



# Our sustainable path

Summary of the 2023 Sustainability Report



# Letter to Stakeholder



"...At Golfera we know how the future of business is linked to sustainability. Indeed, there can be no growth and development of a Company and Organization without serious and constant attention to sustainability, that is to say, respect and listening to the People who work there, respect for the Environment that surrounds us, and attention to all Stakeholders who are directly or indirectly related to the Company. For us, sustainability reporting goes beyond the rules; it is an opportunity to rethink our way of "doing business"; to demonstrate that integrating ESG factors into our strategy and our business and generating shared well-being is not only possible but today necessary..."

Stefano Zavaglia  
CEO Golfera S.p.A

# Our Company



**3**  
n° of plants

**69** mln  
production value

**16.000** mq  
+ 10,000 sqm of expansion partly authorised at the end of 2023  
Headquarters extension (Lavezzola)

**178**  
n° of employees and collaborators

**1967**  
Year of Establishment of the Headquarters (Lavezzola)



Main markets  
**GDO & DISCOUNT, FOOD SERVICE, NORMAL TRADE**



Certifications  
**BRC, IFS, AIC, BIO**

# Mission & Values

Golfera's Mission focuses on spreading the culture of "good food", bringing Italian delicatessen all over the world. This goal is achieved by balancing **tradition, modernity and service**, so to provide Customers and Consumers with high quality food.



**Food Production and Quality**



**Relationships with Suppliers and Transparency**



**Commitment to Continuous Improvement**

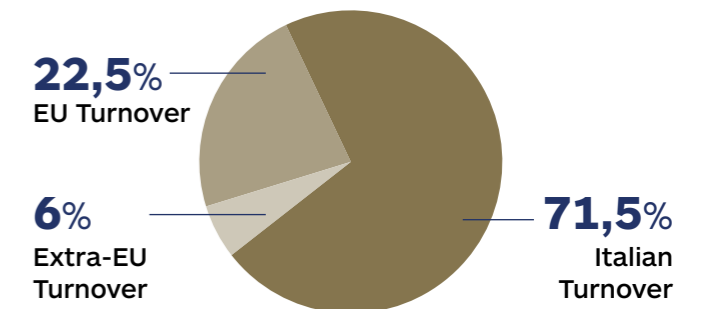


**Sustainability and Environment**



# Our market

The main markets served are, beyond Italy: **Sweden, France, Germany, Denmark and Romania**, and numerous other countries, including **Albania, Armenia, Azerbaijan, Canada, Switzerland, United Kingdom, Guatemala, Hong Kong, Lebanon, Montenegro, Norway, Philippines, Seychelles, Thailand, USA and Venezuela**.



## Our sustainability *strategy* and governance

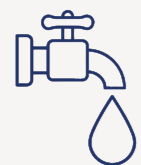
### 2023 Milestones:



**Creation of the COS (Sustainability Operating Committee)**, an internal working group that involves key figures of the company to discuss advances and future projects on ESG (Environmental, social, and governance) issues.



**Expansion of the photovoltaic park**, that will allow the company to become even more energy-independent from the second half of 2024 (in the reporting year, Golferà uses approximately 60% of the energy produced by the existing photovoltaic park and the cogenerator).



**Activation of the new water purification system** to reduce the costs and risks of supply from an external network. In the reporting year, there is **63% less water taken from the aqueduct compared to before**.



**Creation of an internal newsletter (GOLFERA NEWS)** to inform the employees about **sustainability issues and the Company's projects**.

### The 2024 objectives:

- 1 The **Life Cycle Assessment on Golfetta**, our flagship product, and the associated EPD (Environmental Product Declaration) product certification.
- 2 Starting the **ISO 14001** Environmental Certification and the **ISO 45001** Certification for Health and Safety at Work.
- 3 Starting the **adoption of a MOG** (Model of Organization and Management) according to 231/2001.
- 4 Dissemination and application of the principles of the **Code of Ethics and Supplier Code of Conduct**.
- 5 **Installation of a second cogenerator in the Lavezzola plant**, with an output of approximately 600 kwatt, to further increase the company's electrical production capacity.

**4** n° of strategic pillars

**9** n° of SDGs supported

**57** n° of planned actions and initiatives 2023-2025

**14** n° of identified material issues

**12** n° of strategic objectives

**8** n° of COS (Sustainability Operating Committee) members

In 2022, we published our first **2023-2025 Strategic Sustainability Plan**, in which we identified **the pillars of our sustainable action, the material/relevant issues** that impact our activities and, defined a series of concrete objectives that we are committed to achieving in the coming years.

The Company integrated ESG issues and defined its sustainability strategy reporting the impact in economic, social and environmental terms.

The project undertaken had the dual purpose of **formalizing concrete and measurable objectives** and actions within a three-year strategic sustainability plan, and at the same time **disseminating and communicating corporate performance** through the drafting of an annual Sustainability Report, which measures and reports the efforts to concretely implement the Sustainable Development objectives outlined in the 2030 Agenda.

In 2023, we formalized a **Sustainability Governance system for monitoring and managing sustainability issues and identifying relevant sustainability impacts** so we appointed a Sustainability Operating Committee (COS) composed of function managers to supervise it.

The COS also reports to the **Sustainability function, any regulatory updates in its area of expertise**, changes of context, stakeholders' requests, etc.  
The COS also plays **an advisory and proactive role towards the Golferà Board of Directors on ESG issues**.



# Sustainability objectives and actions 2023

ACHIEVEMENTS IN 2023	SUB-OBJECTIVES	SDG'S OF REFERENCE
<b>Definition and formalization of business processes and procedures</b>	Formalization of sustainability reporting	
	Formalization of the sustainability strategy 2023 – 2025	
	Raise awareness and involve all key figures in upcoming and future sustainability activities by establishing shared reference processes	
	Platform implementation with a qualified digital company to comply with the Legislative Decree 24/2023 (Whistleblowing)	
<b>Definition of organisational structure</b>	Establishment of a Sustainability Operating Committee (COS) to support and facilitate the process of implementing Sustainability in the Company	
	Implementation of a Cybersecurity system with training of dedicated figures and training for all staff	
<b>Development of new projects</b>	Research on new vegan products to increase the offer for all consumers, even for those who, for religious, health, etc. reasons, want to reduce meat consumption	
<b>Employee well-being</b>	Implementation of employee food distribution systems in the canteen service with San Mauro Pascoli products	

ACHIEVEMENTS IN 2023	SUB-OBJECTIVES	SDG'S OF REFERENCE
<b>Transparent communication</b>	Sustainability communication plan for employees	
	Internal communication on the topic of healthy eating through the support of a nutritionist	
	Make buyers/consumers aware of the progress made in the field of sustainability by Golfera through the sustainability report and other basic tools	
<b>Education and training</b>	Training on the topic of Sustainability for employees through an internal company newsletter with dedicated spaces	
<b>Monitoring and efficiency of consumption and processes</b>	Installation of a new water purification plant	
	Installation of a new 1 million kW photovoltaic system	
	Installation of a new cold storage plant	
<b>Monitoring and evaluation of the Supply Chain</b>	ESG evaluation of key suppliers	

## Our responsible value chain



### certifications

BRC, IFS, AIC, BIO



### healthier products

Expansion of the range of cold cuts *"Tutto il gusto della leggerezza"* and enhancement of plant products.



### new products 2023

- **Benfatto ready-made sauces**
- **Primizia Romagnola Salami** in natural casing
- **Golfetta**: new recipe with even less sodium (**-40%**) than the previous recipe.



### suppliers

90% of the raw material pork meat comes from **domestic suppliers, 50% of which are from Emilia Romagna region.**

The Internal policy seeks to favour the establishment of relationships with **small and medium-sized suppliers located within 100km** of their plants or in any case in the Emilia Romagna region.



### Sustainable packaging

Packaging with **65-75% less plastic than traditional trays** of pre-sliced product, produced in multilayer and multi-material plastic film with a bottom in FSC-certified composite paper (valid only for the organic lines *"Le Biodelizie"* and *"Cosibio"*).



## Research and Development

Golfer's management regarding the development of projects to promote **product innovation**, are defined within the company's process for developing new products, and follows the methodology of "Fast Innovation"'s logic, and **ISO 56002 certification**.

## Our people territory and community.

At the heart of Golfer's commitment to corporate sustainability lies a deep dedication to respect for **human rights, workers, and the individual in general.**

**Golfer's success was forged by the passion and expertise of its people.** Indeed, the company has, over the years, established a culture that places human capital at the centre of its competitive strategy, recognizing the unique value that each individual is able to bring.

For Golfer, it is important to develop and maintain a workspace in which people feel comfortable and can grow professionally and personally, promoting the creation of a healthy and safe place.

Since the beginning of 2023, a **corporate newsletter** (*Golfer News*) has also been created, and published quarterly, to **strengthen the direct link between all employees.** The newsletter reports the main company and market news (for example, new product releases, participation in trade fairs), and shares the progress and future goals in the field of sustainability, and is provided with advice on nutrition and well-being by our internal nutritionist.

Over the years, the Company has actively supported initiatives for the benefit of the community. In the years preceding the reporting, for example, Golfer donated **contributions to the recreational club of tennis in Faenza**, gave **funds to increase the post school hours at a nursery in Rimini** to facilitate working parents, and **provided transportation for the children of school and football team in Lavezzola.**

In the days following the **flood of 2023**, the **company donated €40,000 to the Erika Association in Lavezzola**, that were used to buy mainly **household appliances and furniture** for families who needed it.

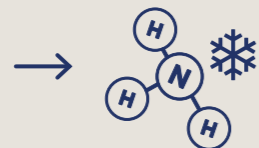


# The planet and the environment

The focus of Golfera on actions and initiatives for environmental protection is strongly linked to the company's commitment to carry out its production activities ethically and responsibly, adopting sustainable and low-impact alternatives whenever possible.

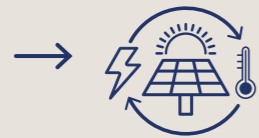


## F-gas with lower environmental impact



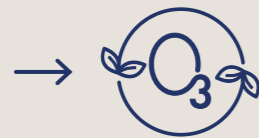
A new refrigeration plant with natural and more ecological refrigerants (ammonia).

## Sustainable self-production (Lavezzola site)



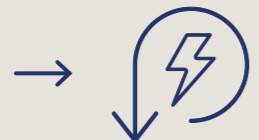
Almost 60% of the energy requirements come from photovoltaic and co-generator plant that allows the production of electricity and heat at the same time.

## Improved water management



New plant to make drinking water "chlorine-free" through the use of ozone. Action that has allowed the company to reduce its water supply from aqueducts by approximately 60%.

## Reduced energy consumption



16% reduction in methane gas used in production processes compared to 2022.

## Reduced emissions



Compared to 2022, thanks to the measures implemented, SCOPE1<sup>1</sup> emissions were reduced by 72%.

## Packaging rationalization



In 2023, thanks to the optimizations implemented, 29% less cardboard was purchased than in the previous year.

The drafting of the 2023 Sustainability Report of Golfera S. p. A. was carried out by key figures from the COS (Sustainability Operating Committee) with the methodological support of Best Advance.

The graphic editing was done by *Programma Immagine* under the supervision of the marketing department at Golfera.

The budget was approved by the Board of Directors of Golfera S. p. A. on 10/10/2024.

Find out the full version of our **Sustainability report**



<sup>1</sup>SCOPE 1 = emissions from internal business.