



Salvarat[®]

pest control - fumigation services

**Sustainability Report
2022**

Sustainability Report 2022





Sustainability Report 2022

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Dear Stakeholders,

The Sustainability Report 2022 presents the company's economic, social and environmental achievements and the main challenges of the Pest Management sector. In 2022, the company has consolidated its commitment to ensuring sustainable and responsible business growth, through constant investment in new technologies, professional updating and training of specialised personnel, elements that have enabled Salvarat to continue to compete successfully in activities that require highly specialised training, while at the same time making a social and economic contribution to the community and the area in which it operates.

In all its decisions, Salvarat acts by taking into account the sustainability aspects relevant to its sector according to an integrated approach, with the aim of increasing the quality of the services offered and simultaneously reducing the environmental impact of its activities, both internally and externally. For this reason, the company has continued to improve its internal processes and policies by consolidating its integrated management system, in accordance with the UNI EN ISO 14001 and UNI ISO 45001 standards, with regard to environmental aspects and the health and safety of workers. In 2022, the company chose to become a Benefit Company, incorporating in its Articles of Association not only the aim of economic profit, but also aims of common benefit, committing itself to ensuring that its operations are always conducted in a responsible manner and produce value towards people, communities, territories and the environment.

Salvarat has demonstrated its ability to adapt and innovate quickly to the challenges of today and tomorrow. This is why it is constantly seeking solutions to promote integrated pest management as a winning strategy for offering a more efficient and environmentally friendly service. Salvarat works on preventing and maintaining the results of its interventions over time in order to minimise the impacts generated by the provision of its services, which are tailored to the client's business, examining the specifics of the environment in which the activities are carried out in or-

der to guarantee high effectiveness through the use of the most appropriate techniques and products.

Salvarat also uses the latest technology, aimed at improving service efficiency, for traditional pest control, disinfection and rodent control operations.

Acting in accordance with the values underpinning the company's philosophy, the company has consolidated over time relations and relationships based on trust and loyalty with its customers and the community in which it operates. This has led to the creation of numerous initiatives and projects aimed at promoting the wellbeing of the community, meeting the needs and requirements of the territory in which it grew up, in which it operates and in which it lives. The link with the local area is a strongly rooted component of Salvarat's culture, which has always supported its local community by working in solidarity, collaborating with administrations and private citizens in emergency situations and beyond, often free of charge, with the aim of creating synergies and making the place where the company operates better.

This third Sustainability Report therefore encapsulates the principles, values and objectives underlying Salvarat's actions. The Sustainability Report thus makes it possible to identify the main impacts Salvarat generates on the economy, environment and society, and the related policies implemented for their proper management. The document is an important tool through which all our stakeholders can know the results achieved in 2022 and the direct and indirect impacts of our activities and services, consolidating their trust in our Company.

The aim of the Report is to convey the direction Salvarat has taken towards creating a more sustainable future and the efforts made to achieve this goal.



Enjoy reading
Alessandro Salvi
CEO



The Reality of Salvarat

1

1.1 Who we are and what we do	p.	6
1.1.2 Value and corporate philosophy	p.	6
1.1.3 Our history	p.	7
1.2 Our governance	p.	8
1.3 Ethics and Integrity	p.	10

Sustainability for Salvarat

2

2.1 Global sustainability challenges in the industry	p.	12
2.2 Approach to Sustainability of Salvarat	p.	14
2.3 Certified value of management	p.	16
2.4 The key to success	p.	18

Responsible business management

3

3.1 Stakeholders and Engagement Methods	p.	20
3.2 Salvarat Benefit Company	p.	21
3.2.1 Social Objectives of Salvarat	p.	22
3.3 Value creation and sharing	p.	23
3.4 Our contribution to the value chain	p.	24
3.5 Our commitment to Partners and Clients	p.	26
3.5.1 Long-term partnerships for value creation	p.	26
3.5.2 Customer Centrality	p.	27
3.5.3 Customer Satisfaction	p.	28
3.6 How we choose our suppliers	p.	29

Quality, innovation and sustainability of our services

4

4.1 Services offered by Salvarat	p.	32
4.2 Distinctive features of Salvarat's services	p.	34
4.3 Key elements of our operations	p.	35
4.4 Sustainability of our services	p.	36
4.5 Research and innovation	p.	37
4.6 Organization of intervention teams	p.	44
4.7 Emergency management	p.	45

Focus on our people

5

5.1 Our Team	p.	48
5.2 Health and safety of our people	p.	51
5.3 Empowerment and well-being of people	p.	54
5.4 360° Commitment to our people and their families	p.	55

Commitment to the local community and people

6

6.1 Our commitment to the community and territory in Italy	p.	58
6.2 A global perspective for supporting people's development	p.	60

Our commitment to the environment

7

7.1 Environmental Analysis of Salvarat	p.	64
7.2 Environmental Policy of Salvarat	p.	67
7.3 Environmental Impacts of Salvarat	p.	69

8 Guide to reading

p. 74

9 GRI Content Index

p. 82

10 Data Tables

p. 91

The Reality of Salvarat

- 1.1 Who we are and what we do
 - 1.1.2 Value and corporate philosophy
 - 1.1.3 Our history
- 1.2 Our governance
- 1.3 Ethics and Integrity

Salvarat is a family-run company, headed by Alessandro Salvi, sole director. In over 65 years of activity, the company has acquired such professionalism and know-how to make it competitive in the different specialisations of its sector: pest control, fumigation, rodent control and disinfection, both agricultural and industrial.

To strengthen its commitment to its stakeholders, the company became a Benefit Company in 2022. Aware of its role and responsibilities towards the environment and the community, it combines its operations with the needs of sustainable development through the protection and continuous growth of its people, the creation of shared economic value and the mitigation of environmental impacts. Furthermore, in order to limit the impact of its activities, it acts to protect biodiversity and safeguard the health and safety conditions of the environment, while facilitating business continuity for its customers.

Where we operate

The company was founded and developed in Tuscany, in Sansepolcro, on the border between Umbria and Marche, and then expanded throughout Italy to offer its services internationally.

Salvarat operates with innovative methods in the provision of its services, based on investments in new technologies, state-of-the-art intervention techniques, professional development and continuous staff training, which enable it to compete successfully in carrying out both routine interventions and activities requiring highly specialised training. Salvarat also supports its clients - nationally and internationally - with consultancy services, the study of Integrated Pest Management procedures and strategies, training for teams and employees, and support in communication activities at international trade fairs or B2B meetings.



1.1.2 Value and corporate philosophy

Salvarat is committed to providing its people and customers with the best possible experience, acting in accordance with ethical and social values, which have always underpinned the company's philosophy by promoting the continuous pursuit of excellence, quality and the creation of value inside and outside the company.

Salvarat's values

- **1 Integrity and Passion.** We commit our hearts and minds by pursuing excellence in our actions, passionately sharing with our colleagues, our customers and society a path that has a significant impact.
- **2 Loyalty and trust.** We build strong relationships taking into account the needs of our customers and our people, with the aim of strengthening transparent and lasting ties.
- **3 Entrepreneurship and Quality.** Developing highly specialised services that offer high added value to our customers, with the courage to invest in attention to detail, ensuring the highest quality and professional standards.
- **4 Innovation and Dynamism.** We replicate our uniqueness in the services we offer, with the courage to challenge the present, innovating procedures and technologies to overcome our limitations and support our customers towards new successes.

1.1 Who we are and what we do

1.1.3 Our history

Salvarat

1957

Salvio Salvi, an experienced Pest Control operator, founded Salvarat and has led it since its creation.



1969

Salvio Salvi decides to join Salvarat with a new branch producing products for agriculture, Agrochimica Toscana.

1985-1986

In just a few years, Salvarat and Agrochimica Toscana grew and established themselves at a local level and beyond, conquering ever larger market shares to the point of carving out their own role among the leading companies in the sector.

1987

The company decided to specialise in the field of fumigation: this crucial step enabled it to operate in specialised sectors from the early 1990s onwards.

1991

Salvio's son Alessandro Salvi took over the management of the company, uniting the two branches of the company into a single production entity: Salvarat and Agrochimica Toscana was thus born.

2015-2016

In mid-2015, Salvarat e Agrochimica Toscana embarked on the path that would transform it into Salvarat S.r.l. from January 2016.

2022

Salvarat formalises its transition to a Benefit Company: an important milestone for the company that formalises its commitment and sensitivity to ESG issues.

Salvarat

A curiosity from 2000

In 2000, the Association 'Le Infiorate di Spello', known for its Corpus Christi Floral Decorations, was invited to participate in the 'Italian Week for Peace in Bethlehem'.

The international transport of the materials for the flower carpets required prior certified pest control treatment.

Salvarat, contacted by the 'Pro Spello' association, took care of this aspect entirely, thus contributing, free of charge, to the realisation of the event.



Salvarat's organisational structure has clearly delineated roles, responsibilities and tasks of the different company functions.

In 2016, due to a strategic choice by owner Alessandro Salvi, there was a transition from a sole proprietorship to a limited liability company, with a clear desire to provide the company with a more solid structure and form in line with what the market demands.

Alessandro Salvi currently holds the role of Sole Director, supported in the decisions with the greatest impact for the Company by the Ordinary Shareholders' Meeting: this meeting also has the task of collecting, providing data and finally validating the work carried out by external companies for ESG reporting.

Monitoring of activities, performance, critical issues and impacts resulting from activities company is carried out through internal audits, conducted by an external consultant, in order to have the most objective reporting possible.

Corporate governance provides for the oversight of sustainability through the Social Performance Team (SPT), which monitors and manages Corporate Social Responsibility aspects, and the Health and Safety Committee in accordance with the SA8000 management system.

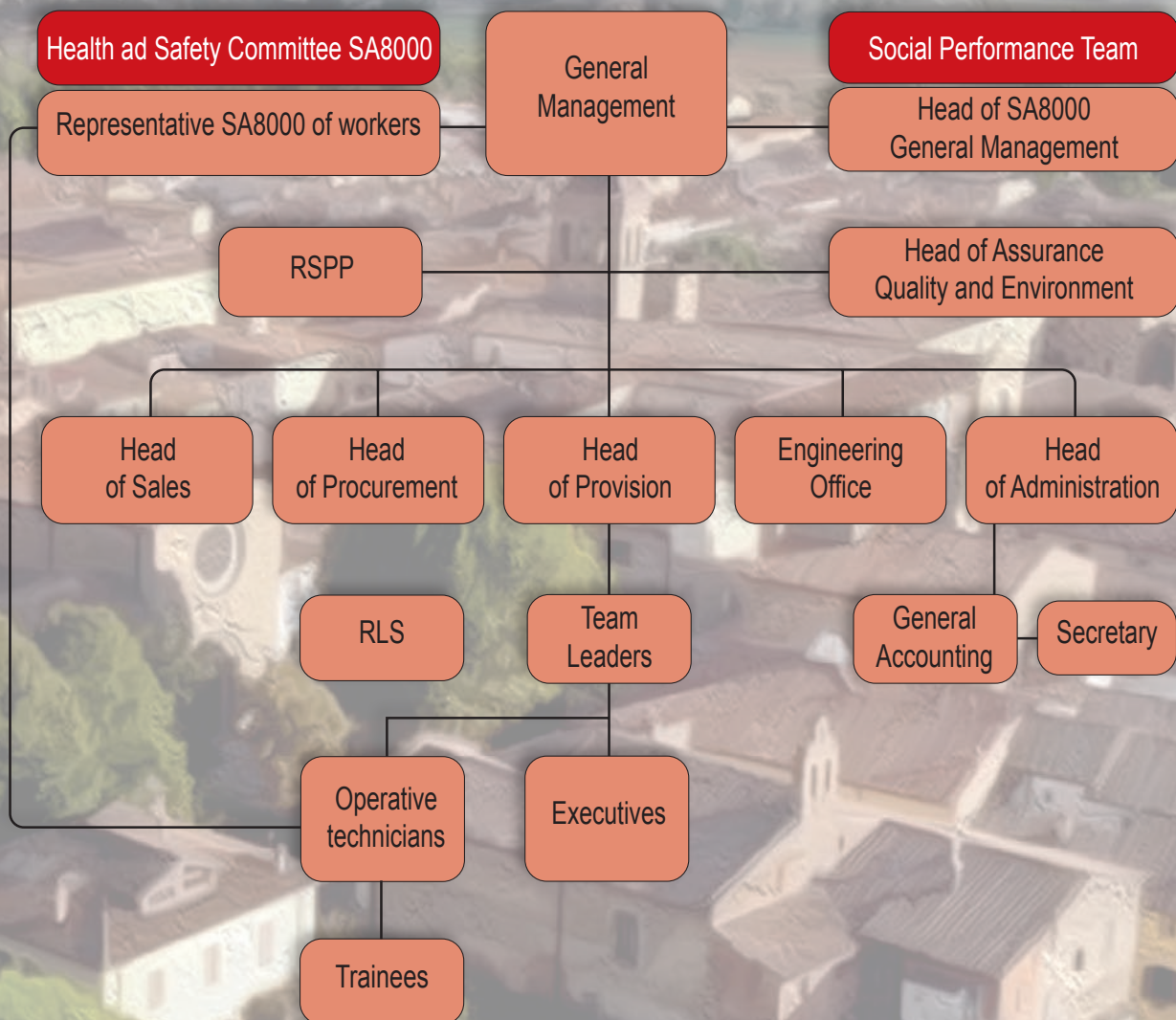
Salvarat's sole administrator has led the company to the implementation of an integrated management system for quality, health and safety, environment, and pest control: with this system, tasks and responsibilities are clearly delineated and entrusted to the General Management and the various decision-making branches. These periodically report on the overall progress and any operational problems encountered. This process results in the annual drafting of the 'Management Review' document and the 'Improvement Plan'.



Ph: Dookdui from 123RF.com

Salvarat has implemented an integrated management system SGI (ISO 9001, SA8000, UNI 16636, ISO 14001, ISO 45001).

This has led to an involvement extended to the entire company staff, at the basis of which there is full awareness of all the roles played by each employee in the company. To this end, a Organization Chart was defined and clearly delineated, with the aim of outlining the responsibilities and roles belonging to each individual figure in order to achieve a common goal.



Salvarat's activities are aimed at promoting ethical conduct both in its internal relations, with its employees, and in its business relations, operating in compliance with current regulations, with particular attention to compliance with social, environmental and workplace safety standards, while at the same time pursuing the success of the service requested in compliance with the contract with its customers. This approach extends throughout the value chain, starting with suppliers, with whom collaboration is considered fundamental to the development of ethical business. In order to promote these principles, the company decided to certify itself according to ISO 9001 and SA8000 standards. These, on the one hand, make it possible to set concrete objectives for development and improvement and to monitor progress with a view to continuous evolution over time; on the other hand, they formally commit the company to valuing its employees, respecting their rights and promoting their professional and personal development, while also extending the monitoring of Social Responsibility issues to its suppliers. Through the SA8000 standard, Salvarat monitors the maintenance of ethical conduct, combating and limiting any form of conflict of interest, and also serves as a communication tool between the company and its stakeholders.

The Company communicates the commitments and performance resulting from the application of this standard through the annual drafting of a SA8000 Report aimed at fostering awareness and understanding by all Stakeholders of the Company's commitments and activities on the seven topics covered by the standard: Child Labour, Forced and Compulsory Labour, Occupational Health and Safety, Freedom of Association and the Right to Collective Bargaining, Non-Discrimination, Disciplinary Procedures, Working Time and Remuneration.

Ensuring the ethical conduct of its business activities is central to Salvarat's management, which, in this regard, has not recorded any administrative or criminal sanctions for non-compliance with laws and regulations.

Remuneration policies and employee satisfaction

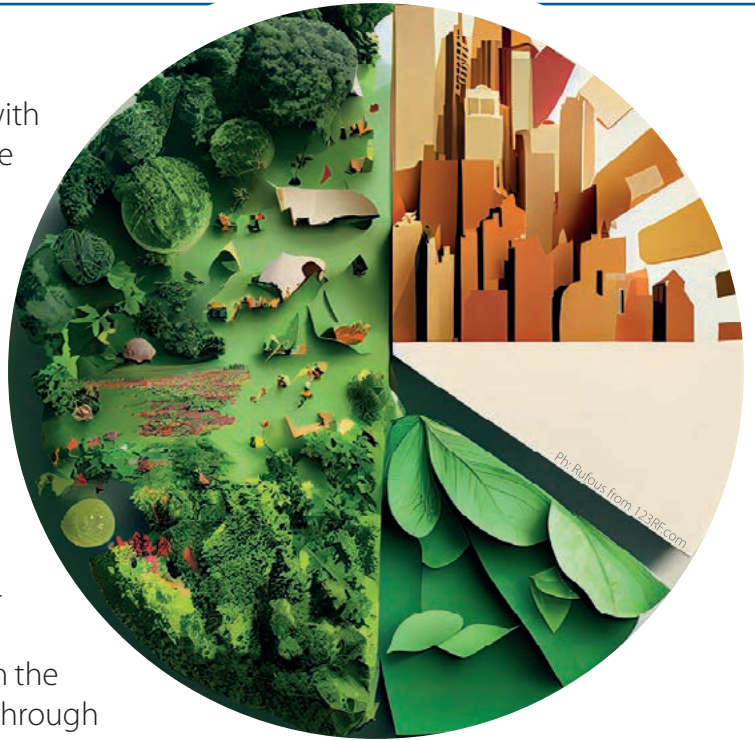
Remuneration is determined by applying the 'CCNL Imprese artigiane esercenti servizi di pulizia' (national collective labour agreement for craft enterprises providing cleaning services) for the category in which Salvarat operates. The correct application of the contract and the management of all personnel-related obligations has been entrusted, under supervision, to a firm of labour consultants. The General Management carries out an annual assessment of the appropriateness of the duties of its employees and their remuneration. Workers also have the opportunity to express their opinions and make requests for improvement regarding working conditions by means of questionnaires according to SA8000.



- 2.1 Global Sustainability Challenges in the Industry
- 2.2 Approach to Sustainability of Salvarat
- 2.3 Certified Value of Management
- 2.4 The Key to Success

In carrying out its activities, Salvarat is faced with major challenges on the sustainability front. These have global boundaries and affect different categories of actors such as institutions, organisations and citizens who play a key role in pushing the market trend towards the adoption of more sustainable practices. To address this, it is necessary for companies to commit to ensuring a more sustainable future through the integration of strategies aimed at reducing impacts on the environment, society and the economy, so as to ensure long-term development that does not compromise access to resources for future generations.

In this context, Salvarat shows itself to be active in the path of concrete integration of sustainability through continuous innovation of its business and way of operating, thus managing to keep up with the most efficient operating practices developing in its specific sector.



Correct use of biocides to minimise negative impacts and reduce waste

In today's context of resource scarcity, the ability to make efficient use of resources is crucial in order to reduce waste and focus their use only in those areas and on the pest species concerned, thus avoiding the deterioration of ecosystems and minimising the impact on surrounding environments.

Adaptation to climate change and potential pests

One of the consequences of climate change, also caused by rising temperatures, is the creation of increasingly favourable conditions for the spread of pests, including alien species.

This involves Salvarat's activity, which is called upon to intervene to counter the proliferation and spread of associated diseases, without affecting the surrounding ecosystem.

Protecting biodiversity and the health of eco-systems

Protecting biodiversity is a priority objective for pest control companies. A fundamental goal of these is, therefore, to adopt innovative pest management processes that allow insecticides to be used without affecting eco-systems and altering their balance.



Respect for human rights

The creation of a favourable working environment, which guarantees the protection of workers, respect for their fundamental rights and respect for stakeholders as well, contributes to the proper conduct of business and the creation of shared value.

Prevention and control of chemical pollution

Innovation in the services provided is of paramount importance in order to minimise environmental impacts on water, air and soil.

The innovations allow a reduction in the amount of product, containing chemicals, used and at the same time the use of formulations with a lower environmental impact, which are kinder to people and the environment.

Raising awareness of the use of innovative technologies

In order to make more efficient choices and intervene in a targeted manner when necessary, companies are resorting to cutting-edge technology to collect, analyse and monitor data in order to make greener choices.

Innovative pest management processes allow products to be used without affecting eco-systems and safeguarding biodiversity.

Salvarat's integrated approach to sustainability encompasses environmental, social and economic aspects, promoting values such as integrity, respect and quality, which guide the company's philosophy and actions. The company also demonstrates its commitment through the development of an integrated pest management strategy that focuses on four specific areas of sustainability: service sustainability, social sustainability, environmental sustainability and economic sustainability.

Sustainability of services

At the heart of Salvarat's actions are the absolute satisfaction of customers' needs and the primary focus on sustainability. The company is convinced that ethics and service quality are fundamental elements in promoting concrete and widespread sustainability among its stakeholders. Salvarat is committed to ensuring the highest quality of services rendered, thanks to the work of highly specialised employees and the use of state-of-the-art equipment. Trust, responsibility, dedication and proactivity are key characteristics of Salvarat's operating mode, which is able to adapt and innovate rapidly to support clients in identifying and overcoming current and future challenges.



Economic sustainability

Salvarat's strong focus is on safeguarding the value and quality of its services, which is why the company is dedicated to promoting solutions that reduce costs, treatment times and waiting times. Salvarat strongly believes that a prosperous business is one that creates added and economic value for all stakeholders. To achieve this, it is necessary to promote ethical conduct inside and outside the company boundaries, thus operating in full compliance with social and environmental standards.



Social sustainability

Salvarat promotes and facilitates the shared creation of value through dialogue and knowledge sharing, establishing solid and lasting relationships with all its stakeholders. The aim is to provide a service that directly and indirectly supports the growth of the area in which it operates and of the entire value chain. Engagement, empowerment, transparency and privacy are the pillars of Salvarat's approach. Salvarat invests in solutions to improve quality and working conditions, paying particular attention to the continuous training of its employees to ensure their professional growth and high health and safety standards.



Environmental Sustainability

Salvarat is strongly committed to reducing its impact on the environment. This is achieved through compliance with current legislation and through planning, monitoring and the use of integrated pest management techniques. In this way, the company manages to safeguard biodiversity and reduce pollution. A pivotal element in the provision of Salvarat's services is the promotion of 'widespread supply chain sustainability', which integrates and encourages the creation of environmentally sustainable best practices with customers and their supply chains, through the use of efficient product use practices, using specific procedures according to the customer and the situation.



Ph: Michal Jharmoluk

One of the elements underpinning Salvarat's operations is reflected in the themes of Corporate Social Responsibility, integrating transparency of activities and respect for people and the environment.

Salvarat's journey in this direction began in 2004 when it obtained SA 8000 certification, an international standard for Corporate Social Responsibility. In the same year, the company was also certified according to ISO 9001, an international quality management system.

Subsequently, in 2018, the company adopted its own integrated management system for its sector, certifying itself in accordance with the UNI EN 16636 standard on Pest Management.

The year 2021 marked another milestone in Salvarat's history, emphasising its commitment to the integration of management procedures aimed at continuous improvement, with the acquisition of certification of the environmental system to UNI EN ISO 14001 and the management system for the health and safety of workers to UNI ISO 45001.

In addition, in 2021 the company published its first sustainability report with the aim of disclosing its commitment to environmental, social and economic aspects to the outside world in a clear and transparent manner.

With the will to formalise its commitment to the promotion of its ethical and social values, Salvarat in 2022 achieved the challenging goal of becoming a Benefit Company. This milestone reflects a formal commitment to incorporate into its mission the creation of added value for the community and the territory, operating in a responsible, sustainable and transparent manner.



2.3 Certified value of management

In managing its business processes, Salvarat adopts the highest international standards. The adoption of a system of rules and procedures that allows the company to exercise full control over the processes and services that are provided through a continuous improvement approach has been made possible through the implementation of the management system for quality (ISO 9001), social responsibility (SA 8000), pest management (UNI EN 16636:2015), environmental standard (ISO 14001), corporate health and safety standard (ISO 45001:2018) and the qualification as a Benefit Company obtained in 2022.

Salvarat's certifications



The Quality Management System, which Salvarat equipped itself with in 2004, and which today complies with the ISO 9001:2015 standard, allows the company processes to be optimised in order to respond in the most appropriate way to the needs of customers and guarantee their satisfaction.



The SA8000 certification, obtained in 2004, encompasses social responsibility issues, certifying Salvarat's commitment to monitoring and improving certain aspects such as respect for human rights, respect for labour law, protection against child exploitation and guarantees of safety and health in the workplace.



The UNI EN 16636 standard promoted by CEPA* was implemented by Salvarat in 2018. This standard defines approach and professional requirements for Pest Management, promoting the development and adoption of integrated pest management techniques, a sustainable approach to the conscious choice of products and practices used in service delivery.



Since 2021 Salvarat has been certified according to ISO 14001, a standard that is the benchmark for companies that choose to have an Environmental Management System. By integrating the EMS into the company's management system aimed at managing environmental aspects, satisfying regulations and mandatory obligations, and oriented towards continuous improvement.



ISO 45001 certification, obtained by Salvarat in 2021, a standard that represents the benchmark for the company that chooses to integrate an Occupational Health and Safety Management System into its EMS, helping the organisation to better manage risks and improve its performance through the creation and implementation of effective policies and objectives, monitored over time.

Benefit Companies

Novelties 2022

→ Benefit Companies represent an evolution of the very concept of a company as they integrate into their corporate purpose, in addition to profit objectives, the aim of having a positive impact on society.

Salvarat in 2022 achieved its transformation into a Benefit Company, an important step that demonstrates the company's commitment to the evolution of its sustainability path.

Salvarat, thanks to a path of continuous improvement expressed in continuous investment in new technologies, continuous training of its technical staff, is able to offer services with a high added value, enabling it to compete and be a leader in its market.



Quality of services

Ensuring the highest levels of reliability and efficiency while fully meeting customer expectations is a priority objective for us. Achieved by implementing an integrated management system based on respect for quality principles and oriented towards the continuous improvement of our performance, in line with what is defined by ISO 9001:2015 and UNI 16636:2015.

New Technologies

High-quality results are achieved by using "state of the art" technology. These allow for improvements in terms of time and resource efficiency, but also with respect to the impact on the environment resulting from a reduced use of chemicals.

Specialised training

Listening to the requests of its customers and employees, Salvarat develops professionalising training courses, which are fundamental for the acquisition of specific knowledge and operational qualifications in order to be ready and aware in any context.

Integrated pest management

Salvarat's objective is to achieve maximum results with minimum environmental impact by applying the principle of Integrated Pest Management, based on three pillars:

Planning: structuring an action plan by efficiently deploying resources and timeframes.

Products and equipment: use state-of-the-art tools and products in compliance with current regulations, working with the least possible amount of chemicals through targeted interventions to ensure treatment effectiveness.

Monitoring: adopt monitoring techniques and tools that enable a reduction in company fleet movements with a consequent reduction in environmental impacts.

- 3.1 Stakeholders and Engagement Methods
- 3.2 Salvarat Benefit Company
 - 3.2.1 Social Objectives of Salvarat
- 3.3 Value creation and sharing
- 3.4 Our contribution to the value chain
- 3.5 Our commitment to partners and clients
 - 3.5.1 Long-term partnerships for value creation
 - 3.5.2 Customer Centrality
 - 3.5.3 Customer Satisfaction
- 3.6 How we choose our suppliers

3.1 Stakeholders and Engagement Methods

Salvarat has identified and mapped its stakeholders based on well-defined criteria, such as its corporate structure, business activities, the value chain created and the network of relationships existing around the company.

The stakeholder categories were identified taking into account two main factors:

- **Influence on Salvarat**, i.e. the ability of the stakeholder to influence the strategic and/or operational decisions of the company;
- **Salvarat dependence**, i.e. the level of dependence of the stakeholder on the company's choices, services and activities.

	Type of communication and involvement	Average frequency of involvement
Employees	<ul style="list-style-type: none"> ▶ Dedicated meetings ▶ Communications 	<ul style="list-style-type: none"> ▶ Recurring ▶ Recurring
Suppliers	<ul style="list-style-type: none"> ▶ Direct contacts ▶ Dedicated meetings 	<ul style="list-style-type: none"> ▶ Frequent ▶ On reservation
External collaborators and companies	<ul style="list-style-type: none"> ▶ Direct contacts 	<ul style="list-style-type: none"> ▶ Frequent
University institutes and research centres	<ul style="list-style-type: none"> ▶ Direct contacts 	<ul style="list-style-type: none"> ▶ Recurring
Associations and non-profit organisations	<ul style="list-style-type: none"> ▶ Direct contacts 	<ul style="list-style-type: none"> ▶ On reservation
Institutions	<ul style="list-style-type: none"> ▶ Communications ▶ Direct contacts 	<ul style="list-style-type: none"> ▶ Frequent ▶ Frequent
Customers	<ul style="list-style-type: none"> ▶ Direct contacts ▶ Polls ▶ Dedicated meetings 	<ul style="list-style-type: none"> ▶ Continuous ▶ Recurring ▶ Recurring

3.2 Salvarat Benefit Company

Salvarat has officially been a Benefit Company since March 2022, an important step for the company, which has always been committed to ESG issues, especially those of a social nature.

The importance of the new beginning lies not only in a concrete and strong response to the ever-increasing demands of stakeholders regarding ESG issues, but also materialises the increased awareness of the company's asset in relation to the ever-increasing sensitivity to social and environmental issues. The motivations that prompted Salvarat to embark on this path are many, first and foremost the desire to make constant progress and improvement, not only with respect to the economic sphere, but also environmental and social issues, the latter being one of the company's distinguishing factors.



What is a Benefit Company

«In carrying out an economic activity, in addition to the purpose of sharing profits, (Benefit Companies) pursue one or more purposes of common benefit and operate in a responsible, sustainable and transparent manner towards persons, communities, territories and the environment, cultural and social goods and activities, bodies and associations and other stakeholders [...]»

- Stability Law of 2016

Law No 208 of 28 December 2015, Article 1(376)

Focus: fundamental characteristics of a Benefit Company

Purpose, Accountability and Transparency: a Benefit Company is a traditional company with modified obligations that commit management and shareholders to higher standards of purpose, accountability and transparency.

This implies a change in the corporate paradigm: with Benefit Companies, a new type of company is introduced that continues to pursue the profit motive but accompanies it with one or more social or public benefit purposes. This implies that a Benefit Company brings benefits for all stakeholders of the company, for

customers and suppliers, for talent, for shareholders and management, and a balancing of financial and non-financial interests when making decisions, even in the face of a sale hypothesis, or for listed companies, helping to attract impact investment capital as it offers greater legal protection, accountability and transparency in pursuing its mission.

Companies for the 'Common Benefit': A Benefit Company must be used to achieve a Common Benefit, as well as to generate profits for shareholders. In Italy, as in some US states, Colorado and Delaware,

it is required to state in the articles of association a specific Common Benefit and not just a generic one.

The Common Benefit is defined by law as a material positive impact on society and the environment. Specific Common Benefit purposes include, for example: providing goods or services for disadvantaged individuals or communities; protecting or restoring the environment; improving human health; promoting the arts, sciences or the advancement of knowledge; and increasing capital flows to entities that create a Common Benefit (impact investing).

3.2.1 Social Objectives of Salvarat

One of the prerequisites for officially becoming a Benefit Company is to define and declare objectives in the articles of association that relate to the social and environmental sphere and that can be of benefit to both the company and the community. It is also essential that these objectives are: achievable, measurable and transparent.

Salvarat has transcribed and declared the following objectives in its Articles of Association:

Environmental sphere**1) Preservation of the natural environment**

Protection of the natural environment and awareness of the possibility that waste can be a resource.

Social sphere**2) Diffusion of the 'benefit' model**

Awareness-raising and dissemination of the aims of common benefit.

3) Workers' rights

Guarantees of growth and security for workers.

4) Creating positive effects or reducing negative effects on civil society and the local community

Balancing the interests of shareholders against those potentially impacted by the company's activities.

Actions to be taken**Actions for Objective 1**

- Researching and applying operational methods that are aimed at achieving the lowest environmental impact;
- Research and application of operational methods aimed at the recovery of recyclable materials;
- Use of certified products that allow a natural saving of raw materials as well as a reduced impact on health.

Actions for Objective 2

- Predilection to work with certified Benefit or B-corp companies;
- Respectful and long-lasting partnerships with Benefit-sensitive suppliers, fostering mutual and shared growth with local stakeholders.

Actions for Objective 3

- Safe working conditions on site;
- Fostering opportunities for professional growth;
- Fostering collaboration between staff.

Actions for Objective 4

- Policies and initiatives in favour of civil society, the local community and the territory in which the company operates;
- Collaborations with local associations.

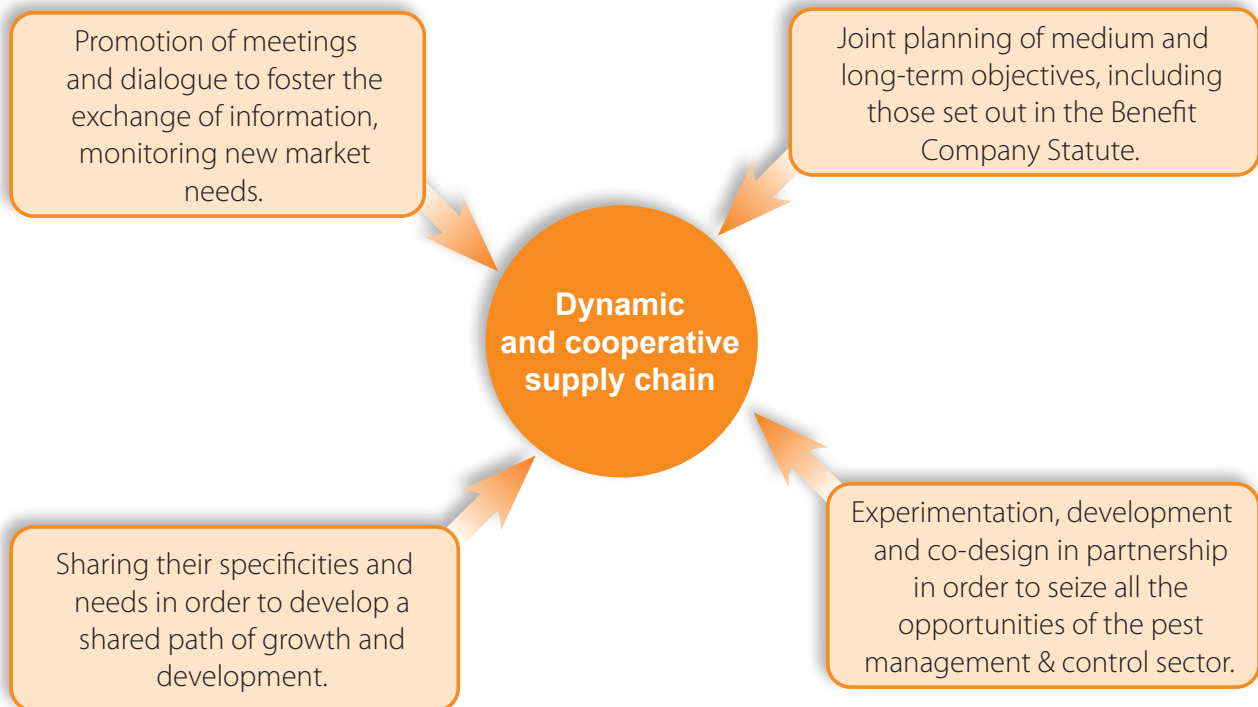
The performance in 2022 is characterised by a growth trend that shows Salvarat's commitment to continuing a path of further strengthening its business processes on issues that are fundamental to the company, such as sustainability and the focus on offering services in favour of customers and in respect of the community in which it operates. Specifically, Salvarat generated and reported in the profit and loss account, on an accrual basis, an economic value of € 1.034.489, 92% of which was distributed to stakeholders in the form of operating costs to suppliers, taxes to institutions, and personnel expenses to employees.

Generated and distributed economic value			
	2020	2021	2022
Generated economic value	1.006.358	1.009.622	1.034.489
Distributed economic value	873.655	901.491	957.231
<i>Operating Costs</i>	<i>557.517</i>	<i>551.367</i>	<i>569.016</i>
<i>Distributed value to employees</i>	<i>283.879</i>	<i>325.863</i>	<i>361.373</i>
<i>Distributed value to capital providers</i>	<i>212</i>	<i>603</i>	<i>5.633</i>
<i>Distributed value to P.A</i>	<i>32.047</i>	<i>23.658</i>	<i>21.209</i>
Retained economic value	132.703	108.131	77.258



Salvarat is committed to providing a high value-added service in terms of innovation and reliability through the promotion of a sustainable supply chain. In the past year, the focus on environmental and social issues related to the supply chain has grown exponentially following Salvarat's official transition to a Benefit Company.

Facing the uncertainties of the present and the challenges of the future together with its stakeholders is the right approach towards the promotion of a sustainable value chain.



An important aspect to take into account in order to create a dynamic and cooperative supply chain is the focus on environmental sustainability and social issues.

Specifically, environmental sustainability is related to prevention and monitoring activities, leading from a responsible use of chemicals to limiting the pollution of natural resources, protecting biodiversity, countering the effect of climate change and consequently the proliferation of pests and the spread of associated diseases. Social sustainability is about combating all forms of labour abuse and exploitation by focusing efforts on creating the best possible conditions.

In order to achieve these challenging objectives, it is vitally important that long-term relationships exist between companies, customers and suppliers, based on transparency, collaboration and a shared strategic orientation for a value chain capable of ensuring well-being for its direct and indirect stakeholders. In this regard, Salvarat has always invested in the creation of concrete, long-term partnerships with its customers and partners, privileging the sharing of common goals and the desire for growth and development over short-term results or merely economic issues. The Company believes that the choice of the right partner represents a highly critical element, directly influencing the success of the partnership and the possibility of investing together in the co-creation of wealth and profit shared with stakeholders.

3.4 Our contribution to the value chain

Stages in the value chain

- 
- **1 Purchase and transport of raw materials.** In this first phase, Salvarat mainly buys products, especially rodents and pest control products, from trusted suppliers who have been working with the company for years.
 - **2 Inbound Logistics.** Salvarat has the products purchased from suppliers delivered to its premises.
 - **3 Interventions.** Salvarat, in this central and important phase, takes up the client's request and identifies the causal agent, through inspections inherent to the morphological context of the site where it operates. It then proceeds to the actual operations, giving priority to collective and personnel safety, using the products purchased in compliance with technical and sector specifications.
 - **4 Customer service.** Salvarat provides the service requested by the Customer by issuing him with an end-of-service/work report, which is also valid as a warranty certificate; this represents the final stage in terms of operation at the Customer's premises, but not in terms of relationship with the Customer, as the company remains available over time for advice and suggestions.
 - **5 Waste Management.** According to Article 182 of the TUA, waste disposal is the responsibility of the company. The company therefore adopts management policies aimed at mitigating its environmental impact.

Salvarat is the link between supplier and customer, and together they work for the growth and quality of the entire value chain. In this sense, the company has always favoured, promoted and committed itself to the continuity of relations with its customers and suppliers, based on close collaboration and active participation. This makes it possible to create a dynamic and cooperative supply chain capable of creating innovative products and solutions with a lower environmental and social impact.

Finally, this approach produces benefits for all those involved and makes possible the continuity and recognition of a quality service, capable of meeting customers' needs in a resilient and dynamic manner with respect to market developments. In this regard, Salvarat has adopted a scale of criteria when assessing new partnerships:

- Reliability and commonality of principles and values
- Sharing objectives and a common project
- Reputation and ethics
- Concreteness and willingness to invest in the common project
- Technical experience and skills
- Cost-effectiveness and short-term results

Salvarat actively participates in trade fairs. Taking part in these events is of vital importance to the company, as they bring numerous benefits, including: increased visibility and image of the company, acquaintance with new potential customers, strengthening relations with long-standing customers, knowledge of new developments in the sector, and mutual exchange of ideas and evaluations.

Salvarat for the year 2022 took part in the WT Europe trade fair held in Sofia (Bulgaria), an important moment to renew the commitment to a sustainable supply chain.

In conducting its business activities, Salvarat incorporates objectives of a social nature, demonstrating that it has a positive impact on the community and the area in which it operates. For this reason, the company has established lasting partnerships to implement projects with a solidarity and social purpose.

The company's commitment to partners and the community is also evidenced in point 2 of the Benefit Company Charter:

"The diffusion of the 'benefit' model, through privileged collaboration with Benefit Companies or certified B-corp, also with facilitated contractual formulas according to the logic of benefit credit, but also by entering into respectful and lasting collaborations with suppliers that are in any case sensitive to the Benefit world, aimed at reciprocal and shared growth with local players"

HACCP (Hazard Analysis and Critical Control Points) is a set of procedures, aimed at guaranteeing the wholesomeness of food, based on prevention rather than analysis of the finished product. Salvarat undertakes to provide evidence of this by means of a certification issued to customers operating in the food sector, after the service has taken place. The HACCP certification provides the client with an overview of the current situation and its critical points and how to address them in order to maintain the condition achieved post-service. This documentation can be interpreted as a form of guarantee offered to the customer and thus of the attention Salvarat pays to it.

3.5.1 Long-term Partnerships for Value Creation

Scientific Collaborations

For more than ten years, Salvarat has been collaborating with a leading researcher in the field of entomology and medical and veterinary acarology by funding studies on particular categories of pathogenic insects and mites.

In this way, thanks to its in-depth knowledge of the species it comes into contact with during the course of its work, the company is able to provide its customers with the ideal solutions for protecting their environments, also acting in a targeted manner through preventive measures. Scientific collaboration shows Salvarat's commitment to the search for new solutions that anticipate the needs and requirements of its customers.



3.5 Our commitment to Partners and Client

Trade associations

Salvarat, through networking activities, keeps itself constantly updated on industry news through professional associations including:



IFA (Associated Fumigation Companies)

The Association, established in 1994, represents companies specialising in the provision of fumigation services using toxic gases on ships, import and export goods and on packaging wood.



A.P.T.I. (Professional Association of Italian Tobacco processors)

The national professional association representing tobacco first processors (whose activity consists in the transformation of the agricultural product which is received in a loose dry state and which, through subsequent processing, is packaged in homogeneous packages according to the needs of the manufacturers) and tobacco exporters operating on the national territory.



CORESTA (Cooperation Centre for Scientific Research Relative to Tobacco).

It is a trade association founded in 1956, under French law. Its aim is to promote international cooperation in tobacco-related scientific research. It is based in Paris, France.



Consorzio Nocciola Italia.

These activities are essential to promote and update vocational training in line with the latest industry trends.

3.5.2 Customer Centrality

The company philosophy is based on the relationship with the customer. For this reason, the structuring of the service is customised and realised on the basis of the customer's specific needs and characteristics. The customised intervention plan is the support tool through which Salvarat is able to efficiently offer the required service.



Solving the problem encountered

- Analysis of the infestation and identification of the causative agent;
- Acquire information on the morphological context of the area in which it operates, the structural peculiarities of the premises, establishments and outbuildings;
- Obtaining information on past and current problems.

Operating safely

- Cognitive acquisition of the processing methods implemented;
- Adoption of behaviour in line with the health and safety requirements and prohibitions imposed by the client to access and operate in the facilities.

Preventing re-infestations

- Preparation of a joint Customer/Salvarat action plan aimed at maintaining the standard achieved.

3.5.3 Customer Satisfaction

Salvarat supports its customers through the use of specific formalised protocols, seeking to anticipate and predict the customer's needs wherever possible.

In 2022, a new, more efficient and innovative management software was officially put in place for better customer relations, resulting in more organisation, tracking, flexibility and speed.

The certified quality of services

At the end of each service performed at the client's premises, Salvarat prepares and draws up a report on the service performed, which is then delivered to the client so that each activity can be traced.

In addition, the company certifies the work carried out, guaranteeing its quality and effectiveness, and at the same time provides the client with valuable advice on the measures to be taken to prevent the occurrence of similar or related situations, such as the phenomenon of re-infestation during long journeys or when storing containers and/or goods. In addition, the one-year commercial guarantee on the services offered is one of the most significant distinguishing factors attributable to Salvarat's activities

Customer Privacy

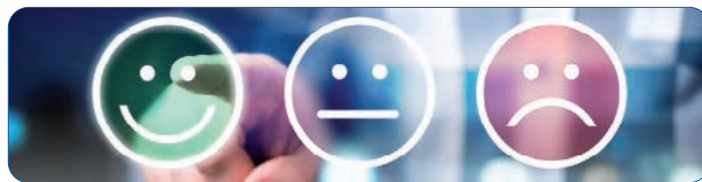
Salvarat ensures full confidentiality and protection of the privacy of its customers.

The privacy of companies that rely on Salvarat is of great importance as the company operates directly on its customers' production sites. Salvarat is currently in the process of implementing a more comprehensive data management system with greater support for the latest updates regarding employee and customer privacy. The future objective will be to prepare reports to be distributed on data processing and at the same time to collect data consent.

Customer satisfaction 2022.

Salvarat prepares an annual customer satisfaction questionnaire, which takes the following five indicators into account:

- Global image
- Fumigation Services
- Rodent Control Services
- Pest Control Services
- Disinfection Services



In 2022, Salvarat achieved an average rating of 3,86 out of 4 in customer satisfaction questionnaires.

Also in 2022, there were no complaints of privacy violations.

3.6 How We choose Our Suppliers

Corporate Social Responsibility extended to suppliers

The SA8000 standard requires compliance with certain social requirements and helps to create a system of rules and responsibilities that creates the conditions to address both the social aspects directly managed and those occurring along the supply chain. This represents a process of continuous global improvement, which starts in the socio-economic reality where the company was born and operates and extends to the supplier network. For several years now, Salvarat has been committed to demanding that its Suppliers also fully comply with the social responsibility issues set out in the SA8000 standard.

SUPPLIERS CLOSE TO ESG ISSUES

Salvarat has defined and implemented procedures for the selection, qualification and monitoring of SA8000 Suppliers.

Salvarat ensures that the principles of Social Responsibility are followed by all Suppliers involved in the supply chain.

Salvarat pursues a path of continuous improvement of its processes in accordance with current standards. This approach also extends to the supplier network, which is subject to compliance procedures. Product procurement procedures are governed by a special operating procedure that prescribes appropriate measures to ensure high standards of quality, conformity and suitability.

The evaluation of suppliers

Suppliers are profiled by means of a special 'supplier sheet' in which prior and final evaluations are carried out, assessed and compared over the different years under consideration:

- **quality of service/product;**
- **punctuality of deliveries;**
- **correctness in terms of invoicing;**
- **price and payment terms;**
- **flexibility and regular updating of the same.**

In addition, at an early stage, the supplier is asked to share the objectives and intentions derived from ISO 9001 and SA8000, without necessarily having to adopt these management systems.

The next goal is to extend the surveillance also to the fulfilment of environmental requirements according to ISO 14001.

The number and type of Salvarat's Suppliers are defined in a special list of Qualified Suppliers as per the relevant procedure.

In 2022, there were no new suppliers compared to those from whom the company procured in previous years.

- ⇒ **CHILD LABOR** L. 977 of 17/10/1967: Protection of the employment of children and adolescents, L. 223 of 23/07/1991: Labour Market Regulations
- ⇒ **COATED LABOUR** L. 300 of 20/5/1970
- ⇒ **HEALTH AND SAFETY** Legislative Decree 81 of 2018 etc.
- ⇒ **FREEDOM OF ASSOCIATION** L. 300 of 20/5/1970 etc.
- ⇒ **DISCRIMINATION** L. 300 of 20/5/1970, L. 53 of 8/3/2000 etc.
- ⇒ **DISCIPLINARY PRACTICE** Legislative Decree 758 of 1/12/1994: Amendments to the discipline of sanctions in labour matters, L. 300 of 20/5/1970, etc.
- ⇒ **WORKING TIME LAW** L. 300 of 20/5/1970, L. 196 of 24/6/1997 Discipline of temporary employment, CCNC national collective agreement, etc.
- ⇒ **RETRIBUTION** L. 300 of 20/5/1970, CCNC national category contract, etc.
- ⇒ **CONTROL OF SUPPLIERS**
- ⇒ **CORRECTIVE ACTIONS**

- 4.1 Services offered by Salvarat
- 4.2 Distinctive features of Salvarat services
- 4.3 Key elements of our operations
- 4.4 Sustainability of our services
- 4.5 Research and innovation
- 4.6 Organization of intervention teams
- 4.7 Emergency management

4.1 Services offered by Salvarat

Thanks to the valuable experience gained in more than 25 years of activity, Salvarat has developed professional skills and know-how that make it competitive in the different specialisations of its sector.

Disinfestations

Disinfections

Rodent and Cockroach control

- of agricultural and industrial areas and environments (electronic, electromechanical, food, manufacturing, disposal);
- naval units, public and private accommodation facilities, public and private educational establishments of all levels, and the artistic heritage.

In the fields of pest control, disinfection and rodent control:

- Analysis of production and storage facilities and methodologies;
- Drawing up plans for the control and monitoring of identified critical points;
- Implementation of interventions and taking the necessary precautions to prevent and/or eliminate (where necessary) pest phenomena according to HACCP specifications.



An international service

Salvarat also spreads its knowledge in the sector abroad both through its services to clients and through specific consultancy. Its dynamic organisation and its emphasis on flexibility, mobility and rapidity of intervention allow Salvarat to guarantee the service of its teams throughout Italy 24 hours a day, 7 days a week and to ensure international operability within 48 hours of the call. The expertise gained over the years has also led the company to apply its know-how in specific international contexts, providing specialised consultancy services, promoting the exchange of knowledge and professional growth.

Fumigations

- of containers, silos, tanks and other industrial environments, remediation, monitoring and related controls.



Conservative pest control treatments

- of ancient and modern wooden structures. Using classical methodology with anti-wormwood and pest control products for professional use; using toxic gases; controlled atmosphere (CO_2 and nitrogen).



4.2 Distinctive features of Salvarat services

Salvarat not only consolidates its operations, offering a high quality service without neglecting its potential impact on people and the environment, but also uses changes in the industry and the growing needs of stakeholders as an opportunity for continuous improvement. Reliability and discretion, speed and efficiency, innovation and specialisation are the elements that characterise and distinguish Salvarat on the market and interact with each other to promote an ever-improving service that meets the needs of customers and society.

Reliability and discretion

Salvarat aims to ensure long-term results through targeted, specialised interventions that act in a targeted manner to prevent and consequently limit damage. Salvarat's operators deploy their experience gained over time, respecting customers' privacy and interfering with their business continuity to a minimum.



Speed and efficiency

Punctuality and timely intervention are the key to optimal results, and Salvarat's operators are trained to apply these principles, guaranteeing a prompt response throughout Italy and abroad. The efficiency of their work also derives from accurate preliminary analyses and is consolidated by the application of the highest quality standards, with a view to continuous improvement.

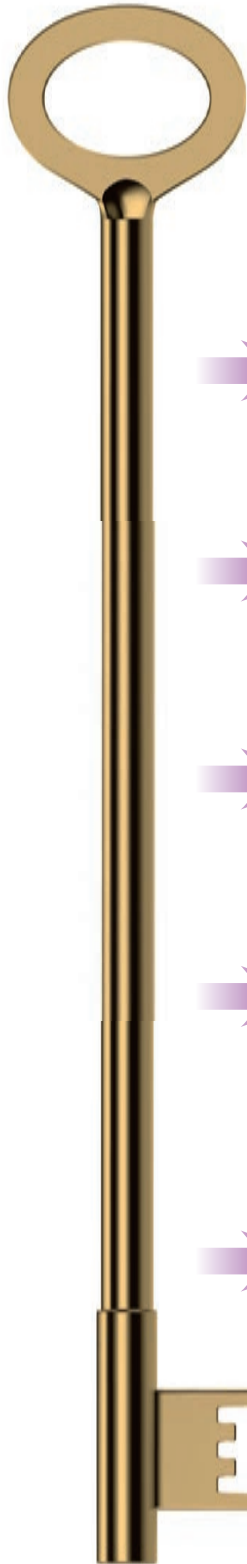


Innovation and specialisation

Salvarat incorporates industry best practices, investing in training and innovations that enable efficient performance and minimise negative impacts. In particular, the focus has been resolved towards:

- Innovative service delivery techniques, which make efficient use of resources and maximise the effectiveness of results;
- Specific training of employees to promote their specialisation and protect their health and safety.





For the efficiency of its services, in pest control, disinfection and rodent control operations, Salvarat integrates the latest technologies available on the market.



The utmost care in the use of products is reflected in Salvarat's decision to use only products registered with the Ministry of Health.



Minimising the impacts generated by the services Salvarat offers is possible by working on prevention and maintaining results over time.



The high effectiveness of interventions is guaranteed by employing techniques and products that are tailor-made for the customer's business, carefully examining the specificity of the environment in which the intervention is needed.



Salvarat is strongly committed to promoting refresher courses and participating in international industry events, which is why it invests in training, specialisation and updating the skills of its employees.

Continuous updating on techniques and product use is also made possible by Salvarat's participation in numerous trade fairs and collaborations with universities and trade associations.



Salvarat creates added value in the provision of services by considering them within a pest management framework as a set of activities to be carried out, from prevention to monitoring, and not as individual events. This mode of operation is part of integrated pest management, enabling the company to respond to specific customer needs, thus also managing to minimise the impact on people and the environment.

Providing services customised to the needs of customers, through a sound knowledge of the context and structured planning activities on interventions, allows optimising all aspects of service delivery, thus reducing impacts on the environment and biodiversity.

By integrating this strategy, Salvarat is able to reduce the probability of intervention failure, while also optimising the use of chemicals. The need to intervene arises when an ecosystem is in a situation of alteration, the company is committed to operating in such a way as not to destroy it, but instead to restore its normal conditions. This can be achieved through targeted actions on target insects and by choosing the right times to intervene.

Salvarat's sustainability factors

Planning

All Salvarat's interventions start with a careful analysis of the context to arrive at a planning of targeted actions to be taken. This is why knowing the environment and context of the intervention is a fundamental part of Salvarat's work. This particular attention to context leads the company to maximise the likelihood of successful treatment, requiring the use of smaller quantities of chemicals, with a reduced impact on the environment and people.

Products and Equipment

The cornerstone of Salvarat's services is the use of state-of-the-art equipment that guarantees better performance, reducing the use of the product and thus guaranteeing lower costs for the client and the environment. The products used are of high quality, authorised and registered at Italian and European level (e.g. EU Regulation on biocides n.528/2012).

Monitoring and prevention

Salvarat works actively with customers to carry out careful prevention work. To this end, sites are constantly monitored and prepared in such a way as to intervene at the most opportune times of the year, acting only on the critical areas without having to treat the entire area concerned. These actions allow less product to be used, at the same time facilitating the use of products with a low environmental impact, the results of which are maximised if adopted at the right time, thus limiting the damage caused by pests and guaranteeing greater effectiveness in treatment.



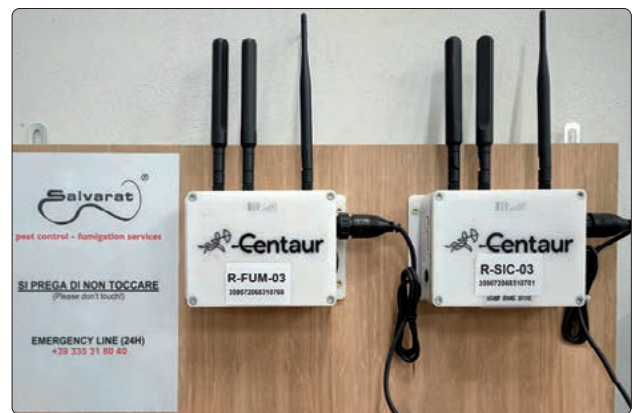
The integrated pest management system proves to be effective through robust monitoring. This allows management of warehouses and areas affected by infestations to prevent the massive spread of pests and limit damage. This results in a better quality of service for the customer and an optimised use of pest control, reducing the negative impacts of operations. Thus, pesticide use is reduced as monitoring allows timely intervention only on target areas, avoiding indiscriminate treatments over the entire area. Moreover, monitoring makes it possible to verify the effectiveness of the treatment, reducing the need for further interventions and avoiding penalties related to the presence of infested products.

Monitoring and the Centaur platform

Starting at the end of 2020, Salvarat has started testing an innovative remote fumigation monitoring system called 'Centaur'. This platform uses sensors for remote monitoring of the fumigation process, supported by a predictive system for processing and analysing the data collected. The sensors, located inside and outside the treated area, make it possible to monitor the progress of the treatment and detect any harmful emissions. These sensors, which take the form of cylindrical instruments, process both raw and forecast data.

Experiments carried out in previous years, with the cooperation of selected customers, led to the effective use of these sensors in Salvarat's services in 2022, highlighting the following advantages:

- Treatment effectiveness: continuous and precise monitoring of the quantities of product dispensed during the entire treatment process, together with timely warnings in the event of problems or inefficiencies, guarantees effective treatment.
- Monitoring in situations that would otherwise not be economically viable, such as container fumigation at port areas, enabling constant and effective monitoring even at remote locations.
- Reducing the environmental impact of fumigation: thanks to the platform's integrated alarm system, immediate action can be taken in the event of deviations from the forecast,



avoiding invalidation of the process and the need to repeat the treatment. In addition, the platform's forecast module provides indications of the minimum quantity of fumigant required to achieve an effective and efficient service.

- Reduced travel with consequent savings in CO₂ emissions.
- Obtaining independent certification on the correct and effective execution of the fumigation service. The machinery used is calibrated and certified annually in accordance with the international protocols established by CORESTA. This is achieved by analysing and evaluating the data collected, the fumigation conditions (properties of the product treated, degassing rate, fumigant absorption rate, local weather conditions) and the protocols adopted.

4.5 Research and innovation

The Centaur system also achieves a social benefit, in fact, the use of the platform contributes significantly to improving worker safety, thanks to the constant monitoring of any fumigant leaks via safety sensors, the risks to workers in fumigation areas are significantly reduced.

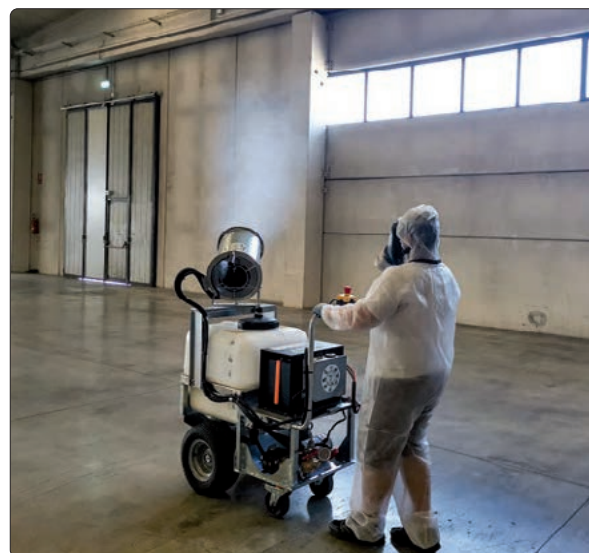
The system continues to benefit from constant improvement through frequent interaction between users and the manufacturer, allow-

ing the technology to be refined in the field in each scenario. This dialogue ensures precise calibration and an efficient instrument. During the year 2022, Salvarat was able to exploit and maximise the usefulness of the Centaur platform when providing services to its customers operating in the tobacco sector, a sector that accounts for around 80% of the company's target market.

Renewal of equipment

In recent years, Salvarat has dedicated considerable resources to investing in innovative technology and equipment in order to optimise the performance of its service. These investments are bringing numerous benefits to customers. In the pest control sector, the company has focused its efforts on two key areas:

- **ULV* treatments for large environments:** Salvarat has introduced the use of the electric Dolly, a wheeled nebuliser, an instrument that enables the creation of a nebulisation with particles smaller than 20 nanometres, guaranteeing effective and long-lasting environmental disinfections. Thanks to this innovation, it is possible to reduce the frequency of treatments required for pest control, thus minimising the impact of the services offered. In addition, the nebuliser's electric motor makes it suitable for indoor use, avoiding potential air quality issues for operators working in the treated area after the treatment.
- **Pest control treatments in outdoor areas:** Salvarat adopted the use of an Elite series mist sprayer, specially designed for pick-up trucks. The choice of this model was motivated by the fact that, unlike conventional sprayers, it has an external metering pump for mixing the products. This feature allows mixing to take place outside the water tank, eliminating waste and leftover product, as only the necessary amount is used. In addition, the sprayer is equipped with a GPS transmitter that records the movements of technicians and the amount of solution used. This data is used to further optimise pest control operations and provide detailed reports to customers.



* Ultra Light Volume refers to the size of the atomised particles, which have a diameter of 20 nanometres or less.

4.5 Research and innovation

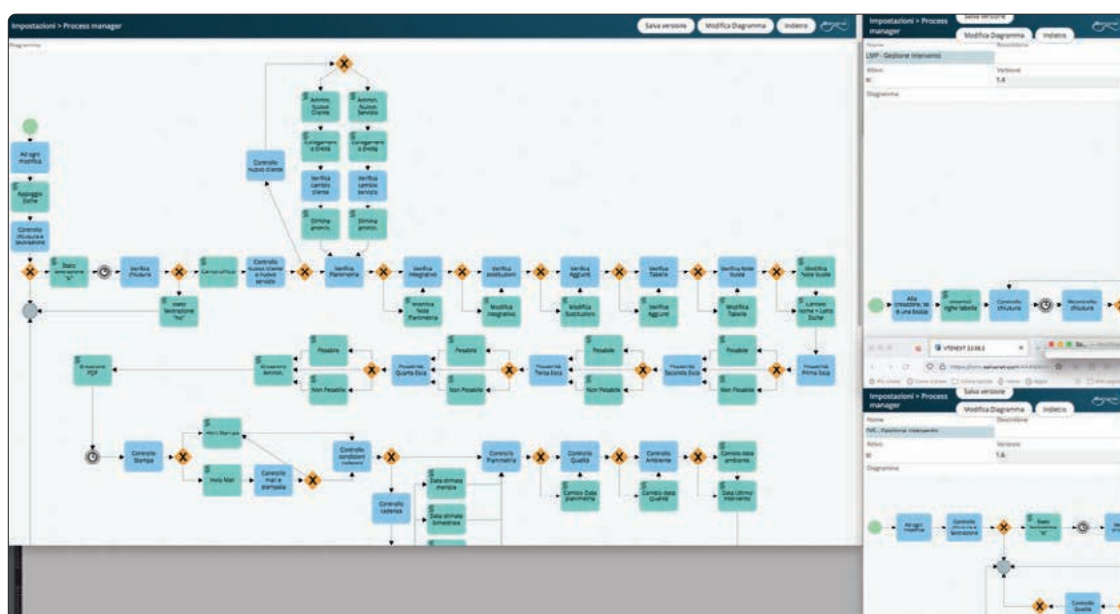
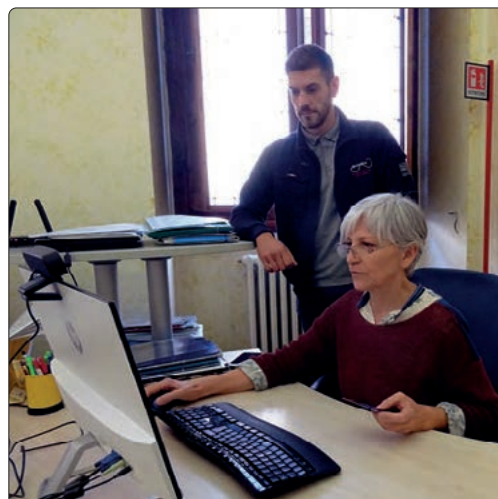
Digitalization, efficiency and sustainability - The new management system

In the process of continuous service improvement, Salvarat has embarked on a significant digitisation of the administrative and accounting process. This aims to dematerialise paper documentation, making it digitally accessible to customers.

This course of action was fully implemented in 2022, the year in which the new management software could be put into full operation for the deratisation services.

By means of a restricted area, the customer can access and immediately have at his disposal all the documentation relating to the history of the treatments carried out.

The software will also allow synchronisation with management systems, speeding up business procedures and enabling a substantial reduction in the use of paper with consequent effects on the reduction of resource consumption and waste production.



Salvarat is committed to offering a high quality and effective service, which cannot be considered in isolation from efforts to mitigate negative consequences and promote greater environmental sustainability. Adopting a systemic and integrated approach to pest management aims to achieve better results in the long term, reducing costs and minimising environmental impacts.

If pests and weeds are not adequately monitored, they develop rapidly and their late detection generates serious problems of product integrity and safety, also jeopardising the sustainability of the services offered. This compromises the effectiveness of corrective interventions and requires massive and highly environmentally damaging treatments, resulting in significant economic losses in terms of product quality and quantity during processing or storage. Moreover, generic pest control treatments, besides entailing a considerable economic and ecological cost, do not guarantee the elimination of potential or already present infestations. Too often, in fact, the approach to pest management and control focuses on eliminating the infestation only after it has already occurred, without paying sufficient attention to prevention, monitoring and investigating the main or potential sources and causes of infestations. On the contrary, Salvarat strives to work on restoring the ecosystems on which it intervenes to a state of equilibrium, with normal values, rather than destroying them.

Salvarat's commitment

Through a strong commitment to process and service innovation, Salvarat has taken a holistic view of economic, social and environmental sustainability, developing effective and sustainable solutions for pest management & control activities and treatments. This progress has been made possible through constant dialogue with manufacturers, who have received feedback and observations on Salvarat's field experiences, actively collaborating to improve their products and maximise results. Meeting the highest international standards in the industry and in terms of environmental sustainability, the company has redefined its approach to pest management & control in a systematic and integrated manner, introducing proactive procedures and innovative treatments. The aim is to provide a specialised solution that maximises prevention potential, reducing pest risks and minimising the use of climate-altering products in order to limit sources and outbreaks of pests.



4.5 Research and innovation

In addition to active participation in trade fairs organised by sector associations, Salvarat also collaborates with and financially supports studies on the genetics and resistance of insects to insecticides. Understanding the genetics of these insects makes it possible to use targeted, state-of-the-art products, reducing waste and ensuring that the substances used only affect the target insects, without harming other animal species present in the circus areas. These studies also have implications for social sustainability, as there are pests that, if not treated in a timely manner, can put people's health at risk and cause severe allergic reactions, and knowledge of them makes it possible to combat and mitigate these risks. Since 2019, thanks to its research and knowledge of the tobacco sector, Salvarat has become an official member of **CORESTA** (Cooperation Centre for Scientific Research Relative to Tobacco), an association founded in 1956 to promote international cooperation in scientific research on tobacco and its derivatives.



Salvarat is increasingly moving towards the use of natural products that preserve biodiversity without harming the ecosystem. This involves an important preliminary analysis and evaluation phase, through which the most suitable place and time is identified to make such products as effective as those composed of non-organic substances.

Salvarat innovation

The basis of Salvarat's innovation is the development of an integrated system of procedures for pest management and control, adapted to the specific needs of each client. Thanks to its extensive experience in the field, Salvarat is able to advise its customers on the integration of pest management procedures within their normal work processes. This allows us to reduce potential conflicts and circumstances that may favour the onset of infestations, by acting directly on the target insects and reducing the costs associated with more invasive and remedial interventions, both in terms of economics and the use of chemicals.



Ph: somchai from 123RF.com



Field work, research and continuous interaction with customers have made it possible to rethink the approach to pest management, achieving concrete, long-term results. Through dialogue with stakeholders, new standards and methodologies have been established to implement preventive actions that tangibly reduce the number and intensity of infestations, adapting interventions to the specific needs of each customer to maximise effectiveness. This approach, combined with Salvarat's sustainability principles, is fully reflected in the strategy called PREMOST.

Presented in 2019 during the 'Innovation and sustainability in tobacco sanitation and pest control' conference at the World Tobacco Expo Middle East in Dubai (UAE), Salvarat's PREMOST strategy represents the most innovative and advanced approach to pest management. Developed by the company based on extensive industry experience both domestically and internationally, PREMOST improves quality, efficiency and sustainability in pest control and pest management by reducing waste and facilitating the use of environmentally friendly products. Originally conceived to improve the high standards of environmental sustainability in the tobacco industry, the PREMOST strategy has become Salvarat's benchmark for all pest management procedures in several of the company's business sectors.

In 2022 Salvarat returned as a guest speaker at the World Tobacco Expo organised in Sofia. On this occasion, Salvarat's speech focused on the importance of creating a sustainable value chain. To achieve this, it is necessary to share ideas and values with all stakeholders so that transparent partnerships and collaboration based on mutual trust can be established.

4.5 Research and innovation

Prevention, monitoring and treatment, fundamental concepts at the heart of the PREMOST approach, created to meet the specific needs of the food and tobacco manufacturing industry and subsequently extended to all pest management sectors. In sectors where the presence of pests can compromise the quality of the end product, causing financial, time and reputational losses, adopting a customised strategy to manage potential and active pests is the most effective, efficient and sustainable solution. With PREMOST, precise and targeted action can be taken, reducing the use of treatment chemicals and maximising effectiveness through a series of synergetic and systematic practices.

PRE.MO.S.T. STRATEGY

Prevention

The implementation of preventive protocols in warehouses and processing units is the key to avoiding and successfully managing pest infestations, protecting products from quantitative and qualitative damage. Through collaboration with customers and the involvement of their employees, both inside and outside the processing and storage sites, Salvarat has developed customised prevention protocols that have led to a reduction of up to 60% of overt and latent infestations, as well as a significant decrease in the extent and intensity of residual infestations. Thanks to an in-depth study of the customer's characteristics and needs and the careful planning of structured and regular preventive procedures, the PREMOST strategy enables Salvarat to significantly reduce the number and intensity of infestations, bringing direct benefits in terms of sustainability.

Monitoring

Monitoring is a key element in the integrated, systemic approach to pest control. This phase of data collection and evaluation is essential to identify potential pests. Through historical analysis and the use of innovative pest and risk factor monitoring techniques, it is possible to promptly intervene on ongoing infestations and develop preventive strategies to minimise latent or potential infestations. Precise and careful monitoring allows pest control treatments to be carried out only when they exceed established tolerance limits. As a result, interventions are only carried out when necessary, reducing the use of pest control agents in both environments and treated materials.

Treatment

A synergetic treatment requires the integration of several essential elements:

- Use of biodiversity-friendly products and procedures;
- Application of existing technologies;
- Consideration of the specificities and peculiarities of the service and the customer;
- Focus on sources of infestation;
- Limitation of the massive use of pest control products.

4.6 Organization of intervention teams

Salvarat stands out for its reliability, professionalism and specialisation, offering added value to its customers. The intervention teams have extensive experience in the field and an organisation that guarantees continuity of service, even in emergency situations. The highly qualified personnel benefit from numerous training courses provided by the company itself. Each team is led by a licensed operator with at least two years' experience in the field and all operators handling gases are covered by insurance and undergo regular medical checks. Through training and specialisation, an in-depth knowledge of the target insects and a good understanding of the context and morphological peculiarities of the territories are acquired, thus guaranteeing a high quality service.

In addition, to ensure a timely response in the event of unforeseen events during the execution of services, the planning of activities includes a team of personnel ready to intervene quickly together with a medical specialist. Interventions begin with a careful analysis, planning and technical survey to understand the environment and structure an effective treatment. During execution, safety means and equipment are employed.

To ensure the success of fumigation services, Salvarat carries out both manual and remote surveys to monitor gas penetration levels, both during and after treatment. In addition, special care is taken to clean up the affected environment. Fumigation is a pest control method widely used in the food and transport industries, where biocidal gases called fumigants are used to eliminate pests within a specific area. At the end of the fumigation operation, it is essential to perform a thorough clean-up of the treated environment. Salvarat is committed to carrying out this process only after the period of effectiveness of the gases used has elapsed, in order to ensure the safety of its employees and customers.

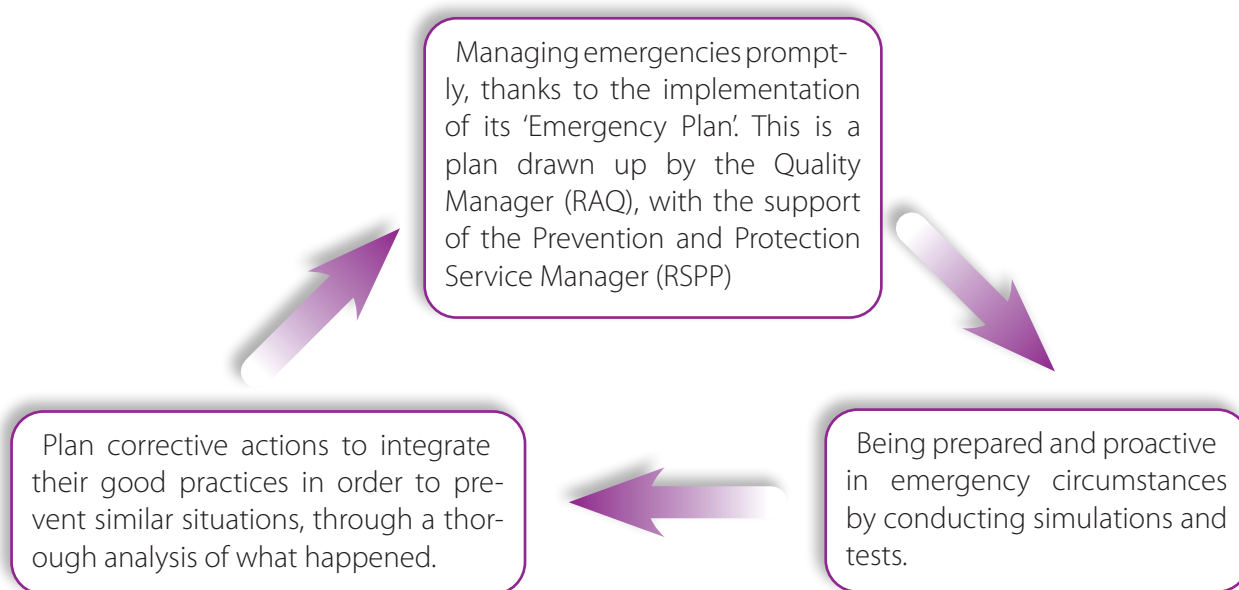


All Salvarat operators hold appropriate professional licences for the use of fumigants.

Salvarat's intervention teams are qualified to use phosphine and hydrogen cyanide.

4.7 Emergency management

Salvarat recognises the importance of its role in emergency situations and has developed a set of policies and procedures to ensure timely, professional and effective intervention. The company has an internal procedure called 'Operational control and emergency response' and an operational instruction, 'Emergency management of liquid/solids spills of chemical origin'. These procedures and instructions, combined with in-depth training of all operators, aim to:



The process for emergency management

The potential risks associated with accidental chemical spills on customer sites have been analysed and mitigated through the implementation of a specific operational instruction developed by the company. Risk mitigation starts with prevention, and to this end Salvarat carries out detailed analyses of possible spill scenarios that could occur during daily operations, in order to identify their causes and consequences. The instructions also include specifications for the activation of clean-up systems in the event of a spill.

One of the most significant risks associated with

chemical spills is contamination. This risk can have detrimental effects on the health and safety of the environment and workers. In particular, spills of flammable substances can cause fires and/or explosions, posing a significant threat. In addition, the spillage of liquid substances can pose a safety risk to workers, causing slips and potential fall injuries or accidents with transport vehicles such as vans or forklifts. However, the risk is mitigated through the use of anti-spill kits that include bags for the recovery and absorption of spilled materials, which are present on all company vehicles.

The procedures and policies implemented, together with training and regular drills, aim to prevent and mitigate the potential impacts of emergency situations on people, the environment and production. During 2022, no major accidents or spills were recorded.

5

Focus on our people

5.1 Our Team

5.2 Health and safety of our people

5.3 Empowerment and well-being
of people

5.4 360° Commitment to our
people and their families

People are a fundamental resource, key to operational efficiency and the heart of corporate growth. Armed with this awareness, Salvarat works actively to create a safe working environment, which guarantees respect for the rights of its workers and enhances their potential, fostering personal and professional development.

In 2022 Salvarat has 9 employees, the same as the previous year. During the last two years, there have been no substantial changes in the workforce, a very important achievement for the company, which is working on consolidating its team, focusing on the professionalisation of all its employees.

This direction is confirmed by the decision to hire all its resources on a permanent basis despite the high seasonality of the sector.



Employees by type of contract				
	Gender	2020	2021	2022
Permanent contract	Women	2	2	2
	Men	6	7	7
	Total	8	9	9
Temporary contract	Women	0	0	0
	Men	0	0	0
	Total	0	0	0

Employees by type of contract				
	Gender	2020	2021	2022
Full - time	Women	1	1	1
	Men	6	6	6
	Total	7	7	7
Part-time	Women	1	1	1
	Men	0	0	0
	Total	1	1	1

Diversity as a strength

The company promotes a meritocratic working environment, which values its resources regardless of characteristics such as gender, ethnicity, nationality, religion. Evidence of this is provided by the percentage of women employees, who represent 25% of the workforce and who hold positions of high responsibility, both in administration and quality control. All this falls within the framework of the SA8000 management system. Salvarat has set itself the objective of not practis-

ing any form of discrimination in recruitment, remuneration, access to training and safeguarding integrity, guaranteeing equal opportunities for all.

No incidents of discrimination have ever been recorded, and maintaining this figure is an objective that the company also monitors through the periodic and direct collection of feedback and experiences of workers, which was also successful in 2022, obtaining a score of 3.92 out of 4.

5.1 Our Team

Salvarat pays great attention to the safety of its employees in the workplace, a commitment that also extends to the companies in which Salvarat operates or works. Since 2004, the company has decided to adopt the SA8000 management system to confirm its commitment and responsibility in pursuing and implementing the principles of Social Responsibility, distinguishing itself as an operator of excellence in the pursuit of this responsibility.

Salvarat's SA8000 Management System for Social Responsibility



The Social Accountability 8000 (SA8000) standard is the first international standard, developed in 1997, containing social accountability requirements geared towards increasing the competitive capacity of those organisations that voluntarily provide ethical assurance of their supply chain and production cycle.

This standard is based on several international conventions such as the International Labour Organization (ILO), the UN Convention on the Rights of the Child and the UN Declaration on Human Rights.

Salvarat was one of the first companies in Italy to be certified and has been drawing up its annual SA8000 Report since 2005, with the aim of:

- Make the Company's Social Responsibility Policy known to the various stakeholders;
- Promote knowledge and understanding by all stakeholders of the Company's real commitments;
- To provide the Executive Board with a useful tool for the internal review of the Social Responsibility Policy and the verification of the achievement of Corporate Objectives;

- Highlighting the continuous improvement of corporate management through trends in the indicators adopted.

This management system makes it possible to supervise in an integrated manner all aspects related to the social sphere concerning its employees, but also its suppliers.

Responsibility for monitoring compliance with the requirements lies with the Social Performance Team, which meets periodically and reviews progress against the following aspects:

- 1) Child labour
- 2) Forced and compulsory labour
- 3) Health and safety at work
- 4) Freedom of association and the right to collective bargaining
- 5) Discrimination
- 6) Disciplinary Procedures
- 7) Working Hours
- 8) Remuneration

SELF-POLICING SINCERITY REOURCES MARKET SUSTAINABILITY ETHICS LONG-TERM GOAL
SOCIAL RESPONSIBILITY
 RESPONSIBILITY REOURCES SELF-POLICING GOAL SUSTAINABILITY SINCERITY GOAL
 SELF-POLICING RESPONSIBILITY ETHICS REOURCES RESPONSIBILITY

Salvarat has been UNI ISO 45001:2018 certified since 2021, with the aim of strengthening its commitment to protecting the health and safety of its employees. This choice is part of a broader framework, namely that of setting up an integrated management system, which guarantees an improvement in performance and the growth of the company towards a new model of sustainable competitiveness through the control of all social and environmental aspects.



Salvarat's Management System 45001 for occupational health and safety



UNI ISO 45001:2018 "Management systems for occupational health and safety - Requirements and guidance for use" is the first international standard defining minimum standards of good practice for the protection of workers worldwide. It was developed by the International Organisation for Standardisation (ISO) with the contribution of experts from more than 70 countries around the world and implemented at national level by the Italian Standardisation Body (Ente italiano di Normazione - UNI).

Specifically, the standard establishes a framework for improving safety, reducing risks in the workplace and improving the health and well-being of workers.

The Safety Management System used in the Company has been implemented with reference

to the principles set out in the UNI ISO 45001:2018 standard, in compliance with the laws in force and taking into account the nature and size of the Company's risks as well as the specificity of the organisational structure.

Management is also committed to establishing an appropriate documentation system to ensure that every worker can become aware and conscious of the importance of compliance with safety procedures, safety management system requirements, and individual responsibilities and obligations.

Finally, Salvarat, through its Occupational Health and Safety Policy, is able to constantly monitor the system's ability to achieve the initial objectives set in order to implement corrective actions where necessary.

5.2 Health and safety of our people

The commitment and certifications obtained by the company are a concrete example of how Salvarat pays particular attention to protecting the health and safety of its employees for whom, over the years, it has taken every measure necessary to reduce the risk of accidents and promote healthy working environments.



In accordance with current legislation (Legislative Decree 81/08 - State-Regions Agreement 221 of 21/12/2011), Salvarat draws up and periodically updates the Risk Assessment Document (Documento di valutazione del rischio - DVR) in order to identify the health and safety risks of both internal resources and those who may be involved externally in the Company's activities. In order to ensure a safe working environment, the definition of the causes of the most serious illnesses and disorders (e.g. work-related stress, manual handling of loads, noise, use of video terminals) is periodically updated. Salvarat also adopts specific measures such as training courses, flexible working hours and the replacement of machines/trucks at predetermined frequencies in order to make working conditions more comfortable for staff and increase their efficiency and reliability. Workers are directly involved in the processes of identifying and mitigating risks at work. This approach allows for a more structured and comprehensive safety management and more effective prevention measures, especially with regard to those operational tasks that are most at risk.

Safety supervision is also extended to activities carried out at customers' workplaces. To this end, Salvarat carries out a preliminary risk assessment and adopts the relevant operational strategies to minimise them. Finally, a Maintenance Plan for Equipment and Vehicles has been implemented to constantly check their suitability and safety, and the Health Surveillance Plan has been confirmed, which provides for a basic protocol of compulsory health checks (instrumental and laboratory examinations) for each individual task.



Health and safety management bodies

The bodies in charge of managing health and safety in the Company are the Social Performance Team (SPT) - a committee appointed in response to the dictates of SA8000:2014 - flanked by the 'Health and Safety Committee' composed of the General Management (Direzione General - DG), the Workers' Safety Representative (Rappresentante dei Lavoratori per la Sicurezza - RLS) and the Quality Assurance Manager (Responsabile Assicurazione della Qualità - RAQ). These bodies have the task of examining, proposing and deciding on health and safety training for all personnel, taking care to ensure that it corresponds as closely as possible to the company's needs.



Security in Logistics

Aware of the fact that one of the greatest risks of work lies in the movement of teams to customer sites, Salvarat adopts a series of preventive measures in this regard.



Specifically, there is constant updating of the vehicle fleet (the most frequently used vehicles are replaced every 3 years, the others every 5) and great importance is placed on their maintenance, so as to ensure that workers travel safely. In addition, Safe Driving Courses are given cyclically to employees, held at the Misano racetrack, with the aim of increasing safety when driving vehicles and to allow workers to respond more promptly in case of need. As in past years, for 2022 these courses have been extended to the spouses and newly licensed children of workers, in order to empower and spread the culture of 'safe driving' to younger people.

The Directorate also equipped its vehicles with semi-automatic defibrillators and involved all staff in the IRC Project - by having them take the optional "Basic Life Support - IRC" course.

Zero injuries

As a testimony to Salvarat's constant efforts to ensure the health and safety of its employees, **no accidents have been recorded in the last 16 years.**

5.2 Health and safety of our people

Prevention through training

Salvarat annually structures a Training Plan drawn up together with the main company managers (RSPP, RLS, SPT and Medical Officer). Course contents are defined on the basis of regulatory references and the specific company context, and delivered in the language that the employee can best understand. Having in the workforce people of non-Italian nationality.

The company uses the services of two training agencies for the provision of occupational health and safety training, which covers the following topics:

1. Mandatory training Art. 37 Legislative Decree 81/08 - State-Regions Agreement n° 221 of 21/12/2011;
2. Periodic update Art. 37 Legislative Decree 81/08 - State-Regions Agreement n° 221 of 21/12/2011;
3. Training and periodic update for RSPP;
4. Training and annual update for RLS;
5. Training and Updating for Fire Fighting Team, Evacuation Team, First Aid Team.

In addition, Salvarat, in order to further prevent risks and have an increasingly aware and ready staff in case of need, has decided to provide all employees with first aid and fire-fighting training. For some specific figures, defined as first aid or fire-fighting officers, simulations are organised in the company on an annual basis.

Salvarat, also with regard to training, has direct contact with its employees as it is committed to collecting feedback and suggestions for improvement in order to verify the effectiveness of the courses provided.



Salvarat believes that the satisfaction of its employees concretely contributes to the company's development, and for this reason it has set up an extensive corporate welfare system over the years, investing in the wellbeing of its workers, their professional and personal training, and their sense of belonging to the company system, also involving their families in certain initiatives in order to increase their serenity, economic and social wellbeing and security.

Analysing the corporate climate

In order to gain a deeper insight into the opinions of its employees and their satisfaction with social issues, Salvarat has set up a company climate analysis system according to the requirements of SA8000. This annual anonymous analysis allows us to collect employees' responses on aspects such as the clarity of information on health and safety, the protection of minors, the comprehensibility of payroll, etc.

The company carries out a periodic review of employee satisfaction and with respect to issues that have received a 'fair' rating, undertakes to take corrective action. All insights gained are incorporated into the following year's improvement plan, which sets targets to be maintained or achieved.



Continuous training for all employees

Salvarat has set up a training programme for 2022 that fulfils mandatory obligations (Legislative Decree 81/08) and represents an opportunity for personal and professional growth for its employees. In addition to health and safety training (fire-fighting training, use of defibrillators, first aid), which aim to enrich individual knowledge that can also be applied in daily life, there is professionalising training aimed at acquiring operational qualifications on the basis of customer requests and on the basis of suggestions and needs that emerge from discussions with employees.

In view of the daily working mileage, the company has provided safe driving courses for its employees, extending the offer to their newly licensed children.

Overall, more than 315 hours of training were provided in 2022, with an average per gender of 22 hours for women and 38 hours for men.



5.4 360° Commitment to our people and their families



In order to protect the health of workers and to ensure an environment in which employees can feel safe, Salvarat took out the first cumulative accident/health insurance policy in 1998, in addition to those required by law, which covers all employees 24/7 days a week against risk, and which has been reconfirmed for the year 2022.

Since 2012, the company also subscribes all its employees to the **San.Arti. Fund**, a supplementary health care fund for craft workers.

Corporate Welfare

The company meets the needs of workers by providing the opportunity for flexible working according to each individual's needs.

Salvarat also continued for the year 2022 to provide further economic support to employees and their families through the granting of fuel vouchers, issued in two instalments: the first on 15 July worth €200 per employee, the second on 16 December worth €250 per employee. For the year in question, again with reference to the month of December, shopping vouchers and additional goods were also issued for a total value of € 310 per employee.



At Christmas 2022, Salvarat gave its employees organic Tuscan Italian olive oil, highlighting not only Salvarat's concern for its employees but also for the environment by choosing an organic gift.

Salvarat believes that spiritual and cultural growth is an important task of the whole of society and, therefore, that the company also has a responsibility and interest in pursuing this goal. The company's commitment to promoting access to culture extends beyond national borders.

The Salvio Salvi Scholarships

The scholarships were created in 2002 at the wish of Alessandro Salvi, then sole owner of **Salvarat** and **Agrochimica Toscana**, who decided to establish them in memory of his father Salvio, founder of Salvarat. The latter strongly believed in the power of education and in the importance of schools as fundamental players in the cultural and social growth of children. Salvarat has always included among the foundations of its corporate philosophy the importance of the cultural, moral and human education of the younger generations, and for this reason it provides scholarships for the children of its employees at all levels of education with a variable value. With its contribution, the company hopes to stimulate ever greater growth, to the benefit of all.

Study, work and share

"Study so that professional training is never an end in itself, but stimulates growth and intellectual curiosity, for problem solving and human advancement. To work to solve and anticipate problems, with dedication and passion, investing in one's values and beliefs so as to contribute to a better tomorrow. Sharing, donating our uniqueness and our commitment to serve the wellbeing of the community and our neighbour."



School Ranking	"Salvio Salvi Scholarship" Value		
	2020	2021	2022
Kindergarten	€ 150,00	€ 300,00	€ 150,00
Primary school	--	€ 250,00	€ 250,00
Lower secondary school	€ 500,00	€ 1.000,00	€ 500,00
Secondary school	€ 800,00	€ 800,00	€ 800,00
University	€ 2000,00	€ 2000,00	€ 2000,00
Total amount	€ 3450,00	€ 4350,00	€ 3700,00

6.1 Our commitment to the community and territory in Italy

6.2 A global perspective for supporting people's development

The value of community for Salvarat

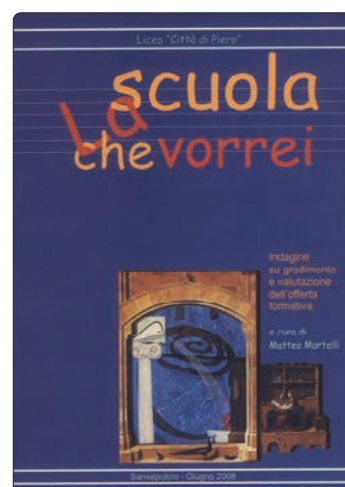
Salvarat is not detached from the socio-economic reality in which it has its roots and in which it operates, but has always shown particular sensitivity to the needs and requirements of the community and the area in which it grew up, in which it operates and in which it lives.

Salvarat has always been sensitive to the needs and requests received from the community; this is possible through discussion and interaction with public bodies, associations and other stakeholders in the area. In the past, in fact, the company has subsidised cultural projects carried out by local secondary and high schools, and in recent years it has also taken on requests received from the administration and local cultural associations, aimed, for example, at raising funds for Christmas parcels for disadvantaged families. In recent years, the company has also been at the forefront of social and humanitarian initiatives even beyond national borders.

*«Salvarat is made of men,
and as such interacts
with other men»*



«Salvarat wants to contribute to the community as an idealistic programmatic part of its DNA»



Salvarat, through its work, plays a fundamental role in ensuring the wellbeing of the community and for the business community of numerous companies located in different parts of Italy where it operates.

Its work, focused on the prevention and management of pests that are potentially harmful to humans, has a direct effect on the health of the community, enabling the companies for which it provides its services to offer healthy products on the market and to ensure a healthy working environment for its workers.

Its focus on the health and wellbeing of the communities in which it operates is not limited to the workplace, but is expressed through a deep and ongoing commitment to projects that benefit the communities in which it operates. It was therefore a natural choice for the company to become a Benefit Company in 2022.

In order to strengthen its commitment to supporting the community and to continue to make a significant contribution to its support, Salvarat is always available to receive and examine requests and requests for collaboration and sponsorships of a meritorious nature for human and social growth received from Associations, Bodies, Schools, etc. In 2022, among the most worthy of attention, it decided to continue its collaboration with the **Order of Malta**, an institution that has been active for over 900 years.

The **Order of Malta** is mainly engaged in health care, social assistance, intervention in humanitarian crises and diplomatic activities. Its mission is summed up in its motto "Tuitio Fidei et Obsequium Pauperum": to bear witness to the faith (tuitio fide) and to serve the poor and the sick (obsequium pauperum). The Order's hospitals, medical centres, outpatient clinics, relief corps, foundations and specialised structures operate in more than 120 countries around the world.



Value of donations			
	2020	2021	2022
Food donations related to the Covid-19 emergency	€ 33.303,26	€ 25.818,32	€ 6.750,00
Medical donations (DPI) Covid-19	€ 3.674,60	--	--
Donations for youth projects	€ 1.900,00	--	€ 30.901,37
Cultural interaction project with communities	--	€ 7.598,36	--
Charity Donations	--	€ 12.209,76	€ 1.350,00
Total	€ 38.877,86	€ 45.626,44	€ 38.821,37

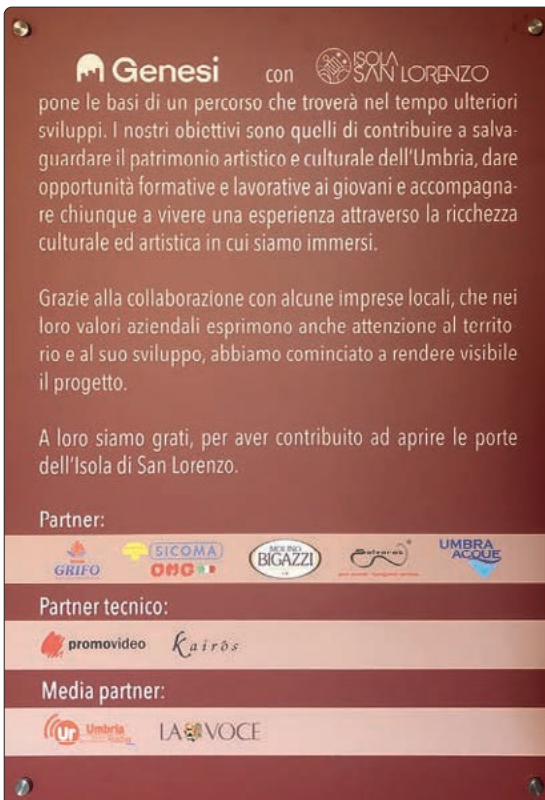
Salvarat actively responds to requests for support by directing its efforts by contributing to the realisation of projects deemed worthy.

1. Donations for cultural interaction projects with communities for socio-cultural development:

- a) Concert "Notes of Joy 2022": on 4 September 2022, Salvarat was involved in the organisation of a classical music concert, held in the town of Sansepolcro, aimed at introducing and promoting young talents in the area, who had the opportunity to make themselves known through participation and mentions in competitions at regional and/or national level. Alongside these young promises, artists already established at national level performed;
- b) VOX POPULI Study Centre: promoter of «Nodo di Gordio» - think tank and scientific journal specialising in the analysis of geopolitical scenarios in the Mediterranean and Central Asia;
- c) Project "Isola San Lorenzo": aimed at the redevelopment of an archaeological area located in Perugia;
- d) Study Camp for Lebanese children and Italian/Lebanese Summer Camp: Salvarat has contributed, in cooperation with the Order of Malta, to an initiative aimed at welcoming young orphans, paying particular attention to their growth and cultural education. Specifically, the project provided accommodation for 22 young orphans, children of deceased Lebanese army members, offering accommodation (in Sansepolcro and in Forlì - together with the 'Forlì Lebanon' initiative) and academic and cultural training, through access to a course at a college (entirely offered by the company).

2. Charity donations - Food donations: all donations relating to projects for assistance and support to the needy, including in areas burdened by social emergencies caused by socio-political situations that have strongly affected people's lives and daily lives.





Project "Isola San Lorenzo"

As evidence of Salvarat's commitment to the territory and its desire to promote the latter's cultural growth, it is worth noting that at the request of the Diocese of Perugia-Città della Pieve through the company Genesi Srl, the company participated in the financing of the project 'The Island of San Lorenzo and the Path in the Shape of Time', which will end in 2023 (two-year contract 2021-2023), for a total of 10,000 euros. The ultimate goal of this project is to restore and enhance the Monumental Complex of San Lorenzo, safeguarding it in order to promote the cultural heritage of Perugia and the entire Umbrian region. The activity, financed also with the contribution of Salvarat, thus aims to recover the archaeological part of the monumental complex, the so-called 'hill of the sun', where the ancient acropolis of the city was built. The underground part reaches a depth of 15 metres below street level and presents evidence of the four historical eras that characterised the city: Etruscan, Roman, Medieval and Renaissance. This makes it an extremely representative site of Perugia's history, capable of bringing together the ancient and the new, giving visitors the chance to take part in a journey of over 2,000 years.

Salvarat had the privilege of visiting, together with other sponsors, the Island of San Lorenzo before it was opened to the public, and to see over time how the spaces have been redeveloped and what and how much work has been done in order to give the citizens of Perugia once again the chance to enjoy a very important part of local history and culture. Given the importance of Salvarat as a sponsor, its participation was also reported on the website

«www.secretumbria.it».



7.1 Environmental Analysis of Salvarat

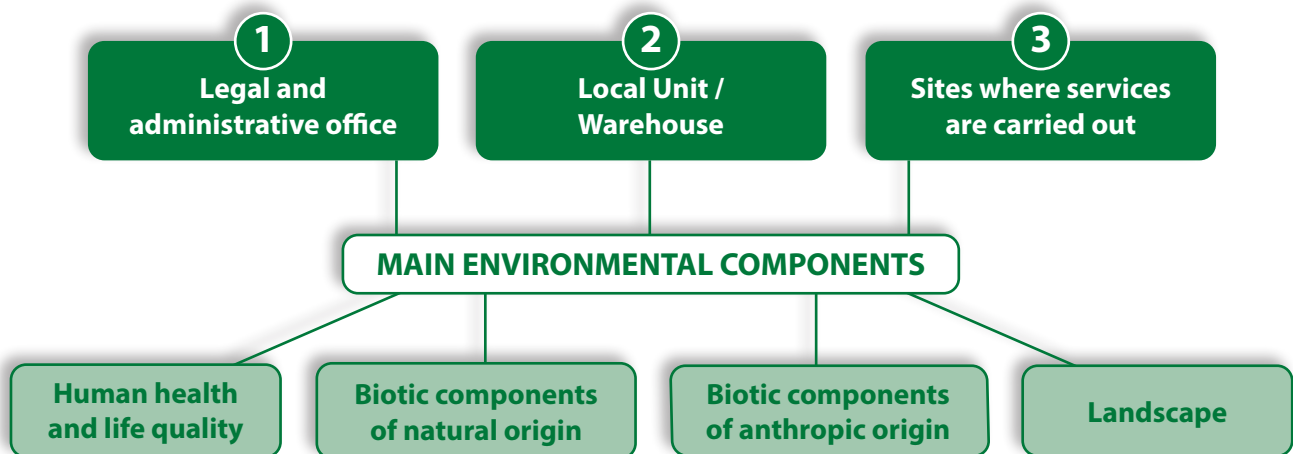
7.2 Environmental Policy of Salvarat

7.3 Environmental Impacts of Salvarat

Pest control companies can certainly generate environmental impacts through their operations and activities. One of the major concerns related to the provision of pest control, rodent control and fumigation services relates to the use of pesticides: the use of such substances, if not properly managed, can cause air, water and soil pollution, as well as a negative impact on local flora and fauna.

Aware that it can have a negative impact on the main environmental matrices, Salvarat has adopted the ISO 14001 certification system, which, together with internal prevention and monitoring policies, accompanies the company in correctly managing the environmental impacts it generates.

In order to obtain ISO 14001 certification, Salvarat conducted its initial environmental analysis on three different sites:



7.1 Environmental Analysis of Salvarat

1

Legal and administrative office

Water supply

Water comes exclusively from the municipal aqueduct and is used only for sanitary facilities and ordinary cleaning of the premises.

Atmospheric emissions

There is 1 ducted emission point related to the smoke evacuation systems of the methane boiler serving the facility, which is monitored annually.

Water discharges

The water discharges produced are exclusively those resulting from the use of the toilets and the periodic cleaning of the premises.

External noise

The business activity carried out at the site does not present any critical aspects.

Waste

Salvarat at the Legal and Administrative office produces waste from office activities.

Environmental damage

Contamination of the elements of the environment: soil, groundwater, surface water, etc. is not known.

Plant safety

The heating and electrical systems are certified and periodically maintained as required by current regulations.

Vehicle traffic

The vehicular traffic in Salvarat was thus re-distributed:

- employees travelling to their place of work in their own vehicle;
- employees with company vehicles travelling to the customer's premises for service;
- traffic related to the procurement of supplies by courier.

2

Local Unit / Warehouse

Water supply

Water comes exclusively from the municipal aqueduct and is used only for sanitary facilities and ordinary cleaning of the premises.

Atmospheric emissions

Not present.

Water discharges

The water discharges produced are exclusively those resulting from the use of the toilets and the periodic cleaning of the premises.

External noise

The business activity carried out at the site does not present any critical aspects.

Waste

Salvarat temporarily produces/disposes of special non-hazardous and hazardous waste at its warehouse. It is regularly delivered to companies authorised for recovery/recycling or disposal depending on the type of waste.

Environmental damage

Contamination of the elements of the environment - soil, groundwater, surface water, etc. - is not known.

Plant safety

The electrical system was built in 2008 and has a certificate of conformity, which is maintained on a regular basis, as per current regulations.

Vehicle traffic

The vehicular traffic in Salvarat was thus re-distributed:

- employees travelling to the workplace in their own vehicle;
- employees with company vehicles travelling to the customer's premises for service;
- traffic related to the procurement of supplies by courier.

3

**Sites where services
are carried out****Water supply**

In the execution of the service, a series of factors must be considered which, when combined, ensure that the use of water is controlled and calibrated to the real needs for the execution of the required service, thus limiting the risk of wastage. These factors are:

- the use of instruments that receive regular maintenance;
- the use of tools to mix the product used (insecticide) with water to obtain an optimal solution for the required treatment;
- the possibility of modulating/calibrating the spray jet.

External noise

In general, there are no particular critical issues in this respect.

Environmental damage

Contamination of the elements of the environment: soil, groundwater, surface water, etc. is not known.

Energy consumption

In the management of services at the customer's premises, the use of electricity is limited to about 5% of the pest control/disinfection services provided in the course of a year. The vehicles used to transport people and materials are all powered by diesel fuel; the equipment used to provide services is powered by diesel fuel, a mixture, rechargeable batteries or electric power.

Waste

The waste produced by the activities under consideration are exclusively those generated in abnormal and/or emergency conditions linked to dispersions due to breakdowns of pest control equipment (liquid/oil spills). In this case, the waste produced and/or accidentally spilled is managed in accordance with the company procedure 'Operational control and emergency management'.

Atmospheric emissions

Salvarat's vehicles are currently powered by diesel (some have an adblue system) and produce diffuse emissions of climate-changing gases into the atmosphere. The company has opted to purchase the latest generation of vehicles, which are operated in full compliance with the "scheduled maintenance guidelines" dictated by the manufacturer. The most recently purchased vehicles include more green-oriented technology.

Use of toxic gases

The fumigants are delivered directly to the site via the supplier. All employees are trained and qualified by means of a special training course. All personnel are trained and instructed in the operating methods.

Vehicle traffic

The company has an average of 2 vehicles on a shift. The average number of kilometres travelled per day is 400 km. The vehicle traffic associated with the company's activities does not have a significant impact on city traffic.

7.2 Environmental Policy of Salvarat

Salvarat pursues a proactive approach that involves a careful assessment of all the possible impacts that its operations may cause. In order to do this, it is strictly necessary to integrate policies, procedures, objectives and programmes that complement the environmental management system, so that any environmental problems that may occur can be minimised. In this way, the company is able to constantly operate in compliance with current industry regulations, while also pursuing continuous improvement aimed at reducing environmental impacts to a level “corresponding to the economically feasible application of the best available technology”.

The company’s environmental policy is based on well-defined principles of action. In particular, Salvarat has set itself the following objectives:

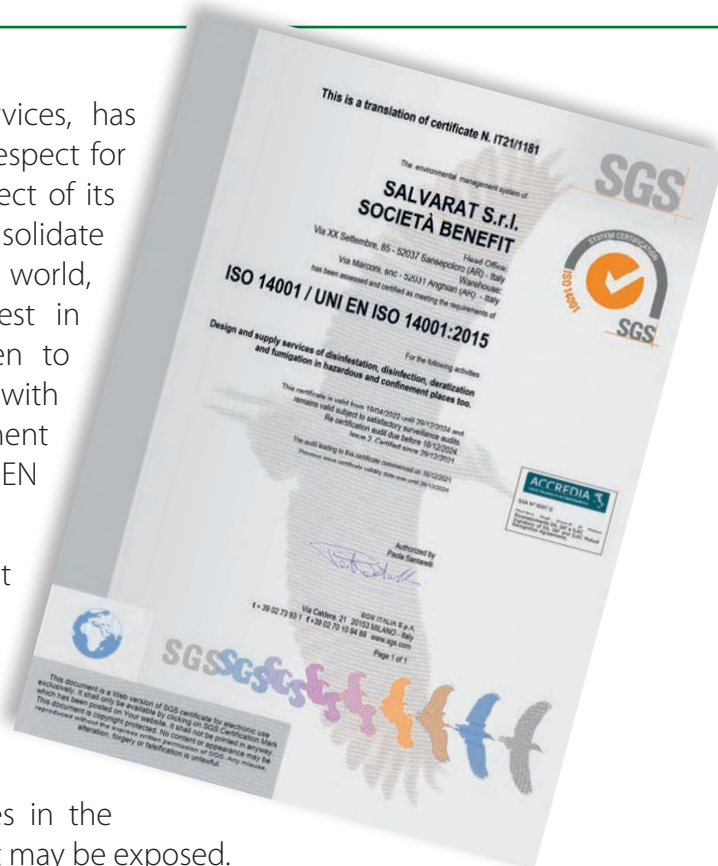


Ph: Michal Jharmoluk

- • Implement an Environmental Management System in line with the provisions of UNI EN ISO 14001:2015, applying where possible integrated models with the Quality System and the Social Responsibility and Safety at Work System;
- • Adopt a system for the early identification and assessment of environmental risks, using it to implement measures necessary to eliminate or minimise the company’s environmental impact, striving to prevent pollution and minimise the production of polluting emissions and waste;
- • Promote the responsibility of employees at all levels towards environmental protection and implement staff information and training programmes;
- • Implement controls to monitor any negative impacts on the environment;
- • Implement energy saving and reduced consumption of natural resources;
- • Improving the separate collection of waste produced;
- • Evaluate your suppliers also from an environmental point of view;
- • Indicate to customers the appropriate warnings to be observed in order to respect the environment;
- • Communicate to the public, pursuing an open dialogue, the information needed to understand the environmental effects of the company’s activities.

Salvarat, which specialises in pest control services, has always demonstrated a strong commitment to respect for the environment, considering it an essential aspect of its Corporate Social Responsibility. In order to consolidate this vision and make it evident to the outside world, taking into account customers' growing interest in environmental issues, the company has chosen to obtain Environmental Certification in accordance with UNI EN ISO 14001, integrated with the Management Systems already in place, which comply with UNI EN ISO 9001 and UNI 16636.

In order to obtain these certifications, Salvarat underwent external audits to verify compliance with the requirements for obtaining certification. The integration of management systems not only guarantees an increase in the efficiency, effectiveness and cost-effectiveness of the company itself, but also brings clear advantages in the prevention and mitigation of legal risks to which it may be exposed.



Salvarat and the ISO 14001:2015 Environmental Management System

UNI ISO 14001:2015, entitled 'Environmental Management Systems - Requirements and guidance for use', is a voluntary international standard applicable to all types of organisations, both public and private. Developed by the International Organization for Standardisation (ISO), it is part of the ISO 14000 series of standards developed by technical committee ISO/TC 207.

The standard, based on the 'Plan-Do-Check-Act' methodology, helps organisations identify, manage and monitor the environmental impacts of their activities. Organisations that adopt it are thus able to assess their environmental performance and processes, keeping their responsibilities towards the environment and sustainability

under control. The Environmental Management System adopted by Salvarat has been implemented following the principles established in the UNI ISO 14001:2015 standard.

The management is committed to establishing an appropriate document and training system to ensure that every employee becomes aware of the importance of minimising the environmental impact generated by the company.

Through the implementation of the Environmental Policy, Salvarat is able to constantly monitor the effectiveness of the system in achieving its objectives and to take preventive and corrective action when necessary.



7.3 Environmental Impacts of Salvarat



Ph: Michal Jharmoluk

Salvarat considers the adoption of an orientation towards sustainable development to be fundamental, as it is aware that it is an integral and active part of a process in which all the positive impacts it generates can benefit the entire community. Salvarat has always been committed to mitigating the impacts that its operations have on the environment and society, turning its attention towards the adoption of products that enable the provision of services with a lower environmental impact. Salvarat is aware that it is at the beginning of this process of change, continuing to pay attention to all the innovations offered by the market that lead towards more sustainable development. Therefore, there is always a high level of commitment to keep informed and to involve employees and customers more closely in the process.

The provision of rodent control, pest control, disinfection and fumigation services can cause harmful impacts on the environment. Among the main impacts that Salvarat's services generate are potential effects on biodiversity, climate change, material use and waste generation.

Due to the nature of the activities carried out by Salvarat, the protection of biodiversity is a key element. In fact, the provision of services requires the use of chemicals and pesticides, so it is essential to take measures to minimise the negative effects on the environment and local fauna. With this in mind, the company adopts internal procedures in the provision of services to minimise the use of chemicals, as well as taking preventive measures to limit the number of interventions to be carried out for the pest control of a single site. Awareness-raising activities are also conducted and good practices shared with customers to ensure that they can independently preserve the healthiness of their sites.

Through integrated pest management, in addition, Salvarat pursues the goal of balancing pest management and ecosystem conservation, thereby minimising negative effects on the environment, and on biodiversity in particular.

Although the pest control products used in the performance of its activities do not cause greenhouse gas emissions, in the management and provision of its services, Salvarat implements processes that require the use of energy resources and a consequent



release of GHG gases into the atmosphere, deriving, for example, from the energy used to power equipment and vehicles used during pest control activities.

The main emissions generated by Salvarat's activities, therefore, derive from the consumption of electricity for lighting, heating and cooling of the offices. In addition, in order to provide services, workers need to use means of transport to reach the sites where they need to carry out operations, thus using fuels such as diesel and petrol, and in addition they use equipment for spraying pest control products, which also leads to GHG emissions.

It is with a view to improving its environmental performance over time that Salvarat, starting in 2022, has started to implement monitoring and control of emissions also in its value chain.

This represents the first starting point for the identification and implementation of strategies aimed at reducing overall service emissions over the entire life cycle. Through monitoring, in fact, Salvarat is now more aware of the main sources of emissions along its value chain and will be able to take appropriate containment and prevention actions in the future. Salvarat's commitment to reducing its impact on climate change, therefore, now finds a useful tool in the reporting of emissions generated along the entire value chain, thus including Scope 1, Scope 2 and Scope 3 emissions.

	Unit of measurement	2022
Total Scope 1	tCO₂e	75,83
Total Scope 2 (Location-based)	tCO₂e	1,65
Total Scope 2 (Market-based)	tCO₂e	2,39
Total Scope 3	tCO₂e	93,59

* Data on energy consumption and emissions for Scope 1, Scope 2, Scope 3 are only available with reference to the reporting year 2022 as the monitoring of these data started during the year, and it was not possible to reconstruct the data for the years before 2022.

7.3 Environmental Impacts of Salvarat



Ph: Michal Jharmoluk



In accordance with its Environmental Policy, Salvarat is committed to reducing waste and the environmental impacts of its services. This commitment extends from the responsible use of chemicals to the proper management of waste generated during operations.

The very nature of pest control activity requires the use of a range of materials, such as chemicals, tools and specific equipment. These materials are essential to ensure the effectiveness and safety of pest control operations, and Salvarat is strongly committed to their responsible management.

With the aim of reducing the impact on material consumption, the company carefully evaluates the quality of the materials used to optimise their efficiency, through more precise dosing and the use of innovative technologies that require less material usage.

By recycling and reusing materials, such as cardboard, Salvarat manages to reduce the purchase of new materials.

With regard to waste production and management, the company is committed to managing all waste produced in compliance with current regulations, through collection, categorisation and delivery to self-disposal facilities. During 2022, Salvarat has seen a change in the total weight of waste produced compared to the previous period, thus recording a decrease of approximately 7% in total waste production. Plastic waste generated during the provision of services to customers is carefully collected and entrusted to an authorised external company, which guarantees 100% complete recycling of these materials.

Salvarat's objective is to reduce the impacts generated by waste along the entire value chain. To this end, the materials used at the customer's premises during the provision of the service are recovered by the company in order to ensure their proper disposal and, where possible, direct reuse by Salvarat. In this way Salvarat



Ph: Michal Jharmoluk

is able to differentiate reusable materials from waste and proceed to sort them according to the relevant EWC code (European Waste Catalogue).

This internal procedure allows for the complete reuse of cardboard materials.

By implementing a specific procedure called 'Management of Waste Produced by the Company', it ensures that all materials used are handled exclusively by its operators. This makes it possible, at the end of the working day, to carry out an accurate check to correctly identify the presence of exhausted products among the materials used for the services provided.

The waste produced by the company is temporarily stored in a warehouse owned by Salvarat and then delivered to an authorised company for the transport and/or disposal of the waste; Salvarat regularly checks that these companies have permits in accordance with current legislation. In addition, Salvarat's administration takes care of the management of the Forms and the registration of loading and unloading operations for the administrative offices and the warehouse. Annually, the company draws up the MUD (Modello Unico di Dichiarazione ambientale - Single Environmental Declaration Form) with the support of an external consultancy company.

Salvarat takes all necessary measures to prevent any accidental spills of substances into the soil and to limit chemical emissions into the atmosphere. The company actively cooperates with public authorities and clients to establish and update emergency procedures to minimise the effects of any possible.

8.1 Methodological Note

**8.2 Principles for defining
report content and quality**

8.3 Materiality Analysis

Salvarat's Sustainability Report 2022 presents the environmental, social and economic results achieved in the financial year 2022 (1 January to 31 December).

In order to facilitate comparability over time and to illustrate a trend, a comparison of data with 2020 and 2021 has been proposed wherever possible.

The Sustainability Report, drawn up on a voluntary basis on an annual basis, aims to illustrate the sustainability strategies of Salvarat S.r.l. Benefit Company, its organisational and management model, the results of the company's activities and objectives, and their quantitative and qualitative impact on the economic, social and environmental context.

The reporting boundary coincides with the perimeter of the annual report, thus considering the sustainability impacts generated by Salvarat S.r.l. Benefit Company, whose administrative headquarter is located in Sansepolcro, Via XX Settembre, 85.

The Sustainability Report 2022 was prepared in accordance with the 'Global Reporting Initiative Sustainability Reporting Standards', defined in 2021 by the GRI - Global Reporting Initiative under the 'In Accordance' reporting option.

Consistent with the novelties presented by the new GRI standards of 2021, the process of drafting the document included the identification of the contents and indicators starting from the results of the materiality analysis referring to the elements of the context that emerged in 2022, which led to the consequent identification of the most significant impacts related to Salvarat's activities. These were then associated with the material themes that best represented them.

The qualitative and quantitative information illustrated in the Report was collected, through the organisation of interviews and the preparation of data collection forms, with the cooperation of the company representatives involved in the process. In addition, the disclosures relating to 'GRI 1 - Fundamental Principles 2021' were considered and material sustainability issues were reported in accordance with the criteria set out in 'GRI 3 - Material Issues 2021'.

No specific activities were excluded from the reporting. No significant changes in the nature of the business were reported in the reporting year.

A table linking the material themes, related GRI aspects and the scope of impacts is provided within this chapter.

For further information and suggestions, please contact:

etica@salvarat.com

8.2 Principles for defining report content and quality

Salvarat's Sustainability Report reports the positive and negative impacts that affect the company, i.e. actual impacts, but also those that could affect it, in which case we speak of potential impacts, along its value chain.

In order to ensure the quality of the information reported, the relevant principles indicated by

GRI were followed in drafting the report:

- **Accuracy:** the level of detail in the contents of this Sustainability Report has been established to facilitate the understanding and evaluation of Salvarat's sustainability performance during the reporting period.
- **Balance:** the contents of this document report Salvarat's performance over the reporting period in a balanced manner, representing both the company's achievements and room for improvement.
- **Clarity:** in order to make the content usable and easy to understand for all, clear and accessible language and the use of graphs and tables depicting company performance were preferred.
- **Comparability:** the data presented in the Report are reported, as far as possible, for the three-year period 2020-2022, in order to allow for a comparison of performance over time. In addition, the ways of representing information indicated by the GRI Standards have been used to allow comparison with other realities.
- **Completeness:** the impacts covered in this Report are represented in their entirety and represent the most relevant environmental, social and economic aspects of Salvarat's activities, in order to allow for a complete assessment of the company's performance in the reporting year.
- **Sustainability context:** Salvarat's performance is presented in the broader context of sustainable development.
- **Timeliness:** this document was drafted in the first half of 2023.
- **Verifiability:** Salvarat has collected and analysed data in such a way that the information can be examined to establish its veracity.

The contents and indicators covered in this report were defined starting from the results of the materiality analysis, a process structured in several stages, which, starting from a study of the external context aimed at understanding the sector benchmarks and the main stakeholder pressures, also involved Salvarat's management in defining the priority issues for the company.

The most significant material issues on economy, environment and people, including impacts on human rights, were identified in line with the new GRI 2021 Standards.

The process for the identification of material topics consisted of the following steps.

STEP 1. Identification of the company's negative and positive, actual and potential impacts on the economy, the environment and the social sphere, considering its value chain

- Analysis of key industry trends, reporting standards and international sustainability ratings;
- Benchmarking competing and comparable companies through the main public sustainability and social responsibility documents;
- Analysis of company documentation such as policies, internal procedures, relevant documents on the internal regulatory system.

STEP 2. Evaluation of the significance of the impacts identified in Step 1

Phase 1 revealed 17 impacts that can be linked to Salvarat's activities and its value chain, which were attributed significance by assessing the respective severity for actual impacts and the combination of severity and likelihood of potential impacts occurring.

Through a workshop dedicated to prioritising the various impacts, during which the company's main functions validated the analyses carried out and the significance of each impact identified, 14 significant impacts were identified for Salvarat.

The impact of Salvarat's activities on water consumption was not significant because, although the use of water is essential for diluting solutions and carrying out process operations, Salvarat has adopted internal procedures aimed at limiting waste and rationalising the use of the resource through specific innovative tools and actions such as flow control, modulated jet-spraying and mixing products with the minimum amount of water required.

The impact on air quality is also not significant for Salvarat's activities. In fact, as a forerunner of the regulations in force, Salvarat replaced the use of biocide gases, considered toxic and polluting to humans and the environment, well in advance, in favour of phosphine, a substance that is cheaper, non-climacterising, and able to react quickly without leaving residues on products.

Human rights violations may occur along the value chain, however, Salvarat pays special attention to this issue when choosing suppliers. The SA8000:2014 certification awarded to the company emphasises its commitment to aspects belonging to the sphere of human rights, such as respect for the right to work and protection against child exploitation. For these reasons, there is no concrete possibility of human rights violations occurring in the company.

8.3 Materiality Analysis

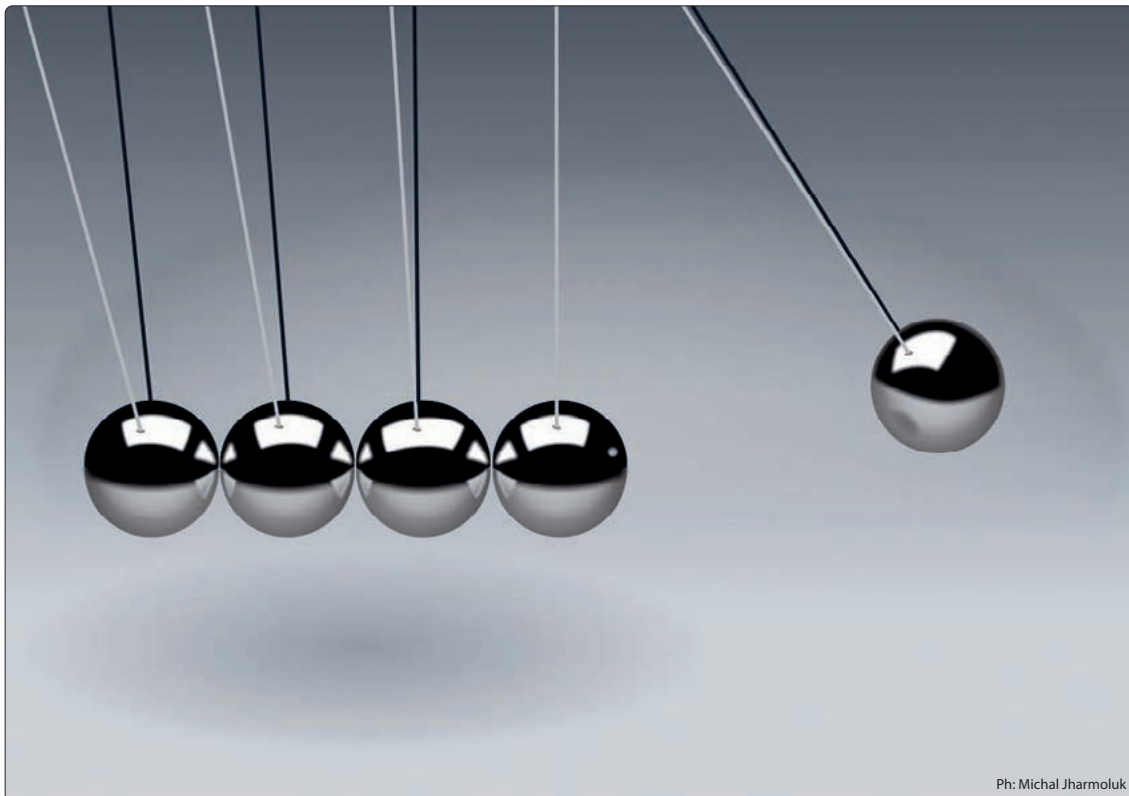
STEP 3. Defining the list of material topics

The list of material topics was compiled from the 14 most significant impacts. Compared to the 15 material topics identified in the previous year, there were differences in 2022. In fact, the following were not found to be material: management of emergencies since, having overcome the health emergency period, Salvarat has been able to consolidate internal procedures for managing any emergencies so as to mitigate this impact; social utility of services and territory, ethical conduct of business, territory and local communities are three themes found to be non-material for the 2022 period since, with its status as a Benefit Company, Salvarat has structured internal operating methods that fully incorporate the values of community and shared value.

The subject of stakeholder communication following the 2022 materiality analysis process also did not come up as a material issue, as the promotion of inclusive communication and the establishment of transparent and lasting relations with internal and external stakeholders is now a structured procedure within the company organisation.

Bribery and anti-competitive behaviour is a material issue for the year 2022, which was not significant for the previous reporting period, Salvarat, however, closely monitors the behaviour of its employees and contractors, ensuring compliance with principles of ethical conduct.

The material topics relating to the year 2022, and thus subject to reporting, are shown in the following table.



Ph: Michal Jharmoluk

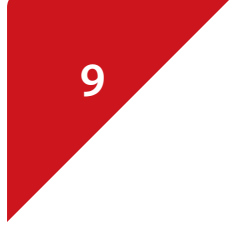
Impact	Type	Material Topic	Topic description	Topic GRI	Impacts perimeter	Engagement
MAJOR Focus on local and community development	Actual	Social concern	The nature of a Benefit Company is a founding element for Salvarat, on which its relationships of trust and esteem with its stakeholders are based. The company is committed to promoting the wellbeing of the community, and adheres to and promotes various philanthropic and charitable activities and donations for scientific research.	GRI 201: Economic performance	<ul style="list-style-type: none"> Local community Civil society Customers Institutions Suppliers 	Caused by the Company and directly linked to its activities
MINOR Corruption and anti-competitive behavior	Potential	Corruption and anti-competitive behaviour	Salvarat carefully monitors the behaviour of its employees and collaborators, and guarantees compliance with principles of ethical conduct through its own certifications on the subject. In addition, a specific policy is planned for 2023.	GRI 205: Anti-corruption GRI 206: Anti-competitive behavior	<ul style="list-style-type: none"> Suppliers Civil society Employees 	Caused by the Company and directly linked to its activities
MINOR Materials consumption	Actual	Raw materials management	The sector in which the company operates requires the use of products such as pesticides, whose active ingredients simulate the effects of a particular Asteraceae flower, a herbaceous plant. Where possible, Salvarat prefers to purchase natural products, which have less impact on the environment and health.	GRI 301: Materials	<ul style="list-style-type: none"> Local community Civil society Suppliers 	Caused by the Company and directly linked to its activities
MINOR Climate change	Actual	Climate Change / Air Emissions	Salvarat, in the management and provision of its services, implements processes that require the use of energy resources, which result in the creation of greenhouse gas emissions into the atmosphere. To mitigate these impacts, Salvarat has adopted the ISO 14001 certification system.	GRI 302: Energy GRI 305: Emissions	<ul style="list-style-type: none"> Civil society Local community 	Caused by the Company and directly linked to its activities
MINOR Biodiversity alteration	Actual	Biodiversity	Pest control activities can cause serious and irreversible damage to biodiversity through the use of chemicals. The substances present in pesticides can be dangerous for animal and plant species, and Salvarat's activities have an intrinsic impact on the ecosystem. Salvarat is committed to mitigating the negative effects of its activities by rationalising the use of products and favouring natural products or products with a low environmental impact.	GRI 304: Biodiversity	<ul style="list-style-type: none"> Civil society Local community 	Directly linked to the company's activities

8.3 Materiality Analysis

Impact	Type	Material Topic	Topic description	Topic GRI	Impacts perimeter	Engagement
MINOR Waste production along the value chain	Actual	Waste management	The waste produced by the pest control activity mainly concerns oils, liquids and waste of animal origin. Although Article 182 of the TUA differentiates the material producer from the legal producer, the disposal activity remains Salvarat's responsibility. The company uses a careful waste management policy to reduce waste production.	GRI 306: Waste	<ul style="list-style-type: none"> Local community Civil society Customers Institutions Suppliers 	Caused by the Company and directly linked to its activities
MAJOR Employee welfare, retention and training	Actual	Welfare guarantee to employees and families	The well-being of employees, also outside the workplace, is essential in order to create a serene climate in the company. Aware of this, Salvarat is close to its staff and their families, facilitating permanent employment positions and offering various types of benefits. Salvarat also contributes to the education not only of its employees, but also of their families, by providing scholarships to accompany employees' children in their studies from kindergarten to university.	GRI 401: Employment GRI 402: Labor/management relations GRI 404: Training and education	<ul style="list-style-type: none"> Employees 	Directly linked to the company's activities
MINOR Health and safety work	Potential	Health and safety at work	In the activities that Salvarat carries out, staff are exposed to hazards such as: moving loads; chemical and biological risks. Salvarat therefore, in addition to the courses and compulsory examinations required by law, protects its employees by guaranteeing a high quality of safety, through periodic external audits as required by the ISO 45001 certification it holds. The safety of the company environment and workers is also certified and guaranteed by the SA8000:2014 certification, which requires compliance with standards on Social Corporate Responsibility throughout the supply chain.	GRI 403: Occupational health and safety	<ul style="list-style-type: none"> Suppliers Civil society Local community Employees 	Directly linked to the company's activities
MINOR Discrimination	Potential	Diversity & Inclusion and Equity	Salvarat is constantly striving to spread shared ethics and principles among its employees and suppliers, in order to avoid discriminatory conduct and to promote a policy of inclusiveness. The company has SA8000 certification, which protects and guarantees respect for human rights, labour law, safety and health in the workplace.	GRI 405: Diversity and equal opportunity GRI 406: Non discrimination	<ul style="list-style-type: none"> Suppliers Employees 	Directly linked to the company's activities
MAJOR Creation of a sustainable and dynamic supply chain	Actual	Supply chain sustainability	Including transparency policies in selection processes and supplier relationships is essential in order to ensure sustainable conduct throughout the supply chain. Salvarat promotes a dynamic, cooperative and innovative supply chain, which sets itself continuous objectives to be achieved in not only environmental (the company has ISO 14001) but also social and economic. A key factor for Salvarat is the open dialogue it establishes with suppliers, in order to create cooperative relations with the aim of guaranteeing ever greater quality in the quality in the provision of its services.	GRI 414: Supplier social assessment	<ul style="list-style-type: none"> Local community Civil society Institutions Certification bodies Suppliers Trade unions 	Caused by the Company and directly linked to its activities

Impact	Type	Material Topic	Topic description	Topic GRI	Impacts perimeter	Engagement
MINORE Health and safety of customers and community	Potential	Customer safety	Ensuring the health and safety of customers and the community in general is fundamental, especially when working in the context of pest control, where health and safety can be at risk, both during and after the work phases. Salvarat protects the community, preferring, where possible, products of a biochemical nature to those that are entirely chemical, and it also acts in accordance with the procedures set out in UNI 16636:2015, concerning the correct and safe management of pests (pest management).	GRI 416: Customers health and safety	<ul style="list-style-type: none"> • Local community • Civil society • Institutions • Certification bodies • Suppliers • Trade unions • Customers 	Directly linked to the company's activities
MAJOR Focus on quality service	Actual	Quality of service	The company's focus on the quality of the service it provides is represented by the issuing of a certificate of completion to the customer. This document certifies in written form the quality of the service provided and presents useful guidelines to follow for prevention. In this way Salvarat provides customers with a means of preserving the state of the site even in the phases following the provision of the service.	GRI 416: Customers health and safety	<ul style="list-style-type: none"> • Customers 	Directly linked to the company's activities
MINOR Violation of privacy	Potential	Customer privacy	Salvarat pays attention to the protection of its clients' privacy by continuously listening to them in order to meet their requests. In this way Salvarat respects the confidentiality of its clients, protecting their reputation.	GRI 418: Customers privacy	<ul style="list-style-type: none"> • Customers 	Directly linked to the company's activities
MAJOR Promoting innovation	Potential	Innovation	Salvarat is part of a dynamic and competitive environment, where innovation is an excellent contribution in terms of limiting the environmental impacts that can be generated. Salvarat innovates its services by focusing on pest management and new pest control techniques and processes.	No GRI indicators	<ul style="list-style-type: none"> • Suppliers • Civil society • Local community • Employees 	Directly linked to the company's activities

GRI Content index



GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions		
					Requirement	Reason	Explanation
GENERAL DISCLOSURE							
GRI 2 GENERAL DISCLOSURE 2021	2-1 Organizational details	8.1 Methodological Note	74	-			
	2-2 Entities included in the organization's sustainability reporting	8.1 Methodological Note	74	-			
	2-3 Reporting period, frequency and contact point	8.1 Methodological Note	74	-			
	2-4 Restatements of information	8.1 Methodological Note	74	-			
	2-5 External assurance	8.1 Methodological Note	74	-			
	2-6 Activities, value chain and other business relationships	1.1 Who we are and what we do	6	-			
		3.4 Our contribution to the value chain	24				
		3.5.1 Enduring partnerships for value creation	26				
	2-7 Employees	5.1 Our Team	48	-			
		10 Data Tables	91				
	2-8 Workers who are not employees	5.1 Our Team	48	In 2020, 2021 and 2022, there were no non-employees			
		10 Data Tables	91				
	2-9 Governance structure and composition	1.2 Our governance	8	-			
	2-10 Nomination and selection of the highest governance body	1.2 Our governance	8	-			
	2-11 Chair of the highest governance body	1.2 Our governance	8	-			
	2-12 Role of the highest governance body in overseeing the management of impacts	1.2 Our governance	8	-			
	2-13 Delegation of responsibility for managing impacts	1.2 Our governance	8	-			
2-14 Role of the highest governance body in sustainability reporting	1.2 Our governance	8	-				
2-15 Conflicts of interest	1.2 Our governance	8	-				
2-16 Communication of critical concerns	1.2 Our governance	8	In 2022, no significant issues were reported during the reporting period				

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions		
					Requirement	Reason	Explanation
GENERAL DISCLOSURE							
GRI 2 GENERAL DISCLOSURE 2021	2-17 Collective knowledge of the highest governance body	7.3 Environmental impacts of Salvarat	69	-			
	2-18 Evaluation of the performance of the highest governance body	1.3 Ethics and integrity	10	-			
	2-19 Remuneration policies	1.3 Ethics and integrity	10	-			
	2-20 Process to determine remuneration	1.3 Ethics and integrity	10	-			
	2-21 Annual total compensation ratio	10 Data Tables	91	-			
	2-22 Statement on sustainable development strategy	Letter to stakeholder	3				
	2-23 Policy commitments	1.2 Our governance	8	-			
	2-24 Embedding policy commitments	1.2 Our governance	8	-			
	2-25 Processes to remediate negative impacts	-	-	-		Policies to remedy any negative impacts have not yet been formalised	
	2-26 Mechanisms for seeking advice and raising concerns	1.3 Ethics and integrity	10	-			
	2-27 Compliance with laws and regulations	1.3 Ethics and integrity	10	During 2020, 2021 and 2022, no non-compliances with environmental laws and regulations were recorded			
	2-28 Membership associations	3.5.1 Enduring partnerships for value creation	26	-			
	2-29 Approach to stakeholder engagement	3.1 Stakeholders and ways of involvement	20	-			
	2-30 Collective bargaining agreements	-	-	All employees are covered by collective bargaining agreements			

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanations
MATERIAL TOPICS					
GRI 3 MATERIAL TOPICS 2021	3-1 Process to determine material topics	8.1 Methodological Note 8.3 Materiality Analysis	74 76	-	
	3-2 List of material topics	8.3 Materiality Analysis - Material topics for the Company	76	-	
GRI 200 – ECONOMIC PERFORMANCE					
SOCIAL CONCERN					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 201 ECONOMIC PERFORMANCE 2021	201-1 Direct economic value generated and distributed	3.3 Value creation and sharing	23	-	
CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 205 ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	-	-	-	
	205-3 Confirmed incidents of corruption and actions taken	-	-	During 2022 no recorded cases of incidents of corruption	
CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76		
GRI 206 ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anticompetitive behavior, antitrust, and monopoly practices	-	-	During the years 2020, 2021 and 2022, there were no legal actions for anti-competitive behaviour, antitrust and monopolistic practices within Salvarat.	

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanations
GRI 300 – ENVIRONMENTAL PERFORMANCE					
RAW MATERIAL MANAGEMENT					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 301 MATERIALS 2016	301-1 Materials used by weight or volume	7.3 Environmental impacts of Salvarat	69	-	
		10 Data tables	91		
BIODIVERSITY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 304 BIODIVERSITY	304-2 Significant impacts of activities, products, and services on biodiversity	2.2 Approach to sustainability of Salvarat	14	None of the activities carried out by Salvarat (e.g. rodent control, pest control, disinfection) have significant impacts on biodiversity.	
		4.4 Sustainability of our services	36		
		4.5 Research and innovation	37		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-	In 2020, 2021 and 2022, Salvarat found itself operating in handicraft/ industrial activities that are not located in environments that fall within the covered cases.	
CLIMATE CHANGE/ AIR EMISSIONS					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 302 ENERGY 2016	302-1 Energy consumption within the organization	7.3 Environmental impacts of Salvarat	69	-	
		10 Data Tables	91		
CLIMATE CHANGE/ AIR EMISSIONS					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 305 EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	7.3 Environmental impacts of Salvarat	69	-	
		10 Data Tables	91		
	305-2 Energy indirect (Scope 2) GHG emissions	7.3 Environmental impacts of Salvarat	69	-	
		10 Data Tables	91		
	305-3 Other indirect (Scope 3) GHG emissions	7.3 Environmental impacts of Salvarat	69	-	
		10 Data Tables	91		

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanations
GRI 300 – ENVIRONMENTAL PERFORMANCE					
WASTE MANAGEMENT					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 306 WASTE 2020	306-1 Waste generation and significant waste-related impacts	10 Data Tables	91	-	
		7.1 Environmental analysis of Salvarat	64		
		7.3 Environmental impacts of Salvarat	69		
	306-2 Management of significant waste-related impacts	10 Data Tables	91	-	
		7.1 Environmental analysis of Salvarat	64		
		7.3 Environmental impacts of Salvarat	69		
	306-3 Waste generated	10 Data Tables	91	-	
		7.1 Environmental analysis of Salvarat	64		
		7.3 Environmental impacts of Salvarat	69		
	306-4 Waste diverted from disposal	10 Data Tables	91	-	
		7.1 Environmental analysis of Salvarat	64		
		7.3 Environmental impacts of Salvarat	69		
	306-5 Waste directed to disposal	10 Data Tables	91	-	
		7.1 Environmental analysis of Salvarat	64		
		7.3 Environmental impacts of Salvarat	69		

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanations
GRI 400 – SOCIAL PERFORMANCE					
WELFARE GUARANTEE TO EMPLOYEES AND FAMILIES					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 401 EMPLOYMENT 2016	401-1 New employee hires and employee turnover	10 Data Tables	91	-	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Valuing and well-being of people	54	-	
		5.4 Our people and their families, a 360° commitment	55		
WELFARE GUARANTEE TO EMPLOYEES AND FAMILIES					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 402 LABOR/MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	10 Data Tables	91	-	
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	5.2 Health and safety of our people	51	-	
	403-2 Hazard identification, risk assessment, and incident investigation	5.2 Health and safety of our people	51	-	
	403-3 Occupational health services	5.2 Health and safety of our people	51	-	
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.2 Health and safety of our people	51	-	
	403-5 Worker training on occupational health and safety	5.3 Valuing and well-being of people	54	-	
		5.2 Health and safety of our people	51		
	403-6 Promotion of worker health	5.2 Health and safety of our people	51	-	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.2 Health and safety of our people	51	-	
	403-8 Workers covered by an occupational health and safety management system	5.2 Health and safety of our people	51	-	
	403-9 Work-related injuries	5.2 Health and safety of our people	51	In 2020, 2021 and 2022, there were no cases of occupational accidents.	

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanations
GRI 400 – SOCIAL PERFORMANCE					
WELFARE GUARANTEE TO EMPLOYEES AND FAMILIES					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 404 TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	5.3 Valuing and well-being of people	54	-	
		10 Data tables	91		
DIVERSITY & INCLUSION AND EQUITY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	5.1 Our Team	48	-	
DIVERSITY & INCLUSION AND EQUITY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 406 NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	5.1 Our Team	48	In 2020, 2021 and 2022, there were no incidents of discrimination at Salvarat. The company climate was monitored by anonymously administering the annual SA8000 Employee Questionnaire. The SA8000 maintenance audits were passed by the company without any problems arising, just as the internal audits did not reveal any such problems.	

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanations
GRI 400 – SOCIAL PERFORMANCE					
SUPPLY CHAIN SUSTAINABILITY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	3.4 Our contibution to the value chain	24	-	
CUSTOMER SAFETY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 416 CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	2.4 The key to success	18	-	
		3.4 Our contibution to the value chain	24		
		3.5 Our commitment to partners and value creation	26		
		4.4 Sustainability of our services	36		
	416-2 Incidents of non- compli- ance concerning the health and safety impacts of products and services	-	-	In 2020, 2021 and 2022, there were no incidents of non-conformity concerning the health and safety impacts of products and services. The ISO 45001 maintenance audits reported no observations or non-conformities in this regard.	
CUSTOMER PRIVACY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
GRI 418 CUSTOMER PRIVACY 2016	418-1 Substantiated com- plaints concerning breaches of customer privacy and losses of customer data	3.5.3 Customer satis- faction	28	-	
ASPECTS NOT COVERED BY GRI INDICATORS					
PROMOTING INNOVATION					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	8.3 Materiality Analysis	76	-	
INNOVATION	-	4.5 Research and innovation	37	-	

Data Tables

10

GRI 2-7: Employees						
Employees	Type of contract	Gender	Unit of measurement	2020	2021	2022
Employees by type of contract and gender	Permanent contract	Women (n° of heads)	n.	2	2	2
		Men (n° of heads)	n.	6	7	7
	Tot. Permanent contract		n.	8	9	9
	Temporary contract	Women (n° of heads)	n.	0	0	0
		Men (n° of heads)	n.	0	0	0
	Tot. Temporary contract		n.	0	0	0
	Total		n.	8	9	9
Employees by type of employment and gender	Full-time	Women (n° of heads)	n.	1	1	1
		Men (n° of heads)	n.	6	7	7
	Tot. Full-time		n.	7	8	8
	Part-time	Women (n° of heads)	n.	1	1	1
		Men (n° of heads)	n.	0	0	0
	Tot. Part-time		n.	1	1	1
	Total		n.	8	9	9

GRI 2-8: Workers who are not employees				
Employees	Unit of measurement	2020	2021	2022
Total number of trainees	n.	0	0	0
Total number of temporary agency workers	n.	0	0	0
Total number of self-employed workers	n.	0	0	0
Seconded other subsidiary company	n.	0	0	0
Co-workers	n.	0	0	0
TOTAL	n.	0	0	0

GRI 2-21: Annual total compensation ratio

		Unit of measurement	2020	2021	2022
Compensation*	Total annual compensation of the organisation's highest paid individual	n.	59.325	59.302,86	58.262,86
	Median of salaries paid to Company employees	n.	31.263,46	29.444,89	32.555,59
	Ratio of the annual total compensation of the highest paid person to the median annual total compensation of all employees	n.	1,90	2,01	1,79

GRI 301-1: Materials used by weight or volume

Raw materials*	Renewable	Unit of measurement	2022
Raw materials (primary resources converted into products or services)	-	Ton	2,87
Insecticides	No	Ton	2,1
Rat poisons	No	Ton	0,77
Process-associated materials (materials that are needed for production processes but are not part of the final product, such as lubricants for machinery)	-	Ton	16,7
Polyethylene sheet	No	Ton	16,7
Incoming semi-finished products coming from subcontractors, if applicable	-	Ton	0
Packaging materials, including paper, cardboard and plastic	-	Ton	0

* Material consumption data are only available for the reporting year 2022, as the monitoring of this data began during the year, and it was not possible to reconstruct the data for the years prior to 2022.

GRI e 302-1: Energy consumption within the organization

Energy consumption*		
	Unit of measurement	2022
Petrol (car fleet)	Gj	18
Diesel (car fleet)	Gj	1.044
Natural gas (car fleet)	Gj	-
Natural gas (heating)	Gj	21
Office electricity (lighting and air conditioning) purchased from the grid	Gj	19
Total energy consumption	Gj	1.102

* Energy consumption data are only available with reference to the reporting year 2022 as the monitoring of this data started during the year, and it was not possible to reconstruct the data for the years before 2022.

GRI 305-1: Direct (Scope 1) GHG emissions		
Direct emissions*		
	Unit of measurment	2022
Petrol (car fleet)	tCO ₂ e	1,21
Diesel (car fleet)	tCO ₂ e	73,43
Natural gas (car fleet)	tCO ₂ e	0
Natural gas (heating)	tCO ₂ e	1,19
Total Scope 1	tCO₂e	75,83

*Scope 2 emissions data are only available with reference to the reporting year 2022, as monitoring of these data began during the year, and it was not possible to reconstruct the data for years prior to 2022.

The calculation of Scope 1 emissions was performed using emission factors from the following source: DEFRA - Department for Environment, Food & Rural Affairs (UK), 2022.

GRI 305-2: Energy indirect (Scope 2) GHG emissions*		
Indirect emissions**		
	Unit of measurment	2022
Emissions from electricity consumption (Location- based)	tCO ₂ e	1,65
Total Scope 2 (Location-based)	tCO₂e	1,65
Total Scope 1 + Scope 2 (Location-based)	tCO₂e	77,48
Emissions from electricity consumption (Market- based)	tCO ₂ e	2,39
Total Scope 2 (Market-based)	tCO₂e	2,39
Total Scope 1 + Scope 2 (Market-based)	tCO₂e	78,22

*Scope 2 emissions data are only available with reference to the reporting year 2022, as monitoring of these data began during the year, and it was not possible to reconstruct the data for years prior to 2022.

** The GRI Standards provide two methodologies for calculating Scope 2 emissions, the "Location-based method" and the "Market-based method". The Market-based is based on the CO₂ emissions emitted by energy suppliers from which the organisation purchases, through a contract, electricity and can be calculated by considering: Energy Guarantee of Origin certificates and direct contracts with suppliers, supplier-specific emission factors, emission factors related to the "residual mix", i.e. energy and emissions that are not monitored or unclaimed. The methodology used to calculate Salvarat's Scope 2 emissions included the 2022 emission factor: 456.57 gCO₂/kWh, source: AIB, Association of Issuing Bodies (2022) - European Residual mixes 2021.

The location-based method, on the other hand, is based on average emission factors related to power generation at regional, sub-national or national level (emission factor Italy 2022: 315 gCO₂/kWh, source: Terna - National Electricity Grid (2020) - International Comparisons international comparisons 2019).

GRI 305-3 Other indirect (Scope 3) GHG emissions*		
Indirect emissions**		
Scope 3	Unit of measurement	2022
Category 1 – Purchased goods and services	tCO ₂ e	69,69
Category 3 – Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	tCO ₂ e	17,43
Category 4 – Upstream transportation and distribution	tCO ₂ e	1,98
Category 5 – Waste generated in operations	tCO ₂ e	0,42
Category 6 – Business travel	tCO ₂ e	0,78
Category 7 – Employee commuting	tCO ₂ e	3,28
Total Scope 3	tCO ₂ e	93,59
TOTAL SCOPE 1 + SCOPE 2 (Location-based) + SCOPE 3	tCO ₂ e	171,07
TOTAL SCOPE 1 + SCOPE 2 (Market-based) + SCOPE 3	tCO ₂ e	171,81

* Scope 3 emissions data are only available with reference to the reporting year 2022, as monitoring of these data began during the year, and it was not possible to reconstruct the data for years prior to 2022.

**Scope 3 GHG emissions were calculated according to the GHG Protocol methodology, using the following emission factors: Department for Environment Food & Rural Affairs (DEFRA) , ISPRA Report 363/2022. Specifically, based on available data, Scope 3 emissions were calculated for the following categories: Fuel and energy-related emissions not included in Scope 1 and 2, Waste production, Business travel, Employee commuting.

GRI 306-3: Waste generated							
Type of waste	Unit of measurement	2020		2021		2022	
		Total waste generated	Hazardous / non-hazardous waste	Total waste generated	Hazardous / non-hazardous waste	Total waste generated	Hazardous / non-hazardous waste
Paper*	-	N/A	N/A	N/A	N/A	N/A	N/A
Plastics	Ton	4,62	-	7,83	-	7,15	-
Food waste	-	N/A	N/A	N/A	N/A	N/A	N/A
Printer Toners	Ton	0,008	-	0,008	-	0,011	-
Electrical/electronic equipment not working	Ton	0,025	-	-	-	-	-
Waste from production cycle	Ton	1,76	-	1,396	-	1,49	-
TOTAL WASTE PRODUCED FOR YEAR	Ton	6,413	-	9,234	-	8,65	-
Please report the information necessary to understand the data and provide an explanation of how the data were compiled	The above data were taken from the annual MUD declarations						

* All paper waste produced by Salvarat's offices is sorted and sent for recovery through door-to-door collection, which also involves the economic activities of the Municipality of Sansepolcro.

GRI 306-4: Waste diverted from disposal											
Waste		Unit of measurement	2020			2021			2022		
			Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Total hazardous waste		Ton	-	-	0,069	-	-	0,011	-	-	0,04
of which re-prepared for re-use		-	-	-	-	-	-	-	-	-	-
of which sent for recycling		-	-	-	-	-	-	-	-	-	-
other recovery operations	R13	Ton	-	-	0,069	-	-	0,011	-	-	0,04
Total non-hazardous waste		Ton	-	-	4,62	-	-	7,83	-	-	7,15
of which re-prepared for re-use		-	-	-	0	-	-	-	-	-	-
of which sent for recycling		Ton	-	-	4,62	-	-	7,83	-	-	7,15
other recovery operations	R13	-	-	-	-	-	-	-	-	-	-

GRI 306-5: Waste directed to disposal											
Waste		Unit of measurement	2020			2021			2022		
			Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Total hazardous waste		Ton	-	-	0,143	-	-	0,097	-	-	0,107
of which sent to incineration (with energy recovery)		-	-	-	-	-	-	-	-	-	-
of which sent to incineration (without energy recovery)*		-	-	-	-	-	-	-	-	-	0,01
of which sent to landfill			-	-	-	-	-	-	-	-	-
Other Disposal Operations	D15	Ton	-	-	0,143	-	-	0,097	-	-	0,097
Total non-hazardous waste		Ton	-	-	1,58	-	-	1,296	-	-	1,348
of which sent to incineration (with energy recovery)		-	-	-	1,58	-	-	1,296	-	-	-
of which sent to incineration (without energy recovery)*		Ton	-	-	-	-	-	-	-	-	1,337
of which sent to landfill			-	-	-	-	-	-	-	-	-
Other Disposal Operations	D15	-	-	-	-	-	-	-	-	-	0,011

* This waste is disposed of under code D10: Incineration on land. This disposal operation involves the incineration of waste on land, i.e. combustion in incinerators. The waste is transformed into ash and gas.

GRI 401-1: New employee hires and employee turnover					
Indicator	Gender	Age	2020	2021	2022
			Number of hires	Number of hires	Number of hires
New employee hires from 1 January to 31 December	Women	< 30 years old	0	0	0
		Beetween 30 and 50 yrs	0	0	0
		> 50 years old	0	0	0
	Men	< 30 years old	0	0	0
		Beetween 30 and 50 yrs	0	1	0
		> 50 years old	0	0	0
Dipendenti			2020	2021	2022
Total women hires (n. of heads)			0	0	0
Total men hires (n. of heads)			0	1	0
Total hires			0	1	0
Layoff from 1 January to 31 December	Women	< 30 years old	0	0	0
		Beetween 30 and 50 yrs	0	0	0
		> 50 years old	0	0	0
	Men	< 30 years old	0	0	0
		Beetween 30 and 50 yrs	0	0	0
		> 50 years old	0	0	0
Employees			2020	2021	2022
Total women layoffs (n. of heads)			0	0	0
Total men layoffs (n. of heads)			0	0	0
Totale layoffs			0	0	0

GRI 402-1: Minimum notice periods regarding operational changes				
Minimum notice periods regarding operational changes	Unità di misura	2020	2021	2022
Minimum notice weeks generally notified to employees and worker's representatives prior to significant operational changes that may have considerable effects on workers	n.	12	12	12

GRI 403-8: Workers covered by an occupational health and safety management system				
Employees	Unit of measurement	2020	2021	2022
The number and percentage of all employees covered by such a system	n.	8	9	9
	%	100%	100%	100%
The number and percentage of all employees covered by such a system that has been internally audited	n.	8	9	9
	%	100%	100%	100%
The number and percentage of all employees covered by such a system that has been audited or certified by independent third parties	n.	8	9	9
	%	100%	100%	100%
Total number of employees	n.	8	9	9
Workers who are not employees whose work or place of work is controlled by the company	Unit of measurement	2020	2021	2022
The number and percentage of all non-employees covered by such a system	n.	-	-	-
	%	0%	0%	0%
The number and percentage of all non-employees covered by such a system that has been internally audited	n.	-	-	-
	%	0%	0%	0%
The number and percentage of all non-employee workers covered by such a system that has been audited or certified by independent third parties	n.	-	-	-
	%	0%	0%	0%
Total number of non-employee workers	n.	-	-	-

GRI 403-9: Work-related injuries				
Employees	Unit of measurement	2020	2021	2022
Hours worked	n.	11.769	12.613	13.189
Total number of recordable occupational accidents, including fatalities	n.	0	0	0
of which commuting accidents <i>(only if the transport was organised by the company and the journeys took place within working hours)</i>	n.	0	0	0
Total number of accidents at work with serious consequences (>6 months absence), excluding deaths	n.	0	0	0
of which the number of deaths	n.	0	0	0
Rate of recordable occupational accidents*	%	0%	0%	0%
Rate of occupational accidents with serious consequences*	%	0%	0%	0%
Death rate*	%	0%	0%	0%
Workers who are not employees, but whose work and/ or place of work is under the control of the company	Unit of measurement	2020	2021	2022
Hours worked	n.	0	0	0
Total number of recordable occupational accidents, including fatalities	n.	0	0	0
of which commuting accidents <i>(only if the transport was organised by the company and the journeys took place within working hours)</i>	n.	0	0	0
Total number of accidents at work with serious consequences (>6 months absence), excluding deaths	n.	0	0	0
of which the number of deaths	n.	0	0	0
Rate of recordable occupational accidents*	%	0%	0%	0%
Rate of occupational accidents with serious consequences*	%	0%	0%	0%
Death rate*	%	0%	0%	0%

GRI 404-1: Average hours of training per year per employee				
Hours of training by employment category	Unit of measurement	2020	2021	2022
Managers	h	14,0	40,0	33,5
Executives	h	171,0	208,0	237,15
Employees	h	51,5	97,0	45,65
Total hours of training provided to employees	h	236,5	345,0	316,3
Average training hours per manager	h	14,0	40,0	33,5
Average training hours per executive	h	34,2	34,7	39,52
Average training hours per employee	h	25,7	48,5	22,82
Training hours by employees gender	Unit of measurement	2020	2021	2022
Training hours provided to women	h	51,5	97,0	45,65
Training hours provided to men	h	185,0	248,0	270,75
Total hours of training provided to employees	h	236,5	345,0	316,3
Average training hours per employee (woman)	h	25,75	48,5	22,85
Average training hours per employee (man)	h	30,83	35,42	38,66

GRI 414-1: New suppliers that were screened using social criteria				
Type	Unit of measurement	2020	2021	2022
Total number of new suppliers	n.	1	0	0
Number of new supplier that were screened using social criteria	n.	1	0	0
Rate of new suppliers that were screened using social criteria	%	100%	In the reporting period from 1.01.2021 to 31.12.2021 there haven't been new suppliers.	In the reporting period from 1.01.2022 to 31.12.2022 there haven't been new suppliers.

GRI 416-1: Assessment of the health and safety impacts of product and service categories					
	Type	Unit of measurement	2020	2021	2022
Product categories for which health and safety impacts are assessed for improvement*	Product categories assessed for health and safety	n.	100	100	100
	Total number of product categories	n.	100	100	100
	Percentage of product categories for which health and safety impacts are assessed	%	100%	100%	100%

* Salvarat prepares its DVR in compliance with the requirements of Legislative Decree 81/08, taking into consideration and assessing all the impacts and risks related to the daily work activities of its employees. In drawing up its DVR, the company used the consulting services of EcoSicurezza Srl, an environmental and occupational health and safety consulting company. All risk assessments are reviewed at set intervals, in compliance with the dictates of the law (Legislative Decree 81/08). All employees are periodically informed of all risk assessments that impact their daily work.

GRI 405-1: Diversity of governance bodies and employees					
Board of Directors by gender and age		Age	2020	2021	2022
			Number of individuals	Number of individuals	Number of individuals
Directors as of 31 December, by age	Women	< 30 years old	0	0	0
		Between 30 and 50 yrs.	0	0	0
		> 50 years old	0	0	0
	Total women directors		0	0	0
	Men	< 30 years old	0	0	0
		Between 30 and 50 yrs.	0	0	0
		> 50 years old	1	1	1
	Total men directors		1	1	1
TOTAL			1	1	1

GRI 405-1: Diversity of governance bodies and employees							
Employees by work category and gender		2020		2021		2022	
		Women	Men	Women	Men	Women	Men
Employees with employment contracts as at 31 December	Executives	0	1	0	1	0	1
	Managers	0	0	0	0	0	0
	Employees	2	0	2	0	2	0
	Workers	0	5	0	6	0	6
TOTAL		2	6	2	7	2	7

GRI 405-1: Diversity of governance bodies and employees										
Employees by job category and age group		2020			2021			2022		
		< 30 yrs.	Between 30 and 50 yrs.	> 50 yrs.	< 30 yrs.	Between 30 and 50 yrs.	> 50 yrs.	< 30 yrs.	Between 30 and 50 yrs.	> 50 yrs.
Employees with employment contracts as at 31 December	Executives	0	0	1	0	0	1	0	0	1
	Managers	0	0	0	0	0	0	0	0	0
	Employees	0	0	2	0	2	0	0	2	0
	Workers	3	2	0	2	4	0	2	4	0
TOTAL		3	2	3	2	6	1	2	6	1



