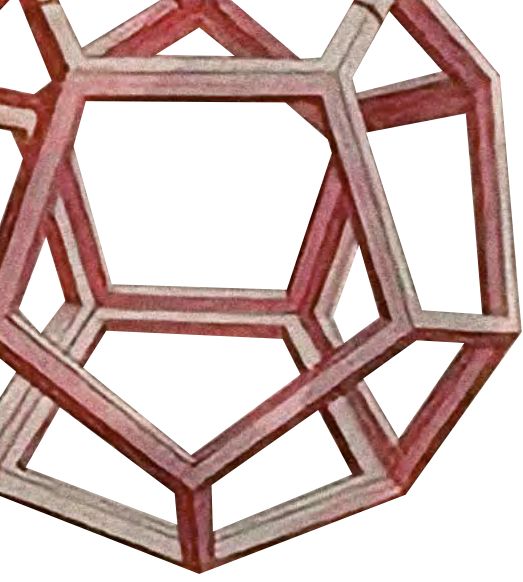




pest control - fumigation services

## Sustainability Report 2023





# **Sustainability Report 2023**







## **Sustainability Report 2023**

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This Report was produced with the methodological contribution and operational guidance of the **Sustainability Team of EY Spa**

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**salvarat@salvarat.com**



### *Dear Stakeholders,*

I would like to present to you our 2023 Sustainability Report, which outlines our achievements in the economic, social and environmental areas, as well as highlighting the key challenges in the pest management sector.

We have focused on strengthening our commitment to sustainable and responsible growth through continued investment in innovative technologies and the training of our people.

These elements allow us to maintain a competitive position in a highly specialised field.

As a company, we are committed to a sustainable approach to both our decisions and our actions, aimed at continuously improving the quality of our services while minimising the environmental impact of our activities, both internally and externally.

In March 2022, we became a Benefit Company, incorporating community benefit objectives into our Articles of Association alongside economic profit.

This change has brought to the fore our constant focus on others and our deep connection with the territory, providing an additional stimulus for new initiatives and new projects aimed at improving collective wellbeing.

Professionally, over the years we have always demonstrated our ability to adapt and innovate in the face of current and future challenges. We are constantly engaged in research to promote Integrated Pest Management, offering a more efficient and sustainable service to people, the environment and the land.

We consider prevention and durability of results to be fundamental to reducing the environmental impact of our services.

We tailor each intervention to the specific needs of our clients, carefully assessing the characteristics of the environment in which we operate. Our business philosophy has enabled us to build strong relationships based on trust and loyalty with our clients and the local community.



Our fourth Sustainability Report therefore encapsulates the principles, values and objectives that underpin our business.

It is the tool with which we report to our stakeholders on our achievements in 2023 and the direct and indirect impacts of our activities and services, thus consolidating their trust in our company.

With a view to continuous improvement, we plan to undergo an external sustainability assessment in 2024:

- We will join the Ecovadis rating path for an assessment based on international industry benchmarks, which will allow us to identify elements for optimising and accelerating the path;
- Also for 2024, we have expressed our intention to use the B Impact Assessment, a tool created to help companies assess, manage and improve their performance in terms of positive impacts on the environment, communities, customers, suppliers, employees and shareholders.

The aim of this report is therefore also to provide continuous updates on the direction Salvarat is taking towards a more sustainable future and the efforts it is making to achieve this goal.

Enjoy reading  
**Alessandro Salvi**  
Sole Director



*From a graphic point of view, and without any pretence, we wanted to identify each chapter of the report with drawings that Leonardo da Vinci made for the treatise on geometry “De divina proportione” by his friend Luca Pacioli, an illustrious mathematician and fellow countryman of ours, born in Sansepolcro in 1445.*



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**Pacioli Luca:** mathematician (Borgo San Sepolcro 1445 - Rome 1517). A Franciscan friar, he taught mathematics in many Italian cities and was the author of the first general treatise on arithmetic and algebra published in print (1494). A friend of Leonardo da Vinci, Piero della Francesca and L.B. Alberti, he attempted to derive the principles of architecture and human anatomy from mathematics.

(Source: Treccani, Online Encyclopaedia)



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# Highlights

Donations earmarked  
for scholarships  
and donations **€ 23.000**

Percentage of suppliers  
holding ISO:14001  
certification **17,4%**

Hours of  
training  
delivered **440**

Consumption  
energy compared  
to 2022 **-18%**

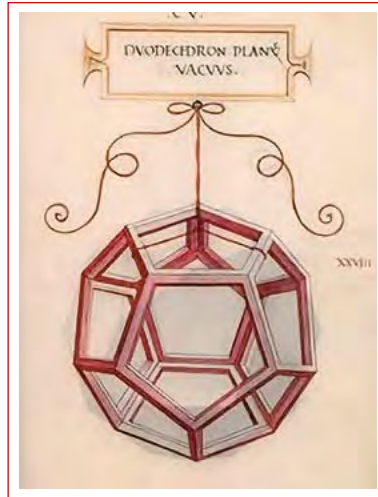
Tons of waste sent for  
recycling equal to 86.4%  
of total waste generated **12,4**

Value  
economic  
distributed **€ 1.028.551**









# 1 Introducing ourselves

## 1.1 Who we are

### 1.1.1 Our history and evolution

### 1.1.2 Values and philosophy

### 1.1.3 Benefit companies and social objectives

## 1.2 The certified value of management

## 1.3 Governance and Organizational Structure

## 1.4 Ethics and integrity

## 1.5 Our stakeholders and partnerships

## 1.6 Economic performance and shared value





## 1.1 Who we are

Salvarat is a family business run by Alessandro Salvi as sole director. In over 66 years of activity, the company has developed skills and know-how that make it competitive in the various specialisations of the pest control sector: pest control, fumigation, rodent control and remediation, both in the civil and industrial sectors.

To reinforce its commitment to its stakeholders, the company became a Benefit Company in 2022. Aware of its environmental and social responsibilities, Salvarat links its activities to the need for sustainable development. This means the continuous growth and protection of its employees, the creation of shared economic value and the reduction of environmental impact. In addition, to limit the impact of its activities, the company operates with respect for biodiversity and guarantees health and safety conditions in the working environment, while supporting the continuity of its customers' businesses.

### Where we operate

The company was born and developed in Tuscany, in Sansepolcro, on the border between Umbria and Marche. It has since expanded throughout Italy to offer its services internationally. Salvarat uses innovative methods to provide its services, relying on investment in new technologies, state-of-the-art intervention techniques and continuous staff training. This approach enables the company to compete successfully in both routine and highly specialised activities. Salvarat also supports its clients, both nationally and internationally, by providing consultancy services, Integrated Pest Management procedures and strategies, training for teams and employees, and assistance with communication activities at international trade fairs and B2B meetings.

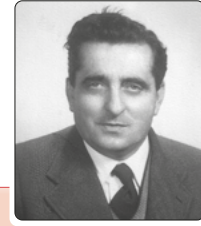


Ph: Moica Peter - Pixabay





### 1.1.1 Our history and evolution



**Salvarat**



pest control - fumigation services

**1957**

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

**1969**

Salvio Salvi decided to join Salvarat with the new branch Agrochimica Toscana, which produces products for agriculture.

**1985-1986**

In just a few years, Salvarat and Agrochimica Toscana grew rapidly, establishing themselves locally and beyond, conquering increasingly significant market shares and carving out their own role among the leading companies in the sector in central Italy.

**1987**

In 1987, the company also decided to specialise in industrial fumigation: this crucial step enabled it to operate in specialised sectors from the early 1990s onwards.

**1991**

Alessandro Salvi, Salvio's son, took over the management of the company and merged the activities into a single production unit: Salvarat and Agrochimica Toscana were born.

**2015-2016**

In mid-2015 Salvarat and Agrochimica Toscana embarked on the path that would lead it to become Salvarat S.r.l. from January 2016.

**2022**

Salvarat formalises its transformation into a Benefit Company, an important milestone that formalises the company's commitment and sensitivity to ESG issues..

**2023**

The journey to communicate the company's sustainable performance continues with the publication of the 4th Sustainability Report and the 2nd Carbon Footprint Report.

#### A NOVELTY FOR THE FUTURE

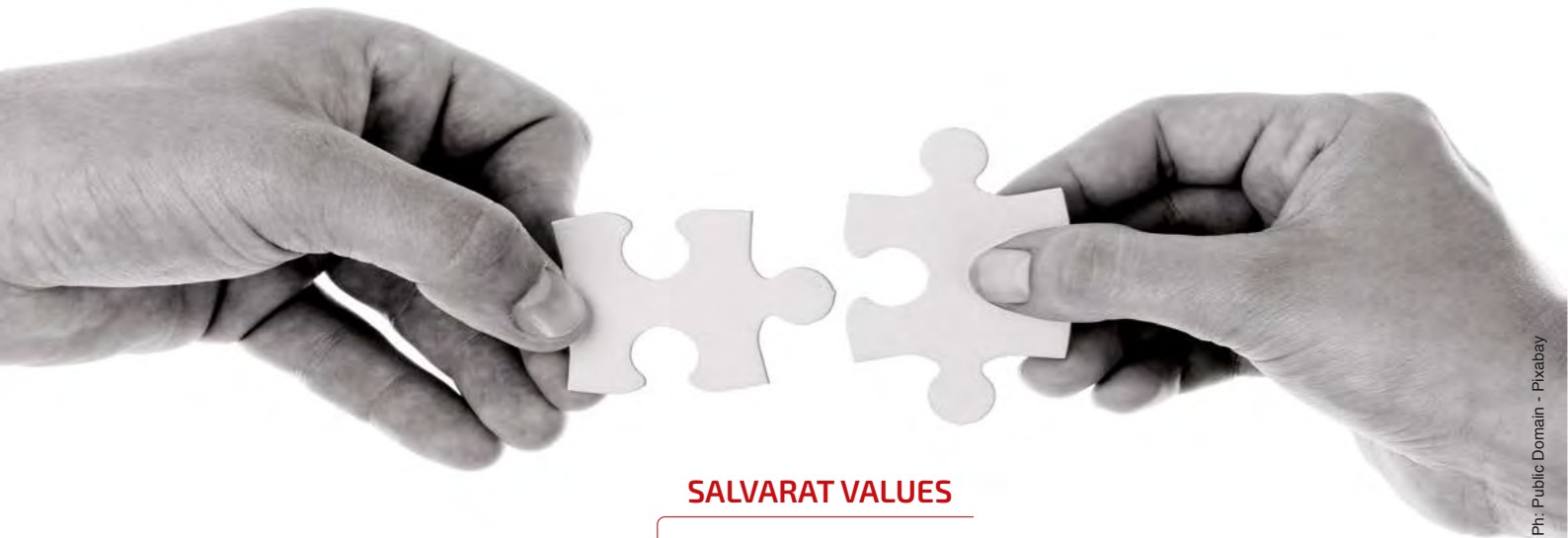
Salvarat has announced its intention to undergo the Ecovadis rating and use the B Impact Assessment to independently optimise and evaluate its sustainability practices.





## 1.1.2 Values and philosophy

Salvarat is committed to providing its employees and customers with the best possible experience by operating in accordance with the ethical and social values that underpin its corporate philosophy. The company constantly promotes the pursuit of excellence, quality and the creation of internal and external value.



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### SALVARAT VALUES

#### **Integrity and Passion**

We strive for excellence in everything we do. We are passionate about following a path that has a meaningful impact on our colleagues, our customers and society.

#### **Loyalty and Trust**

We build strong relationships, taking into account the needs of our customers and employees, with the aim of strengthening transparent and lasting ties.

#### **Entrepreneurship and Quality**

To develop highly specialised services that add value for our clients, with the courage to invest in attention to detail, ensuring the highest quality and professional standards.

#### **Innovation and Dynamism**

We reflect our uniqueness in the services we offer, with the courage to challenge the status quo, innovating processes and technologies to overcome our limitations and help our customers achieve new levels of success.





### 1.1.3 Benefit companies and social objectives

Since March 2022, Salvarat has had the status of a Benefit Company, a significant step for a company that has long been actively involved in ESG issues, with a particular focus on social initiatives. The value of this achievement is not limited to a tangible and decisive response by the company to the growing expectations of stakeholders in terms of sustainability; it also reflects a mature awareness within the organisational structure, demonstrating an increasing sensitivity to social and environmental issues.

#### Focus: fundamental characteristics of a Benefit Society

##### Purpose, Accountability and Transparency

A benefit company is a type of company that differs from traditional companies in that management and shareholders are committed to higher standards of purpose, accountability and transparency. This represents a shift in the corporate paradigm, introducing a new type of company that pursues not only profit but also one or more social or public benefit objectives. As a result, a benefit society benefits all its stakeholders: customers, suppliers, employees, shareholders and management. In addition, benefit companies are able to attract so-called 'impact investment capital' and offer greater legal protection, accountability and transparency in the pursuit of their mission.

##### Enterprises for the "Common Benefit"

A benefit company must pursue a public benefit in addition to making a profit for its shareholders. In Italy, as in other European and non-European countries, a specific Common Benefit, and not just a general one, must be specified in the articles of association. The law defines the common benefit as a positive and concrete impact on society and the environment. Examples of specific common benefit purposes include: providing goods or services to disadvantaged individuals or communities; protecting or restoring the environment; improving human health; promoting the arts, sciences or advancement of knowledge.

### What is a Benefit Company?

*In carrying out an economic activity, in addition to the purpose of profit distribution, (Benefit Companies) pursue one or more purposes of general interest and act in a responsible, sustainable and transparent manner towards individuals, communities, territories and the environment, cultural and social goods and activities, institutions and associations and other stakeholders [...]."*

Stability Law of 2016 (Law No 208 of 28 December 2015, Article 1, Paragraph 376)

Ph: Arek Socha - Pixabay





One of the conditions for officially becoming a Benefit Company is to establish and declare social and environmental objectives in its articles of association. These must be for the betterment of both the company and the community. It is essential that these objectives are achievable, measurable and transparent. Salvarat has included 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.

#### 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.

### Social sphere

- 2) Dissemination of the 'benefit' model - Awareness-raising and dissemination of common benefit purposes.
- 3) Workers' rights - Guarantees of growth and security for workers.
- 4) Creation of positive effects or reduction of negative effects on civil society and the local community - Balancing the interests of shareholders with those potentially impacted by the company's activities.

#### 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.





## 1.2 The certified value of management

One of the fundamental elements of Salvarat's work is its commitment to Corporate Social Responsibility, which integrates transparency of activities and respect for people and the environment. Salvarat's journey in this area began in 2004 when it obtained SA8000 certification, an international standard for corporate social responsibility. In the same year, the company also obtained UNI EN ISO 9001 certification, an international quality management system. In 2018, Salvarat adopted a sector-specific Integrated Management System and was certified according to UNI EN 16636, a standard related to pest management.

The year 2021 marks another step in the history of Salvarat, highlighting the commitment to the integration of management procedures for continuous improvement, with the acquisition of the certification of the Environmental System according to the UNI EN ISO 14001 standard and of the Management System for the Health and Safety of Workers according to the UNI ISO 45001 standard.

Also in 2021, the company published its first Sustainability Report, with the aim of clearly and transparently disclosing its commitment to environmental, social and economic aspects.

To further formalise its commitment to promoting its ethical and social values, Salvarat achieved the goal of becoming a Benefit Corporation in 2022. This milestone reflects a formal commitment to incorporate in its mission the creation of added value for the community and the territory, operating in a responsible, sustainable and transparent manner.

In 2023, Salvarat published its first GHG Report, once again demonstrating its dedication to transparency and improved environmental performance.

### 2004

- SA 8000
- ISO 9001



### 2018

- UNI EN 16636



### 2021

- 1° SUSTAINABILITY REPORT
- UNI EN ISO 14001
- UNI ISO 45001



### 2022

- 2° SUSTAINABILITY REPORT
- BENEFIT COMPANY



### 2023

- 3° SUSTAINABILITY REPORT
- 1° GHG REPORT







## 1.3 Governance and Organizational Structure

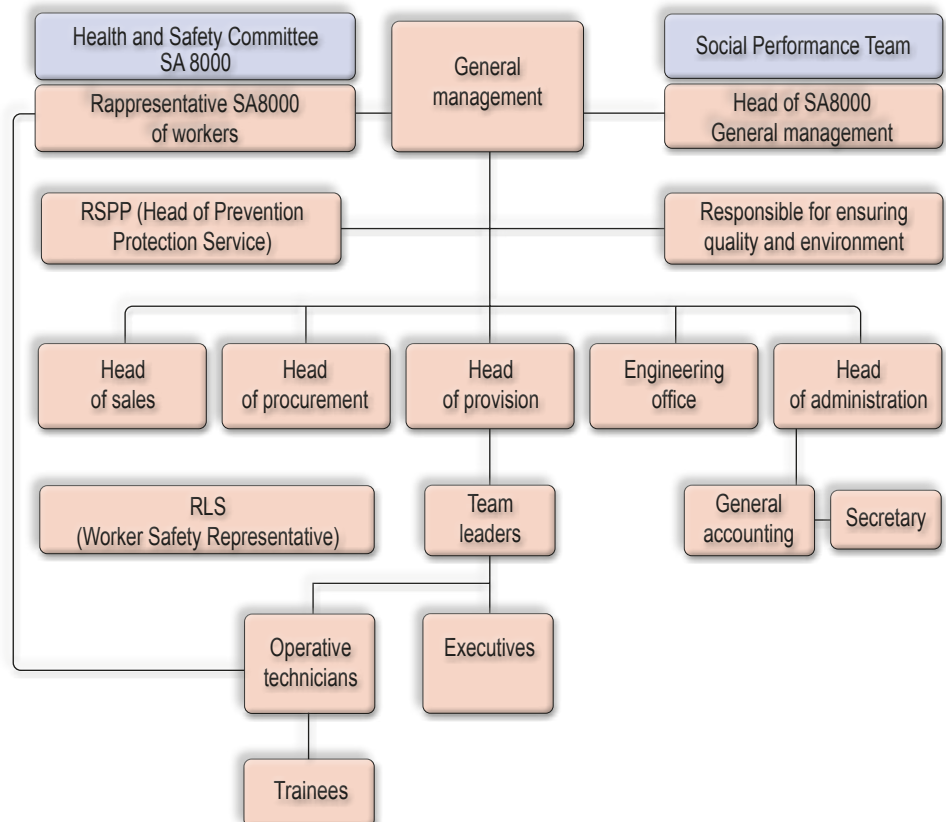
Salvarat's organisational structure is characterised by clearly defined roles, responsibilities and assignments for the various company functions.

In 2016, following a strategic decision by the owner Alessandro Salvi, the company was transformed from a sole proprietorship to a limited liability company, with the intention of providing the company with a more robust structure in line with market requirements. At present, Alessandro Salvi is the sole director of the company and is assisted by the General Shareholders' Meeting for decisions of major importance to the company. He is also responsible for the collection and validation of data for ESG reporting, which is handled by an external company. The monitoring of operations, performance, critical issues and impacts of the company's activities is ensured through internal audits carried out by an external consultant to ensure maximum objectivity in reporting.

Salvarat's governance includes sustainability oversight through the Social Performance Team (SPT), which manages corporate social responsibility issues, and the Health and Safety Committee, in accordance with the Health and Safety Committee's SA8000 management system regulations. The company operates an integrated management system covering quality, health and safety, environment and pest control. This system defines the roles and responsibilities of the Board of Directors and the various decision-making levels, which report regularly on the overall status and any operational problems. This process results in the annual preparation of the 'Management Review' and the 'Improvement Plan'.

Salvarat has implemented an Integrated Management System (IMS) that incorporates all the certifications adopted by the company. This system has led to the extensive involvement of all the company's staff, based on full awareness of the roles played by each employee.

To this end, a Functional Organisation Chart has been defined and clearly outlined, with the aim of specifying the responsibilities and roles of each individual in order to achieve a common goal.





## 1.4 Ethics and integrity

Salvarat is actively committed to promoting ethical behaviour both within the organisation, with team members and in its business practices, operating in accordance with applicable laws. This includes a specific commitment to compliance with social, environmental and health and safety regulations, in order to ensure the success of the services provided, in accordance with the agreements made with the client.

This philosophy is propagated throughout the value chain, starting with relationships with suppliers, which are considered essential to building an ethical business. To reinforce these values, the company uses ISO 9001 and SA8000 certifications. These standards not only establish tangible growth and improvement objectives that are monitored for continuous progress, but also commit Salvarat to valuing its employees, guaranteeing their rights and promoting their professional and personal development.

The company provides all its stakeholders with a dedicated whistleblowing system that allows them to anonymously and securely report illegal or unethical behaviour within the organisation through the dedicated email [etica@salvarat.com](mailto:etica@salvarat.com). This system helps to prevent and detect fraud and violations.

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 or non-compliance with laws and regulations.



### Remuneration policies and employee satisfaction

Remuneration is dictated by applying the 'CCNL Imprese artigiane esercenti servizi di pulizia' (national collective labour agreement for craft enterprises engaged in 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.





## 1.5 Our stakeholders and partnerships

Salvarat identified and mapped its stakeholders based on specific criteria such as corporate structure, business activities, value chain and the network of relationships surrounding the company.

Stakeholders were classified according to two main factors:

- **Influence over Salvarat**, i.e. the stakeholder's ability to influence the company's strategic and/or operational decisions;
- **Dependence on Salvarat**, i.e. the extent to which the stakeholder is dependent on the company's decisions, services and activities.



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



### Scientific Collaborations

For over ten years, Salvarat has collaborated with a leading researcher in the field of entomology and medical and veterinary acarology, funding studies on specific categories of pathogenic insects and mites.

In this way, thanks to its in-depth knowledge of the species with which it comes into contact during its work, the company is able to offer its customers the ideal solutions for protecting their environment, including preventive measures. This scientific collaboration demonstrates Salvarat's commitment to finding new solutions that anticipate the needs and requirements of its customers.



### Trade associations

Through networking activities and professional associations, Salvarat keeps abreast of industry news, including:



**IFA** -Associated Fumigation Companies (IFA): founded 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.** - Associazione Professionale Trasformatori Tabacchi Italiani (Professional Association of Italian Tobacco Processors): represents the first tobacco processing companies, transforming the dry agricultural product into homogenous parcels according to the needs of the manufacturers, and the tobacco exporters operating on the national territory.



**CORESTA** - Cooperation Centre for Scientific Research Relative to Tobacco: founded in 1956 and governed by French law, its aim is to promote and facilitate international cooperation and best practice in scientific research relating to tobacco and its derivatives.



**CONSORZIO NOCCIOLA ITALIA:** is an organisation that unites Italian hazelnut producers to promote and enhance the quality and sustainability of Italian hazelnuts on the national and international market.

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

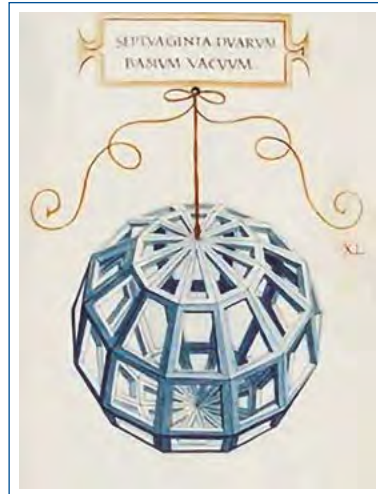




## 1.6 Economic performance and shared value

In 2023, Salvarat continued to show a positive performance, reflecting the company's ongoing commitment to the continuous improvement of its practices, with a focus on sustainability and the provision of quality services for the benefit of its clients and the communities in which it operates. During the year, Salvarat generated an economic value of €1.195.608, of which 86% was distributed to the various stakeholders through operating costs to suppliers, payment of taxes to institutions and salaries to employees.

Generated and distributed economic value			
	2021	2022	2023
<b>Generated economic value</b>	<b>1.009.622</b>	<b>1.034.489</b>	<b>1.195.608</b>
<b>Distributed economic value</b>	<b>901.491</b>	<b>957.231</b>	<b>1.028.551</b>
<i>Operating Costs</i>	<i>551.367</i>	<i>569.016</i>	<i>592.320</i>
<i>Distributed value to employees</i>	<i>325.863</i>	<i>361.373</i>	<i>380.125</i>
<i>Distributed value to capital providers</i>	<i>603</i>	<i>5.633</i>	<i>1.901</i>
<i>Distributed value to P.A.</i>	<i>23.658</i>	<i>21.209</i>	<i>54.205</i>
<b>Retained economic value</b>	<b>108.131</b>	<b>77.258</b>	<b>167.211</b>



## 2 Sustainability according to Salvarat

2.1 The industry's global sustainability challenges

2.2 Materiality Analysis - Impacts and Relevant Topics

2.3 Salvarat's approach to sustainability





## 2.1 The industry's global sustainability challenges

Salvarat operates in a global context where sustainability challenges are increasingly pressing. These challenges involve a wide range of actors, including institutions, organisations and citizens, who are pushing the market towards more sustainable practices. To meet these challenges, companies must adopt strategies that reduce the environmental, social and economic impacts of their activities, thus ensuring sustainable development that preserves resources for future generations.

Aware of these challenges, Salvarat is committed to integrating sustainability into all its operations. The company addresses industry-specific issues with a clear and focused strategy aimed at minimising negative impacts and promoting responsible practices. The main areas on which Salvarat focuses its efforts are highlighted below:

### **Correct use of biocides to ensure efficacy and safety**

In today's context of resource scarcity, it is essential to know how to optimise use to reduce waste and focus only on the areas and pest species concerned. This approach avoids the degradation of ecosystems and minimises the impact on the surrounding environment.

### **Adaptation to climate change and potential pests**

One of the consequences of climate change, including rising temperatures, is the creation of increasingly favourable conditions for the spread of pests, including alien species. This has an impact on Salvarat's work, as it is called upon to intervene to prevent the spread of these pests and the associated diseases, without compromising the surrounding ecosystem.





### Protection of biodiversity during operations

Protecting biodiversity is a priority for pest management companies. A fundamental goal is to adopt innovative pest management practices that allow pests to be controlled without affecting ecosystems or altering their balance.

### Respect for human rights along the supply chain

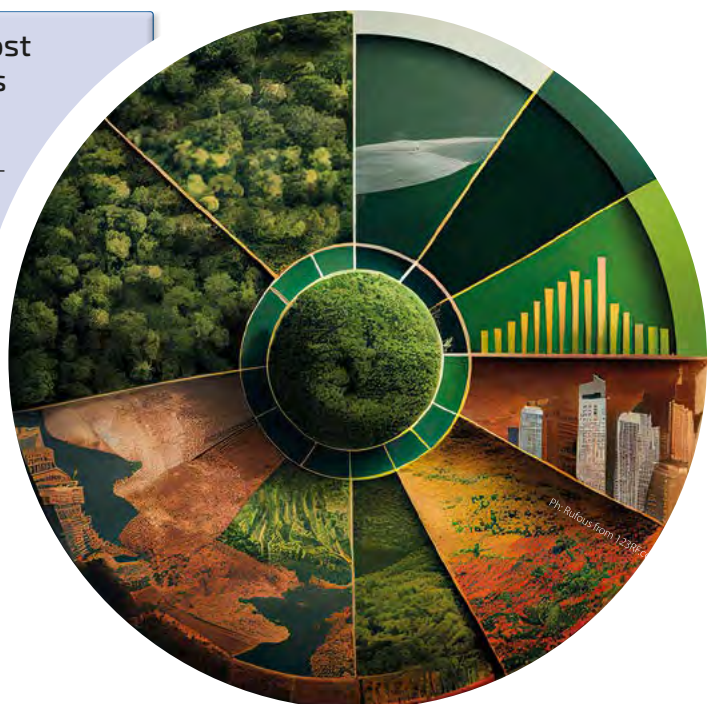
The creation of a favourable working environment that ensures the protection of workers and respect for their fundamental rights, as well as that of stakeholders, is essential for the proper conduct of business and the creation of shared value.

### Prevention and control of chemical pollution

Innovation in the services provided is essential to minimise environmental impacts on water, air and soil. These innovations must enable a reduction in the use of products containing harmful chemicals.

### Awareness-raising for the use of the most innovative and sustainable technologies in pest control

To make more efficient choices and intervene where necessary, companies are using the latest technology to collect, analyse and monitor data, enabling them to make increasingly sustainable choices. Innovative pest management practices enable the use of products that do not impact ecosystems, thereby protecting biodiversity.







## 2.2 Materiality Analysis - Impacts and Relevant Topics

### The materiality analysis process.

The content and indicators covered in this report have been defined on the basis of the results of the materiality analysis, a multi-stage process that starts with a study of the external context to understand sector benchmarks and key stakeholder pressures, and leads to the identification of relevant and priority ESG issues for the company and its stakeholders. This process also involved Salvarat's management in defining the priority issues for the company.

The key material economic, environmental and people issues, including human rights impacts, were identified in line with the new GRI 2021 standards.

As there were no significant organisational changes or external material events in 2023, it was decided to maintain continuity with the 2022 materiality analysis. Therefore, there are no changes to the material topics in this year's Sustainability Report compared to the previous year. The process for identifying material issues included the following steps.

#### Step 1: Identify the company's actual and potential negative and positive economic, environmental and social impacts, taking into account its value chain.

- Analysis of key industry trends, reporting standards and international sustainability ratings;
- Benchmarking against competitors and peers through key public sustainability and social responsibility documents;
- Analysis of company documentation such as policies, internal procedures, relevant internal regulatory system documents.





## Step 2: Assess the significance of the impacts identified in step 1.

Phase 1 identified 17 impacts that can be linked to Salvarat's activities and value chain, to which relevance was assigned based on an assessment of severity for actual impacts and a combination of severity and likelihood for potential impacts. Through a comparison dedicated to the prioritisation of impacts, the corporate functions involved validated the analysis and relevance of each impact identified, leading to the identification of 14 impacts that are significant to Salvarat's reality.

The impact of Salvarat's activities on water consumption was not significant because, although Salvarat requires the use of water, which is essential for diluting solutions and carrying out process operations, it has adopted internal procedures aimed at limiting waste and rationalising water use.

Throughout the value chain, cases of direct and indirect human rights violations could be identified. Aware of the importance of this aspect, in 2003 Salvarat voluntarily adopted the SAAS Accredited Ethical Certification Scheme - 'SA8000 Corporate Social Responsibility Management System' - becoming the 54th Italian company to be certified. The SA8000 certification, now in its 2014 edition, has allowed Salvarat to make clear to all its stakeholders its commitment to all aspects of human rights, such as respect for the right to work, the right to professional development, the right to study and against child exploitation, freedom of expression and the practice of promoting social justice and decent work.








Ph: Gerd Altmann - Pixabay





### Fase 3. Definizione della lista dei temi materiali

The list of material topics has been compiled by identifying the 14 most significant impacts. The material topics for the year 2022-23, and therefore subject to reporting, are shown in the table below.

Impact	Type	Material Topic	Topic description	GRI Topics	Impacts perimeters	Engagement
 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"> <li>Local Community</li> <li>Civil society</li> <li>Customers</li> <li>Institutions</li> <li>Suppliers</li> </ul>	Caused by the company and directly linked to its activities
 Corruption and anti-competitive behaviour	Potential	Corruption and anti-competitive behaviour	Salvarat carefully monitors the conduct of its employees and collaborators, and guarantees compliance with principles of ethical conduct through its own certifications on the subject.	GRI 205: Anti-corruption  GRI 206: Anti-competitive behaviour	<ul style="list-style-type: none"> <li>Suppliers</li> <li>Civil society</li> <li>Employees</li> </ul>	Caused by the company and directly linked to its activities
 Materials consumption	Actual	Raw material management	The sector in which the company operates requires the use of products such as pesticides. Whenever possible, Salvarat prefers to purchase products of natural origin, which have less impact on the environment and health.	GRI 301: Materials	<ul style="list-style-type: none"> <li>Local Community</li> <li>Civil society</li> <li>Suppliers</li> </ul>	Caused by the company and directly linked to its activities
 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 UNI EN ISO 14001 certification system.	GRI 302: Energy  GRI 305: Emissions	<ul style="list-style-type: none"> <li>Civil society</li> <li>Local Community</li> </ul>	Caused by the company and directly linked to its activities
 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 are dangerous for some animal species, and furthermore, this type of activity has 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 products of natural origin.	GRI 304: Biodiversity	<ul style="list-style-type: none"> <li>Civil society</li> <li>Local Community</li> </ul>	Directly linked to the Company's activities



Impact	Type	Material Topic	Topic description	GRI Topics	Impacts perimeters	Engagement
 <b>Waste production along the value chain</b>	Actual	Waste Management	The waste produced by Pest Management activities mainly concerns plastics, solids 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"> <li>Local Community</li> <li>Civil society</li> <li>Customers</li> <li>Institutions</li> <li>Suppliers</li> </ul>	Caused by the company and directly linked to its activities
 <b>Employee Welfare, Retention and Training</b>	Actual	Guaranteed welfare for employees and families	The well-being of employees, even 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, encouraging 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"> <li>Employees</li> </ul>	Directly linked to the Company's activities
 <b>Health and safety work</b>	Potential	Health and safety at work	In the activities that Salvarat carries out, staff are exposed to potential risks, including manual handling risk, chemical risk and biological risk. This is why the company, in addition to the courses and compulsory examinations required by law, protects its employees by guaranteeing a high quality of safety, evaluating its own preventive actions through periodic external audits in accordance with the ISO 45001 certification it holds. The safety of the company's environment and workers is also certified and guaranteed by the possession of 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"> <li>Suppliers</li> <li>Civil society</li> <li>Local Community</li> <li>Employees</li> </ul>	Directly linked to the Company's activities
 <b>Discrimination</b>	Potential	Diversity Inclusion Equity	alvarat 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 rights, safety and healthy working environments.	GRI 405: Diversity and equal opportunity GRI 406: Non-discrimination	<ul style="list-style-type: none"> <li>Suppliers</li> <li>Employees</li> </ul>	Directly linked to the Company's activities
 <b>Creating a sustainable and dynamic supply chain</b>	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, with continuous goals to be achieved in not only environmental, but also social and economic matters. A key factor for Salvarat is the open dialogue it establishes with its suppliers, in order to create cooperative relationships that guarantee ever higher quality in the provision of its services.	GRI 414: Supplier Social Assessment	<ul style="list-style-type: none"> <li>Local Community</li> <li>Civil society</li> <li>Institutions</li> <li>Certification bodies</li> <li>Suppliers</li> <li>Trade Union</li> </ul>	Caused by the company and directly linked to its activities





Impact	Type	Material Topic	Topic description	GRI Topics	Impacts perimeters	Engagement
 <b>Health and safety of customers and the community</b>	Potential	Customer safety	Ensuring the health and safety of customers and the community is essential, especially in pest control operations where minimising any potential risk is crucial. Salvarat is committed to protecting the community by adopting industry best practices and strictly following the procedures set out in UNI 16636:2015. This approach ensures proper and safe pest management, guaranteeing effective and safe interventions for health and the environment.	GRI 416: Customer health and safety	<ul style="list-style-type: none"> <li>• Local Community</li> <li>• Civil society</li> <li>• Customers</li> <li>• Institutions</li> <li>• Certification bodies</li> <li>• Suppliers</li> <li>• Trade Union</li> </ul>	Directly linked to the Company's activities
 <b>Focus on quality service</b>	Actual	Quality of service	Salvarat's commitment to service quality is demonstrated by the issue of a Certificate of Completion to the client. This written document not only certifies the excellence of the service provided, but also provides practical guidelines for future prevention. In this way, Salvarat ensures that clients have the resources they need to maintain the site in optimum condition after the work has been completed, promoting sustainable and proactive management of the treated areas.	GRI 416: Customer health and safety	<ul style="list-style-type: none"> <li>• Customers</li> </ul>	Direttamente connesso alle attività dell'Azienda
 <b>Violation of privacy</b>	Potential	Customer privacy	Salvarat takes great care to protect the privacy of its clients, adopting a proactive approach of continuous listening to understand and meet their needs. Through rigorous policies and advanced security measures, the company guarantees the utmost confidentiality of information, protecting not only sensitive data but also the reputation of its clients. This ongoing commitment ensures that every interaction is conducted in accordance with privacy regulations and customer expectations.	GRI 418: Customer privacy	<ul style="list-style-type: none"> <li>• Customers</li> </ul>	Direttamente connesso alle attività dell'Azienda
 <b>Promoting innovation</b>	Potential	Innovation	Salvarat operates in a highly dynamic and competitive environment where innovation plays a crucial role in mitigating potential environmental impacts. The company continually invests in research and development to improve its pest management services, implementing innovative techniques and state-of-the-art processes. This commitment to innovation not only optimises the effectiveness of the solutions it offers, but also contributes to long-term environmental sustainability.	Non-GRI indicator	<ul style="list-style-type: none"> <li>• Suppliers</li> <li>• Civil society</li> <li>• Local Community</li> <li>• Employees</li> </ul>	Direttamente connesso alle attività dell'Azienda



## 2.3 Salvarat's approach to sustainability

Salvarat adopts an integrated approach to sustainability, encompassing environmental, social and economic aspects, guided by the values of integrity, respect and quality. These principles guide the company's philosophy and all its actions. Salvarat's commitment in this area is manifested in the development of a pest management strategy that focuses on four key areas of sustainability: service sustainability, social sustainability, environmental sustainability and economic sustainability.

### **Sustainability of services**

At the core of Salvarat's activities is the total satisfaction of customer needs and a strong commitment to sustainability. The company firmly believes that ethics and quality of service are key to promoting concrete and widespread sustainability among all stakeholders.

Salvarat is committed to providing the highest quality of service, thanks to highly specialised staff and the use of state-of-the-art equipment. Trust, responsibility, dedication and proactivity are the pillars of Salvarat's way of working, which adapts and innovates rapidly to help clients identify and meet current and future challenges.

### **Economic sustainability**

Salvarat places great emphasis on maintaining the value and quality of its services, promoting solutions that reduce costs, treatment times and waiting times. The company firmly believes that a thriving business can create added value and economic benefits for all stakeholders. To achieve this, it is necessary to promote ethical behaviour both within and outside the company's boundaries, and to operate in full compliance with social and environmental standards.

### **Environmental sustainability**

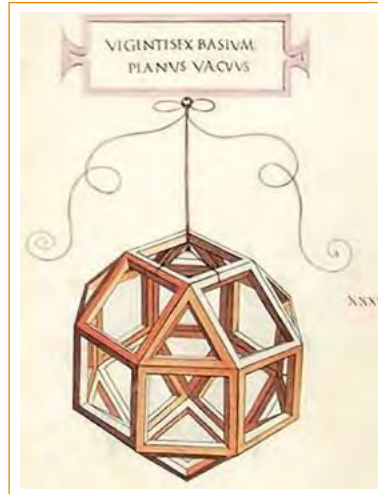
Salvarat is strongly committed to reducing its environmental impact. This is achieved through compliance with current legislation, planning activities, monitoring and the use of advanced integrated pest management techniques. In this way the company is able to protect biodiversity and reduce pollution. A key aspect of Salvarat's service delivery is the promotion of 'diffuse supply chain sustainability', which integrates and encourages the creation of environmentally sustainable best practices with customers and their supply chains. The company adopts efficient product use practices and specific tailor-made procedures, adapted to the needs of each customer and situation, contributing to a responsible and sustainable business model.

### **Social sustainability**

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







### 3 The importance of added value to our supply chain

3.1 Our contribution to the value chain

3.2 Our commitment to customers and partners

3.2.1 How we select our suppliers

3.2.2 Customer centricity and satisfaction





## 3.1 Our contribution to the value chain

### Stages in the value chain



#### Purchase and transport of raw materials

In this initial phase, Salvarat buys products and equipment from trusted suppliers with whom it has worked for years.

#### Inbound Logistics

Salvarat arranges for products purchased from suppliers to be delivered to its premises.

#### Interventions

In this crucial phase, Salvarat receives the client's request and identifies the causal agent through in-depth inspections of the morphological context of the site. It then proceeds with the actual work, giving priority to the safety of the collective and the personnel, using products purchased from trustworthy suppliers and applying the most advanced techniques in the industry.

#### Customer service

At the end of the service, Salvarat provides the customer with a certificate of completion, which also serves as a guarantee certificate. Although this is the last phase of the work carried out at the customer's premises, the relationship does not end there: the company remains at the customer's disposal for advice and suggestions.

#### Waste Management

In accordance with article 182 of the Consolidated Environmental Act (TUA), waste management is the responsibility of the company. For this reason, the company adopts management policies aimed at reducing its impact on the environment.



Salvarat acts as a link between suppliers and customers, working with them to promote growth and quality throughout the value chain. The company has always fostered and promoted ongoing relationships with customers and suppliers, based on close collaboration and active participation. This approach enables the creation of a dynamic and collaborative supply chain capable of developing innovative products and solutions with reduced environmental and social impact.

This approach generates benefits for all parties involved, guaranteeing continuity and recognition of a quality service capable of meeting customer needs in a resilient and dynamic manner in relation to market developments. With this in mind, Salvarat has adopted a set of specific criteria for evaluating new partnerships:

- Reliability and shared principles and values;
- Shared goals 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.



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### Four drivers for a dynamic and cooperative supply chain



Ph: Gerd Altmann - Pixabay

- 1 In this initial phase, Salvarat purchases products and equipment from trusted suppliers with whom it has worked for years;
- 2 Joint planning of medium and long-term objectives, including those set out in the articles of association of the charitable companies;
- 3 Sharing their specificities and needs to build a common path of growth and development;
- 4 Experimenting, developing and co-designing in partnership to take full advantage of the opportunities offered by the pest control sector.



## 3.2 Our commitment to customers and partners

### 3.2.1 How we select our suppliers

The SA8000 standard requires compliance with specific social requirements, helping to create a system of rules and responsibilities that addresses both the social aspects directly managed by the company and those along the supply chain. This approach represents a process of continuous global improvement, starting with the socio-economic reality in which the company operates and extending to the supplier network.

For several years, Salvarat has been committed to requiring its suppliers to fully comply with the social responsibility aspects of the SA8000 standard.

Salvarat has defined and implemented procedures for the selection, qualification and monitoring of suppliers in accordance with SA8000.

The company ensures that the principles of social responsibility are respected by all suppliers involved in the supply chain.

Salvarat is committed to continuous improvement of its processes, while maintaining compliance with current regulations. This commitment also extends to the supplier network, which is subject to strict compliance procedures.

Product sourcing is governed by a specific operating procedure that includes measures to ensure high standards of quality, conformity and suitability.

We choose suppliers close to ESG issues

#### What does ESG mean?

ESG stands for the 3 criteria used to assess the sustainability of an organisation's activities.

**"E" for "Environmental" (Environmental Sustainability):** everything relating to the protection of the environment, biodiversity, CO2 emissions, waste management and toxic substances.

**"S" for "Social" (Social Sustainability):** everything that affects the condition and well-being of employees, such as health and safety at work, the right to medical care, professional training and development, and, not least, fair working hours and wages.

**"G" for "Governance" (Sustainability in Corporate Governance):** i.e. complying with regulations and making ethical business decisions in terms of anti-corruption, fair competition, corporate governance, ensuring equal opportunities, etc."





## The evaluation of suppliers

Suppliers are profiled by means of a special 'supplier sheet' in which preventive and final assessments are made, evaluated and compared over the various 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, the supplier is asked at an early stage to share the objectives and intentions derived from ISO 9001 and SA 8000, without necessarily having to adopt these management systems.

The next objective is to extend the monitoring 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, according to the relevant procedure.

In 2023, there were no new suppliers compared to those from which the company procured in previous years.



17,4% of  
Salvarat's  
suppliers have  
UNI EN ISO 14001  
certification

### Standards and parameters required of suppliers

- **CHILD AND CHILD LABOUR**

Law 977 of 17/10/1967: Protection of the work of children and adolescents, Law 223 of 23/07/1991: Labour Market Regulations

- **FORCED 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 PRACTICES**

Legislative Decree 758 of 1/12/1994: Amendments to the labour sanctions legislation, L. 300 of 20/5/1970 etc.

- **WORKING HOURS**

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 collective agreement, etc.

- **CONTROL OF SUPPLIERS**

- **CORRECTIVE ACTIONS**



### 3.2.2 Customer centricity and satisfaction

Salvarat's corporate philosophy is based on customer relations.

For this reason, the service is structured in a customised manner, adapting to the specific needs and characteristics of each client.

The customised intervention plan is the instrument with which Salvarat guarantees an efficient service adapted to the demands.

#### 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, Client/Salvarat action plan aimed at maintaining the standard achieved.

Salvarat supports its customers through specific, formalised protocols, seeking to anticipate and meet their needs.

In 2022, a new, more efficient and innovative management software was implemented, which in 2023 significantly improved customer relations through greater organisation, traceability, flexibility and speed.



### The certified quality of services

At the end of each intervention, Salvarat draws up a detailed report on the activities carried out, accompanied by a report that is given to the client to trace each stage of the service.

The company also certifies the quality and effectiveness of the work performed, offering personalised advice on preventive measures to avoid the recurrence of similar situations, such as the risk of re-infestation during long journeys or the storage of containers and goods. One of Salvarat's distinguishing features is the one-year commercial guarantee on services offered, an added value that underlines its commitment to excellence.

### Customer Privacy

Salvarat guarantees total confidentiality and protection of its clients' privacy, ensuring maximum discretion on the part of all company personnel. Considering that the company operates directly on its customers' production sites, the protection of privacy is of paramount importance. Over the past three years, Salvarat has made significant investments and complied with all the provisions of the GDPR\*, continuing to implement an increasingly comprehensive data management system.

**0**  
number of privacy violation  
complaints

\* GDPR: General Data Protection Regulation is a European Union regulation that came into force on 25 May 2018, designed to harmonise data privacy laws across Europe. The GDPR ensures the protection of EU citizens' personal data, giving them more control over how their data is collected, used and stored. The legislation imposes strict obligations on companies regarding the management and protection of personal data, with severe penalties for non-compliance.

### Customer satisfaction 2023

Every year, Salvarat prepares a questionnaire to assess customer satisfaction, based on five key indicators:

- Global image
- Fumigation service
- Pest control service
- Pest control service
- Disinfection service







### An international service

Salvarat shares its expertise in the sector both nationally and internationally, offering customer service and specialised advice. Thanks to its dynamic structure and its emphasis on flexibility, mobility and rapid intervention, Salvarat guarantees 24/7 operations throughout Italy and can intervene internationally within 48 hours of a request. The experience gained over the years allows the company to apply its know-how in specific contexts abroad, promoting the exchange of knowledge and professional growth.



### Food safety management

In addition to guaranteeing compliance with the HACCP (Hazard Analysis and Critical Control Points) system, which provides a set of preventive procedures to ensure food safety, Salvarat helps its customers to obtain and maintain the most important international certifications in the food sector, such as IFS (International Featured Standards) and BRC (British Retail Consortium). These certifications are essential to guarantee high standards of quality and safety throughout the production chain, from raw material sourcing to distribution. Salvarat offers a comprehensive service that includes risk analysis, critical point management and final certification. This integrated approach not only provides customers with a detailed picture of current conditions and the actions required to maintain compliance, but also guarantees the level of attention and professionalism that the company devotes to food safety. The documentation and certifications issued by Salvarat are essential tools for clients, enabling them to face the challenges of the global marketplace with confidence and to respond effectively to increasing regulatory and quality requirements.

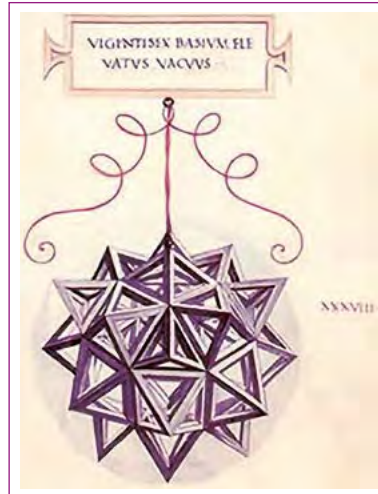


Ph: Silvia Zerpa - Pixabay









## 4 Quality, Innovation and Sustainability of our Services

- 4.1 Services offered by Salvarat
- 4.2 Research and innovation
- 4.3 The organisation of intervention teams
- 4.4 Emergencies management





## 4.1 Services offered by Salvarat

Salvarat is committed to providing a high quality and effective service and recognises that this objective must go hand in hand with efforts to reduce the negative impact of its activities and promote increasingly sustainable practices. Through an integrated and systemic approach to pest management, the company aims to achieve sustainable results, reduce costs and minimise environmental impact.

Inadequate management of pests can lead to rapid proliferation, with the risk of late detection compromising product quality and safety, as well as business continuity. Late detection reduces the effectiveness of corrective action and requires more extensive and environmentally damaging interventions, resulting in significant economic losses in terms of product quality and quantity during processing or storage. Traditional pest control practices, in addition to being financially and environmentally costly, often do not guarantee the complete elimination of potential and existing infestations. This reactive approach, which focuses on infestation only after it has occurred, tends to neglect the importance of prevention, continuous monitoring and thorough analysis of the root causes that can lead to these problems. Rather than simply managing pests once they have occurred, Salvarat takes a proactive approach that aims to restore and maintain the balance of ecosystems, working to restore them to their natural state without causing further damage.

Thanks to the valuable experience gained over more than 65 years in the business, Salvarat has developed professional skills and know-how that make it competitive and at the forefront in the various specialisations of the pest management sector:

- **Pest monitoring**
- **Pest and rodent control**
- **Disinfection**
- **Fumigation**
- **Conservative treatments**
- **Consulting and training**

### Salvarat's commitment

Committed to process and service innovation, Salvarat has taken a holistic view of economic, social and environmental sustainability to develop effective and sustainable pest management solutions. This progress has been made possible through continuous dialogue with manufacturers, who have been able to improve their products thanks to Salvarat's field feedback. The company has redefined its approach to pest management and control in a systematic and integrated way, introducing proactive procedures and innovative treatments. The aim is to offer specialised solutions that maximise prevention, reduce pest risks and minimise the use of potentially harmful products, thus limiting pest sources and outbreaks.





- Pest monitoring
- Pest and Rodent Control
- Sanitation

- of agricultural and industrial (food, manufacturing...) areas and environments;
- of naval units, public and private accommodation facilities, educational institutions, etc.



### - Fumigation

- of goods, containers, silos, tanks, other industrial environments and vessels.

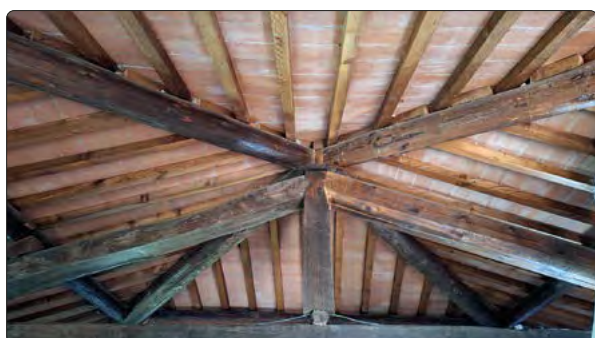


Ph: Nathaax - 123RF





## - Conservative treatments



- of ancient and modern wooden structures, with both classical and innovative, state-of-the-art methodologies.



## - Consulting and Training



- Development and revision of Integrated Pest Management plan procedures;
- Advice on obtaining certification;
- Assisting in the positive resolution of customer complaints;
- Training staff in IPM.





Salvarat not only consolidates its role by offering a high quality service that takes into account the impact on people and the environment, but also takes advantage of the changes in the sector and the growing expectations of stakeholders as an opportunity for continuous improvement. Reliability and discretion, speed and efficiency, innovation and specialisation are the values that distinguish Salvarat in the market, working in synergy to guarantee a service that is increasingly responsive to the needs of customers and society.

#### **Reliability and discretion**

Salvarat is committed to ensuring sustainable results through specialised interventions aimed at effectively preventing and limiting damage.

Thanks to their experience, our operators act discreetly, respecting the privacy of our clients and minimising the impact on their business continuity.

#### **Speed and efficiency**

Punctuality and timeliness of interventions are essential for optimal results. Salvarat's operators are trained to apply these principles, ensuring a rapid response both in Italy and abroad. The effectiveness of their operations is based on accurate preliminary analyses and is reinforced by the adoption of the highest quality standards.

#### **Innovation and specialisation**

Salvarat adopts industry best practice and invests in training and innovation to optimise performance and minimise negative impacts. Particular emphasis is placed on

- Innovative service delivery techniques that enable more efficient use of resources and maximise the effectiveness of results;
- Specific training for staff to promote specialisation and ensure health and safety at work.

Salvarat approaches pest management not as a series of isolated interventions, but as an integrated and continuous process that encompasses the various stages of treatment, from prevention to corrective action. This approach allows us to generate added value for our clients, ensuring effective and sustainable solutions over time.

Salvarat's PRE.MO.S.T. strategy, which will be presented at the 'Innovation and Sustainability in Tobacco Sanitation and Pest Control' conference at the World Tobacco Expo Middle East in Dubai (UAE) in 2019, represents the most innovative and advanced approach





in the field of integrated pest management. Developed by the company through extensive national and international experience, PREMOST optimises quality, efficiency and sustainability in pest management, reducing waste and promoting the use of products with low environmental impact. Originally designed to raise sustainability standards in the tobacco industry, the PREMOST strategy has become Salvarat's benchmark for all pest management practices in the various sectors in which it operates.

## PRE.MO.S.T.



**Prevention**



**Monitoring**



**Synergic treatments**

### The pillars of a sustainable service



#### Planning

Each intervention begins with a careful analysis of the context, which enables targeted and specific actions to be planned. A thorough knowledge of the environment and the conditions in which we operate is fundamental to the success of our activities. This careful attention to context maximises the effectiveness of treatments while minimising the impact on biodiversity.

#### Products and Equipment

A key element of the services offered is the use of state-of-the-art equipment, which ensures superior performance. The products used are of high quality and comply with Italian and European regulations, such as the EU Biocides Regulation No 528/2012.

#### Monitoring and prevention

Salvarat actively works with clients to implement effective prevention: by developing customised protocols, the company has been able to reduce manifest and latent infestations by up to 60%. This is achieved by constantly monitoring sites and scheduling interventions only at the most opportune times of the year, focusing exclusively on target areas without having to treat the entire area. This approach reduces the use of products and favours the use of solutions with a low environmental impact, whose effectiveness is maximised when applied at the right time. The use of these methods limits the damage caused by pests and ensures more effective treatment, reducing the need for further intervention and avoiding penalties and complaints relating to infested finished products.



## 4.2 Research and innovation

### Monitoring and the Centaur platform

From the end of 2020, Salvarat will begin testing an innovative remote monitoring system for fumigation called 'Centaur'. This platform uses advanced sensors to remotely monitor the entire process, supported by a predictive system to process and analyse the data collected. The sensors, positioned both inside and outside the treated area, make it possible to monitor the progress of the treatment and detect any harmful emissions at an early stage.

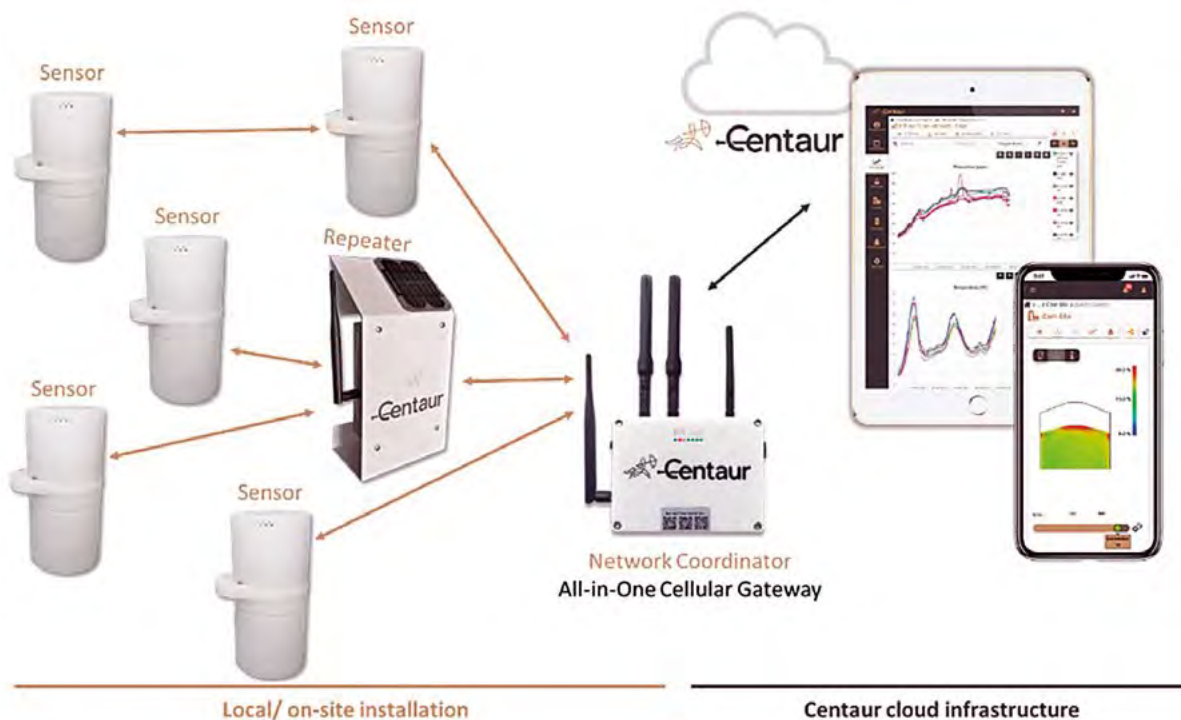


Trials carried out in recent years in collaboration with selected customers have led to the integration of the platform into Salvarat's services from 2022, highlighting the following benefits:

- 1) The efficacy and correct performance of the fumigation service is guaranteed by independent certification obtained through the use of sensors calibrated and certified annually according to strict standards. This certification is based on a detailed analysis of the fumigation conditions, including an evaluation of the properties of the treated product, the absorption rate of the fumigant, degassing and local weather conditions. The combination of this data and the protocols followed ensures that the treatment is in line with industry best practice.



- 2) The environmental impact of fumigation is reduced: thanks to the alarm system integrated in the platform, it is possible to intervene immediately in the event of deviations from the forecast, thus avoiding the invalidation of the fumigation process and the need to repeat the treatment. In addition, the platform's forecasting module indicates the minimum amount of fumigant required for an effective and efficient service, allowing the minimum amount of fumigant necessary and sufficient to be used in each treatment.
- 3) Worker safety is greatly enhanced by the use of safety sensors that constantly monitor the areas around the treated areas. These devices immediately send an alarm if fumigant is detected outside the designated area, ensuring effective and timely protection.
- 4) The ability to provide continuous monitoring in contexts where it would be economically impractical, such as container fumigation in port areas, ensuring effective monitoring even for customers in remote geographical locations.
- 5) Reduced travel with consequent savings in CO2 emissions.







## International Fairs and Events

Salvarat not only keeps abreast of the latest techniques and product applications by attending trade shows and industry events, but also plays an active role in shaping the future of pest management. The company makes a significant contribution to these events, not only as a participant, but also through the presence of its speakers, who share knowledge and best practice with industry professionals. In addition, Salvarat participates in specific working groups and collaborates with industry associations to promote innovation and support the development of new solutions to the challenges facing the industry. This ongoing commitment demonstrates Salvarat's desire to be not just a player, but a true protagonist in the pest management sector.



Since 2019, Salvarat has been an official member of CORESTA (Centre de Coopération pour les Recherches Scientifiques Relatives au Tabac), an international organisation dedicated to tobacco studies and research.

As a member of the PSMST (Pest and Sanitation Management in Stored Tobacco) working group, he contributes his experience to the development of industry guidelines and the organisation of events.

In April 2002, Salvarat attended the Pest Management Conference in Izmir, Turkey, organised by PSMST, of which he is a member. The event included two days of training on pest management in the tobacco industry, followed by two days of meetings to discuss industry developments and set new standards.





In 2023, Salvarat participated in Intertabac, the most important exhibition dedicated to the tobacco sector, confirming its active role in the field of pest management services applied to the tobacco industry and further demonstrating its commitment to promoting innovation and best practices in the sector. Intertabac was an important showcase for the company to present its services and advanced solutions, as well as an opportunity to consolidate its network of international relationships with the main players in the sector.



In 2023, Salvarat's participation in the 'World Tobacco' circuit of trade fairs will continue with the Dubai edition. This confirms the commitment already established by the company with the participation in 2022 at the Sofia edition and again in 2019 in Dubai, where the PRE.MO.S.T. pest management strategy was presented during the conference "Innovation and sustainability in tobacco sanitation and pest control".



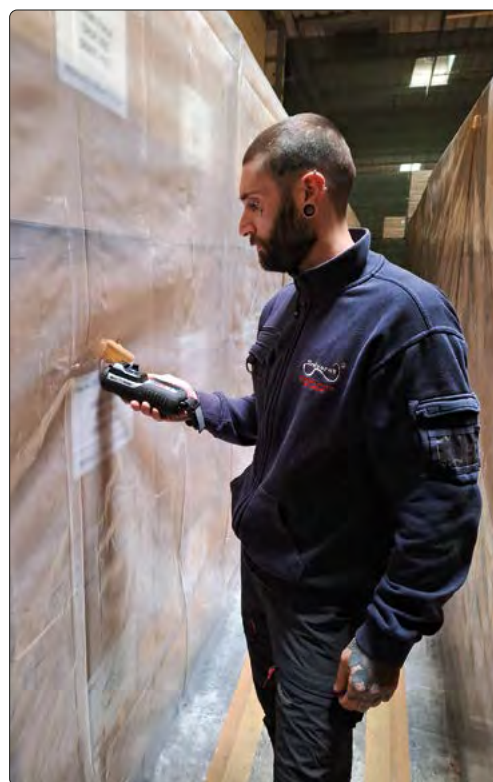




## Equipment renewal

Starting in 2020, Salvarat has made significant investments in state-of-the-art technology and equipment to optimise the performance of its services and provide excellence to its customers. These investments have affected all areas of the company and will continue in the coming years, focusing on two main areas:

- **Monitoring fumigation treatments:** The adoption of the 'Centaur' remote monitoring platform represents one of Salvarat's most significant investments in innovation in recent years. This decision was driven by our constant desire to provide our customers with an excellent service, while guaranteeing the highest levels of safety and sustainability. In parallel with the implementation of this advanced technology, we have also upgraded and improved our manual fumigation monitoring equipment. These new instruments, which are at the forefront of the industry, allow us to maintain accurate and reliable control at every stage of the process, confirming our commitment to providing ever safer and more efficient solutions.
- **Pest control treatments:** In recent years, the company has undertaken an extensive process of updating its pest control equipment, with the aim of further improving the effectiveness and efficiency of its operations. In addition to updating all pest control equipment, key innovations include the introduction of specific equipment for ultra-low volume (ULV) treatments, which allow for more targeted pest control with less environmental impact. In addition, the company's fleet has been upgraded with the purchase of a pick-up truck fitted with a fogging sprayer, which is ideal for large-scale outdoor treatments. This sprayer is equipped with a GPS tracking system that allows accurate and detailed monitoring of treated areas, ensuring uniform coverage and optimising resources. These investments reflect the company's commitment to maintaining high standards of quality and innovation, ensuring increasingly advanced and safe solutions for customers.







## 4.3 The organisation of intervention teams

Salvarat's operational teams have extensive experience in the field and an organisational structure that ensures continuity of service even in the most critical situations. The highly qualified personnel benefit from a wide range of training courses provided by the company. Each team is led by a certified operator with a minimum of two years' experience in the field, while all gas handlers are covered by specific insurance and undergo regular medical checks. The continuous training and specialisation of the operators allows them to develop a thorough knowledge of the pest species and the context in which they operate, thus guaranteeing high quality interventions. In addition, in order to guarantee a rapid response in the event of unforeseen circumstances during the execution of services, Salvarat has a team of operators ready to intervene immediately, supported by a specialist doctor. The intervention begins with a thorough analysis, followed by detailed planning and a technical survey, which allows a thorough understanding of the environment and the definition of a targeted and effective treatment. The intervention is carried out using our own resources and equipment.

All Salvarat operators have the appropriate professional licences for the use of fumigants. Salvarat's intervention teams are licensed to use hydrogen phosphide and hydrogen cyanide.

To ensure the effectiveness of fumigation services, Salvarat's technicians carry out both manual and remote concentration measurements to monitor gas penetration levels both during and after treatment. At the end of the operation, a thorough remediation of the treated area is carried out. This process is only initiated after the gases used have expired and the environment is completely free of residues, ensuring maximum safety for employees and customers.



During 2023, three operators completed the IPM 40 training course, which consists of 19 training sessions delivered throughout the year.

This course was the main formalisation course delivered during 2023, totalling 108 hours, or approximately 40 hours per person.

All Salvarat operators hold the appropriate professional licences for the use of fumigants. Salvarat crews are qualified to use phosphoric hydrogen and hydrogen cyanide.



## 4.4 Emergencies management

Salvarat recognises the importance of its role in emergency situations and has developed a set of policies and procedures to ensure a timely, professional and effective response. The company has implemented an internal procedure called “Operational Control and Emergency Response” and a specific operational instruction called “Emergency Management for Liquid/Solid Chemical Spills”. These procedures, together with in-depth training of all operational personnel, are aimed at:

- Immediate management of emergencies thanks to the implementation of the “Emergency Plan”: this is a plan drawn up by the RAQ (Quality Manager) with the support of the Prevention and Protection Service Manager (RSPP).
- Designing corrective actions to complement existing good practices, with the aim of preventing similar situations in the future, through a thorough analysis of what happened.
- Be prepared and proactive in the event of emergencies by carrying out simulations and tests.

### The process for emergency management

The company has analysed and mitigated the potential risks of accidental chemical spills at customer sites by implementing a specific operating procedure. Prevention is at the heart of the risk mitigation strategy, so Salvarat carries out detailed analyses of possible spill scenarios during daily operations, identifying causes and consequences.

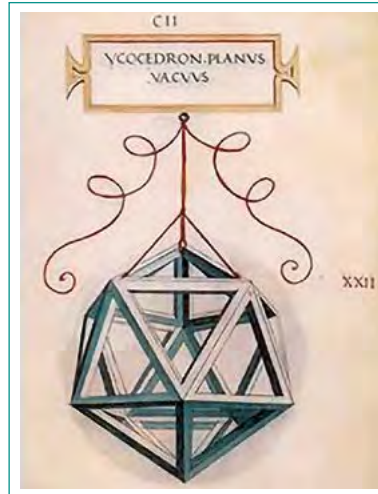
The operating procedures also include protocols for the immediate activation of cleaning systems in the event of a spill.

**No major accidents or spills in 2023**

One of the most critical risks associated with chemical spills is contamination, which can have serious consequences for health, the environment and worker safety. In particular, spills of flammable substances can cause fires or explosions, posing a significant threat. In addition, liquid spills increase the risk of occupational accidents such as slips and falls, or accidents involving transportation equipment such as vans or forklifts.

To address these risks, Salvarat uses spill kits, including spill containment bags, which are available on all company vehicles..





## 5 Taking care of our people

5.1 Our Team

5.2 Health and safety of our people

5.3 Valuing and well-being of people





## 5.1 Our Team

People are the lifeblood of Salvarat, an essential element of operational efficiency and the main driver of company growth. With this conviction, Salvarat is committed to creating a safe and respectful working environment where employees' rights are protected and their potential is enhanced, while promoting personal and professional development.

In 2023, Salvarat's workforce remained stable with 9 employees, the same number as in the previous year. In the last three years, the organisation has not undergone any significant changes in terms of personnel, continuing to invest in the consolidation of the existing team through continuous training and professionalisation of its employees. It is significant that 100% of the resources are employed on permanent contracts, despite the highly seasonal nature of the sector in which the company operates.

### Diversity as a strength

Salvarat favours a meritocratic working environment where resources are valued without distinction of gender, ethnicity, nationality or religion. An indicator of this inclusive policy is the presence of women, who account for 22% of the workforce, including women in positions of high responsibility, both in administration and quality.

This commitment is part of the SA8000 management system, through which Salvarat aims to avoid all forms of discrimination at all stages of the employment relationship: from recruitment to remuneration, from access to training to protecting the integrity of employees and promoting equal opportunities for all.

Over the years, the company has never recorded any cases of discrimination and maintaining this result remains a priority. To this end, Salvarat regularly monitors the company climate and collects direct feedback from employees through a survey. In 2023, the results of this survey were again positive, with a score of 3.97 out of 4.





Salvarat pays great attention to the safety and well-being of its employees and extends this commitment to the companies with which it collaborates or in which it works. Since 2004, the company has chosen to adopt the SA8000 management system to consolidate its commitment to social responsibility, demonstrating a high level of excellence in the implementation and promotion of these principles.



### Salvarat's SA8000 Management System for Social Responsibility

Launched in 1997, the Social Accountability 8000 (SA8000) standard is the first international social accountability standard designed to improve the competitiveness of organisations that voluntarily guarantee ethics in their supply chain and production cycle. The standard is based on several international conventions, including those of the International Labour Organisation (ILO), the UN Convention on the Rights of the Child and the UN Declaration of Human Rights.

Salvarat was one of the first Italian companies to obtain SA8000 certification and, since 2005, has been producing an annual SA8000 report with the aim of:

- Communicate the company's social responsibility policy to all stakeholders;
- Enable stakeholders to understand the company's concrete commitments;
- Provide the Board of Directors with a tool for reviewing the Social Responsibility Policy and verifying the achievement of the company's objectives;
- Highlight the continuous improvement of the company's management through trends in the indicators adopted.

This management system allows Salvarat to monitor all social aspects related to its employees and suppliers in an integrated manner. The responsibility for verifying compliance lies with the Social Performance Team, which meets regularly to review progress in relation to:

- Child labour;
- Forced and compulsory labour;
- Occupational health and safety;
- Freedom of association and collective bargaining;
- Discrimination;
- Disciplinary procedures;
- Working hours;
- Remuneration.
- Working hours;
- Remuneration.

Employees by type of contract				
	Gender	2021	2022	2023
Permanent contract	Women	2	2	2
	Men	7	7	7
	<b>Total</b>	<b>9</b>	<b>9</b>	<b>9</b>
Temporary contract	Women	0	0	0
	Men	0	0	0
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

Employees by type of contract				
	Genere	2021	2022	2023
Full - time	Women	1	1	1
	Men	7	7	7
	<b>Total</b>	<b>8</b>	<b>8</b>	<b>8</b>
Part - time	Women	1	1	1
	Men	0	0	0
	<b>Total</b>	<b>1</b>	<b>1</b>	<b>1</b>



## 5.2 Health and safety of our people

Salvarat's commitment to the health and safety of its employees is reflected in the certifications it has obtained and the numerous measures it has implemented over the years. These efforts demonstrate the company's constant focus on reducing the risk of accidents and ensuring a healthy and safe working environment.

Salvarat, in compliance with current legislation (Legislative Decree 81/08 - State-Regions Agreement n°221 of 21/12/2011), draws up and periodically updates the Risk Assessment Document (RAD) in order to identify and mitigate health and safety risks, both for internal personnel and for external personnel working for the company. Particular attention is paid to the ongoing review of causes that can lead to serious illness or disruption, such as work-related stress, manual handling, noise and the use of video terminals.

To ensure a safe and comfortable working environment, Salvarat adopts specific measures such as training courses, flexible working hours and the regular replacement of machinery and trucks. The direct involvement of workers in risk identification and mitigation processes is a fundamental pillar that ensures a more structured and effective safety management, particularly for the highest risk operational tasks.

### Bodies responsible for health management and safety

The management of health and safety in the company is entrusted to two main bodies: the Social Performance Team (SPT), established in accordance with SA8000:2014, and the Health and Safety Committee, composed of the General Management (DG), the Workers' Safety Representative (RLS) and the Quality Assurance Manager (RAQ). These bodies are responsible for evaluating, proposing and deciding on health and safety training for all personnel, ensuring that it is always appropriate to the needs of the company.





### Salvarat's Management System 45001 for occupational health and safety

The international standard UNI ISO 45001:2018, entitled "Occupational health and safety management systems - Requirements and guidance for use", is a global benchmark for worker protection. Developed by the International Organisation for Standardisation (ISO) with the collaboration of experts from more than 70 countries, and implemented in Italy by the Ente Italiano di Normazione (UNI), it sets minimum standards to improve safety, reduce work-related risks and promote the health and well-being of workers.

The Safety Management System implemented at Salvarat has been developed according to the principles of UNI ISO 45001:2018, in compliance with current regulations. This system has been designed taking into account the specific nature of the risks associated with the company's business and organisational structure. In order to ensure that each employee is aware of the safety procedures and his or her responsibilities, the management has established a precise and accessible documentation system.

In addition, through an Occupational Health and Safety Policy, Salvarat continuously monitors the effectiveness of the system in achieving its objectives and implements corrective actions when necessary to further improve occupational safety.





Safety is also extended to activities carried out at customer sites, with preliminary risk assessments and the adoption of operational strategies aimed at minimising them. In addition, a maintenance plan for equipment and vehicles has been implemented to ensure their continued suitability and safety, supported by a health surveillance plan that includes protocols for mandatory health checks for each specific task.



### Security in Logistics

Salvarat is well aware that one of the main risks associated with its business is the movement of teams to customer sites. For this reason, the company has adopted a series of preventive measures to ensure maximum safety for its employees. The company's fleet is constantly updated: the most heavily used vehicles are replaced every three years, while the others are renewed every five years. Particular attention is paid to regular maintenance of the vehicles to ensure that they are always in optimum condition to guarantee safe travel.

In addition, Salvarat regularly offers its employees the opportunity to take part in safe driving courses, organised at the Misano circuit, to further improve safety on the road. Management has also equipped all company vehicles with semi-automatic defibrillators and encouraged staff participation in the IRC project by offering the optional Basic Life Support - IRC course.



Salvarat is committed to the health and safety of its employees. As a result, there have been no accidents in the last 17 years.

### Prevention through training

Each year, Salvarat draws up a training plan in collaboration with the company's key managers, including the RSPP, the RLS, the SPT and the Medical Officer. The content of the courses is designed taking into account both regulatory requirements and the specific context of the company, and is delivered in the language that each employee understands best, taking into account the presence of employees of different nationalities.

To ensure high quality training in occupational health and safety, the company uses the services of two specialised training agencies. Training covers the following areas:

- Compulsory training and periodic updating as per art. 37 of Legislative Decree 81/08 and State-Regional Agreement No. 221 of 21/12/2011;
- Training and periodic updating for RSPP;
- Training and annual updating for RLS;
- Training and refresher courses for firefighting, evacuation and first aid teams.

In addition, to further enhance risk prevention and to ensure an increasingly aware and prepared workforce, Salvarat offers First Aid and Fire Fighting training to all employees. For employees with specific roles, such as first aid or fire fighting, annual simulations are organised within the company. Salvarat also maintains direct contact with its employees in the area of training, gathering feedback and suggestions to continuously improve the effectiveness of the courses provided.





## 5.3 Valuing and well-being of people

Salvarat considers the well-being of its employees to be a fundamental strategic resource for the success and growth of the company. Convinced that job satisfaction is directly linked to productivity and innovation, over the years Salvarat has developed a comprehensive welfare system. This system is not limited to meeting the basic needs of employees, but aims to promote a working environment that fosters psychophysical well-being and personal and professional development.

The company constantly invests in the training of its employees, offering courses that enrich both technical and personal skills, with the aim of creating a stimulating environment full of opportunities. Salvarat also recognises the importance of a sense of belonging and internal cohesion, and promotes initiatives that strengthen the bond between employees and the company.



### Analysing the corporate climate

Salvarat uses a company climate analysis system, in line with the requirements of SA8000, to better understand the opinions and satisfaction of its employees on social issues. This annual analysis gathers feedback on key issues such as the clarity of information on health and safety, child protection and the comprehensibility of pay slips.

The company conducts a regular review of employee satisfaction and is committed to taking corrective action on any issues identified as 'discrete'. The findings are incorporated into the following year's improvement plan, which sets targets to be achieved or maintained. In this way, Salvarat ensures that it promotes a working environment that meets the needs of its employees and supports their well-being.



This focus on well-being also extends to employees' families. Salvarat has introduced a number of initiatives that actively involve family members, recognising the importance of work-life balance. The company organises events and activities aimed at improving serenity, social and economic well-being and security, creating an environment that supports not only the employee but also his or her family.

This integrated and inclusive approach has enabled Salvarat to build a solid corporate culture where employees feel valued and motivated to contribute to the company's success, fostering sustainable and shared growth.



### Company welfare

In order to protect the health of its employees and ensure a safe working environment, Salvarat has had a cumulative accident and sickness insurance policy since 1998. This policy, in addition to the legal requirements, provides comprehensive coverage to employees 24 hours a day, 7 days a week, and has been re-confirmed for the year 2023.

Since 2012, Salvarat has enrolled all its employees in the San.Arti. Fund, the supplementary health care fund for artisans, providing an additional level of health protection.

The company continues to provide financial support to employees and their families by distributing shopping vouchers worth a total of €250 per employee. Salvarat also responds to the needs of its employees by offering flexible working hours, allowing them to better reconcile work and private life.

### Continuous training for all employees

For 2023, Salvarat has developed a training programme that not only fulfils legal obligations (Legislative Decree 81/08), but also represents a significant opportunity for personal and professional growth for its employees.

In addition to health and safety courses, such as refresher courses in fire fighting, defibrillator use and first aid, which are designed to enhance skills that are also useful in everyday life, Salvarat has also provided targeted professional training. This training is aimed at acquiring operational skills in response to customer needs and suggestions gathered through employee surveys.

In 2023, a total of 440 hours of training were provided, with an average of 49 hours per employee. The average number of hours per gender was 16.75 for women and 58.07 for men.





Salvarat recognises that spiritual and cultural growth is a fundamental task for society as a whole, and that the company has a responsibility to actively contribute to this goal. For this reason, the company is committed not only to promoting access to culture and spirituality within the local community, but also to supporting initiatives and projects that promote cultural development at an international level. This commitment is manifested through participation in cultural projects, sponsorship of events and collaboration with organisations and institutions that share Salvarat's vision of inclusive and sustainable cultural growth.



## Study, Work, Share

### The "Salvio Salvi" Scholarship

The scholarships were established in 2002 on the initiative of Alessandro Salvi, then sole owner of Salvarat and Agrochimica Toscana, in memory of his father, Salvio Salvi, the founder of Salvarat. Salvio Salvi was a firm believer in the value of education and the central role of schools in the cultural and social growth of young people. Salvarat has always considered the cultural, moral and human formation of new generations as a pillar of its corporate philosophy. For this reason, the company offers scholarships of varying amounts to the children of its employees, at all levels of education. With this contribution, the company hopes to encourage further growth for the benefit of all.



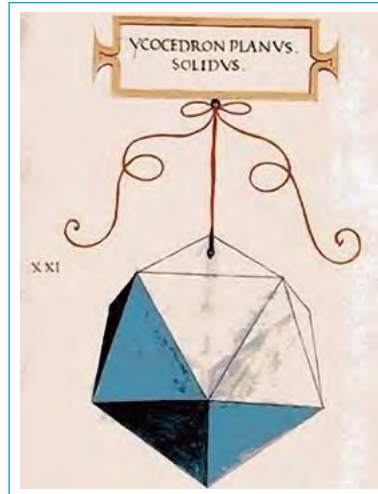




«Study because education is never an end in itself, but stimulates growth and intellectual curiosity, problem solving and human progress. Work to solve and anticipate with dedication and passion, investing in their values and beliefs to contribute to a better tomorrow. better tomorrow. To share, to give our uniqueness and our commitment to serve the good of the community and our fellow man».

School ranking	“Salvio Salvi Scholarship” value		
School year	2021	2022	2023
Kindergarten	€ 300,00	€ 150,00	€ 150,00
Primary school	€ 250,00	€ 250,00	€ 250,00
Lower secondary school	€ 1.000,00	€ 1.000,00	-
Secondary school	€ 800,00	€ 1600,00	€ 1600,00
University	€ 2000,00	€ 2000,00	€ 2000,00
Total amount	€ 4350,00	€ 5000,00	€ 4000,00





## 6 The Commitment to the Community

### 6.1 Our commitment to the Italian and international community





## 6.1 Our commitment to the Italian and international community

Salvarat plays an essential role in ensuring the well-being of local communities and the business continuity of many companies throughout Italy.

In order to strengthen its commitment to the community and continue to make a significant contribution, Salvarat is always open to considering requests for collaboration and sponsorship from associations, institutions and schools that are worthy of human and social growth.

In recent years, Salvarat has established an important partnership with the Order of Malta, an institution with over 900 years of history, with a total donation of over 103,000 euros between 2021 and 2023. The Order of Malta is mainly active in the fields of health, social welfare, humanitarian intervention and diplomacy. Its mission is summed up in its motto 'Tuitio Fidei et Obsequium Pauperum': witness to faith and service to the poor and the sick. The Order operates hospitals, medical centres, dispensaries, relief corps, foundations and specialised institutions in more than 120 countries around the world.



Value of donations			
	2021	2022	2023
Food donation	€ 25.818,32	€ 6.750,00	€ 6.249,94
Donations for youth projects	--	€ 30.901,37	--
Cultural interaction project with communities	€ 7.598,36	--	€ 7.598,36
Charitable donations	€ 12.209,76	€ 1.350,00	€ 5.200,00
<b>Total</b>	<b>€ 45.626,44</b>	<b>€ 45.626,44</b>	<b>€ 19.048,30</b>



The value of the donations is divided between:

1. Donations for cultural interaction projects with communities: aimed at socio-cultural development, for which Salvarat has identified and taken part in several projects:
  - 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;
  - Musical event "Notes of Joy 2023" Salvarat was involved in the organisation of a classical music concert, held in the town of Sansepolcro, aimed at introducing and promoting young talents from the area, who had the opportunity to make themselves known by participating and being mentioned in competitions at a regional and/or national level. Alongside these young promises, artists already established at national level performed. The proceeds of the evening went towards the purchase of oncological instruments for the Sansepolcro hospital.



Main Sponsor



FONDAZIONE  
**Nodo di Gordio**



“As an idealistic and programmatic part of the DNA of its production reality, Salvarat wants to contribute to the community”



2. Charitable donations – Food donations: all donations related to projects for assistance and support to the needy, including in areas burdened by social emergencies caused by socio-political situations that have greatly affected people's lives and daily lives. In 2023 Salvarat took part in the initiative carried out by Caritas to provide gift parcels for the neediest families, and, as a demonstration of its ongoing commitment to the community it belongs to, donated a sum to support the Confraternita Misericordia di Sansepolcro in its charitable activities.



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

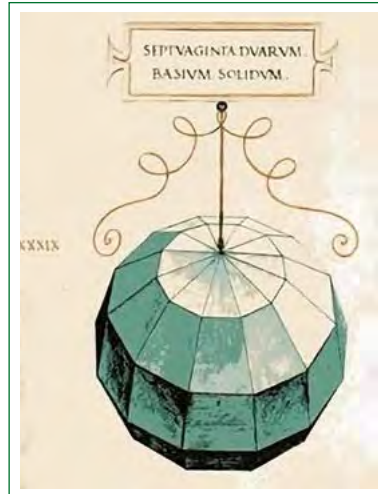




## Salvarat and land interactions over time







## 7 Our Commitment to the Environment

7.1 Salvarat's environmental approach and policy

7.2 Environmental Impacts

7.3 Salvarat's carbon footprint







## 7.1 Salvarat's environmental approach and policy

Salvarat adopts a proactive approach that includes an accurate assessment of all possible environmental impacts arising from its activities. To achieve this, it is essential to integrate policies, procedures, objectives and programmes that incorporate the Environmental Management System in order to minimise environmental issues. This approach enables the company to operate in constant compliance with industry regulations and to strive for continuous improvement in order to reduce environmental impact to a level that is “consistent with the economically viable application of the best available technology”. Salvarat's environmental policy is based on well-defined operating principles with the following objectives:



Ph: Gregor Ritter - Pixabay

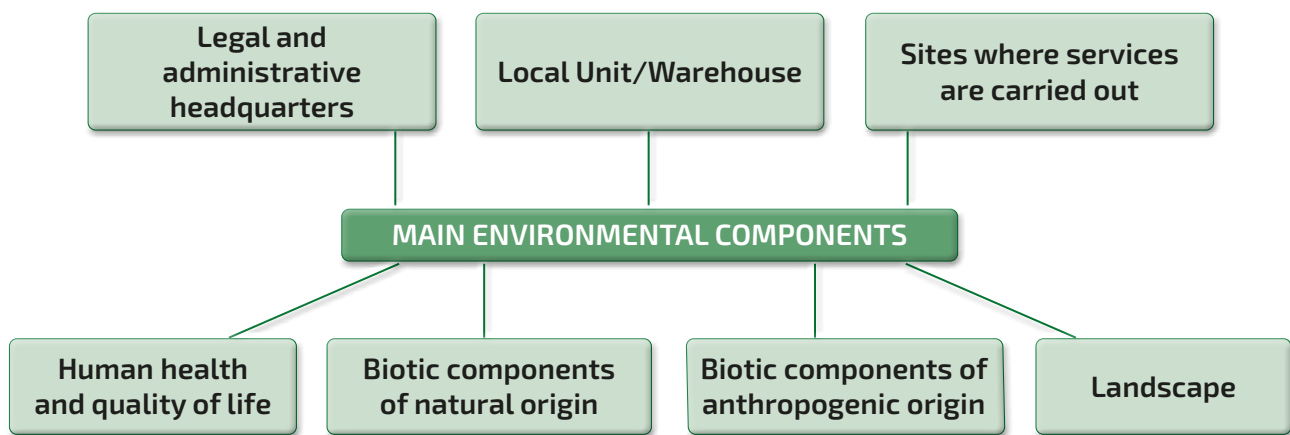
- Implement an Environmental Management System in line with the provisions of UNI EN ISO 14001:2015, applying where possible integrated models with the Quality System and the Social Responsibility and Safety at Work System;
- Adopt a system for identifying and assessing environmental risks in advance, 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;
- Improving the separate collection of waste produced;
- Evaluate their suppliers 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.





Pest control companies can generate significant environmental impacts through their operations. One of the major concerns related to pest control, rodent control and fumigation services is the use of pesticides. If not managed properly, the use of these substances can lead to air, water and soil pollution, as well as causing negative effects on local flora and fauna.

In order to obtain the UNI EN ISO 14001:2015 certification, Salvarat conducted its initial environmental analysis on 3 different sites:







## Environmental analysis at its legal and administrative headquarters.

### 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 relating 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.

### Environmental damage

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

### Waste

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

### Plant security

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





## Environmental analysis at its Local Unit / Warehouse.

### 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 environmental elements such as 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 for transporting people and materials are all powered by diesel fuel; the equipment used for the provision of services is powered by diesel fuel, 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.

### 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.



## Environmental analysis at construction sites where services are performed.

### 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/storage non-hazardous and hazardous special waste at its warehouse. These are then delivered at regular intervals to companies authorised for recovery/recycling or disposal, depending on the type of waste.

### Environmental damage

Contamination of environmental elements such as soil, groundwater, surface water, etc. is not known.

### Plant security

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.







## 7.2 Environmental Impacts

Salvarat considers it essential to adopt a sustainable development approach, aware of its active role in a process that aims to generate benefits for the entire community. Always committed to reducing the environmental and social impact of its activities, Salvarat is committed to adopting products that enable it to provide services with a low environmental impact. For this reason, the company is constantly committed to informing and involving its employees and clients, aware that pest control, disinfection and fumigation services can have a negative impact on the environment.

The main impacts of the company's services include potential effects on biodiversity, climate change, material use and waste generation.

### **Biodiversity**

Pest control, rodent control, disinfection and fumigation interventions can cause a negative impact on biodiversity by acting on positive biotic components in the ecosystem, as well as on the organisms to be eradicated (pests).

However, the integrated pest management approach adopted by Salvarat makes it possible to act only on the target organisms, thus reducing the environmental impact of the services offered by the company.

### **Climate change**

Travel to different areas of Italy, the purchase of materials and products such as pesticides cover a considerable part of the climate change impacts generated by the company's services.

### **Use of materials**

The very nature of the Pest Management activity requires the use of a variety of materials, such as chemicals, tools and specific equipment. A significant amount of materials are polyethylene sheets, which are used during the fumigation process. The company carefully evaluates the quality of the materials used to optimise their efficiency through the use of innovative and less impactful technologies.

### **Waste production**

Salvarat's objective is to reduce the impacts generated by waste along the entire value chain and, to this end, materials used at customer 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 accordance with its environmental policy, Salvarat is committed to reducing waste and the environmental impact of its services. This commitment ranges from the responsible use of chemical products to the proper management of waste generated during operations.

In 2023, Salvarat recorded a 34% increase in the materials used in its activities compared to the previous year. This increase, due to the increased use of polyethylene film, is the result of greater market demand for Salvarat's services, which led to a corresponding increase of 62% in waste generated compared to 2022.

In terms of waste generation and management, the company is committed to managing all waste generated in accordance with current regulations, through collection, categorisation and delivery to authorised waste management companies. 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.

In this way, Salvarat is able to distinguish recyclable materials from waste and sort them according to the relevant EWC code (European Waste Catalogue).

This internal process also allows for the complete reuse of cardboard materials.

The waste generated by the company is temporarily stored in Salvarat's own warehouse and then handed over to an authorised waste transport and/or disposal company. Salvarat regularly verifies that these companies are licensed in accordance with applicable regulations. In addition, Salvarat's administration takes care of the management of forms and the registration of loading and unloading operations for the administrative offices and the warehouse. Every year, the company completes the MUD (Modelo Unico di Declaration) with the assistance of an external consultancy.



### Salvarat

takes all necessary measures to prevent any accidental spillage of substances into the soil and to limit chemical emissions into the atmosphere.

The company actively works with public authorities and customers to establish and update emergency procedures to minimise the effects of any damage to the environment.



## 7.3 Salvarat's carbon footprint

In order to improve its environmental performance over time, Salvarat has started to monitor and control the emissions generated along its value chain from 2022. This is the first starting point for identifying and implementing strategies to reduce the total emissions of the service over its entire life cycle.

The analysis of the impact of Salvarat's activities on the climate follows internationally recognised methodologies and standards, and in the specific case of this Sustainability Report, as for the previous ones, and for the GHG Report, they have been drawn up in accordance with the guidelines of the Global Reporting Initiative (GRI) and the GHG Protocol, an organisation that represents a partnership between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), which provide for the preparation of an inventory of greenhouse gas emissions to be updated annually.

The GHG Protocol Corporate Accounting and Reporting Standard provides a standardised methodology to quantify greenhouse gas emissions associated with the Corporate Carbon Footprint (CCF) by classifying them as Scope 1, Scope 2 and Scope 3 emissions.



### CARBON INTENSITY

Since more than 90 per cent of the company's emissions (both direct and indirect) are proportional to Pest Management activities, the company decided to use Carbon Intensity as a measure of decarbonisation performance.

Carbon intensity measures the amount of carbon dioxide (CO<sub>2</sub>) emissions produced per unit of economic or energy output. To represent its environmental performance more clearly, Salvarat has identified the economic value generated by the company as its output. In quantitative terms, the unit of measurement adopted is the quantity of tonnes of CO<sub>2</sub> produced per million euros of economic value generated (unit tCO<sub>2</sub>/M€).

Carbon intensity	UdM	2023
Scope 1	tCO <sub>2</sub> eq/M€	51,24
Scope 2 (Location-based)	tCO <sub>2</sub> eq/M€	1,08
Scope 2 (Market-based)	tCO <sub>2</sub> eq/M€	1,94
Scope 3	tCO <sub>2</sub> eq/M€	107,94





The main direct emissions generated by Salvarat's activities come from fuel consumption.

When analysing the energy consumption that determines the company's Scope 1 and 2 emissions, it can be seen that this is mainly for lighting, heating and cooling of the offices. In addition, in order to provide services, employees need to use means of transport to reach the sites where work needs to be carried out, thus using fuels such as diesel and petrol, and in addition using equipment for spraying pest control products, which also leads to GHG emissions.

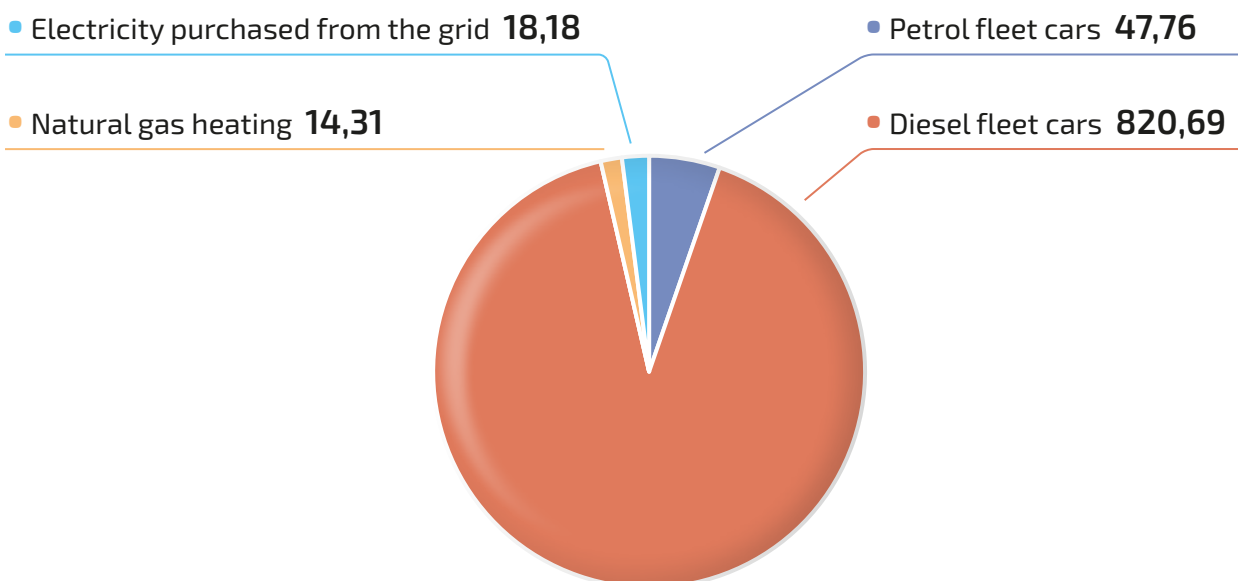
A change in total energy consumption compared to the previous year of -18% is evident, despite an increase in the number of interventions carried out, demonstrating the company's commitment to reducing its impact, in particular by modernising the fleet of vehicles used for interventions.

Energy consumption *			
	UdM	2022	2023
Total energy consumption	Gj	1,102	901

\* Data on energy consumption and emissions are only available for the last two years as the monitoring of these data started in 2023 and it was not possible to reconstruct the data for the years before 2022.

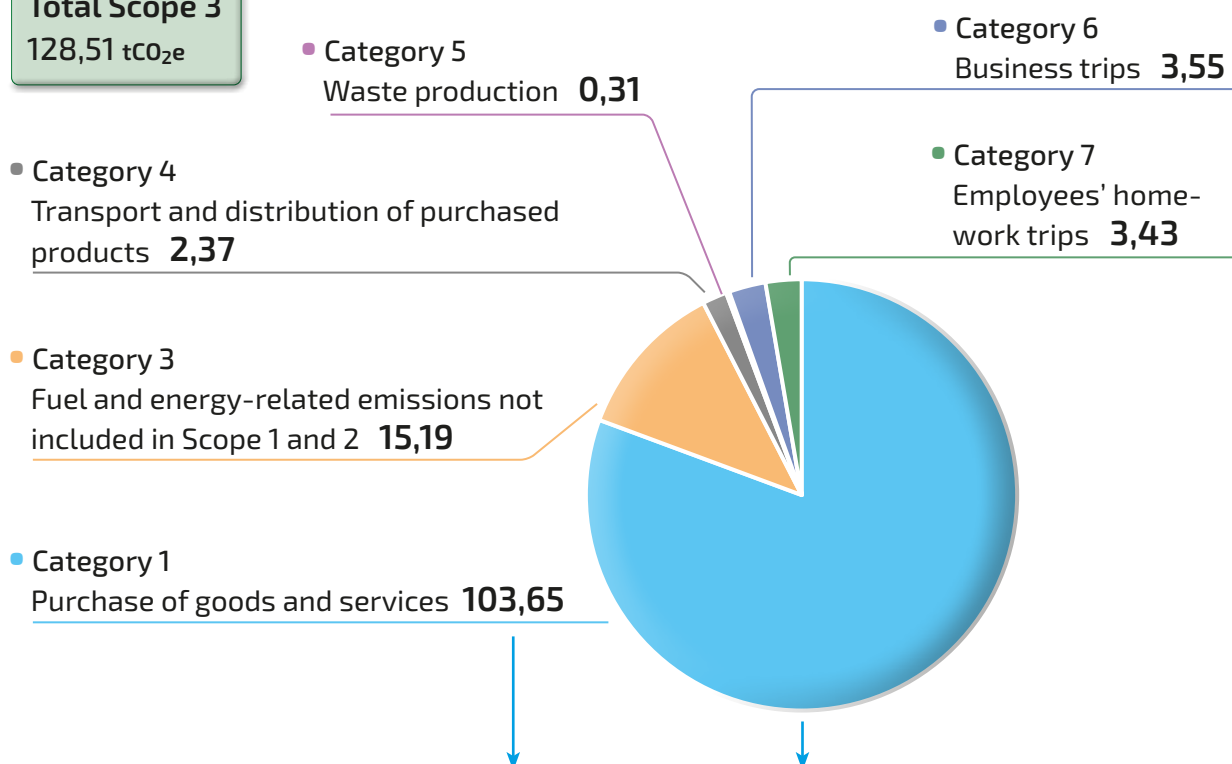
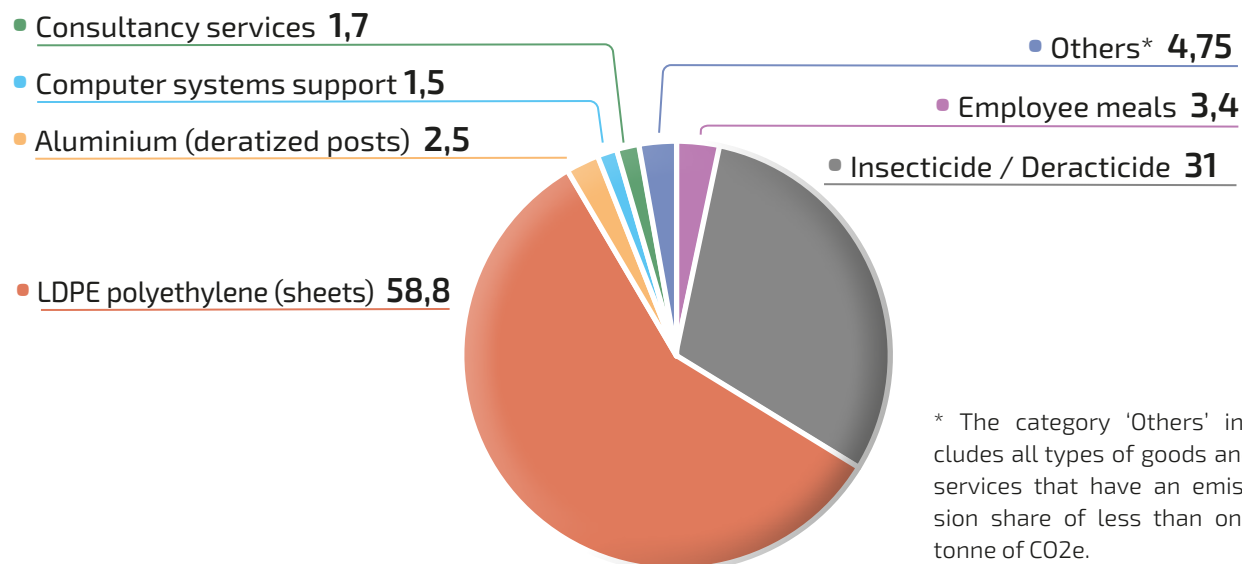


## Energy consumption 901 Gj





In 2023, most of Salvarat's greenhouse gas emissions came from indirect activities, called 'Scope 3'. This increase is mainly caused by two factors: first, the company bought more plastic sheeting (polyethylene) in order to increase the stock in the warehouse; second, the purchase of insecticide products, which are necessary for the company's operations, contributed more to the emissions due to an update in the emission factor used to calculate the impact of these products on the environment.

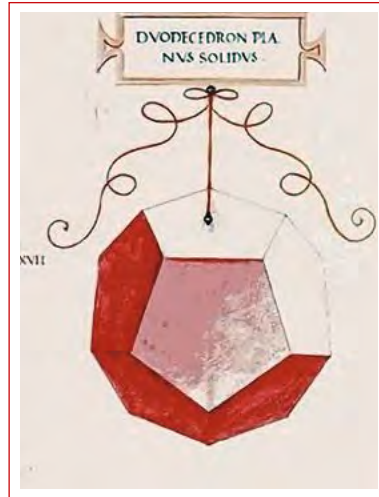
**Total Scope 1**Vehicle fleet 60,35 tCO<sub>2e</sub>Heating locations 0,65 tCO<sub>2e</sub>**Total Scope 2 (Location based)**Venue lighting 1,29 tCO<sub>2e</sub>**Total Scope 2 (Market based)**Venue lighting 2,31 tCO<sub>2e</sub>**Total Scope 3**128,51 tCO<sub>2e</sub>**Focus main types of goods and services - Category 1 - Scope 3**











## 8 Guide to reading

### 8.1 Methodological note and reporting principles



## 8.1 Methodological note and reporting principles

Salvarat's 2023 Sustainability Report presents the environmental, social and economic results achieved in the 2023 financial year (1 January to 31 December).

To facilitate comparability over time and to illustrate a trend, a comparison of data over the three-year period 2021 - 2023 has been proposed where possible.

The aim of the Sustainability Report, which is produced voluntarily on an annual basis, is to illustrate Salvarat S.r.l.'s sustainability strategies, 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 scope of the report is the same as that of the Annual Report, taking into account the sustainability impacts generated by Salvarat S.r.l., whose head office is located in San Sepolcro, Via XX Settembre, 85.

The 2023 Sustainability Report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards, as defined in 2021 by the GRI - Global Reporting Initiative under the 'In Accordance' reporting option.

The process of preparing the document included the identification of content and indicators, starting with the results of the materiality analysis, which related to the elements of the context that emerged in 2022 and were confirmed in 2023, leading to the consequent identification of the most significant impacts related to Salvarat's activities. These were then linked to the material themes that best represented them.

The qualitative and quantitative information presented in the report was collected through interviews and data collection forms, in collaboration with the company representatives involved in the process. In addition, disclosures related to 'GRI 1 - Fundamental Principles 2021' have been considered and material sustainability issues have been reported according to the criteria set out in 'GRI 3 - Material Issues 2021'.

No specific activities have been excluded from reporting. There were no significant changes in the nature of the business during the year.

**For further information and suggestions**

**Contact: [etica@salvarat.com](mailto:etica@salvarat.com)**





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 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 everyone, 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 2021-2023, in order to allow for a comparison of performance over time. In addition, the ways of representing the information indicated by the GRI Standards have been used to allow comparison with other realities.

**Completeness**

The impacts dealt with 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 enable a comprehensive assessment of the company's performance in the reporting year.

**Context of sustainability**

Salvarat's performance is presented in the broader context of sustainable development.

**Timeliness**

This document was published in the second half of 2024.

**Verifiability**

Salvarat has collected and analysed the data so that the information can be examined to establish its veracity.



# 9

## 9.1 GRI Content Index

## 9.2 Data tables



## 9.1 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 and reporting principles	88	-			
	2-2 Entities included in the organization’s sustainability reporting	8.1 Methodological Note and reporting principles	88	-			
	2-3 Reporting period, frequency and contact point	8.1 Methodological Note and reporting principles	88	-			
	2-4 Restatements of information	8.1 Methodological Note and reporting principles	88	-			
	2-5 External assurance	8.1 Methodological Note and reporting principles	88	-			
	2-6 Activities, value chain and other business relationships	1.1 Who we are	10	-			
		1.5 Our stakeholders and partnerships	18				
		3.1 Our contribution to the value chain	32				
	2-7 Employees	5.1 Our Team	56	-			
		9.2 Data Tables	97				
	2-8 Workers who are not employees	5.1 Our Team	56	During 2021, 2022, and 2023, there were no non-employee workers			
		9.2 Data Tables	97				
	2-9 Governance structure and composition	1.3 Governance and Organisational Structure	16	-			
	2-10 Nomination and selection of the highest governance body	1.3 Governance and Organisational Structure	16	-			
	2-11 Chair of the highest governance body	1.3 Governance and Organisational Structure	16	-			
	2-12 Role of the highest governance body in overseeing the management of impacts	1.3 Governance and Organisational Structure	16	-			
	2-13 Delegation of responsibility for managing impacts	1.3 Governance and Organisational Structure	16	-			
	2-14 Role of the highest governance body in sustainability reporting	1.3 Governance and Organisational Structure	16	-			
	2-15 Conflicts of interest	1.3 Governance and Organisational Structure	16	-			
	2-16 Communication of critical concerns	1.3 Governance and Organisational Structure	16	In 2023, no significant issues were reported during the reporting period.			

## 9.1 Content Index

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanations
GRI 300 – ENVIRONMENTAL PERFORMANCE					
CLIMATE CHANGE/ AIR EMISSIONS					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 302 ENERGY 2016	302-1 Energy consumption within the organization	7.3 Salvarat’s carbon footprint	82	-	
		9.2 Data Tables	97		
CLIMATE CHANGE/ AIR EMISSIONS					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 305 EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	7.3 Salvarat’s carbon footprint	82	-	
		9.2 Data Tables	97		
	305-2 Energy indirect (Scope 2) GHG emissions	7.3 Salvarat’s carbon footprint	82	-	
		9.2 Data Tables	97		
	305-3 Other indirect (Scope 3) GHG emissions	7.3 Salvarat’s carbon footprint	82	-	
		9.2 Data Tables	97		
WASTE MANAGEMENT					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 306 WASTE 2020	306-1 Waste generation and significant waste-related impacts	9.2 Data tables	97	-	
		7.1 Salvarat’s environmental approach and policy	75		
		7.2 Environmental Impacts	80		
	306-2 Management of significant waste-related impacts	9.2 Data tables	97	-	
		7.1 Salvarat’s environmental approach and policy	75		
		7.2 Environmental Impacts	80		
	306-3 Waste generated	9.2 Data tables	97	-	
		7.1 Salvarat’s environmental approach and policy	75		
	306-4 Waste diverted from disposal	9.2 Data tables	97	-	
		7.1 Salvarat’s environmental approach and policy	75		
306-5 Waste directed to disposal	9.2 Data tables	97	-		
	7.1 Salvarat’s environmental approach and policy	75			

## 9.1 Content Index

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	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 401 EMPLOYMENT 2016	401-1 New employee hires and employee turnover	9.2 Data tables	97	-	
	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	62	-	
WELFARE GUARANTEE TO EMPLOYEES AND FAMILIES					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 402 LABOR/MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	9.2 Data tables	97	-	
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	5.2 Health and safety of our people	58	-	
	403-2 Hazard identification, risk assessment, and incident investigation	5.2 Health and safety of our people	58	-	
	403-3 Occupational health services	5.2 Health and safety of our people	58	-	
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.2 Health and safety of our people	58	-	
	403-5 Worker training on occupational health and safety	5.3 Valuing and well- being of people	62	-	
		5.2 Health and safety of our people	58		
	403-6 Promotion of worker health	5.2 Health and safety of our people	58	-	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.2 Health and safety of our people	58	-	
	403-8 Workers covered by an occupational health and safety management system	5.2 Health and safety of our people	58	-	
403-9 Work-related injuries	5.2 Health and safety of our people	58	In 2021, 2022, and 2023, no workplace injuries were confirmed		



## 9.1 Content Index

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	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 404 TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	5.3 Valuing and well-being of people	62	-	
		9.2 Data tables	97		
DIVERSITY & INCLUSION AND EQUITY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	5.1 Our Team	56	-	
DIVERSITY & INCLUSION AND EQUITY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Im- pacts and Relevant Topics	24	-	
GRI 406 NON-DISCRIMINATION 2016	406-1 Incidents of discrimina- tion and corrective actions taken	5.1 Our Team	56	In 2021, 2022, and 2023, no incidents of discrimina- tion occurred at Salvarat. The com- pany climate was monitored through the anonymous administration of the annual SA8000 Employee Survey. The company successfully passed the SA8000 maintenance audits without any issues arising, just as the internal audits did not reveal any issues of this type.	

## 9.1 Content Index

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	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	3.2.1 How we select our suppliers	34	-	
CUSTOMER SAFETY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Im- pacts and Relevant Topics	24	-	
GRI 416 CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	4.3 The organisation of inter- vention teams	53	-	
	416-2 Incidents of non- compli- ance concerning the health and safety impacts of products and services	-	-	In 2021, 2022, and 2023, there were no incidents of non-compliance regarding the impacts on the health and safety of products and services. The ISO 45001 certification maintenance audits did not report any observations or non-compliances in this regard	
CUSTOMER PRIVACY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Im- pacts and Relevant Topics	24	-	
GRI 418 CUSTOMER PRIVACY 2016	418-1 Substantiated com- plaints concerning breaches of customer privacy and losses of customer data	3.2.2 Customer centricity and satisfaction	36	-	
ASPECTS NOT COVERED BY GRI INDICATORS					
PROMOTING INNOVATION					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Im- pacts and Relevant Topics	24	-	
INNOVATION	-	4.2 Research and innovation	48	-	

## 9.2 Data table

## GRI 2-7: Employees

Employees	Type of contract	Gender	Unit of measurement	2021	2022	2023
Employees by type of contract and gender	Permanent contract	Women (n° of heads)	n.	2	2	2
		Men (n° of heads)	n.	7	7	7
	<b>Tot. Permanent contract</b>		n.	<b>9</b>	<b>9</b>	<b>9</b>
	Temporary contract	Women (n° of heads)	n.	0	0	0
		Men (n° of heads)	n.	0	0	0
	<b>Tot. Temporary contract</b>		n.	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Total</b>		n.	<b>9</b>	<b>9</b>	<b>9</b>
Employees by type of employment and gender	Full-time	Women (n° of heads)	n.	1	1	1
		Men (n° of heads)	n.	7	7	7
	<b>Tot. Full-time</b>		n.	<b>8</b>	<b>8</b>	<b>8</b>
	Part-time	Women (n° of heads)	n.	1	1	1
		Men (n° of heads)	n.	0	0	0
	<b>Tot. Part-time</b>		n.	<b>1</b>	<b>1</b>	<b>1</b>
	<b>Total</b>		n.	<b>9</b>	<b>9</b>	<b>9</b>

## GRI 2-8: Workers who are not employees

Employees	Unit of measurement	2021	2022	2023
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
<b>TOTAL</b>	<b>n.</b>	<b>0</b>	<b>0</b>	<b>0</b>



## 9.2 Data table

## GRI 2-21: Annual total compensation ratio

		Unit of measurement	2021	2022	2023
Compensation*	Total annual compensation of the organisation's highest paid individual	n.	59.302,86	58.262,86	58.827,01
	Median of salaries paid to Company employees	n.	29.444,89	32.555,59	34.390,82
	Ratio of the annual total compensation of the highest paid person to the median annual total compensation of all employees	n.	2,01	1,79	1,71

\* CCNL for Craft Enterprises Providing Cleaning Services. On 27/10/22, collective bargaining led to the signing of the Supplementary Agreement to adjust the economic terms alone, effective from 27/10/22 to 31/12/24.

## GRI 301-1: Materials used by weight or volume

Raw materials*	Renewable	Unit of measurement	2022	2023
Raw materials (primary resources converted into products or services)	-	Ton	2,87	3,408
Insecticides	No	Ton	2,1	3,016
Rat poisons	No	Ton	0,77	0,392
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	22,755
Polyethylene sheet	No	Ton	16,7	22,755
Incoming semi-finished products coming from subcontractors, if applicable	-	Ton	0	0
Packaging materials, including paper, cardboard and plastic	-	Ton	0	0

\* Data on material consumption is available only for the last two years, as the monitoring of such data began in 2023, and it was not possible to reconstruct the data for the years prior to 2022.

## 9.2 Data table

GRI e 302-1: Energy consumption within the organization			
Energy consumption*			
	Unit of measurement	2022	2023
Petrol (car fleet)	Gj	18,00	47,76
Diesel (car fleet)	Gj	1.044,00	820,69
Natural gas (car fleet)	Gj	-	-
Natural gas (heating)	Gj	21,00	14,31
Office electricity (lighting and air conditioning) purchased from the grid	Gj	19,00	18,18
Total energy consumption	Gj	1.102,00	901,00

\* Data on energy consumption is available only for the last two years, as the monitoring of such data began in 2023, and it was not possible to reconstruct the data for the years prior to 2022.

GRI 305-1: Direct (Scope 1) GHG emissions			
Direct emissions**			
	Unit of measurement	2022	2023
Direct emissions*	tCO <sub>2</sub> e	1,2	2,1
Diesel (car fleet)	tCO <sub>2</sub> e	73,4	58,25
Natural gas (car fleet)	tCO <sub>2</sub> e	0	-
Natural gas (heating)	tCO <sub>2</sub> e	1,2	0,65
Total Scope 1	tCO <sub>2</sub> e	75,8	61,00

\* Data on Scope 1 emissions is available only for the last two years, as monitoring of such data began in 2023, and it was not possible to reconstruct the data for the 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), 2023.

## 9.2 Data table

**GRI 305-2: Energy indirect (Scope 2) GHG emissions\***

Indirect emissions**			
	Unit of measurement	2022	2023
Emissions from electricity consumption (Location- based)	tCO <sub>2</sub> e	1,6	1,29
Total Scope 2 (Location-based)	tCO <sub>2</sub> e	1,6	1,29
Total Scope 1 + Scope 2 (Location-based)	tCO <sub>2</sub> e	77,5	62,29
Emissions from electricity consumption (Market- based)	tCO <sub>2</sub> e	2,4	2,31
Total Scope 2 (Market-based)	tCO <sub>2</sub> e	2,4	2,31
Total Scope 1 + Scope 2 (Market-based)	tCO <sub>2</sub> e	78,2	63,31

\* Data on Scope 2 emissions is available only for the last two years, as monitoring of such data began in 2023, and it was not possible to reconstruct the data for the years prior to 2022.

\*\* The GRI Standards outline two methodologies for calculating Scope 2 emissions: the “Location-based method” and the “Market-based method”.

The Market-based method relies on CO<sub>2</sub> emissions from the energy suppliers from whom the organization purchases electricity through a contract and can be calculated considering: energy Guarantee of Origin certificates and direct contracts with suppliers, specific supplier emission factors, and emission factors related to the “residual mix”, i.e., unmonitored or unclaimed energy and emissions. The methodology used for calculating Salvarat’s Market-Based Scope 2 emissions included the 2023 emission factor: 457.1 gCO<sub>2</sub>/kWh, source: AIB, Association of Issuing Bodies (2023) - European Residual mixes 2022.

The Location-based method, on the other hand, is based on average emission factors related to energy generation at the regional, subnational, or national level (Italy emission factor 2023: 255.6 grams CO<sub>2</sub>/kWh), source: ISPRA Report 386/2023.



## 9.2 Data table

GRI 305-3 Other indirect (Scope 3) GHG emissions*			
Indirect emissions**			
Category 1 – Purchased goods and services	Unit of measurement	2022	2023
Category 3 – Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	tCO <sub>2</sub> e	81,17***	103,65
Category 4 – Upstream transportation and distribution	tCO <sub>2</sub> e	17,43	15,19
Category 5 – Waste generated in operations	tCO <sub>2</sub> e	1,98	2,37
Category 6 – Business travel	tCO <sub>2</sub> e	0,42	0,31
Category 7 – Employee commuting	tCO <sub>2</sub> e	0,78	3,55
Total Scope 3	tCO <sub>2</sub> e	3,28	3,43
TOTAL SCOPE 1 + SCOPE 2 (Location-based) + SCOPE 3	tCO <sub>2</sub> e	105,06***	128,51
TOTAL SCOPE 1 + SCOPE 2 (Market-based) + SCOPE 3	tCO <sub>2</sub> e	182,54***	190,80
TOTALE SCOPE 1 + SCOPE 2 (Market-based) + SCOPE 3	tCO <sub>2</sub> e	183,28***	191,82

\* Data on Scope 3 emissions is available only for the last two years, as monitoring of such data began in 2023, and it was not possible to reconstruct the data for the years prior to 2022.

\*\* GHG Scope 3 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 the available data, Scope 3 emissions were calculated for the following categories: Purchase of goods and services, Emissions related to fuels and energy not included in Scope 1 and 2, Transport and distribution of purchased products, Waste generation, Business travel, Employee commuting.

\*\*\* Data for 2022 has been restated following the decision to update the emission factor for CO<sub>2</sub> emissions from the production of pesticides, which falls under Scope 3 category 1 'Purchases of goods and services'. The new emission factor, updated to 2013, is based on an arithmetic average of all inputs and outputs for the production of 78 pesticides in Europe. (Source: Ecoinvent 3.10 Dataset Documentation - 'Pesticide Production, Not Specified - RER')

## 9.2 Data table

GRI 306-3: Waste generated

Type of waste	Unit of measurement	2021		2022		2023	
		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	7,83	-	7,15	-	11,38	-
Food waste	-	N/A	N/A	N/A	N/A	0,31	N/A
Printer Toners	Ton	0,008	-	0,011	-	0,016	-
Electrical/electronic equipment not working	Ton	-	-	-	-	-	-
Waste from production cycle	Ton	1,396	-	1,49	-	1,895	-
<b>TOTAL WASTE PRODUCED FOR YEAR</b>	Ton	<b>9,234</b>	-	<b>8,65</b>	-	<b>14,05</b>	-

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

## 9.2 Data table

GRI 306-4: Waste diverted from disposal											
Total hazardous waste		Unit of measurement	2021			2022			2023		
of which re-prepared for re-use			Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
of which sent for recycling		Ton	-	-	0,011	-	-	0,04	-	-	0,31
Other recovery operations	R13	-	-	-	-	-	-	-	-	-	-
Total non-hazardous waste		-	-	-	-	-	-	-	-	-	-
of which re-prepared for re-use		Ton	-	-	0,011	-	-	0,04	-	-	0,031
of which sent for recycling		Ton	-	-	7,83	-	-	7,15	-	-	12,14
Other recovery operations	R13	-	-	-	-	-	-	-	-	-	-
of which sent for recycling		Ton	-	-	7,83	-	-	7,15	-	-	12,14
Other recovery operations	R13	-	-	-	-	-	-	-	-	-	-



## 9.2 Data table

GRI 306-5: Waste directed to disposal

Waste		Unit of measurement	2021			2022			2022		
			Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Total hazardous waste		Ton	-	-	0	-	-	0	-	-	0,124
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	-	-	0,097	-	-	0,097	-	-	0,124
Total non-hazardous waste		Ton	-	-	1,30	-	-	1,35	-	-	1,756
of which sent to incineration (with energy recovery)		-	-	-	1,30	-	-	-	-	-	-
of which sent to incineration (without energy recovery)*		Ton	-	-	-	-	-	1,34	-	-	1,740
of which sent to landfill			-	-	-	-	-	-	-	-	-
Other Disposal Operations	D15	-	-	-	-	-	-	0,011	-	-	0,016

\* 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.

## 9.2 Data table

GRI 401-1: New employee hires and employee turnover					
Indicator	Gender	Age	2021	2022	2023
			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	1	0	0
		> 50 years old	0	0	0
Employees			2021	2022	2023
Total women layoffs (n. of heads)			0	0	0
Total men hires (n. of heads)			1	0	0
Total hires			1	0	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			2021	2022	2023
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	Unit of measurement	2021	2022	2023
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

## 9.2 Data table

## GRI 403-8: Lavoratori coperti da un sistema di gestione della salute e sicurezza sul lavoro

Employees	Unit of measurement	2021	2022	2023
The number and percentage of all employees covered by such a system	<i>n.</i>	9	9	9
	%	100%	100%	100%
The number and percentage of all employees covered by such a system that has been internally audited	<i>n.</i>	9	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	<i>n.</i>	9	9	9
	%	100%	100%	100%
Total number of employees	<i>n.</i>	9	9	9
Workers who are not employees whose work or place of work is controlled by the company	Unit of measurement	2021	2022	2023
The number and percentage of all non-employees covered by such a system	<i>n.</i>	-	-	-
	%	0%	0%	0%
The number and percentage of all non-employees covered by such a system that has been internally audited	<i>n.</i>	-	-	-
	%	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	<i>n.</i>	-	-	-
	%	0%	0%	0%
Total number of non-employee workers	<i>n.</i>	-	-	-

## 9.2 Data table

GRI 403-9: Work-related injuries				
Employees	Unit of measurement	2021	2022	2023
Hours worked	n.	12.613	13.189	13.538
Total number of recordable occupational accidents, including fatalities	n.	0	0	0
of which commuting accidents (only if the transport was organised by the company and the journeys took place within working hours)	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	2021	2022	2023
Hours worked	n.	0	0	0
Total number of recordable occupational accidents, including fatalities	n.	0	0	0
of which commuting accidents (only if the transport was organised by the company and the journeys took place within working hours)	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%

\* The recordable workplace injury rate is the ratio of the total number of workplace injuries to the total hours worked in the same period, multiplied by 1.000.000. The fatality rate from workplace injuries is the ratio of the total number of deaths from workplace injuries to the total hours worked in the same period, multiplied by 1.000.000. The rate of workplace injuries with serious consequences (excluding deaths) is the ratio of the total number of workplace injuries with serious consequences (excluding deaths) to the total hours worked in the same period, multiplied by 1.000.000.



## 9.2 Data table

GRI 404-1: Average hours of training per year per employee

Hours of training by employment category	Unit of measurement	2021	2022	2023
Managers	<i>h</i>	40,0	33,5	38,5
Executives	<i>h</i>	208,0	237,15	368,0
Employees	<i>h</i>	97,0	45,65	33,5
Total hours of training provided to employees	<i>h</i>	<b>345,0</b>	<b>316,3</b>	<b>440,0</b>
Average training hours per manager	<i>h</i>	<b>40,0</b>	<b>33,5</b>	<b>61,3</b>
Average training hours per executive	<i>h</i>	<b>34,7</b>	<b>39,52</b>	<b>38,5</b>
Average training hours per employee	<i>h</i>	<b>48,5</b>	<b>22,82</b>	<b>16,75</b>
Training hours by employees gender	Unit of measurement	2021	2022	2023
Training hours provided to women	<i>h</i>	97,0	45,65	33,5
Training hours provided to men	<i>h</i>	248,0	270,75	406,5
Total hours of training provided to employees	<i>h</i>	<b>345,0</b>	<b>316,4</b>	<b>440</b>
Average training hours per employee (woman)	<i>h</i>	<b>48,5</b>	<b>22,83</b>	<b>16,75</b>
Average training hours per employee (man)	<i>h</i>	<b>35,43</b>	<b>38,68</b>	<b>58,07</b>

## 9.2 Data table

GRI 414-1: New suppliers that were screened using social criteria

Type	Unit of measurement	2021	2022	2023
Total number of new suppliers	n.	0	0	0
Number of new supplier that were screened using social criteria	n.	0	0	0
Rate of new suppliers that were screened using social criteria	%	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.	In the reporting period from 01.01.2023 to 31.12.2022 there haven't been new suppliers.

GRI 416-1: Valutazione degli impatti sulla salute e sulla sicurezza per categorie di prodotto e servizi

	Type	Unit of measurement	2021	2022	2023
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 impact s 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.

## 9.2 Data table

## GRI 405-1: Diversity of governance bodies and employees

Board of Directors by gender and age		Age	2021	2022	2023
			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		2021		2022		2023	
		Women	Men	Women	Men	Women	Men
Employees with employment contracts as at 31 December	Executives	0	1	0	1	0	1
	Managers	1	0	1	0	1	0
	Employees	1	0	1	0	1	0
	Workers	0	6	0	6	0	6
TOTAL		2	7	2	7	2	7

## GRI 405-1: Diversity of governance bodies and employees

Employees by job category and age group		2021			2022			2023		
		< 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	1	0	0	1	0	0	1
	Employees	0	0	1	0	0	1	0	0	1
	Workers	2	4	0	2	4	0	4	4	0
TOTAL		2	4	3	2	4	3	4	4	3

\* Data for the three-year period 2021, 2022, and 2023 have undergone a restatement process, as an employee over the age of 50 had previously been classified as a staff member instead of as a manager.









