastates a large part of the factory.

On **26 September**, a few days after the fire, Roncadin is ready to restart.

On **26 October**, reclamation work on the complex officially begins.

On **3 December**, the dismantling phase of the areas damaged by the fire is completed.

On **12 February**, the project for the new factory is ready. From here, production is set to increase further, using the latest innovations in technology, safety and environmental sustainability.

On **6 March**, the project to build the new plant gets underway.

On **8 August**, the plant's seventh line is completed and about to start up. The second phase of the reconstruction plan begins, involving a series of new service buildings, ready by the end of 2018.

On 13 February, the new production line 8 is started up. On 30 October, the new warehouses for raw materials and finished products are completed. Start-up of the new production line 9.



Roncadin becomes a **Benefit Company**

Roncadin acquires Ada Food s.r.l., renamed **Zero S.r.l.**, thus opening up to the market for refrigerated products.

The UNI EN ISO 14001:2015 is also concluded, which certifies that the organisation has an Environmental Management System adequate to keep the environmental impacts of its activities under control, and systematically seeks its improvement in a coherent, effective and sustainable manner. UNI EN ISO 14001:2015 is not compulsory, but the result of a voluntary choice by a company that decides to keep active and improve its environmental management system.

RONCADIN AS A BENEFIT COMPANY

In 2021, we made the decision to become a Benefit Company, and we are renewing our commitment again this year. We recognise the importance of preserving and promoting the well-being of our region, not only through our economic activity but also through a positive and responsible footprint. We will continue to implement our choices aimed at promoting common benefit, taking into account the social and environmental impact of our actions. The areas on which we intend to focus in order to pursue specific aims of common benefit are as follows, set out in the relevant actions:

Circular economy and innovation:

- + Developing energy and production efficiency projects. This is with a view to encouraging the reduction of energy waste and raw materials used in the production process, through research and the use of best practices, technologies and innovative solutions.
- + Increasing the use of renewable energy.
- + Promoting respect for the environment also through the use of sustainable supply chains that help conserve ecosystems and biodiversity, respecting people's rights.

Enhancement of the territory, people's wellbeing and employment:

- + Promoting initiatives that meet the needs of employees.
- + Contributing to generating value for the territory through the creation of new jobs.
- + Attracting, training and developing new talent.
- + Disseminating and strengthening the culture of wellbeing, health and safety of people, not only in but also outside the workplace.

WE ARE GRATEFUL FOR THE SUPPORT AND OPPORTUNITY OUR REGION HAS GIVEN US, AND WE WILL CONTINUE TO GIVE BACK IN A MEANINGFUL WAY WHAT WE HAVE RECEIVED, ACTIVELY CONTRIBUTING TO CREATING A BETTER FUTURE.

GOALS FOR SUSTAINABLE DEVELOPMENT

We are committed to the goals of the 2030 Agenda: in our own small way, we want to be an active part of a necessary change. Necessary because everyone has the right to live in an economically, socially and environmentally sustainable world.



Report section	SDGs	Target
Financial capital	SDG 8	8.5
Production capital	SDG 9	9.4
	SDG 12	12.2
	SDG 14	14.2
Intellectual capital	SDG 9	9.2
	SDG 10	10.2
Human capital	SDG 3	3.4; 3.8
	SDG 8	8.5; 8.8
Social and relational capital	SDG 4	4.3; 4.4
	SDG 17	17.16
Natural capital	SDG 3	3.9
	SDG 7	7.2
	SDG 13	13.2

PRODUCTS [GRI 2-6]

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, where we meticulously study each of our products to offer an experience that makes people who choose Roncadin feel as if they were in a real Roncadin pizzeria.

In particular, in the Zero factory our experts work to develop innovative solutions that are then proposed to our customers.

Our development philosophy is based on listening carefully to consumers' needs. They show us the direction to take. This is the starting point of our research, which is constantly balanced between taste, quality ingredients and aesthetics.

Of course, the final approval is not only down to us, but to our most important collaborator: the consumer. Their satisfaction is our greatest gratification and a confirmation that our work lives up to expectations. Thus, thanks to the combination of quality research, craftsmanship and the constant involvement of our consumers, a pizza with attention to detail is born. Each slice is the result of a carefully researched and crafted process, with the aim of offering a tasty experience that satisfies the desires and needs of those who choose Roncadin as their favourite pizza.

OUR LINES

Roncadin has a clear objective: to bring high quality pizza with an unmistakable taste into homes all over the world. This is why it has created 3 product lines that aim to cover all market needs.

- + **ExtraVoglia**
- + **Veracemente**
- + **Per te**



ExtraVoglia

The ExtraVoglia line has become the most loved and recognised by our consumers. The combination of high-quality ingredients and authentic flavour makes this line a unique culinary experience for true pizza lovers. This product line itself is divided into 3 types of pizza:

- ✚ **Classic high edge:** part of the premium line and made exclusively in Italy with 100% Italian raw materials, according to traditional recipes, in collaboration with pizza researcher Renato Bosco. There are currently two flavours: Margherita and Parmesan. A very successful partnership, which we have decided to expand to develop new flavours.
- ✚ **Extra thin:** the line dedicated to those who love the lightness of an extra thin dough and the richness of an extra topping.
- ✚ **Thin:** the latest addition to the ExtraVoglia line, featuring the same quality as the Extra thin but with a 24-hour long rising dough.

Veracemente

The Veracemente line, with its unmistakable high edge and the fact that it is baked on lava stone, has had a great impact on our reputation.

Per Te!

If taking care of the quality of our products is fundamental for us, it is equally important to make them accessible to everyone. The Per Te! line is a dedicated service for companies, created to meet the different dietary needs of consumers. It includes:

- ✚ The **gluten-free pizza**: for those with an allergy, intolerance or who simply prefer a gluten-free diet.
- ✚ The **vegan pizza**: for those who want to savour the taste of tradition without consuming any of its ingredients derived from animals.
- ✚ The **wholemeal pizza**: for those seeking the taste of the classic Margherita in a highly digestible dish.

La pinsa

Not just pizzas. La pinsa is the latest product developed by Zero Srl. Its distinctive feature? The dough is 85% moisture, the result is light and its crispness varies depending on the level of cooking desired. Our pinsa is offered as follows:

- ✚ **Plain**, i.e. without toppings
- ✚ **Stuffed**, in the margherita, caprese, salamino and prosciutto & provolone.

Zero srl has also developed 3 other products: the fresh round pizza with high moisture content (70%), the pan pizza and the focaccia in 3 different formats: family size 30x40 cm, portion size 20x30 and single portion 15x20.



MARKETS [GRI 2-6]

The value of our production is the result of sales in as many as 38 countries on four continents.

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

We make 19% of our sales in the UK, while the US contributes 15% and Germany more than 10%.

The rest of the turnover is spread over 35 countries, reached thanks to a widespread distribution and important partnerships with logistics providers.

Turnover distribution by continent

78% Europe
18% USA
3% Worldwide
1% Asia



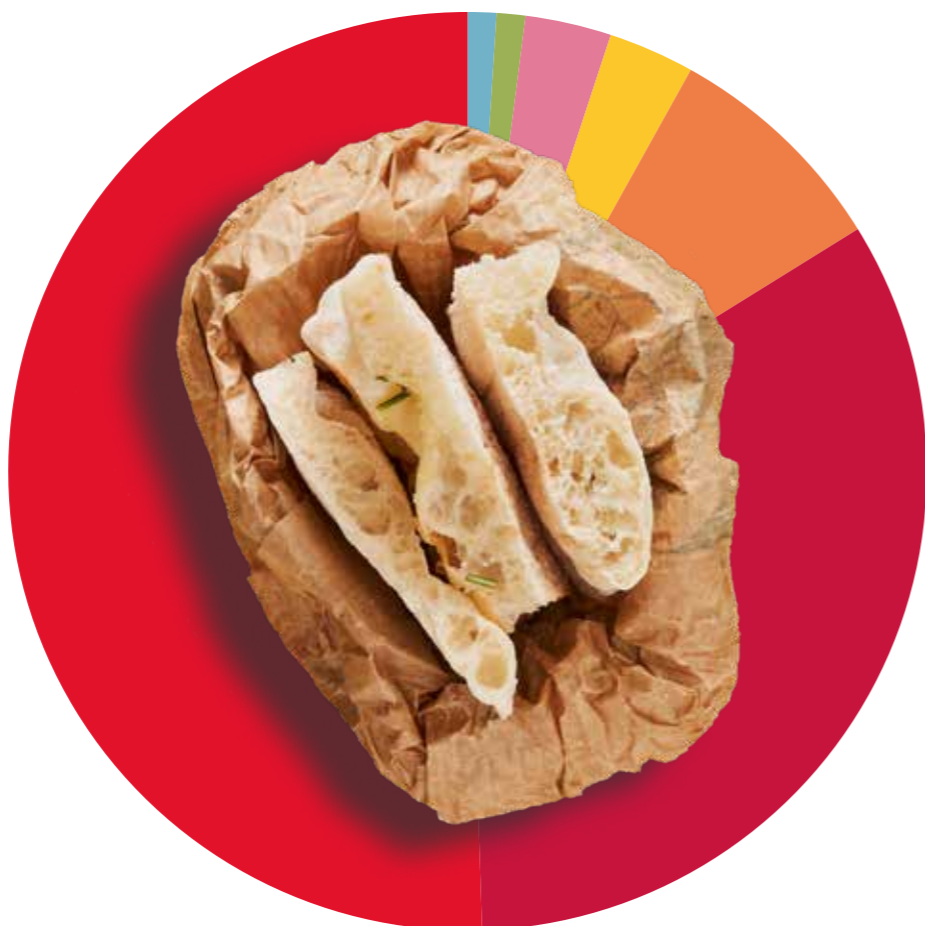
Where Roncadin pizzas are in homes



New markets: Zero Srl

The production value of Zero srl is the result of sales in 10 different countries. 50% of pinzas, slices, calzones and fresh pizzas were served in Europe and, in particular, 33% in Denmark, with the remaining 50% being consumed on Italian tables. The rest of the sales were divided between 6 European countries.

50% Italy
33% Denmark
8% Austria
3% Germany
3% Switzerland
1% France
1% Croatia

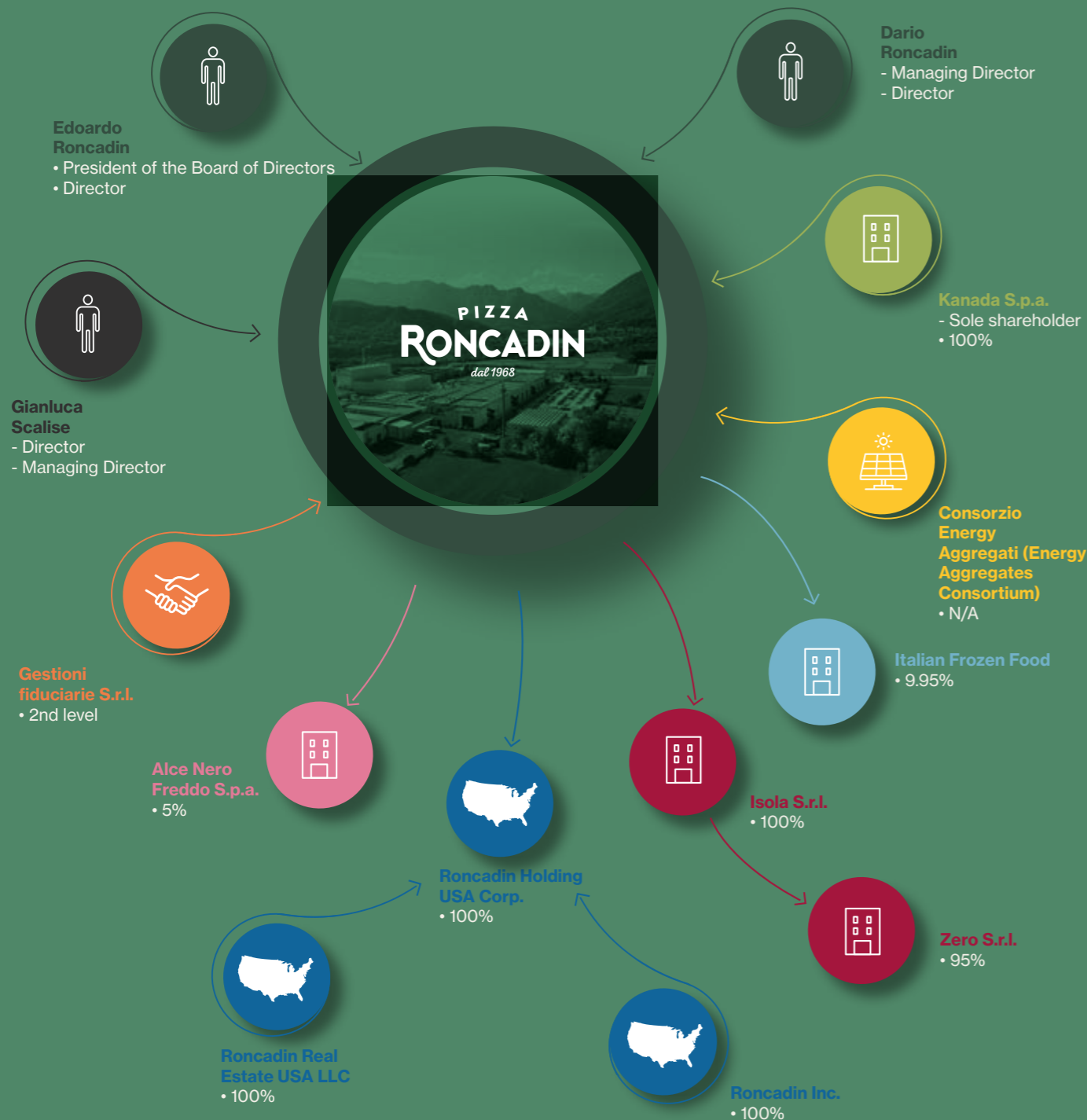


→ Roncadin Stuffed Pinsa Display Counter



CORPORATE GOVERNANCE

2022 COMPANY ORGANIGRAM



GOVERNANCE STRUCTURE

We are a traditional family business.

Roncadin's system of administration and control is structured as follows [GRI 2-9]:

[GRI 2-9]

- ✚ **Board of directors:** with three members, it is responsible for the ordinary and extraordinary management of the company. It defines strategic guidelines, evaluates the organisational and administrative structure and monitors overall business performance. It balances the interests of the shareholders with the pursuit of common benefit. The term of office of the board of directors lasts three years and is appointed by the shareholders' assembly [GRI 2-10].
- ✚ **Managing director:** Appointed by the board of directors, this person is in charge of the day-to-day management of the company.
- ✚ **Board of auditors:** supervises the activities of the directors and ensures compliance with the law and the company's articles of incorporation.

[GRI 2-10]

Currently, the Board of Directors consists of the CEO and two members who do not hold operational positions within the company.

The CEO and one of the members of the BoD belong to the ownership, while the other member is the third and independent of the ownership. Furthermore, the President of the BoD is not a senior manager of the organisation [GRI 2-11].

[GRI 2-11]

The directors take full responsibility for economic, social and environmental performance, but there is currently no evaluation procedure in place to control the management of impacts [GRI 2-18].

[GRI 2-18]

Roncadin inc. is subject to the control and coordination of Roncadin SPA SB, which wholly owns it, with director Alessio Lucchese.

Isola srl subject to the control and coordination of Roncadin SPA SB with sole director Dario Roncadin holds 95% of Zero srl, the remaining 5% is held by partner Armando De Angelis.

The governance structure of Zero srl is the same as that of Roncadin SPA SB, with the exception of the board of statutory auditors, which is absent for size reasons.

We are committed to ensuring fair and transparent remuneration management in order to enhance the contribution of each member of our team.

In our corporate context, some specific rules have been adopted with regard to remuneration methods. First, the remuneration of the board of directors is set by the shareholders' meeting as a fixed amount that remains valid for a three-year period. Subsequently, the Board of Directors distributes this remuneration among its members.

Managers receive remuneration consisting of a fixed part and a variable part. In addition, they receive a company car and restaurant tickets as additional benefits. It is important to emphasise that executive remuneration is related to the company's economic performance, and the benchmark used is EBITDA [GRI 2-19]. With regard to the procedure for determining remuneration, this is checked every six months for all personnel, considering the tasks assigned and responsibilities exercised. [GRI 2-20].

[GRI 2-19]

[GRI 2-20]

[GRI 2-21] Finally, the annual total remuneration ratio is 3.82⁰¹ [GRI 2-21].

We have adopted an Organisational and Management and Control Model, which complies with the requirements of Legislative Decree 231/2001, in order to:

- ✚ monitor and verify the possibility of reducing the residual risks of incurring fines and disqualifications which could jeopardise normal operations and business continuity to the detriment of all stakeholders;
- ✚ enable the Management to have greater control over all company areas and a greater guarantee that activities are carried out in compliance with current regulations and the company's ethical principles. The Model has provided for the appointment of a Supervisory Board, with the task of monitoring the functioning, effectiveness and observance of this System document, as well as overseeing its updating.



↑ Roncadin Extravoglia - La Sottile - Ham and Mushrooms
↗ Roncadin Extravoglia - La Sottile - Vegetables

01 Represent the ratio between the total annual remuneration of the person receiving the highest remuneration and the average total annual remuneration of all employees in the organisation (excluding the aforementioned person). This ratio represents a metric of transparency and accountability within the organisation and reflects our commitment to sustainable progress and effective sharing of the value generated.



↑ Primary packaging area - line 8

OUR ETHICS

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

This 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, with the aim of supporting sustainable growth and affirming our identity.

Fairness, equity, integrity, loyalty, transparency and professional rigour. These are the values that drive us, every day. These are the values that also move all the people who work with us, who are committed to observing and ensuring that they observe them within the scope of their functions and responsibilities. In no way can the belief that one is acting for the benefit of the company justify the adoption of behaviour contrary to these principles [GRI 2-15].

This is the reason why we have adopted the whistleblowing system. We ask all our colleagues and collaborators to report any irregular behaviour through dedicated internal channels. Confidential channels, which allow us to safeguard the confidentiality of communications. And, at the same time, to hold everyone who works with us accountable [GRI 2-26].

In our world, people come first, just as the common good comes first for our business activities. That is why we profess respect for everyone involved in the company's business, without prevarication or privilege of any kind.

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

Our commitment has led us to obtain the highest score on the Legality Rating following the assessment by the Competition and Market Authority [GRI 2-15]. In fact, this year, Roncadin again found no significant instances of non-compliance with laws and regulations⁰¹ [GRI 2-27]. [for graphics, please attach letter of declaration as previous budget].

01 This rating system assesses companies' compliance with laws, rules and regulations with the aim of promoting and reinforcing legality in business activities, encouraging ethical, transparent and law-compliant behaviour. Our score demonstrates that Roncadin adopts ethical management, reducing the risk of illegal practices and helping to build a fairer and more sustainable business environment

*Autorità Garante
della Concorrenza e del Mercato*

Rif. RT4145

*Spett.le
RONCADIN S.P.A. SB
in persona del legale rappresentante p.t.
amministrazione@pec.roncadin.it*

COMUNICAZIONE VIA PEC

OGGETTO: richiesta di attribuzione del Rating di legalità, ai sensi dell'art. 2, comma 1, del Regolamento adottato dall'Autorità Garante della Concorrenza e del Mercato con delibera n. 28361 del 28 luglio 2020 (di seguito, Regolamento).

Si comunica che l'Autorità, nella sua adunanza del giorno 5 luglio 2022, ha esaminato la domanda per l'attribuzione del Rating di legalità da Voi depositata in data 13 maggio 2022 e successivamente integrata in data 27 maggio 2022.

In base alle dichiarazioni rese, nonché all'esito delle valutazioni effettuate, l'Autorità ha deliberato di attribuire a RONCADIN S.P.A. SB (C.F. 01610130930) il Rating di legalità con il seguente punteggio: ★★★★★.

L'impresa sarà inserita nell'elenco previsto dall'art. 8 del Regolamento. Ai sensi dell'art. 6, comma 1, del Regolamento, il Rating di legalità ha durata di due anni dal rilascio ed è rinnovabile su richiesta.

Si rammenta, infine, che ai sensi dell'art. 7, comma 1, del Regolamento, l'impresa è tenuta a comunicare all'Autorità gli eventi che incidono sul possesso dei requisiti obbligatori, la perdita di requisiti premiali e le variazioni dei dati riportati nei propri certificati camerali rilevanti per il rilascio del Rating. La violazione di tali obblighi comporta l'applicazione dell'art. 7, commi 2 e 3, del Regolamento.

Distinti saluti.

IL SEGRETARIO GENERALE
Guido Stazi

Firmato digitalmente da

Guido Stazi
C = IT
Data e ora della firma:
11/07/2022 18:15:16

ESG RATING

Also in 2022, we started measuring our environmental, social and governance impacts using Ecomate, a sustainability algorithm based on European and Italian regulations, aligned with international standards and adapted to the needs of small and medium-sized companies. This tool allows us to assess our impacts through more than 200 questions divided into 11 modules covering environmental, social and governance categories. The scores obtained, on a scale from 0 to 100, allow us to position ourselves on a specific risk scale according to the results.

The assessment includes several areas of analysis.
In the governance module, company transparency, stakeholder engagement and anti-corruption are assessed.
In the product module, the sustainability of the supply chain, product reliability and the reliability of the company as a stakeholder are analysed.
In the product module, the sustainability of the supplier chain, product reliability and the reliability of the company as a stakeholder are analysed.
In the economics module, the economic sustainability of the business model is assessed. Finally, the approach to innovation, digitalisation and the ability to seize new opportunities are assessed.

With respect to the environmental area, waste is examined in terms of production, management and reuse, promoting the circular economy.
In the environmental module, the company's environmental obligations and impacts are assessed.
While the evaluation of the company's energy consumption, with a focus on renewable sources and energy saving, is the subject of a specific module.
Finally, the company's commitment to promoting sustainable mobility is considered.

The social dimension considers the ethical aspects of the company towards the various stakeholders, including workers and consumers, and aspects of corporate social responsibility. In addition, a specific module assesses management compliance with health and safety, including noise pollution control devices, the analysis of employees' psycho-physical well-being and the review of health care and pension schemes.



Roncadin scored **60/100**, placing it in Class A.

55 -99 Low risk	AAA	In harmony with the European Union 2030/2050 targets and frameworks, the company is looking at the future with positive impacts among the entire ESG materiality and a high transparency level towards the stakeholders.
	AA	
	A	
25 -54 Medium risk	BBB	The company has started a journey of sustainable development, which is opening the doors to new opportunities of growth. However, there is a moderate risk of not being able to stay aligned with the upcoming regulatory compliance.
	BB	
	B	
55 -99 High risk	CCC	Although the company is complying with its national regulatory system, it seems there is a difficulty in planning and executing strategie sustainable development objectives and/or the progress is too slow.
	CC	
	C	
	D	There is a high risk of fraud and/or prejudicials events.
00	E	Not enough information in arder to rate the company.



STAKEHOLDER ENGAGEMENT

Our choices have a significant impact on the people around us, just as we are constantly influenced by their actions and needs.

[GRI 2-29]

In this report, we have identified who the key stakeholders are in our business, how we come into contact with them and what issues are important to us [GRI 2-29].

Stakeholders	Communication channels	Themes of sustainability
Employees	<ul style="list-style-type: none">✚ Meetings✚ Emails✚ Team building✚ Awareness-raising campaigns✚ Social networking✚ Mynet✚ Whistleblowing (anonymous box for employees to report problems)✚ Subscriptions and conventions✚ Meetings outside work	<ul style="list-style-type: none">✚ Health and safety in the workplace✚ People's well-being✚ Employee training and development✚ Promoting and supporting employee health✚ Talent attraction and retention✚ Employment✚ Ethics and transparency
Suppliers	<ul style="list-style-type: none">✚ Meetings✚ Emails✚ Phone calls✚ Instant messaging✚ Social networking✚ Fairs✚ ESG Rating✚ Open days (meetings to learn about products)	<ul style="list-style-type: none">✚ Food safety✚ Sustainable sourcing✚ Innovation, research and development✚ Climate change✚ Water resource management
Clients	<ul style="list-style-type: none">✚ B2B Meetings✚ B2B and B2C e-mails✚ B2B and B2C telephone calls✚ B2B and B2C Instant Messaging✚ B2B fairs✚ B2B and B2C social networking✚ B2C product packaging communication✚ B2B and B2C Sustainability Reports✚ B2B and B2C corporate website	<ul style="list-style-type: none">✚ B2C conscious consumption✚ B2B and B2C Food safety✚ B2B and B2C Climate change✚ B2B and B2C Ethics and transparency✚ B2B and B2C People's well-being
Local Community	<ul style="list-style-type: none">✚ Social networking✚ Sponsorships✚ Actions to support children and families✚ Donations✚ Company visits✚ Grests✚ Sustainability reports✚ Activities with associations	<ul style="list-style-type: none">✚ Talent attraction and retention✚ Promoting and supporting employee health✚ Employment✚ People's well-being✚ Attention to the environment
Universities and schools	<ul style="list-style-type: none">✚ Partnerships with technical and vocational schools✚ Partnerships with universities✚ Work experience and internships✚ Courses with primary schools	<ul style="list-style-type: none">✚ Innovation, research and development✚ Talent attraction and retention✚ Brand and company knowledge
Banking and insurance	<ul style="list-style-type: none">✚ Meetings✚ Conferences✚ Mail, miscellaneous messaging✚ Press releases✚ Sustainability Reports	<ul style="list-style-type: none">Occupational health and safetyEthics and transparency
Management	<ul style="list-style-type: none">✚ Board of Directors' meetings✚ Annual reports✚ Press releases✚ Sustainability Reports	<ul style="list-style-type: none">✚ Ethics and transparency✚ Innovation, research and development✚ Health and safety in the workplace✚ People's well-being✚ Promoting and supporting employee health✚ Talent attraction and retention✚ Employment
Supervisory Board	<ul style="list-style-type: none">✚ Regular meetings✚ Sustainability reports	<ul style="list-style-type: none">✚ Ethics and transparency✚ Health and safety in the workplace

OUR MATERIAL THEMES

It is crucial for us to be able to identify the main risks and material issues, so that we can understand which topics have the greatest impact on our stakeholders and business, and therefore set priorities.

In an ever-changing world, it is crucial to be alert to changes and monitor how they may affect our impact on society and the environment.

For this reason, at Roncadin we have carried out a materiality assessment to identify where the company has the greatest impact on society and the environment and to find out which issues could have the greatest influence on business success.

Methodology

In 2022, we began structuring the process for the dual materiality analysis by conducting research and interviews with internal stakeholders [GRI 2-29]. Within the company, members of the executive board, functional managers and market managers were involved. Their task was to rank the impacts and relevance of sustainability issues on Roncadin's business success and the impact Roncadin has on people and the environment, in relation to these sustainability issues.

[GRI 2-29]

Through the due diligence process, as required by GRI standards, we have identified the relevant ESG issues considering the positive and negative, potential and current impacts. We have thus identified, in line with our business strategy, our strategic priorities in the social and environmental spheres. Due diligence is monitored through sharing within the Board of Directors and with key area managers through an impact analysis and monitoring tool. This allows us to properly assess our performance and take any necessary corrective action to ensure responsible and sustainable management of our activities [GRI 2-12] [GRI 2-14].

[GRI 2-12]
[GRI 2-12]

Our materiality process [GRI 3-1].

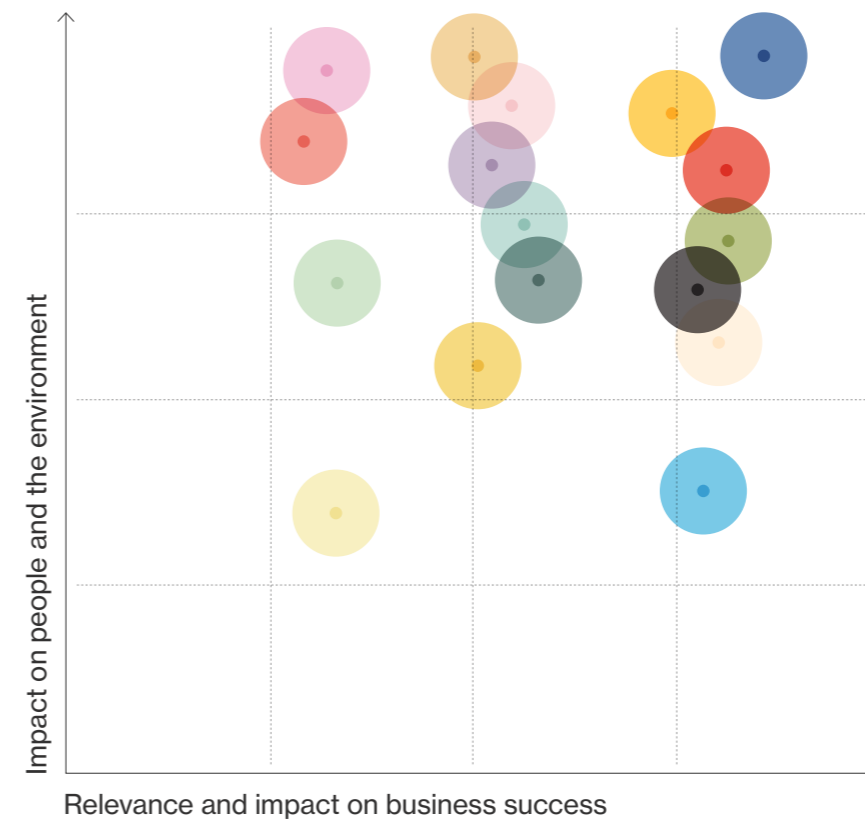
[GRI 3-1]





↑ "Bird control" operators visit Rongadin PizzaGrest. Zago, Desert buzzard (or Harris's hawk) - class 2007.

The dual materiality matrix



Corporate governance

- Ethics and transparency

Production capital

Our supply chain

- Sustainable sourcing
- Transparent management of supply relationships

Human capital

People at the centre

- Employment
- Employee training and development
- Talent attraction and retention

Safety

- Occupational health and safety

Promoting health

- Promoting and supporting employee health

Well-being

- People's well-being

Intellectual capital

Research and development: towards more sustainable and inclusive products

- Innovation, research and development

Social and relational capital

Safe and quality products

- Conscious consumption
- Food safety

Natural capital

Our energy consumption

- Energy efficiency

Atmospheric emissions

- Climate change

Our water consumption

- Water resource management

Our investments to reduce our impact

- Local biodiversity
- Waste management and circular economy

Materiality assessment results

The results obtained from this initial materiality assessment allow us to guide our strategic sustainability decisions on the areas of greatest relevance. We integrated our materiality analysis with the Enterprise Risk Management (ERM) methodology. This allowed us to obtain a complete view of which issues are of greatest relevance for Roncadin [GRI 3-2]:

[GRI 3-2]

- + Employment
- + Occupational health and safety
- + Ethics and transparency
- + Food safety
- + Waste management and circular economy
- + Sustainable sourcing
- + People's well-being
- + Innovation, research and development
- + Energy efficiency
- + Employee training and development
- + Talent attraction and retention
- + Water resource management
- + Climate change
- + Conscious consumption
- + Promoting and supporting employee health

We will continue to monitor and evaluate the impact of our activities in order to take corrective action and continuously improve our sustainable performance. Our commitment remains that of contributing positively to the well-being of people and the protection of the environment, in line with the sustainability issues we have identified as relevant and a priority for our company [GRI 2-25].

[GRI 2-25]



→ PizzaGrest, children of employees visiting plants - Line 7



Impacts description table

The list of impacts has been submitted for analysis and review by the contacts who internally supervise the company's activities.

The table below shows the most significant impacts - both positive and negative as well as potential and current - and a brief description contextualised to Roncadin. Each has been associated with the ESG megatrend and the relevant material topic. In addition, the extent of the impact - whether potential or current - and the relevance of the topic for the company has been specified.

ESG trend	Material theme	Negative impact	Type	Relevance
Environmental	Environmental protection and combating climate change	Failure to contribute to the fight against climate change due to increased CO2 emissions from the use of non-renewable raw materials, transport use and consequent deterioration of the surrounding area	Potential	●●●○
	Waste management	Increase in the amount of waste and consequent loss of marginality due to a lack of production planning	Potential	●●●●
	Energy management	Waste of the energy resource due to overuse of energy sources and reduced marginality due to energy inefficiency	Potential	●●●○
	Water management	Environmental damage and wastage of the water resource due to water withdrawal in excess of renewal capacity	Potential	●●●○
Social	Occupational health and safety	Presence of even one accident	Potential	●●●●
	Employment	Slowdown in innovation, research and development due to an ageing company population	Potential	●●●○
		Loss of know-how and skills due to turnover	Potential	●●●○
Governance	Sustainable sourcing	Disruption of the supply chain due to disrespectful management by the company's suppliers of environmental aspects (deterioration of biodiversity, transport emissions, water consumption) and social aspects (unequal remuneration of workers along the supply chain, failure to respect human rights)	Potential	●●●○
		Partial and total mono-supplies related to the sourcing of certain types of raw materials that may lead to business interruption	Potential	●●●○
	Food safety	Consumer problems due to product non-compliance	Potential	●●●○
	Anti-corruption	Economic disadvantage due to non-transparent conduct in supply management	Potential	●●○○
	Economic Performance	Decreased value for the territory resulting from reduced profitability caused by a limited ability to find market opportunities and inappropriate strategic decisions.	Potential	●●●○
	Data security	Reduction in production capacity and business interruption resulting from cyber attack	Potential	●●○○
		Loss of reputation due to loss or unauthorised disclosure of sensitive data	Potential	●●○○

ESG trend	Material theme	Positive impact	Type	Relevance
Environmental	Environmental protection and combating climate change	Contribution to the fight against climate change through the use of 100% renewable energy and constant monitoring and improvement through an environmental management system	Current	●●●●
	Waste management	Increased material reuse through the adoption of circular economy practices (reuse of obsolescence for biomass and animal feed)	Current	●●●●
		Contribution to the reduction of raw material waste through rethinking packaging design	Current	●●○○
		Creation of end-consumer awareness on reducing food waste of products through conscious labelling	Current	●●○○
	Energy management	Widespread commitment to the efficient and sustainable use of energy in all business processes through energy efficiency initiatives aimed at reducing energy consumption and promoting renewable energy sources	Current	●●●○
Social	Water management	Contributing to the reduction of water waste through a waste water reuse system	Current	●●●○
	Occupational health and safety	Creating greater awareness through improved health and safety culture	Current	●●●○
		Enhancing optimal working conditions through the implementation of research and development initiatives aimed at improving instrumentation comfort	Current	●●●●
	Promoting health	Improving people's well-being through support in health aspects independent of company activities	Current	●●●●
	Well-being	Increasing people's quality of life and well-being by improving work-life balance, psychophysical well-being and rewarding people for non-work interests	Current	●●●○
	Employment	Developing the area by keeping people within the locality and avoiding migration to more industrialised areas	Current	●●●○
Governance	Sustainable sourcing	Improving brand value and the development of communities involved in the supply chain by building an open, transparent and innovative dialogue with suppliers	Current	●●●○
		Improve food safety of products through additional batch controls at entry and after processing	Current	●●●○
	Food safety	Generating consumer awareness of when a product is considered spoiled	Current	●●●○
		Promoting an ethical working environment and preventing conduct that does not comply with company policies by implementing an anonymous reporting system (whistleblowing system) to encourage disclosure of non-compliant practices.	Current	●●○○
	Economic performance	Territorial and community development resulting from good/ excellent economic performance that generates value that is distributed throughout the territory	Current	●●●○
	Data security	Preventing data breaches by building expertise on secure data management	Current	●●○○

Impact Type Scale:
potential and current

Negligible ●○○○
Moderate ●●○○ Significant ●●●○
 Notable ●●●●

THE INTEGRATED MODEL OF RONCADIN

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

Our goal is to contribute to the social, cultural and economic development of the territory of which we are a part, with the awareness that without its tradition and resources we would not be what we are today.

Our business model takes into account all the resources that contribute to the creation and distribution of value, be they material, immaterial, natural or social. Capital, on the other hand, identifies the availability of value at a specific point in time, which by its nature may increase or decrease over time.

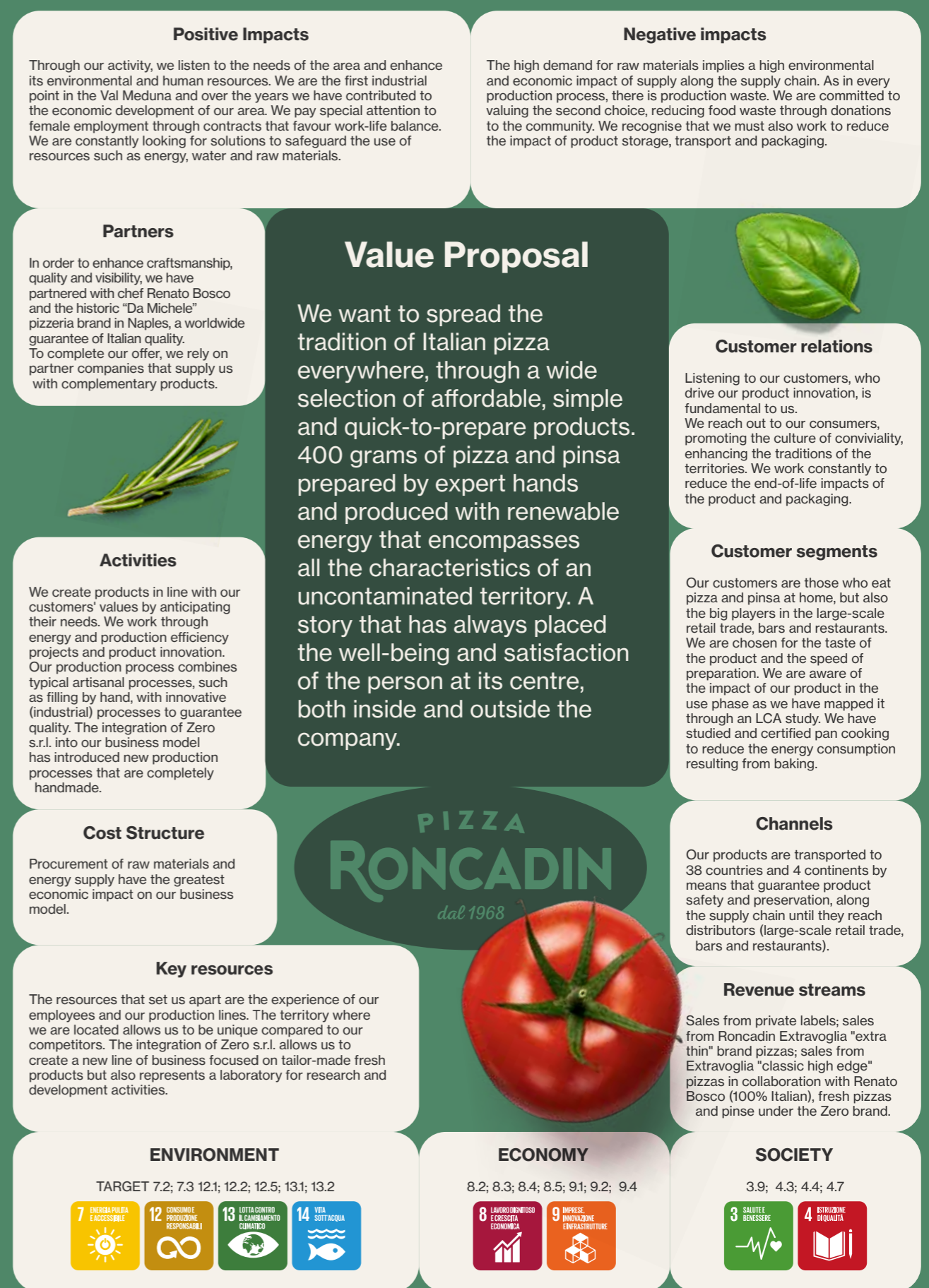
In our reflection, we would like to emphasise some aspects of business management in particular:

- ✚ the inputs, which represent the set of tangible and intangible resources that contribute to the creation of value;
- ✚ the business activities, which are the concrete actions that, day after day, we put in place to increase the value of each capital stock;
- ✚ the outputs, which are the results we achieve, through our activities, for each individual 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 outputs and outcomes have on our stakeholders.

The context

2022 was the year that confirmed the strong economic recovery already experienced in 2021. Similarly, hand in hand with economic growth, there was also confirmation of the strong inflationary pressures, which in 2022 brought a generalised price increase of 8.1%, the highest figure since 1985. The trend already highlighted last year of rising commodity costs was therefore confirmed and even reinforced by the Russian invasion in Ukraine, and the consequent increase in energy costs and the wheat crisis.

The contraction of food consumption in Italy in terms of volumes affected the company's production dynamics, contracting the total volumes produced and shifting demand to more elaborate and richer products in terms of processing.



Roncadin Spa SB	Input Kpi			Output Kpi			Delta 2021	
	2020	2021	2022		2020	2021	2022	%
Financial capital								
Net sources	85,201,772	€ 82,734,937	€ 87,139,837	Total revenues	141,008,788	€ 149,838,538	€ 160,368,431	7%
Net sources Zero Srl			€ 901,074	Total revenues Zero Srl			€ 3,347,803	
Net invested capital	85,201,772	€ 82,734,937	€ 87,139,937	ROI	3.2%	3.4%	3.7%	7%
Net invested capital Zero Srl			€ 901,074	ROI Zero Srl			N/A	
Production capital								
Tangible fixed assets	73,157,556	€ 69,075,297	€ 65,121,218	Total production (n°)	95,503,356	103,231,139	94,531,280	-8%
Tangible fixed assets Zero Srl			€ 698,557	Total production (n°) Zero Srl			110,010	
% Reinvested profit (capex/earnings)	122%	112%	115%	% Net internal non-conformities	1.5%	1.4%	1.6%	14%
% Reinvested profit (capex/earnings) Zero Srl			N/A	% Net non-conformity Zero Srl			N/A	
% Raw materials from regional suppliers		88%	70%	Km travelled			1,409,337	N/A
% Raw materials from local suppliers Zero Srl			100%	Km travelled Zero Srl			12,800	
Pallets handled		13,443	14,168					
No. of pallets handled Zero Srl			N/A					
Average supplier rating		97%	91.5%					
Average supplier rating Zero Srl			N/A					
Average supplier seniority		8.5	7.3					
Average supplier seniority Zero Srl			7					
Intellectual capital								
R&D hours%		0.4%	0.0%	Revenue from new products	36,454,203	€ 37,534,282	€ 25,523,857	-32%
R&D hours Zero Srl			0.0%	Revenue from new products Zero Srl			€ 1,910,000	
Investments in research and development		6%	36%	% New products	29%	38%	26%	-30%
Investments in research and development Zero Srl			0%	% New products Zero Srl			6%	
Human capital								
Hours worked	998,000	1,060,000	946,847	€/hours worked	24.2	24.4	26.3	8%
Hours worked Zero Srl			41,287	€/hours worked Zero Srl			19.0	
No. of employees	763	779	743	Personnel cost/total revenue	17.1%	17.2%	15.5%	-10%
No. of employees Zero Srl			28	Personnel cost/total revenue Zero Srl			23.4%	
Hours of training	4	5	5	Turnover rate	3%	9%	11%	17%
Hours of training Zero Srl			-	Turnover rate Zero Srl			0%	
€ Training	33,047	€ 45,118	€ 80,942	Accidents/hours worked	39,920	25,238	35,068	39%
€ Training Zero Srl			- €				41,287	
% Reinvestment of profits in safety	1%	5%	14%	Value distributed to personnel	24,125,761	€ 25,845,304	€ 24,863,121	-4%
% Reinvestment of profits in safety Zero Srl			0%	Value distributed to personnel Zero Srl			€ 785,019	
No. of activities in favour of employees	5	13	83					
No. of activities in favour of employees Zero Srl			-					

Roncadin Spa SB	Input Kpi			Output Kpi			Delta 2021	
	2020	2021	2022		2020	2021	2022	%
Production bonus	5%	3.69%	3.46%					
Production bonus Zero Srl			0.00%					
Children participating in the company summer centre		25	40					
Social and relational capital								
€ Events	40,000	€ 95,000	€ 150,000	Added value	33,858,206	€ 35,423,449	€ 34,816,752	-2%
€ Events Zero Srl			- €	Added value Zero Srl			€ 515,116	
Trade fairs - company profiles distributed	50	150	200	No. of active customers	74	116	102	-12%
Trade fairs and company profiles distributed Zero Srl			-	No. of active customers Zero Srl			36	
Advertising costs	67,000	€ 207,950	€ 300,000	Average expenditure per customer	1,905,524	€ 1,291,712	€ 1,572,240	22%
Advertising costs Zero Srl			- €	Average expenditure per customer Zero Srl			€ 92,995	
People reached through social media		89,042	1,632,431	% Complaints from consumer	0.000%	0.000%	0.000%	99%
People reached through social media Zero Srl			-	% Complaints from consumer Zero Srl			0.002%	
Natural capital								
Energy efficiency investment % on capex		17%	34%	Co2/pizza		1.4	1.5	4%
% Reinvestment of profits in energy efficiency Zero Srl			N/A	Co2/product Zero Srl			26.4	
Electric company fleet		55%	56%					
Electric company fleet Zero Srl			0%					
Waste for recovery		99.99%	99.980%					
Waste for recovery Zero Srl			98.93%					
By-products sold and reused in other production processes			6,941					
By-products sold and reused in other production processes Zero Srl			30					



Business model and creation of value

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



← Antica Pizzeria Da Michele - Margherita

[illegible]

↑ Oven entrance area - line 7



Risk assessment

A fundamental part of our work is to prevent and manage risks related to the company's business model. We do this by providing a management policy for any risk that could threaten business continuity and our ability to create shared value. We have therefore identified a series of variables based on the materiality matrix and linked to our business model to be constantly monitored and managed through a dedicated policy and tools.

The risk assessment takes into account two main variables:

- + the **probability** of the occurrence of the adverse event
- + the **severity** of the possible occurrence

For each of them, we have identified a policy and mitigation actions that are continuously implemented to reduce the overall business risk.



The risks identified have been grouped by macro-themes, which in turn can be associated with four different categories, in order to effectively identify mitigation strategies.

- + **Strategic risks:** risks closely linked to the company's business model and market trends, as well as changes in the competitive environment. This category includes risks related to the sustainability of the business in its entirety: economic, social and environmental.
- + **Operational risks:** these are the risks linked to the business sector, company operations, organisational structure, information systems and control and reporting processes.
- + **Financial risks:** these are the risks related to the economic sustainability and financial management of the company. They include liquidity and profitability risks of the business model.
- + **Compliance risks:** these are related to the failure to comply with applicable national and international laws and regulations when managing the company's activities.

Risk	Type of risk	Material theme	Capital	Mitigation actions
Depopulation and loss of land values	Strategic	+ Employment	Human capital	Implementation of a recruitment and growth plan, with the support of local organisations and institutions. Promotion of the territory with events dedicated to employees.
Accidents and serious or chronic illnesses not necessarily work-related	Operational	+ Health and safety + Promoting and supporting employee health	Human capital	Develop a plan to disseminate the culture of health and safety inside and outside the work environment.
Brand reputation	Strategic and financial	+ Ethics and transparency + Food safety	Social and relational capital	Establish solid and lasting relationships with our suppliers. Carry out sustainability mapping of suppliers in the supply chain. Constantly raise the level of product quality control.
Loss of added value conferred by the environment	Financial	+ Waste management + Water resource management + Climate change + Conscious consumption + Local biodiversity	Natural capital and production capital	Continue purchasing and using energy from renewable sources. Continue with the expansion of the photovoltaic system. Continue with the production efficiency plan aimed at optimising the use of energy sources, water and raw materials.
Scarce availability of raw materials and consequent increase in prices	Operational and financial	+ Sustainable sourcing + Transparent management of supply relationships	Production capital	Continue to cultivate good partnerships with suppliers, enabling us to extend our sustainability policies also along the supply chain.
Ageing corporate population, slowing down research and development and innovation activities	Strategic	+ Innovation, research and development + Talent attraction and retention	Intellectual and human capital	Development of a strategic plan to attract talent, including through partnerships with schools and universities in the area. Organisation of events in the company, in schools and universities dedicated to young people to introduce them to the company. Using digital tools effectively to communicate and publicise the company's projects and processes. Constantly investing in research and experimentation of new products also thanks to our new laboratory, Zero S.r.l..
Loss of marginality	Financial	+ Energy efficiency	Natural capital	Implementation of the research, development and investment plan on production processes in order to constantly optimise the use of energy resources.
Loss of know-how and skills	Strategic	+ Employee training and development + People's well-being	Human capital	Implementing a continuous training plan and dedicated growth paths to increase the well-being of our employees.

FINANCIAL CAPITAL



When we talk about financial capital, we mean the value that our company creates and shares thanks to our business model and production factors. Financial capital is the natural result of the sum of all the company's other capital: production, intellectual, human, social and relational capital.





Purpose of common benefit

Roncadin is a Benefit Company, by definition a profit-making company. This is why economic sustainability is the basis that allows us to pursue our major goals: social sustainability and environmental sustainability. Roncadin's performance is matched by the resources and results of Zero srl.



Input

€ 87,139,837

The total net sources that fuel Roncadin's operations

€ 901,074

The total net sources that fuel Zero srl's operations



Output

160,368,431

The value created by our business model, a 7% increase over 2021

3.7%

return on net invested capital in 2022, a 7% improvement over the 2021 result.

€ 3,347,803

The value created by Zero srl



Outcomes

Just as in 2021, the financial capital outputs confirm for the third year running that the path we have taken is the right one. The increase in company profitability has been entirely proportional to the increase in turnover. (verify?)

Business decisions, aimed at sharing the value created, also contributed to this, so the results of the 2022 business year were moderately positive for employees, the region, consumers and management.



Future objectives

Our desire is to continue in the direction we have already taken. We therefore confirm the goal set last year, to continue on our growth path, through an increasingly sustainable business model

ECONOMIC RESULTS

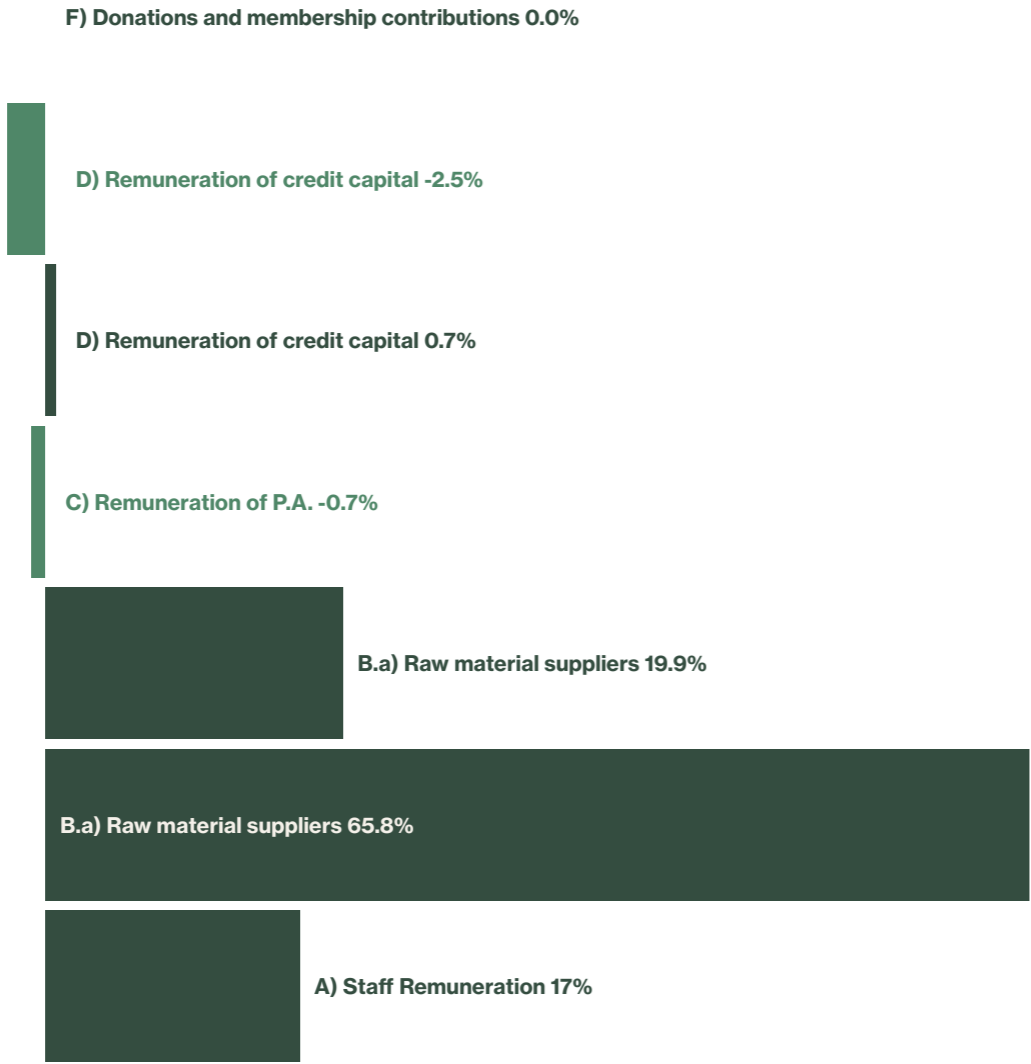
In 2022, we have abundantly surpassed the 150 million turnover threshold: the value of production for the year corresponds to €160,368,431, an increase of 7% compared to 2021. This is the third consecutive year of strong growth for us, after the critical period following the fire and the reconstruction of the plant.

Economic value generated	2021	2022
A) Production value	149,838,538	160,368,430
1. Revenues from sales	148,787,890	155,285,742
2. Changes in inventories of work in progress, semi-finished and finished products	47,693	2,747,276
3. Increases in fixed assets Work in progress	66,214	37,931
4. Other revenue and income	936,741	2,297,481
Revenues from typical production	149,838,538	160,368,430
B) Accessory and extraordinary items	-	-
1. +/- Balance of accessory items	-	-
Total economic value generated	149,838,538	160,368,430
Economic value distributed	2021	2022
A) Staff Remuneration	25,845,304	24,863,121
B) Suppliers	114,415,089	125,443,027
1. Consumption of raw materials, consumables, goods	87,433,011	96,263,054
2. Costs for services	26,982,078	28,297,973
3. Costs for use of third party assets	-	882,000
C) Remuneration of P.A.	(1,082,008)	(1,353,655)
D) Remuneration of credit capital	613,791	1,003,896
E) Remuneration of risk capital	(78,480)	(3,593,092)
F) Donations and membership contributions	-	-
Total economic value distributed	139,713,696	146,363,297
% Economic value distributed	93%	91%
Economic value retained	2021	2022
A) Depreciation and Amortisation	7,211,968	7,226,156
Other provisions		
B) Undistributed profit	2,912,874	6,778,977
Total economic value retained	10,124,842	14,005,133
% Economic value retained	7%	9%

We have recorded a 10.1% increase in production value in 2020 and a 6% increase in 2021. This confirms the stability of Roncadin's turnover and the company's capacity for constant growth. The company's margins are also growing with an Ebitda of 6.9%, compared to 6.4% in 2021. This result is to be considered extremely positive, especially in light of the inflationary tensions that characterised the entire year of 2022, particularly in the food and energy sectors. In fact, the average inflation rate of 8.1% seen across the board was strongly driven by the energy and food sector, which saw price increases of +10.9%, particularly in bread and cereals.

We were able, thanks to our business model based on finding a balance between high value-added products and historical relationships with suppliers, to absorb part of the increases and limit the loss in contribution margin to 1.5 percentage points.

Distribution of value created 2022 Roncadin Spa SB



Economic value 2022 Roncadin Spa SB

- Tot. Economic value retained 8.8%
- Tot. Economic value distributed 91.2%



The largest portion of the value created by Roncadin in 2022 was allocated to the remuneration of the production supply chain (65.8%) and of operational and management service providers (19.9%), totalling 85.7%. 17.0% of the value created was allocated to the remuneration of human resources. The cost of credit capital absorbs 0.3%, while the remuneration of risk capital is worth -2.5%, the result of a capital contribution from shareholders. 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.

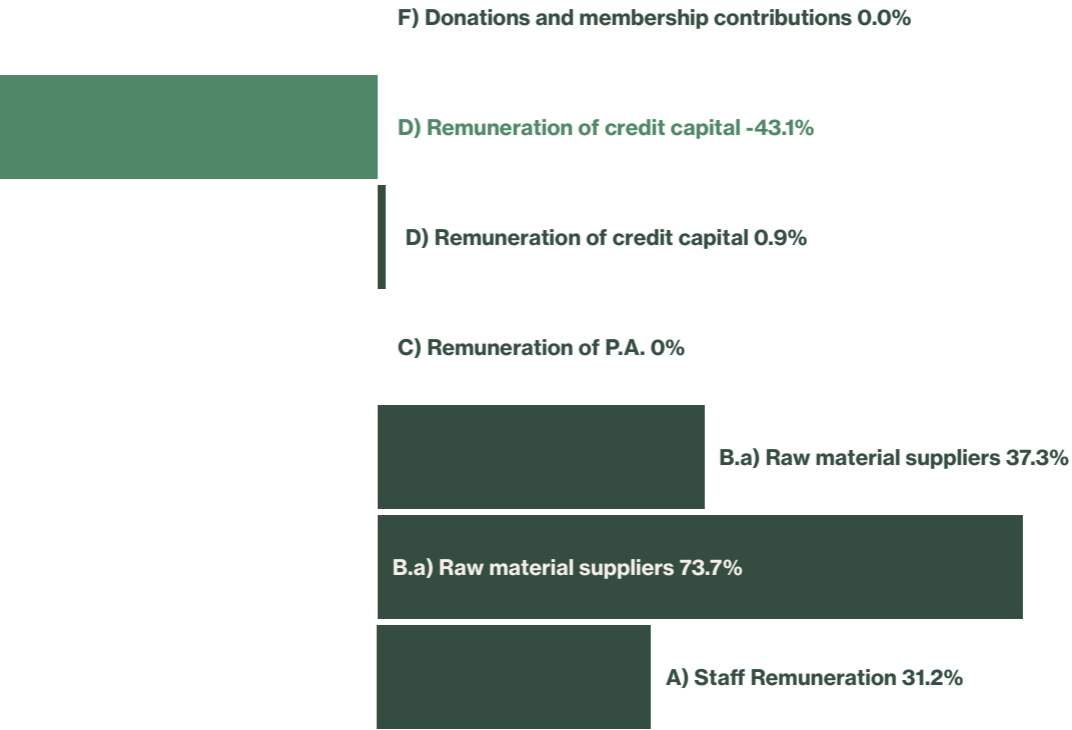
Antica Pizzeria Da Michele - Marinara

At Zero srl, 2022 represented a year of transition and change starting from the production mix and ending with the management of the entire company. The results were satisfactory from the point of view of production value and had been widely anticipated from the point of view of profitability and margins. The intensification of interactions between Roncadin and Zero srl will drive the pursuit of improvement policies aimed at sharing value over time, guaranteeing business continuity and a sustainable development path.

The largest portion of value created by Zero srl in 2022 was allocated to the remuneration of the production supply chain (73.7%) and of operational and management service providers supporting the company (37.3%). 31.2% of the value created was distributed to personnel, and 0.9% to remuneration of credit capital. On the other hand, 43.1% of capital was absorbed by the shareholders who financed the company.

Economic value generated	2022
A) Production value	3,328,323
1. Revenues from sales	3,341,904
2. Changes in inventories of work in progress, semi-finished and finished products	(37,480)
3. Increases in fixed assets Work in progress	-
4. Other revenue and income	23,899
Revenues from typical production	3,328,323
B) Accessory and extraordinary items	-
1. +/- Balance of accessory items	-
Total economic value generated	3,328,323
Economic value distributed	2022
A) Staff Remuneration	785,019
B) Suppliers	2,795,207
1. Consumption of raw materials, consumables, goods	1,855,784
2. Costs for services	762,333
3. Costs for use of third party assets	177,090
C) Remuneration of P.A.	-
D) Remuneration of credit capital	21,476
E) Remuneration of risk capital	(1,085,001)
F) Donations and membership contributions	-
Total economic value distributed	2,516,701
% Economic value distributed	76%
Economic value retained	2022
A) Depreciation and Amortisation	318,083
Other provisions	-
B) Undistributed profit	493,539
Total economic value retained	811,622

Distribution of value created 2022 Zero Srl



Valore economico 2022 Zero Srl

- Tot. Economic value retained 24%
- Tot. Economic value distributed 76%



➤ Roncadin Plain Pinsa



↑Nada and Laura De Angelis during the production of the Plain Pinsa - in Zero (Sommacampagna)

ZERO
RONCADIN
GROUP

PRODUCTION CAPITAL

PIZZA
RONCADIN
dal 1968

68

Our production capital tells a story. The story of how, day after day, we manage to create value in an economically, socially and environmentally sustainable manner. This is possible thanks to all the material and technological facilities, as well as the strong partnerships we have created, bit by bit.

69





Purpose of common benefit

Through our production capital we want to evolve and make those around us evolve. Our aim is to foster the emergence and development of sustainable supply chains.



Input

€ 65,121,218

The net capital invested in fixed assets

177%

The percentage of 2021 profit that we reinvested in 2022 in the company

91.5%

The average vendor rating (the rating of satisfaction with our suppliers) that we have estimated

70%

The percentage of raw materials sourced from suppliers located in our country

14,168

The average number of pallets we manage in 15 different European warehouses

7.3 years

The average duration of collaborations with our main suppliers

€ 698,557

The net capital invested in fixed assets in Zero srl

7 years

The average duration of collaborations of Zero srl with its suppliers



Output

94,531,280

The pizzas we produced in 2022. We recorded an 8% decrease in our production compared to 2021

1,409,337 km

The distance travelled to deliver all our products, both in Europe and overseas

110,010

The products baked by Zero srl in 2022

12,800 km

Routes travelled to deliver them to our customers

Outcomes



The output of production capital expresses the desire to bring tradition, conviviality and the values of Italian excellence to tables all over the world. 2022, however, as already highlighted, was a year particularly affected by inflationary tensions that manifested themselves with particular force in the food sector. This led to a contraction in consumption.

Therefore, production has shifted towards an enrichment of the product, following the vision and the will to maintain a company dimension extremely 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 objectives not only have a positive effect on our stakeholders, but also allow us to constantly invest our profits in technological innovation, automation and the selection of the best suppliers now also assessed through an ESG rating. Our business model has enabled us to increase the value of our sales. Zero srl represents for us a new market outlet and an artisan laboratory for research and development. We have worked and invested constantly to lay the foundations for growth and development of the company's production capacity, while maintaining the lean structure that allows us to respond quickly to changing market demands.

Future objectives



- ✚ Conclude the assessment of the impacts of our supply chain by achieving one of the targets set in 2021
- ✚ Include the result of the ESG rating in the internal supplier rating
- ✚ Decrease production non-conformities
- ✚ Identify modes of transport with a smaller ecological footprint
- ✚ We achieved ISO 14001 in 2022 as a target in 2021 (not a future target)

OUR SUPPLY CHAIN

You know, in order to make a quality product, raw materials play a key role. This year, we started to define the evaluation process of our suppliers based on specific sustainability criteria.

We started by defining the main environmental and social impacts on the supply chain, with the aim of identifying and mitigating any negative impacts.

Through an initial assessment, we decided to evaluate a number of suppliers with whom we agreed on a series of significant improvements. These agreements include the implementation of sustainability practices ranging from the creation of additional photovoltaic surfaces to the introduction of environmental certifications, and the establishment of procedures to promote continuous improvement with respect to the environmental approach [GRI 308-2].

[GRI 308-2]

The relationship that binds us to our suppliers is a true partnership. This choice has a high strategic value for us: it allows us to establish lasting and stable relationships, which are synonymous with reliability and security.

Thanks to this approach, we have been able to guarantee continuity of supply to all customers even in 2022, despite the supply difficulties experienced by the entire manufacturing world.

Average supplier history
7.3 years

Average supplier history
of Zero Srl 7 years

THERE ARE TWO RESOURCES CLOSEST TO OUR HEARTS: FLOUR AND WATER

The quality of our pizzas depends to a large extent on flour, the main raw material. We have developed stable partnerships with trusted suppliers who meet strict selection criteria.

We recognise that the choice of flour cannot be based on economic reasons alone, as any non-conformities can have a negative impact on the entire production.





[↑ Visit to the organic wheat harvesting field \(Argenta\)](#)

Water is an equally important element for us and represents a deep connection with our territory. We use water from a spring located 590 metres above sea level, next to the Friulian Dolomites Natural Park, a UNESCO site. Our pizzas are such precisely because they carry within them a little of our land. Land that we strive to protect, every day, using new technologies.

The choice of tomato for our pizzas is a fundamental aspect in guaranteeing the quality and authenticity of our products. We have adopted a strict policy of using only Italian tomatoes from selected areas of origin, Emilia-Romagna and Lazio. In addition, we are committed to requiring all suppliers to provide traceability of Italian origin.

We carefully select raw material suppliers to ensure that they meet our strict quality standards. Our choice to work with individual, specific suppliers for certain raw materials is based on our firm belief that quality is the key to success and allows us to maintain a higher standard, recognised and appreciated by our customers. [GRI 308-2].

The evaluation of suppliers

Assessing the sustainability of suppliers is a key issue for Roncadin. We are aware of the importance of collaborating with business partners who share our same values of environmental, social and economic responsibility.

To do this, we have devised a performance analysis model consisting of three indicators. We assign each of these a different weight, which allows us to weight the results according to our objectives. 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.

In addition, in our selection process for new suppliers - specifically 5 for 2022 - we have adopted environmental [GRI 308-1] and social [GRI 414-2] criteria as an integral part of the assessment. In particular, we consider the implementation of systems for the use of renewable sources, by-product and waste management as well as environmental certifications as environmental criteria. In social terms, criteria that demonstrate respect for human and labour rights are required.

Sustainability rating for our suppliers

In 2022, we also started to structure a process for evaluating suppliers, analysing them according to ESG criteria. We made use of the monitoring system offered by the Ecomate platform [GRI 308-2]. The supplier rating carried out is the starting point for the improvement of supply chain management. Thanks to this rating, we were able to precisely identify areas for improvement. This assessment and analysis process has provided us with a solid base to work on, and has guided Roncadin towards a path of continuous improvement and optimisation of our supply chain.

[GRI 308-2]

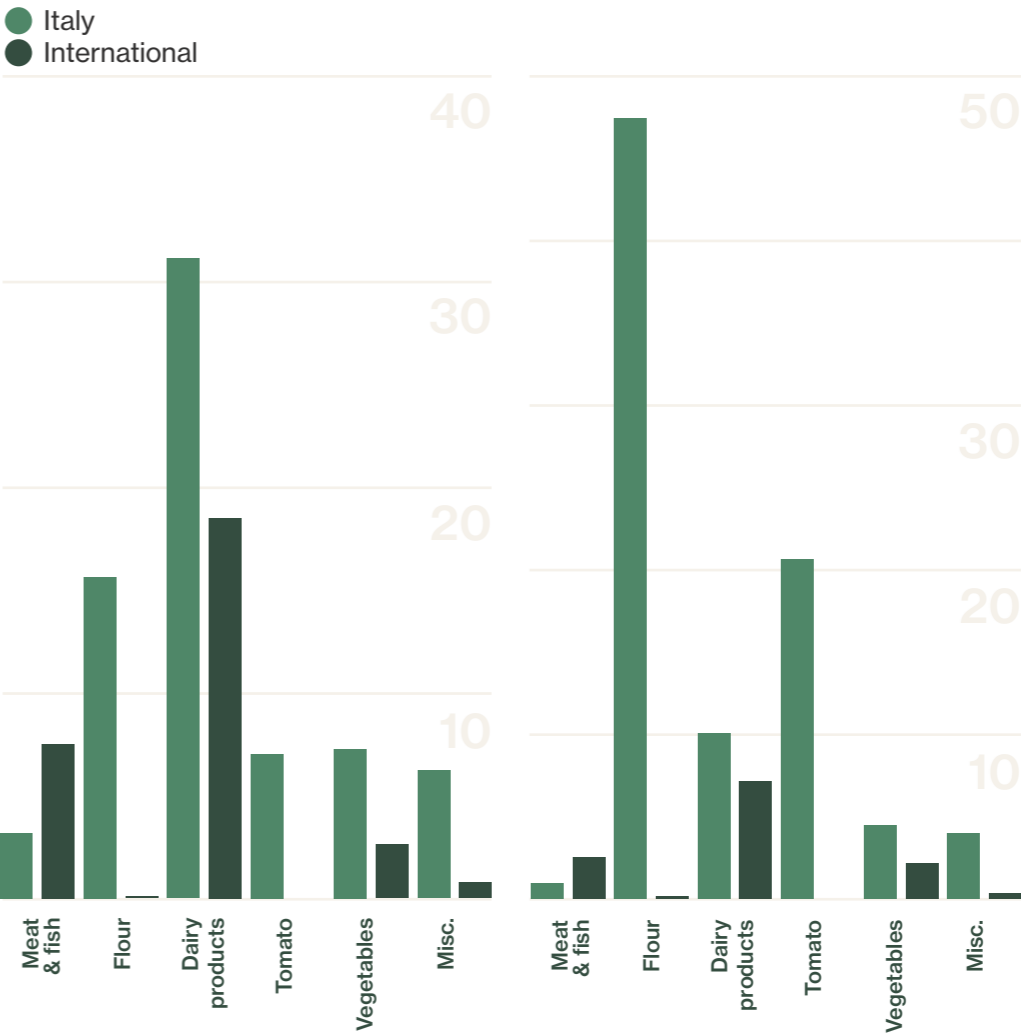
[GRI 308-2]
[GRI 414-2]

Quantities purchased in 2022:

Raw materials	Kg purchased	Tot. kg purchased	Tot. € spent
Meat/fish	1,244,303	3.24%	10.58%
Flour	18,294,053	47.57%	15.74%
Dairy products	6,574,776	17.10%	49.73%
Tomato	7,969,777	20.72%	7.08%
Vegetables	2,572,101	6.69%	9.94%
Misc.	1,802,614	4.69%	6.92%

Quantity expressed in euros spent

Quantity expressed in Kg



We collaborate with consortia and organisations that guarantee the quality of raw materials. These are an important benchmark in our efforts to offer excellent products to our customers.

Management focuses on establishing cooperative relationships with suppliers, encouraging them to continuously supply raw materials according to agreed standards. In addition, processes have been implemented to gather information on past and present threats to the supply chain in order to mitigate the risks of adulteration or counterfeiting of raw materials. [GRI 3-3].

[GRI 3-3]

For Roncadin, the concept of 'local' is fully expressed in our region, Friuli Venezia Giulia: 8% of our suppliers come directly from our region. [GRI 204-1]

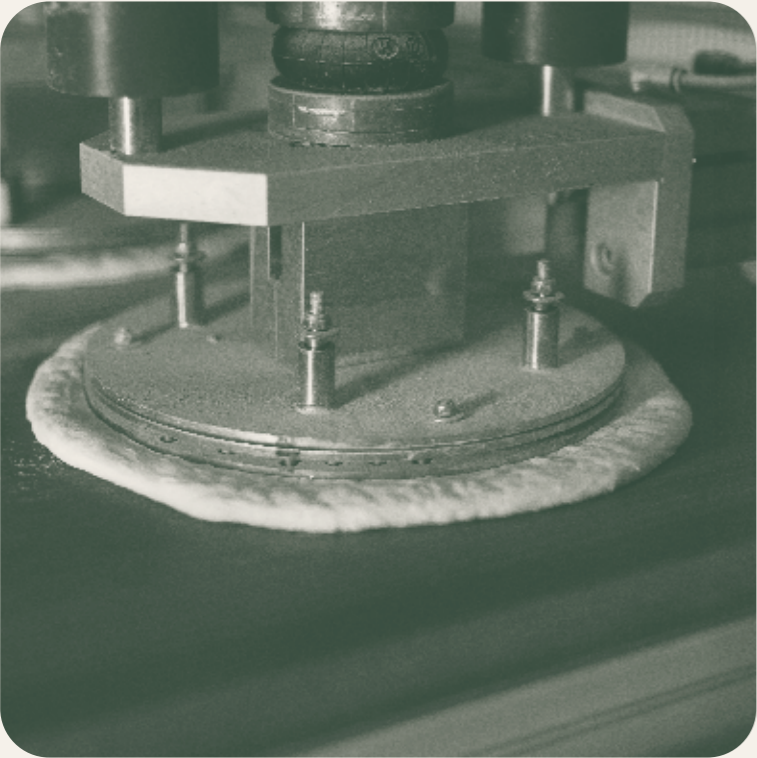
[GRI 204-1]

↓→ Visit to the Italian Tomato Harvesting Field in Parma - Ovalino Tomatoes



PRODUCTION

01.
Dough
preparation



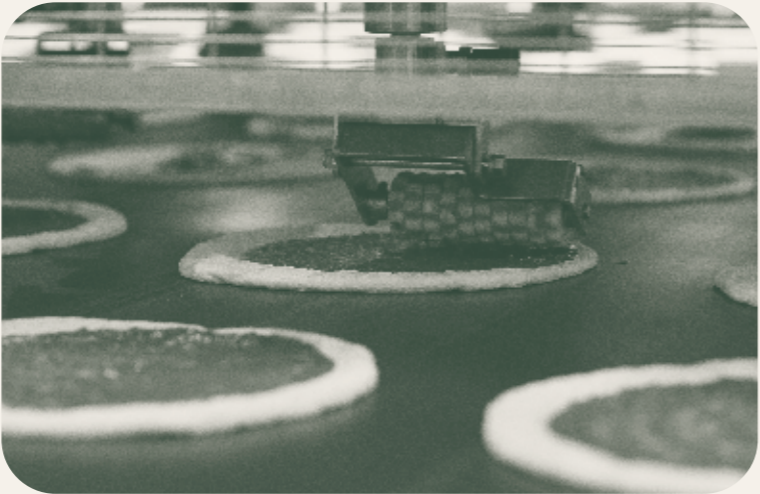
02. 24-hour rising time

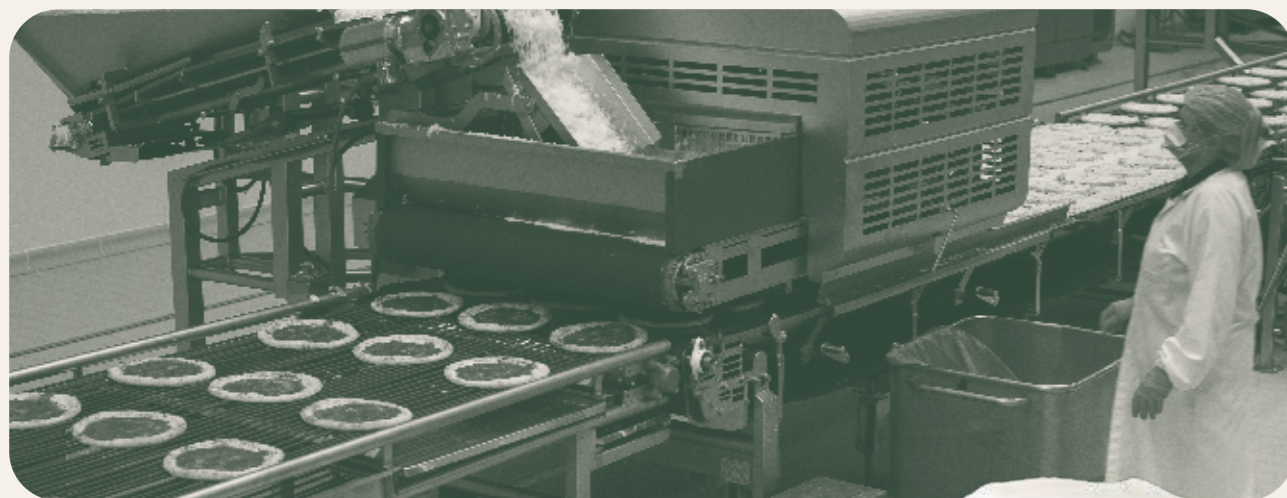
03.
Pressing



05.
Pre-baking

04.
Spreading
the tomato





06. Enrichment with mozzarella



07. Filling/ topping by hand



08. Deep-freezing



From the dough to the oven at home

Roncadin is not an industry. It is a large-scale artisan 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. This is what our business model is based on.

The unique hot pressing

In order to succeed, we have designed, developed and patented a system that allows us to replicate a product very similar to that of the pizzeria. We work the dough gently, dividing it into small balls, each corresponding to the portion of a pizza. In this way we obtain the base with just one operation, the hot pressing, which also allows us to optimise time by being able to produce up to 8,000 items per hour. Thanks to the hot pressing, we are able to obtain an impermeable dough, which provides a real protective barrier against the moisture of the tomato sauce. This is the secret that makes our pizza crisp and fragrant.

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 brewer's yeast and natural mother yeast. And we dose it minutely: less than 1%, allowing the natural leaven to do its work. In fact, our pizzas rest for a long time, even up to 24 hours. Because as you know, things done right take time.

Filling by hand

All our pizzas are hand-filled, using only quality ingredients, which are baked only in our consumers' own ovens. Not only that: the eye also wants its part, which is why we take meticulous care in the appearance of our products, the ingredients of which are dosed under the watchful eyes of our employees.

Wood-fired on stone

Just like in a restaurant, cooking takes place on a 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 in fact a natural and renewable fuel, completely ecological and free of glues and hydrocarbons.

Italian production

The entire manufacturing process takes place in Italian plants. This allows us to bring the true tradition of our country to tables all over the world.

GMO free

We have always appreciated what nature has to offer. This has led us to exclusively select suppliers whose products for our pizzas are certified GMO-free. The same applies to our raw materials of animal origin. We only rely on farms that use 100% GMO-free feed.

Water from the Carnic Pre-Alps

The Carnic Pre-Alps, which surround and protect the Meduna Valley, where our factory is located, with a tight embrace provide us with the water we use for our pizzas. This is located near the Friulian Dolomites Natural Park, a UNESCO heritage site, 590 metres above sea level. Thus, through our products, we take a 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 can reach a temperature of -18°C and are immediately ready for storage.

Packaging

A crucial stage of production is packaging. We diversify the process according to the destination of our products and according to customer requirements. Roncadin 'ExtraVoglia' brand pizzas are packaged with a primary film (the one that wraps the pizza) that is made of organic material of vegetable origin, which is completely compostable and easily disposed of in wet waste. In addition, for all the products we manufacture, we are working closely with suppliers to reduce the overall weight of the packaging by reducing the thickness of the material used, while ensuring excellent product protection. In this way, we combine efficiency in packaging management with reducing environmental impact and promoting a circular economy.

→ Primary Packaging (biocompostable film) - Line 9





We always want to do our best

2022 Investments

Although the most important investments have been concentrated in the areas of safety and research and development, our production efficiency goals lead us to invest each year in tangible assets that are useful for increasing the quality of work and the company's production capacity.

In this sense, in 2022 we invested €210,000 in new equipment, specifically:

- ✚ A new slicer, specifically to serve products destined for the American market, which has increased our capacity to meet demand, increased product quality and lowered production times.
- ✚ A pre-cell area dryer that reduces humidity inside the cells and prevents ice from forming on the floor, thus increasing operator safety and eliminating waiting times for the ice coating to melt.
- ✚ A vertical and automatic warehouse for the management of production machine spare parts, which allows us to store all production machine spare parts more efficiently.
- ✚ A new labelling machine, which allows us to meet different labelling requirements by also allowing us to label the protective film as well as the cardboard box.

Production non-conformities, obsolescence and over-consumption

As in all activities, each stage of the production cycle has margins for error. The main risks we have identified are:

- ✚ **Obsolescence**, i.e. all those finished products in stock and not collected 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-conformity but to a greater need for supply, resulting in food wastage.
- ✚ **Production non-conformities**, on the other hand, arise from errors in production. These result in failure to meet the standards required by the customer.

We work on these aspects every day 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 management. This allows us to identify systematic inaccuracies in individual departments.

In 2022, the amount of production non-conformities was 3% of the total. In the same year, the shift in market demand towards higher-end products increased production complexity, causing a very slight increase in the percentage of net non-conformities in absolute terms to 1.6%, or 14% more than in 2021.

Management of business model non-conformities

Products that cannot be marketed, but can be consumed by the end user, are resold in the company's 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 virtuous consumption practices among all local citizens. Fractioning of production non-conformities in 2022:

	2021	2022
Forming	1.5%	1.4%
Filling/topping	0.6%	0.6%
Packaging	1.0%	1.1%

Specifically, production non-conformities related to forming and topping are reintroduced into the second-rate market and are therefore not classifiable as waste, while non-conformities resulting from packaging are reprocessed.

We separately handle products that are not marketable and cannot be consumed by the end user, but which have the characteristics to be classified as by-products. Although they are considered production waste, they are nevertheless recovered by us. In particular, there are two categories of materials that we manage as by-products:

- ✚ Products of non-animal origin, such as raw or cooked pasta, with or without tomatoes. These are used in the production of biogas or animal feed, amounting to 6,209 tonnes in total.
- ✚ Stuffed products, which we use to produce biogas, totalling 754 tonnes.
- ✚ There is also a part of the waste that must be managed as waste by necessity. This category includes expired pizzas with packaging, which cannot be classified as a by-product.



→ Roncadin Extravoglia - Classic high edge - Margherita

OUR CERTIFICATIONS

[GRI 2-23]
[GRI 2-24]

We are proud to have achieved important recognitions and certifications that testify to our commitment to safety and sustainability along the food supply chain. [GRI 2-23] [GRI 2-24].



In addition to the ISO 28000 certification from Accredia, which guarantees the security of our supply chain and minimises the risks of counterfeiting and sabotage, we have taken additional measures to protect our products during distribution. Our trucks and containers are sealed and fitted with padlocks when they leave the Meduno plant, and can only be opened when they reach their final destination. This system allows us to avoid damage to cargo/the introduction of contraband goods or materials.



Furthermore, our focus on quality and food safety extends to our management systems. We are certified according to strict food industry standards such as BRC and IFS. These certifications, recognised by the Global Food Safety Initiative (GFSI), are achieved through a self-control system based on HACCP principles. Compliance with the Quality Management System is constantly verified, both during inspections of our major customers and during periodic renewals of certifications. These audits ensure that our Quality Management System is adequate and consistent with the highest industry standards.



To ensure the organic production and environmental sustainability of our products, we maintain the Bio certification. This certification attests that we meet the standards set by the European Union in terms of organic production and environmental sustainability.



In addition to these certifications, we also strive to comply with other specific norms and standards for some of our products. For example, we are MSC-certified for sustainable fishing, RSPO-certified for the sustainable use of palm oil, Demeter-labelled for products from biodynamic cultivation, and V-LOGO-labelled for vegetarian and vegan products, as well as certified for vegan products.

Finally, as far as the environmental aspect is concerned, we have certified ourselves according to the UNI EN ISO 14001:2015 standard, achieving a goal that we had set ourselves in 2021. This certification proves that we have an effective Environmental Management System to systematically control and improve the environmental impacts of our activities.

These certifications and awards testify to our ongoing commitment to ensuring the quality, safety and sustainability of our products and processes. We will continue to follow and adopt best practices to meet our customers' needs and contribute to a more sustainable future.

→ Sauce preparation area - Roncadin kitchen



↑ Internal microbiology laboratory - raw material input analysis



INTELLECTUAL CAPITAL



Intellectual capital identifies the 3 intangible elements that bring added value to the company, i.e. professionalism, know-how and experience. For the construction of our intellectual capital, we have focused primarily on enhancing the value of research and development activities concerning products and processes. The aim is to keep us abreast of market requirements while ensuring business continuity.



Purpose of common benefit

This involves developing energy and production efficiency projects that, through the use of innovative technologies and better day-to-day practices, promote the reduction of wasted energy and raw materials used in the production process.



Input

Almost € 1,010,000

The investment to acquire 95% of Zero s.r.l. our investment in research and development, a value of 36% of CAPEX.



Output

176

New products, amounting to 26% of total codes sold

€ 25,523,857

What derives from the sale of new codes

€ 1,910.00

Revenue from new products in Zero srl., representing 6% of the total codes sold, added through intensive collaboration with our R&D experts



Outcomes

This year, the company decided to expand its product range not only through internal research activities, but also by differentiating its product types and integrating production with the acquisition of Zero s.r.l. The figures show that our investments in responding to market needs have been successful: they have enabled us to enter the fresh bakery market, thereby differentiating and expanding our product range. Through these activities, we seek to increase our ability to listen to and anticipate market needs in order to satisfy customer demands. This business model brings continuous development within the company, with important spill-over effects on the community and territory.



Future objectives

- ✚ Continuous improvement of products and processes
- ✚ Investing in the company's image
- ✚ Making our business model more and more suitable to support our growth
- ✚ Identifying and meeting all market trends

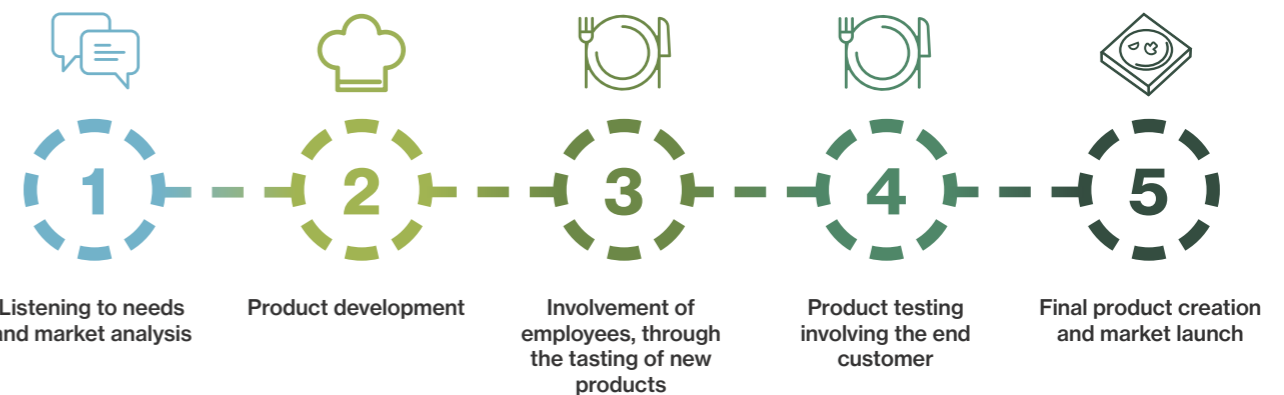
RESEARCH AND DEVELOPMENT: TOWARDS MORE SUSTAINABLE AND INCLUSIVE PRODUCTS

Research and development are the pillars of our business model: they keep our company competitive on the market and ensure business continuity. It is about constantly striving to exceed our limits, always raising the quality and innovation level of our products.

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

- ✚ The development of new recipes, aimed at presiding over new markets, entering new market segments and meeting the constantly changing needs of consumers.
- ✚ Research to optimise processes, with the aim of making them more sustainable in economic, human and environmental terms.

Our company structure develops each project using



Research and development of new products follows our mission: Roncadin, pizza for everyone, everywhere. This allows us to continually come up with new solutions so that everyone, really everyone, can eat our pizza, even if they have particular dietary choices or regimes. The two values that guide our planning are inclusivity and innovation. Especially since 2021, this has allowed us, on one hand, to focus on satisfying all dietary needs, and, on the other hand, to develop new baking solutions.



↑ Roncadin Extravoglia - Classic high edge - Parmesan

↑ Deep-freezing tunnel entrance area



INCLUSIVE PRODUCTS: PIZZA EVERYWHERE, FOR EVERYONE

Go vegan

More and more people are deciding to experiment with 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 affect consumers due to the taste and appearance of the products. With quality and the satisfaction of those who choose us as objectives, we have researched new ingredients and new recipes, in order to market a product that is inviting in every respect.

High-protein and low-carb doughs

Pizza consists mainly of carbohydrates. People who have to follow hypoglycaemic and ketogenic diets know this very well. But why deprive anyone of this pleasure? For years we have been researching new doughs, starting with the study of 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 important points of our charter is the pursuit of goals of common benefit, including the promotion of healthy lifestyles. It is precisely for this reason that research aimed at producing low-salt doughs has become fundamental. This reduction affects both the dough and the topping, and involves technical experimentation for proper dough rising and maximising flavour in the face of salt reduction.

ZERO: THE FRESH, TOTALLY ARTISANAL PINSA FROM RONCADIN

Zero represents a true craft laboratory of research and development, where we implement flexible processes and methodologies that allow us to explore new possibilities and experiment with high-quality ingredients. Through a creative approach and a continuous exchange of ideas, we work to create products that are at the cutting edge of fresh pinsa sector, meeting the needs of our customers and anticipating market trends.

Zero's production process is mainly based on artisanal methods, resulting in products of the highest quality and creating an authentic culinary experience enjoyed by our customers.

The process is structured as follows:



The operational phases include the kneading - assisted by the aid of machinery -, the tipping and manual breaking of the dough, followed by rising in a special cell. The dough has two leavening phases: a slow cold maturation for 24 hours and, following portioning into sections, a second leavening phase lasting several hours.

Then comes PINSATURA, an exclusively manual rolling process, followed by baking and cooling.

It is at this point that the base of the pinsa is transferred onto a belt and placed in the oven. Once cooked, it passes through a cooling spiral and is then packaged using a machine in a controlled atmosphere.

For the stuffed pinsa, the toppings are added after the cooling phase.

This is followed by packaging in a modified atmosphere.



↑ The production of the Pinsa at Zero in Sommacampagna (VR)

HUMAN CAPITAL



Human capital is central to Roncadin. The ethical-organisational values and the skills that human resources express represent the basis on which the company can look to the future with optimism. To guarantee fairness and transparency in working conditions, the company applies the CCNL. Thanks to our stimulating environment and learning opportunities, employees are able to grow professionally, actively supported by both collective and individual growth paths through targeted training programmes, allowing those who wish to do so to develop their aptitudes. This leads us to create a dynamic working environment focused on the well-being and fulfilment of all people. Investing in the health and safety of our employees, both inside and outside the workplace, is crucial because we believe that their well-being is essential to developing the full potential of our people. To constantly improve our approach to human resources management, we use specially identified indicators. These allow us to accurately and systematically assess the added value that our employees bring to the organisation.





Purpose of common benefit

- + Disseminating and strengthening the culture of health, not only in but also outside the workplace.
- + Promoting initiatives that meet the needs of employees.
- + Contributing to creating value for the region through new jobs.



Input

743

The share of employees reached in 2022

946.847

The total number of hours worked in 2022

€ 80,942

Our investment in staff training

14%

The 2021 profit that we reinvested in safety measures within the company, amounting to €450,000

3.46%

The profit of 2022 that we paid out through 2nd level agreements as a production bonus to employees.

40

The children of our employees who benefited from the summer centre with the bakery workshop, which we made available to them completely free of charge

28

The number of employees at Zero srl

41,287

The total number of hours worked at Zero srl



Output

+8%

The increase in average compensation to our employees per hour worked compared to 2021

15.5%

The percentage of the value created distributed to our employees, a figure 10% lower than in 2021 due to fewer employees.

11%

The turnover rate in 2022

1 accident per 35,068 hours

Accident frequency in 2022 represents an improvement of +39% compared to 2021

€ 24,863,121

The total value distributed to staff, - 4% compared to 2021

€ 785,019

The value distributed to staff, 23.4% of the value of production at Zero srl

1

Accidents at Zero srl

Outcomes

Human capital results confirm the trend experienced in 2022. The evolution of demand has led us to decrease the quantities produced in favour of the complexity of the products offered and their value. The drop in production volumes and the return to their production sectors of many employees who had changed during the pandemic led to a turnover of 11%, and a drop in absolute terms in the value distributed to staff due to the lower number of staff employed. Of note is the improvement in occupational health and safety, our top priority is to increase the value distributed per hour worked compared to 2021. These achievements benefit the community and employees by having a positive impact on management as well.

Future objectives

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



PEOPLE AT THE CENTRE

Our company is made up of people. People who, with their skills and knowledge, make us what 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, recognising and giving space to the merits of our employees.

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

Our human capital management policy is based on the ethical values that are fundamental to us: fairness, integration and a zero tolerance approach to any form of discrimination. At the same time, we are committed to caring for the working environment, designing to protect the psychophysical health of our employees and to allow them to reach their full potential [GRI 3-3].

All Roncadin employees are fully covered by the National Collective Labour Agreement (CCNL) for the food industry [GRI 2-30]. There are no non-employee workers with duties controlled by the organisation [GRI 2-8].

Roncadin

Employees	Fixed-term	Permanent
Women	45	534
Men	11	153

[GRI 2-7]
the data provided refer to the actual number of people employed in the company, rather than full-time equivalent (FTE) work units [GRI 2-7].

Employees	Full time	Part time
Women	92	487
Men	130	34

[GRI 2-7]
the data provided refer to the actual number of people employed in the company, rather than full-time equivalent (FTE) work units [GRI 2-7].

Total employees: 743

New recruits	<30	30-50	>50
Women 2022	15	39	2
Women 2021	11	21	1
Men 2022	7	11	6
Men 2021	10	11	1

[GRI 401-1]

Employees	Entitled to parental leave	Have taken parental leave entitlement	Have returned to work after taking parental leave in the last 12 months	Return-to-work rate of employees who took parental leave
Women 2022	110	110	110	102
Women 2021	50	50	50	48
Men 2022	12	12	12	12
Men 2021	6	6	6	5

[GRI 401-3]

Employees	Return-to-work rate	Loyalty rate
Women	100%	100%
Men	100%	92.7%

[GRI 401-3]

Zero

Employees	Fixed-term	Permanent
Women	6	13
Men	0	9

[GRI 2-7]

Employees	Full time	Part time
Women	18	1
Men	9	0

[GRI 2-7]

Total employees: 28



Roncadin inc

Employees	Fixed-term	Permanent
Men	0	2
Women	0	4

[GRI 2-7]

Employees	Full time	Part time
Men	2	0
Women	4	0

[GRI 2-7]

Total employees: 6

↓ Roncadin Company Sales Meeting



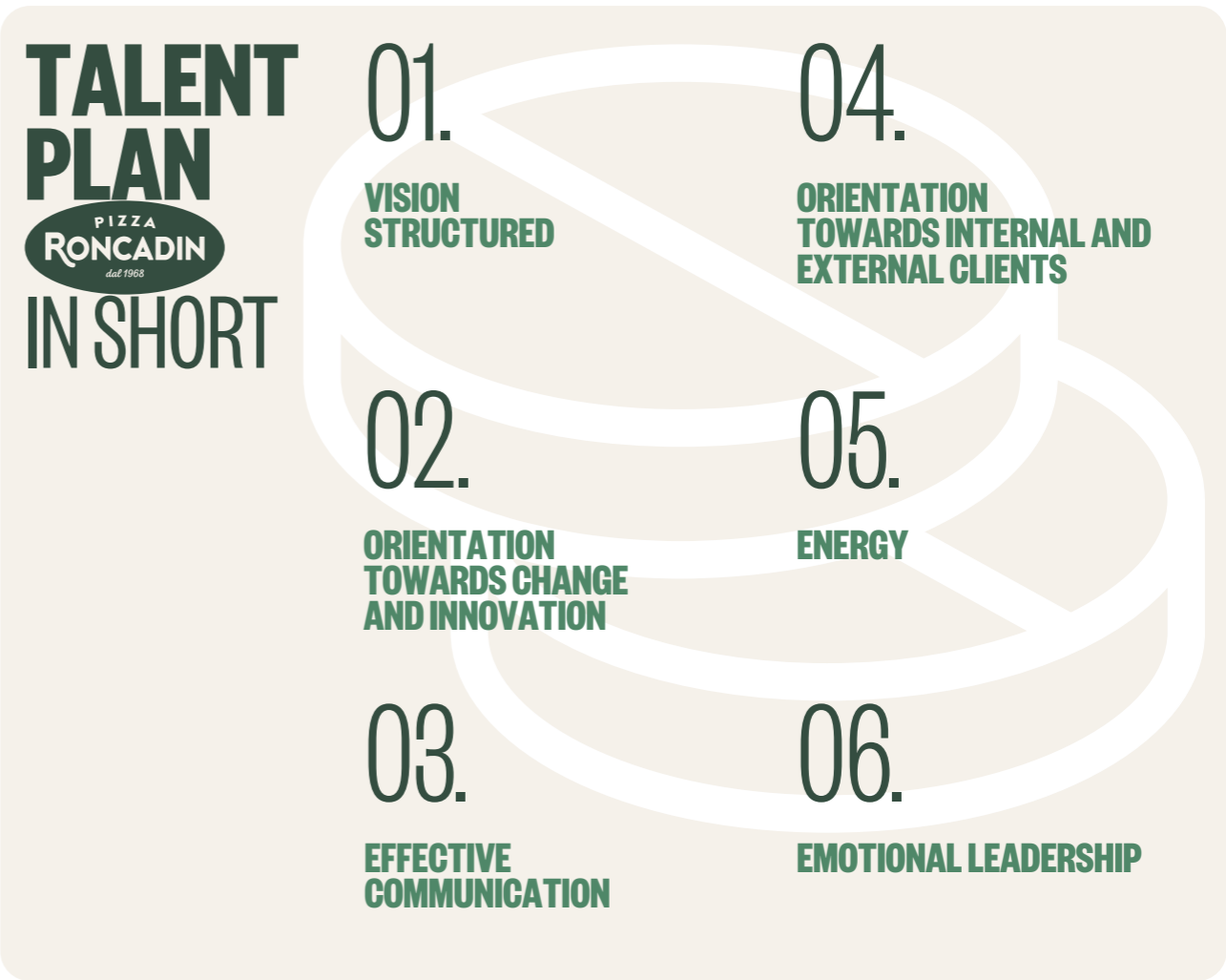
The Roncadin talent plan

Among the innumerable activities, the company's commitment is particularly focused on promoting the growth of our employees' skills. The main objective is to create a network of human resources closely linked to a constantly evolving corporate strategy.

In order to achieve this, we loom for people with leadership, flexible thinking and problem solving skills, characteristics that distinguish those who work at Roncadin. To make this possible, we have developed the **"Roncadin Talent Plan"**.

We identified the key figures for each area of the company. This has enabled us to formalise all the activities carried out in a programme document, establishing a solid basis for making our objectives equally concrete for a future characterised by continuous development.

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



Training

Training is the key that allows us to improve, every day. It is the most effective tool we have at our disposal to achieve our goals. That is why we have devised various development plans, diversified according to the tasks and functions performed in the company and continuously provided to our employees.

Average hours of training provided:

Workers 2022	11.24
Office workers 2022	17.65
Executives 2022	60.4

[GRI 404-1]

Continuous improvement is an integrated process that involves the company in all its facets, so that it can progress in a comprehensive manner. At the heart of this process lies continuous training, which plays a fundamental role in the entrepreneurial fabric.

It is precisely the constantly developing skills of the company's staff that enable innovative solutions to be generated, both at product and process level. Training, both theoretical and practical, takes many forms and benefits not only the company itself, but also the people involved and the surrounding area.

[GRI 3-3] It is a virtuous circle in which the acquisition of new knowledge and skills contributes to individual and collective progress, while stimulating innovation and the well-being of the community in which the company operates. [GRI 3-3]

[GRI 3-3] Making the most of people is a priority for every management, function and business area manager who, in collaboration with the head of human resources, has the task of recognising and stimulating the people who work with him. To ensure a comprehensive approach to training, the HR manager consults with the various managers to identify hard and soft training needs. At the same time, transversal growth paths are proposed, involving the various corporate functions [GRI 3-3].

[GRI 3-3] Following the provision of training, the effectiveness of the training actions undertaken is monitored and verified. In particular, in the areas related to technical skills, the positive impact on KPIs is assessed, while with regard to relational skills, the improvement of the dynamics within teams and the consequent effectiveness in achieving results is verified [GRI 3-3].

This monitoring process makes it possible to further adapt and customise training actions, ensuring continuous improvement and development of employees' skills, in line with corporate objectives.

PROMOTING HEALTH

Our primary asset

Health is our most valuable asset. We, as a company, know that we have a great responsibility: to generate awareness among our employees with commitment, constancy and by working on various fronts.

For this reason we have created a supplementary regulation, which starts with the provisions of the contract and complements it with the health issues that are closest to our hearts.

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

- ❖ Zero Accidents Campaign: we have initiated this awareness campaign with the aim of communicating the importance of health, safety and prevention.
- ❖ 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, thanks to the reduction of pollution.
- ❖ Fight against smoking: we have instituted a smoking ban within the company perimeter. A ban that has already been in place since 2020.
- ❖ Nutrition: the vending machines within our complex are stocked with food for all nutritional needs
- ❖ Physical activity: exercise is encouraged and promoted in the company. We held an exciting event focused on promoting the electric bicycle as a sustainable solution and alternative to conventional means of transport. A trip was organised with employees to explore the area, encouraging the use of electric bicycles.
- ❖ Awareness-raising campaigns: we conducted a campaign to raise awareness of chronic fatigue syndrome among our employees, through the distribution of information leaflets and the use of the company app
- ❖ Quality products: we continuously strive to ensure the high quality of our products, which we manufacture from controlled raw materials.

Health and prevention are interconnected concepts for us. We offer our employees a welfare service that includes packages of check-ups and medical care. Through a document that identifies the company's risk factors, we have established a health protocol that regulates medical check-ups for each employee according to the tasks performed. Medical check-ups are of paramount importance to us and guide our decision-making process. We are constantly motivated to improve and look to the future.

WELL-BEING

When a person is well at work, they are in a position to express them self to the fullest. Both professionally and in private life.

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

[GRI 3-3]

We have developed several initiatives to promote well-being among our people [GRI 3-3].

To maintain company relations and keep our people constantly informed, we use the MyNet application and welcome new employees through a training programme called "Welcome on Board", focused on safety, the code of ethics and company values.

We promote the CRAL (Recreational Club for Employees), which organises recreational activities and social projects such as GREST and summer centres for children.

We continue to promote the "Company Bookcrossing" initiative.

We encourage people to use personalised water bottles to reduce the use of plastic.

Our refreshment areas are structured to encourage sharing and we organise an annual event called 'Open Day' to involve employees' families.

We took part in the signing of the equal opportunities document in the presence of former Minister Elena Bonetti, signed by Unionfood and the national trade unions, during which we examined equal opportunities issues in order to promote an inclusive and diverse work environment.

In addition, we implemented a welfare plan for employees offering benefits such as Ticket Compliments.

The figures for 2022 are:

- ✚ **€166,634.76** paid by the company in the form of Restaurant Ticket
- ✚ **€115,255** paid out as a result bonus in the form of welfare

Overall, these initiatives aim to improve communication, relationships, sustainability and the well-being of our employees.

Family-oriented management

We have implemented a 38.5-hour working week for our office staff, which has been very well received from the outset.

Thanks to this approach, our employees are able to add to their work-life balance, resulting in an increase in 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.

	Set. Type 1	Set. Type 2	Advantages
Monday	8	9	1. work-life balance
Tuesday	8	7	2. flexibility of working time
Wednesday	8	8	3. evolution of business processes
Thursday	8	6.5	4. greater team involvement
Friday	6.5	8	5. increased professionalism
Tot hours worked	38.5	38.5	6. new approach to work
Difference	-	-	7. soft skills growth

↓ "At School with Roncadin" project - Hands-on PizzaGrest workshop with employees' children



↑ OpenDay - Day of celebration with employees and families

SAFETY

To ensure the health and safety of our employees, the beating heart of our large family, we rely on the principles expressed in our Code of Ethics.

OUR MAJOR GOAL IS TO ACHIEVE ZERO INJURIES.

To do this, we take a proactive approach and make use of all available technologies. A key role in this is played by training and information, which is an essential tool for increasing the awareness and sense of responsibility of all employees

We use specific metrics to measure our efforts regarding safety:

- ❑ **Additional hours of training beyond what is required by regulation, including information and training;**
- ❑ **Health Monitoring;**
- ❑ **Regular Safety Meetings;**
- ❑ **Investments made;**
- ❑ **Monitoring and measurement.**

The safety management system

The health and safety management system, based on the reference standards of Legislative Decree No. 81/2008, Legislative Decree No. 196/2003 and Legislative Decree No. 231/01, covers the entire sphere of Roncadin S.p.A. employees and temporary staff. The specific risks (SVR) related to the different tasks are mapped out in the company's Risk Assessment Document (DVR), in which the type of risk, work environment, machinery and equipment used, PPE, health protocol and training programme are specified for each sheet [GRI 403-1].

[GRI 403-1]

The company's approach is one of prevention, which translates into the overall involvement of all the human resources present in the company. In fact, the risk analysis is carried out by involving all company actors: the Employer, the Special Prosecutor for Safety and the Environment, the Prevention and Protection Service Manager, the Competent Doctor and the Workers' Safety Representatives.



Risk assessment allows us to identify the best prevention measures to eliminate or limit the worker's exposure to risk as much as possible. This is structured in 3 phases:

- ⊕ **Hazard identification**
- ⊕ **Risk estimation**
- ⊕ **Risk weighting**



In our occupational health and safety management system, we adopt targeted processes to identify and assess risks related to work activities. We use various tools and approaches, including Accident Analysis, Near Miss reporting, discussion with supervisors, collaboration with the Workers' Safety Representatives (RLS), Prevention and Protection Service (SPP) inspections, technical advice, operating instructions, and collecting suggestions for continuous improvement from all workers [GRI 403-2].

If hazardous situations and/or conduct arise, these can be reported directly to the supervisors, via notice boards in production departments and through anonymous whistleblowing [GRI 403-2].

Subsequently, they are recorded as per existing procedures, and the data collected is analysed and any changes to work instructions are shared.

Accidents

To prevent or mitigate negative impacts in terms of occupational health and safety, we have adopted a rigorous approach based on the regulation and formalisation of areas, activities and steps that require specific procedures or operating instructions

Involvement, knowledge and awareness-raising are central elements of our health and safety accident prevention policy. Everyone, according to their role in the company, is called upon to be made aware of aspects that may have an impact on the safe performance of activities.

Special committees have been set up in the company and are responsible for the continuous analysis of impacts on employees' health and safety, verifying the correct certification of machinery, the training and education of operators, the adequacy of working environments, etc. [GRI 403-4].

2021		
No. of accidents	Total days of absence per accident	Severity Index
37	1,171	1.1

2022		
No. of accidents	Total days of absence per accident	Severity Index
27	538	0.56



↑ Packaging - Wrapping Area

[GRI 403-9]

At Roncadin in 2022, the frequency index decreased to 29%, compared to the 2021 rate of 34.9%. This index is calculated as the ratio of the total number of accidents to the hours worked by employees, which amounted to 946,847.25 in 2022; the result is calculated on the basis of 1,000,000 hours worked [GRI 403-9].

Occupational hazards presenting a risk of injury with serious consequences were determined using the principle of Risk (R) equals Probability (P) multiplied by the Severity (G) of the event. Compared with the previous year, both the frequency and severity indices decreased. In particular, the 2022 frequency index is 28.33 (compared to the 2021 value of 34.91); while the severity index has halved from 1.10 recorded in 2021 to 0.56 in 2022.

Specific safety training

In order to minimise risks, several actions have been undertaken:

- ✚ training of workers to raise awareness of the dangers and promote safe behaviour;
- ✚ training of supervisors to increase knowledge and the importance of their role. It is precisely the supervisors who are the first to be involved in supervising and controlling the correct execution of activities by workers. This task involves an important responsibility: to ensure the implementation of directives received and to exercise a functional power of initiative, ensuring a safe working environment and respect for correct practices. [GRI 403-9].

[GRI 403-9]

In 2022, total safety-related training hours amount to

2726 hours

In the United States, our employees mainly work remotely and the US Occupational Safety and Health Administration (OSHA), the reference regulation for the American market, is applied. This regulates the provision of a safe and healthy workplace. The accident risk of the US plant is related to clerical activities and no accidents were recorded in 2022.

→ Production lines 8 and 9



SOCIAL AND RELATIONAL CAPITAL



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





Purpose of common benefit

Attracting, training and developing new talent.



Input

6

The trade fairs in 2022 where 200 company profiles were distributed to present our company

€ 170,000

The investment for participation in trade fairs

83

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

€ 300,000

The investment in marketing, to make our brand and quality known

1,632,431

The users reached through our 2022 social activity

1

A student from the "Origins" course at the MIB - School of Management in Trieste

4

Trainees hosted for a training internship. We are members of Confindustria Alto Adriatico and Union Food, associations that enable us to expand our community.



Output

€ 34,816,752

The added value created by Roncadin, -2% compared to 2021

102

The number of active customers in Roncadin's customer portfolio as of 31 December 2022, 12% less than in 2022

€ 1,572,240

The average expenditure of each individual customer on Roncadin products, 22% compared to 2021

0.0003%

the percentage of complaints on total pizzas sold

€ 515,116

the added value created by Zero srl in 2022

36

The number of active customers as at 31 December 2022

€ 92,995

The average expenditure of each individual customer of Zero srl in 2022

0.0003%

The percentage of complaints on total products sold

Outcomes



The past year marked a complete resumption of activities and events to cultivate relationships with customers and our employees.

We strongly believe in the value of meetings, which improve brand perception and customer relations. We have not missed the renewed opportunity to participate in trade fairs, to promote moments of meeting and sharing with employees, and to facilitate their participation in cultural and sporting events.

The increase in the average expenditure per customer once again testifies to the change in the demand mix, towards more complex and richer products, and at the same time to our capacity for building loyalty based on the creation of stable and lasting relationships.

Future objectives



- ✚ We have achieved our goal of increasing the value of the average spend per customer thanks to the significant investments we have made on inputs both in economic terms and in terms of commitment.
- ✚ We also want, in the short term, to involve Zero srl in this strategy, increasing the value brought by each customer and the added value created.

↓ Packaging exhibition - Marca Fair (Bologna)



RELATIONS WITH OUR CLIENTS

The basis of the relationship with our customers is collaboration. Our main market is currently the large-scale retail trade, to which we supply private label products. It goes without saying that success for this type of production is based on the creation of products that are innovative, of high quality and, above all, designed specifically according to the target and the territory.

We do our best, in short, to provide a product that, driven by supermarket communication, can satisfy consumer needs through products of equal or higher quality than branded products.

It is, for 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 players in the supply chain, aimed at consumer satisfaction.

Our company values interaction with each individual customer, as we believe that it is essential to define specific guidelines and procedures to ensure strict product quality control. In particular, with our Private Label customers, we establish a constant dialogue through the use of data sharing portals, where product specifications are detailed.

This approach allows us to maintain accurate tracking and adapt to the specific needs of each customer. Quality and food safety management is done through these portals, where requests, reports and, if necessary, corrective actions are communicated.

Through this close collaboration and direct communication, we are able to ensure maximum customer satisfaction by offering high quality products that meet their needs and comply with strict safety standards. Transparent and timely interactions allow us to promptly address any issues and take the necessary corrective measures to ensure full compliance and customer satisfaction.

→ Antonio Falco - Pizzaiolo Antica Pizzeria Da Michele





TRADE FAIRS WE ATTENDED

- ✚ **Marca, Bologna:** the only Italian trade fair dedicated to private label where modern organised distribution has an exhibition space for its own brands. This trade fair allows us to cultivate and expand relations with the leading names in large-scale retail distribution looking for products of excellence made in Italy to put on the shelves. The fair was attended by 900 exhibiting companies mainly focused on the food sector and over 12,000 visitors.
- ✚ **Cibus, Parma:** a B2B event dedicated to professional visitors from the various sectors of interest in the food industry, large-scale distribution, Ho.Re.Ca & Food Service and hosting all the different production realities of the Italian food industry: from large players to niche excellences. In 2022, there were 3,000 all-Italian exhibitors and 70,000 visitors.
- ✚ **PLMA, Amsterdam:** international trade fair that brings together manufacturers and retailers in search of new products, contacts and ideas that can foster the success and growth of the private label business. Over 2,500 exhibitors and 15,000 buyers from 122 different countries were hosted in 2022.
- ✚ **PLMA, Chicago:** an international trade fair held in Chicago, United States, with a similar structure to the exhibition event held in Amsterdam but with a larger, predominantly American audience. The event is characterised by the participation of several PLMA consortium members representing companies in the private label sector.
- ✚ **Sial, Parigi:** an event that brings the best of international agrifood together in one place, providing a space for discussion, debate and sharing of the challenges, trends and good practices of the supply chain. The 2022 edition was dedicated to the challenge of bringing together the food ecosystem to respond to the major transformations taking place. 7,200 exhibitors and 310,000 professionals from 120 countries participated.
- ✚ **Hospitality Management Forum Milano:** an event whose primary objective is to encourage direct dialogue between companies and players in the hospitality industry, aimed at putting the best tools for developing and enhancing their business on the table.

← SIAL Paris Fair

SAFE AND QUALITY PRODUCTS

At Roncadin, food safety and quality are essential. Our constant focus on quality control allows us to offer products that comply with the highest food safety standards and guarantee an uncompromising experience of taste and reliability.

[GRI 416-2]

ZERO CASES OF NON-CONFORMITY regarding health and safety impacts of products and services [GRI 416-2].

Our approach for a safe and quality product

Our internal processes for safety and quality help us anticipate and respond to any challenge.

In order to ensure the highest quality and safety of our products, the company adopts a rigorous internal verification process for all product types [GRI 416-1]. We carry out in-depth analyses of the finished product and the raw materials used, strictly following our quality standards. In addition, we carry out internal audits on different areas of production to ensure that every step of the process meets our high standards.

[GRI 3-3]

At Roncadin, careful controls are carried out on a daily basis, and we operate in compliance with all EU regulations on correct food labelling (including allergen declaration) [GRI 3-3].

The cross-contamination declaration on the label is required by EU regulations to ensure transparency and food safety for consumers who are sensitive to certain allergens and may suffer serious consequences as a result of consuming the product.

The timely handling of potential quality complaints is crucial for us. Our quality team promptly investigates any complaints from customers.

Our dedication to quality is not only limited to checks, but also extends to the effectiveness of corrective actions. One of our close quality control teams checks the effectiveness of actions taken in response to internal non-conformities on a weekly basis. In addition, our full team evaluates these actions monthly to ensure continuous improvement.

[GRI 3-3]

Training our staff is a priority for us, as we believe that a culture of food safety and quality starts with solid training. We invest in the ongoing training of our team in order to foster an internal culture of care and respect for quality and consequently offer our customers excellent products that reflect our ongoing commitment to goodness and quality [GRI 3-3].

External audits: supplier evaluation

We ask our suppliers to comply with protocols that are much stricter than what is established in the regulations. By doing so, we are able to immediately detect rare non-conformities in raw materials and keep them out of the production process. For this reason, we require additional external audits:

- ✚ Our flour suppliers are required to analyse incoming grain and outgoing flour. This provides us with product guarantees, which we then check again through internal controls.
- ✚ Other raw materials are examined from both an organoleptic and dimensional point of view, in compliance with the parameters indicated in the supplier's data sheet, and are also monitored from an analytical point of view (microbiological and chemical) at a frequency determined by the control plan drawn up on the basis of the risk analysis.
- ✚ The most delicate raw materials are scrupulously examined for each individual batch.

Our safety and quality policies

To ensure the highest level of protection, we have developed a strict internal policy that specifically addresses health and safety impacts. This policy is an integral part of our corporate quality plan, which guides us in the production of safe and high quality products.

There is also an efficient and inclusive complaints handling process. Consumers can communicate their concerns through various channels, including our website and social media. On our website, we provide a dedicated form that allows them to fill in the details of their complaint clearly and completely. In addition, we have an active presence on major social media, so that we can receive reports, comments or direct messages from end customers. In addition to traditional channels, we also receive letters and suggestions sent directly to our quality department.

Once we receive these reports, we strive to respond to each one promptly. Our dedicated team carefully evaluates each report and works to resolve the problem as quickly as possible.

In addition to handling individual complaints, we also analyse reports in aggregate to identify any recurring trends or problems. This allows us to take preventive measures and/or implement improvement actions at a level to improve the quality of our products or services and prevent future complaints. [GRI 2-25]

[GRI 2-25]

Our commitment to food safety is further underlined by our BRC/IFS certification, which is a key recognition in the industry. These certifications, together with ASFO standard regulations, are a clear signal of our commitment to ensuring food safety and meeting the highest quality standards [GRI 3-3].

[GRI 3-3]



HOW WE MANAGE RELATIONS WITH OUR STAKEHOLDERS

Collaboration and a direct and constant relationship with our stakeholders are fundamental to the Roncadin business model. A great contribution in this sense is given by the creation of a virtual community: the involvement of users within our social platforms is in fact an opportunity to monitor the needs of our customers and increase the sense of community linked to our brand.

External communication

Our communication must be open and direct. In order to achieve this, we make use of two key elements: the website and social media. Followers on the main social platforms have grown this year: we have 2,353 followers on Instagram and 12,351 likes on Facebook, and we also continue to grow on TikTok with 146 followers and over 2,700 likes. Through LinkedIn, on the other hand, we cultivate relationships with our various business partners.

 **2,353** followers  **12,351** likes  **146** followers **+2700** likes

Top Post
2022
Instagram

COME
CUCINARE UNA
EXTRA VOGLIA?

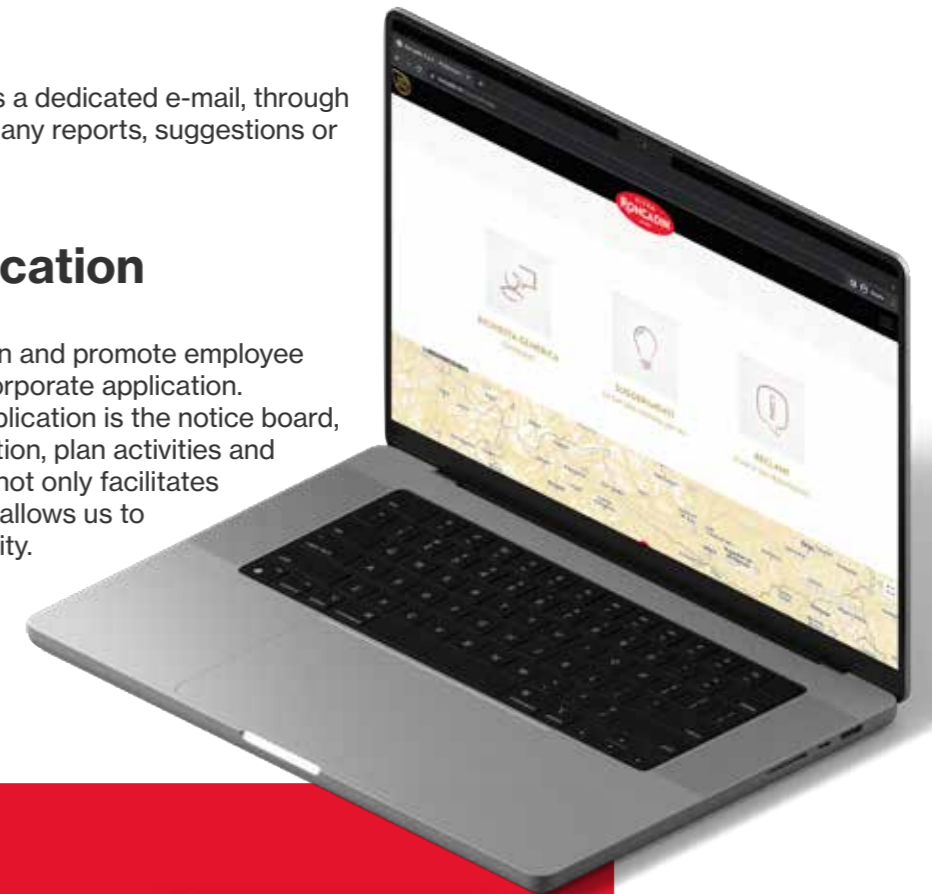


RONCADIN
DIVENTA
SOCIETÀ
BENEFIT

On the company website, there is a dedicated e-mail, through which our customers can submit any reports, suggestions or special requests.

Internal communication

To foster effective communication and promote employee well-being, we use the 'MyNet' corporate application. The most used section of the application is the notice board, which allows us to share information, plan activities and present new initiatives. This tool not only facilitates internal communication, but also allows us to assess its effectiveness and quality.



MyNet Roncadin

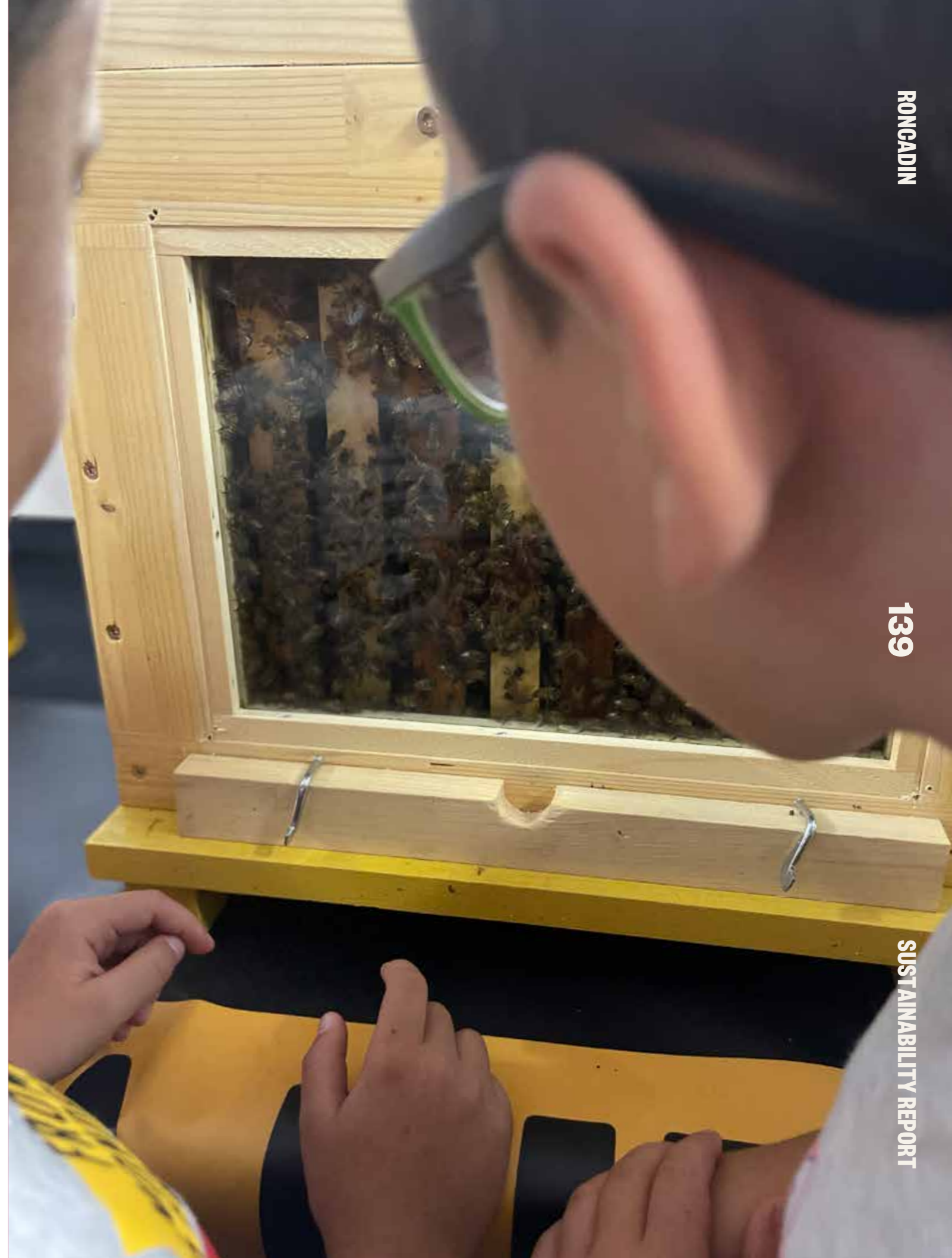


To increase the sense of belonging, we carry out a number of activities aimed at supporting our employees:

- + We share festive moments together, just like a big family: at Christmas we never miss the aperitif, the raffle and the baskets full of presents; at Easter we had the egg and Carnival is the perfect occasion to get together and eat pancakes. In addition, every new employee is welcomed with a welcome kit.
- + At the company 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 we hear the opinion of those who work with us: new pizzas are always available in the refreshment area, and opinions are always welcome.
- + Our employees have a company library at their disposal, to borrow books or simply to read during their lunch break.
- + We participate in 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, 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 their children. That is precisely why we have organised a totally free summer camp for the children of our employees. The camp lasts for a fortnight and takes place before school starts in September: as many as 40 children participated in 2022.
- + We offered 16 lunches on as many days of the year from January to October, inviting a food truck to the forecourt in front of the company to offer tasty meals to our employees, and we also facilitated the matching of supply and demand with the market vans on 17 occasions.
- + On 17 September, we invited the Friuli Blood Donor Association's bloodmobile to facilitate donations by our employees.
- + On 18 June, we proposed an e-bike tour offered by the company.
- + As part of our desire to make the bond between people and territory ever stronger, since August 2022 we have had a partnership with the Maniago cinema aimed at granting Roncadin employees and their families preferential admission, and one with Udinese Calcio that allows us to provide free tickets for home matches.
- + On 3 December, Roncadin participated with three teams in the Telethon relay race organised in Udine, covering 620 km with 72 runners.
- + On 2 October, we organised an educational exhibition of nocturnal and diurnal birds of prey with our partners Luca and Marco from FalconFly in Trivignano Udine.

Finally, Con le mani in Pasta (With Your Hands in the Dough) and a Scuola con le Api (At School with the Bees) are two programmes designed for local schools and offered entirely by Roncadin to bring the new generations closer to the world of baking and make them aware of the issues of protecting the land and the planet.

↓ "At School with Roncadin" project - Workshop with Bees - PizzaGrest with employees' children





↑ Farm apiary near Via Monteli, Meduno
→ Sima Mill Visit (Argenta) - Organic Wheat

Our associations [GRI 2-28]

We are proud to be members of **Confindustria Alto Adriatico** and **Union Food**, two important associations that offer us the opportunity to expand our network of contacts and connections. Being part of these associations allows us to become part of a community of companies that share similar values and goals to ours.

Through our participation in **Confindustria Alto Adriatico**, we are able to interact with other companies in our region, exchange knowledge and best practices, and tackle the challenges that the industry sector presents together. The association also offers us the opportunity to participate in events, seminars and workshops, which allow us to stay up-to-date on the latest trends and developments in the industry.

Another association of which we are members is **Union Food**, which represents an important network of companies operating in the food sector. Being part of this association gives us the opportunity to collaborate with other food companies, share experience and knowledge in the sector and work together to improve food quality and safety.



NATURAL CAPITAL



Our natural capital consists of all the processes and environmental resources - renewable and non-renewable - that support us and allow us to develop our business model.





Purpose of common benefit

Through our work, we aim to develop projects that favour the use of renewable energy sources. We want to promote and spread respect for the environment and make all people responsible for taking care of it. We do this through a series of daily actions, now an integral part of our business model. We source exclusively through sustainable supply chains that guarantee respect for ecosystems and biodiversity.



Input

Over € 1,600,000

The investment in the environment, amounting to 34% of the total annual investment (CAPEX)

6,941

The tonnes of waste avoided and sold as by-products in 2022

99.98%

The percentage of our waste destined for recovery

24,467,000 kWh

The electricity used in 2022 from 100% renewable sources a 10% reduction compared to 2021

30

The tonnes of waste avoided and sold as by-products in 2022 by Zero srl

98.93%

The percentage of waste generated by Zero srl's production cycle and destined for recovery



Output

1.5

The kg of CO2 emitted for each pizza we produce, +4% compared to 2021

4.2

The kg of CO2 emitted for each product sold by Zero srl in 2022



Outcomes

Natural capital results show a slight increase in CO2 emissions per pizza: this is directly related to the refinement of the carbon footprint measurement, with more accurate, precise and timely data, and to the decrease in total volumes produced. We are continuing the investment plan to reduce energy consumption, make

processes more efficient and increase the stock of self-produced energy. Also in 2022, the energy used will come from 100% renewable sources. Of fundamental importance will be the path undertaken with our suppliers, assessing their impacts and sharing sustainable development strategies. In addition, 56% of our car fleet is fully electric.

We are therefore renewing our commitment to reducing emissions per unit of product, and we are also committed to involving Zero srl in this project.

Future objectives



We intend to continue our investment policy dedicated to environmental protection. Our goal is to limit our emissions, in particular to reduce the CO2 emitted per pizza with constancy and determination.

↓ Alessandro Condurro - L'Antica Pizzeria da Michele (Napoli)



OUR ENERGY CONSUMPTION

We firmly believe that it is our responsibility and our duty as a company to make a contribution to the environment by making conscious use of resources. We are pursuing this path by working on several fronts: we try every day to increase the efficiency of our plants 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** [GRI 3-3].

[GRI 3-3]

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 the Meduno factory. We intend to continue in this direction, continuing to make exclusive use of green energy and increasing the self-produced portion.

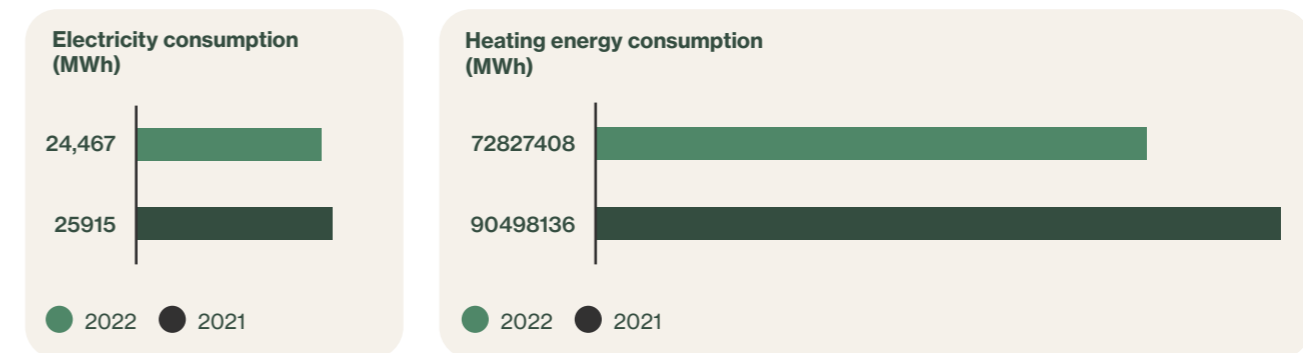
Certified energy

Roncadin is firmly committed to respecting and protecting the ecosystem, adopting sustainable practices in its production plant. Roncadin's entire energy requirements are met using only certified energy from renewable sources.

In cooperation with our customers, we constantly seek to identify the best ways to communicate and disseminate our commitment and responsibility towards the environment.

Overview of our energy consumption

Internal energy consumption within the organisation



[GRI 302-1]

Fuel consumption from renewable sources

Energy	Consumption
Hydroelectric	85,591,447 Megajoules
Solar	2,491,200 Megajoules
Biomass	14,208,480 Megajoules

[GRI 302-1]

Consumption from non-renewable sources

Energy	Consumption
Diesel (for part of the company fleet)	1,245,861 Megajoules

[GRI 302-1]



*Consumption value data are derived from electricity invoices, diesel and pellet purchase invoices and also include consumption of electric cars and diesel [GRI 302-1].

[GRI 302-1]

**The source of the conversion factors used is broken down as follows [GRI 302-1]: Pellets = PCI 16.56 MJ/kg; Methane gas = 38.5 MJ/mc; Diesel fuel = 42,680 KJ/kg

[GRI 302-1]

ATMOSPHERIC EMISSIONS

Climate change is one of the most urgent and significant challenges facing humanity. To counter this threat, we are committed to the framework established by the Paris Agreement. This agreement aims to limit the global average temperature increase to below 2°C compared to pre-industrial levels through a series of actions.

Following our commitment in 2021, we developed our corporate carbon footprint calculation again this year. This initiative has enabled us to obtain an accurate assessment of the greenhouse gas emissions generated by our activities in 2022.

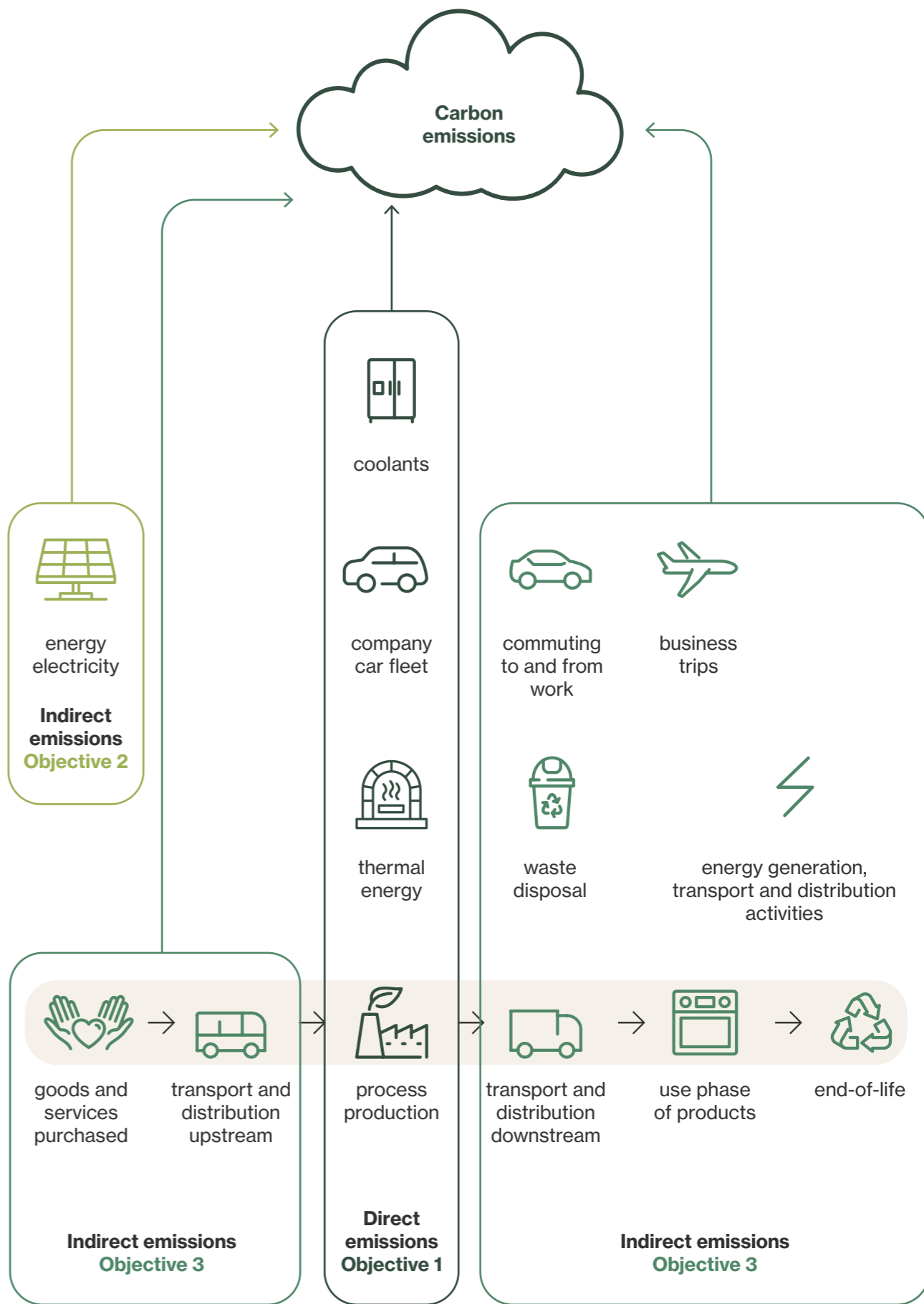
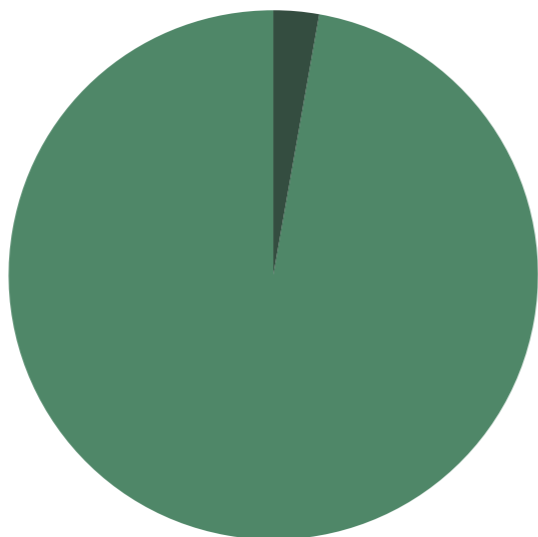
The carbon footprint is a parameter used to estimate an organisation's greenhouse gas emissions. To perform this calculation, emissions are considered on three levels:

- ✚ **SCOPE 1:** the organisation's direct emissions. This includes, for example, those from company vehicles, thermal energy and refrigerant gases;
- ✚ **SCOPE 2:** The organisation's indirect emissions generated by third parties and resulting from the organisation's energy needs;
- ✚ **SCOPE 3:** the organisation's indirect emissions related to the consumption of raw materials, use of third-party transport, travel, waste, use and life cycle of products sold (recycling, incineration, landfill), employee commuting.

Carbon emissions

Our emissions are distributed as follows:

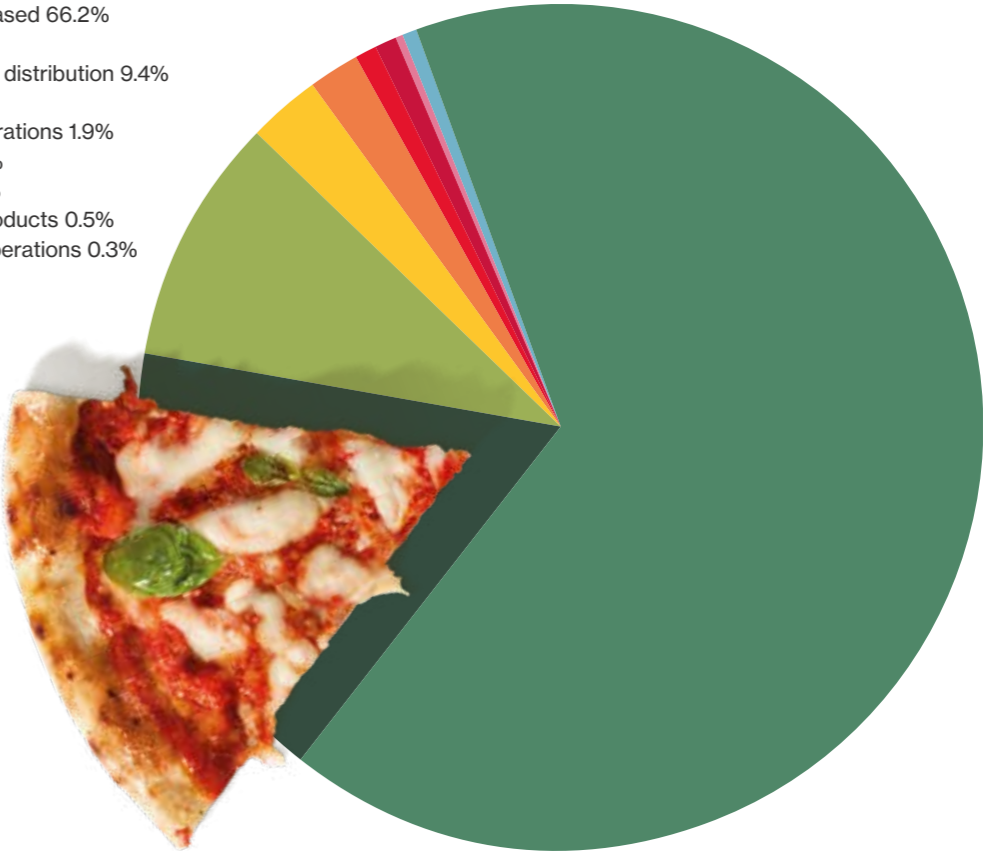
2.82% Scope 1
0.06% Scope 2
97.12% Scope 3





↑ T-shirt for employees participating in the Telethon marathon

- Goods and services purchased 66.2%
- Use of products sold 17.1%
- Downstream transport and distribution 9.4%
- Thermal energy 2.9%
- Upstream transport of operations 1.9%
- Employee commuting 0.8%
- Fuel-related activities 0.8%
- End-of-life treatment of products 0.5%
- Waste generated during operations 0.3%



DIRECT EMISSIONS (Objective 1) [GRI 305-1]	2022	2021
Company vehicles	97 tonnes of CO2q	87 tonnes of CO2q
Thermal energy	3962 tonnes of CO2q	4839 tonnes of CO2q
Coolants	0 tonnes of CO2q	0 tonnes of CO2q
Total	4,059 tonnes of CO2q	4,926 tonnes of CO2q
INDIRECT EMISSIONS (Objective 2) [GRI 305-2]	2022	2021
Electricity purchased - market based	90 tonnes of CO2q	0 tonnes of CO2q
INDIRECT EMISSIONS (Objective 3) [GRI 305-3]	2022	2021
Goods and services purchased	91033 tonnes of CO2q	89935 tonnes of CO2q
Energy transport and distribution generation activities	1038 tonnes of CO2q	696 tonnes of CO2q
Upstream transport and distribution	2612 tonnes of CO2q	2690 tonnes of CO2q
Waste generated during operations	420 tonnes of CO2q	515 tonnes of CO2q
Business travel	41 tonnes of CO2q	29 tonnes of CO2q
Commuting to and from work	1074 tonnes of CO2q	1121 tonnes of CO2q
Downstream transport and distribution	12850 tonnes of CO2q	13896 tonnes of CO2q
Product use phase	29869 tonnes of CO2q	37750 tonnes of CO2q
End of life	895 tonnes of CO2q	1071 tonnes of CO2q
Total	139,832 tonnes of CO2q	147703 tonnes of CO2q

Methodologies for calculating our carbon footprint

In our emission calculations, we have included all greenhouse gases, including CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃.

The emission factors used and global warming potentials (GWP) are based on sources such as Beis, ISPRA and Ecoinvent, following the IPCC methodology. This allows us to assess the relative effect of each greenhouse gas in terms of its contribution to global warming.

[GRI 2-25]

Our base year for calculating emissions is 2021, as the analysis process has been consolidated and more timely data has been derived than in the first year we did the Carbon Footprint (2020) [GRI 2-4]. Concerning the analysis of emissions for Objective 1 and 2, these are consolidated using the operational control approach. This means that we consider emissions from activities directly controlled by our organisation.

[GRI 305-1]
[GRI 305-2]
[GRI 305-3]

For the calculation of emissions, we follow the standards and methodologies provided by the GHG Protocol. We use corporate primary data and calculate emissions using an Excel spreadsheet-based calculation tool. [GRI 305-1] [GRI 305-2] [GRI 305-3].

[GRI 3-3]

We also want to make our contribution by positively influencing consumer habits. We are committed to spreading the culture of clean energy through a dedicated green energy campaign. In fact, we are acting on several fronts to achieve the three sustainability targets related to our direct and indirect emissions [GRI 3-3]:

Objective 1 [GRI 305-1]

[GRI 305-1]

Our direct emissions come mainly from the ovens of our production lines, which are fuelled by methane gas, and from the company car fleet, including forklifts.

Biogenic CO₂ emissions amount to 1443 tonnes of CO₂ equivalent: this value takes into account emissions from biological sources, such as the combustion of biomass or the decomposition of organic materials.

Objective 2 [GRI 305-2]

[GRI 305-2]

We have been working for years to minimise our indirect impact and are proud of our achievements. In particular, our emissions related to the use of electricity are minimal and refer to the purchase of certified, 100% renewable electricity. This was possible thanks to self-generated energy through our photovoltaic plant.

Objective 3 [GRI 305-3]

[GRI 305-3]

Indirect emissions related to supply, distribution, utilisation and product disposal activities have the greatest overall impact in our business model. The two areas that stand out in terms of emissions are related to the purchase of goods and services and the use of the product by the end consumer (indirect use).

We renew our commitment to reduce the environmental impact of our supply chain by partnering with electricity and gas suppliers that offer 100 per cent energy from renewable sources.



↑ Photovoltaic panels installed in Meduno



OUR WATER CONSUMPTION

Water is a precious element for us and is vital for the survival of all forms of life; it represents for us a profound link with our territory and our roots: we exclusively use water from a spring located 590 metres above sea level, in the vicinity of the Friulian Dolomites Natural Park. In the context of our operations, we recognise that water plays an essential role in our supply chains and in ensuring the proper functioning of our activities.

Our commitment to sustainable water management is fundamental to our vision of a more sustainable future. We will continue to invest in innovative initiatives and technologies to reduce our water consumption, improve waste water management and work with stakeholders to promote sustainable practices in our industry. We are determined to do our part to protect and preserve this vital resource for present and future generations [GRI 303-1].

We have set a target of maintaining a consumption of 1.2 litres (check) of water per pizza produced [GRI 303-1]. This target aims to ensure responsible use of water resources and reduce the environmental impact of water in the production process [GRI 3-3].

[GRI 303-1]

[GRI 3-3]

Water withdrawal

With regard to water withdrawal, we rely on a consortium pipeline to obtain the drinking water needed for our operations. Most of our water supply comes from surface sources, which require careful management to preserve their quality and availability over the long term [GRI 303-1].

[GRI 303-1]

Withdrawal	Surface water
Water withdrawal from drinking water*	102773 Mega Litres
Water withdrawal from other water*	15219 Mega Litres

[GRI 303-3]

*According to the GRI standard definition, drinking water consists of ≤1,000 mg/L total dissolved solid particles; other water consists of >1,000 mg/L total dissolved solid particles

↑ The plant in Meduno (Pordenone)

Water use at Roncadin

[GRI 303-1] Within our operations, we use water for various purposes. This includes its use for food production, washing production lines and equipment, and the integration of evaporative tower cooling into refrigeration systems [GRI 303-1]. We recognise that water consumption is a significant part of our overall water impact and are committed to reducing our use through the adoption of more efficient practices and technologies [GRI 3-3].

Total water consumption in all areas **5,117,992 Mega Litres**

[GRI 303-5]

Water discharge

With regard to waste water discharge, we are committed to managing it responsibly. The waste water produced by our activities is directed to a purification plant, where it is treated to reduce its impact on the environment. In addition, we have implemented a system to reuse treated and filtered waste water, which is fed back into the cooling systems of the evaporative towers. This recycling practice allows us to reduce our dependence on fresh water sources and limit our impact on overall water availability [GRI 303-1].

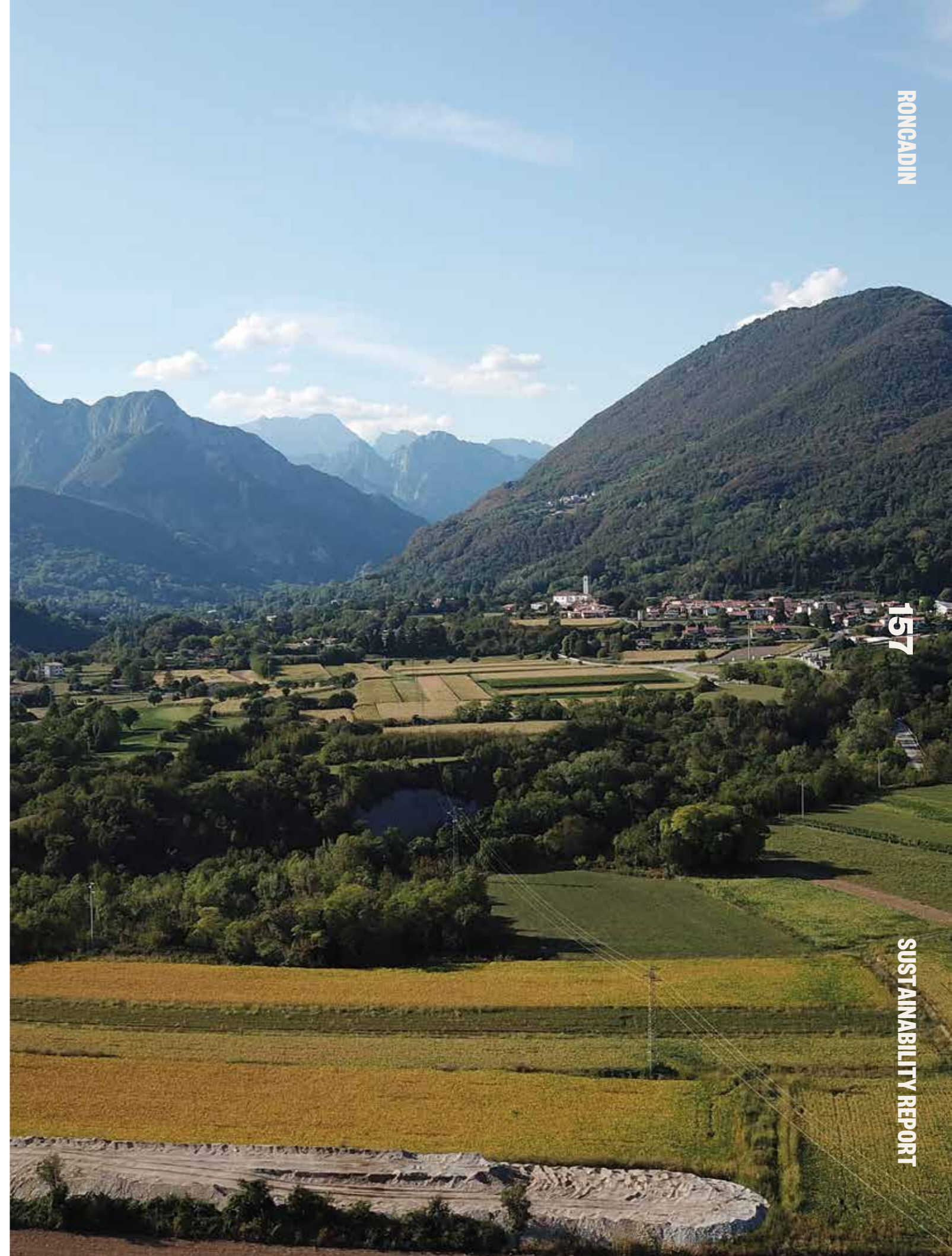
[GRI 303-1] However, we are aware that our activities may contribute to water-related impacts, both directly and through our business relationships. To mitigate these impacts, we take preventive measures to ensure that our runoff water is properly monitored and treated, preventing the release of harmful substances into the surrounding environment [GRI 3-3].

Other water discharge **50,620 Mega Litres**

[GRI 303-4]

[GRI 303-2] The management of water discharge impacts is a fundamental aspect within an organisation's environmental policies. To ensure minimum quality standards for effluent discharge Roncadin refers to Legislative Decree 152/06 [GRI 303-2].

→ The hills and the centre of Meduno



STANDARDS



METHODOLOGICAL NOTE AND FRAMEWORKS USED

We feel responsible for what we do and the impact our activities and relationships can have on the sustainable development of the region.

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

The second year of Roncadin's commitment as a Benefit Company has brought further tangible developments. We confirm our commitment to pursue not only profit but also social and environmental well-being. In addition, we have made significant efforts to structure our reporting system, with the aim of communicating our actions and achievements in a clear and transparent manner. With this document, we want to make information about our sustainable performance accessible to all stakeholders, using simple and direct language. We want to openly share progress made, challenges faced and actions taken on our journey towards greater sustainability.

We recognise the importance of our suppliers in creating the overall value of our operations and achieving our sustainability goals. Therefore, we have initiated an evaluation process of our suppliers, which takes into account environmental, social and economic aspects. This assessment was set up following the rating proposed by the Ecomate platform based on 11 modules relating to ESG dynamics.

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

[GRI 2-5] In our commitment to transparency and accountability, we feel it is important to emphasise that this document is not subject to external assurance [GRI 2-5].

The GRI standards promote a mode of reporting that is based on public accountability of a company's sustainable development actions.

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

This allows us to clearly identify what kind of impact we have economically, socially and environmentally and to communicate this through a globally accepted standard.

Reporting boundary and period analysed

The time period we analysed, in order to create the document, is 2022. We deemed it necessary to present some data by comparing them with others previously recorded.

The reporting data mainly refer to Roncadin S.p.A. SB, with headquarters at Via Monteli 3 in Meduno (PN) [GRI 2-1], but the general disclosures have been supplemented with data relating to Roncadin Inc., with headquarters in Chicago, United States and Zero Srl, with headquarters at Via A. Salieri in Sommacampagna (VR). Meanwhile, the specific data on employees, energy and water consumption refer to the Meduno site. The Carbon Footprint analysis, on the other hand, integrated data from Zero Srl [GRI 2-2] for Scope 1 and 2. The integrated report is prepared on an annual basis [GRI 2-3].

[GRI 2-1]

[GRI 2-2]
[GRI 2-3]

Contact:

Opportunities for discussion are always welcome. Comments, requests, opinions and suggestions for improvement on the sustainability activities of Roncadin S.p.A. SB and the information contained in this Report can be sent to the following contacts [GRI 2-3]:

[GRI 2-3]

✉ luigi.villalta@roncadin.it

↓ IT Office



GRI TABLE

Declaration of use

Roncadin SpA SB has reported the information mentioned in this GRI content index for the period 1/01/2022 to 31/12/2022 with reference to GRI Standards.

GRI 1 used GRI 1 - Fundamental Principles - 2021 version

GRI Standards	Information	Location
GRI 2: General Information 2021	2-1 Organisational details	Methodological note and framework used
	2-2 Entities included in the organisation's sustainability reporting	Methodological note and framework used
	2-3 Reporting period, frequency and point of contact	Methodological note and framework used
	2-4 Review of information	Atmospheric emissions
	2-5 External assurance	Methodological note and framework used
	2-6 Activities, value chain and other business relationships	Markets Products
	2-7 Employees	People at the centre
	2-8 Non-employee workers	People at the centre
	2-9 Governance Structure and Composition	Governance structure
	2-10 Appointment and selection of the highest governance body	Governance structure
	2-11 President of the highest governing body	Governance structure
	2-12 Role of the highest governing body in monitoring impact management	Our material themes
	2-14 Role of the highest governing body in sustainability reporting	Our material themes
	2-15 Conflicts of interest	Our ethics
	2-18 Performance assessment of the highest governing body	Governance structure
	2-19 Rules on remuneration	Governance structure
	2-20 Procedure for determining remuneration	Governance structure
	2-21 Total annual remuneration ratio	Governance structure
	2-22 Sustainable development strategy statement	Letter to stakeholders
	2-23 Policy commitment	Our certifications

GRI Standards	Information	Location
GRI 2: General Information 2021	2-24 Integration of policy commitments	Our certifications
	2-25 Processes to remedy adverse impacts	Our material themes Safe and quality products
	2-26 Mechanisms for requesting clarification and raising concerns	Our ethics
	2-27 Compliance with laws and regulations	Our ethics
	2-28 Membership of Associations	How we manage relations with our stakeholders
	2-29 Approach to stakeholder engagement	Stakeholder engagement Our material themes
	2-30 Collective Agreements	People at the centre
GRI 3: Material themes 2021	3-1 Process of determining material themes	Our material themes
ENERGY		
GRI 3 - Material Themes - 2021 version	3-3 Managing Material Themes	Our energy consumption
GRI 302: 2016 Energy	302-1 Internal energy consumption within the organisation	Our energy consumption
WATER AND EFFLUENTS		
GRI 303: Water and effluents 2018	3-3 Managing Material Themes	Our water consumption
	303-1 Interactions with water as a shared resource	Our water consumption
	303-2 Management of impacts related to water discharge	Our water consumption
	303-3 Water withdrawal	Our water consumption
	303-4 Water discharge	Our water consumption
	303-5 Water consumption	Our water consumption
EMISSIONS		
GRI 305: 2016 Emissions	3-3 Managing Material Themes	Atmospheric emissions
	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Atmospheric emissions
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	Atmospheric emissions
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	Atmospheric emissions
SUPPLY CHAIN		
GRI 3 - Material Themes - 2021 version	3-3 Managing Material Themes	Our supply chain
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	Our supply chain

GRI Standards	Information	Location
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers selected using environmental criteria	Our supply chain
GRI 308: Environmental Assessment of Suppliers 2016	308-2 Negative environmental impacts in the supply chain and measures taken	Our supply chain
GRI 414: Social Assessment of Suppliers 2016	414-2 Negative social impacts in the supply chain and actions taken	Our supply chain
EMPLOYMENT		
GRI 401: 2016 Employment	401-1 Recruitment of new employees and employee turnover	People at the centre
	401-3 Parental leave	People at the centre
OCCUPATIONAL HEALTH AND SAFETY		
GRI 3 - Material Themes - 2021 version	3-3 Managing Material Themes	Safety
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	Safety
	403-2 Hazard identification, risk assessment and accident investigation	Safety
	403-3 Occupational health services	Safety
	403-4 Employee participation and consultation on occupational health and safety programmes and related communication	Safety
	403-5 Employee training on occupational health and safety	Safety
	403-6 Employee health promotion	Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	Safety
	403-9 Accidents at work	Safety
TRAINING		
GRI 3 - Material Themes - 2021 version	3-3 Managing Material Themes	People at the centre
GRI 404: Training and education 2016	404-1 Average number of training hours per year per employee	People at the centre
CUSTOMER HEALTH AND SAFETY		
GRI 3 - Material Themes - 2021 version	3-3 Managing Material Themes	Safe and quality products
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts of product and service categories	Safe and quality products
	416-2 Incidents of non-conformity relating to health and safety impacts of products and services	Safe and quality products



↑ Roncadin Merchandising

IMPACT REPORT



9

IMPACT REPORT

We are pleased to inform you that Roncadin has maintained, for the second year running, its commitment to implement impact assessment as a Benefit Company. Our choice to become a Benefit Company translates into a concrete and continuous commitment to pursue actions that aim to benefit the entire community. This means that we operate responsibly, sustainably and transparently towards all our stakeholders, including customers, employees and also community groups, the territory and the environment, organisations and associations.

According to Paragraph 378 of Article 1 of Law 208/2015 (the law establishing Benefit Companies), an impact assessment must be prepared in order to demonstrate our commitment to this.

The areas of analysis must include:

- + 1. CORPORATE GOVERNANCE**
It assesses the degree of transparency and accountability of the company in the pursuit of its aims 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 under various aspects: remuneration and benefits, personal and professional training and growth plans, quality of the work environment, internal communication, organisational flexibility, safety.
- + 3. COMMUNITIES**
A Benefit Company must relate to the outside world, taking into consideration the suppliers, the territory and the local communities in which it operates. This is why all actions supporting the supply chain and the development of the territory, such as voluntary work, donations, cultural and social activities, are of great importance.
- + 4. ENVIRONMENT**
In carrying out its activities, the company must assess its impact in terms of the use of energy, resources and raw materials. At the same time, the entire product cycle must be evaluated, considering production, logistics and distribution processes, use, consumption, reuse of production waste and end-of-life. To comply with these legal obligations, we use the third-party international standard B Impact Assessment.
- + 5. CLIENTS**
Clients relations are also expressed through the quality of products and services, attention to various dietary needs, ethical marketing, data privacy and security, and feedback channels. Hence our commitment to always seek solutions that meet our customers' needs.

The law does not expressly require that a certification of the generated impact be issued.

However, when this report was prepared, we decided to also embark on the path to B Corp certification, following the audit process to be carried out by the certification body B Lab. The summary of the impact generated for the year 2022 is expressed with a score of 106.9 (on a scale from 0 to 200).

↓ Roncadin Company Sales Meeting



ACHIEVEMENT OF 2022 TARGETS

Material theme	Common benefit objective	2022 target	Results
Safety	Disseminating and strengthening the culture of health, not only in but also outside the workplace.	Managing to involve as many people as possible (at least 2% of all people who work with us)	<ul style="list-style-type: none">Employee outing with electric bicyclesParticipation in the Telethon raceOrganisation of meetings with the AFDS president“Zero accidents” awareness-raising campaignRaising awareness of chronic fatigue syndrome
Talent attraction	Attracting, training and developing talent	Proposing four new partnerships	<ul style="list-style-type: none">Visit from IBM master's students from VillachCooperation with technical and vocational schools in the regionUniversity of Udine student internship in HR area (KPeople plan)
Employment	Creating value for the territory	Promoting five initiatives aimed at creating value for the region	<ul style="list-style-type: none">Donation to the Maniago Mountain Rescue ServiceOpportunities for company visits and workshops for schoolsSponsoring sports associations with donations of pizzasOrganisation of Grest in collaboration with the parishSale of local products at the farm shop
Well-being	Promoting employee-friendly initiatives	Devising six initiatives that can give our employees a sense of well-being	<ul style="list-style-type: none">Udinese football season ticketAgreement with the Manzoni cinema in ManiagoJoining a welfare planTwo-week Grest for employees' childrenAperitif gatherings with employees at Christmas and EasterOrganisation of food trucks and fresh produce marketDelivery of a special gift on Epiphany, Christmas, Carnival, and other significant occasions to our employees.Christmas charity rafflePersonalised gift for the birth of a child,Team building activities
Efficiency	Reducing energy and process raw material waste	Reaching 0.242 kWh/pizza, improving our energy production by 3.6%.	Target not achieved, due to break down of two-stage deep-freezing plant which forced the use of a less efficient system (0.251 kWh/pizza)
Climate change	Using renewable energy and promoting respect for the environment	Propose five initiatives to promote environmental protection.	<ul style="list-style-type: none">TGTG conscious labelling projectpromotion of pan-frying methodpromotion of electric car useevent to promote the use of electric bicyclesawareness-raising for children on the topic of pollinating insectsawareness-raising on 'bird control' method
Sustainable sourcing	Sustainable supply chains	Integrating our supplier evaluation system with indicators measuring their social and environmental sustainability	Awareness-raising programme for our suppliers towards sustainable practices

1

First objective of common benefit: disseminating and strengthening the culture of health, not only in but also outside the workplace.

In 2022, we are committed to involving as many people as possible with us through the organisation of promotional events.

Our efforts have resulted in a number of initiatives:

- ✚ We encouraged the use of electric bicycles by organising a trip with employees to discover our local area, thus promoting an active and sustainable lifestyle.
- ✚ We were proud to participate in the Telethon race, forming two teams of 24 employees each. This initiative not only promoted solidarity but also the importance of physical activity for general well-being.
- ✚ We organised meetings with the president of the Association for Blood Donation (AFDS), who spoke about and explained the experience of donating blood. This enabled us to make employees aware of the importance of this altruistic practice in saving lives.
- ✚ We launched an awareness-raising campaign called 'Zero Accidents', with the aim of communicating a fundamental value for the company: health, safety and prevention. Through this campaign, we addressed occupational health and safety issues, encouraging all employees to be aware and responsible.
- ✚ On National Chronic Fatigue Syndrome Day, we raised awareness of this issue among our employees through the distribution of information leaflets and the use of the company app. We are committed to spreading awareness about this disease, promoting a culture of support and understanding.

2

Second objective of common benefit: Attracting, training and developing talent.

In order to achieve this goal, we collaborated constantly with high schools and universities, and managed to promote three new partnerships:

- ✚ Visit by students from the IBM master's course in Villach: we opened Roncadin's doors to students from the IBM master's course in Villach, offering them the opportunity to visit our company. During the visit, they had the opportunity to learn about the production phases and interact with our professionals, thus enriching their understanding of the sector and company dynamics.
- ✚ Collaboration with technical and professional institutes in the region: we have established partnerships with technical and professional institutes in our region, such as Torricelli, Kennedy, Ipsia, Da Ronco, and Ial in Udine and Trieste. Together with these institutes, we have set up work-experience programmes for young students, providing them with a valuable opportunity to apply their knowledge and acquire specific skills.
- ✚ University of Udine student internship in HR area (KPeople plan): we offered an internship to a student from the University of Udine in our human resources department. This experience allowed her to put into

practice what she had learned at academic level and gain a deeper understanding of HR dynamics in a real work context.

3

Third objective of common benefit: creating value for the territory.

To create value for the region, we have committed to five initiatives in 2022, with the aim of contributing to the common benefit. Here is how we achieved this goal:

- ✚ Donation to Soccorso Alpino di Maniago: together with our employees, we made a donation to support Soccorso Alpino di Maniago, an organisation dedicated to the safety and protection of people in mountain areas. With this donation we have contributed to their important work and helped to ensure the safety of visitors and mountain enthusiasts in our region. We would particularly like to emphasise that the initiative originated with our employees, who demonstrated a great spirit of solidarity and social responsibility.
- ✚ Opportunity for company visits and workshops for educational institutions: we opened the doors of our company to local educational institutions, offering them the opportunity to visit our facilities and participate in thematic workshops. This allowed us to share knowledge and skills with young people, promoting interest in the sector and stimulating training and employment in the area.
- ✚ Sponsoring sports associations by donating pizzas: we sponsored several local sports associations by donating pizzas for their events or competitions. In this way, we supported local sport and promoted an active and healthy lifestyle.
- ✚ Grest organisation in collaboration with the parish of Meduno: we organised summer recreational activities for local children and young people, known as Pizza Grest. These activities gave young people the opportunity to attend a fun and educational environment, to socialise, learn and have fun during the summer holidays.
- ✚ We promoted and sold quality local products in our farm shop.

4

Fourth objective of common benefit: promoting employee-friendly initiatives.

In 2022, we exceeded our target of promoting at least six initiatives for the benefit of our employees, and we are committed to promoting ten. Here is how we achieved this goal:

- ✚ Udinese calcio season ticket: we organised a draw among employees and the winner had the opportunity to attend an Udinese home match with a family member.
- ✚ Agreement with the Manzoni cinema in Maniago: we signed an agreement with the local cinema, allowing our employees to benefit from a discount on the rate.
- ✚ Adhesion to a welfare plan: we adhered to a welfare plan to offer our employees extra benefits and advantages in order to promote an overall improvement in the well-being of our employees.

5 Fifth objective of common benefit: reducing energy and process raw material waste.

Some unforeseen events affected the achievement of the goal: due to the breakdown of the freezing system, we were forced to use a less efficient system. Unfortunately, we were not able to achieve the goal of reducing energy and process raw material waste as desired due to some unforeseen events that affected our operations. In particular, the breakdown of the two-stage deep-freezing plant forced us to use a less efficient system with a coefficient of performance (COP) of 0.251 kWh/pizza. This resulted in a higher energy consumption than expected. This resulted in a higher energy consumption than expected. With regard to raw material, we were able to reduce waste by 1.1% compared to the previous year.

6 Sixth objective of common benefit: using renewable energy and promoting respect for the environment

In order to reduce our impact, we have committed to six initiatives to encourage the use of renewable energy and promote respect for the environment. Here is how we achieved this goal:

- ✚ Two weeks of Grest for employees' children: two weeks of summer activities were organised for the children of our employees. This offered the children an opportunity for fun, learning and socialising during the summer holidays.
- ✚ Christmas and Easter aperitif meetings with employees: we organised informal get-togethers with employees to celebrate Christmas and Easter together. These moments fostered team cohesion and social interaction, creating a festive atmosphere within the company.
- ✚ Organising of a food truck and fresh produce market: during the summer period, we set up a food truck and fresh produce market within the company on a weekly basis.
- ✚ Delivery of a special gift on Epiphany, Christmas, Carnival, and other significant occasions to our employees.
- ✚ Christmas lottery for charitable: we organised a Christmas lottery, the proceeds of which went to local families in need of support.
- ✚ Personalised gift on the occasion of the birth of a child, to congratulate the new family.
- ✚ Team building activities: We organised several activities such as a sales meeting to foster collaboration, communication and a sense of belonging among our employees.

Seventh objective of common benefit: sustainable supply chains.

In pursuit of the goal of benefiting the community through the implementation of sustainable supply chains, we have committed to supplementing our supplier evaluation system with indicators that measure their social and environmental sustainability. In 2022, we began structuring a process for evaluating our suppliers by identifying sustainability criteria.

- ✚ We promoted pan-frying as an alternative method to reduce the impact of energy consumption. This approach represents an alternative way of cooking our pizzas, which meets the needs of family consumption.
- ✚ We started an initiative where every week an employee is given a chance to use an electric company car for an entire weekend.
- ✚ We organised an event to promote the use of the electric bicycle as a sustainable alternative to traditional means of transport.
- ✚ Raising children's awareness of pollinating insects, particularly bees: we conducted awareness-raising activities aimed at children to make them understand the importance of pollinating insects, particularly bees, for biodiversity and the ecosystem. This helped promote respect for the environment and the conservation of pollinating insects.
- ✚ Awareness-raising on the method of deterring and removing pigeons from our facilities by means of sustainable and non-violent "bird control", which helps to preserve the ecological balance and minimise the negative impact caused by pigeons.



↑ Italian Tomato Processing for Roncadin in Parma

RONCADIN'S COMMON BENEFIT MATRIX

Our Company operates in the food sector through the industrial production of frozen pizzas 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 purposes of common benefit and to operate in a responsible, sustainable and transparent manner with respect to persons, communities, territory and environment, cultural and social assets and activities, bodies and associations and other stakeholders.

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

Circular economy and innovation

- + Developing energy and production efficiency projects that favour the reduction of energy waste and raw materials used in the production process through the use of best practices, technologies and innovative solutions;
- + developing projects that favour the use of renewable energy;
- + promoting respect for the environment also through the use of sustainable supply chains that help preserve ecosystems and biodiversity, respecting people's rights.

enhancement of the territory, people's wellbeing and employment

- + Promoting initiatives that meet the needs of employees;
- + Contributing to creating value for the region through new jobs.
- + Attracting, training and developing new talent;
- + disseminating and strengthening people's health and safety culture, not only in but also outside the workplace.

Benefiting from the Company's benefit activities will be all individuals and citizens, regardless of gender, race, language, religion, political opinion, personal conditions and taking into account their social status.

We have mapped common benefit objectives in relation to material issues, stakeholders, risks, capital, SDGs and responsible function:

Material theme	Goal of common benefit	Stakeholders involved	Risk	Capital	SDGs	Function responsible
Well-being	Promoting employee-friendly initiatives	Employees and communities	Absence or low efficiency of the workforce; Loss of know-how and skills	Human/relational and social	3	Human resources/management
Attraction and retention of talent in the company	Attracting, training and developing talent	Employees, company and community	Ageing corporate population and innovation, slow R&D	Intellectual/relational and social	4,8	Human resources/management
Employment and value creation and distribution	Creating value for the territory	Community, employees	Depopulation and loss of land values	Intellectual/relational and social/ human	8	Human resources/management
Sustainable sourcing	Sustainable supply chains	Environment, clients, community	Scarce availability of raw materials and consequent increase in prices; Reputation	Environmental relational and social/ intellectual	12,13	Purchasing/production/commercial
Efficiency energy	Reducing energy and process raw material waste	Company, environment	Increased waste, loss of marginality	Production/financial	7,8,9,12	Production
Climate change	Using renewable energy and promoting respect for the environment	Environment, community	Loss of added value conferred by the environment	Environmental/relational and social	7,12,13	Production/management
Safety	Disseminating and strengthening the culture of health, not only in but also outside the workplace.	Employees, External visitor	Accidents Occupational and non-occupational	Human/relational and social/ intellectual	3	human resources/production
Health	Disseminating and strengthening the culture of health,not only in but also outside the workplace.	Employees	Chronic/ serious occupational and non-occupational illnesses	Human/relational and social/ intellectual	3	Human resources



↑ Packaging warehouse - pallet storage in a -20° cell



ACTIVITIES AND NEW OBJECTIVES 2023

Roncadin has been a Benefit Company since 2021. In this second impact report we wish to renew our commitments defined last year, with the aim of further improving our contribution for the benefit of people, the community and the environment.

1 First objective of common benefit: promoting employee-friendly initiatives.

Our employees are key assets: hence our commitment to promote the well-being of those who work alongside us. We promote various initiatives for our employees aimed at team building, but also aimed at facilitating a work-life balance. In the course of 2023, we will dedicate ourselves to implementing at least 10 initiatives aimed at fostering the well-being of our employees.

2 Second objective of common benefit: Attracting, training and developing talent.

Our company is located in the foothills of the Carnic Pre-Alps, in a village of about 1,500 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. In order to achieve this, we maintain constant cooperation with high schools and universities and are committed to establishing at least four new meetings by 2023.

3 Third objective of common benefit: creating value for the territory.

We are very connected to our territory and the local community. This bond is reflected not only in the constant offer of jobs but also through the organisation of initiatives and sponsorships. For example, at particularly important events, we usually provide our pizzas. During 2023, we will promote five initiatives aimed at creating value for the region.

4 Fourth objective of common benefit: sustainable supply chains.

In 2022, we decided to evaluate our best suppliers by introducing indicators to measure their social and environmental sustainability. A necessary step to identify

partners who support a sustainability project as we do. The goal for 2023 is to implement an audit process to identify one or two specific companies whose sustainable development goals are equal to ours.

5 Fifth objective of common benefit: reducing energy and process raw material waste.

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 amount of electricity we use for each pizza produced and the input resources. For 2023, we strive to achieve an energy consumption of 0.242 kWh per pizza. Furthermore, we intend to reduce the over-consumption of raw materials by improving our production process.

6 Sixth objective of common benefit: using renewable energy and promoting respect for the environment

To reduce our impact, for several years now we have only been using energy from 100% 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, in order to be more sustainable, the actions of the company must go hand in hand with those of the individual. This is why we promote initiatives that raise awareness in our community for environmental protection and sustainable living.

During 2023, we will commit to actively participate in at least five activities and promote an environmental initiative related to our activities.

7 Seventh objective of common benefit: disseminating and strengthening the culture of health, not only in but also outside the workplace.

As a food company, we are convinced that it is crucial for the well-being of everyone to adopt a healthy lifestyle. That is why we promote events and activities that help people understand the importance of a healthy diet combined with physical activity.

Our goal is to always be able to involve as many people as possible: for 2023 we are committed to maintaining at least the number of initiatives organised the previous year, which amounted to five.

B IMPACT SCORE



182

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183

OVERALL SCORE: B IMPACT SCORE

Roncadin Spa SB
End date of the fiscal year: December 31st, 2022

Score: 106.9

	Questions/Answers	Overall score
Governance	25/25	11.1
Employees	55/55	24.3
Community	56/56	14.9
Environment	80/80	53.5
Clients	39/39	2.8

We are currently at a crucial stage of the certification process, where B Lab is closely monitoring our score. It is important to emphasise that the current data is subject to change and represents the current situation, but not the final score. We are working closely with B Lab to provide them with all the necessary information and evidence to demonstrate our commitment to sustainability and positive impact. The final score will be determined once the assessment by B Lab has been completed.

This certification represents recognition of excellence in the industry and we are committed to demonstrating our commitment to sustainability and the positive impact we generate.

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

→ PIZZA. Mushrooms and truffles (pizza destined for the American market)







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