



pest control - fumigation services

Sustainability Report 2024



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Dear Stakeholder,

We are pleased to present the 2024 Sustainability Report, a document that brings together the results achieved over the past year and reflects our ongoing commitment to environmental, social and economic responsibility. It is an opportunity for transparency and sharing: a moment to highlight the progress made and the challenges ahead, in the belief that sustainability is a common responsibility and a key driver for creating long-term value.

The context in which we operate continues to present complex challenges: increasingly stringent regulations, rapid technological developments and growing attention to the environmental impact of services. In this scenario, we have strengthened our strategic vision, founded on innovation, responsibility and a strong connection with the communities where we operate.

We have continued to invest in digital technologies, in the training and continuous development of our people, and in the optimization of processes. In 2024, we completed the digitalization of operational activities, completely eliminating paper-based reporting — an important step towards more efficient and sustainable management. Our goal is to deliver increasingly effective and tailored interventions with reduced environmental impact, promoting a Pest Management model focused on prevention and respect for ecosystem balance. We have also renewed our voluntary certifications for environmental management and occupational health and safety systems (ISO 14001 and 45001), demonstrating our commitment to responsible and transparent business practices.

At the international level, we have consolidated our presence by taking part in major industry fairs and events: Intertabac, WT Africa (where we were invited as speakers), and WT



Middle East (as both exhibitors and speakers). These occasions provided valuable opportunities to engage with international markets and to exchange best practices within the sector. In addition, we actively contributed to the work of the international CORESTA PSMST group, dedicated to the development of sustainable practices within the tobacco supply chain.

During the year, we also launched preparatory activities for two key evaluation tools: the Ecovadis rating and the B Impact Assessment. Both represent an important opportunity to measure and enhance our environmental and social performance, strengthen transparency with stakeholders and benchmark ourselves against global standards.

Our connection with the local territory remains a source of strength and inspiration. Throughout the year, we supported cultural initiatives, projects to enhance local heritage, programs dedicated to health and well-being, as well as initiatives of international solidarity.

With this Fifth Sustainability Report, we wish to share the direction undertaken by Salvarat: a path based on trust, innovation and responsibility, aimed at generating lasting value for all our stakeholders.

Enjoy reading

Alessandro Salvi

Sole Director

Sustainability Report 2024

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Highlights

Donations earmarked
for scholarships
and donations € 30.712,85

Percentage of suppliers
with ISO:14001
certification up 4.3%
compared to 2023 21,7%

Hours of
training
delivered 408

Carbon intensity
compared to 2022 -11,2%

Tons of waste sent for
recycling equal to 83,8%
of total waste generated 11,75

Value
economic
distributed € 1.089.625

1

Introducing ourselves

1.1 Who we are

1.1.1 Our history and evolution

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1.1 Who we are

Salvarat is a family-run business, led by Alessandro Salvi as sole director.

With over 66 years of experience, the company has acquired the skills and know-how to make it competitive in various specialisations within the pest management sector. These include disinfestation, fumigation, rodent control and sanitisation, in both the civil and industrial sectors.

In 2022, Salvarat obtained Benefit Corporation status in order to strengthen its commitment to its stakeholders. Aware of its environmental and social responsibilities, the company integrates sustainable development requirements into its operations, promoting the growth and protection of its staff, creating shared economic value and reducing its environmental impact. Furthermore, to limit the impact of its activities, Salvarat operates with respect for biodiversity and guarantees health and safety conditions in the workplace, while supporting the continuity of its customers' activities.

Where we operate

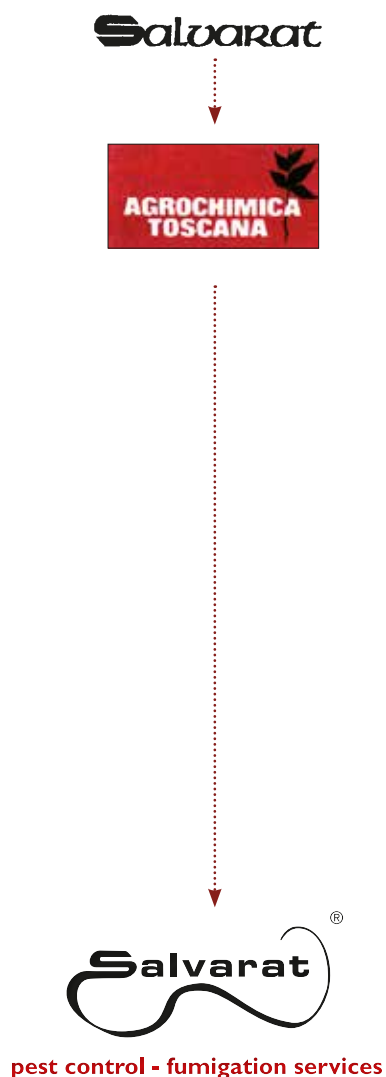
The company was founded and developed in Tuscany, Sansepolcro, on the border between Umbria and Marche. The company subsequently expanded its presence throughout Italy, with a view to offering its services internationally.

Salvarat adopts innovative methods to provide its services, investing in new technologies, cutting-edge intervention techniques and continuous staff training. This strategy enables the company to compete successfully in both routine interventions and highly specialised activities. In addition, Salvarat provides comprehensive support to its customers, both nationally and internationally. This includes offering consulting services, developing integrated pest management procedures and strategies, conducting team and employee training, and assisting with communication activities during international trade fairs and B2B meetings.



Ph: Mojca Peter - Pixabay

1.1.1 Our history and evolution



Committed to a Sustainable Future

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



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 3th Sustainability Report and the 1st Carbon Footprint Report.

2024 The journey to communicate the company's sustainable performance continues with the publication of the 4th Sustainability Report and the 2nd Carbon Footprint Report.

1.1.2 Values and philosophy



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Salvarat is dedicated to offering its employees and customers a high-quality experience, inspired by ethical and social principles that are at the heart of its cor-

porate philosophy. The company is committed to the pursuit of excellence, quality and value creation, both within and outside its organisation.

Salvarat Values

Integrity and Passion

We are committed to achieving excellence in every area of our business, and are dedicated to sharing a path that generates a positive impact on our colleagues, customers and society.

Loyalty and Trust

We prioritise the establishment of robust relationships, meticulously attending to the requirements of our clientele and personnel. Our objective is to cultivate transparent and enduring connections.

Entrepreneurship and Quality

We design and deliver highly specialised services that are characterised by great attention to detail. This ensures that we maintain excellent quality and professional standards.

Innovation and Dynamism

We demonstrate our uniqueness through the services we provide. We courageously face the challenges of today, constantly innovating our procedures and technologies to help us overcome our limitations and support our customers in achieving their goals.

1.1.3 Benefit companies and social objectives

In March 2022, Salvarat obtained Benefit Corporation status, which is an important milestone for a company that has long been committed to ESG issues, particularly social initiatives. This achievement goes beyond simply responding to growing stakeholder expectations regarding sustainability; it also demonstrates an increasingly deep-rooted awareness of social and environmental issues within the organisation.



Focus: fundamental characteristics of a Benefit Society

Purpose, Accountability and Transparency

Unlike traditional companies, benefit companies are managed by directors and shareholders who are committed to higher standards of purpose, accountability and transparency. It represents an evolution in business models, introducing a new type of company that not only pursues profit, but also social or collective goals. Consequently, benefit companies generate value for all stakeholders, including customers, suppliers, employees, shareholders and management. This corporate form is also particularly attractive to 'impact investment capital' thanks to the greater legal guarantees, accountability and transparency involved in implementing its mission.

Enterprises for the "Common Benefit"

A benefit company is required to pursue a common benefit, in addition to generating profits for its shareholders. In Italy, as in other European and non-European countries, it is mandatory to indicate a specific Common Benefit in the articles of association, rather than simply a generic one. The legislation defines Common Benefit as a positive and concrete impact on society and the environment. Examples of specific purposes include: the provision of goods or services to disadvantaged individuals or communities; the protection or restoration of the environment; the improvement of human health; the promotion of the arts, sciences or the advancement of knowledge.

In order to be officially recognised as a Benefit Company, it is essential that social and environmental objectives are clearly defined and declared in the company's articles of association. It is vital that these objectives deliver tangible benefits

for both the company and the community. It is imperative that these targets are concrete, measurable and transparent. Salvarat has included and formalised 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

Salvarat's commitment to Corporate Social Responsibility is founded on the principles of transparency, quality and respect for people and the environment.

The journey began in 2004 with the achievement of SA8000 certification, which is internationally recognised for the protection of workers' rights, and UNI EN ISO 9001, the standard for quality management.

In 2018, the company further strengthened its management system by adopting the UNI EN 16636 standard, specifically designed for the pest management sector. This standard sets out requirements and guidelines designed to encourage the adoption of sustainable practices, with a particular emphasis on the use of environmentally friendly methods and the implementation of integrated strategies that minimise the use of chemicals, favouring preventive solutions.

2021 marked a significant milestone for Salvarat, with the introduction of new management systems aimed at continuous improvement. The company is certified under UNI EN ISO 14001 for aspects related to environmental management, and UNI ISO 45001 for health and safety at work. In the same year, the company also published its first sustainability report, with the aim of transparently sharing its results, commitments and strategies in the environmental, social and economic fields.

In 2022, the company took a significant step by officially becoming a Benefit Corporation, formalising its commitment to creating value for the community and the local area through operations that are increasingly responsible, sustainable and transparent.

- 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



- 2024
- 4° SUSTAINABILITY REPORT
 - 2° GHG REPORT



In 2024, Salvarat published its second carbon footprint report, adding new items to the scope 3 categories. This demonstrates the company's dedication to transparency and improving its environmental performance.

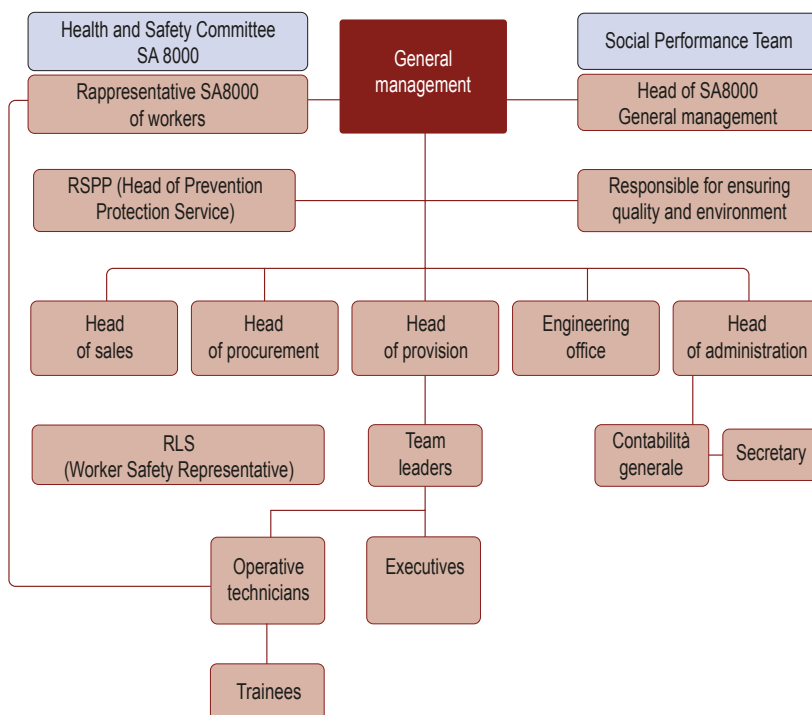
1.3 Governance and Organisational Structure

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

In 2016, the company underwent a strategic transformation, moving from an individual entity to a limited liability company, with the aim of providing a more solid structure that is better suited to market needs. Currently, the position of Sole Director is held by Alessandro Salvi, with support from the Ordinary Shareholders' Meeting for major decisions. This meeting is also responsible for collecting and validating data for ESG reporting. The supervision of operations, performance and critical issues is ensured through internal audits conducted by an external consultant to ensure maximum objectivity in the reports. Salvarat's governance framework encompasses sus-

tainability monitoring through the Social Performance Team (SPT), which oversees matters pertaining to Corporate Social Responsibility, and the Health and Safety Committee, in alignment with the stipulations of the SA8000 management system. The company has an integrated management system covering quality, health and safety, the environment and pest control. This specifies tasks and responsibilities for senior management and the various decision-making levels, who report regularly on the general status and any operational issues. The process outlined above 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 the entire workforce, based on full awareness of the roles played by each employee. In this regard, 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 committed to upholding the highest standards of ethical behaviour within the organisation, among team members and in its business practices, in accordance with applicable laws.

This commitment includes compliance with social, environmental and occupational safety regulations, and the pursuit of success in the delivery of services in accordance with customer agreements. This philosophy is embedded in every aspect of the business, from the relationships with suppliers, who are regarded as essential to building an ethical business, to other areas. In order to uphold these values, Salvarat has obtained ISO 9001 and SA8000 certifications. These certifications establish quantifiable growth and improvement

objectives to be monitored for continuous progress, and they also commit the company to valuing its staff, guaranteeing their rights and promoting their professional and personal development. Furthermore, the company has implemented a dedicated whistleblowing system that enables all stakeholders to report instances of illegal or unethical behaviour within the organisation anonymously and securely. This can be done via the dedicated email address etica@salvarat.com. This system helps to prevent and detect fraud and violations.



Salvarat's management team prioritises conducting its business activities ethically. In this regard, the company has not recorded any administrative or criminal penalties for non-compliance or failure to comply with laws and regulations.

Remuneration policies and employee satisfaction

The remuneration of Salvarat employees is determined by applying the "CCNL Imprese artigiane esercenti servizi di pulizia" (National Collective Labour Agreement for Craft Businesses Providing Cleaning Services) relating to the category of the sector in which the company operates. The correct application of the contract and the management of all personnel-related obligations are entrusted, under supervision, to a firm of labour consultants.

Each year, the General Management department carries out an assessment to ensure that employees' duties and remuneration are in line with company policies. Furthermore, workers have the opportunity to express their opinions and make requests for improvements to working conditions through the questionnaires provided for by the voluntary SA8000 standard.

1.5 Our stakeholders and partnerships

Salvarat has identified and mapped its stakeholders using well-defined criteria, including organisational structure, business activities, value chain and the system of relationships that revolve around the company.

The stakeholders were divided into two main categories based on two primary factors:

- **Influence on Salvarat:** i.e. the stakeholder's ability to influence the company's strategic and/or operational decisions;
- **Dependence on Salvarat:** i.e. the degree to which the stakeholder is affected by the choices, services and activities carried out by the company.



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

Trade associations

Salvarat actively engages with industry leaders through networking and professional associations.

These associations include:



IFA - Imprese Fumigatrici Associate (Associated Fumigation Companies): 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.

Scientific Collaborations

For over a decade, Salvarat has supported scientific research through a collaboration with a renowned expert in the field of medical and veterinary entomology and acarology, funding studies aimed at investigating specific categories of pathogenic insects and mites. This activity allows the company to acquire detailed knowledge of the species encountered during field operations, enabling it to offer its customers effective solutions for environmental protection, including through preventive and targeted interventions. Scientific collaboration is a clear sign of Salvarat's commitment to the continuous search for innovative solutions that anticipate the needs and expectations of its customers.



1.6 Economic performance and shared value

In 2024, Salvarat confirmed a positive trend, the result of the company's ongoing commitment.

This commitment pursues the continuous improvement of its practices, with a particular focus on sustainability and the quality of the services offered, for the benefit of both its customers and the communities in which it operates. During the year, the

company generated an economic value of €1.310.904, allocating 83% of this value to distribution among the various stakeholders, through operating expenses to suppliers, tax payments to institutions and staff remuneration.

Generated and distributed economic value			
	2022	2023	2024
Generated economic value	1.034.489	1.195.608	1.310.904
Distributed economic value	957.232	1.028.397	1.089.625
Operating Costs	569.017	592.320	624.153
Distributed value to employees	361.373	380.125	403.942
Distributed value to capital providers	5.633	1.747	2.374
Distributed value to P.A	21.209	54.205	59.156
Retained economic value	77.258	167.211	221.279

2

Sustainability according to Salvarat

2.1 The industry's global sustainability challenges

2.2 Materiality Analysis
Impacts and Relevant Topics

2.3 Climate change and impact on pests:
risks and opportunities for Salvarat

2.4 Salvarat's approach to sustainability

2.1 The industry's global sustainability challenges

Salvarat operates in a global context in which sustainability challenges are becoming increasingly important.

These challenges involve a variety of stakeholders, including institutions, organisations and individual citizens, who are collectively driving the market towards more responsible behaviour. In order to respond to these pressures, companies are required to adopt strategies that limit the environmental, social and economic impact of their activities, promoting sustainable development geared towards protecting resources for future generations.

In line with this commitment, Salvarat is dedicated to integrating sustainability principles into all operational activities.

The company has a clear strategy to address the critical issues in the sector, with the aim of reducing negative impacts and promoting conscious and responsible practices.

The main areas of intervention on which Salvarat's commitment focuses are illustrated below:

Correct use of biocides to ensure efficacy and safety

In the face of mounting resource scarcity, it is imperative to optimise usage, reduce waste, and intervene solely in areas and on the pest species that are directly implicated. This approach is designed to preserve ecosystems and minimise the impact on the surrounding environment.

Adaptation to climate change and potential pests

Among the effects of climate change, including the gradual rise in temperatures, is the creation of environmental conditions that favour the spread of pests, including alien species. This phenomenon directly impacts Salvarat's operations, which are designed to contain the proliferation of these organisms and prevent the spread of related diseases. The interventions are implemented in a manner that preserves the ecosystem's balance.



Protection of biodiversity during operations

The protection of biodiversity is a priority for companies operating in the pest management sector. A key objective is the adoption of innovative solutions capable of effectively managing pests while avoiding compromising ecosystems or altering their natural balance.

Respect for human rights along the supply chain

It is essential for the effective performance of activities and the generation of shared value to ensure a positive working environment, where workers are protected, fundamental rights are respected and all stakeholders are valued.

Prevention and control of chemical pollution

Innovation in our services is a key step in reducing environmental impacts on water, air and soil. The solutions introduced must promote a reduction in the use of products containing harmful chemicals.

The significance of prevention and monitoring for effective management

Thanks to advanced technologies for data collection, analysis and monitoring, infestations can be prevented in a timely manner, reducing the number of corrective interventions. This approach allows for the adoption of targeted solutions, minimising environmental impact and preserving biodiversity. Innovative and conscious pest management is key to protecting ecosystems, improving the safety and sustainability of businesses.

2.2 Materiality Analysis. Impacts and Relevant Topics

The materiality analysis process.

The content and indicators reported in this document were defined based on the results of the materiality analysis, a structured, multi-stage process.

The process began with an external context study to understand industry benchmarks and key stakeholder pressures, enabling the identification of the main ESG impacts relevant to the company and its stakeholders. This was facilitated in part by the involvement of Salvarat's management team, who were instrumental in defining the company's priority issues.

The most significant material issues relating to the economy, the environment and people, including impacts on human rights, were assessed and identified in accordance with the impact assessment methodology proposed by the GRI 2021 Standards.

In 2024, materiality was reassessed and updated by changing the name and description of the impacts and material topics reported in previous years to take into account recent developments in reporting regulations.

The identification of material topics followed a structured process, which included the following stages.

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.






The initial step involved the identification of 17 impacts associated with Salvarat's operations and value chain. These impacts were then assigned a rating of significance, based on a thorough evaluation of the actual impacts' severity, as well as a consideration of the severity and probability of potential impacts.






A comparison was made of the impacts to be prioritised, and the business functions involved validated the analyses and significance of each identified impact. As a result, 14 significant impacts for Salvarat were identified.





Step 3. Define the list of material issues

The list of material topics has been compiled by identifying the 14 most significant impacts.

The material topics for the year 2023-24, and therefore subject to reporting, are shown in the table below.

Impact	Type	Material Topic	Topic description	GRI Topics	Impacts perimeters	Engagement
 Contribution to local community development	Actual	Commitment to local and community development	As a benefit company, Salvarat builds stakeholder trust and reputation by fostering collective well-being. The company is committed to promoting community welfare through philanthropic initiatives, charitable contributions, and donations to scientific research. These efforts play a key role in building and maintaining positive relationships with local communities, while contributing to their socio-economic development.	GRI 201: Economic performance	<ul style="list-style-type: none"> Local Community Civil society Customers Institutions Suppliers 	Caused by the company and directly linked to its activities
 Market distortion due to corruption and anti-competitive practices	Potential	Corruption and anti-competitive practices	Episodes of corruption and anti-competitive practices can distort markets, creating an unfavorable environment for companies that operate ethically. Such misconduct may result in the loss of stakeholder trust, damage to corporate reputation, and the undermining of fair competition. Moreover, these practices can lead to significant legal and financial penalties, with negative consequences for both the company's economic stability and the broader market in which it operates. Salvarat closely monitors the conduct of its employees and partners, ensuring adherence to principles of ethical business behavior.	GRI 205: Anti-corruption GRI 206: Anti-competitive behaviour	<ul style="list-style-type: none"> Suppliers Civil society Employees 	Caused by the company and directly linked to its activities
 Depletion of natural resources resulting from material consumption in business operations	Actual	Material consumption	Aware of its impact on natural capital, Salvarat takes a responsible approach to managing the resources used in its business processes. While operations require the use of natural resources for raw material sourcing, the company is actively committed to reducing consumption and promoting sustainable practices aimed at safeguarding the future availability of these resources. This approach reflects a long-term strategic vision focused on environmental protection and the creation of lasting value.	GRI 301: Materials	<ul style="list-style-type: none"> Local Community Civil society Suppliers 	Caused by the company and directly linked to its activities
 Environmental impacts from energy consumption and GHG	Actual	Climate change	In delivering its services, Salvarat carries out processes that require the use of energy resources, leading to the generation of greenhouse gas emissions. To mitigate these impacts, the company has adopted the ISO 14001 certification system, demonstrating its commitment to environmental management and to reducing emissions.	GRI 302: Energy GRI 305: Emissions	<ul style="list-style-type: none"> Civil society Local Community 	Caused by the company and directly linked to its activities
 Biodiversity loss caused by business activities	Actual	Biodiversity loss	Fully aware of the potential environmental impacts of Pest Management activities, Salvarat plays a leading role in safeguarding biodiversity. The use of chemical products, if not carefully managed, can cause significant harm to certain animal species and entire ecosystems. To address this risk, the company adopts a rigorous and responsible approach, optimizing the use of substances and prioritizing natural-based formulations, positioning itself as an example of sustainability and innovation within the sector.	GRI 304: Biodiversity	<ul style="list-style-type: none"> Civil society Local Community 	Directly linked to the Company's activities

Impact	Type	Material Topic	Topic description	GRI Topics	Impacts perimeters	Engagement
 Environmental pollution from waste generation across the value chain	Actual	Waste generation across the value chain	Waste generated from Salvarat's Pest Management activities primarily includes plastics, solid materials, and animal-derived waste. Although Article 182 of the Italian Environmental Code (TUA) distinguishes between the material and legal producer of waste, disposal activities remain Salvarat's responsibility. The company implements a waste management policy aimed at minimizing waste generation and promoting responsible disposal practices.	GRI 306: Waste	<ul style="list-style-type: none"> Local Community Civil society Customers Institutions Suppliers 	Caused by the company and directly linked to its activities
 Enhancement of employee well-being, retention, and training	Actual	Employee well-being, retention, and training	Employee well-being, both inside and outside the workplace, is essential to fostering a positive and supportive company culture. Salvarat supports its workforce and their families by promoting permanent employment contracts and offering a range of employee benefits. In addition, the company invests in education by providing scholarships that accompany employees' children throughout their academic journey, from early childhood through to university.	GRI 401: Employment GRI 402: Labor/Management relations GRI 404: Training and education	<ul style="list-style-type: none"> Employees 	Directly linked to the Company's activities
 Impacts on workers' health and safety	Potential	Health and safety at work	In carrying out its activities, Salvarat's personnel are exposed to potential risks, including manual handling, chemical, and biological hazards. For this reason, beyond mandatory training and medical checks required by law, the company protects its employees by ensuring high safety standards. Preventive measures are regularly assessed through external audits under ISO 45001 certification, while SA8000:2014 certification demonstrates Salvarat's commitment to upholding social responsibility standards across the entire supply chain.	GRI 403: Occupational Health and Safety	<ul style="list-style-type: none"> Suppliers Civil society Local Community Employees 	Directly linked to the Company's activities
 Decline in employee and contractor well-being due to discrimination	Potential	Discrimination	Instances of discrimination can significantly undermine employee and contractor well-being, creating a hostile and non-inclusive work environment. Such situations may generate stress, reduce motivation, and increase staff turnover, ultimately compromising both productivity and team cohesion. Salvarat is committed to promoting ethics and shared values, supported by its SA8000 certification, which attests to the company's adherence to recognized social responsibility standards.	GRI 405: Diversity and equal opportunity GRI 406: Non-discrimination	<ul style="list-style-type: none"> Suppliers Employees 	Directly linked to the Company's activities
 Raising ESG awareness through the development of a sustainable and resilient supply chain	Actual	Development of a sustainable and resilient supply chain	Building a sustainable and dynamic supply chain is a key driver in raising awareness of ESG issues. Embedding transparency policies in supplier selection and relationships is essential to ensuring sustainable conduct throughout the value chain. Salvarat fosters a cooperative and innovative supply chain, setting continuous environmental, social, and economic goals. Open dialogue with suppliers is a crucial factor in creating collaborative relationships and ensuring higher quality in service delivery.	GRI 414: Supplier Social Assessment	<ul style="list-style-type: none"> Local Community Civil society Institutions Certification bodies Suppliers Trade Union 	Caused by the company and directly linked to its activities

Impact	Type	Material Topic	Topic description	GRI Topics	Impacts perimeters	Engagement
 Impacts on customer and community health and safety	Potential	Customer and community health and safety	The provision of Salvarat's services may entail risks to the health and safety of customers and the broader community. Minimizing these risks is essential to ensure customer satisfaction and safeguard public well-being. Salvarat is committed to following industry best practices and the procedures established by UNI 16636:2015, ensuring safe and effective pest management. This approach guarantees high-quality interventions that protect both human health and the environment.	GRI 416: Customer health and safety	<ul style="list-style-type: none"> • Local Community • Civil society • Customers • Institutions • Certification bodies • Suppliers • Trade Union 	Directly linked to the Company's activities
 Improved service quality and customer awareness on prevention practices	Actual	Service quality and customer satisfaction	Salvarat's commitment to service quality is demonstrated by issuing clients a completion certificate at the end of each project. This written document not only certifies the excellence of the service provided but also offers practical guidelines for future prevention. In doing so, Salvarat ensures that clients have the necessary resources to maintain their sites in optimal condition even after the intervention, fostering a sustainable and proactive approach to managing treated environments.	GRI 416: Customer health and safety	<ul style="list-style-type: none"> • Customers 	Directly linked to the Company's activities
 Economic and reputational harm to customers due to privacy breaches	Potential	Privacy violation	Privacy breaches can cause severe economic and reputational harm to clients, undermining trust and damaging the relationship with the company. The unauthorized disclosure of sensitive data may result in financial losses, legal penalties, and reputational damage for customers. Through strict policies and robust security measures, Salvarat ensures the highest level of confidentiality and protection of client information.	GRI 418: Customer privacy	<ul style="list-style-type: none"> • Customers 	Directly linked to the Company's activities
 Reduction of environmental impacts through research and development	Potential	Promotion of innovation	Salvarat operates in a highly dynamic and competitive environment, where innovation plays a crucial role in mitigating potential environmental impacts. The company continuously invests in research and development to enhance its pest management services, implementing innovative techniques and state-of-the-art processes. This commitment to innovation not only optimizes the effectiveness of the solutions provided but also contributes to long-term environmental sustainability.	Non-GRI indicator	<ul style="list-style-type: none"> • Suppliers • Civil society • Local Community • Employees 	Directly linked to the Company's activities

2.3 Climate change and impact on pests: risks and opportunities for Salvarat

Climate change has a significant impact on the spread and behaviour of numerous species of insect pests.

Particular attention should be paid to pests such as the tobacco beetle (*Lasioderma Serricorne*) and the cocoa moth (*Ephestia Elutella*), which are the main organisms targeted by Salvarat's activities. Rising temperatures and changing precipitation patterns can affect their geographical distribution, life cycle and reproductive capacity, with significant consequences for the tobacco industry and integrated management strategies.

The impact of climate change on *Lasioderma Serricorne*.

The tobacco beetle (*Lasioderma serricorne*) is a pest that has the potential to affect products such as tobacco, cocoa and spices. Higher temperatures can have a significant impact on its biological development, which in turn affects pest management strategies. A study by Gao et al. (2020) analysed the impact of a temperature range between 21°C and 33°C, finding substantial variations in key parameters such as development time, adult longevity, oviposition period and fecundity. Specifically, the rise in temperature

led to a decrease in the lifespan of adults, while promoting an increase in female fertility, with a maximum of 40.49 eggs per individual recorded at 33°C. This behaviour suggests that global warming could accelerate life cycles and increase the number of annual generations, expanding the geographical spread of the species and increasing the risk of infestation.

The impact of climate change on *Ephestia Elutella*.

The cocoa moth (*Ephestia elutella*) is another significant pest problem for the tobacco and cocoa sectors, as well as for dried fruit. According to the study by Nechita et al. (2021), higher temperatures have been shown to accelerate the biological development of the species, in particular by shortening the larval stage and bringing forward reproductive maturity. The increase in temperature has also led to an increase in fertility, although it is associated with higher mortality in the early stages of the cycle (eggs and larvae). Overall, the biological balance observed indicates a positive effect on survival and



reproductive capacity, with a potential increase in infestation pressure. Changing climatic conditions could favour the expansion of *E. Elutella* into new geographical areas, posing significant challenges for crop protection and pest management.

Financial risks and opportunities for Salvarat.

Climate change represents a significant challenge for Salvarat in terms of environmental issues, but also an opportunity to further consolidate its position as a leading player in the pest management sector. The increase in infestations, driven by higher temperatures and greater species adaptability, may lead to an increased demand for specialised interventions, creating new development opportunities for the company.

Salvarat is addressing this scenario with a

proactive approach, investing in advanced technical solutions and sustainable strategies capable of responding effectively to increasingly complex needs. The adaptation of pest species to new climatic contexts leads to an increase in operational challenges, but at the same time stimulates the evolution of the services offered, which are increasingly personalised and prevention-oriented. In alignment with its values and as a Benefit Corporation, Salvarat recognises eco-friendly innovation as a strategic factor for future competitiveness. The company's commitment to sustainability is reflected in its research and development of low environmental impact technologies, integrated management systems and collaboration with customers in the construction of shared solutions. These efforts are aimed at contributing to a sustainable and resilient growth model.

¹ Gao, Y., Zheng, L., & Zhang, D. (2020). Effects of temperature on the development and reproduction of *Lasioderma serricorne* (F.) (Coleoptera: Anobiidae). *Journal of Economic Entomology*, 113(6), 2857-2863.

² Nechita, C., Ionescu, S., & Dumitrescu, F. (2021). The effect of temperature on the development and reproduction of *Ephestia elutella* (Hübner) (Lepidoptera: Pyralidae). *Environmental Entomology*, 50(4), 898-906.

2.4 Salvarat's approach to sustainability

Salvarat's integrated approach to sustainability encompasses environmental, social and economic dimensions, guided by the principles of integrity, respect and quality.

These values form the basis of the corporate culture and guide every decision. The company's commitment is reflected in a Pest Management strategy that is based

on four fundamental pillars: service sustainability, social sustainability, environmental sustainability and economic sustainability.

Sustainability of services

At the core of Salvarat's business strategy lies complete customer satisfaction, underpinned by a commitment to sustainability. The company is committed to the principles of service quality and professional ethics, which it believes are essential for promoting authentic sustainability among all stakeholders.

Salvarat upholds stringent standards, facilitated by a team of highly qualified professionals and the implementation of state-of-the-art technologies. Trust, responsibility, commitment and a proactive spirit form the cornerstones of the company's operational approach, which is rapidly evolving to support customers in addressing current and future challenges.

Economic sustainability

Salvarat is committed to safeguarding the value and quality of its services, implementing efficiency-oriented solutions that reduce costs, processing times and waiting times. The company is firmly of the belief that a robust business model has the potential to generate economic and added value for all stakeholders. In order to achieve this objective, it is vital to adhere to the highest ethical standards within the organisation and in its external relations. This must be done in strict compliance with social and environmental regulations.

Environmental Sustainability

Salvarat is deeply committed to reducing its environmental impact, a goal pursued through compliance with current regulations, careful planning and monitoring activities, combined with the use of advanced integrated pest management techniques. This strategy enables the company to safeguard biodiversity and reduce pollution.

At the core of its service provision is the promotion of 'widespread supply chain sustainability', which aims to integrate and develop good environmental practices shared with customers and partners. Salvarat applies efficiency criteria in the use of products, adopting customised and tailor-made procedures based on specific needs, thus contributing to a responsible and sustainability-oriented business model.

Social Sustainability

Salvarat promotes the creation of shared value through active dialogue and the dissemination of knowledge, building solid and lasting relationships with all its stakeholders. The aim is to offer a service capable of supporting the development of the territory and the sustainability of the entire value chain, both directly and indirectly.

The principles guiding this approach are engagement, empowerment, transparency and privacy protection. The company constantly invests in solutions aimed at improving working conditions and quality, with a particular focus on continuous staff training to promote professional growth and ensure high levels of health and safety.

3

The importance of added value to our supply chain

3.1 Our contribution to the value chain

3.1.1 Sustainability along the value chain

3.1.2 The tobacco supply chain and our contribution to sustainability

3.2 Our commitment to customers and partners

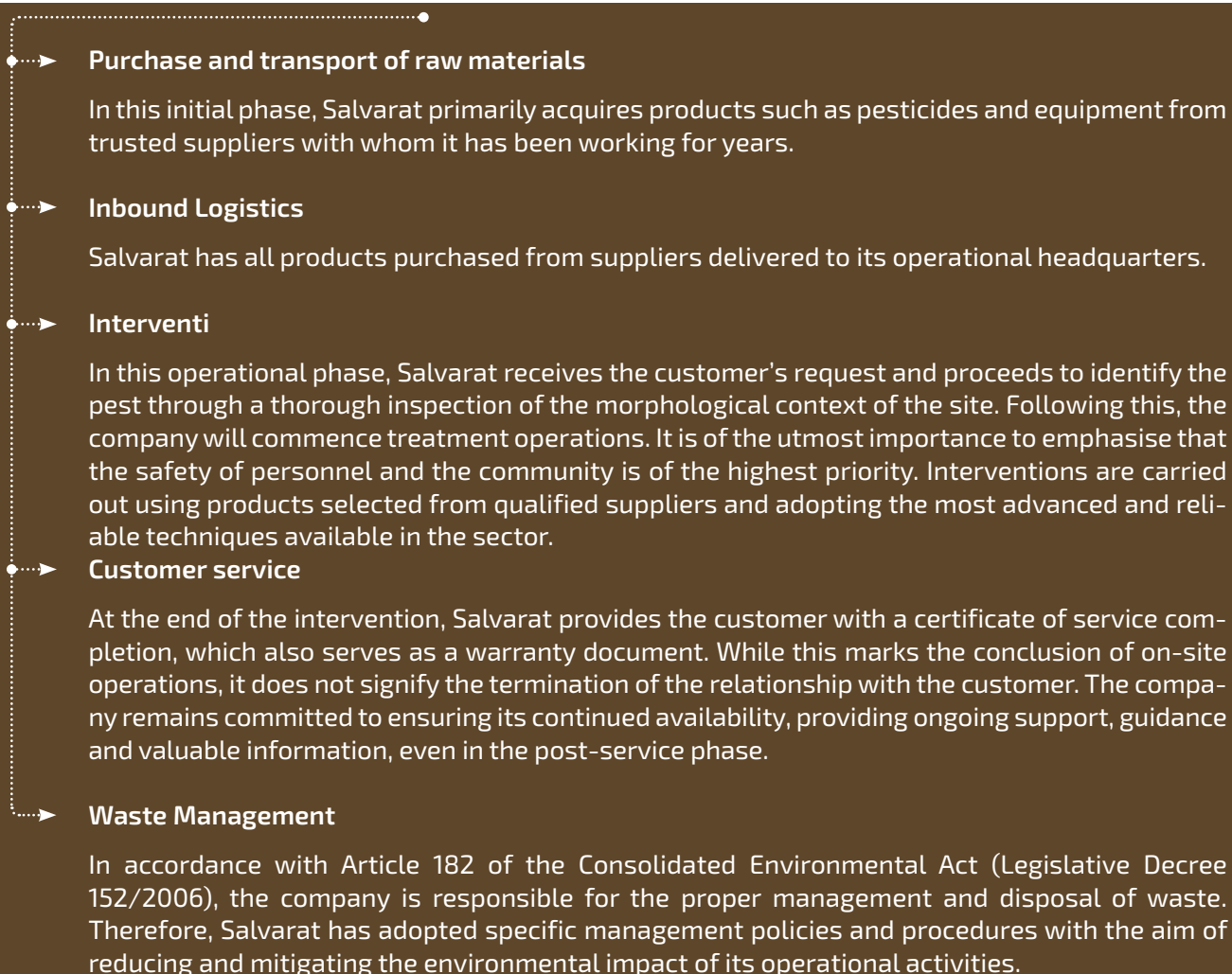
3.2.1 How we select our suppliers

3.2.2 Customer centricity and satisfaction

3.1 Our contribution to the value chain

3.1.1 Sustainability along the value chain

Stages in the value chain



Salvarat strategically connects suppliers and customers, fostering shared growth and continuous quality enhancement across the entire value chain. The company is committed to building and maintaining long-term relationships based on active collaboration and operational synergy. This approach facilitates the establishment of a dynamic and integrated supply chain, with a focus on innovation and sustainability, thereby minimising the environmental and social impact of its operations.

This strategy offers tangible benefits for all stakeholders, ensuring a reliable and dis-

tinctive service that can adapt flexibly and resiliently to market changes. In this context, Salvarat has defined specific criteria for the selection and evaluation of 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.

Four drivers for a dynamic and cooperative supply chain



- 1 Facilitating the exchange of information and monitoring new market requirements by encouraging opportunities for meeting and dialogue;
- 2 Joint planning of medium- and long-term objectives, including those outlined in the Benefit Company Statute;
- 3 Sharing specific characteristics and needs in order to forge a path of shared growth and development;
- 4 Working together to make the most of the opportunities in the pest management sector through experimentation, development and co-design.



3.1.2 The tobacco supply chain and our contribution to sustainability

Sustainability in the Italian and European tobacco supply chains.

The sustainable management of the tobacco supply chain has become a strategic element for the European sector. This is in response to the growing expectations of stakeholders and in order to strengthen the competitiveness and resilience of businesses.

In this context, Italy continues to be the foremost tobacco producer in the European Union, responsible for more than a third of the total production.¹ This result has been made possible by an integrated supply chain model that combines growth, innovation and sustainability. A notable example of this commitment is the supply chain agreement between Coldiretti and Philip Morris Italia, which was initiated in 2011 and recently renewed. This agreement has facilitated investments exceeding €2 billion, ensuring stability and long-term prospects for approximately 1,000 agricultural businesses².

Italy is a notable success story in the fight against the illicit tobacco market, with one

of the lowest rates of illegal consumption in Europe (1.8%)³. This outcome is the result of a coordinated system that integrates effective traceability, rigorous controls and collaboration between institutions, companies and operators. This model is designed to protect consumers, support legal frameworks and enhance the economic sustainability of the sector as a whole.

The main stages of the tobacco supply chain.

- **Cultivation:**

Tobacco production begins with cultivation, a stage that requires particular attention to soil quality, the use of fertilisers and plant protection products, and the sustainable management of water resources. The primary challenges relate to the reduction of environmental impact and the limitation of natural resource consumption.

- **Harvesting and processing:**

Following harvesting, tobacco undergoes a drying and fermentation process,

¹ ONT Italia. Report. The Italian tobacco supply chain. ONT Italia, 2023.

² Innovation and sustainability: drivers of the Italian tobacco supply chain. PMI, 2023.

³ A sustainable supply chain. PMI, 2023.

The economic impact of infestations in the tobacco industry

The presence of insects such as *Lasioderma serricorne* can have a significant financial impact on the sector, particularly during transport and storage. These pests compromise the quality of tobacco, generating estimated losses of around 1.5% of global production each year. In order to mitigate the effects of such pests, it is essential to adopt integrated pest management strategies based on monitoring, prevention, biological control and the targeted use of biocides.



which are crucial to the quality of the final product. At this stage, the critical issues focus on optimising processing methods to increase efficiency and reduce operating costs.

- **Distribution and sale:**

Prior to being transformed into a finished product, dried tobacco is distributed for further processing. At this stage, the main challenges concern logistics management and protecting the cargo from insect infestations, which can compromise its quality and integrity during transport and storage.

Salvarat's contribution to the sustainability of the tobacco supply chain.

Salvarat plays a pivotal role in the tobacco supply chain, ensuring quality, safety and sustainability at all critical stages of production. Our contribution goes beyond protecting the product from infestation; it delivers tangible benefits for customers and stakeholders. These include the reduction of economic losses, the preservation of biodiversity, the optimisation of resources and the sup-

port of long-term environmental objectives. In addition, we are able to ensure operational continuity and compliance with international standards, which are crucial for the global competitiveness of the sector.

Our approach integrates prevention, innovation and collaboration into a coherent set of operational and consulting activities. We do not merely respond to critical issues; we build tailor-made solutions that take into account the specific needs of each situation, thereby promoting sustainable management of the entire supply chain. Participation in international projects and working groups, such as Coresta's PSMST group, allows us to share know-how, develop common methodologies and disseminate responsible practices in national and global contexts. In this way, Salvarat confirms its role not only as a service provider, but also as a key partner contributing to the resilience, competitiveness and sustainable development of the tobacco sector, transforming pest management into a strategic factor of value for the entire production chain.

Salvarat's approach

Salvarat takes an integrated approach to promoting tangible, sustainable value in the tobacco sector:

- Full collaboration with stakeholders;
- A commitment to excellence and innovation;
- The PRE.MO.S.T. pest management procedure;
- The 'Lasioderma Free Warehouse' project;
- Membership of the Coresta 'PSMST' working group.

3.2 Our commitment to customers and partners

3.2.1 How we select our suppliers

Corporate social responsibility extended to suppliers.

Salvarat recognises the importance of promoting social responsibility beyond the company's own boundaries, by actively involving its suppliers.

In this context, adopting the SA8000 standard is a key way of establishing a culture of respect for human rights and dignity at work, as well as promoting transparency throughout the supply chain.

Over the years, Salvarat has reinforced its management system by ensuring that its business partners comply with the standard's requirements, thereby helping to establish a responsible and ethically consistent supply chain.



This approach translates into a daily commitment to continuous improvement, starting from the territory in which Salvarat operates and extending to the entire ecosystem of stakeholders involved.

In line with the SA8000 standard, Salvarat has implemented a system for selecting and monitoring its suppliers to ensure consistent social standards throughout the supply chain.

We choose suppliers close to ESG issues

At Salvarat, we are committed to continuous improvement and regulatory compliance, which form the foundation of our work. This approach is also reflected in our relationships with suppliers, who are subject to rigorous selection and control criteria. The entire procurement process is governed by a dedicated operating procedure, which defines specific measures to ensure that products are suitable, compliant and meet the highest quality standards.

What does ESG mean?

"E" stands for "Environmental": it refers to all matters related to environmental protection, biodiversity, carbon dioxide (CO₂) emissions, waste management and toxic substances.

"S" stands for "Social": it encompasses all aspects related to the conditions and well-being of workers. This includes health and safety at work, the right to medical care, training and professional development, and, most importantly, working hours and fair wages.

"G" stands for "Governance": this term refers to the adherence to regulations and the making of ethical business choices with regard to the following: the fight against corruption, fair competition, corporate structure, ensuring equal opportunities, etc.

This approach enables Salvarat to extend its values of responsibility and respect for human rights to all partners involved in production processes.

Supplier assessment

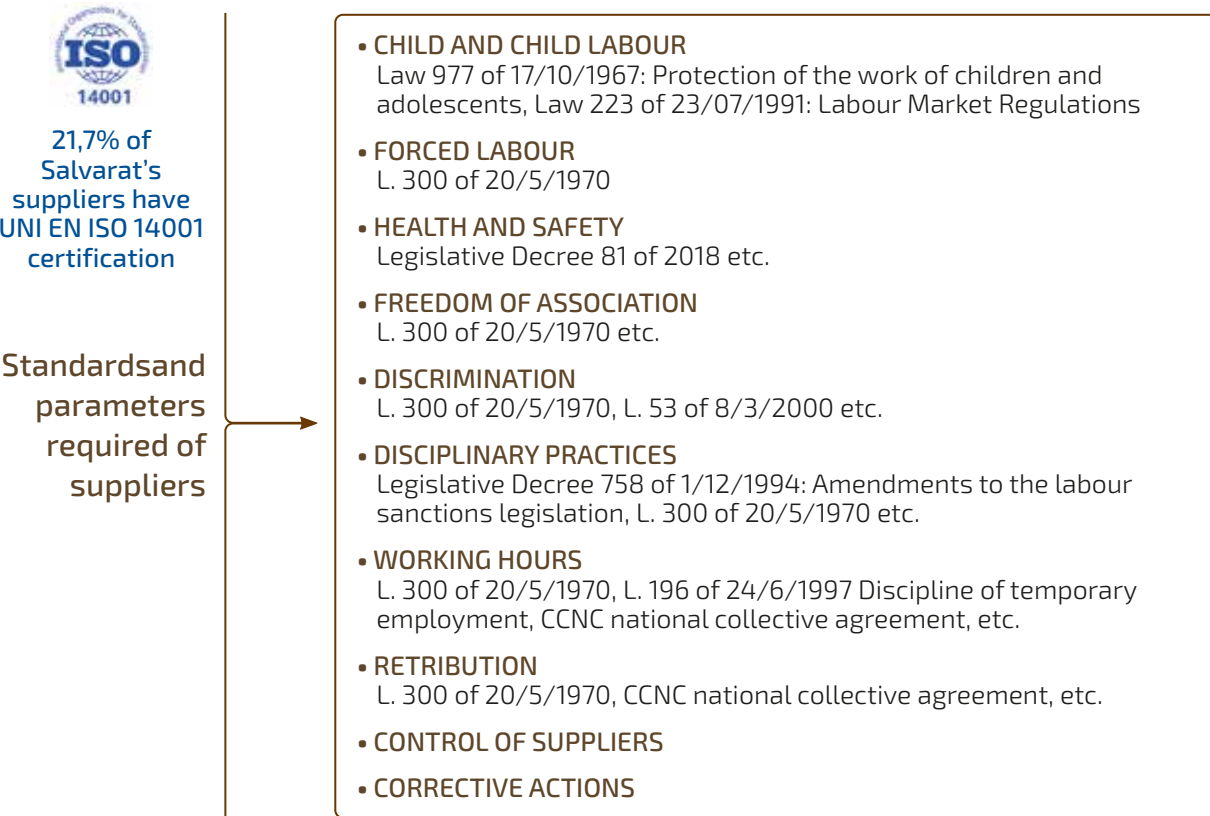
Salvarat carries out a structured assessment of its suppliers using a dedicated form, which allows data to be collected both in advance and after completion. Performance is monitored over time and compared on an annual basis, taking into account the following aspects:

- The quality of the service or product provided;
- Punctuality of deliveries;
- Administrative and invoicing accuracy;
- Value for money and payment terms;

- Operational flexibility and the ability to continuously update.

At the outset of the selection process, suppliers are required to declare their alignment with the principles and objectives of ISO 9001, ISO 14001 and SA8000 standards, even in the absence of formal certification. This approach underscores Salvarat's dedication to a conscientious and accountable supply chain.

The procurement process is governed by an operating procedure that ensures high standards of quality, regulatory compliance and the suitability of products and services. During 2024, three new suppliers were activated. All of these were assessed according to social criteria, in line with the company's principles of responsibility.



3.2.2 Customer centricity and satisfaction

Salvarat's corporate philosophy is centred on cultivating strong customer relationships.

Therefore, the service is tailored to each customer's specific needs and characteristics. The personalised action plan is the tool used by Salvarat to ensure an efficient service that meets customer requirements. Salvarat provides formalised, tailor-made

protocols designed to anticipate and meet its clients' needs in a timely and effective manner.

During 2022, the company introduced new, more efficient and innovative management software, which continued to

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.

produce positive results in 2024. This tool has been instrumental in enhancing customer relationships by optimising internal organisation, ensuring activity traceability, enhancing operational flexibility and accelerating response times.

The certified quality of services

At the conclusion of each intervention, Salvarat produces a comprehensive technical report detailing all activities undertaken, thereby providing the customer with a clear and transparent tool for service traceability.

The company also issues a certificate of quality and effectiveness of the intervention, accompanied by personalised advice aimed at preventing the recurrence of risk conditions, particularly during critical phases such as transport or storage. Salvarat is committed to providing excellent customer service and ensuring the highest quality standards. As part of this

commitment, it offers a one-year commercial warranty on its services, providing clients with additional protection and confidence in the reliability of its products and services.

Customer Privacy

Salvarat is committed to protecting the confidentiality and data of its customers, and all staff are obliged to maintain absolute discretion.

Operating directly within customers' production sites, the company recognises the strategic importance of privacy and is committed to respecting it at every stage of its activities.

Over the past four years, Salvarat has made substantial investments in adapting to data protection regulations, ensuring full compliance with the General Data Protection Regulation (GDPR)* and continuing to develop an increasingly secure and efficient management system.

* 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 2024

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



Ph: Adrian - Pixabay

3,86 out of 4
average customer satisfaction

Salvarat's international consultancy service.

Salvarat has over 60 years' experience in the pest management sector and offers specialised consultancy services at a national and international level. The company is distinguished by its operational flexibility and rapid response times.

The company operates throughout Italy 24/7 and can intervene abroad within 48 hours.

The consultancy process comprises two phases: an initial assessment of the current situation ('as is'), followed by the definition and implementation of customised procedures.

In 2024, Salvarat presented a project dedicated to evaluating operational protocols and staff training in Dubai, thereby reinforcing its commitment to the quality and effectiveness of its interventions.

Its international expansion coincides with a growing interest in pest-related issues, which are being exacerbated by rising temperatures and the effects of climate change.

The certified services offered - in accordance with UNI EN ISO 9001 and UNI EN 16636 - include:

- Drafting of IPM (Integrated Pest Management) procedures;
- Risk analysis;
- Staff training;
- Supporto per certificazioni volontarie; Support for voluntary certifications.

The integrated IPM approach, based on prevention and monitoring, reduces the use of chemicals, resulting in lower environmental impact and potential economic savings for customers.

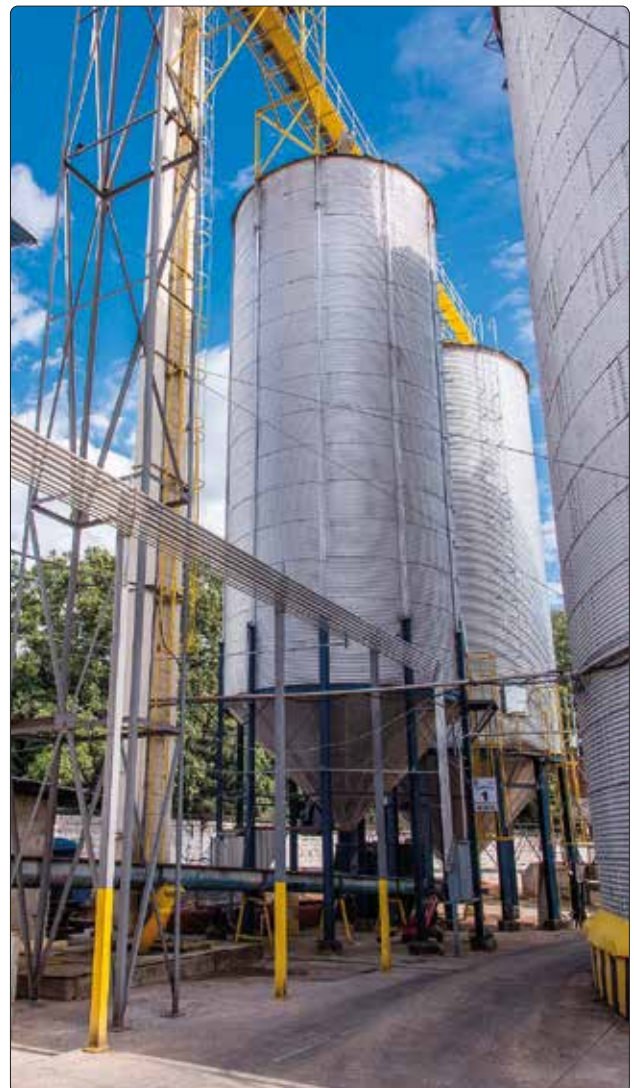




Food safety management.

In addition to ensuring full compliance with the HACCP (Hazard Analysis and Critical Control Points) system, Salvarat helps its customers to achieve and maintain key international food certifications such as IFS (International Featured Standards) and BRC (British Retail Consortium). These certifications are essential for maintaining high quality and safety standards throughout the entire supply chain, from raw material procurement to final distribution.

Salvarat offers a comprehensive service, providing support throughout the entire process, from risk analysis and critical control point management to assistance during the audit and certification phase. This integrated approach provides client companies with a clear overview of their compliance status and the actions required for continuous improvement. The provided documentation and certifications are valuable tools for addressing the challenges of the global market and responding effectively to 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 firmly committed to providing high-quality, effective services. The company recognises that operational excellence must go hand in hand with reducing environmental impact and promoting sustainable practices.

The company achieves lasting results through an integrated and systemic approach to pest management, optimising costs and minimising its ecological footprint. Inadequate pest and harmful agent management can lead to rapid and difficult-to-contain proliferation, which compromises product quality and safety, and threatens service continuity. Late detection reduces the effectiveness of corrective actions, necessitating more invasive and costly interventions with significant economic and environmental consequences.

Traditional pest control practices are costly and often ineffective. They focus exclusively on removing the problem once it has manifested itself, neglecting prevention, constant monitoring, and analysis of root causes. For this reason, Salvarat takes a proactive approach, integrating prevention, monitoring and targeted management to restore and preserve the balance of ecosystems while maintaining natural conditions and avoiding further negative impacts.

Salvarat's commitment

For Salvarat, quality and sustainability are not just operational objectives, but an integral part of its corporate identity.

Our role extends beyond the provision of pest control services; we act as a strategic partner for our customers, offering advice, training and tools to strengthen the resilience of supply chains.

Through continuous dialogue with producers and stakeholders, we facilitate the promotion of more responsible practices, fostering innovation and encouraging knowledge sharing for the benefit of the entire sector.

This commitment is reflected in solutions that protect product quality and preserve natural capital, generating lasting benefits for businesses and the environment.

With over 65 years of experience, Salvarat has developed specialist skills and consolidated know-how that make it competitive and at the forefront in all key areas of Pest Management:

1) Pest monitoring

2) Pest and Rodent Control

3) Sanitisation

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

4) Fumigation

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



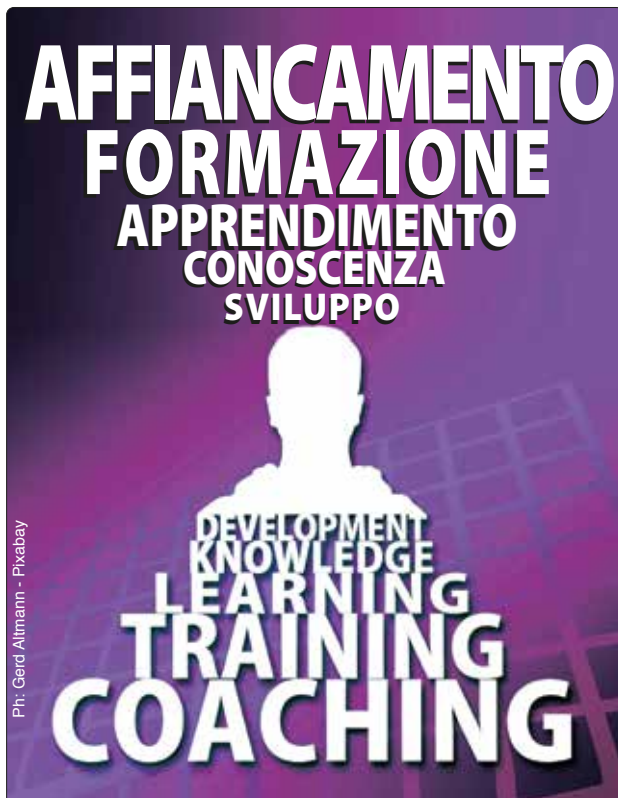
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5) Conservative treatments

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

6) Consulting and Training

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





Salvarat is committed to strengthening its role by offering a high-quality service that is mindful of its impact on people and the environment, exploiting changes in the sector and the growing expectations of stakeholders as opportunities for continuous improvement.

The values that distinguish Salvarat in the market include reliability and discretion, speed and efficiency, innovation and specialisation, elements that work in synergy to ensure a service that is increasingly in line with customer needs.

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.

PRE.MO.S.T.

PREvention MOnitoring Sinergetic Treatments

Salvarat's approach to pest management is not a series of isolated interventions, but rather an integrated and continuous process that encompasses the various stages of treatment, from prevention to the implementation of corrective actions. This approach generates added value for customers, ensuring effective and sustainable solutions over time.

At the 'Innovation and Sustainability in Tobacco Sanitation and Pest Control' conference at the World Tobacco Expo Middle East in Dubai (UAE) in 2019, Salvarat's PRE.MO.S.T. strategy was presented as the most innovative and advanced ap-

proach in the field of Integrated Pest Management.

Thanks to extensive experience gained at national and international level, the company developed PRE.MO.S.T., a system which optimises quality, efficiency and sustainability in pest management. This system reduces waste and promotes the targeted use of chemicals. Originally conceived as a means to enhance sustainability standards within the tobacco industry, the PRE.MO.S.T. strategy has since become Salvarat's benchmark for all pest management procedures across the various sectors in which it operates.

The pillars of a sustainable service

Planning

Every intervention is initiated with a thorough analysis of the context, enabling the planning of targeted and specific actions. It is vital that we have in-depth knowledge of the environment and the conditions in which we operate if we are to ensure the success of our activities. This particular attention to context allows us to maximise 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 the highest quality and fully comply with both Italian and European regulations, including EU Regulation No. 528/2012 on biocidal products.

Monitoring and prevention

Salvarat collaborates proactively with customers to carry out effective prevention work: through the development of customised protocols, the company has managed to reduce overt and latent infestations by up to 60%. This outcome is realised through continuous monitoring of sites and the scheduling of interventions at optimal times of the year, with a targeted approach that avoids treatment of the entire space. This approach reduces the use of products, favouring the use of solutions with low environmental impact, whose effectiveness is maximised when applied at the right time. These methods limit the damage caused by pests and ensure more effective treatment, reducing the need for further interventions and preventing penalties and complaints related to the presence of infested finished products.

4.2 Research and innovation

Monitoring and the Centaur platform.

In 2020, Salvarat launched an innovative project for the remote monitoring of fumigations, through the adoption of the “Centaur” system.

This platform uses advanced sensors to remotely monitor the entire process, supported by a predictive system for processing and analysing the data collected. The sensors, located both inside and outside the treated area, allow the progress of the treatment to be monitored and any emissions of harmful substances to be detected promptly.

Trials conducted in previous years, in collaboration with selected customers, have led to the integration of the platform into Salvarat’s services from 2022 onwards, highlighting the following advantages:

1) Effectiveness and Certification:

The effectiveness and correct execution of the fumigation service is guaranteed by independent certification, obtained through the use of sensors that are calibrated and certified annually according to rigorous standards. This certification is based on a detailed analysis of the fumigation conditions. This analysis includes an assessment of the properties of the treated product, the absorption rate of the fumigant, degassing and local weather conditions.

2) Minimised Environmental Impact:

The integrated alarm system on the

platform allows for immediate intervention in the event of discrepancies with the forecasts, thus avoiding the need to invalidate the fumigation process. Furthermore, the forecast module provides information on the minimum amount of fumigant required, ensuring that only the necessary amount is used for effective treatment.

3) Worker Safety:

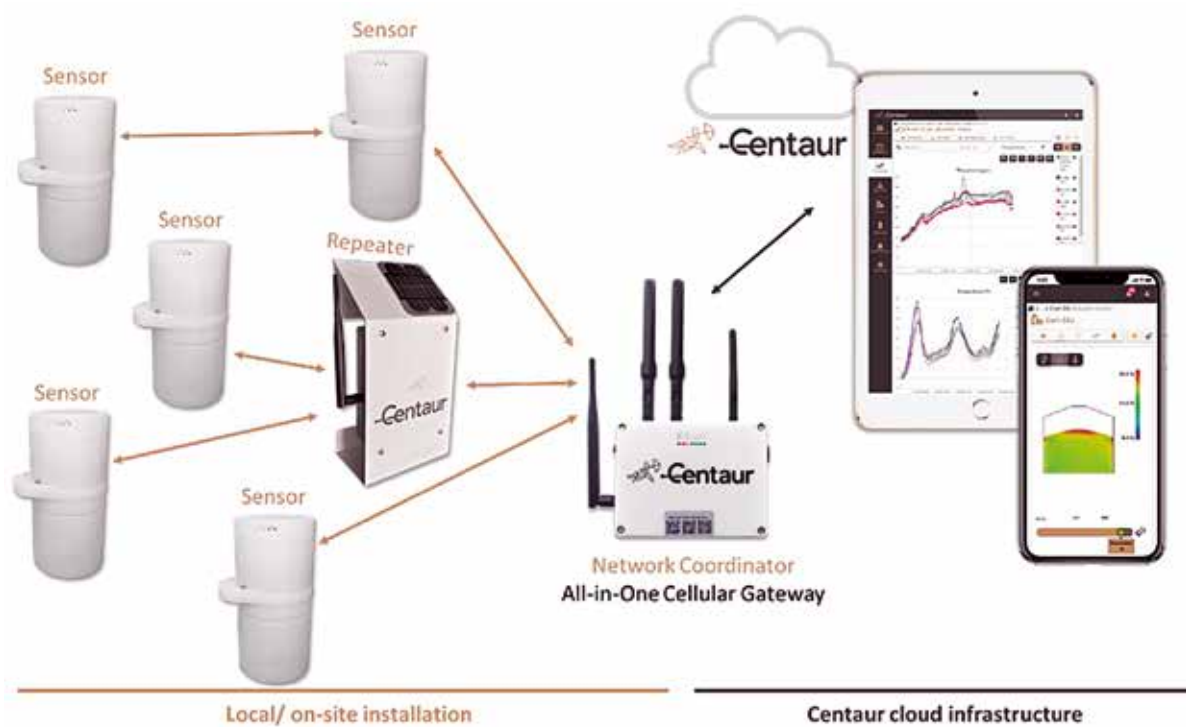
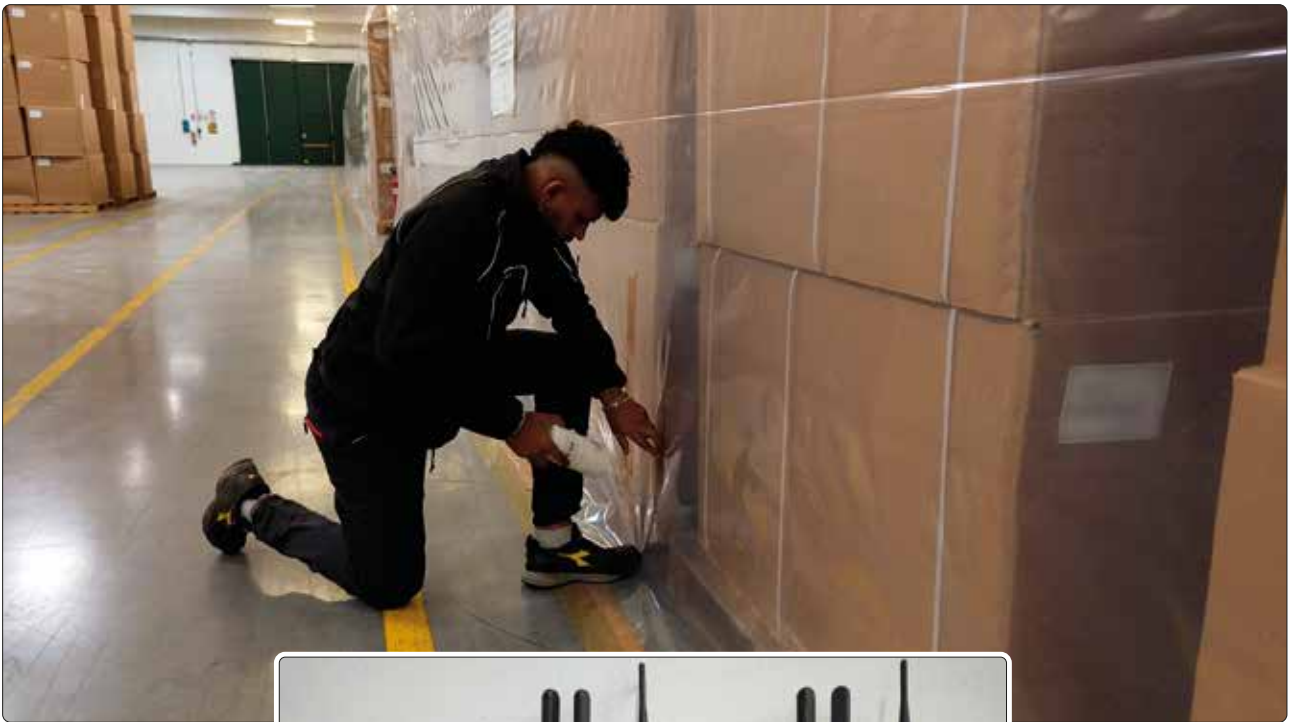
The implementation of safety sensors ensures the protection of workers by constantly monitoring the areas surrounding the treated zones. In the event of the detection of fumigant outside the designated area, an alarm is immediately triggered.

4) Economic Monitoring:

The platform enables continuous monitoring in situations where traditional methods would be economically unfeasible - such as container fumigation in port areas - ensuring reliable oversight even for customers in remote locations.

5) Reduction of CO₂ Emissions:

The platform reduces the need for travel, cutting CO₂ emissions and supporting more sustainable operations.



International Engagement and Events.

Salvarat is committed to remaining at the forefront of industry developments by actively participating in international trade fairs and professional events, as well as contributing to sector-wide discussions. The company goes beyond simple attendance, sending highly qualified speakers to share expertise, knowledge, and best practices with the pest management community.

Furthermore, Salvarat plays an active role in working groups and collaborates with trade associations to foster innovation and support the development of advanced solutions to emerging challenges.

This ongoing commitment reflects Salvarat's ambition to be not only a trusted operator, but also a recognised leader shaping the future of pest management.



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 the study and research of tobacco.

As a member of the PSMST (Pest and Sanitation Management in Stored Tobacco) working group, it contributes its expertise to the definition of industry guidelines and the organisation of events.





In 2024, Salvarat participated in InterTabac in Dortmund, one of the leading international trade fairs for the tobacco industry. The event provided an opportunity to address issues related to pest control and sanitation, which are key factors in the tobacco sector. It also brought together experts and companies from across the industry to discuss the latest innovations and pest management strategies, particularly in response to the impacts of climate change.



In 2024, Salvarat renewed its presence in the international World Tobacco trade fair circuit by participating in the Harare edition in Zimbabwe, where it was invited as a speaker at the accompanying industry conference. The presentation, "Sustainability Strategy in Tobacco Post-Harvest Pest Management," generated strong interest and underscored the company's innovative and sustainable approach to tobacco pest management. Later in 2024, Salvarat also took part in the Dubai trade fair as both exhibitor and speaker—a strategic opportunity that enabled engagement with numerous potential customers and further consolidated the company's position in the international market.



4.3 The organisation of intervention teams

Salvarat's operational teams are distinguished by their extensive field experience and well-organised structure, ensuring service continuity even in the most critical situations.

The company invests heavily in training: staff take part in a wide range of courses, and every team is led by a certified operator with at least two years of industry experience. All operators handling gas are covered by dedicated insurance and undergo regular medical examinations. Ongoing training and specialisation allow teams to deepen their knowledge of pest species and operating environments, ensuring consistently high-quality interventions.

To guarantee rapid response in the event of unforeseen circumstances, Salvarat maintains a team of operators ready to intervene immediately, supported by a specialist physician. Each operation begins with a detailed analysis, followed by careful planning and technical surveying to build a thorough understanding of the



environment and to design a precise, effective treatment plan. During interventions, only company-owned equipment and tools are used.

For fumigation services, Salvarat technicians perform both manual and remote concentration surveys to monitor gas penetration during and after treatment. Once the gases have fully dissipated, the treated area undergoes thorough decontamination, leaving it completely free of residues and ensuring maximum safety for employees and customers alike.

During 2024, 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 2024, totalling 114 hours, or approximately 40 hours per person.

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

The company's intervention teams are specifically authorised to work with hydrogen phosphide and hydrocyanic acid, ensuring full compliance with regulatory requirements and the highest safety standards.

4.4 Emergencies management

Salvarat recognises the importance of its role in emergency situations and, for this reason, has developed a set of policies and procedures to ensure timely, professional and effective interventions.

The company has adopted an internal procedure entitled 'Operational control and emergency response', accompanied by specific operating instructions for 'Emergency management for chemical liquid/solid spills'. The following objectives are to be achieved by the implementation of the following elements, in conjunction with in-depth training for all operational personnel:

- 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.



No major accidents
or spills in 2024

The process for emergency management

The company has conducted a thorough analysis of the potential risks associated with accidental chemical spills at customer sites and has implemented specific operating instructions. Salvarat's risk mitigation strategy prioritises prevention, with detailed analyses of potential spill scenarios during daily operations identifying causes and consequences. The operating instructions also include protocols for the immediate activation of remediation systems in the event of a spill.

One of the most critical risks associated with chemical spills is contamination, which can have serious repercussions for health, environmental safety and worker safety. In particular, the spillage of flammable substances can cause fires or explosions, posing a significant threat. Furthermore, the spillage of liquid substances increases the risk of accidents at work, such as slips and falls, as well as accidents involving transport vehicles such as vans or forklifts. In order to address the aforementioned risks, Salvarat utilises spill kits, which include bags for the recovery and absorption of spilled materials. These kits are present 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 beating heart of Salvarat, a fundamental element for operational efficiency and a strategic lever for business growth.

In line with this commitment, the company is dedicated to fostering a safe and respectful working environment, safeguarding employee rights and recognising their potential, while encouraging personal and professional growth.

In 2024, Salvarat's workforce remained stable, with a total of 9 employees, confirming the previous year's figure. Over the past four years, there have been no signif-

icant changes in the personnel structure, reflecting a strategy aimed at consolidating the existing team through investment in continuous training and professional growth for employees. A particularly noteworthy aspect relates to the contractual framework: 100% of the workforce is employed on permanent contracts, despite the significant seasonal fluctuations that are characteristic of the sector.

Employees by type of contract				
	Gender	2022	2023	2024
Permanent contract	Women	2	2	2
	Men	7	7	7
	Total	9	9	9
Temporary contract	Women	0	0	0
	Men	0	0	0
	Total	0	0	0

Employees by type of contract				
	Gender	2022	2023	2024
Full - time	Women	1	1	1
	Men	7	7	7
	Total	8	8	8
Part - time	Women	1	1	1
	Men	0	0	0
	Total	1	1	1

Diversity as a strength

Salvarat fosters a meritocratic working environment, where individuals are valued irrespective of gender, ethnicity, nationality or religious beliefs. A concrete indicator of this commitment is the presence of women in the company, who make up 22% of the workforce and occupy roles of high responsibility in both administration and quality control.

This inclusive approach forms part of the SA8000 management system, through which Salvarat is committed to preventing any form of discrimination at all stages of the employment relationship: from recruitment to remuneration, from training to the protection of personal integrity, ensuring equal opportunities for all employees.

Over the years, the company has never recorded any incidents of discrimination, and maintaining this result is a top priority. Salvarat regularly monitors the corporate climate and collects direct feedback from employees through an internal survey. In 2024, the survey results were once again extremely positive, with an overall score of 4 out of 4.



Salvarat places a strong emphasis on the safety and well-being of its employees within the workplace, extending this commitment to the companies with which it collaborates or operates. 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

The SA8000 Social Accountability Standard, introduced in 1997, is the first international standard dedicated to corporate social responsibility. It was designed to strengthen the competitiveness of organisations that voluntarily choose to ensure ethical behaviour throughout their entire production chain and operational cycle. The standard is based on key international conventions, including those of the International Labour Organisation (ILO), the UN Convention on the Rights of the Child and the Universal Declaration of Human Rights.

Salvarat was among the first Italian companies to obtain SA8000 certification and has since 2005 issued its own annual SA8000 Report, guided by the following objectives:

- To communicate the company's Social Responsibility Policy transparently to all stakeholders.
- To provide stakeholders with a clear overview of the concrete commitments made by Salvarat;

- To furnish senior management with a useful tool with which to review the Social Responsibility Policy and evaluate the achievement of corporate objectives;
- To emphasise advancements in social management through the monitoring of key performance indicators.

Salvarat's system enables the company to monitor all social aspects related to its employees and suppliers in a structured and integrated manner. The responsibility for verification of compliance with requirements is assigned to the Social Performance Team, which assembles periodically to analyse the company's performance in relation to eight key areas:

- Child labour
- Forced and compulsory labour
- Health and safety at work
- Freedom of association and the right to collective bargaining
- Non-discrimination
- Disciplinary procedures
- Working hours
- Remuneration



5.2 Health and safety of our people

Salvarat's commitment to safeguarding the health and wellbeing of its employees is exemplified by the numerous certifications it has obtained and the various measures it has implemented over time.

These actions are indicative of the company's unwavering commitment to accident prevention and the establishment of healthy, safe working environments that adhere to the highest safety standards.

In accordance with current legislation (Legislative Decree 81/08 and State-Regions Agreement No. 221 of 21/12/2011), Salvarat regularly draws up and updates its Risk Assessment Document (DVR) with the aim of identifying and reducing risks to the health and safety of workers, whether internal or external to the organisation. We are committed to conducting thorough assessments of potential causes for illnesses or disorders, including work-related stress, manual handling of loads, exposure to noise, and the use of video terminals.

To ensure safe and comfortable working environments, the company adopts concrete measures such as targeted training



courses, flexible working hours and the periodic replacement of equipment and vehicles. The company's strategy places a strong emphasis on the direct involvement of workers in the process of identifying and mitigating risks, with a particular focus on operational activities that carry higher levels of risk.

We also offer safety protection for activities carried out at your premises. This is provided through preliminary assessments and the adoption of operational strategies aimed at preventing critical situations. In order to support these objectives, Salvarat has implemented a plan for the maintenance of equipment and vehicles. This plan guarantees the constant suitability of company equipment. It is supplemented by a health surveillance plan that provides for mandatory medical examination protocols. These protocols are differentiated according to job duties.

Health and Safety Governance Bodies

The company's health and safety management is overseen by two primary bodies: the Social Performance Team (SPT), established in accordance with the SA8000:2014 standard, and the Health and Safety Committee, comprising the General Management (GM), the Workers' Safety Representative (WSR) and the Quality Assurance Manager (QAM). It is the responsibility of both bodies to assess, propose and define health and safety training courses. This process is intended to ensure that the courses are always appropriate to the operational and organisational 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", represents a global benchmark for worker protection. The standard, which was developed by the International Organisation for Standardisation (ISO) with contributions from experts from over 70 countries and implemented in Italy by UNI (the Italian Standardisation Body), defines the minimum requirements for improving safety, reducing occupational risks and promoting health and well-being in the workplace.

Salvarat's safety management system has been designed in accordance with UNI ISO 45001:2018 and current national regulations. This system has been developed with careful consideration of the specific risks associated with the company's activities and organisational structure. The company has implemented a comprehensive documentation system to ensure that all employees are informed about safety procedures and their responsibilities. This system is accurate and easily accessible.

Salvarat's Occupational Health and Safety Policy is designed to ensure the management system is achieving its objectives. The Policy involves regular monitoring to identify areas for improvement and to enhance safety conditions and staff protection.



Security in Logistics

Salvarat is aware that one of the main risks associated with its business is the movement of operational teams to customer sites. For this reason, the company has adopted specific preventive measures to ensure the safety of travelling personnel.

The company fleet is subject to constant renewal. The most frequently used vehicles are replaced every three years, while the others are updated every five years. This commitment is further bolstered by our meticulous maintenance programme, which is implemented with the objective of ensuring that our vehicles are in pristine condition at all times, thereby guaranteeing the highest standards of safety for our passengers.

Salvarat is also committed to promoting safe driving training, periodically offering its employees the opportunity to participate in specialised courses at the Misano racetrack. All company vehicles are equipped with semi-automatic defibrillators, and staff have access to the optional 'Basic Life Support – IRC' course, promoted as part of the IRC Project.

Salvarat is committed to the health and safety of its employees. As a result, there have been no accidents in the last 18 years.



Prevention through training

Every year, Salvarat collaborates with key company representatives to develop a comprehensive Training Plan. These representatives include the RSPP (Prevention and Protection Service Manager), the RLS (Workers' Safety Representative), the Social Performance Team (SPT) and the Competent Doctor. The courses have been developed in accordance with regulatory requirements and the company's specific operational needs. They are delivered in the language that will best facilitate understanding for each employee, taking into account the presence of staff from a variety of nationalities.

Salvarat is committed to maintaining the highest standards of health and safety at work. To this end, we have established collaborative relationships with two specialised training agencies. The training provided covers the following areas:

- Mandatory training and periodic refresher courses pursuant to Art. 37 of Legislative Decree 81/08 and State-Regions Agreement No. 221 of 21/12/2011;
- Training and refresher courses for RSPPs (Prevention and Protection Service Managers);
- Annual training and refresher courses for RLS (Workers' Safety Representatives);
- Training and refresher courses for first aid, evacuation and firefighting teams.

In addition to these courses, Salvarat encourages all staff to participate in first aid and firefighting courses in order to strengthen the culture of prevention. For workers assigned specific roles in emergencies, such as first aid or firefighting, annual simulations are also organised on site.

The company maintains open communication with its employees, including in the area of training, gathering feedback and suggestions that are useful for the continuous improvement of the effectiveness of the courses offered.

5.3 Valuing and well-being of people



Salvarat recognises the well-being of its employees as a key element in the success and growth of the company.

The company has developed a comprehensive and structured corporate welfare system over time, as it is convinced that job satisfaction is closely linked to productivity and innovation. This system is designed to

meet the basic needs of employees, as well as to create a working environment that promotes physical and mental well-being and the continuous improvement of personal and professional skills.

Employee Engagement Survey

Salvarat has adopted a corporate climate analysis system that complies with the requirements of the SA8000 standard. This system is used to periodically measure employee satisfaction and opinions on relevant social issues. The survey, conducted on an annual basis, collects feedback on key aspects such as the clarity of information relating to health and safety, child protection and the comprehensibility of payslips.

The company carries out a structured review of the results, identifying critical areas or those rated as 'fair', for which corrective actions are planned. The suggestions and findings from the survey are incorporated into the following year's improvement plan, which sets out concrete objectives to be achieved or consolidated.

Salvarat is committed to fostering a supportive work environment that prioritises the needs of its employees, thereby contributing to their well-being and continued engagement.



Salvarat's commitment to employee training is evident in its regular investment in professional development courses. These courses not only enhance technical skills but also foster the growth of individual abilities, contributing to a dynamic and rewarding work environment.

The company also values a sense of belonging and cohesion among employees, promoting initiatives that strengthen ties with the company and among colleagues. We are committed to the well-being of our employees and their families. Salvarat has introduced initiatives to promote a healthy

Ongoing Training for All Employees

For 2024, Salvarat has defined a training programme which, in addition to meeting the regulatory requirements of Legislative Decree 81/08, represents a concrete opportunity for personal and professional growth for employees.

In addition to courses on health and safety – such as fire safety refresher courses, the use of defibrillators and first aid – designed to strengthen skills that are also useful in everyday life, the company has introduced targeted professional training. The latter is aimed at acquiring operational qualifications in line with customer needs and suggestions gathered during individual interviews with staff.

During 2024, a total of 408.5 hours of training were provided, with an average of 45.38 hours per employee. The average working week for women was 26.5 hours, compared to 50.79 hours for men.

Corporate Welfare Programmes

Salvarat has maintained a cumulative accident and illness insurance policy since 1998 in order to protect the health of its workers and ensure a safe working environment. This comprehensive coverage, which further extends the provisions of the law, ensures complete protection for employees, valid 24 hours a day, 7 days a week. The policy has also been confirmed for the year 2024, with a value of €522.82 for each employee.

Furthermore, since 2012, Salvarat has enrolled all its employees in the Fondo San.Arti., the supplementary healthcare fund for craft workers, thus offering an additional level of healthcare protection.

In 2024, the company continued to provide concrete support to its employees and their families by distributing €300 vouchers to be used at GALA supermarkets. Salvarat is committed to promoting a healthy work-life balance for its employees, as demonstrated by its flexible working hours.

The company has committed to supporting the economic well-being of its staff by providing each employee with a €150 fuel card.

work-life balance, organising events and activities that contribute to economic and social wellbeing, safety and peace of mind. In this way, the company fosters an environment that supports employees and their families. Salvarat's integrated and inclusive approach has enabled the company to build a strong corporate culture, where employees feel valued and motivated to contribute to collective success, promoting shared and sustainable growth. Salvarat recognises that cultural and spiritual growth is a responsibility shared by society as a whole and that the business

world is also called upon to actively contribute to this goal. With this in mind, the company is committed to promoting access to culture and spirituality both within the local community and on a broader scale, supporting initiatives and projects at national and international level. This commitment is reflected in the company's active participation in cultural projects, sponsorship of events, and collaboration with organisations and institutions that share Salvarat's vision of cultural growth that is widespread, inclusive, and sustainability-oriented.

The «Salvio Salvi» Scholarship

The scholarships were established in 2002 on the initiative of Alessandro Salvi, who was the sole owner of "Salvarat e Agrochimica Toscana" at the time, in memory of his father Salvio Salvi, the company's founder. Salvio Salvi was a staunch advocate of education, believing deeply in its value and the fundamental role of school in the cultural and social growth of young people.

In alignment with these principles, Salvarat has consistently recognised the cultural, moral and human education of the younger generation as a fundamental aspect of its corporate identity. In line with this commitment, the company annually awards scholarships to the children of its employees, irrespective of school level, with amounts commensurate with their educational path.

Salvarat's initiative is designed to promote the professional development of its employees and their families, contributing to the growth of a more educated, informed and supportive community.



School ranking	"Salvio Salvi Scholarship" value		
	2022	2023	2024
Kindergarten	€ 150,00	€ 150,00	€ 0,00
Primary school	€ 250,00	€ 250,00	€ 500,00
Lower secondary school	€ 1000,00	€ 0,00	€ 286,85
Secondary school	€ 1600,00	€ 1600,00	€ 1600,00
University	€ 2000,00	€ 2000,00	€ 2000,00
Total amount	€ 5000,00	€ 4000,00	€ 4386,85



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 is deeply rooted in the local socio-economic fabric and operates with constant attention to the needs of the community and the territory in which it originated and continues to grow.

The company has always been attentive to collective needs, promoting open and constructive dialogue with public bodies, associations and other local stakeholders.

In recent years, Salvarat has strengthened its social commitment by actively participating in solidarity and humanitarian initiatives, both nationally and international-

ly, consolidating its role as a responsible player attentive to the common good.

Salvarat continues to play an active role in supporting the local community and projects of social, cultural and health relevance. In 2024, the company further strengthened its commitment by promoting initiatives ranging from education to culture, from wellbeing to international solidarity.

«As an idealistic and programmatic part of the DNA of its production reality, Salvarat wants to contribute to the community».

Health and Wellness Initiatives

In 2024, Salvarat once again demonstrated its concrete commitment to improving the quality of life of citizens, with a particular focus on health.

A significant contribution was made towards the purchase of a cooling helmet, donated to the Sansepolcro Hospital thanks to the C.A.L.C.I.T Valtiberina association. This device is vital for the prevention of alopecia in patients undergoing chemotherapy, offering psychological support and improving the quality of life of cancer patients. The helmet has been designed to be used on two patients at the same time, with a view to maximising its impact in the hospital's oncology ward.

Main Sponsor

FONDAZIONE
Nodo di Gordio

In the field of performing arts, Salvarat also provided support to the L'Albero in Musica Association in the production of the show "La Soffitta di Mimì", an initiative that combined theatre and music to promote culture and offer the public an engaging artistic experience.

Value of donations			
	2022	2023	2024
Food donation	€ 6.750,00	€ 6.249,94	-
Donations for youth projects	€ 30.901,37	--	€ 16.326,00
Cultural interaction project with communities	--	€ 7.598,36	€ 7.000,00
Charitable donations	€ 1.350,00	€ 5.200,00	€ 3000,00
Total	€ 39.001,37	€ 19.048,30	€ 26.326,00



In 2024, Salvarat maintained its commitment to international solidarity by supporting the Sovereign Order of Malta in the implementation of the "Italian Concert Tour December 2024" project dedicated to welcoming a group of Lebanese orphans cared for by the Association of The Marthyr Lt. Colonel Sobhi Akoury.

The initiative, organized by the Florence Delegation - Arezzo Section, involved 24 young orphans whose parents, members of the Lebanese army, died in the conflict against ISIS. The young people are members of the Choir of the Association of The Marthyr Lt. Colonel Sobhi Akoury and during their trip to Italy, from December 5 to 15, 2024, events of great symbolic and human value were held, such as:

- A concert by the choir for patients at the San Giovanni Battista Hospital in Magliana, accompanied by the Fanfare of the "Pozzuolo del Friuli" Cavalry Brigade, attended by the Lebanese Ambassador to Italy and the Grand Prior of Rome of the SMOM.
- Private audience with the Holy Father Pope Francis, which marked a moment of profound spiritual and human significance for the Lebanese children and all their companions.
- Participation in the event "ForLibano - Forlì per il Libano" (ForLebanon - Forlì for Lebanon), an event aimed at raising awareness among the Italian community about the critical situation in the Middle Eastern country.
- Concert in Anghiari, hosted by the municipal administration, where the Lebanese children's choir performed accompanied by the Military Band of the "Folgore" Parachute Brigade.

By supporting this project, Salvarat wanted to contribute to building a cultural and human bridge between Italy and Lebanon that would involve young people.

Salvarat and Community Engagement Over Time





Our Commitment to the Environment

7.1 Salvarat's environmental approach
and policy

7.2 Environmental Impacts

7.3 Salvarat's carbon footprint

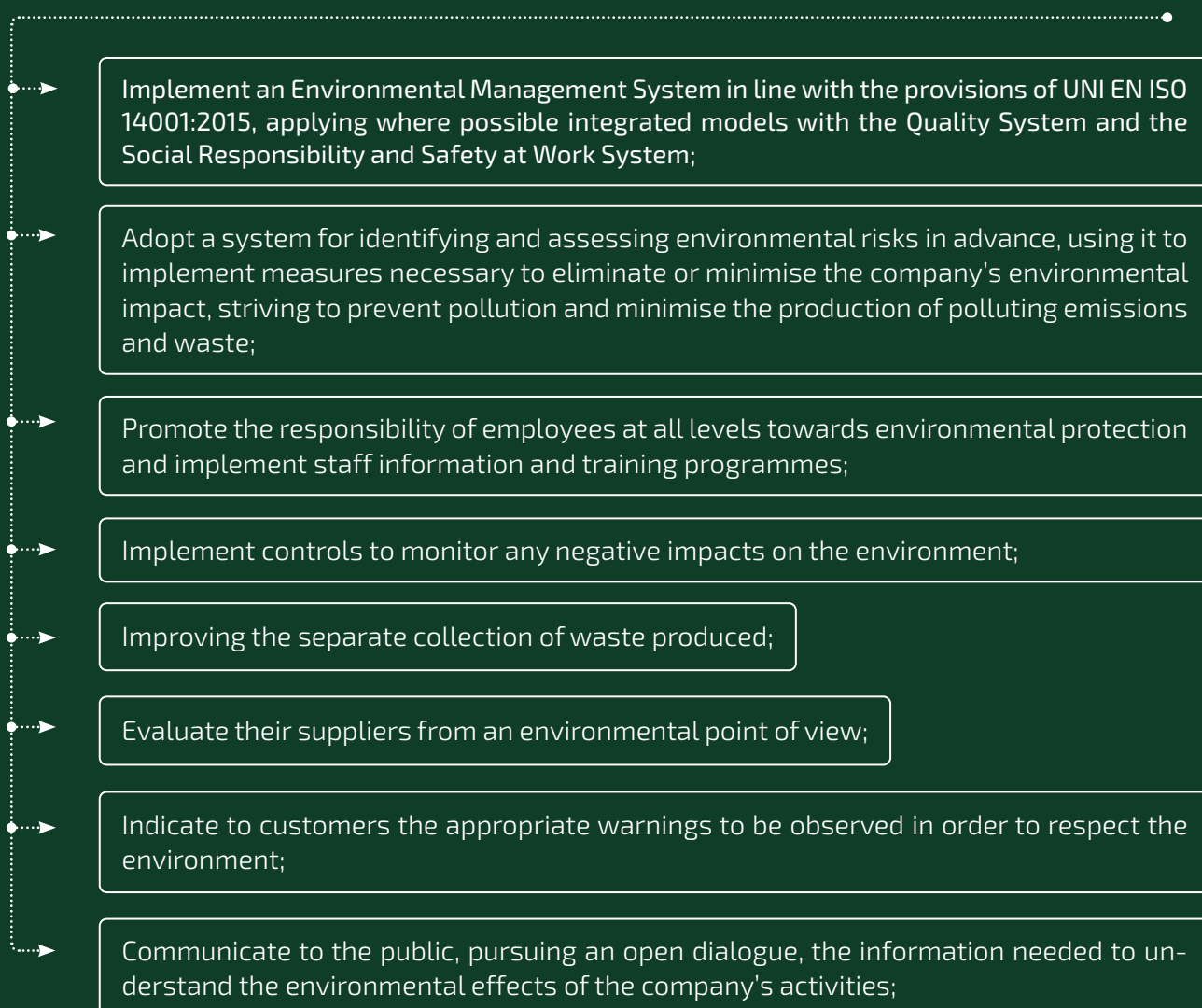


7.1 Salvarat's environmental approach and policy

Salvarat's proactive approach includes a thorough assessment of all possible environmental impacts resulting from its activities.

In order to achieve this objective, it is essential to integrate policies, procedures, objectives and programmes that incorporate the environmental management system. This will help to minimise environmental issues. This commitment to compliance ensures that the company operates in accordance with industry

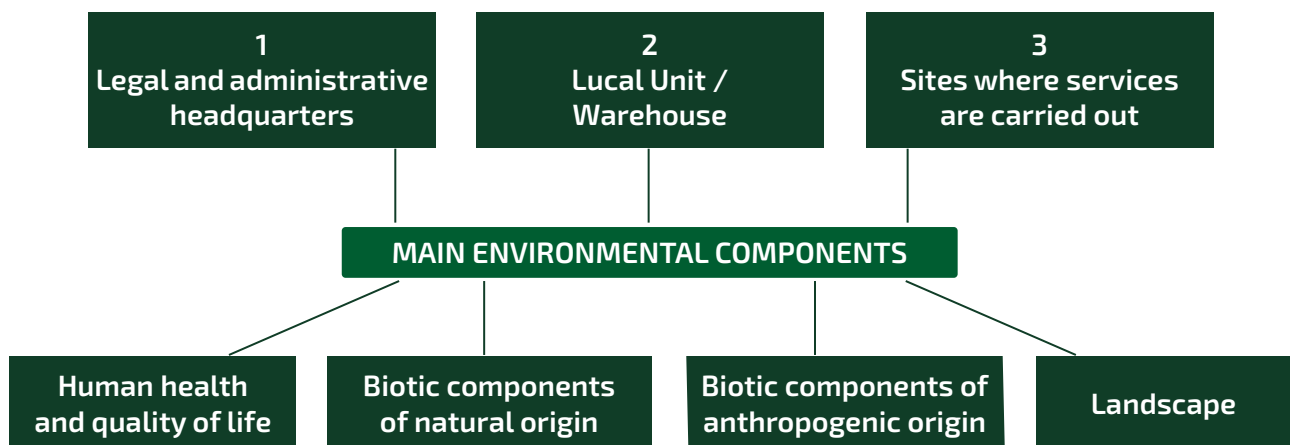
regulations, continuously seeking ways to enhance its environmental performance. The objective is to reduce environmental impacts to a level that is economically feasible and consistent with the best available technology. Salvarat's environmental policy is based on well-defined principles of action, with the following objectives:



Companies operating in the pest management sector can generate significant environmental impacts through their operational activities. Among the main critical issues associated with pest control,

rodent control and fumigation services is the use of biocides. Incorrect use of these substances can lead to air, water and soil pollution, with negative effects on local flora and fauna.

In pursuit of UNI EN ISO 14001:2015 certification, Salvarat conducted a preliminary environmental analysis at three distinct locations:



1) 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.

2) Environmental analysis at its Local Unit / Warehouse

Water supply

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

Atmospheric emissions

Not present.

Water discharges

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

External noise

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

Waste

Salvarat temporarily produces/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.



3) Environmental analysis at construction sites where services are performed.

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.



7.2 Environmental Impacts

For Salvarat, adopting a sustainable development approach is a strategic priority, in full awareness of the active role that the company can play in creating value for the entire community.

Salvarat is committed to reducing the environmental and social impact of its activities, and promotes the use of products that enable it to provide services with low environmental impact.

In light of this commitment, the company is dedicated to ongoing innovation, actively engaging employees and customers in its sustainability journey, and maintaining

a strong awareness of the significant environmental implications associated with rodent control, pest control, disinfection and fumigation activities.

The primary impacts associated with these services encompass those related to biodiversity, climate change, material use and waste production.

Biodiversity

Pest management interventions have the potential to have adverse effects on biodiversity, impacting not only pests but also biotic components that are essential for ecosystem balance. However, thanks to the adoption of an integrated approach (Integrated Pest Management), Salvarat is able to intervene selectively on target organisms, significantly reducing the environmental impact of its services.

Climate change

Travel to various Italian regions and the procurement of materials and products, such as pesticides, constitute a substantial proportion of the climate change impact attributable to the company's services.

Use of materials

The implementation of pest management activities necessitates the utilisation of various materials, including biocides, technical tools and specific equipment. A significant proportion of these materials are polyethylene sheets, which are used in fumigation treatments. Salvarat meticulously evaluates the quality of materials utilised, with the objective of enhancing their effectiveness and minimising their environmental impact, by adopting innovative technological solutions.

Waste production

Salvarat's objective is to minimise the environmental impact of waste generation across the entire value chain. In line with this policy, the company recovers materials used by customers during the provision of services. This is done to ensure correct disposal and, where possible, direct re-use within its own activities.



In accordance with its Environmental Policy, Salvarat is dedicated to minimising waste and the environmental impact associated with the delivery of its services. This commitment is reflected in the conscientious use of chemicals and the diligent management of waste generated during operational activities.

Salvarat manages the waste it produces in full compliance with current legislation, through a structured process that includes collection, classification and delivery to authorised disposal companies. In particular, plastic waste generated during customer services is meticulously collected and entrusted to a specialised external company, which guarantees 100% recycling. Thanks to this organisation, the company is able to accurately distinguish recoverable materials from non-reusable waste, sorting them according to EWC (Europe-

an Waste Catalogue) codes. The same approach also facilitates the complete reuse of cardboard materials used in operational activities.

The waste generated by Salvarat is temporarily stored and then entrusted to authorised companies for transport and/or disposal, in compliance with current environmental regulations. The company carries out periodic verifications to ensure the validity of the authorisations held by the appointed suppliers.

The management of Waste Identification Forms (FIR) and records relating to loading and unloading operations is handled by the company's administration for the operational sites and warehouse. Furthermore, Salvarat prepares the MUD (Single Environmental Declaration Form) on an annual basis, with the support of a specialised consulting firm.

Salvarat implements comprehensive preventive measures to avoid accidental spills of substances into the soil and to contain chemical emissions into the atmosphere. This ensures environmental control and safety during all operational phases.

The company collaborates closely with public authorities and customers to establish and update emergency procedures, thereby minimising the effects of any damage to the environment.

7.3 Salvarat's carbon footprint

In order to continuously improve its environmental performance, Salvarat initiated a programme of monitoring and controlling emissions across its value chain in 2022.

This is the first step in identifying and implementing strategies aimed at reducing the overall emissions of the service throughout its entire life cycle.

The analysis of the climate impact of Salvarat's activities follows internationally recognised methodologies and standards. This Sustainability Report, as well as previous reports and the GHG Report, have been prepared in accordance with the guidelines of the Global Reporting Initiative (GRI) and the GHG Protocol. The latter is a partnership between the World

Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), which provides for the preparation of an annual inventory of greenhouse gas emissions.

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

CARBON INTENSITY

Given that over 90% of the company's emissions (both direct and indirect) are linked to pest management activities, the company has decided to use Carbon Intensity as a parameter for measuring decarbonisation performance.

Carbon Intensity is a key performance indicator used to measure the amount of carbon dioxide (CO₂) emissions produced per unit of economic or energy output. In order to provide a clearer representation of its environmental performance, Salvarat has selected the economic value generated by the company as its indicator. Quantitatively, the unit of measurement adopted is the amount of tonnes of CO₂ produced per million euros of economic value generated (tCO₂/M€).

Carbon intensity	UdM	2022	2023	2024
Scope 1	tCO ₂ eq/M€	73,33	51,24	51,00
Scope 2 (Location-based)	tCO ₂ eq/M€	1,60	1,08	1,22
Scope 2 (Market-based)	tCO ₂ eq/M€	2,31	1,94	2,09
Scope 3	tCO ₂ eq/M€	101,60	107,94	104,25

The primary direct emissions resulting from Salvarat’s operations are primarily attributable to fuel consumption.

In 2024, Salvarat’s total energy consumption was 992.07 GJ, representing a 10% increase compared to 2023. This increase can be attributed to a 14% growth in the use of diesel for the company fleet, while petrol consumption fell significantly by 47%, indicating a gradual improvement in transport efficiency.

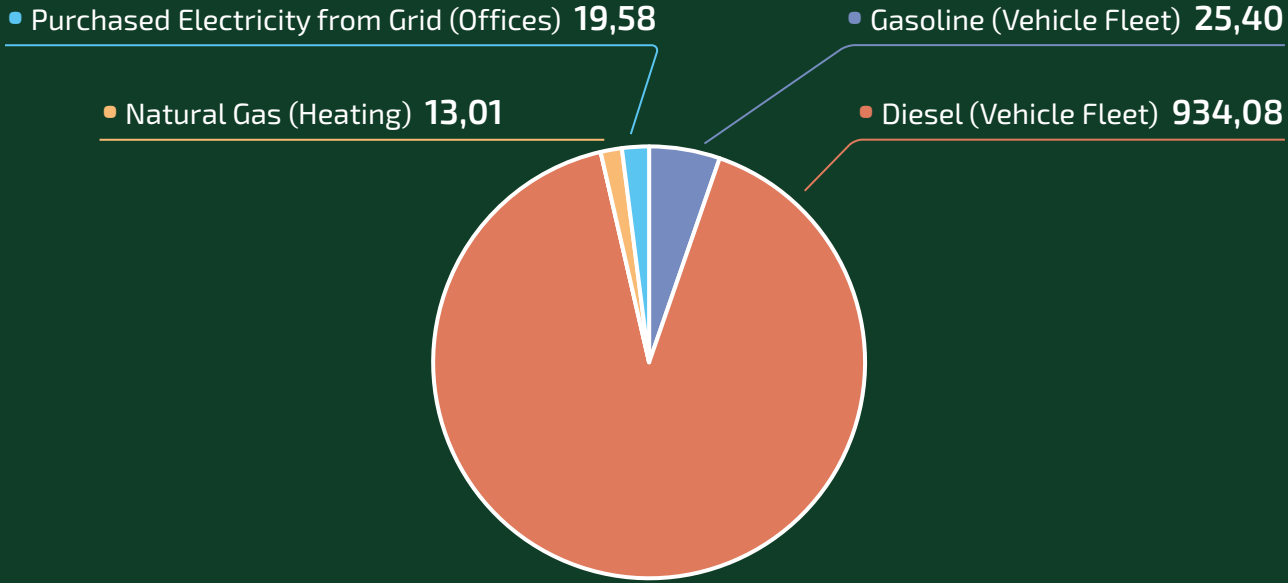
With regard to the offices, electricity consumption increased by 8%, while natural gas for heating decreased by 9%, confirm-

ing a trend towards reducing the environmental impact of energy consumption.

These figures are a reflection of Salvarat’s commitment to optimising resources and transitioning to more sustainable solutions, with a particular focus on the efficiency of the company fleet and responsible energy management.

Energy consumption *				
	UdM	2022	2023	2024
Total energy consumption	Gj	1.102	901	992

Energy consumption 901 Gj

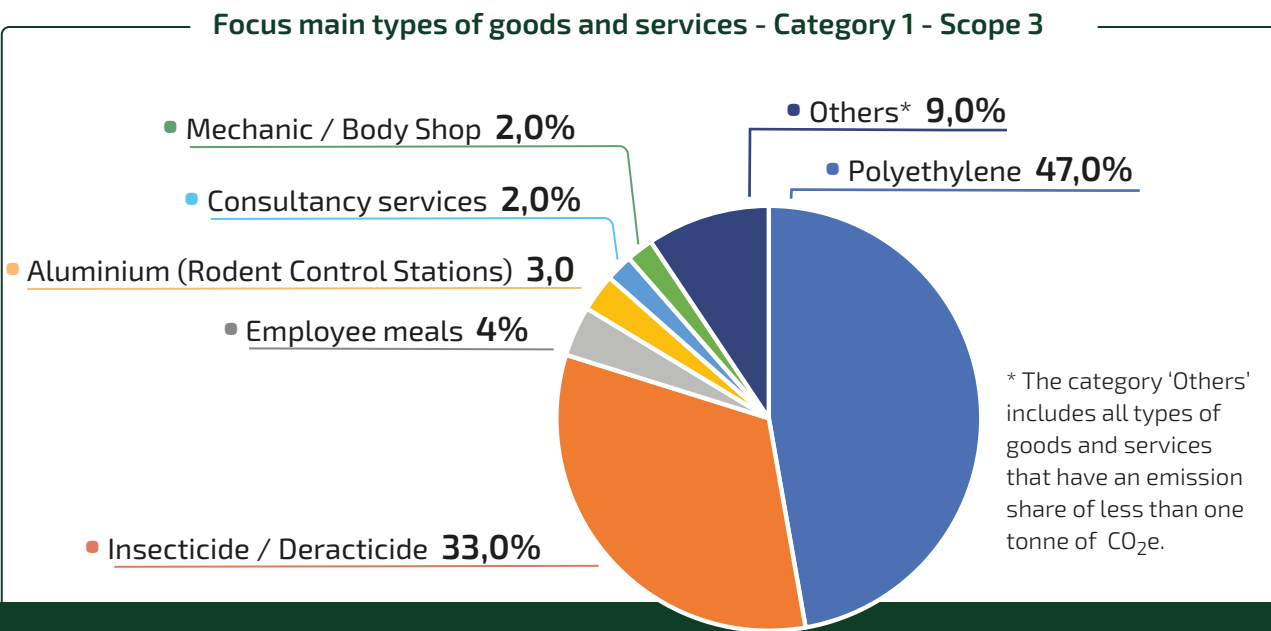
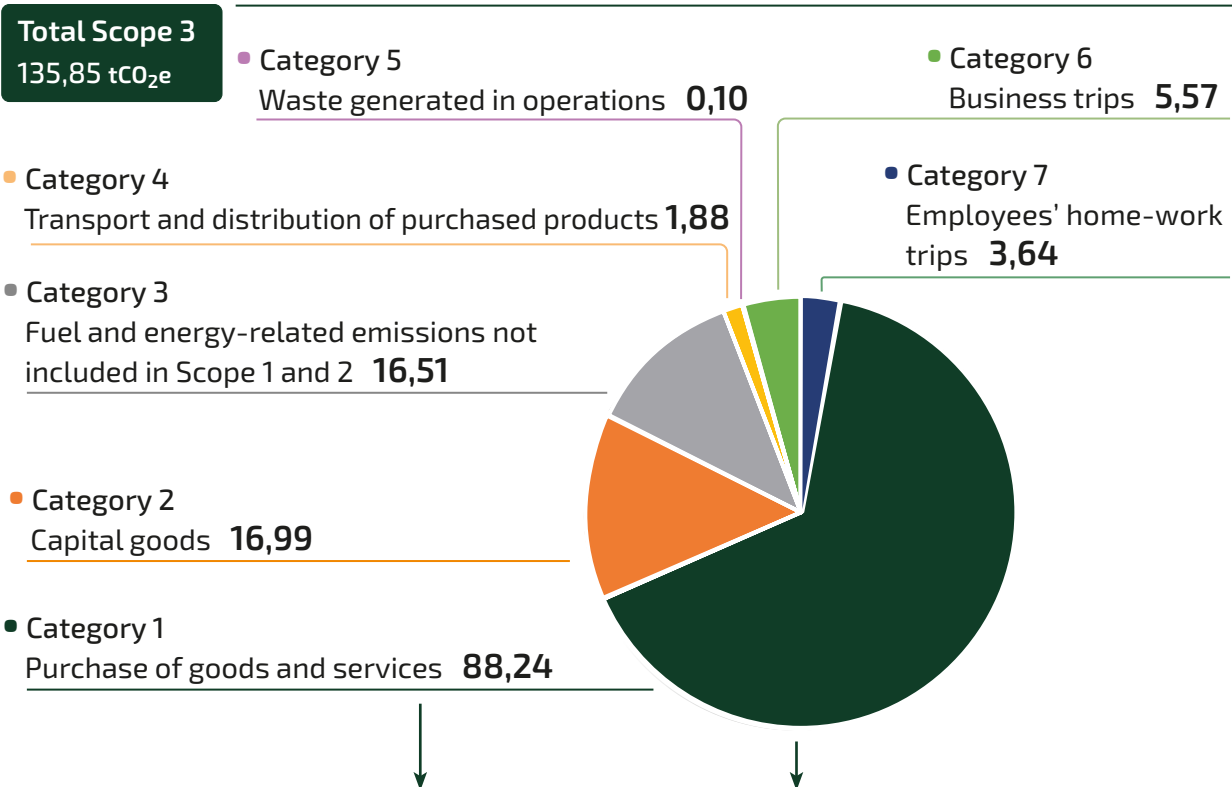


In 2024, Salvarat's Scope 3 emissions were dominated by the purchase of goods and services (88.24 tCO₂e), followed by capital goods (19.69 tCO₂e) and emissions related to fuels and energy not included in Scope 1 and 2 (16.51 tCO₂e). Other significant contributions came from the transport and distribution of purchased

products (1.88 tCO₂e), waste production (0.10 tCO₂e), business travel (5.57 tCO₂e) and employee commuting (3.64 tCO₂e). In 2024, the company introduced Category 12, which considers emissions related to the end of life of products sold (0.22 tCO₂e), expanding the analysis of the company's environmental impact throughout the entire product life cycle.

Total Scope 1	
Vehicle fleet	65,87 tCO ₂ e
Heating locations	0,59 tCO ₂ e

Total Scope 2 (Location based)	
Venue lighting	1,59 tCO ₂ e
Total Scope 2 (Market based)	
Venue lighting	2,72 tCO ₂ e





8

Guide to reading

8.1 Methodological note and reporting principles

8.1 Methodological note and reporting principles

Please find enclosed Salvarat's 2024 Sustainability Report, which presents the environmental, social and economic results achieved in the 2024 financial year, between 1 January and 31 December.

In order to facilitate the comparability of data over time and provide an overview of the company's performance, where possible, a comparison with data for the three-year period 2022-2024 has been proposed.

Prepared on an annual basis and on a voluntary basis, the Report aims to illustrate the sustainability strategies adopted by Salvarat S.r.l. S.B., its organisational and management model, the results achieved in relation to the company's objectives, and their impact - both quantitative and qualitative - on the economic, social and environmental context.

The reporting scope aligns with that of the financial statements, encompassing the sustainability impacts generated by Salvarat S.r.l. SB, which is headquartered in Via XX Settembre 85, Sansepolcro.

The document has been prepared in accordance with the 'Global Reporting Initiative Sustainability Reporting Standards', defined in 2021 by the GRI - Global Re-

porting Initiative, adopting the 'In Accordance' reporting option.

The drafting process involved identifying the content and indicators based on the results of the materiality analysis referring to the context that emerged in 2022 and was confirmed in subsequent years (2023 and 2024). This analysis identified the most significant impacts related to the company's activities, which were then associated with the relevant material topics.

The report contains qualitative and quantitative information, which was collected through interviews and survey forms, with the direct involvement of company representatives. In accordance with the principles set out in "GRI 1 - Fundamental Principles 2021", the material issues were reported in accordance with the provisions of "GRI 3 - Material Issues 2021". It is our pleasure to confirm that no specific activities were excluded from the reporting, and that there were no significant changes in the nature of the business during the year.

For further information and suggestions contact:

etica@salvarat.com

Salvarat's Sustainability Report outlines the company's tangible positive and negative impacts, as well as the potential impacts that could arise along the value chain.

To ensure the quality and reliability of the information reported, the document has been prepared in accordance with the principles set out in the GRI standards, including:

Accuracy

The level of detail of the information contained in this Sustainability Report has been defined with the aim of facilitating the understanding and evaluation of Salvarat's sustainability performance during the reporting period.

Balance

The contents of this document provide a balanced representation of Salvarat's performance during the reporting period. This includes both the results achieved and the areas in which the company recognises room for improvement.

Clarity

To ensure clear and easily comprehensible communication for all readers, simple and accessible language has been used, accompanied by graphs and tables that effectively represent the company's performance.

Comparability

Where available, the data contained in the Report has been reported for the three-year period 2022–2024, in order to allow for a comparison of performance over time. Furthermore, the information has been presented in accordance with the GRI Standards, thus enabling comparison with other companies in the sector.

Completeness

The impacts discussed in this Report are presented in a comprehensive manner and reflect the most significant environmental, social and economic aspects of Salvarat's activities, with the aim of providing an overview of the company's performance for the reporting year.

Context of sustainability

Salvarat's performance is included and analysed within the broader context of sustainable development.

Timeliness

This document was published in the second half of 2025.

Verifiability

Salvarat collected and analysed data in such a way as to make the information verifiable and easily verifiable in terms of its reliability.

9

Content Index and Data tables

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 Salvarat's Value Chain	31				
	2-7 Employees	5.1 Our Team	58	-			
		9.2 Data tables	100				
	2-8 Workers who are not employees	5.1 Our Team	58	During 2022, 2023, and 2024, there were no nonemployee workers			
		9.2 Data tables	100				
	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 2022, 2023 and 2024 no significant issues were reported				

9.1 Content Index

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions		
					Requirement	Reason	Explanation
GENERAL DISCLOSURE							
GRI 2 GENERAL DISCLOSURE 2021	2-17 Collective knowledge of the highest governance body	1.3 Governance and Organisational Structure	16	-			
	2-18 Evaluation of the performance of the highest governance body	1.4 Ethics and integrity	17	-			
	2-19 Remuneration policies	1.4 Ethics and integrity	17	-			
	2-20 Process to determine remuneration	1.4 Ethics and integrity	17	-			
	2-21 Annual total compensation ratio	9.2 Tabelle dati	100	-			
	2-22 Statement on sustainable development strategy	Letter to stakeholder	3	-			
	2-23 Policy commitments	1.3 Governance and Organisational Structure	16	-			
	2-24 Embedding policy commitments	1.3 Governance and Organisational Structure	16	-			
	2-25 Processes to remediate negative impacts	-		No policies have yet been formalized to address potential negative impacts			
	2-26 Mechanisms for seeking advice and raising concerns	1.4 Ethics and integrity	17				
	2-27 Compliance with laws and regulations	1.4 Ethics and integrity	17	During 2022, 2023, and 2024, no non-compliances with laws and regulations were recorded			
	2-28 Membership associations	1.5 Our stakeholders and partnerships	18				
	2-29 Approach to stakeholder engagement	1.5 Our stakeholders and partnerships	18				
	2-30 Collective bargaining agreements			All employees are covered by collective bargaining agreements			

9.1 Content Index

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanation
MATERIAL TOPICS					
GRI 3 MATERIAL TOPICS 2021	3-1 Process to determine material topics	8.1 Methodological note and reporting principles	88	-	
		2.2 Materiality Analysis - Impacts and Relevant Topics	24		
	3-2 List of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24		
GRI 200 – ECONOMIC PERFORMANCE					
COMMITMENT TO LOCAL AND COMMUNITY DEVELOPMENT					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 201 ECONOMIC PERFORMANCE 2021	201-1 Direct economic value generated and distributed	1.6 Economic performance and shared value	20	-	
CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 205 ANTI-CORRUPTION 2016	205-3 Confirmed incidents of corruption and actions taken	-		During 2024 no recorded cases of incidents of corruption	
GRI 206 ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anticompetitive behavior, antitrust, and monopoly practices	-		During the years 2022, 2023 and 2024, there were no legal actions for anti-competitive behaviour, antitrust and monopolistic practices within Salvarat	

9.1 Content Index

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanation
GRI 300 – ENVIRONMENTAL PERFORMANCE					
MATERIAL CONSUMPTION					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 301 MATERIALS 2016	301-1 Materials used by weight or volume	7.2 Environmental Impacts	80	-	
		9.2 Data tables	100		
BIODIVERSITY LOSS					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24	-	
GRI 304 BIODIVERSITY 2013	304-2 Significant impacts of activities, products, and services on biodiversity	2.3 Climate change and impact on pests: risks and opportunities for Salvarat	28	None of the activities carried out by Salvarat have significant impacts on biodiversity	
		4.1 Services offered by Salvarat	45		
		4.2 Research and innovation	51		
		304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-		In 2022, 2023 and 2024, Salvarat found itself operating in handicraft/industrial activities that are not located in environments that fall within the covered cases



9.1 Content Index

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanation
GRI 300 – ENVIRONMENTAL PERFORMANCE					
CLIMATE CHANGE					
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	100		
GRI 305 EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	7.3 Salvarat’s carbon footprint	82		
		9.2 Data Tables	100		
	305-2 Energy indirect (Scope 2) GHG emissions	7.3 Salvarat’s carbon footprint	82		
		9.2 Data Tables	100		
	305-3 Other indirect (Scope 3) GHG emissions	7.3 Salvarat’s carbon footprint	82		
		9.2 Data Tables	100		
WASTE GENERATION ACROSS THE VALUE CHAIN					
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	100	-	
		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	100	-	
		7.1 Salvarat’s environmental approach and policy	75		
		7.2 Environmental Impacts	80		
	306-3 Waste generated	9.2 Data tables	100	-	
		7.1 Salvarat’s environmental approach and policy	75		
	306-4 Waste diverted from disposal	9.2 Data tables	100	-	
		7.1 Salvarat’s environmental approach and policy	75		
	306-5 Waste directed to disposal	9.2 Data tables	100	-	
		7.1 Salvarat’s environmental approach and policy	75		

9.1 Content Index

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanation
GRI 400 – SOCIAL PERFORMANCE					
EMPLOYEE WELL-BEING, RETENTION AND TRAINING					
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	100	-	
	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	63	-	
GRI 402 LABOR/MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	9.2 Data Tables	100	-	
GRI 404 TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	5.3 Valuing and well-being of people	63		
		9.2 Data Tables	100		



9.1 Content Index

GRI Standard	Disclosure	Paragraphs	Pages	Notes	Omissions
					Requirement, Reason, Explanation
GRI 400 – SOCIAL PERFORMANCE					
HEALTH AND SAFETY AT WORK					
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	60		
	403-2 Hazard identification, risk assessment, and incident investigation	5.2 Health and safety of our people	60		
	403-3 Occupational health services	5.2 Health and safety of our people	60		
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.2 Health and safety of our people	60		
	403-5 Worker training on occupational health and safety	5.2 Health and safety of our people	60		
	403-6 Promotion of worker health	5.2 Health and safety of our people	60		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.2 Health and safety of our people	60		
	403-8 Workers covered by an occupational health and safety management system	5.2 Health and safety of our people	60		
	403-9 Work-related injuries	5.2 Health and safety of our people	60	In 2022, 2023 and 2024, no workplace injuries were confirmed	
DISCRIMINATION					
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	58		
GRI 406 NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	5.1 Our Team	58	In 2022, 2023, and 2024, no incidents of discrimination occurred at Salvarat. The company 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, Explanation
GRI 400 – SOCIAL PERFORMANCE					
DEVELOPMENT OF A SUSTAINABLE AND RESILIENT SUPPLY CHAIN					
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	36		
CUSTOMER AND COMMUNITY HEALTH AND SAFETY					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts 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 intervention teams	54		
	416-2 Incidents of non- compliance concerning the health and safety impacts of products and services	2.2 Materiality Analysis - Impacts and Relevant Topics	24	In 2022, 2023, and 2024, 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	
PRIVACY VIOLATION					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24		
GRI 418 CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.2.2 Customer centricity and satisfaction	38		
ASPECTS NOT COVERED BY GRI INDICATORS					
PROMOTING INNOVATION					
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	2.2 Materiality Analysis - Impacts and Relevant Topics	24		
INNOVATION		4.2 Research and innovation	51		



9.2 Data tables

GRI 2-7: Employees

Employees	Type of contract	Gender	UoM	2022	2023	2024
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
	TOTAL PERMANENT CONTRACT		n.	9	9	9
	Temporary contract	Women (n° of heads)	n.	0	0	0
		Men (n° of heads)	n.	0	0	0
	TOTAL TEMPORARY CONTRACT		n.	0	0	0
	TOTAL		n.	9	9	9
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
	TOTAL FULL-TIME		n.	8	8	8
	Part-time	Women (n° of heads)	n.	1	1	1
		Men (n° of heads)	n.	0	0	0
	TOTAL PART-TIME		n.	1	1	1
	TOTAL		n.	9	9	9

GRI 2-8: Workers who are not employees

Employees	UoM	2022	2023	2024
Total number of trainees	n.	0	0	0
Total number of temporary agency workers	n.	0	0	0
Total number of self-employed workers	n.	0	0	0
Seconded other subsidiary company	n.	0	0	0
Co-workers	n.	0	0	0
TOTAL	n.	0	0	0

9.2 Data tables

GRI 2-21: Annual total compensation ratio

		UoM	2022	2023	2024
Compensation	Total annual compensation of the organisation's highest paid individual	€	58.262,86	58.827,01	58.879,31
	Median of salaries paid to Company employees	€	32.555,59	34.390,82	36.054,00
	Ratio of the annual total compensation of the highest paid person to the median annual total compensation of all employees	€	1,79	1,71	1,63

GRI 301-1: Materials used by weight or volume

	Renewable	UoM	2022	2023	2024
Raw materials	-	Ton	2,87	3,40	3,31
Insecticides	No	Ton	2,1	3,01	2,62
Rat poisons	No	Ton	0,77	0,39	0,69
Process-related materials	-	Ton	16,75	22,75	14,08
Polyethylene sheet	Yes	Ton	16,75	22,75	14,08

GRI 302-1: Energy consumption within the organization

Energy consumption	UoM	2022	2023	2024
Petrol (car fleet)	Gj	18,00	47,76	25,40
Diesel (car fleet)	Gj	1.044,00	820,69	934,08
Natural gas (car fleet)	Gj	-	-	-
Natural gas (heating)	Gj	21,00	14,31	13,01
Office electricity (lighting and air conditioning) purchased from the grid	Gj	19,00	18,18	19,58
TOTAL ENERGY CONSUMPTION	Gj	1.102,00	900,94	992,37

9.2 Data tables

GRI 305-1: Direct (Scope 1) GHG emissions

Direct emissions*	UoM	2022	2023	2024
Petrol (car fleet)	tCO ₂ e	1,21	2,1	1,32
Diesel (car fleet)	tCO ₂ e	73,43	58,25	64,55
Natural gas (car fleet)	tCO ₂ e	-	-	-
Natural gas (heating)	tCO ₂ e	1,19	0,65	0,59
TOTAL SCOPE 1	tCO₂e	75,83	61,00	66,46

* The calculation of Scope 1 emissions was performed using emission factors from the following source: DEFRA - Department for Environment, Food & Rural Affairs (UK), 2024

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

Indirect emissions*	UoM	2022	2023	2024
Emissions from electricity consumption (Location- based)	tCO ₂ e	1,65	1,29	1,59
TOTAL SCOPE 2 (LOCATION-BASED)	tCO₂e	1,65	1,29	1,59
TOTAL SCOPE 1 + SCOPE 2 (LOCATION-BASED)	tCO₂e	77,48	62,29	68,05
Emissions from electricity consumption (Market- based)	tCO ₂ e	2,39	2,31	2,72
TOTAL SCOPE 2 (MARKET-BASED)	tCO₂e	2,39	2,31	2,72
TOTAL SCOPE 1 + SCOPE 2 (MARKET-BASED)	tCO₂e	78,22	63,31	69,18

* 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 CO₂ 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 2024 emission factor: 500,57 gCO₂/kWh, source: AIB, Association of Issuing Bodies (2024) - European Residual mixes 2023.

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 2024: 293 grams CO₂/kWh), source: ISPRA Report 404/2024.

9.2 Data tables

GRI 305-3 Other indirect (Scope 3) GHG emissions				
Indirect emissions (Scope 3)*	UoM	2022	2023	2024
Category 1 – Purchased goods and services	tCO ₂ e	81,17	103,65	88,24
Category 2 – Capital goods	tCO ₂ e	-	-	19,69
Category 3 – Fuel and energy-related activities (not included in Scope 1 or Scope 2)	tCO ₂ e	17,43	15,19	16,51
Category 4 – Upstream transportation and distribution	tCO ₂ e	1,98	2,37	1,88
Category 5 – Waste generated in operations	tCO ₂ e	0,42	0,31	0,10
Category 6 – Business travel	tCO ₂ e	0,78	3,55	5,57
Category 7 – Employee commuting	tCO ₂ e	3,28	3,43	3,64
Category 12 – End-of-Life Treatment of Sold Products	tCO ₂ e	-	-	0,22
TOTAL SCOPE 3	tCO₂e	105,06	128,51	135,84
TOTAL SCOPE 1 + SCOPE 2 (LOCATION-BASED) + SCOPE 3	tCO₂e	182,54	190,80	203,89
TOTALE SCOPE 1 + SCOPE 2 (MARKET-BASED) + SCOPE 3	tCO₂e	183,28	191,82	205,02

* Scope 3 GHG emissions were calculated according to the GHG Protocol methodology, using the following emission factors: Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6 (2024); DEFRA - Department for Environment, Food & Rural Affairs (UK), 2024; Ecoinvent3.11 DatasetDocumentation -pesticide production, unspecified-RER; Ecoinvent3.11 DatasetDocumentation -light commercial vehicle production; ICAO Carbon Emissions Calculator Methodology version 13.1; Cornell Hotel Sustainability Benchmarking (CHSB) Index 2024. 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, Transportation and distribution of purchased products, Waste production, Business travel, Employee commuting, End of life of products sold.

9.2 Data tables

GRI 306-3: Waste generated

Type of waste	UoM	2022		2023		2024	
		Total waste generated	Hazardous / non-hazardous waste	Total waste generated	Hazardous / non-hazardous waste	Total waste generated	Hazardous / non-hazardous waste
Paper	-	0	-	0	-	0,38	-
Plastics	Ton	7,150	-	11,380	-	11,740	-
Iron	Ton			0,310			
Food waste	Ton	N/A	N/A	N/A	N/A	N/A	N/A
Printer Toners	Ton	0,011	-	0,016	-	0,011	-
Electrical/electronic equipment not working	Ton	-	-	-	-	-	-
Waste from production cycle	Ton	1,490	-	1,895	-	2,270	-
TOTAL WASTE PRODUCED FOR YEAR	Ton	8,640	-	14,051	-	14,471	-

GRI 306-4: Waste diverted from disposal

Waste		UoM	2022			2023			2024		
			Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
TOTAL HAZARDOUS WASTE		Ton	-	-	0,040	-	-	0,031	-	-	0,013
of which re-prepared for re-use		Ton	-	-	-	-	-	-	-	-	-
of which sent for recycling		Ton	-	-	-	-	-	-	-	-	-
Other recovery operations	R13	Ton	-	-	0,040	-	-	0,031	-	-	0,013
TOTAL NON-HAZARDOUS WASTE		Ton	-	-	7,15	-	-	12,140	-	-	11,740
of which re-prepared for re-use		Ton	-	-	-	-	-	-	-	-	-
of which sent for recycling		Ton	-	-	7,150	-	-	12,140	-	-	11,740
Other recovery operations	R13	Ton	-	-	-	-	-	-	-	-	-

9.2 Data tables

GRI 306-5: Waste directed to disposal

Waste		UoM	2022			2023			2024		
			Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
TOTAL HAZARDOUS WASTE		Ton	-	-	0,107	-	-	0,124	-	-	0,253
of which sent to incineration (with energy recovery)		Ton	-	-	-	-	-	-	-	-	-
of which sent to incineration (without energy recovery)		Ton	-	-	0,01	-	-	-	-	-	-
of which sent to landfill		Ton	-	-	-	-	-	-	-	-	-
Other Disposal Operations	D15	Ton	-	-	0,097	-	-	0,124	-	-	0,253
TOTAL NON-HAZARDOUS WASTE		Ton	-	-	1,348	-	-	1,756	-	-	2,015
of which sent to incineration (with energy recovery)		Ton	-	-	-	-	-	-	-	-	-
of which sent to incineration (without energy recovery)		Ton	-	-	1,337	-	-	1,740	-	-	2,004
of which sent to landfill		Ton	-	-	-	-	-	-	-	-	-
Other Disposal Operations	D15	Ton	-	-	0,011	-	-	0,016	-	-	0,011

9.2 Data tables

GRI 401-1: New employee hires and employee turnover

Indicator	Gender	Age	2022	2023	2024
			Number of heads	Number of heads	Number of heads
New employee hires from 1 January to 31 December	Women	< 30 years old	0	0	0
		Beetween 30 and 50 yrs	0	0	0
		> 50 years old	0	0	0
	Men	< 30 years old	0	0	0
		Beetween 30 and 50 yrs	0	0	0
		> 50 years old	0	0	0
TOTAL WOMEN HIRES (N. OF HEADS)			0	0	0
TOTAL MEN HIRES (N. OF HEADS)			0	0	0
TOTAL HIRES			0	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
TOTAL WOMEN LAYOFFS (N. OF HEADS)			0	0	0
TOTAL MEN LAYOFFS (N. OF HEADS)			0	0	0
TOTAL LAYOFFS			0	0	0

GRI 402-1: Minimum notice periods regarding operational changes

Minimum notice periods regarding operational changes	UoM	2022	2023	2024
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 tables

GRI 403-8: Workers covered by an occupational health and safety management system

Employees	UoM	2022	2023	2024
The number and percentage of all employees covered by such a system	n.	9	9	9
	%	100%	100%	100%
The number and percentage of all employees covered by such a system that has been internally audited	n.	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	n.	9	9	9
	%	100%	100%	100%
TOTAL NUMBER OF EMPLOYEES	n.	9	9	9
Workers who are not employees whose work or place of work is controlled by the company	UoM	2022	2023	2024
The number and percentage of all non-employees covered by such a system	n.	-	-	-
	%	0%	0%	0%
The number and percentage of all non-employees covered by such a system that has been internally audited	n.	-	-	-
	%	0%	0%	0%
The number and percentage of all non-employee workers covered by such a system that has been audited or certified by independent third parties	n.	-	-	-
	%	0%	0%	0%
TOTAL NUMBER OF NON-EMPLOYEE WORKERS	n.	-	-	-

9.2 Data tables

GRI 403-9: Work-related injuries

Employees	UoM	2022	2023	2024
Hours worked	n.	13.189	13.538	13.748
TOTAL NUMBER OF RECORDABLE OCCUPATIONAL ACCIDENTS, INCLUDING FATALITIES	n.	0	0	0
of which commuting accidents <i>(only if the transport was organised by the company and the journeys took place within working hours)</i>	n.	0	0	0
TOTAL NUMBER OF ACCIDENTS AT WORK WITH SERIOUS CONSEQUENCES (>6 MONTHS ABSENCE), EXCLUDING DEATHS	n.	0	0	0
of which the number of deaths	n.	0	0	0
Rate of recordable occupational accidents*	%	0%	0%	0%
Rate of occupational accidents with serious consequences*	%	0%	0%	0%
Death rate*	%	0%	0%	0%
Workers who are not employees, but whose work and/ or place of work is under the control of the company	UoM	2022	2023	2024
Hours worked	n.	0	0	0
TOTAL NUMBER OF RECORDABLE OCCUPATIONAL ACCIDENTS, INCLUDING FATALITIES	n.	0	0	0
of which commuting accidents <i>(only if the transport was organised by the company and the journeys took place within working hours)</i>	n.	0	0	0
TOTAL NUMBER OF ACCIDENTS AT WORK WITH SERIOUS CONSEQUENCES (>6 MONTHS ABSENCE), EXCLUDING DEATHS	n.	0	0	0
of which the number of deaths	n.	0	0	0
Rate of recordable occupational accidents*	%	0%	0%	0%
Rate of occupational accidents with serious consequences*	%	0%	0%	0%
Death rate*	%	0%	0%	0%

* 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 tables

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

Hours of training by employment category	UoM	2022	2023	2024
Managers	h.	33,50	38,50	26,0
Executives	h.	237,15	368,00	329,5
Employees	h.	45,65	33,50	53,0
TOTAL HOURS OF TRAINING PROVIDED TO EMPLOYEES	h.	316,30	440,00	408,50
Average training hours per manager	h.	33,50	38,50	26,00
Average training hours per executive	h.	39,50	61,30	54,90
Average training hours per employee	h.	22,82	16,75	26,50
Training hours by employees gender	UoM	2022	2023	2024
Training hours provided to women	h.	45,65	33,5	53,0
Training hours provided to men	h.	270,75	406,5	355,5
TOTAL HOURS OF TRAINING PROVIDED TO EMPLOYEES	h.	316,4	440,0	408,5
Average training hours per employee (woman)	h.	22,83	16,75	26,5
Average training hours per employee (man)	h.	38,68	58,07	50,79

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

Type	UoM	2022	2023	2024
TOTAL NUMBER OF NEW SUPPLIERS	n.	0	0	3
Number of new supplier that were screened using social criteria	n.	0	0	3
Rate of new suppliers that were screened using social criteria	%	-	-	100%

GRI 416-1: Assessment of the health and safety impacts of product and service categories

Type		UoM	2022	2023	2024
Product categories for which health and safety impacts are assessed for improvement*	Product categories assessed for health and safety	n.	100	100	100
	TOTAL NUMBER OF PRODUCT CATEGORIES	n.	100	100	100
	Percentage of product categories for which health and safety impacts are assessed	%	100%	100%	100%

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

9.2 Data tables

GRI 405-1: Diversity of governance bodies and employees

Board of Directors by gender and age			2022	2023	2024
			Number of heads	Number of heads	Number of heads
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		2022		2023		2024	
		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

Employees by job category and age group		2022			2023			2024		
		< 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	2	4	0
TOTAL		2	4	3	2	4	3	2	4	3



