

ESG Review Italy 2023



Barentz.

Barentz.

Always a better solution.

ESG review 2023

It is with great pleasure that we unveil the third edition of our Sustainability Report.

In a testament to our unwavering dedication to transparency, we have elected to publish a thorough review of our advancements in the realms of Environmental, Social, and Governance (ESG) matters. This report is a comprehensive chronicle of our sustainability endeavours, brimming with significant projects, aspirations, and milestones. It stands as a tangible manifestation of the Corporate Social Responsibility (CSR) initiative we embarked upon years prior. Furthermore, the information herein provides an update on our progress and a continuation of our commitment to the United Nations Global Compact's Ten Principles.

Our ambition is to be a beacon of positivity – our concern for customers, communities, individuals, and the environment is not merely the right course of action; it is the cornerstone of cultivating a sustainable, profitable enterprise. Sustainability is ingrained in our ethos as we forge our path forward, guided by the United Nations' Sustainable Development Goals, the Ten Principles of the UN Global Compact, and the Paris Climate Accord.

As we look to the future, we are met with a multitude of challenges, matched only by the abundance of objectives we aim to pursue in the ensuing years. Our course is charted by our rich heritage, our core principles, and our enduring commitment to remain intimately connected with our local community and territory.



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Barentz. About us.

Located in Paderno Dugnano, Milan, our company has a turnover of 62 million euros and employs 53 people. We serve over 850 customers with a diverse range of more than 900 products. As a leader in distributing raw materials and specialty items for various markets including Human Nutrition, Nutraceuticals, Pharmaceuticals, Home & Personal Care and Performance Materials, we are a trusted name in Italy.

Our mission is to furnish our clientele with the finest ingredient solutions, thereby enhancing their value proposition. As emissaries of innovation, technological connoisseurs, and master networkers, we bridge the gap between ingredient producers and diverse industry consumers and partners. We are part of the Barentz Group, based in the Netherlands, which is a leading distributor of Life Science ingredients and Performance Materials, operating in over 70 countries with a strong presence in Europe and North America, and burgeoning footprints in Asia Pacific and Latin America.

Our ESG initiatives are focused on reducing waste and promoting sustainable technologies, aligning with our customers' expectations and industry best practices. By adopting sustainable practices and encouraging environmental responsibility, Barentz Italia is actively working to reduce our environmental impact and contribute to a sustainable future for all our stakeholders.





850
Customers



€ 62
million
2023



900+
Items



53
employees

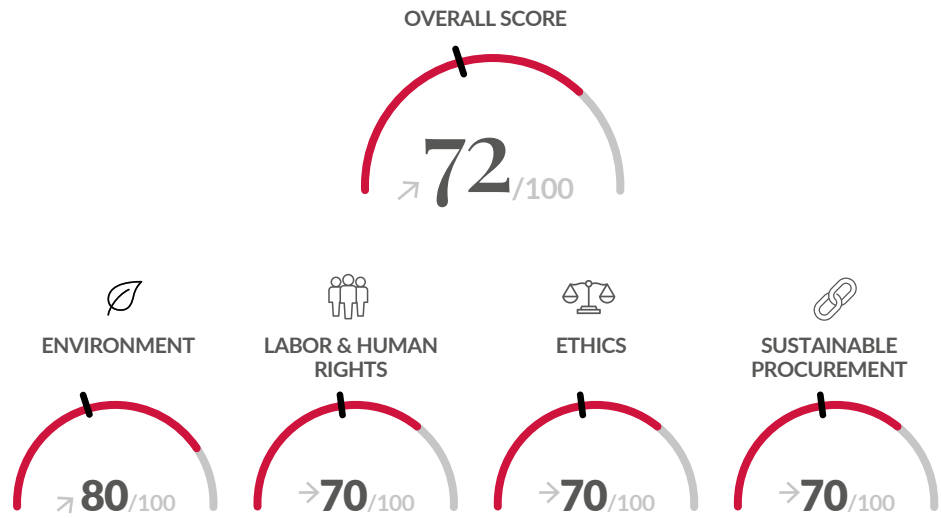


4
Operating
Markets

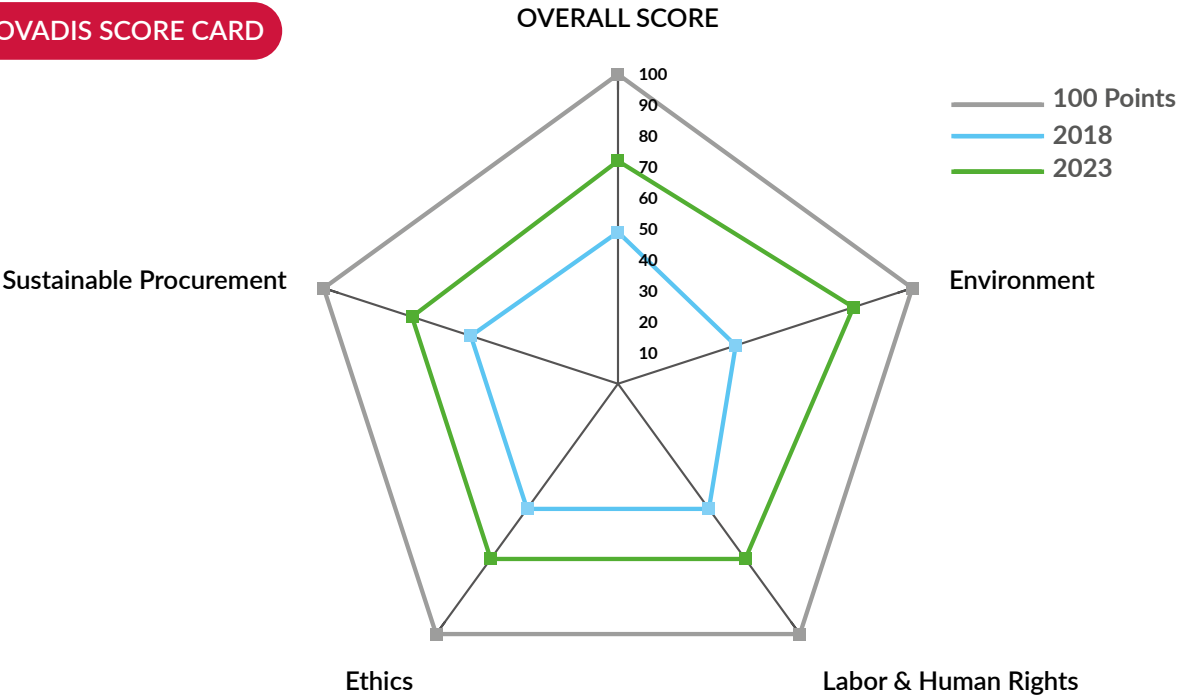


Our ESG journey.

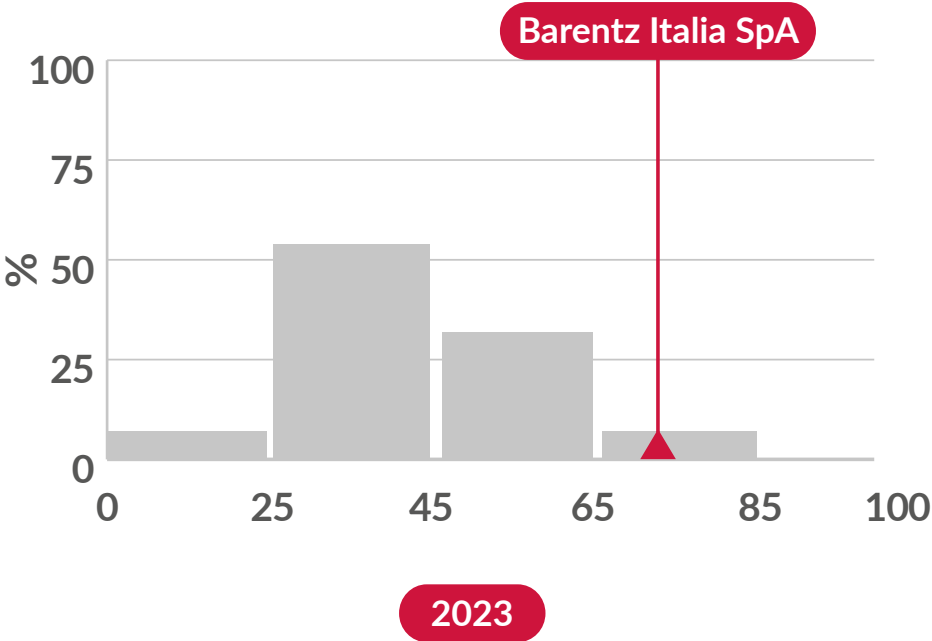
Since its inception in 2014, the ESG initiative at Barentz Italia has evolved into a formidable catalyst for cooperation and advancement within the organization. It is all about encouraging fresh ideas that can make a real difference for a better future. In 2023, Barentz Italia kept its Gold Rating for its efforts in environmental and social areas from EcoVadis, scoring an impressive 72 out of 100. This is the best score we achieved so far, with a significant 10-point jump in our environmental performance. This achievement reflects our growing commitment to sustainability, a value increasingly important to our customers and partners. With this optimistic trajectory, we are reinforcing our pledge to be a forward-thinking and trusted supplier in the industry.



ECOVADIS SCORE CARD



96th Percentile



2014



Responsible Care
ASSICC

2018

ecovadis

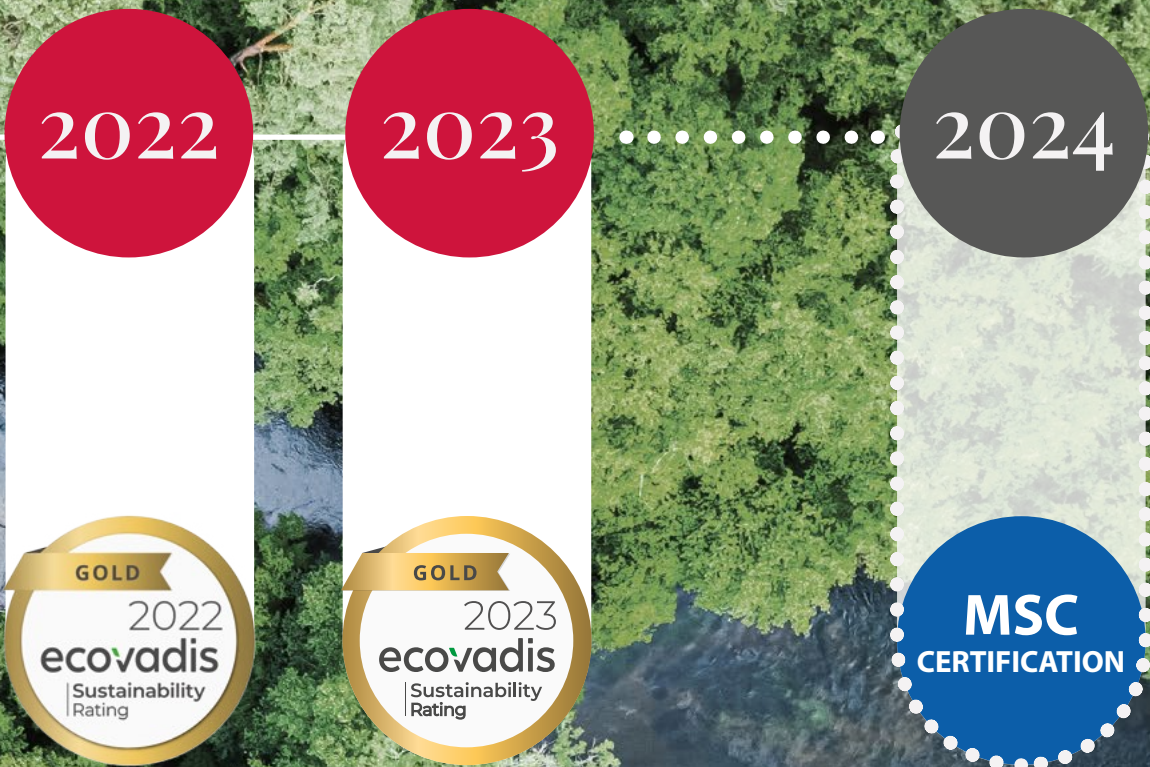
2020



2021

United Nations
Global Compact







Our management systems.

As a certified distributor of organic products and a member of the RSPO – an organization committed to sustainable palm oil standards – we ensure our integrated management system adheres to the ISO 9001:2015 certification.

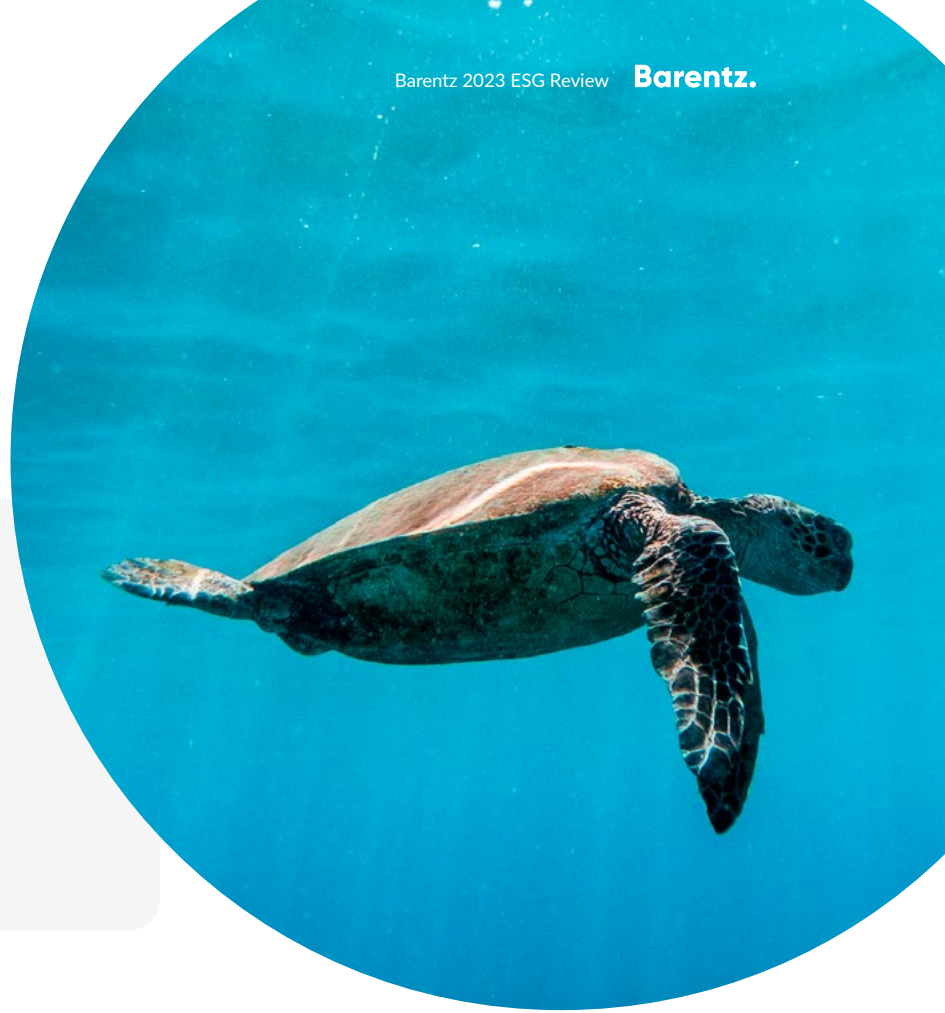
In September 2023, to align with Barentz Group's ISO 9001:2015 certification, we transitioned our certification body to SGS.

Navigating today's dynamic business landscape, we remain attentive and responsive by tracking regulatory and legislative changes that could influence our operations. This vigilance opens up new possibilities while reducing risks. Recognizing the complexity and resource-intensive nature of this monitoring, we have invested in advanced tools that deliver current information and guidance on regulatory compliance. Being well-informed is crucial for gaining a competitive advantage in our industries - by spotting potential challenges and chances early, we position ourselves to lead the market.





Conserve and sustainably use the oceans, seas and marine resources.



In 2023, we initiated the certification process with the Marine Stewardship Council (MSC), aiming for completion in 2024.

The MSC is a global non-profit committed to halting overfishing.

Employing the MSC Standard for Sustainable Fishing, we evaluate if a fishery is sustainable and effectively managed. This standard revolves around three core principles: sustaining fish populations, minimizing fishing impacts, and proactive fisheries management. Collaborating with a global network of fisheries, retailers, scientists, and other stakeholders, we're dedicated to fulfilling SDG 14 and contributing to Goals 2, 8, 12, and 17. The MSC's efforts are acknowledged by the UN as a critical instrument in the endeavour to protect our oceans.

A message from our Managing Director.

Dear shareholders, colleagues, clients, and partners,

in these times of profound change and geopolitical unrest, we find ourselves at a crossroads. The intensifying global tensions, the swift evolution of digital technologies, the pressing need to address ecological concerns, and the consequent transformations impacting global businesses and societies are unparalleled. Such a dynamic environment calls for agility and innovation from corporations, individuals, and governments alike to seize new opportunities and maintain prosperity. In the midst of these shifts, Barentz Italia has stood strong.

Our recent accomplishments serve as a testament to this strength: Barentz Italia has achieved an improved rating from Ecovadis, with a notable 10-point increase in the environmental category, placing us among the top 96th percentile of globally rated companies.

Our commitment to environmental betterment is unwavering. Following our initial clean-up initiative in Desio, I was inspired to organise a second event. This time, we aimed to rejuvenate a wild area along the Adriatic Sea's coast, and it was met with enthusiasm by all team members.

This latest endeavour also prompted me to reflect on the United Nations' Sustainable Development Goal 14, 'Life Below Water.' Consequently, I was compelled to commence the process for MSC certification without hesitation.

Looking forward to the upcoming year, I am buoyed by our distinctive culture and am enthusiastic about guiding our company through this new phase of expansion.

I invite you to delve deeper into Barentz Italia's performance and the positive influence we are making. Your interest in our ESG endeavours and your participation in our continuous progress are greatly appreciated - thank you.



Oliver Fox

Our ESG Ambassadors around the World.



“ Global warming is already present, but we are aware that its most serious consequences are yet to come for future generations. At Barentz, we collectively strive to actively **implement ESG practices to guide our day-to-day operations and stay future-proof towards a better world.**



Sanny,
Account Manager,
Indonesia



“ At Barentz in Italy, we carry out many activities and actions related to ESG practices and I believe it is useful to set an example by sharing everything through our annual Sustainability Report, so that **all stakeholders can be inspired and have new ideas to make our planet a better place.**



Laura Bonaretti, Quality &
Regulatory Affairs, Italy




“ Caring for our Planet and People every day is **what matters most to our next generations.**



Stephane Lienkendael,
Regional Sales Director Human Nutrition EMEA,
Belgium



<https://www.linkedin.com/feed/update/urn:li:activity:7155551614903140352> 



Our values.

Our Values are our guiding principles that shape our culture, decisions, and interactions. They are the foundation upon which we build our global success.

Our values reflect our commitment to realize our purpose.

- They guide our decision-making, behaviours, and internal and external communication.
- Embracing and embodying them contributes to our success and long-term sustainability.
- We encourage all employees to embody these values in their daily work.

We are driven by **Knowledge**.

Knowledge is at the core of who we are. We are a global team of local experts and formulators with a deep understanding of industry trends and challenges.



We embrace **Change**.

We are flexible, responsive and adapt easily to change. We are always looking for a better solution.



We live by **Integrity**.

We live by the strong principles of honesty and integrity. It is an integral part of the Barentz DNA and guides us in everything we do.



Our v

OUR VALUES SUPPORT OUR STRATEGY



Empower people



Develop partnerships



Deliver strategic growth



Drive continuous improvements



Promote sustainability



We are Entrepreneurial.

We are proactive, practical and seek opportunities for continuous growth.



We are One Team.

Operating as one team makes us stronger, smarter and better. We embrace teamwork and partnership with our costumers, suppliers and colleagues.



We are Strong Partners.

We value and nourish our partnership with principals, customers and other partners, supporting them in their long-term success.

values.



Cybersecurity threats and business continuity.

Amid rapid technological advancements and the rise of artificial intelligence, we have developed an internal guideline for utilizing AI-powered chatbots and have launched the "IT Security Announcement" newsletter to meet our corporate requirements.

IT Security Announcement

Dear Colleagues,

In today's digital era, cybersecurity is a critical component of our business operations at Barentz. Ensuring the security and integrity of our data and digital systems is of utmost importance. To accomplish this, it is essential that we all stay informed about potential cyber threats and remain vigilant and proactive in our cybersecurity approach.

Phishing is a form of social engineering and scam where attackers deceive people into revealing sensitive information, e.g. usernames and

IT Security Announcement

Dear Colleagues,

In this era of rapid technological advancements, the use of Artificial Intelligence (AI) and AI powered Chatbots such as **ChatGPT**, **Bing Chat**, and **Google Bard** has become increasingly common. These tools offer numerous benefits, but their integration into our business processes requires careful consideration of security and safety.

It's important to note that the protection of information shared with AI powered Chatbots is not always transparent. Consequently, these services should be treated as untrusted in terms of information security.

Example IT Security Announcement



Barentz.

ONLINE COURSE

Cybersecurity

Cybersecurity is a crucial aspect of Barentz Italia's everyday activities in today's digital environment. Ensuring the security and integrity of our data and digital infrastructure is paramount. Staying informed about potential cyber threats and adopting a vigilant and proactive stance towards cybersecurity is essential for all.

For instance, we have initiated routine security phishing assessments for our staff and offer guidance on recognizing online security hazards and the important part everyone has in safeguarding our data.

This educational initiative underscores the fact that we all possess information that could be targeted by cybercrime, whether as individuals or as part of a company. It offers practical advice on safeguarding our data, understanding the principal risks associated with internet usage, protecting data and personal information from cyber-attacks, identifying warning signs, and preventing online fraud.

We acknowledge that disruptions in service are problematic, especially within a digital workflow that integrates technology with operations. As a safeguard, we have established a Business Continuity and Disaster Recovery strategy to mitigate the risk of halting our processes.

This strategy is designed to ensure the uninterrupted continuation of business, regardless of the reason for the disruption. It provides a robust framework to maintain business operations without pause, no matter the cause of the interruption.





Progress & Performance

Barentz.



Our support to United Nations Sustainable Development Goals.

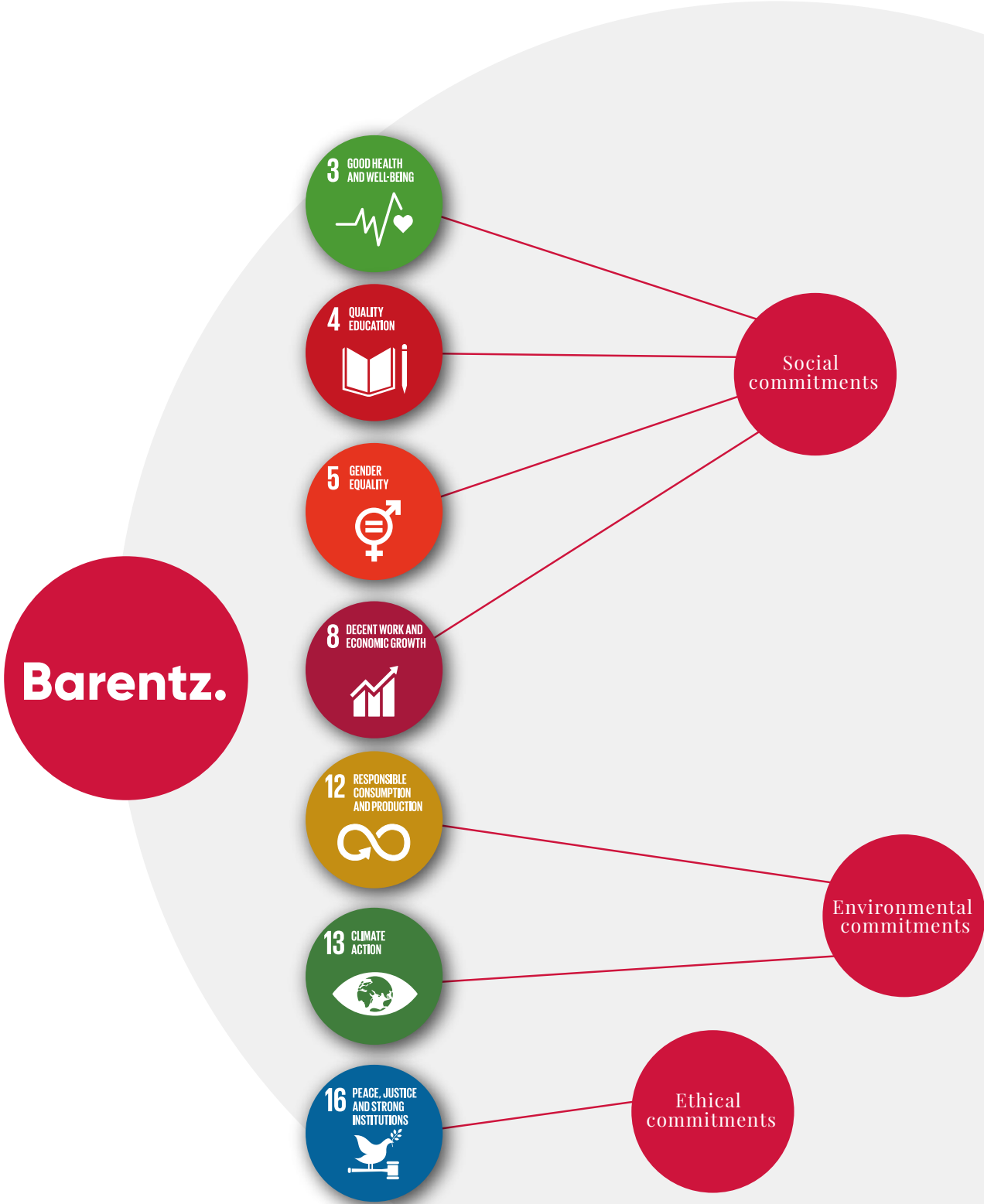


Since becoming a participant of the UN Global Compact in 2021, we are dedicated to actualising the 2030 Agenda. We hold the conviction that realising these global objectives necessitates a firm commitment from all involved parties. Our strategy is anchored in the 17 Sustainable Development Goals (SDGs), which guide our path to 2030. Although we support all SDGs, we concentrate our efforts on significantly advancing 7 of them, which form the core of our strategic focus. Our dedication to these specific goals mirrors our aspiration to be instrumental in forging a more sustainable and prosperous future for humanity and our planet. We are committed to fostering involvement and contributing to the fulfilment of the SDGs for a meaningful impact.

For additional information on the UN Global Compact, please visit their official website: <https://www.unglobalcompact.org>



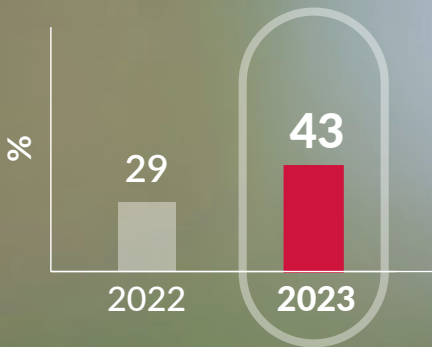
7 Sustainable Development Goals



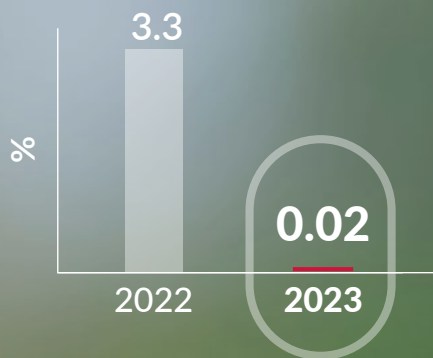
ESG 2023 Performance Highlights.



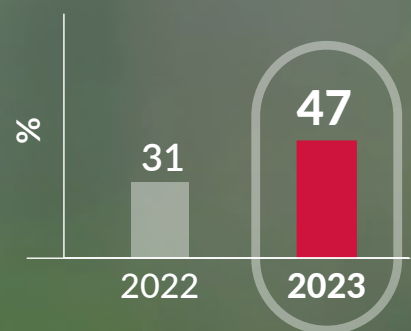
Senior management positions held by women



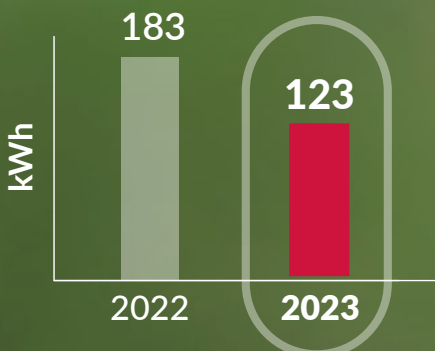
Weight obsolete stock on weight of products sold



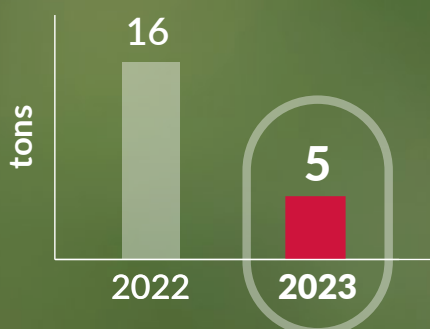
Quantity of electricity from renewable sources



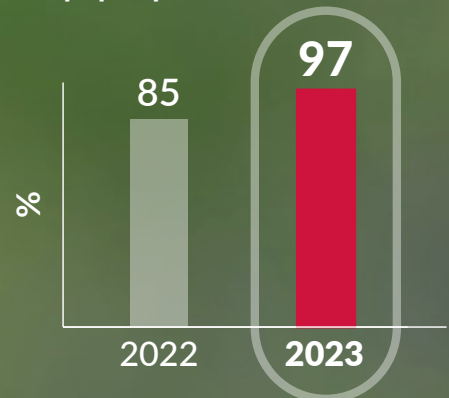
Consumption of natural gas for buildings



Weight of generated waste in own warehouses



Recycled or certified paper purchased





Invest in people.

As we navigate through 2023, the "Great Resignation" continues to shape our professional landscape. A confluence of factors - evolving job markets, personal aspirations, and family needs - has prompted a collective reassessment of career paths, emphasizing the quest for an improved work-life balance.

In this era, the labour market prizes flexibility and adaptability above all. The advent of remote work and the proliferation of digital platforms have unlocked unprecedented mobility for job seekers, particularly those armed with technical and specialized skills. For us, this translates into a wealth of opportunities to redefine our professional trajectories.

Standard	Title	Value
405-1	Senior management positions held by women	43 %
102-8	Employees on permanent contracts on 31 st December	96%
405-1	Female employees on total number of employees on 31 st December	68%
405-1	Employees 29 years of age and below on 31 st December	8%
405-1	Employees between 30 and 39 years of age on 31 st December	28%
405-1	Employees between 40 and 49 years of age on 31 st December	26%
405-1	Employees between 50 and 59 years of age on 31 st December	36%
405-1	Employees 60 years of age and above on 31 st December	2%
405-1	Number of employees hired during the reporting period	10
404-3	Employees who have received an annual appraisal during the reporting period	100%

Our team stands as a testament to progressive workplace dynamics, with female colleagues not only forming a majority but also steering the helm in leadership roles. This mirrors our commitment to fostering gender diversity and inclusivity.

The age distribution within our company paints a picture of harmony, with a consistent representation across various age brackets. This equilibrium ensures that wisdom and innovation move in tandem, nurturing an environment ripe for mentorship and continuous learning.

Standard	Title	Hours
404-1	Total number of training hours attended by employees during the reporting period	448
404-1	Average number of training hours by company employee during the reporting period	8.5



Employee survey.

We carried out a survey among our employees to gather confidential and candid feedback, aiming to gain a deeper understanding of our team's needs and viewpoints. This initiative was a collective effort to compile recommendations, insights, and enhancement strategies.

The objectives included:

- Evaluating and enhancing the workplace environment to pinpoint both strong points and potential areas of development;
- Boosting staff dedication and fostering a culture that values inclusivity and strives for success;
- Gauging levels of job and organisational satisfaction, offering valuable perspectives on how to further motivate and involve our team, thereby strengthening their connection and drive;
- Detecting any issues or concerns that could adversely impact the well-being of our employees and addressing them promptly to avert more critical issues.

The survey was met with positive reception and full participation from our workforce, enabling us to dissect a variety of perspectives and constructive suggestions for improvement.





Cornerstone.



Elevating Our Learning and Development Horizon.

In 2023, Barentz Italia joint comprehensive global initiative focused on learning and development. This versatile platform is accessible to all employees around the clock, facilitating training on critical group policies such as Anti-bribery and Corruption, Anti-Money Laundering, and Counter-Terrorism Financing.

Moreover, the platform provides an array of courses designed to distribute internal expertise across a diverse range of tools and subjects. This initiative is aimed at equipping all employees with the knowledge and skills necessary to pave the way for their future achievements.

Global initiative in learning and development.



Online Course
Committing to and raising awareness
1 hour, 15 minutes



Online Course
Comunicazione no problem
30 minutes



Online Course
How to apply ESG criteria at your
1 hour, 15 minutes



Online Course
Organise Yourself at Work
26 minutes



Labour, human rights & health and safety.

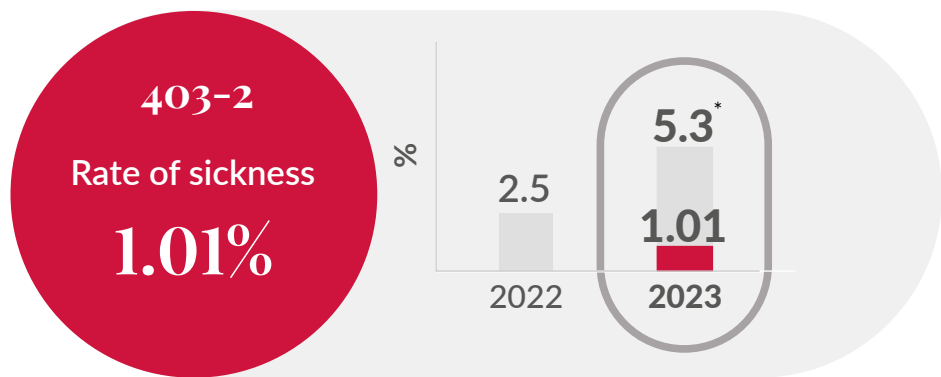
Barentz Italia, as a company committed to core values, is dedicated to safeguarding individuals and diminishing disparities through our Code of Ethics and Business Conduct, alongside our Responsible Procurement Policy.

We give utmost importance to a healthy and secure working environment, advocating for a safety culture that ensures the protection of human health and the prevention of accidents, in line with our HSE policy. Our ambition is to maintain a record of zero accidents or incidents annually, adopting a risk-based strategy to foster ongoing enhancement and adeptness in response to evolving situations. Upholding human rights is of paramount importance to us, which includes guaranteeing health and safety amid a pandemic and supporting social justice causes. It is vital for us to uphold a workplace devoid of accidents or legal infractions, and we consider it imperative to cultivate a safe and wholesome environment for every employee. Realizing this goal necessitates a united effort and adherence to safety standards.



For the year 2023, we have reasserted our aim for zero incidents, marking a notable accomplishment for our organization and our workforce. The World Health Organization (WHO) underscores the significance of individuals feeling at ease in their environments by integrating psychological well-being into the comprehensive concept of health.

The WHO defines psychological well-being as the condition where individuals are capable of employing their cognitive and emotional capacities to meet life's daily challenges, forge rewarding and mature interpersonal connections, and adapt constructively to both external and internal pressures. We, as a corporation, are fervent advocates for a work atmosphere that cherishes mental health and fosters a constructive work culture.



*Two maternity leaves

The Whistleblower notifications IT system.



In 2023, our whistleblower notification system provides a platform to report any behaviour or situation that may pose a threat to the company, its employees, customers or other interested parties.

The platform is operated by an external provider and can be accessed 24/7. It offers the possibility to report anonymously and is also available for third parties. All investigations are conducted impartially, respecting the principles of confidentiality and the presumption of innocence.

In 2023, we received 0 notifications for whistleblowing (by NAVEX Global).





Fair business practices.

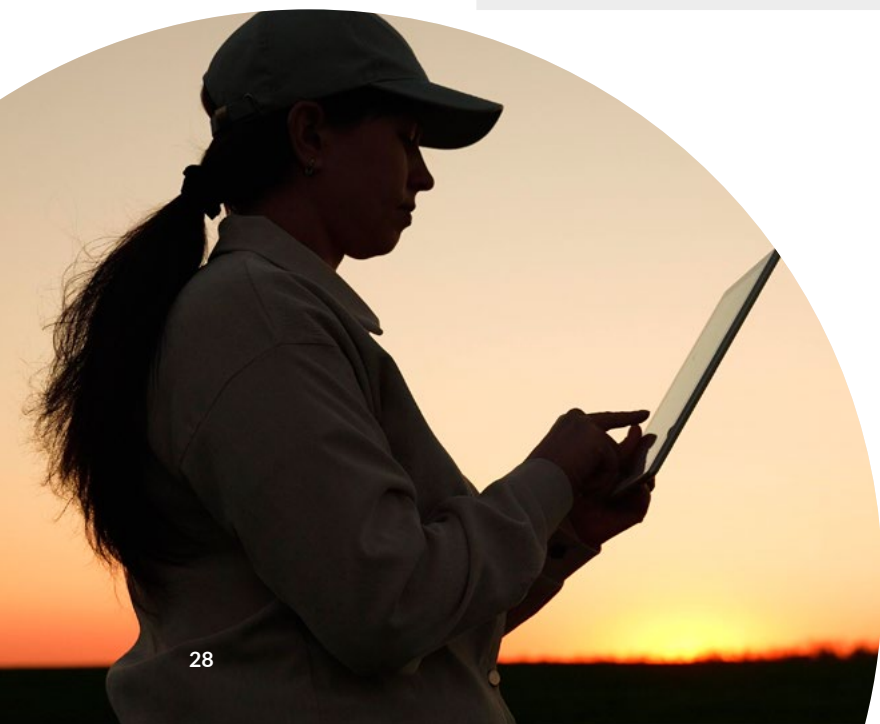
Fostering an environment of ethical conduct and integrity is fundamental to our business operations. This commitment enables us to uphold a strict policy of zero tolerance towards significant violations of ethical norms and fair business conduct.

The stewardship of our products is at the core of our activities. We aim to deliver products to our customers that meet the utmost quality and safety benchmarks.

We guarantee that the usage, packaging, labeling, shipping, and disposal of our products adhere to both local and European Union regulations. Our approach surpasses the statutory mandates for Safety Data Sheets (SDS), offering them for all our merchandise (with the exception of food items like cheese, chocolate, or coffee), not solely those deemed hazardous.

Our specialized software streamlines the creation of SDS, assuring multilingual compliance across the nations we cater to. Our document management system is equipped with features for the automated distribution and monitoring of these documents to our clientele. Our team of product safety and regulatory specialists collaborates closely with both local and EU trade groups to stay abreast of regulatory updates and impending legislative shifts that could impact our enterprise, ensuring our distributed products align with the highest industry standards.

Standard	Title	Value
205-2	Number of material breaches of ethical and fair business practices	0



We partner with:



AICE
Italian Foreign Trade Association



AssICC
Italian Association of Chemical Trade



Chemical Pharmaceutical generic Association

CPA
Chemical Pharmaceutical Association



Cosmetica Italia
Italian Personal Care Association



FECC
European Federation of Chemical Distributors



Federchimica
Italian Federation of the Chemical Industry

To maintain an ongoing and current understanding of regulatory matters in the Nutrition and Pharmaceutical sectors, we have secured subscriptions to the following databases:



Phinn® is a scientific and regulatory database developed by Pharmanager Development experts. This simple and intuitive tool helps us each day to INNOVATE, CHECK, and FIND INFORMATION in the field of health and nutrition.



Nutraveris is a leading consultancy in Europe regarding scientific and regulatory affairs, in the nutrition and health market. They support and advise laboratories, pharmaceutical, agro-food and cosmetic groups for a full market approval and the optimization of product leadership up to regulation respect.



IQVIA Chemical Intelligence connects pharma chemical buyers and sellers and helps to streamline chemical sourcing.



Sustainable procurement.

We aim to forge alliances with suppliers and principals who are equally dedicated to ethical and sustainable operations, and we are committed to the ongoing enhancement of our supply chain's sustainability metrics. We also perform consistent due diligence to verify robust sustainability protocols within our supply chain.

Our dedication is to foster a constructive influence and endorse ethical conduct across our entire operational spectrum. Through our procurement guidelines and supplier code of ethics, we establish explicit standards for our associates to align with our ESG criteria and catalyse beneficial transformations. Our procurement division is instrumental in pinpointing suitable partners and products that align with our clientele's preferences, and **we are continually augmenting our selection of eco-friendly offerings.** By routinely evaluating our suppliers' adherence to quality and ethical standards, we are able to perpetually refine our supply chain and advocate for sustainable corporate practices.

Our paramount objective is to infuse sustainability throughout our entire supply chain, thereby generating enduring value for all stakeholders. We contribute to the worldwide shift towards healthier diets by providing sustainable and conscientious options that facilitate the creation of wholesome and appetizing foods. We are intent on broadening our assortment of natural ingredients and rigorously comply with sustainable sourcing protocols to fulfill this ambition.



Our product range encompasses **pea protein**, **soy-derived texturisers**, and **flours from chickpeas or lupins**, which are utilised in crafting delectable and healthful plant-based burgers and meatballs. We also take pride in offering **top-tier organic vanilla products**. Our sustainability efforts have been bolstered by the introduction of novel items with high natural indices, such as **lignin-based biopolymers** and **cellulose fibrils sourced from responsibly managed woodlands**. These innovations serve as eco-friendly substitutes for synthetic polymers and boast a proven, positive environmental impact. They are versatile for various industrial uses and markets, without encroaching upon food resources.

For our clientele, we ensure access to premier ingredient solutions that enhance value. We act as envoys, technical connoisseurs, connectors, and a commercial hub that bridges the gap between ingredient producers and consumers in all sectors. In addition, we procure supplementary ingredients, tailor-make products, and leverage our market and technological acumen. Consequently, we supply superior ingredient solutions that benefit our customers, end-users, and the planet, aiding them in innovating, streamlining, and expanding their enterprises sustainably.







Mitigate our environmental footprint.

Barentz Italia is dedicated to diminishing its ecological footprint and lessening the environmental effects of its business activities.

Our objective is to source energy exclusively from renewable resources, ensuring our business practices are environmentally responsible. We actively promote the adoption of eco-friendly practices among our suppliers and partners throughout our value chain. As pioneers in this initiative, we recognize the significant role corporations play in addressing the adverse consequences of climate change.

In line with our commitment and to further our environmental stewardship, we have equipped our restrooms with electric hand dryers. These devices represent a contemporary, effective, and eco-conscious approach to fulfilling the sanitary and comfort needs of individuals while concurrently decreasing operational expenses.



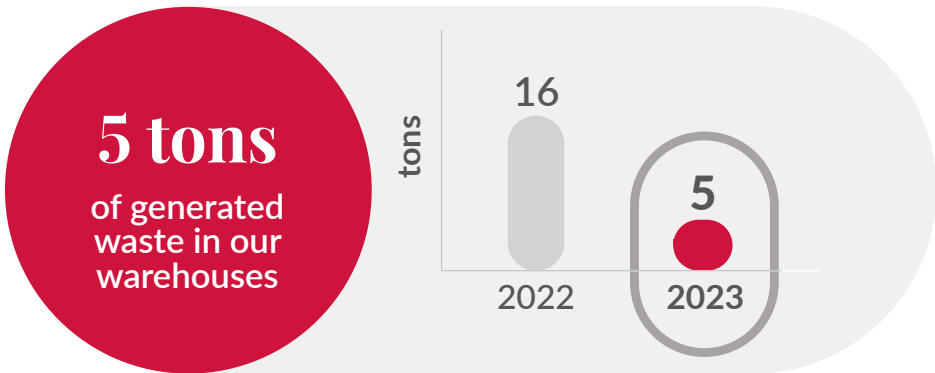
Standard	Title	Value
302-1	Consumption of electricity	414.122 kWh
302-1	Quantity of electricity from renewable sources	47%
302-1	Consumption of natural gas for buildings	122.840 kWh_PCS
307-1	Number of environmental incidents in external warehouses	0
307-1	Number of environmental incidents during transportation	0

Managing waste.

Our pledge to waste reduction and sustainability permeates every facet of our corporate activities.

We are dedicated to curtailing waste in our offices, packaging, and cafeteria, and we are constantly devising strategies to further decrease waste output. We champion eco-conscious behaviours among our staff, advocating for practices like eschewing superfluous printing and opting for recycled materials.

Embracing a goal of zero waste to landfill, we vigilantly track products with slow turnover to reduce waste from expired goods. In instances where products are unsellable due to quality or expiration, we collaborate with certified waste management entities to recycle or repurpose these items. We have eradicated single-use plastics from our cafeteria, meeting spaces, and welcome areas, and have introduced a cold-water filtration system, thereby rendering disposable water bottles obsolete. Our waste management scheme ensures proper handling, transportation, and disposal of waste, adhering to relevant laws and norms. Moreover, we engage with our suppliers and partners to foster sound waste management methods across our supply chain. Our resolve is to diminish the ecological impact of our business, harmonise our waste management with our ESG values, and certify their sustainability.



Standard	Title	Value
306-2	Weight of generated waste in own warehouses	5 tons

Hazardous waste.

Barentz Italia places a high value on conscientious waste management and is committed to reducing our ecological footprint. In alignment with this commitment, we adhere to a stringent policy that prohibits the import and export of hazardous waste. We entrust the transportation and processing of such waste to expert vendors, who handle it offsite. This practice guarantees that hazardous waste remains within market limits and is treated in compliance with all relevant regulations and standards.

Certified and recycled paper.

At Barentz Italia, we recognize the critical role of conserving natural resources and safeguarding the environment. Utilizing FSC-certified office paper, we advocate for prudent forest stewardship and mitigate the effects of paper production on forest ecosystems and wildlife. Our initiatives to curtail plastic usage and endorse the employment of recycled and accredited materials reflect our dedication to sustainability and our aspiration to exert a beneficial influence on the environment.

Over half of our materials are composed of 100% recycled content. These materials are processed without chlorine bleach and are devoid of optical brighteners, ensuring their purity. In recognition of our commitment to reducing emissions and promoting environmental well-being, our products have been awarded with the Nordic Swan and Blue Angel certifications.



Water and energy consumption.

Despite Barentz Italia's operations being predominantly office-based with minimal water usage, we have implemented advanced technological solutions that utilise tap water, thereby significantly diminishing our environmental footprint by eliminating the need for plastic and glass bottles.

While the return of our staff and the revival of standard business operations have led to a rise in our office's water and energy consumption, our dedication to reducing Scope 2 emissions and lessening our ecological impact remains steadfast. Moreover, the shift to a hybrid work model has resulted in increased energy demands due to a higher in-office presence. Nonetheless, we are resolute in our commitment to exploring additional avenues to decrease our energy consumption and carbon emissions.

Standard	Title	Value
305-2	Total CO ₂ emissions Scope 2	223 tCO ₂
303-1	Total water consumption from all areas	0.700 MI





Being an active community member.

Barentz Italia's philanthropic endeavours are steadfastly centered on health and social initiatives. Our charitable contributions consistently reflect this focus.



Associazione Zenzero is one of the key projects we support, with its noble goal of setting up plastic collection and recycling hubs in Africa, while also placing a high priority on creating job opportunities for women. The organization is equally dedicated to fostering environmental education to enhance community awareness about environmental conservation and protection.

During the Easter season, we supported the 'Let's Bee Friends' initiative, which is dedicated to establishing Switzerland's inaugural bee sanctuary, a vital step towards preserving biodiversity.

In the festive month of December, our purchase of the traditional 'Panettone' Christmas cake for our employees was more than a gesture of goodwill; it was a means to back the 'Costellazione Futuro' program. This initiative is pivotal in providing education to young girls in African educational institutions, empowering them to forge a brighter future for themselves and their communities.



www.associazionezenzero.com



In these challenging times, we have pledged ongoing support to local communities, a commitment that began in 2021 with contributions to Opera San Francesco.

This benevolent organization is devoted to offering complimentary care and shelter to the underprivileged. It fulfils essential needs by providing hot meals, sanitation, and clean clothing, and upholds the right to healthcare by offering free medical consultations and medications. Serving beyond the barriers of ethnicity, culture, religion, and language, it assists those seeking help with housing, employment, and social relationship management.

The daily services provided to the needy are made possible through the invaluable efforts of volunteers, the cornerstone of Opera San Francesco, and the generous donations from its benefactors, including individuals and corporations like Barentz Italia.

www.operasanfrancesco.it





In our ongoing quest for environmental preservation, Barentz Italia's team joined forces with Associazione Zenzero in October for a significant initiative against marine pollution. Together, we embarked on a mission to cleanse and rejuvenate a pristine stretch along the Adriatic Sea's coast.

The endeavour presented a formidable challenge: the retrieval of a staggering quantity of fragmented plastics, amounting to 105 big bags. The assortment included dismantled and partially buried beach chairs, sand-filled canisters, a motorcycle chassis, and, notably, numerous mussel nets and assorted plastic vessels.

In an intriguing twist akin to modern archaeology, we managed to trace some of the recovered items back to the 1970s, a testament to the enduring impact of human activity on our seas.

United by a shared commitment to the common welfare, we engaged in this commendable civic deed, enhancing the well-being of the local environment and its inhabitants.

Our ambition is to champion economic and consumption practices that embody the principles of a circular economy. By emphasising waste minimisation, repurposing, and recycling, we strive to forge a tangible, positive influence on both nature and society.



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A photograph of two hikers standing on a rocky ridge, looking out over a vast landscape at sunset. The sun is low on the horizon, creating a warm, golden glow. The hiker on the left is wearing a striped beanie and a backpack. The hiker on the right is wearing a dark jacket and a backpack, and is using trekking poles. The foreground is filled with dry, brown grasses and rocks. A large red rounded rectangle is overlaid on the right side of the image, containing the text 'Summary Tables'.

Summary Tables

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Content Index.

The table below lists the indicators that are reported in this document. Each indicator is cross-referenced to the chapter or section of this report.

Standard	Disclosure Title	Report section
2: General Disclosures		
2-1	Organizational details	About Us
2-3	Reporting period, frequency and contact point	Reporting Criteria and Period; info.desk@barentz.it
2-6	Activities, value chain and other business relationships	About Us
2-7	Employees	About Us; KPIs; Invest in People; Employees survey
2-9	Governance structure and composition	About Us
2-22	Statement on sustainable development strategy	Our ESG Journey; A message from our Managing Director
2-23	Policy commitments	Our Support to United Nations Sustainable Development Goals; Our ESG Journey; Our ESG ambassador around the World
2-26	Mechanisms for seeking advice and raising concerns	Our ESG Journey
2-28	Membership associations	Fair Business Practices
3: Material Topics		
3-1	Process to determine material topics	About us; GRI Index
3-3	Management of material topics	2023 ESG Review
N/A	Requirement 7: Publish a GRI content index	GRI index
200: Economic standards		
201-1	Direct economic value generated and distributed	About us
205-2	Communication and training on anti-corruption policies and procedures	Key Performance Indicators; Cornerstone; Whistleblower IT system
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<i>No legal actions for anti-competitive behavior, anti-trust, and monopoly practices</i>

Standard	Disclosure Title	Report section
300: Environmental standards		
302-1	Energy consumption within the organization	Key Performance Indicators
305-1	Direct (Scope 1) GHG emissions	Water and Energy Consumption; KPIs
305-2	Energy indirect (Scope 2) GHG emissions	Water and Energy Consumption; KPIs
305-3	Other indirect (Scope 3) GHG emissions	Water and Energy Consumption; KPIs
306-3	Waste generated	Managing waste; Hazardous waste; KPIs
306-5	Waste directed to disposal	Managing waste; Hazardous waste; KPIs
307-1	Non-compliance with environmental laws and regulations	No incidents of non-compliance with environmental laws and regulations
308-1	Percentage of new suppliers that were screened using environmental criteria	Sustainable Procurement; KPIs
400: Social standards		
401-1	New employee hires and employee turnover	Key Performance Indicators
403-9	Work related injuries	Key Performance Indicators
404-2	Programs for upgrading employee skills and transition assistance programs	Invest in People; Cornerstone
405-1	Diversity of governance bodies and employees	Invest in People; Employees survey
413-2	Operations with significant actual and potential negative impacts on local communities	<i>No Operations with negative impact on local communities</i>
414-1	New suppliers that were screened using social criteria	Sustainable Procurement
415-1	Political contributions	Barentz Italia does not make any donations to political parties or groups
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<i>No incidents of non-compliance</i>
419-1	Non-compliance with laws and regulations in the social and economic area	<i>No issues of non-compliance with laws and regulations in the social and economic area.</i>

Key Performance Indicators.

At Barentz Italia, we are dedicated to the ongoing refinement of our ESG initiatives. We consistently monitor our performance and the effectiveness of our ESG measures to uncover areas for advancement. Should the need arise, we are prepared to devise and implement corrective strategies.

Leveraging the insights derived from our substantive engagements with the Corporate ESG Committee, along with the conclusions from our materiality assessment, we will delineate and maintain oversight of medium-term targets. This will ensure the sustained development of our ESG agenda.

ESG Pillar	GRI Standard	KPI
Invest in People	405-1	% of senior management positions held by women
Invest in People	403-2	Number of workplace accidents with lost time
Fair Business Practices and Sustainable Procurement	-	Number of material breaches of laws and regulations
Fair Business Practices and Sustainable Procurement	205-2	Number of material breaches of ethical and fair business practices
Fair Business Practices and Sustainable Procurement	205-2	% of employees who have successfully completed the annual knowledge review on the Code of Conduct and ethical business behaviour
Mitigate our environmental footprint	-	Percentage weight obsolete stock on weight of products sold
Mitigate our environmental footprint	307-1	Number of environmental incidents in external warehouses
Mitigate our environmental footprint	307-1	Number of environmental incidents during transportation
Invest in People	401-1	Total headcount on 31 st December
Invest in People	102-8	Total number of male employees on 31 st December
Invest in People	102-8	Total number of female employees on 31 st December
Invest in People	102-8	Total number of employees on permanent contracts on 31 st December
Invest in People	102-8	% of employees on permanent contracts on 31 st December
Invest in People	-	% of employees on temporary contracts on 31 st December
Invest in People	405-1	Number of male employees on 31 st December
Invest in People	405-1	Number of female employees on 31 st December
Invest in People	405-1	% of female employees on total number of employees on 31 st December
Invest in People	405-1	% of male employees on total number of employees on 31 st December
Invest in People	405-1	% of employees 29 years of age and below on 31 st December
Invest in People	405-1	% of employees between 30 and 39 years of age on 31 st December
Invest in People	405-1	% of employees between 40 and 49 years of age on 31 st December

Units of measurement	2022 Result	2023 Result	SDG	Description	SDG Target
%	28.6	43	5	Gender Equality	5.1
number	0	0	8	Decent Work and Economic Growth	8.8
number	0	0	16	Peace, Justice and Strong Institutions	16.3
number	0	0	16	Peace, Justice and Strong Institutions	16.5
%	-	100	16	Peace, Justice and Strong Institutions	16.5
%	3.3	0.02	12	Responsible Consumption and Production	-
number	0	0	16	Peace, Justice and Strong Institutions	16.3
number	0	0	16	Peace, Justice and Strong Institutions	16.3
headcount	54	53	8	Decent Work and Economic Growth	8.5+8.6
FTE	18	17	8	Decent Work and Economic Growth	8.5
FTE	36	36	8	Decent Work and Economic Growth	8.5
FTE	53	51	8	Decent Work and Economic Growth	8.5
%	98.14	96	8	Decent Work and Economic Growth	8.5
%	1.86	3.77	8	Decent Work and Economic Growth	8.5
FTE	18	17	5	Gender Equality	5.1
FTE	36	36	5	Gender Equality	5.1
%	66.67	68	5	Gender Equality	5.1
%	33.33	32	5	Gender Equality	5.1
%	9.25	8	8	Decent Work and Economic Growth	8.5
%	25.92	28	8	Decent Work and Economic Growth	8.5
%	24.1	26	8	Decent Work and Economic Growth	8.5

ESG Pillar	GRI Standard	KPI
Invest in People	405-1	% of employees between 50 and 59 years of age on 31 st December
Invest in People	405-1	% of employees 60 years of age and above on 31 st December
Invest in People	405-1	% of senior management positions held by women
Invest in People	405-1	Number of employees hired during the reporting period
Invest in People	405-1	Number of voluntary departures of employees during the reporting period
Invest in People	404-1	Number of involuntary departures of employees during the reporting period
Invest in People	401-2	% of vacation days taken at year end vs. holiday entitlement
Invest in People	404-3	Total number of internal promotions during the reporting period
Invest in People	404-3	Number of vacancies / open positions during the reporting period
Invest in People	404-1	Number of employees who have attended at least one training during the reporting period
Invest in People	404-1	Total number of training hours attended by employees during the reporting period
Invest in People	404-1	Average number of training hours by company employee during the reporting period
Invest in People	403-2	Number of workplace accidents with no lost time
Invest in People	403-2	Number of workplace accidents with lost time
Invest in People	403-2	Total number of lost days due to workplace accidents
Invest in People	403-2	Workplace accident frequency rate
Invest in People	403-2	Workplace accident severity rate
Invest in People	403-2	Rate of sickness
Fair Business Practices and Sustainable Procurement	205-2	Number of employees having participated in the annual knowledge review on the code of Conduct and ethical business behaviour
Fair Business Practices and Sustainable Procurement	205-2	Number of employees having successfully completed the annual knowledge review on the code of Conduct and ethical business behaviour
Fair Business Practices and Sustainable Procurement	205-2	% of employees having successfully completed the annual knowledge review on the Code of Conduct and ethical business behaviour
Mitigate our environmental footprint	302-1	Consumption of electricity

Units of measurement	2022 Result	2023 Result	SDG	Description	SDG Target
%	33.33	36	8	Decent Work and Economic Growth	8.5
%	7.4	2	8	Decent Work and Economic Growth	8.5
%	28.6	43	5+8	Gender Equality/Decent Work and Economic Growth	5.5+5.1+8.5
headcount	13	10	8	Decent Work and Economic Growth	8.5+8.6
headcount	11	10	8	Decent Work and Economic Growth	8.5+8.6
headcount	0	1	8	Decent Work and Economic Growth	8.5+8.6
%	89.20	95.62	8	Decent Work and Economic Growth	8.5
number	0	0	8	Decent Work and Economic Growth	8.5
number	3	0	8	Decent Work and Economic Growth	8.5
headcount	54	53	4	Quality Education	4.3+4.4+4.5
hours	1346.8	448	4	Quality Education	4.3+4.4+4.5
hours/head count	24.94	8.5	4	Quality Education	4.3+4.4+4.5
number	0	0	3	Good Health and Well-being	3.6
number	0	0	3	Good Health and Well-being	3.6
days	0	0	3	Good Health and Well-being	3.6
%	0	0	3	Good Health and Well-being	3.6
%	0	0	3	Good Health and Well-being	3.6
%	2.5	5.3*	3	Good Health and Well-being	3.6
number	-	53	16	Peace, Justice and Strong Institutions	16.5
number	-	53	16	Peace, Justice and Strong Institutions	16.5
%	-	100	16	Peace, Justice and Strong Institutions	16.5
kWh	149.400	414.122	13	Climate Action	13.1

ESG Pillar	GRI Standard	KPI
Mitigate our environmental footprint	302-1	Quantity of electricity from renewable sources
Mitigate our environmental footprint	302-1	Consumption of natural gas for buildings
Mitigate our environmental footprint	306-2	Weight of generated waste (hazardous & non-hazardous) in own warehouses
Mitigate our environmental footprint	-	Weight of total paper purchased
Mitigate our environmental footprint	-	% of recycled or certified paper purchased
Mitigate our environmental footprint	305-1	Total CO ₂ emissions Scope 1
Mitigate our environmental footprint	305-2	Total CO ₂ emissions Scope 2
Mitigate our environmental footprint	305-3	Total CO ₂ emissions Scope 3
Mitigate our environmental footprint	-	Total CO ₂ emissions scope 3 – category 7 (commuting)
Mitigate our environmental footprint	305-2	Total CO ₂ emissions (tCO ₂ e)
Mitigate our environmental footprint	303-1	Total water consumption from all areas in megalitres
Fair Business Practices and Sustainable Procurement	-	% of Suppliers and Principal with an ESG program in place
Fair Business Practices and Sustainable Procurement	-	% of suppliers and principals that have signed our Supplier code of conduct
Fair Business Practices and Sustainable Procurement	-	% of turnover generated by ESG assessed Suppliers
Invest in People	404-3	% of eligible employees who have received an annual appraisal during the reporting period

*Excluding 2 maternity leaves: 1.01%

Units of measurement	2022 Result	2023 Result	SDG	Description	SDG Target
%	31	47	13	Climate Action	13.1
kWh_PCS	182.870	122.840	13	Climate Action	13.1
t	16.19	5	12	Responsible Consumption and Production	12.4+12.5
t	0.19	0.35	12	Responsible Consumption and Production	12.4
%	85	97	12	Responsible Consumption and Production	12.4
tCO ₂	0	0	13	Climate Action	13.1
tCO ₂	137.8	223	13	Climate Action	13.1
tCO ₂	Not measured	Not measured	13	Climate Action	13.1
tCO ₂ /day	Not measured	0.51	13	Climate action	13.1
tCO ₂	137.8	223	13	Climate Action	13.1
MI	0.438	0.700	6	Clean Water and Sanitation	6.4
%	56.6	56.6	-	-	-
%	60	60	-	-	-
%	82	80	-	-	-
%	100	100	-	-	-

Barentz.

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We appreciate your feedback!